



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

SHANTINIKETAN BUSINESS SCHOOL

UPPALWADI KAMPTEE ROAD

440026

www.sbseducation.org

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Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

May 2023

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Shantiniketan Business School is a prominent educational institution located in Nagpur, Maharashtra, India established by Shantiniketan Bahu Uddeshiya Sanstha. The objective was "To establish and run educational institutions in the urban as well as rural areas. The Sanstha is being run by an innovative executive body consisting of the following professionals

President : Vinod Chhangani – C.A.
Vice-President: Ritesh Chelani - Businessman
Secretary : Ejaz Ahmad - Advocate
Treasurer : Ashish Chhangani – C.A.
Joint Secretary: Aqueel Ahmed - Businessman

The executive management of the institute having expertise in professional approach with the clearest vision about the development of managerial and business education in the society.

Shantiniketan Business School offers two years full time MBA Course, approved by AICTE and affiliated with RTMNU Nagpur University with specializations in Finance, Human Resource, Marketing, Operations, Entrepreneurship Development, International Business and Business Analytics that cater to the needs of aspiring business professionals.

The institution focuses on imparting a holistic education that combines theoretical knowledge with practical exposure to develop well-rounded individuals. Shantiniketan Business School is committed to providing a conducive learning environment that encourages students to explore their potential, foster innovation, and develop strong leadership skills. Institution has well developed campus equipped with modern facilities and learning resources to achieve academic excellence according to its vision and strategic objectives.

One of the distinguishing features of Shantiniketan Business School is that the institute is situated in close proximity to an industrial area recognizing the benefit of this geographical advantage. The institution has capitalized on its proximity to foster strong industry-academia linkages, enhance student opportunities, and create a vibrant learning ecosystem. This distinctive feature has contributed significantly to the institution's performance and reputation.

Vision

SHANTINIKETAN Business School aspires to be a Pioneer in the field of Managerial Academics. The objective of the institution is to create a nurturing and empowering environment that prepares students to be ethical, competent, and socially responsible business leaders, capable of driving positive change in the business world and society at large.

Mission

The mission of Shantiniketan Business School, Nagpur is to provide a transformative and comprehensive management education that equips students with the knowledge, skills, and values necessary for success in the dynamic business world. The institution is dedicated to fostering academic excellence, ethical leadership, industry relevance, and holistic development among its students.

The key elements of the mission of the institution are as follows:

- To Import quality education to meet national and global challenges
- To blend theoretical knowledge with practical skills
- To encourage the faculty to pursue academic excellence through high quality research and publication
- To provide access to all sections of society to pursue higher education
- To promote the use of new technologies in teaching and research
- To inculcate right values among students while encouraging
- To promote leadership qualities among students
- To produce socially sensitive citizens
- To contribute nation building
- To hasten the process of creating a knowledge society

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

- Unlike most other MBA institutions that are located outside of the city, our campus is located in Uppalwadi, which is approximately 8 kilometers from Zero Milestone, and around 2 Kilometers from Metro Station making it convenient for students to travel.
- Conducive learning environment and infrastructure which is evidenced by academic performance. A campus with 2 acres surrounded by greenery giving ample opportunities for the better academic environment.
- Infrastructure consists of 6 classrooms, 1 seminar hall, 1 computer lab, library, offices, staffroom, canteen and Girls common room is an asset
- The college has an illustrious and high profile alumni occupying top positions in society, culture and administration
- The Training and Placement Cell constantly provide a vibrant platform to meet the different needs of students for employability. They also provide opportunities for internship and summer training for project work.
- Various Social Activities are undertaken to promote social welfare
- Remedial Class on Sunday for slow learner is the best initiative for institute
- Implementation of Green Practices in college campus and Mentoring System for Students are the best practices adopted by institution

Institutional Weakness

- No hostel accommodation for students
- Limited resources in the use of digital technology to enhance teaching- learning on campus
- The industry – institution interface can be enhanced further

- Need to make optimum use of the recently added land with the institute
- Lack of participation of alumni and parents in College affairs

Institutional Opportunity

- There are many industries in the vicinity which gives an employment opportunity for the students
- Scope for future development in area and strength wise
- Scope of various extension activities for society
- To strengthen Industry-Institution Interface
- Creating more research and training facilities to improve teaching capabilities of faculty

Institutional Challenge

- To strengthen the institution's effort in placement of students.
- To organize more sports activities for inculcating sports values into students
- To improve the results and performance of students
- To create and develop skill in the students to capture business professionalism

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Shantiniketan Business School is affiliated to the Rashtrasant Tukdoji Maharaj Nagpur University and the curriculum is also designed and developed by the University. As an affiliated Institution the College is not empowered to formulate its own curriculum. However the College enriches the University curriculum through additional inputs to provide a holistic education to the students. In the year 2016-19 RTMNU has curriculum in CBCS pattern and from year 2019-20 the curriculum implemented is in outcome based CBCS pattern. Hence Institute adopted both the curriculum for consequent year as instructed by the RTMNU

The institute believes in the adoption of students centric methods which help to enhance student involvement as a part of participative learning and problem solving methodology. The institute uses a variety of methods to improve learning experiences, such as the lecture method, interactive method, project and field work method, and so on.

In order to provide curriculum effectively;

- *The Institution follows an 'Academic calendar' issued by Rashtrasant Tukdoji Maharaj Nagpur University.*
- *Additionally, a Teaching plan is created to ensure that lectures are delivered successfully and the entire curriculum is covered.*
- *Teachers prepare their course material according to the Direction and syllabus provided by Rashtrasant Tukdoji Maharaj Nagpur University.*
- *Module wise class tests, mid-semester examinations, regular assessment, viva-voce, remedial and tutorial classes on Sunday are used to monitor the progress of students.*

In order to integrate cross-cutting issues such as gender, environment and sustainability, human values and professional ethics, institute has incorporated a variety of Add on courses into curriculum. To create Moral, Ethical and Social values, Institute celebrates Republic day, Women's day, Independence Day, Teacher's day, Ganesh Festival etc. Various social extension activity was conducted to raise awareness of among the people like World Tobacco Day, World water day, Swaccha Bharat Abhiyan, Save Girl Child etc.

Teaching-learning and Evaluation

To create an effective teaching, learning, and evaluation process, Shantiniketan Business School often adopt student-centered approaches, promote active learning, and incorporate technology to facilitate engagement and accessibility. In line with the vision and mission, Institute is committed to prepare each student as a human resource who will make a difference in society.

Teaching - The teaching learning process is initiated through effective structuring of subject allocation and workload preparation upon which lesson plans are built. Faculty combine traditional teaching methods with use of modern teaching aids. Lecture Plans given well in advance to the students to be mentally prepared for the topics to be taught. It encompasses various instructional strategies, such as lectures, discussions, group work, Power point presentations, case studies, and practical demonstrations. During the lectures, interactive question answer sessions are arranged.

Learning - The institution assesses the learning levels of the students, after admission and organizes special programs for advanced learners and slow learners. All students have to attend the Induction Programme where detail about the curriculum is given to them. Teaching plans, syllabus and evaluation process are explained to the students class wise by the faculty members besides the induction programmes

Evaluation - Continuous assessment is done which includes, Class Assignments, Seminars and Group Discussions, Projects, Internships, Viva-voce examinations and attendance, enable effective assessment of learning levels of students. In addition, teacher-student interactions, help in identification of different levels of learners.

Faculty members and various Committees regularly review the academic progress and counsel students to improve their performance to ensure their academic growth.

- Special measures taken to support relatively slow learners are: -
- Extra Remedial Classes are organizing on Sunday to help students prepare for their exams.
- Encouraging them to study courses on developing soft skills to master understanding of language.
- Encouraging them to participate in various activities to develop social skills.

Research, Innovations and Extension

The Institute encourages research among its faculty and students in various ways like sponsoring them to present papers in national and international conferences, providing them academic leave for research, leave for attending international and national conferences. Two faculty members of the Institute are PhD holder and some undergoing their Ph.D. Program. Students are encouraged to incorporate research culture in their project report. For faculties and students, a variety of workshops are held on research topics. Many faculty members are regularly taking part in seminars and workshop and publishing research papers in reviewed journals.

The institution is also actively involved in extension activities to help society by conducting awareness program in nearby villages. Institute conducted Awareness Program on World Tobacco day to create awareness, fosters community engagement, promotes advocacy and policy influence, inspires behaviour change, empowers students, and strengthens community solidarity.

Another Social extension activity was the gender equity program conducted under the campaign of "Beti Bachao Beti Padhao" (Save the Girl Child, Educate the Girl Child) to promote gender equality, education, and empowerment of girls. To celebrate this program, college organized a rally centered on the theme of gender equity.

On the occasion of Rashtrasant Tukdoji Maharaj Jayanti Institute celebrated Swachh Bharat Abhiyan in nearby village to promote cleanliness and hygiene practices. The college aims to create awareness about the importance of maintaining a clean and sanitary environment for the well-being and health of the residents.

Infrastructure and Learning Resources

The Institute has expansive campus of 2 acres and the college building is constructed in area of 2063 sq. meters in total with three floors. College has adequate and latest IT infrastructure. The IT infrastructure and resources are updated and upgraded continuously as per the requirements and changing technology. The entire Institute is Wi-Fi enabled Faculty and Students can avail the Wi-Fi facilities 24X7. Internet facility is provided to the classrooms, library and the offices through Wi-Fi. Staffs are also provided with individual system (Laptop or Desktop) with internet facility. Institute has well developed campus equipped with modern facilities and learning resources to achieve academic excellence according to its vision and strategic objectives

The infrastructure facilities and learning resources are categorized as under

- **Classrooms:** Our institution has sufficient number of well-furnished, well ventilated, spacious classrooms for conducting theory classes.
- **Technology Enabled Learning Rooms:** one E-classroom equipped with LCD Projector, audio system and internet
- **Projector** - 2 Projectors are available

- **Desktop and Laptop** – Arranged at Computer lab and Faculty Desk all over the campus
- **Seminar Hall:** College has one seminar hall to conduct conferences, seminars and workshops for students and faculty members as well. They are equipped with LCD Projectors, white boards, public addressing system with internet connectivity
- **Printer/Scanner** – They are installed at Computer Lab and in administrative office
- **Computer Lab:** There are 24 Desktop computers, 1 printer with scanner to facilitate computing and internet browsing
- **Library** - Library is having ___number of volumes in its inventory along with online E-Resources and these learning resources are made available to the students and faculty members of the institution
- **Safe Drinking Water facility**

Student Support and Progression

The college is committed in providing the best infrastructural and academic facilities to all the students. Once

admitted in the college, the students are taken care of by providing various facilities in the form of indoor and outdoor sports facilities, encouragement for participation in co-curricular activities, besides supporting deserving students with financial assistance from the college and assisting them to benefit from the State Govt. and Central Govt. sponsored scholarship schemes. Academic support for slow learners and advanced learners exist along with guidance to face several competitive examinations. Remedial Classes are taken on Sunday for slow learners.

Industrial visits, Expert lectures from industry/corporate/academics, Alumni talks, workshops and seminars/conferences, Industry - Institute linkage program are conducted by institute. Counselling is done by faculty members to help students to enhance their personality and communication skills & get the best of the placement opportunities. Special mentor sessions are conducted by the faculty members to guide the students in career counselling.

There is a strong mechanism of handling the grievance of students through Faculty. The Institute has constituted Committees like Internal Complaint cell which look after gender sensitive issues. In addition The Institute has anti-ragging committee consisting of male and female members of the faculty to keep a watch on the activities of the students.

Governance, Leadership and Management

To ensure that institutional governance and leadership are in accordance with the vision of being a pioneer in the field of managerial academics, the following practices and actions are implemented:

- Strategic planning for curriculum development, faculty recruitment and development, research initiatives, industry collaborations etc.
- Curriculum Innovation by emphasizing on interdisciplinary approaches, experiential learning, and the integration of technology to provide students with a well-rounded education.
- Research and Publications for faculty members and students.
- Institute established strong collaborations with various industry partners as college is in the vicinity of industrial area.
- Continuous Improvement.
- Believing in decentralization

Being an affiliated college, the Institution has to follow the rules and regulations decided by the University to which it is affiliated. At the same time being a part of HEI, the institution is bound to follow the rules of the State Government and the UGC.

The Institution was established by the Shantiniketan Bahudesshiya Sanstha. The institution has to seek permission of the Management in all the important and significant academic as well as administrative affairs. At institutional level, the Officiating Principal is the final authority who reports to the President of the Management

Institutional Values and Best Practices

Institutional values and practices ensure the delivery of quality education, foster a positive learning environment, and promote the overall development of students. College ensure that student from different cultural, regional, linguistic, and communal backgrounds have an equal chance at leadership positions so they can participate in decision-making.

- Institutions prioritize academic excellence by maintaining high standards of teaching and learning
- Promote academic integrity, ethical conduct, and responsible behaviour among students, faculty, and staff
- Institutions prioritize the needs and well-being of students by adopting a student-centered approach
- Institutions promote a culture of research and innovation by fostering an environment that encourages faculty and students to pursue research activities.
- Institutions actively engage with the local community and society at large by conducting Social Extension programs

Several best practices are in existence at the college which has been benefitting both teachers and students.

- Implementation of Green Practices in College campus
- The gender equity program conducted under the campaign of "Beti Bachao Beti Padhao" (Save the Girl Child, Educate the Girl Child) celebrated in college
- Women's Day celebration
- Awareness Program on Save Water
- Awareness Program on World Tobacco Day
- The institution provides safety and security facilities for the Female staffs and students such as CCTV Surveillance throughout the campus
- Mentoring System for Student
- COVID-19 Vaccination camp
- Swaccha Bharat Abhiyan

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	SHANTINIKETAN BUSINESS SCHOOL
Address	Uppalwadi Kamptee Road
City	NAGPUR
State	Maharashtra
Pin	440026
Website	www.sbseducation.org

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal(in-charge)	Vivek N Katare	0712-2999937	9923677548	-	info@sbseducation.org
IQAC / CIQA coordinator	Vishakha Mankar	-	8793221033	-	director@sbseducation.org

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	Yes Minority Certificate PDF.pdf
If Yes, Specify minority status	
Religious	
Linguistic	Hindi
Any Other	

Establishment Details				
State	University name	Document		
Maharashtra	The Rashtrasant Tukadoji Maharaj Nagpur University	View Document		
Details of UGC recognition				
Under Section	Date	View Document		
2f of UGC				
12B of UGC				
Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	02-06-2022	12	

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Uppalwadi Kamptee Road	Urban	2	2063

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
PG	MBA,Management	24	Any Graduate Minimum Three years Degree	English	108	61

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				2				9			
Recruited	0	0	0	0	0	0	0	0	3	6	0	9
Yet to Recruit	0				2				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				2			
Recruited	0	0	0	0	0	0	0	0	0	2	0	2
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				7
Recruited	2	5	0	7
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	1	0	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	2	6	0	8
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	1		2		3

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	33	0	0	0	33
	Female	28	0	0	0	28
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	28	24	18	18
	Female	35	26	11	15
	Others	0	0	0	0
ST	Male	0	1	1	0
	Female	1	0	0	1
	Others	0	0	0	0
OBC	Male	10	13	3	10
	Female	14	8	6	4
	Others	0	0	0	0
General	Male	8	5	3	3
	Female	9	5	8	4
	Others	0	0	0	0
Others	Male	1	4	3	2
	Female	5	6	1	0
	Others	0	0	0	0
Total		111	92	54	57

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	As a part of the National Educational Policy 2020, the institution is planning to integrate multidisciplinary/Interdisciplinary disciplines to help students to enhance their overall abilities. To execute the concept of multidisciplinary studies, institute has conducted an Institutional visit of BBA and BCCA students of Shri Binzani City College, Nagpur at our institute. Also the institute is planning to collaborate with Shantiniketan Women's College of Education to focus on multidisciplinary studies.
2. Academic bank of credits (ABC):	The National e-Governance Division (NeGD) of the Ministry of Electronics and Information Technology (MeitY) has created the Academic Bank of Credits

	<p>(ABC) platform, which is based on the DigiLocker framework. Hence, as per the instruction of Rashtrasant Tukadoji Maharaj Nagpur University in 2022, our institute has initiated to aware students for creating ABC id so that the academic credits earned by the student from various courses will be digitally stored and forwarded when the student enters the program again. Around 70% of the students of session 2022-23 already created ABC id as notified by the institute.</p>
3. Skill development:	<p>Our institute encourages the development of managerial, entrepreneurial and social skills of students through a variety of activities by providing the business case studies. Through these task they improve problem solving skills which would be helpful in entrepreneurial development and leadership skill with reference to ethical social context for the betterment of society. We also focus on the personality development of students so that they could be presentable in this competitive market.</p>
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	<p>As per the direction and curriculum of Rashtrasant Tukadoji Maharaj Nagpur University, the medium for instruction for MBA program is English. We are using regional/local language also along with English while delivering the lecture to help the students to understand the content better. To integrate the language of curriculum with regional dialect, we undertake the cultural or social activities where the students are effectively utilize their managerial skill which would be easily understood in Marathi or Hindi.</p>
5. Focus on Outcome based education (OBE):	<p>Our institute has adopted outcome-based education in accordance with the curriculum provided by Rashtrasant Tukadoji Maharaj Nagpur University. Students are also made aware of the various course outcome, and program-specific outcome through the curriculum and orientation program. Our Institute already follows outcome-based education with a customized Teaching plan which clearly states course outcome</p>
6. Distance education/online education:	<p>Institute does not affiliated to any authority to provide Distance Education but due to Covid -19 pandemic, our institute increasingly involved in using the digital platforms for engaging classes. Faculty members are well-versed in using technology for</p>

teaching and learning as well as creating online material. Various meetings and seminars for students were also organized by institute via online platform. The institute being NPTEL Centre, students and faculties are encouraged to undergo MOOCS courses every year.

Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	Yes
3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.	Voter Awareness Programme conducted
4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.	Awareness Drive
5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.	Display boards at college campus

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
198	153	91	83	89

File Description	Document
Institutional data in prescribed format	View Document

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 15

File Description	Document
Institutional data in prescribed format	View Document

2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
9	10	6	6	6

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
82.31	37.64	24.88	25.02	29.19

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

In order to provide curriculum effectively, the institute is currently using the following techniques.

- *Before academic session/semester starts, subjects are distributed to the teachers after discussion with them*
- *The Institution follows an 'Academic calendar' issued by Rashtrasant Tukdoji Maharaj Nagpur University.*
- *Additionally, a Teaching plan is created to ensure that lectures are delivered successfully and the entire curriculum is covered.*
- *Teachers prepare their course material according to the Direction and syllabus provided by Rashtrasant Tukdoji Maharaj Nagpur University.*
- *Module wise class tests, mid-semester examinations, regular assessment, viva-voce, remedial and tutorial classes on Sunday are used to monitor the progress of students.*
- *In the year 2016-19 RTMNU has curriculum in CBCS pattern and from the year 2019-20 the curriculum implemented is in Outcome Based CBCS pattern. Hence we adopted both the curriculum for consequent year as instructed by the RTMNU*

File Description	Document
Provide Link for Additional information	View Document

1.2 Academic Flexibility

1.2.1 Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 184

File Description	Document
Institutional data in the prescribed format	View Document

1.2.2 Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 51.63

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
184	38	12	40	43

File Description	Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

1.3.1 Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

In order to integrate cross-cutting issues such as gender, environment and sustainability, human values and professional ethics, institute has incorporated a variety of courses into curriculum

Moral, Ethical and Social values - Institute celebrates days of National and International importance as Republic day, Women's day, Independence Day, Teacher's day, Ganesh Festival etc. These celebrations nurture the moral, ethical and social values in the students.

Gender Equality - Our institute has conducted Gender Equality social activity for the Students of MBA First and Second year. The ultimate goal of gender equality is to create a society where men and women have the same opportunities, rights, and responsibilities in all aspects of life. The social extension activity was conducted to raise awareness of gender-based violence among the people

Environmental Awareness – Institute has rain water harvesting System in the college premises. The waste water is reused for gardening in the college campus. Tree Plantation program has conducted to raise awareness of environmental conservation.

Human Values –COVID – 19 Vaccination camp, Swatch Bharat Abhiyan are some of the examples of social development activities taken up students and faculty members.

1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 88.89

1.3.2.1 Number of students undertaking project work/field work / internships

Response: 176

File Description	Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

1.4.1 *Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website*

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 95.19

2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2021-22	2020-21	2019-20	2018-19	2017-18
111	94	54	58	59

2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
113	108	54	60	60

File Description	Document
Institutional data in the prescribed format	View Document
Final admission list as published by the HEI and endorsed by the competent authority	View Document
Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.	View Document

2.1.2 Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 100

2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2021-22	2020-21	2019-20	2018-19	2017-18
27	27	13	15	15

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
27	27	13	15	15

File Description	Document
Institutional data in the prescribed format	View Document
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	View Document
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	View Document

2.2 Student Teacher Ratio

2.2.1 Student – Full time Teacher Ratio (Data for the latest completed academic year)

Response: 22

2.3 Teaching- Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

We believe in the adoption of students centric methods which help to enhance student involvement as a part of participative learning and problem solving methodology. The institute uses a variety of methods to improve learning experiences, such as the lecture method, interactive method, project and field work method, and so on. Specifically the students' centric methodology includes;

1. Experiential Learning - The institute offers add-on programmes to help students with their experiential learning. The institution imparts the following experiential learning practices to enhance creativity and cognitive levels of the students –

- Summer Internship - teach valuable on-the-job skills and provide excellent networking

opportunities to the students.

- Add-on Courses with NPTEL, Saylor.org and Greatlearning.com etc.
- Industrial visits are intended to engage students in experiential learning while they are visiting the organization
- The project work stimulates students' interest in the subject and allows them to think freely and readily exchange different points of view

2. Participative Learning - Students participate in a variety of activities such as seminars, group discussions, projects, and skill-based add-on courses in this form of learning. Students are encouraged to participate in activities where they can use their specialized Management skills, such as

- Seminar Presentation
- Teachers adopt role play method while teaching
- Group Discussion on various topics in the class
- Conducting quiz on theory topics
- Various activities are organized to promote the spirit of team work like activities and Camp of NSS, Tree Plantation etc.

3. Problem Solving Method - The institution encourages students to learn and practice problem-solving skills. For this, college organizes various activities such as;

- Expert lectures on various topics
- Case studies Discussion
- Class presentations
- Quizzes are conducted by subject teachers

2.4 Teacher Profile and Quality

2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years

Response: 97.37

2.4.1.1 Number of sanctioned posts year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
10	10	6	6	6

2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)

Response: 5.41

2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1	1	0	0	0

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	View Document
Institution data in the prescribed format	View Document
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	View Document

2.5 Evaluation Process and Reforms

2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

The institution assesses the learning levels of the students, after admission and organizes special programs for fast learners and slow learners. All students have to attend the Orientation Programme where detail about the curriculum given to them.

Continuous assessment is done which includes, Class Assignments, Seminars and Group Discussions, Projects, Internships, Viva-voce examinations and attendance, enable effective assessment of learning levels of students. In addition, teacher-student interactions help in identification of different levels of learners.

Faculty members and various Committees regularly review the academic progress and counsel students to improve their performance to ensure their academic growth.

Special measures taken to support relatively slow learners are: -

- Extra Remedial Classes are organizing on Sunday to help students prepare for their exams.
- Encouraging them to study courses on developing soft skills to master understanding of language.
- Encouraging them to participate in various activities to develop social skills.

Grievance redressal system is functional and efficient.

2.6 Student Performance and Learning Outcomes

2.6.1 Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

Assessment of Course Outcome is a core academic activity and highly essential to assess the learning ability of the student. Institute has taken into consideration the guidelines to ensure efficiency and effectiveness of the process which is continuously assessed and improved by taking the feedback from the faculty as well as the students

Followings are the details for course outcome attainment:

Sr No.	Assessment Method	Description
1	Internal assessment test	It is a metric used to continuously assess the attainment of course outcomes
2	Home Assignment	To assess student's analytical and problem solving abilities
3	Presentation	To assess student's communication and presentation skills. Seminars topics are chosen based on the depth of the subject knowledge. Seminars topics are presented by students that provide in-depth coverage of selected topics from the courses.
4	Class Test	It is a metric used to continuously assess the student's capabilities.
5	Project Evaluation	Project review seminars are conducted and evaluated by external evaluators.

2.6.2 Attainment of POs and COs are evaluated. Explain with evidence in a maximum of 500 words**Response:**

The POs and COs has been implemented as per the Direction 2019 of the RTM Nagpur University.

File Description	Document
Upload Additional information	View Document

2.6.3 Pass percentage of Students during last five years (excluding backlog students)

Response: 50.4

2.6.3.1 Number of final year students who passed the university examination year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
36	15	34	18	23

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
87	61	37	35	30

File Description	Document
Institutional data in the prescribed format	View Document

2.7 Student Satisfaction Survey**2.7.1 Online student satisfaction survey regarding teaching learning process****Response:**

File Description	Document
Upload database of all students on roll as per data template	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1 Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)

Response: 0

3.1.1.1 Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description

Document

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

Institute has conducted seminars on the IPR through eminent guest speakers.

3.2.2 Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 8

3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
2	2	2	1	1

File Description	Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards

3.3.1 Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 1.67

3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
6	6	0	7	6

File Description	Document
Institutional data in the prescribed format	View Document

3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.13

3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1	1	0	0	0

File Description	Document
Institutional data in the prescribed format	View Document

3.4 Extension Activities

3.4.1 Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

1. On the occasion of World Tobacco Day, our college organized awareness Program on 31st May 2017 in Mhasala Uppalwadi Nagpur, as a social extension activity to create awareness, fosters community engagement, promotes advocacy and policy influence, inspires behaviour change, empowers students, and strengthens community solidarity.

Outcome of awareness program as a Social Extension Activity is as follows;

- As part of this awareness campaign, rally was organized by the college to raises awareness about the dangers of tobacco use within the neighbourhood community. Through the rally, participants, including students and community members, gain first-hand exposure to the importance of tobacco control and the associated health risks.
- The rally serves as a platform for active community engagement, bringing together students, faculty, and community members to collectively address the issue of tobacco use.
- The rally draws public attention to the issue of tobacco use, ensuring that it becomes a prominent topic of discussion within the community
- The tobacco day celebration empowers students by providing them with a platform to actively engage in social issues and create positive change in their community.

2. Another Social extension activity was the Gender Equity program conducted under the campaign of "Beti Bachao Beti Padhao" (Save the Girl Child, Educate the Girl Child) on 24th January 2018 at Govindgadh, Uppalwadi, Nagpur to promote gender equality, education, and empowerment of girls. To celebrate this program, college organized a rally centered on the theme of gender equity.

Outcome of Gender Equity Program conducted by College as a Social Extension Activity is as follows;

- By organizing the rally, the college aims to highlight the issues faced by girls, such as female foeticide, gender-based discrimination, and limited access to education and opportunities.
- The campaign intends to sensitize the community, including parents, community leaders, and residents, about the rights and potential of girls.
- The objective of the "Save Girl Child" campaign extends beyond the event itself. The college aims to create a sustainable impact by initiating long-term programs and activities focused on girl child education, empowerment, and community engagement. By promoting continued efforts and collaborations, the college strives to create lasting change in the nearby village.

3. On the occasion of Rashtrasant Tukdoji Maharaj Jayanti our college celebrated Swachh Bharat Abhiyan on 30th April 2019 at Kavtha Uppalwadi, Nagpur to promote cleanliness and hygiene practices within the nearby village community. The college aims to create awareness about the importance of maintaining a clean and sanitary environment for the well-being and health of the residents.

Outcome of Swaccha Bharat Abhiyan as a Social Extension Activity is as follows;

- The celebration promotes enhanced hygiene practices within the community. By raising awareness and providing education on proper sanitation and hygiene, the college helps community members adopt behaviors such as hand washing, use of toilets, and safe disposal of waste.
- The college encourages collaboration among community members, local authorities, and stakeholders to work towards a shared goal of a clean village

- The Swachha Bharat Abhiyan celebration positively impacts the health and well-being of the community

3.4.2 Awards and recognitions received for extension activities from government / government recognised bodies

Response:

The mentioned Social Extension activities had been appreciated by the concerned Chief of respective villages.

3.4.3 Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 7

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
2	0	2	1	2

File Description

Document

Institutional data in the prescribed format

[View Document](#)

3.5 Collaboration

3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 10

File Description

Document

Institutional data in the prescribed format

[View Document](#)

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The Institution has adequate infrastructure and other facilities for,

- teaching – learning, viz., classrooms, laboratories, computing equipment etc
- ICT – enabled facilities such as smart class, LMS etc.

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

Shantiniketan Business School has well developed campus equipped with learning resources to achieve academic excellence according to its vision and strategic objectives.

The infrastructure facilities and learning resources are categorized as under:

- Learning Resources include resources and infrastructure required for library, computer center, class room teaching, events, meetings.
- Support facilities include canteen, seminar hall, committee room, rain water harvesting and sports ground
- Utilities include safe drinking water, restrooms etc

Various facilities that are provided by the institution are given below:

- **Classrooms:** Our institution has sufficient number of well-furnished, well ventilated, spacious classrooms for conducting theory classes.
- **Technology Enabled Learning Rooms:** one E-classroom equipped with LCD Projector, audio system and internet.
- **Seminar Hall:** College has one seminar hall to conduct conferences, seminars and workshops for students and faculty members as well. They are equipped with LCD Projector, white board, public addressing system with internet connectivity.
- **Common room** – Common room for boys and girls are separately available where student can take rest as well a separate first aid cum sick room is available for any medical emergency.
- **Computer Lab:** There are 24 Desktop computers, 1 printer with scanner to facilitate computing and internet browsing.
- **Internet and WI-FI:** The institution is completely enabled with Wi-Fi facility
- **Library:** Library is having adequate number of volumes in its inventory along with online E-Resources and these learning resources are made available to the students and faculty members of the institution.

ICT- enabled facilities such as smart class, LMS etc

Teachers are incorporating technology into traditional modes of instruction in order to engage students in

long-term learning. Institute uses Information and Communication Technology (ICT) in education to support, enhance, and optimize the delivery of education.

The following tools are used by the Institute

ICT Tools:

- Projector - 2 Projectors are available
- Desktop and Laptop – Arranged at Computer lab and Faculty Desk all over the campus
- Printer/Scanner – They are installed at Computer Lab and administrative office
- Seminar Room – One seminar hall is equipped with mic, projector, cameras and computer system
- Online Classes through Zoom, Google Meet etc.

Use of ICT by Teachers:

- **Power Point Presentation** - Faculties are encouraged to use power-point presentations in their teaching by using LCD's and projectors
- **Online Quiz**- Faculties prepare online quiz for students after the completion of each unit with the help of Google Forms
- **Online competitions** - Various management events such as Poster making, Advertise making Competition, Project presentations, etc. are being organized with the help of various Information Communication Tools

Facilities for cultural and sports activities, yoga centre, games (Indoor and outdoor), Gymnasium, etc.

- College has adequate facilities for sports, games and cultural activities. College has large playgrounds with provision for multiple games such as, Athletics, Cricket, Football, Volleyball, Kho-kho etc.
- College has facilities for Indoor sports like chess, carom, and badminton, allowing students to engage in physical activities even when outdoor conditions are not favorable
- Special classes on self-defense are organized specially for female students.

4.1.2 Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 16.69

4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
9.57	3.4	2.31	1.3	16.64

File Description	Document
Institutional data in the prescribed format	View Document

4.2 Library as a Learning Resource

4.2.1 Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

The library is having LMS software of the Auto Mechano Technologies which provides library solutions to the students and faculty of the institute.

Students can access the books through online mode by getting a membership ID. They also can get access of the E-books with online linked journals.

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

College has adequate IT infrastructure. The IT infrastructure and resources are updated and upgraded continuously as per the requirements and changing technology. The entire Institute is Wi-Fi enabled with necessary firewalls and computer lab is connected through LAN with internet facilities. There is a smart classrooms, a computer lab and a digitally equipped seminar hall available in the college

A dedicated internet connectivity of bandwidth 100 Mbps is provided by BSLN Pvt. Ltd. the campus is Wi-Fi enabled to promote digital flow. Faculty and Students can avail the Wi-Fi facilities 24X7. Internet facility is provided to the classrooms, library and the offices through Wi-Fi. Wherever high speed connectivity is required wired connection through optical cable LAN services is provided to the computers.

The institution provides free Wi-Fi facility to the students. They can access internet freely through their mobile phone, tablet or laptop in the College campus. Staffs are also provided with individual system (Laptop or Desktop) with internet facility.

4.3.2 Student – Computer ratio (Data for the latest completed academic year)**Response:** 7.92**4.3.2.1 Number of computers available for students usage during the latest completed academic year:****Response:** 25**4.4 Maintenance of Campus Infrastructure****4.4.1 Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)****Response:** 18.86**4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
14.84	5.16	4.98	4.92	7.63

File Description**Document**

Institutional data in the prescribed format

[View Document](#)

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 86.97

5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
181	137	75	71	70

File Description	Document
Institutional data in the prescribed format	View Document

5.1.2 Following capacity development and skills enhancement activities are organised for improving students' capability

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

Response: A. All of the above

File Description	Document
Institutional data in the prescribed format	View Document

5.1.3 Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 24.27

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
43	36	20	26	24

File Description	Document
Institutional data in the prescribed format	View Document

5.1.4 The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

- 1. Implementation of guidelines of statutory/regulatory bodies**
- 2. Organisation wide awareness and undertakings on policies with zero tolerance**
- 3. Mechanisms for submission of online/offline students' grievances**
- 4. Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

5.2 Student Progression

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 53.48

5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
36	21	28	18	20

5.2.1.2 Number of outgoing students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
80	60	34	33	23

File Description	Document
Institutional data in the prescribed format	View Document

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 8.41

5.2.2.1 Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)

2021-22	2020-21	2019-20	2018-19	2017-18
3	1	0	4	1

File Description	Document
Institutional data in the prescribed format	View Document

5.3 Student Participation and Activities

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

Response: 1

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1	0	0	0	0

File Description	Document
Institutional data in the prescribed format	View Document

5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 4.6

5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
6	0	5	6	6

File Description	Document
Institutional data in the prescribed format	View Document

5.4 Alumni Engagement

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

Response:

The institute has an Alumni Association, but it is not registered with the Charity Commissioner Office.

Under the Alumni Association, the Alumni contribute for the development of college through their distinctive professional knowledge. We regularly try to conduct the alumni meet and through which they support in the internships and placement of the students.

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 *The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.*

Response:

SHANTINIKETAN Business School aspires to be a Pioneer in the field of Managerial Academics. We strive to create Employable Managers. SHANTINIKETAN Bahu-Uddeshiya Sanstha was established in 2003 with one of the focused objectives being "To establish and run educational institutions in the urban as well as rural areas....."

o

- To Import quality education to meet national and global challenges
- To blend theoretical knowledge with practical skills
- To encourage the faculty to pursue academic excellence through high quality research and publication
- To provide access to all sections of society to pursue higher education
- To promote the use of new technologies in teaching and research
- To inculcate right values among students while encouraging
- To promote leadership qualities among students
- To produce socially sensitive citizens
- To contribute nation building
- To hasten the process of creating a knowledge society

To ensure that institutional governance and leadership are in accordance with the vision of being a pioneer in the field of managerial academics, the following practices and actions are implemented:

- Strategic Planning- It considers factors such as curriculum development, faculty recruitment and development, research initiatives, industry collaborations etc.
- Curriculum Innovation- Institute emphasized on interdisciplinary approaches, experiential learning, and the integration of technology to provide students with a well-rounded education.
- Research and Publications – college encourage and support research activities among faculty members and students. We provide resources and infrastructure for conducting research, attending conferences, and publishing scholarly articles in journals.
- Industry Collaborations- Institute established strong collaborations with various industry partners. This can include guest lectures, industry visits, internships, and collaborative research projects.
- Continuous Improvement – College regularly assess the quality of educational programs and institutional practices to identify areas for enhancement. This can be done through student feedback mechanisms, faculty evaluations etc.
- Believing in decentralization, the Management takes policy decisions, finance, infrastructure etc. with the help of members of the College Development Committee. CDC discusses matters related to teaching and administrative staff and decisions are taken at these levels are implemented e.g. the

planning of conducting Webinar, Guest Lectures and its implementation.

6.2 Strategy Development and Deployment

6.2.1 *The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc*

Response:

The institute is recognised under Statutory Regulatory Authority i.e. AICTE and being an affiliated college, the Institution has to follow the rules and regulations decided by the University to which it is affiliated and AICTE. At the same time being a part of HEI, the institution is bound to follow the rules of the State Government.

The Institution was established by the Shantiniketan Bahudesshiya Sanstha. The institution has to seek permission of the Management in all the important and significant academic as well as administrative affairs. The Management of the Institution consists of a President, a Vice President, Secretary, Joint Secretary and Treasurer.

At institutional level, the Officiating Principal is the final authority who reports to the President of the Management. There is also one more college under the umbrella of Shantiniketan Bahudesshiya Sanstha. The meeting of the Management with the heads of all these institutions is held regularly. The college's Officiating Principal keeps management informed of the college's operations and needs. Being the head of the Institution, the Officiating Principal is responsible for all the academic and administrative activities of the Institution.

A number of committees are formed for academic, administrative, co-curricular, sports and extension activities. In all these committees, there is a chairperson and members. Officiating Principal looks after all the financial transactions of all these committees. The chairpersons of all the committees are free to work their own way but as for the budget allocation, they have to seek the permission of the Officiating Principal.

The Institution has to follow the rules and regulations regarding appointment and service set by the RTM Nagpur University, the State Government and the AICTE. The recruitment and promotion of academic and administrative staff are done as per the norms decided by the University, State Government and the AICTE.

6.2.2 *Institution implements e-governance in its operations*

- 1. Administration**
- 2. Finance and Accounts**
- 3. Student Admission and Support**
- 4. Examination**

Response: B. 3 of the above

6.3 Faculty Empowerment Strategies

6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

Well-being of the staff is important for effective functioning of the Institute. The institution has effective welfare measures for all the staff members.

- The institution conducts quality improvement programs for faculty and training programs for non-teaching staff periodically.
- In order to improve the qualification, update their knowledge/skill sets faculty members are given academic leave or special leave to attend FDPs, Workshops/Seminars/Conferences/Industrial training programs.
- Faculty is encouraged to register for PhD programs and special leave is given to the faculty to attend to the PhD course work conducted by the affiliated university.

The following facilities are also provided to employees for efficient functioning:

- Medical leave
- Wi-Fi facility
- Workspace
- Computing facility
- Cafeteria
- Personal Visiting Cards

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

An effective performance management system plays an important role in promoting the objectives of the institution in an efficient manner. A good performance management system works towards the improvement of the overall performance of teaching and non-teaching staff and is crucial to achieve the mission and vision of the institution.

The Institute is following the Performance Based Appraisal System (PBAS) by incorporating the guidelines of AICTE.

In this scheme, the performances are classified into three major categories.

- Teaching, Learning and Evaluation related activities.
- Co-Curricular, Extension and Professional Development related activities.
- Research Publications and Academic Contributions.

At the end of each academic year, the data pertaining to the above categories are collected from each faculty member. At the end of each semester, feedback forms are issued to the students for each of the courses attended by them. The feedback forms in the form of questionnaire collect information about the teacher and different aspects pertaining to the teaching process. An action taken report will be prepared as per the feedback received from the students.

For non-teaching staff, there will be feedback collected from head of each department and based on the feedback appraisals are given. The work output, personal traits and special attributes are the major parameters considered for non-teaching staff for appraisal.

6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 29.73

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

2021-22	2020-21	2019-20	2018-19	2017-18
4	4	3	0	0

File Description

Document

Institutional data in the prescribed format

[View Document](#)

6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 46.15

6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
04	05	05	02	02

6.3.3.2 Number of non-teaching staff year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	2	0	0

File Description	Document
Institutional data in the prescribed format	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

Shantiniketan Business School has proper strategies for optimal utilisation of available resources and funds received through tuition fees of the students.

The regular salaries has been paid to the teaching and non teaching staff of the institute, whereas the administrative expences for various activities related with infrastructure and development of the institute has been take place on regular basis which is reflected in the audited balancesheets of the institute.

6.5 Internal Quality Assurance System

6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

IQAC is one of the major policy making and implementing unit in our college was established in the year 2019. It strives hard for upgrading the college infrastructure and all support facilities to meet the standards of higher education and growing need of students. It assesses and suggests the parameters of quality education. The IQAC has geared up and has extended its support for all the Academic and Administrative affairs of our College.

Some of the best practices institutionalized as a result of IQAC initiatives are as follows;

- Development of Learning Management System (LMS) - Unit wise lecture notes: The intended

outcome is to enable the students to enhance their performance in exams and attain the desired Course Outcomes, Important video links, power point presentations, Assignments that help understand the concepts clearly, Quizzes that help in recapitulation of concepts, University question bank corresponding to a course that helps students to self-assess their examination preparatory skills.

- MOOCs/ Internships - The college encourages the students and teachers to enrol in various online certificate programs. The college has collaborated as a local chapter with NPTEL-SWAYAM which is an initiative of Indian Ministry of Human Resource Development. Students and teachers actively pursue numerous courses which are available on NPTEL-SWAYAM platform.
- Internship/ Projects - In order to improve the technical skills and practical exposure of the students, college encourages the students to complete internships and projects. The internship coordinator facilitates the students regarding internships. The institute has MoUs with various industries which helps the students to take up advanced areas of topics.
- Implementation of Green practices in the campus - The IQAC proposed to initiate various green practices to maintain eco-friendly college campus through the activities i.e. Tree Plantation, Paperless Work, No Plastic Campaign, Clean and Beautiful Campus, Save Water etc

6.5.2 Quality assurance initiatives of the institution include:

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
- 2.Academic and Administrative Audit (AAA) and follow-up action taken**
- 3.Collaborative quality initiatives with other institution(s)**
- 4.Participation in NIRF and other recognized rankings**
- 5.Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: B. Any 3 of the above

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years. Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

Gender equity and sensitization in college curricular and co-curricular activities, along with the provision of facilities for women, are crucial aspects of creating an inclusive and supportive environment on campus.

Co-curricular activities play a significant role in promoting gender equity on campus. Student organized an events encourage the active participation of all genders, fostering awareness, and empathy. Workshops, seminars, and awareness campaigns are organized to address gender-related topics and promote understanding among students.

The following are some of the measures that the college has initiated to advance gender equity:

1. Gender Equity – The gender equity program conducted under the campaign of "Beti Bachao Beti Padhao" (Save the Girl Child, Educate the Girl Child) celebrated to promote gender equality, education, and empowerment of girls. To celebrate this program, college organized a rally centered on the theme of gender equity.

1. Women's Day- Women's Day Celebration is closely associated with promoting gender equity. During Women's Day Celebration, the institution held a Rangoli Competition, a Speech Competition, and a Poster Competition on the topic of gender equality, women's empowerment, and the necessity of equal opportunity for all genders. Prominent speakers and experts are often invited to share their experiences and insights on topics such as gender stereotypes, women's rights, and breaking barriers.

1. Safety and Security - The institution provides safety and security facilities for the staffs and students such as CCTV Surveillance throughout the campus and security arrangement. The institution constituted Internal Complaints committees as per norms laid by AICTE. The institute keeps visitor log register to record the details of any person entering the college premise

1. Girls Common Room - Having a girls' common room available in college premises is a positive step towards promoting gender equity and providing a safe and inclusive environment for female students. The girls' common room serves as a dedicated space for female students to relax, socialize, study, and engage in various activities.

1. Gender equality in Employment - The College has an overall 1:1 ratio of male and female staff members, which promotes gender equality, with 6 female and 3 male are available in the teaching staff whereas 5 male and 3 female employees in the non-teaching staff. The presence of a 1:1 ratio of male and female in total staff of the institute which indicates a positive step towards fostering gender equality in the workplace. This balanced representation demonstrates the college's commitment to providing equal employment opportunities to individuals of all genders.

7.1.2 The Institution has facilities and initiatives for

- 1. Alternate sources of energy and energy conservation measures**
- 2. Management of the various types of degradable and nondegradable waste**
- 3. Water conservation**
- 4. Green campus initiatives**
- 5. Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

7.1.3 Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

- 1. Green audit / Environment audit**
- 2. Energy audit**
- 3. Clean and green campus initiatives**
- 4. Beyond the campus environmental promotion activities**

Response: C. Any 2 of the above

7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

Institutional efforts to provide an inclusive environment that promotes tolerance, harmony, and sensitization towards cultural, regional, linguistic, communal, socioeconomic, and constitutional obligations play a crucial role in fostering a diverse and harmonious college community. Additionally, creating awareness of constitutional obligations, values, rights, duties, and responsibilities of citizens further strengthens the foundation of an inclusive community. Here are some key institutional initiative that contribute to this goal;

In our college we are undertaking various initiatives in the form of celebration of cultural and regional festivals, like teacher's day, orientation and farewell program, Induction program, tree plantation, Women's day, and also festivals like Ganesh Festival to provide for an inclusive environment by bringing students and teachers with diverse background on single platform for creating inclusive environment.

These functions help in developing tolerance harmony towards culture, region and linguistics and also communal social economics and other diversities. Two important national festivals, Republic Day and Independent Day are celebrated every year in our College Campus. All teaching, non-teaching staff and students participate for the cause of nation.

College ensure that student from different cultural, regional, linguistic, and communal backgrounds have an equal chance at leadership positions so they can participate in decision-making.

7.2 Best Practices

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

Response:

1. Title of the Practice – Gender Equity

Objective of the Practice - The objective of implementing gender equity practices in college is to create an inclusive and equitable environment where all individuals, regardless of their gender, have equal opportunities, rights, and representation. The aim is to eliminate gender-based discrimination and biases, promote gender equality in all aspects of college life, and foster a culture of respect and diversity.

The Context - Gender equity practices in college recognize the historical and ongoing gender disparities and aim to address them. They acknowledge the importance of providing equal access to education, resources, leadership positions, and support systems for individuals including faculty, staff and students of all genders in college. By doing this, the college community is reminded of the importance of diversity and the advantages it offers.

The Practice –

- The gender equity program conducted under the campaign of "Beti Bachao Beti Padhao" (Save the Girl Child, Educate the Girl Child) celebrated in college to promote gender equality, education, and empowerment of girls. To celebrate this program, college organized a rally centered on the theme of gender equity.
- Women's Day Celebration is also closely associated with promoting gender equity. During Women's Day Celebration, the institution held a Rangoli Competition, a Speech Competition, and a Poster Competition on the topic of gender equality, women's empowerment, and the necessity of equal opportunity for all genders.
- The institution provides safety and security facilities for the Female staffs and students such as CCTV Surveillance throughout the campus. The institution constituted Internal Complaints committees as per norms laid by AICTE. The institute keeps visitor log register to record the details of any person entering the college premise.
- Having a girls' common room available in college premises is a positive step towards promoting gender equity

1.The College has an overall 1:1 ratio of male and female staff members, which promotes gender

equality. The presence of this 1:1 ratio of staff in the college indicates a positive step towards fostering gender equality in the workplace. This balanced representation demonstrates the college's commitment to providing equal employment opportunities to individuals of all genders.

Evidence of Success –

- An increase in the enrolment and retention rates of female students is one of the important indications of success in adopting Gender Equality practices. As a result, there are more female students than male students in each batch.
- Gender equity practices that create an inclusive and supportive environment can positively impact the academic performance of female students
- Successful gender equity practices result in increased representation of women in leadership roles within college
- By implementing policies and awareness programs, colleges can help reduce incidents of gender-based violence, sexual harassment, and discrimination. A decrease in such incidents indicates the success of preventive measures and support services.
- Feedback from students, particularly female students, can serve as evidence of the success of gender equity practices.

Problems Encountered and Resources Required

- Implementing gender equity practices may face resistance from individuals who hold traditional beliefs or are unaware of the need for gender equity.
- Despite efforts to promote gender equity, instances of bias and discrimination may still occur.

2. Title of the Practice – Mentoring System for Student

Objective - The objective of implementing a mentoring system for students in college is to provide personalized support and guidance to students, promoting their academic, personal, and professional development. The system aims to foster a positive learning environment, enhance student engagement, and increase student success rates.

Context: The mentoring system is designed to address the diverse needs of students and create a supportive network that assists them in navigating the challenges of education. It recognizes that students may require additional guidance beyond traditional classroom instruction to excel academically, develop important skills, and make informed decisions about their career paths.

The Practice –

- Our college has Mentor-Mentee System. In this approach, a certain number of students (approx. 25 Students) are allocated to each faculty member to aid in their growth on a personal, academic and professional level. When students are assigned to the faculty, they are responsible for their overall growth.
- The mentors encourage the students to participate in co-curricular and extracurricular activities.

Their academic performance and other activities are all recorded by the mentors. The mentors also keep in touch with the parents on their attendance, test performance, fee payment, examinations etc. on weekly basis

- Mentors and mentees engage in regular one-on-one meetings, either in person or virtually, to discuss academic progress, goal setting, career exploration, and personal challenges.
- The mentors also counsel the students in need of emotional problems
- Mentors take special care of weak students by taking classes on Sunday, providing advice on how to study, creating a study schedule, clarifying concerns, and providing study notes.

Evidence of Success: The success of a mentoring system for students in college can be measured by various indicators, including:

- Improved academic performance: Students who participate in mentoring programs often demonstrate higher grades, increased course completion rates, and greater retention rates.
- Increased student engagement: Mentoring programs contribute to higher levels of student engagement, involvement in campus activities, and a sense of belonging within the college community.
- Enhanced personal and professional development: Mentored students are more likely to develop crucial life skills, exhibit higher self-confidence, and make informed decisions regarding their academic and career goals.
- Positive student feedback: Regular assessments, surveys, and feedback from participating students can provide insights into their satisfaction with the mentoring system.
- The students are more relaxed and have a healthy relationship with the staffs.

Problems Encountered and Resources Required

- This practice requires committed teaching staff who has the time to help students beyond teaching hours.
- Scheduling regular meetings can be challenging, and mentors must be flexible in accommodating mentees' availability.
- Some students may not actively seek out or engage with the mentoring system, which can limit the program's impact.

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

The institute focuses on the regular lectures and continuous interaction with the students through mentor-mentee approach due to which we are able to identify the slow and fast learners and hence for make additional efforts to cater slow learners by conducting the classes on Sundays.

After understanding about the financial conditions and family background of the student, we provide fee concessions to the economically weaker students who does afford to pay the total fees to the college.

We always try to develop the personality of our students by conducting regular sessions and workshops so that they could stand in the competitive market demands regarding job. But apart from it, we deliberately try to groom the students at the social context by spreading awareness about cultural, traditional and modern etiquettes through which they can provide a helping hand for nation development.

We also emphasises on learn and earn concept through which we encourage the students to adopt internships or a part time job if possible to understand the working conditions at any workplace, so that they could do better in full time assignments.

Gender equality in Employment - The College has an overall 1:1 ratio of male and female staff members, which promotes gender equality, with 6 female and 3 male are available in the teaching staff whereas 5 male and 3 female employees in the non-teaching staff. The presence of a 1:1 ratio of male and female in total staff of the institute which indicates a positive step towards fostering gender equality in the workplace. This balanced representation demonstrates the college's commitment to providing equal employment opportunities to individuals of all genders.

The institution's close proximity to the industrial area has enabled it to forge robust collaborations with local industries. These collaborations manifest in the form of industry visits and internships.

The institution's strategic location has provided students with enhanced internship and placement opportunities. With numerous industrial establishments in close proximity, students have access to a wide range of internship options.

The institution has excelled in utilising its advantageous position, being just around 3 km from upcoming metro station, and around 8 Km from Nagpur Zero Mile, Railway Station and Main Bus Stand. This proximity has enabled the institution to capitalize on the benefits of accessibility, connectivity, and convenience for its students, faculty, and stakeholders. This accessibility has attracted a diverse student from various locations, enriching the institution's cultural diversity and fostering cross-cultural interactions.

5. CONCLUSION

Additional Information :

The Shantiniketan Bahuuddeshiya Sanstha having one more institute under its governance is naming as Shantiniketan Womens College of Education.

Concluding Remarks :

Shantiniketan Business School is a growing educational institution that provides a comprehensive and enriching learning experience for aspiring business professionals. With dedication to academic excellence, industry-focused curriculum, and state-of-the-art infrastructure, the institute equips students with the knowledge, skills, and mind-set necessary to thrive in the dynamic business world. The institute has evolved continuously in a span of over 10 years and has established itself as a landmark in the area of Uppalwadi, Nagpur. While academics is at the forefront, we are conscious of our duty and responsibility to give society a responsible and sensitized citizenry.

Through interactive teaching methodologies, case studies, industry visits, and internships, students gain real-world exposure and develop a holistic understanding of the business landscape. Institute emphasis on holistic development ensures that students not only excel academically but also grow personally and professionally. The institution provides ample opportunities for extracurricular activities, cultural events, and leadership development, nurturing well-rounded individuals who can make a positive impact in their chosen fields.

Furthermore, Institute nurtures a vibrant and inclusive learning community, fostering collaboration and networking among students, alumni, faculty, and industry professionals. This enables students to build valuable connections and gain insights from industry leaders, creating a strong foundation for their future careers.

Hence, Shantiniketan Business School deserves NAAC accreditation with good CGPA. This accreditation will be a historic milestone for its nation-building efforts through Management education.