

# H. R.COLLEGE OF COMMERCE & ECONOMICS

123, Vidyasagar Principal K. M. Kundnani Chowk, Dinshaw Wachha Road, Churchgate, Mumbai - 400020

Tel: 022 - 22876115 [www.hrcollege.edu](http://www.hrcollege.edu)

## Internal Quality Assurance Cell (IQAC)

### Annual Quality Assurance Report

2014-15



राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद्

विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान

...

## PART – A

### I. Details of the Institution

**1.1 Name of the Institution** H.R. College of Commerce & Economics

**1.2 Address Line 1** 123, Dinshaw Wachha Road,

#### Address Line 2

City / Town Churchgate, Mumbai

State Maharashtra

Pin Code 400 020

Institution e-mail address [info@hrcollege.edu](mailto:info@hrcollege.edu)

Contact Nos. +91 22 22876115 / 22042195

Name of the Head of the Institution Dr. (Mrs.) Indu Shahani

Tel. No. with STD Code: 022 22021329

Mobile 9821316802

Name of the IQAC Coordinator Dr. Jehangir Bharucha

Mobile 9820070287

***IQAC e-mail address:*** iqac\_hr@yahoo.in

**1.3 NAAC Executive Committee Number BC/66/RAR/59**

**1.4 Website address:** [www.hrcollege.edu](http://www.hrcollege.edu)

#### 1.5 Accreditation Details

Sr. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1st Cycle	A	---	2002	5 years

...

2	2 <sup>nd</sup> Cycle	A	3.46	2008	5 years
3	3rd Cycle	A	3.72	2013	5 years

**1.6** Date of Establishment of IQAC: 06-06-2002

**1.7** AQAR for the year: 2014-15

**1.8** AQAR for the previous year: submitted

**1.9** Institutional Status

University	State
Affiliated College	Yes
Constituent College	No
Autonomous College of UGC	No
Regulatory Agency approved institution	No
Type of institution	Co-educational institution
	Urban
Financial Status	UGC 2(f) UGC 12B
	Grant-in-aid + Self Financing

**1.10** Type of Faculty/Programme Commerce and Management

**1.11** Name of Affiliating University  
(for the Colleges) University of Mumbai

**1.12** Special status conferred by Central / State

Government – UGC/CSIR/DST/DBT/ICMR etc.: **N.A**

Autonomy by State/Central Govt. / University ---

University with Potential for Excellence --- UGC – CPE ----

...

DST Star Scheme --- UGC – CE ----  
UGC –Innovative PG Programmes --- Any other (Specify) ----  
UGC – COP Programmes ----

## 2. IQAC Composition and Activities

2.1 No. of Teachers 06  
2.2 No. of Administrative / Technical staff 02  
2.3 No. of Students 03  
2.4 No. of Management representatives 02  
2.5 No. of Alumni 03  
2.6 No. of any other stakeholder and community representatives 02  
2.7 No. of Employers / Industrialists 01  
2.8 No. of other External Experts 01  
2.9 Total No. of members 16  
2.10 No. of IQAC meetings held 4/year  
2.11

No. of meeting with various stakeholders	10
Faculty	04
Non-Teaching Staff	03
Students /Others	03

2.12 Has IQAC received any funding from UGC during the year? No

2.13 Seminars and Conferences (only quality related)

...

(i) No. of Seminars/ Conferences/Workshops/Symposia organized by IQAC

Total Nos.:                05                Institutional Level

(ii) Theme:

1. Workshop on Why India's Economy needs good economists by Lord Meghnad Desai on December 16, 2014
2. Corporate Seminar on Defining Moments @ Engaging Times: My journey with Tata's By Dr. Mukund Rajan on January 12, 2015
3. Corporate Seminar on "Role of MNC's in emerging economies" By Dr. Nick Blazquez on January 23, 2015
4. Corporate Seminar on "Future of Finance Education" By Dr. Simon Taylor on January 29, 2015
5. Corporate Seminar on "Family Business Management" By Prof. Parimal Merchant on February 4, 2015

Significant Activities and contributions made by IQAC

- Defining the focus and activities of the Centre for International Studies.
- Giving added thrust to Women Development Cell
- Implementing Standard Operating Systems (SOS) for examinations
- Making full preparations for the ensuing Academic Audit
- Action taken on students' feedback specially relating to canteen.
- Diversifying the activities of the nature club
- Reforms in CAP

2.14 Plan of Action by IQAC/Outcome

- Planning to have a team building exercise for non-teaching staff every year.
- Organizing some multi-disciplinary lectures in un-aided courses.
- Organising CV Writing workshops for students.
- Research guides will take workshops for students to orient and encourage them for research.
- Building a database of various hostels in the city for outside students.

Part – B

**Part B**  
**1. Curricular Aspects**

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD	02	01	-----	01
PG	02	None	02	06
UG	08	01	05	12
PG Diploma	----	-----	----	----
Advanced Diploma	03	None	03	02
Diploma	03	None	03	02
Certificate	09	05	09	03
Others	--	----	----	----
<b>Total</b>	27	07	22	26
Interdisciplinary	04	04	----	02
Innovative	10	03	----	03

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	08
Trimester	----
Annual	-----

1.3 Feedback from stakeholders\* Alumni  YES Parents  YES Employers  YES

Students YES

(On all aspects) Mode of feedback : Online Manual Co-operating schools (for PEI)

YES

YES

YES

\*Please provide an analysis of the feedback in the Annexure

- The college has a strong mechanism of obtaining feedback. The Principal of the college can be contacted anytime through E-mail.

...

2. The Grievance Redressal Cell of the college handles suggestions, complaints and feedback.
3. Open House is held for parents from time to time.
4. Online evaluation of teachers is done after the first month of lectures.
5. The college has introduced the KYS system (Know Your Student) which enables teachers to obtain a direct feedback from the students.

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

1. The marking scheme has been change from 60:40 to 75:25 in every course.
2. Few internal changes in existing syllabus. No major changes.

1.5 Any new Department/Centre introduced during the year. If yes, give details.

Bachelor in Vocational Courses (Retail Management and Hospitality Management)
---

## Criterion – II

### 2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty	Total	Asst. Professors	Associate Professors	Professors	Others
	31	26	4	0	1

2.2 No. of permanent faculty with Ph.D. 15

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year	Asst. Professors		Associate Professors		Professors		Others		Total	
	R	V	R	V	R	V	R	V	R	V
	26	4	5	0	0	0	1	0	31	4

2.4 No. of Guest and Visiting faculty and Temporary faculty 23 (GF) 15(VF)

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	50	41	05
Presented papers	39	22	02
Resource Persons	09	04	---

#### 2.6 Innovative processes adopted by the institution in Teaching and Learning:

- Use of Information & Communications Technology for teaching and non-teaching purposes.
- Every department is provided with LAPTOPS to support ICT
- Computers and LCD is in every classroom facilitate teachers for making lectures interesting through power point presentations, videos, pictures etc.
- Use of Smart boards.
- Strict adherence to the Teaching Plan by all department/subjects teachers.
- First day brochure is given to students in the beginning of the year which has details of syllabi, tests, teaching plan etc.
- Open book tests are conducted from time to time for the third year students.
- Special lectures and tests are conducted for the students having learning disabilities.
- Extra coaching is provided to toppers and special lectures are conducted for the academically weak students.
- Intensive teaching lectures are conducted a week before the semester examination.

...

- Centralized UPS system has been installed in the Library.
- Participative methods of teaching- Students presentation, case study approach, role plays.
- Student centric approach has been adopted to enhance the learning experience for students.
- Real time market analysis.
- Learning through Surveys and Projects
- Learning through Newsletters preparation by the students using the news papers and discussion regarding the subject based on the newsletter
- Review of Research Articles related to the topic and discussion on the same
- Learning through corporate videos developed by students on specific topics from the subject
- Learn by Teaching Business Games and simulations

2.7 Total No. of actual teaching days during this academic year

180

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

- Centralised Paper Setting in the college.
- Centralised Assessment
- Double proof reading of the question papers
- Students feedback on question paper
- Moderation of answer sheet by external moderators
- The practice of masking + coding the answer sheets.
- Grade improvement programme and special lectures for the students having learning disability, toppers and academically weak students.
- Photocopy and revaluation of answer sheet.
- Continuous and formative assessment.

2.9 No. of faculty members involved in curricula restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

Restructuring / Revision of syllabus	06
Member board of Study	02
Curriculum Development Workshop	04

2.10 Average percentage of attendance of students

77.24%

2.11 Course/Programme wise distribution of pass percentage:

2.12.2

1  
2

does

Course/Programme	Pass percentage
B.Com	97.02%
B.M.S	88.3%
B.A.F	98.3%
B.B.I	82.8%
B.F.M	98.3%
B.M.M	87.7%

Contribute/Monitor/Evaluate the Teaching &amp; Learning processes:

- IQAC conducts teaching learning evaluation feedback a month after lectures commence. Suggestions are then discussed with teachers.
- Teacher Assessment Forms are discussed with each teacher in the departmental meeting.
- IQAC under its grade improvement cell conducts special lectures, tests for students with learning disabilities.
- Dyslexic students are identified at the beginning of the year and their progress is monitored.
- Outside experts are often called before University examinations for guiding the students.

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	03
UGC – Faculty Improvement Programme	01
HRD programmes	40
Orientation programmes	01
Faculty exchange programme	34
Staff training conducted by the university	05
Staff training conducted by other institutions	22
Summer / Winter schools, Workshops, etc.	15
Others	20

2.14 Details of Administrative and Technical staff

...

Category	Number of Permanent	Number of Vacant	Number of permanent	Number of positions filled
----------	---------------------	------------------	---------------------	----------------------------

...

	Employees	Positions	positions filled during the Year	temporarily
Administrative Staff	51	10	41	07
Technical Staff	-	-	-	-

### Criterion – III

#### 3. Research, Consultancy and Extension

##### 3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

- Encouraging faculty to undertake research through Major and Minor projects, pursue Ph.D. programmes, organize and attend seminars and conferences.
- Involve students in research activities by encouraging them to do comprehensive individualized research projects guided by faculty.
- The college has heavily invested in buying soft wares, books, guidance material etc for the Teaching Learning Material Centre which is available for faculty as well as for students.
- Teachers are given facilities like print outs, computers, laptops etc for their Major and Minor research projects.
- A special Research Cell has been created on there and half floor of the college where research guides and guide their students.
- A Research Mela is held once in a year by the college.
- Most of the faculty have been sent abroad and have exposed to the latest research techniques used in universities worldwide.

##### 3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number	-	-	-	-
Outlay in Rs. Lakhs	-	-	-	-

##### 3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	03	-	03	03
Outlay in Rs. Lakhs	1,75,000			

##### 3.4 Details on research publications

	International	National	Others
Peer Review Journals	21	16	-
Non-Peer Review Journals	06	03	-
e-Journals	03	02	-
Conference proceedings	13	11	-

##### 3.5 Details on Impact factor of publications:

---

Revised Guideline	2.5-2.7	and submiss	2.6	QAR	-	-	Page 12
-------------------	---------	-------------	-----	-----	---	---	---------

...

Range                      Average                      h-index                      Nos. in SCOPUS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organizations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects	-	-	-	-
Minor Projects	2013-2014 2014-2015	UGC University of Mumbai	1,75,000	1,42,500
Interdisciplinary Projects	-	-	-	-
Industry sponsored	-	-	-	-
Projects sponsored by the University/ College	-	-	-	-
Students research projects <i>(other than compulsory by the University)</i>	-	-	-	-
Any other(Specify)	-	-	-	-
Total	-	-	1,75,000	1,42,500

3.7 No. of books published i) With ISBN No.  Chapters in Edited Books

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from

UGC-SAP  CAS  DST-FIST   
DPE  DBT Scheme/funds

3.9 For colleges                      Autonomy  CPE  DBT Star Scheme   
INSPIRE  CE  Any Other (specify)

3.10 Revenue generated through consultancy

Our teachers are invited by other colleges as subject experts for guidance lectures.

Level	International	National	State	University	College
Number	04	-	-	-	08

...

3.11 No. of conferences organized by the Institution

Sponsoring agencies					
---------------------	--	--	--	--	--

3.12 No. of faculty served as experts, chairpersons or resource persons

3.13 No. of collaborations International  National  Any other

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs:

From funding agency  From Management of University/College

Total

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	No
	Granted	No
International	Applied	No
	Granted	No
Commercialised	Applied	No
	Granted	No

3.17 No. of research awards/ recognitions received by faculty and research fellows Of the institute in the year

Total	International	National	State	University	Dist	College
10	03	04	01	01	-	-

3.18 No. of faculty from the Institution who are Ph. D. Guides

and students registered under them

3.19 No. of Ph.D. awarded by faculty from the Institution

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF  SRF  Project Fellows  Any other

3.21 No. of students Participated in NSS events:

...

University level                      State level  
National level        International level   

3.22 No. of students participated in NCC events:

University level                          State level      
National level        International level   

3.23 No. of Awards won in NSS:

University level                          State level      
National level                          International level   

3.24 No. of Awards won in NCC:

University level                          State level      
National level                          International level   

3.25 No. of Extension activities organized

University forum        College forum      
NCC        NSS                          Any other   

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

- **Enactus** strives for the economic and social upliftment of various communities through well-constructed business plans and models. Guided by academic advisors and business experts, the student leaders of Enactus create and implement community empowerment projects around the globe. The students establish and implement sustainable business models that empower the locals to improve their living conditions. ENACTUS HRC pioneers student leadership and social responsibility and commitment to community uplift. H.R. College was the only Institute to be awarded the Hindustan Unilever award for team building and leadership. ENACTUS Celebrating '**Empowerment through Innovation**' December 10, 2014. Celebrating two years of 'Empowerment through Innovation' in H.R. College, Enactus Day was celebrated on the December 10, 2014. The day was made special by celebrating the three fold crux of the club;

the members, the beneficiaries & the community. Besides a celebration in college; they visited Salaam Balak Trust an NGO; and cut a cake with the beneficiaries in their respective communities, mainly Bandra & Cuffe Parade.

- **Launch of Mathiano** - December 10, 2014. Project Saarthi, an initiative by ENACTUS, had the distinct privilege to launch a game Mathiano which stands for 'learning' in Greek, to make learning English fun; at the hands of the Rt Hon Lord Mayor of London, Alan Colin Drake Yarrow (Alderman). Through this game, Saarthi will now be able to change classroom lectures into fun learning, which will help the students to understand better. Vice Principals Dr. Rekha Bahadur and Ms Heena Thakkar along with other dignitaries lauded the good work of the ENACTUS team.
- **Project Aasha** - Project Aasha is a women empowerment project that aims to uplift underprivileged and unemployed women into self-sufficient individuals by holistically transforming them into beauty professionals. Two of the beneficiaries have become entrepreneurs by starting their own training academy. By the end of May 2014, ENACTUS aims to impact 45 women under the umbrella of Project Aasha. The team has been the finalist for Walmart Women's Economic Empowerment Initiative.
- **Project Chirag** is a youth initiative to provide solar lighting to villages without electricity. In an effort to create opportunities in consideration of the social and economic factors, the assembly of the equipment is undertaken by differently abled members of society so that we empowered one community to empower another in the value chain. Today, this Project Chirag has been institutionalized and is called the Chirag Rural Development Foundation, an NGO working towards rural transformation.
- **Blood Donation Drive** at Churchgate Station by the Students' Council of H.R. College; in collaboration with Nair Hospital, the State Blood Transfusion Council (SBTC) and the Rotaract Club of H.R. College organized a Blood Donation Drive.
- The NSS unit organized a complete **health check-up camp** including an eye check-up for the teaching & non-teaching staff and the associates of H.R. College in collaboration with Bombay Hospital; and Dr. Shrirang Bichu & his team from APEX Kidney Dialysis Centre.
- **Save Electricity** was an attempt made by the NSS volunteers to make people aware of the importance of saving electricity. The electricity of the entire college was switched off for an entire day.
- The NSS Unit won the Times **Green Ganesha** Award and was awarded the first prize for the second year in a row for their excellent contribution towards spreading awareness about Eco-friendly Ganesha Utsav. Times Green Ganesha 2014 Award Function took place on Tuesday, October 11, 2014 at Yashwantrao Chavan Centre, Nariman Point. Volunteers from the HR-NSS Unit were given mementoes and certificates for the same.
- **Swachh Bharat Abhiyaan** was an initiative of the NSS volunteers to create awareness about living in a clean and salubrious environment. The volunteers swept clean some streets of Mumbai and were joined by many citizens who were motivated by them.

...

- A **Literacy week** was conducted by the NSS volunteers. They collected books from the students of our college and took them to rural areas where they set up libraries for the poor children who cannot afford to buy books. They even conducted lectures on various topics for these children.
- A **visit to an old age home** was made by students of the Hostilities Association. They spent time with the old, sang songs and danced for them and shared food with them.
- **Project Saarthi** - Project Saarthi aims to impart English reading and comprehension skills by creating Teacher Entrepreneurs, Saarthis, who guide the students towards a better future. 7 new Saarthis were felicitated after a training of three months at Cuffe Parade. These Saarthis are now all set to begin with their own English tuition classes in their community and transform into successful Teacher Entrepreneurs! Humans of Saarthi. Rt Hon Lord Mayor of London, Alan Colin Drake Yarrow (Alderman) launched Mathiano (a game to make learning English fun) for Project Saarthi, a social entrepreneurship initiative by ENACTUS, celebrating two years of 'Empowerment through Innovation'. Humans of Saarthi, is an online Instagram campaign, launched under Project Saarthi to give recognition to our Teacher Entrepreneurs whose stories have been remained untold. Humans of Saarthi is a venture that aims to broadcast the honest thoughts and impact of our women Saarthis and children.
- **Christmas party with Sneha Sagar** on December 25, 2015. We couldn't have imagined a better celebration! This Christmas, Enactus HRC in collaboration with our partner, Sneha Sagar, organised a Christmas Party for all the children across our communities under one roof, this evening was filled with fun as children performed skits, played games and danced to their favourite tunes.

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus rooms	36058.27 sq.ft.	-----	Management	36058.27 sq.ft.
Class rooms	24	-----	-----	24
Laboratories	02	-----	-----	02
Seminar Halls	1 Conference room & 1 Seminar room (2004.27sq.ft)  1 Assembly Hall (2336.65sq.ft)	-----	-----	03
No. of important Equipment purchased (>1-0 lakh) during the current year	87	95	UGC/Management	182
Value of the equipment purchased during the year	3448122	4503955 (UGC)+66200(Management)	UGC/Management	8018277
Others	-----	-----	-----	-----

Computerisation and administration of library:

...

Library uses SLIM21 - an integrated, multi-user, multi-tasking library information Windows based software for automating its acquisition, cataloguing and circulation activities. Full library collection and library members are bar-coded to ensure efficient and fast services.

Books	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Textbooks	22740	7983070.65	953	552907.60	55096	8535978.25
Reference Books	31403					
Cd/video	848					
Journals	70		70	118658.00	70	
E Books	75000+	5000	75000+	5000.00	75000+	5000.00
E-journals	3100+		3100+		3100+	
Digital DB	-	-	-	-	-	-
Other	-	-	-	-	-	-

#### 4.6 Amount spent on maintenance in lakhs:

Details	Amount Spent (RS.)
i) ICT	1664221.00
ii) Campus infrastructure and facilities	1326516.00
iii) Equipments	291223.00
iv) Others	—

...

## Criterion –V

### Students support and progression

#### 5.1 Contribution of IQAC in enhancing awareness about students support services.

IQAC uses the following resources to create awareness about student support Services

- Through Notice Board
- Through Telephone
- Through Email
- Through Letter Correspondence
- Through Circulars

#### 5.2 Efforts made by the institution for tracking the progression

Progression is regularly monitored on a one to one basis through different committees. Internal and External Audit as well as Academic Audit help to track progression in an efficient manner.

#### 5.3 (a ) Total Number of students

UG - 2792

PG - 324

PhD - 04

Others (Self finance Courses) - 1160

#### (b) Number of students outside the state

739

#### (c) No of international students

Ans04

#### Male /Female ratio

Men - 2055 (48%)

Female - 2225 (52%)

#### \*\*\*Total Students in all categories:

General – 4044

SC - 77

ST- 15

OBC/SBC/- 58

...

## **NT - 19**

### **Physically challenged - 67**

#### **Dropout rate:**

Dropout rate is negligible in self financing course and around 100 students across the B.Com withdraw their form after taking admission.

#### **5.4 Detail of students support mechanism for coaching for competitive examination**

- Students' feedback is considered while planning internal examination and event schedule.
- Guest Speakers are invited to offer special guidance
- Faculty members conduct special exam specific contact hours
- Library facilities are provided 24x7 to these students
- Library acquires books and journals for supporting students for various competitive examinations

#### **5.5 Number of students qualified in these examinations**

68

#### **5.6 Details of students counseling and career guidance**

There is a separate student counseling centre with a full time counselor who provides guidance to the students for international programs and other graduate and post graduate programs of Indian university. The college has also established a training and placement cell for career guidance.

#### **5.7 Details of campus placement**

##### **On Campus**

Number of Organizations visited	27
Number of Students Participated	203
Number of Students placed	89

##### **Off Campus**

Number of Students Placed	18
---------------------------	----

#### **5.8 Details of Gender sensitization.**

**WOMEN DEVELOPMENT CELL:** The Women Development Cell of H.R. College is an active student teacher association which is socially inclined towards raising the bar of women. Its endeavours and efforts are directed towards the betterment of women. The members play a key role in the events, planning day to day functioning of the cell. They organized a Sexual Harassment Awareness workshop in collaboration with Red Dot Foundation's Safety. A PowerPoint competition was held addressing various aspects of Gender Sensitization.

#### **5.9 Students activities**

...

### **5.9.1 Number of students participated in Sports, Games and other events**

**State /university level - 67**

**National - 14**

**International level - 4**

### **No of students participated in cultural events**

National level – 800 students International level - 200

### **5.9.2 No of medals/award won by students in sports games and other events**

#### **Sports :**

**State level - 80**

**National level - 19**

**International level - 03**

#### **Cultural :**

National level - 03

International level – 01

### **5.10 Scholar ship and financial support**

144 Scholarships had been given to the to the undergraduate students

Government Scholarship Rs.1,23,080/-

### **5.11 Student organised / Initiatives**

- Students organised exhibition and fairs like BAZAAR on college campus as a business management exercise so that the student can inculcate the entrepreneurial skills.
- Accountancy Association had two seminars on Companies Act, 2013 & Union Budget and on IFRS & Career Prospects after CA.
- Enactus conducted projects on Asha, Saarthi, The Peach Vide – Corporate Rejuvenation Lounge, Launch of Game- Mathiano, Enactus Day Celebration and „Spread a Smile“ campaign.

### **5.12 Number of social initiatives undertaken by the students**

GEMS - 2

ROTARACT - 2

ENACTUS - 2

NSS - 34

### **5.13 Major grievance of students if any redressed:**

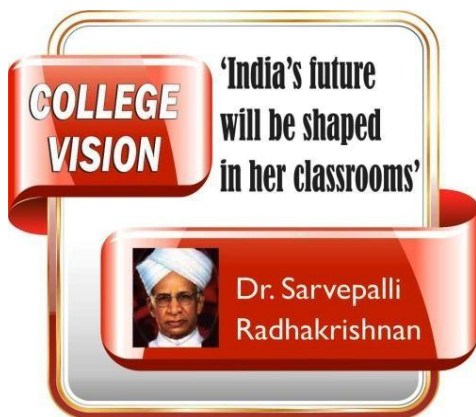
No grievances from the students so far to be redressed

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institute

H.R. College of Commerce & Economics echoes the vision of Dr. Sarvepalli Radhakrishnan at the dawn of Independence.



Mission

6.2 Does the institute have a management information system?

<b>HR MISSION STATEMENT</b>	<b>Excellence in Education</b>	<b>H.R. College of Commerce &amp; Economics is committed to</b>	<ul style="list-style-type: none"><li>• Providing excellence in commerce and business education at the under-graduate and post-graduate levels.</li></ul>
	<b>Holistic Education</b>		<ul style="list-style-type: none"><li>• Pursuit of knowledge through holistic education in academic and extra-curricular activities</li></ul>
	<b>Strong personal values</b>		<ul style="list-style-type: none"><li>• Developing strong personal values</li></ul>
	<b>Theory &amp; Practice</b>		<ul style="list-style-type: none"><li>• Addressing the evolving needs of business and industry.</li><li>• Emphasising theory and practice</li></ul>
	<b>Knowledge &amp; Experience</b>		<ul style="list-style-type: none"><li>• Giving the breadth of knowledge and the depth of experience to students</li></ul>
	<b>Business &amp; Industry</b>		<ul style="list-style-type: none"><li>• Providing meaningful contributions to career and community.</li><li>• Preparing students for life and work in an information-rich, technology-driven world</li></ul>
	<b>Classrooms to Careers &amp; Communities</b>		<ul style="list-style-type: none"><li>• Connecting and building partnerships with the corporate sector and non-profit making communities to pursue its educational mission</li><li>• Ensuring the future success of both the college and its stakeholders.</li></ul>
		<b>Classrooms</b> »————» <b>Communities</b> »————» <b>Careers</b>	

...

The college has the integrated learning system that in its institutional website. This system has been initiated by Trutech Pvt. Ltd. This system helps faculty members in uploading notes, assignments and other learning tools which are made available to the students.

With the support of above mentioned technology and online infrastructure college enriches the overall teaching learning experience for its students and faculty members.

The college also has an alumni portal [www.alumni.hrcollege.edu](http://www.alumni.hrcollege.edu). This portal is created by H.R. College which creates a common platform of interaction for all alumni. The portal acts like a platform to connect & foster relations amongst the alumni & current students.

### 6.3 Quality improvement strategies for each of the following

#### 6.3.1 Curriculum Development

**Academic Council:** A student body (comprising of representatives from all courses) meets once every two weeks with the course coordinators to assess the needs of students in different areas of curriculum so far delivered and to define the most effective teaching method to meet the needs.

**Bridge courses:** are conducted on the topics suggested by Industry Leaders which are current and necessary for students to equip themselves with skillets required to perform specific jobs. Bridge courses are also conducted for FYBMS students in the subject of accountancy as BMS attracts students from all Arts, science and diploma faculties. Bridge course helps them understand the basics of accounting to bring them at par with the commerce students.

**Academic Freedom:** Faculty members are given academic freedom to deliver the curriculum in the manner which is comfortable and yet effective.

**Short Term Certificate Courses in association with Industry:** We add new courses to our list every year. This year we have started certificate course in corporate social responsibility.

#### 6.3.2 Teaching & Learning

**Competency mapping:** It is undertaken by the industry experts to identify skills required by the students for employability.

**Buddy System:** Senior students are encouraged to teach the slow learners after college hours. This practice has become very successful in helping students who relate and learn from peers more easily than from the teachers

**Website:** The College updates its website regularly for effective communication of schedules. Updated database of student with their mobile numbers and emails are used to communicate and reinforce the schedule or communicate the latest changes, if any. The institution creates email groups for both faculty members as well as for students to disseminate the information of schedules. The college thus constructs a comprehensive plan to organize the teaching-learning and evaluation schedules to cater to the needs of both students and the faculty members. These efforts have helped in gaining high productivity, clarity and transparency in the teaching-learning system.

**Dean Connect:** An innovative method of keeping students informed of each day's events through personal emails from the Principal is used effectively to keep parents and students informed with the activities and new projects the college is undertaking.

...

## **Workshops by national /International Faculty**

### **Work shop on Taxation**

Ernst & Young, LLP one of the top global consulting firms conducted a four days tax workshop at H.R. College. The sessions gave the students an insight into many aspects of tax, like Tax treaties and Transfer Pricing which are of immense importance in the globalised world. They also covered several indirect taxes namely VAT and Excise Duty. The participants were tested towards the end of the programme. The students were awarded certificates of participation at the closing ceremony on July 14, 2014. Owing to their brilliant performance twenty-three candidates qualified for the Partner's round of the articleship interviews.

### **Music production workshop**

Music as a cultural art has always been of prime importance for H.R. College and it's Council for Handling and Organising Inter-Collegiate Events (CHOICE). Founder Ashutosh Pathak, of the True School of Music, along with Family Cheese, an edgy progressive rock band; headed the interactive Music Production Workshop at HR College. The students were taught DAW (Digital Audio Workstation) Composition, arrangement and sequencing through the creation of a spontaneous track, with the help of the audience. The beats, guitar, bass and vocals and well as the genre were chosen on the spot by the audience as they were then layered together on Logic, a Digital Audio Workstation. The audience clapped and sang together as the Sound Engineers put the finishing touches on what would be the final product, a brand new song composed in a matter of minutes.

### **Session by Lord Meghnad Desai**

H.R. College hosted Lord Meghnad Desai, the naturalized British economist and Labour Politician for an informative and distinguished lecture on 'Why India's economy needs good economists?' The session was attended by the students from different courses of the college, Professors invited from colleges across the city and few eminent corporates. Lord Desai is Life Peer, British House of Lord; Professor Emeritus, London School of Economics, UK; and has been awarded the Padma Bhushan, the third highest civilian award in the Republic of India in 2008. Lord Desai commenced the lecture with how poor economy could be encouraged with job opportunities; and how the reforms in labor laws would lead to the increase in the country's GDP. His belief on how things are achieved by ideas and perseverance motivated the students phenomenally.

### **Lecture by Professor Nora Ann Colton**

University of East London conducted a lecture on 'Economic shifts in an evolving world economy' and 'London's role in shaping the world financial market'. The lecture discussed global economic trends and shifts of power from the 'superpowers' to the tiger economies. She showed some charts and statistics that conveyed the economic growth situations of countries around the world.

### **6.3.3 Examination and Evaluation**

**Online Examinations:** College has started continued its online internal examinations keeping in mind the importance of ICT in education. This online system helps students to appear for examinations from the place they feel most comfortable and conducive. The online test is mock and practice test to prepare the students for the final exam.

...

**Special Exam Guidance Lecture for Third Year Students:** The College organizes special guidance lecture for the Third year students to orient them on the Choice Based grading system (CBGS) and the 75:25 examination system.

**Standard Operating Procedure (SOP's) by Exam Committee:** The Examination Committee has prepared detailed SOP's for all processes relating to setting of question papers, Evaluation and Assessment's. These SOP's serve as guidelines to all faculty members for performing examination related duties effectively. The SOP manual contains the following:

1. Defining a unit of evaluation process with student centred goals.
2. Setting of question papers which discourage selective study.
3. Detailing of guidelines for examination schedules.
4. Defining the role of Invigilators.
5. Detaining and marking schemes.
6. Setting procedures for checking & re-checking of answer books.
7. Organizing the system of moderation i.e. examiners' work checked by a senior faculty/expert in the field who reports to the Chief of Examination.
8. Forming mechanism for addressing and redressal of grievances of students/parents with relation to examination.
9. Assigning a special day for centralized paper setting for all departments when department, all faculty sit together and set a well-balanced question paper after proper deliberations.

#### **6.3.4 Research and Development**

**PhD Centre:** The College is proud of its PhD center in Business Economics recognized by University of Mumbai that has enrolled 5-6 students under Dr. Geeta Nair. The College restarted the research centre in Business Policy and administration. Dr. Pooja Ramchandani has been awarded the guideship for guiding students in commerce from the University of Mumbai with an intake of 10 students.

**PhD Awarded:** This year four faculty has been awarded PhD degree and few more faculty Ms Jasbir Sodi and Ms Saleha Syed have enrolled for PhD degree.

**Student's participation in Research:** The students are encouraged to participate in „Avishkar“ the annual research fest of University of Mumbai. Avishkar was designed with the intention to develop research culture and the scientific temper amongst the students from undergraduate to doctoral level in the state of Maharashtra. The college encourages its students to participate in such competition.

#### **6.3.5 Library, ICT and Physical infrastructure/instrumentation**

Faculty members use library resources to enhance their knowledge pool. The library has a collection of more than 54,000 books on various topics, 78 international & national journals, 3100 e journals, more than 750 VCDs and 75000 E-books which help the teaching-learning process tremendously.

**Book Bank:** The College ensures that buying of textbooks don't burden the economically weaker students. The library issues sets of text books from the Book-Bank to these needy students which they can use for the full academic year. Including the above mentioned initiatives the college is making efforts to create a virtual repository for making library resources more accessible to its students and enhance the teaching learning process.

...

### **6.3.6 Human Resource Management**

Selection of Teaching and Non-teaching staff is done according to University and Maharashtra government norms.

**Fellowship for Associate:** Tehsildar and Sanjay, associates of the specialised degree courses were given the opportunity to accompany the team for a faculty visit to Ahmedabad.

#### **Exploring Global Dimensions Capacity building and Student Leadership programme:**

Students and faculty visited the SP Jain campus at Singapore to get acquainted with the best global practices of teaching and learning and integrate them with our andragogy. At S.P. Jain there were sessions with: Dean John Davis - SP Jain philosophy and discussion on the purpose of a student board room. Dr. C.J. Meadows - innovation and creativity. Prof. Golo Webber - world cultures, global intelligence and real world skills Ms. Carolyn Seah - soft skills, including character building and personality development Mr. Danny an external trainer - team building. Dr. Pooja Ramchandani, Mr. Yunus Gangat, and Ms Kinjal Doshi; led a contingent consisting of 25 students to the SP Jain campus, Singapore.

#### **Staff Development Program:**

A special faculty development programme “Discover the elephant in you” facilitated by Dr. Sushma Acquilla, was held for Degree college teachers. She impressed the participants with her diverse qualifications & roles played as a facilitator. The 3 hour session revolved around MBTI Myers Briggs Type Indicator, a widely used personality assessment tool. During the session Dr. Acquilla introduced and explained the key principles of the test. In her unique way, with humour & easy examples, she introduced a hands-on exercise where each participant used the different concepts of the test to gain insight into their own thought process, behavior and personality. Groups were formed based on individual differences & similarities for an activity, to demonstrate how individuals possessing certain traits can work in similar ways. The session was interesting and enlightening. Teachers received considerable insight into their own behaviour and learned the various ways of dealing with people.

### **6.3.8 Industry interaction/collaboration**

**Bajaj Bhavan Industrial Visit** - TYBMS, TYBBI and FY BVoc students visited Bajaj Bhavan. H.R. , Nariman Point, on August 27, 2014 .The students were accompanied by Prof. Meena Desai, Prof. Ameya Ambulkar and Prof. Bhawna Mundra. The visit aimed to give an insight to the students, into the marketing strategies used by Bajaj in the promotion of their latest Water Heaters launched by them. The speaker for the day was Ms. Bina Koshi, who spoke of Bajaj as a company – their vision, their founders and the core principles. She also highlighted the Corporate Social Responsibility initiatives undertaken by Bajaj. Mr. Shekhar Bajaj, Chairman and MD of Bajaj Electricals, addressed the students and emphasized on the fact that the Bajaj House has always striven to achieve common good.

#### **Mahindra and Mahindra visit**

Students from SYBMS Batch visited Mahindra & Mahindra, Automotive Division, Kandivali. This Industrial Visit was integrated with the 'Productivity and Quality Management'. The objective of the visit was to understand the key concepts of Total Quality Management, Total Productive Maintenance and their practical application. After having learnt these concepts in classroom lectures, this Industrial Visit provided an exposure

...

and wider outlook for the students. Highly informative presentations by the top management, Question-Answer sessions and friendly interactions made the visit a well rounded experience for all.

### **Visit to St Paul Institute.**

TYBMM Journalism students attended a session on TV Journalism at St Paul's Institute which was very fruitful and a great learning experience. The entire session was highly informative, which really helped the students to understand the entire process and the works. The session was meant to give a hands down experience to the students of Journalism and help them choose their career in television.

### **6.3.9 Admission of Students**

Admission of Students are made as per norms

### **6.4 Welfare Scheme for**

#### **Teaching Staff:**

Some of the welfare measures for teaching staff are highlighted below

- **International Travel Grants:** All faculty members are encouraged to participate in international faculty development programmes. These include, teaching assignments, summer programs and customized training programs with leading international universities such as Harvard Derek Bok Centre of Teaching and Learning, Carnegie Mellon, Columbia University, New York University Stern, UC Berkeley, London School of Economics, Oxford Said Business School, University of Westminster and Monash University.
- **Participation in Conferences, Seminars and Workshops:** Every faculty member has participated in over fifty conferences, seminars and workshops in the last five years.
- **Membership of Professional Forums** such as IMC, BCCI, FICCI, CII, Advertising Club, Travel Agents Association of India and such other leading organizations to upgrade faculty skills.
- **Awards and appreciations** – The College awards senior teachers, young promising teachers, star performers, and staff members involved in research activities on a regular basis.
- **Subsidised laptops** have been provided by college, where part payment of the laptops has been made by the college to make them affordable for the faculty.
- **State of the Art facilities** – Air Conditioned staff room provided with all the modern amenities, computer facilities, Wi-Fi internet connection and a well equipped pantry.
- **Health Check-ups** and connectivity with panel of doctors in leading hospitals. Rejuvenation centre, Wellness clinic and Gym facility warrant the healthy and enthusiastic staff members.
- **Library** – a well stocked library with tailor-made services facilitates research and extension activities.

#### **Non-teaching staff:**

The welfare measures adopted for the administrative staff include:

- **International Travel Grants** have also been extended to the non-teaching staff and till date almost all administrative staff members have availed the benefit of visiting leading universities in USA, UK and Singapore. These experiences widen their exposure by making them aware about globally approved best administrative practices and procedures.
- **Medical Care:** Linkages have been established with major hospitals for free check-ups and for consultation with specialists. Weekly visit of doctors on the premises for free checkups, regularly conducted drives like eye check up camps, bone density, blood checking, Thalassemia testing, etc. are organised by the college to ensure the perfect health of every employee.

- **Medical Insurance:** Every non teaching member of the college is medically insured and the policies are sponsored by the college on a regular basis.
- **Indoor Sports festival** is organised by the Sports Council for the non-teaching staff where they have table-tennis, chess and other competitions.
- **Subsidised Desktop Computers** have been provided by the college, where part payment is made by the college to encourage staff to acquire computer facilities in their homes.
- Payment of tuition **fees for the children of the non-teaching staff.** The college subsidises the fees of the children of the staff and also the tuition fees of young staff registered for further studies.
- The children of non teaching staff studying in the college gets every possible support from the college such as **free ships, book bank facilities, special coaching,** etc.
- Festivals are celebrated at H R as **Big Family Celebrations** full of lunches, gifts and games.
- **Comfortable work condition** is ensured at every level. Special attention is provided while designing or modifying the workplace and ordering the required equipments.

### **Associates:**

- **Full sponsorship** of fees, books and school uniforms for the children of the associates.
- **Developing multi-dimensional skills:** The College has sponsored peons to attend classes to acquire vocational skills and computer skills. Eleven college peons have been skilled to become electricians, plumbers, painters, carpenters and masons
- **Medical Insurance:** All associates have been covered by the college for medical insurance at an annual cost of Rs.60, 668.00 per annum.
- **Free medical aid** at charitable trust hospitals and concessional treatment at leading hospitals such as Bombay Hospital, Jaslok Hospital and Saifee Hospital.
- **Subsidised Cardiac treatment** for peons at Harkishandas Hospital by one of the leading cardiac surgeons Dr. Arun Mehra.
- **Free Lunch** is given to all peons every day along with free tea and coffee. The professor in-charge of the canteen also distributes free vitamin tablets to all the associates.
- **Provision for Loans:** The College supports staff applications for loans from banks.
- **Material and Physical aids:** Need-based distribution of goods like blankets, household utensils, uniforms is made on a regular basis.
- **Annual Satyanarayan Puja** is organized on 14<sup>th</sup> January every year by the peons, sponsored by the college.
- **Karmachari Divas** is organized by the Students' Council and the Rotaract Club where the students organize picnics, movies and outings for the associates.
- **Free Housing** for peons is a goal which the college aims to achieve in near future. Negotiations are in process with the Alumni and other funding agencies and Retail Estate Agents.

### **Students:**

- General Information Enquiry Counters and Help Desks
- Subsidized Railway and Air Concessions
- Special hygienic conditions in canteen and in the college supervised by faculty.
- Wellness clinic offering health services.
- Student counseling including exam related stress counseling.
- Counseling for further studies overseas.
- Career orientation programmes.
- Summer Internships
- Student Group Insurance
- Sports facilities including partnerships with clubs and playgrounds

...

- Facilitating students with hostel accommodation
- Students' Council organizes special activities to orient students in social issues, such as registration for voter's ID, e-voting, anti-ragging and anti Under-Age Driving Campaigns, Anti Smoking Campaigns, etc.
- „Know Your Student“ scheme to enable personal interaction between students and teachers.
- Summer School programmes conducted by faculty from international universities.
- List of contact hours of teachers prominently displayed on the notice board.
- Important announcements and notices sent via email and SMS.
- Lecture notes, worksheets, question banks and presentations uploaded on the website.

6.5 Total corpus fund generated Nil

6.6 Whether annual financial audit has been done Yes

6.7 Whether Academic and Administrative Audit been done? Yes

6.8 Does the University/Autonomous College declare results within 30 days? Yes

6.9 What efforts are made by the University/Autonomous College for Examination Reforms?

To insure smooth implementation of new credit system the Examination Committee has formed a special “Credit Committee” which has initiated major examination reforms in the college. These reforms include:

- Online test of 20 marks
- Project booklets/ journals
- Question bank
- Contact hours for students
- Faculty appointed as project guides
- Class teachers for monitoring class participation
- Quiz, debates, Group discussions, event management are some of activities adopted to identify leadership quality among the students.

**Centralized Paper Setting:** Centralized Paper Setting is followed where teachers within a department sit collectively and set all the papers required for the forthcoming examination on a given day and time. This ensures timely setting of papers and uniformity in paper setting.

**Professional Techniques: Bloom's Taxonomy** and other techniques which are followed by the teachers while setting question papers. Teachers have undergone training in these techniques in different workshops. For example, Bloom's Taxonomy has helped the teachers in assessing the difficulty level of their own question papers by helping them to categorize the questions according to level of complexity, topic area, competency and the usage of the questions.

**Feedback Mechanism: Feedback on Question papers** from the students is taken during the exams and analyzed for discussion in the departmental meetings, so that improvement is made in the next semester.

**Strictness and transparency is ensured in internal assessment through:**

- Common project guidelines and topics which are provided at the beginning of the semester.
- Project collection is done on a particular date and additional time/date is given for late submissions.
- Personal guidance

...

- Classroom presentations and viva-voce are conducted for some projects
- Topic wise Group discussions are conducted to facilitate internal assessment and help the students to acquire effective communication.
- Articles from newspapers, journals are circulated among the students for critical analysis of topics.
- Teachers are assigned as guides for project work
- Previous projects are shown to students for guidance and top ranker senior students are used as mentors for project work.
- As per the credit system 10 marks are assigned for attendance, class performance and positive personality and learning attitude.

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges? N.A.

### **6.11 Activities and support from Alumni Association**

**Alumni Portal:** The College also has an alumni portal [www.alumni.hrcollege.edu](http://www.alumni.hrcollege.edu). This portal is created by H.R. College which creates a common platform of interaction for all alumni. The portal acts like a platform to connect & foster relations amongst the alumni & current students.

**Alumni Meets:** The alumni visit the college and attend the lectures of their favorite teacher and connect with the teaching and non-teaching staff.

**Alumni Engagement:** The alumni take lectures to acquaint the students about the new challenges of the industry.

**Active Alumni Association:** The institution has a very active alumni association. Some of our illustrious alumni who have excelled in all walks of life are: Kumar Mangalam Birla, Prashant and Anshuman Ruia, Gautam Singhania, Karan Johar, Anil Kamath, Luis Miranda, Neil Nitin Mukesh, Sunil Shetty, Aftaab Shivdasani, and Raj Mirchandani. Dr. Indu Shahani is also a proud alumnus of H.R. College.

### **6.12 Activities and Support from Parents – Teachers Association**

**First Day Brochures:** “First day brochures” are handed out to students on the orientation day to bridge the information gap.

**Special Orientation:** A special Orientation is held for parents and students in all the courses where both parents and students are informed about the skill-sets required for the course. Senior students organize these orientations that co-guide and answer the queries of the freshers.

**Contact hours:** Faculty schedules contact hours beyond their regular teaching hours to make themselves exclusively available for students and parents. All faculty of the college provide extra coaching to these students in order to assist them and prepare them for the examinations.

### **6.13 Development programme for support staff**

#### **Fellowship for Associate:**

Tehsildar and Sanjay, an associate of the specialised degree courses was given the opportunity to accompany the team for a faculty visit to Ahmedabad.

### **6.14 Initiatives taken by institution to make the campus eco-friendly**

...

To ensure a healthy and hygienic environment, the college maintains clean premises and follows high standards of hygiene visibly evident to any visitor. The college canteen is regularly inspected by the local municipal authorities and the required hygiene certificates are availed by the institution. To ensure that the staff is healthy, regular medical checkups are carried out by the college for breast cancer, bone density, thalassemia etc. College sponsors medical insurance for its associates and conducts an annual health check-up for peons and the non-teaching staff. The college runs a health centre – Wellness Clinic managed by expert doctors from Jaslok Hospital. This centre, which is operational on every Wednesday, functions all year round providing free of cost medical advice and treatment to teachers, non-teaching staff as well as students. Students are encouraged to inculcate healthy habits and are provided with lot of information through NSS initiatives on how to stay fit physically and mentally. In case of emergency, first aid facilities are available 24 x 7. For rejuvenating the staff members, the college has recently started a spa lounge. The college consciously takes steps for building an eco-friendly environment and has undertaken special projects such as green audit solar energy, rain harvesting etc.

## Criteria VII

### 7. Innovation and Best Practices

**7.1 Innovation introduced during this academic year which have created a positive impact on the functioning of the institution. Give details**

H.R. College has signed a MOU with Stanford University where the SCID - Stanford Centre of International Development has developed the Global Leadership Program for students of H R College of Commerce & Economics. This is the first time that Stanford University has tied up with any college in India.

The program as stated below will be delivered by leading faculty from Stanford University and will be followed by field visits to Google, Apple, Facebook and Tesla and a brilliant workshop and exercises at the leading D School (Design ).The students will receive the final Certification from Stanford University at a Graduation Ceremony the end of the program.

A group of 40, comprising of students and faculty will be a part of this program. A small number of seats will be allocated to recent alumni.

This is almost a dream come true for us at H R College as Stanford has been one of the most coveted partnerships after establishing strong relationships with Harvard University, Columbia University, NYU Stern, Rutgers University and UC Berkeley in the United States.

The program will help students and faculty members to learn innovation from the best companies in the world who has been acknowledged as universities of disruptive innovation

**7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year**

In the previous academic year the institute was seeking approval to launch the **Bachelors of Vocation (B.Voc.):** The B.Voc. Course provides a holistic view of the various developments in the industry. The course is designed to provide a unique blend of business and vocational education it aims to bridge the skill gap and make students industry ready. The curriculum is designed with industry partners in the area of Retail Management & Tourism & Hospitality Management. The course was approved by the relevant authorities and the launched successfully. The institute was proactive in signing an agreement with TAAI (Travel Agents Association of India) to be industry partner in the B.Voc. Course for Tourism and Hospitality and Future group to be the industry partner for the Retail Management programme.

**In the previous academic year the institute has pioneered the Annual Profiling of Students: Know your Student Programme:** The college annually reviews student profiles. “Know your student (KYS)”, which helps in maintaining and reviewing the detailed profile of the students admitted in various courses. Based on the findings from the KYS the institute started various industry linked program like

- KPMG IFRS Programme
- KPMG Risk Management Programme
- CSR Programme

**7.3 Give two best practices of the institution (Please see the format in the NAAC self-study Manuals)**

...

**Title:** Social Entrepreneurship - Developing Leaders with a Heart

### **Project Chirag**

Project Chirag is an initiative by Students in Free Enterprise at H.R. College (Now Enactus HRC) – a student organization on campus which aims to provide solar lighting to villages in India without electricity. This initiative which started in 2010 has impacted 4000 rural households in 105 villages across 4 states of India impacting more than 22,000 villagers. Students have been involved in installation of these solar lights in each of these rural households. They have been instrumental in creating strategic partnerships with NGOs, corporates and local communities for effective implementation of the project. This initiative has been replicated across 10 leading schools in Mumbai involving more than 12,000 students who have actively participated in the execution of the project. International partnerships with Singapore Management University (Singapore), Kings College London (United Kingdom) and New Jersey City University (USA) have been established to scale and replicate the project globally.

This project was selected to represent India at the Enactus World Cup 2012 in which students from H.R. College competed against 38 countries. It was a moment of pride for India and H.R. College when the team stood 3rd globally and received international acclaim.

Thus, students have left the comfort of the classroom and the ambiguities of theory, and are applying their knowledge to real challenges that affect real people.

### **Project Aasha**

Project Aasha was started by students to provide unemployed slum women in Mumbai an employment opportunity in the home beauty salon market. Students were involved in conducting market research, brand development, marketing and operations of the project. They devised a brand called as “Citrus Home Salon” to effectively market the services of the home salon. Students collaborated with internationally reputed organizations to train the underprivileged who are now equipped with skillsets to compete in a fast paced economy. These trained women now cater to home based beauty services in the South Mumbai region and will be soon expanding to other parts of Mumbai.

This initiative was actively supported and endorsed by the college since its ideation. Acknowledging the need for teacher welfare amidst assessing examinations and projects, the college management supported the launch of “Citrus Rejuvenation Lounge” on campus. Under this initiative, staff members are eligible to receive massage and other beauty services at campus during their free time.

Thus this initiative has not only benefitted the community but also students and faculty thus creating a positive impact across the value chain. This is amongst the first of its kind initiative undertaken by an educational institute in India and has been covered by leading newspapers.

### **Rotaract Club of H.R. College**

Awarded as the Best Rotaract Club in District 3141 for 7 years in a row, this student organization implements more than 400 projects in a year. Their landmark initiative “Road to Safety” received the Rotary International Award for “Best Project” in South Asia amongst more than 1000 clubs from the region.

**Title:** Global Immersion - Creating Opportunities for staff and students to go Beyond Borders

...

**The Practice:** H.R. College has a key focus on internationalization and truly believes in having a global thrust with a local focus. It believes in having a competitive edge by nurturing innovative, internationally competent young people for a new and global economy. It has been at the forefront of putting in place a much needed formal structure to its internationalization initiatives which has given it a distinct edge of being a leader of global immersion amongst education institutes in India.

**Global Immersion Practices On-Campus International Student Mobility Programs:** International student delegations are invited on campus enabling our students to broaden their horizons in an international context through intellectual and stimulating interactions. **Global Student Mobility Programs:** Students of the college visit leading international campuses and organizations to gain global exposure and imbibe cross-cultural values. **International Faculty Enrichment Program:** Faculty of the institute are given the opportunity to visit leading universities abroad and are thus exposed to global best-practices in teaching- learning. These teachers return to share these practices with other faculty and also implement them at the classroom-level, thus having a cascading effect.

**Visiting International Faculty on Campus:** To imbibe global perspective and diversity of thought, international faculty are invited on campus, enriching the students' educational experience.

**International Summer Schools:** The College pro-actively encourages students to participate in summer schools that provide hands-on experiential learning in a global classroom.

**Scholarships for International Study:** Through an effective global network of partners, the college facilitates scholarships for meritorious students, to be able to pursue higher education at top universities abroad. **International Research Initiatives:** With a thrust on knowledge creation, the institute actively pursues research initiatives to inculcate intellectual development and thought leadership

#### **7.4 Contribution to environmental awareness/protection**

**Rain Water Harvesting** project has been an initiative undertaken by the college at its premises with the help of faculty and the students.

**The Nature Club**, a student's association has been involved in various environmental projects such as cleanliness drive for Ganesh festival, saving electricity and water projects, best out of waste projects, on a regular basis.

**Say No to Drug Campaign**, was conducted in association with Maharashtra police to make students aware of the ill effects of drugs

A **Research Project on climate change** and its effect on vulnerable groups was undertaken by students of the college which won at the Annual International Economics Convention.

**Research surveys** were conducted by the under-graduate students for assessment in Environmental Studies subject. Topics such as "Economic valuation of fundamental amenities", "Awareness about ill effect of fire crackers during festivals", "Save paper save trees" were studied.

**Plant a Tree Certificate:** The College felicitates all guests with a "Plant a Tree" certificate and one tree is planted in the name of the guest at a forest.

**Save Paper – Save Earth Initiative:** To sensitize the staff and to create an environment consciousness, the college has cut down drastically on the use of paper and all notices and information is dissemination to staff and students through information posted on website and on special email groups created for teachers and non-teaching staff.

### **Project Chirag**

Project Chirag is an initiative by Students in Free Enterprise at H.R. College (Now Enactus HRC) – a student organization on campus which aims to provide solar lighting to villages in India without electricity. This initiative which started in 2010 has impacted 4000 rural households in 105 villages across 4 states of India impacting more than 22,000 villagers. Students have been involved in installation of these solar lights in each of these rural households. They have been instrumental in creating strategic partnerships with NGO's, corporates and local communities for effective implementation of the project. This initiative has been replicated across 10 leading schools in Mumbai involving more than 12,000 students who have actively participated in the execution of the project. International partnerships with Singapore Management University (Singapore), Kings College London (United Kingdom) and New Jersey City University (USA) have been established to scale and replicate the project globally.

This project was selected to represent India at the “Enactus World Cup 2012” in which students from H.R. College competed against 38 countries. It was a moment of pride for India and H.R. College when the team stood 3rd globally and received international acclaim.

Thus, students have left the comfort of the classroom and the ambiguities of theory, and are applying their knowledge to real challenges that affect real people.

### **7.5 Whether environmental audit was conducted**

Yes

### **7.6. Any other relevant information the institution wishes to add. (for example SWOT Analysis)**

#### **Strengths of the Institute:**

- Highly committed and dynamic leadership for introducing many Innovations.
- Internationalization of several Innovative practices.
- Benchmarking with leading institutions.
- Good Stakeholder relationship.
- Strong relationship with local community through extension activities.
- Linkages with Industry and other institutions.
- Internationalization of programs.
- Active participation in inter collegiate events.
- Strong industrial linkages
- Student centric teaching learning process, with large scale application of ICT, online examination / evaluation and enrichment of curriculum through additional inputs such as case studies, field visits, project work, moot court mock stock exchanges student/ faculty exchange programmes with universities in UK and other countries among others.

- The Dynamic leadership of the principal and commitment of the faculty resulting in the creation and nurturing of an academic ambience and freedom/ platform for the potentials of the students to develop into a holistic fruition

**Weaknesses:**

- The space constraint resulting to many facilities/ structures are housed in a cramped manner.
- Challenges in adoption of the curricular innovations, twinning of programmes and evaluation reforms as college is not autonomous.

**Opportunities:**

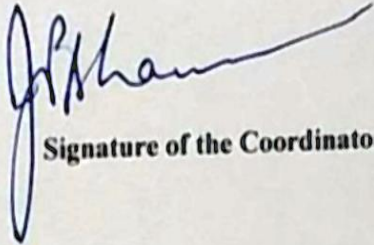
- Opportunity to carry forward the recent social inclusive initiatives (e.g. Chirag , Asha , Entrepreneurship development) and synergies the same with corporate social responsibilities of some select industries in the area.
- Scope for offering some short term programmes of Diplomas/ certificates on a virtual platform.
- Scope for further encouraging and strengthening the research and consultancy potentials among the faculty in partnership with the Alumni and Industries.

**Challenges:**

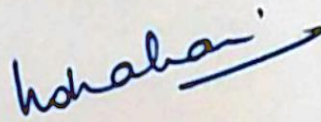
- Challenge of being a uni - faculty college with little programme options from diversified disciplines.
- Challenge posed by sharing of facilities and campus time with the Junior college
- A systemic challenge arising from the unwieldy class size imposed on the college (as per parent university norms).
-

**8. Plan of the institution for next year**

- The institute plans to apply for "College with Potential for Excellence" (CPE) by University Grants Commission, New Delhi. Brainstorming and preparation of report for the same will be the major task.
- The college plans to offer global exposure to its faculty and students.
- Organising a student Exchange programme with Borough of Manhattan Community College, USA
- Hosting XXIII International Economics Convention at H.R. College
- Carry out Career Advancement Scheme for the faculty members due for the same.



Signature of the Coordinator,



Dr.(Mrs.) Indu Shahani  
IQAC Signature of the Chairperson, IQAC



**Principal**  
**H. R. COLLEGE OF COMMERCE & ECONOMICS**  
123, Dinshaw Wacha Road  
Churchgate, Mumbai-400 020.