



## Yearly Status Report - 2019-2020

### Part A

#### Data of the Institution

Part A	
<b>Data of the Institution</b>	
<b>1. Name of the Institution</b>	H R COLLEGE OF COMMERCE AND ECONOMICS
Name of the head of the Institution	I/C Principal Parag Thakkar
Designation	Principal (in-charge)
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	02222021329
Mobile no.	9820304543
Registered Email	hriqac@gmail.com
Alternate Email	info@hrcollege.edu
Address	Vidyasagar Principal K.M.Kundnani Chow, 123 Dinshaw Wachha Road, Churchgate, Mumbai
City/Town	Mumbai
State/UT	Maharashtra
Pincode	400020

<b>2. Institutional Status</b>	
Affiliated / Constituent	Affiliated
Type of Institution	Co-education
Location	Urban
Financial Status	Self financed and grant-in-aid
Name of the IQAC co-ordinator/Director	Dr. Pooja Ramchandani
Phone no/Alternate Phone no.	02222876115
Mobile no.	9892837112
Registered Email	hriqac@gmail.com
Alternate Email	info@hrcollege.edu

<b>3. Website Address</b>	
Web-link of the AQAR: (Previous Academic Year)	<a href="https://www.hrcollege.edu/wp-content/uploads/2021/08/PORTAL-AOAR-REPORT-2018-19-2.pdf">https://www.hrcollege.edu/wp-content/uploads/2021/08/PORTAL-AOAR-REPORT-2018-19-2.pdf</a>
<b>4. Whether Academic Calendar prepared during the year</b>	Yes
if yes,whether it is uploaded in the institutional website: Weblink :	<a href="https://www.hrcollege.edu/wp-content/uploads/2021/08/Academic-Calendar-2019-20.pdf">https://www.hrcollege.edu/wp-content/uploads/2021/08/Academic-Calendar-2019-20.pdf</a>

<b>5. Accrediation Details</b>					
Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
3	A	3.72	2013	23-Mar-2013	22-Mar-2020

<b>6. Date of Establishment of IQAC</b>	06-Jul-2002
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<b>7. Internal Quality Assurance System</b>
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Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by	Date & Duration	Number of participants/ beneficiaries

IQAC		
A talk by Mr. P. Chidambaram, Former Finance Minister of India on the topic	29-Feb-2020 1	1000
Industrial visit to NISM and BSE	19-Jul-2020 2	124
Skill Series through invited industries experts	11-Feb-2020 7	650
Faculty Development Programmes under PMMMNMTT, MHRD & SFDC	15-Feb-2020 10	23
Feedback from stakeholders	05-Oct-2020 60	793
<a href="#">View File</a>		

**8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.**

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Institution	UGC Paramarsh	UGC	2020 365	1246500
<a href="#">View File</a>				

**9. Whether composition of IQAC as per latest NAAC guidelines:**

Yes

Upload latest notification of formation of IQAC

[View File](#)

**10. Number of IQAC meetings held during the year :**

6

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website

Yes

Upload the minutes of meeting and action taken report

[View File](#)

**11. Whether IQAC received funding from any of the funding agency to support its activities during the year?**

No

**12. Significant contributions made by IQAC during the current year(maximum five bullets)**

Promoting holistic development of students by attempting to engage them in activities and programmes which would contribute to their physical well being, and social and spiritual growth.

Focus on faculty development programs for professional development of teachers.

Encouraging faculty to engage in quality research initiatives.

Special focus on extending connectedness with stakeholders and networking with alumni via numerous events organised in the Diamond Jubilee year of the college.

Focus on strategic planning and preparations for the Cluster University i.e HSNL University, Mumbai to start its operations from the academic year 202021 with H.R. being the lead college.

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### 13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year

Plan of Action	Achievements/Outcomes
Comprehensive development & Grade improvement	Regular meetings were held with students with learning difficulties those who received ATKT and those whose examination results were below the mark. Remedial coaching classes were conducted for weak students . The students who performed well were encouraged to act as mentors to their academically weaker classmates. Intensive coaching lectures were conducted for the top performing students and the timetable for such lectures was strictly monitored.
Increasing connectedness and expanding network of stakeholders	A grand alumni meet was organized by the college as a part of the Diamond Jubilee celebrations. Diamond Jubilee Conclave 2020 series of guest lectures, alumni interaction sessions, panel discussion was organised. A panel discussion on "Will India Become a 5 Trillion Dollar Economy by 2025?" The Internal Quality Assurance Cell of H.R College in association with The Meghnad Desai Academy of Economics organized a talk by Mr. P. Chidambaram, Former Finance Minister of India on the topic "The State of the Economy and Jobs for India's Youth." The lecture was followed by a conversation with Mr. Chidambaram moderated by Mr. Praveen Chakravarty, Political Economist and Chairman, Data Analytics, Indian National Congress. As a part of the 60th Anniversary of H.R. College Diamond Jubilee grand celebration was

	held on Friday, January 24th, 2020, at Tata Theatre, NCPA, Mumbai.
Quality Research Initiatives	The college saw a rise in the number as well as quality of research papers published by the faculty in Scopus and UGC CARE listed journals. Several faculty members also received their Postgraduate Teaching Recognition (PGTR) from the University of Mumbai. The IQAC also facilitated the conduct of Career Advancement Scheme (CAS) interviews of faculty members. Joint Research by Students of HR College and TheoKochSchule Grünberg
Holistic Development of Students	Freshers Debate and Induction Industrial visits to BSE and NISM Patalganga. For promotion of Yoga and Fitness 5 webinars were conducted apart from the yoga sessions and ElysiumThe Fitness and Wellness College Fest. Participation and Winning in intercollegiate cultural programs. Internships, Articleship and Placement process A week long Career Fest. Skill series - HR Pulse
Faculty enrichment programs	A two-day National Seminar was organized by the Department of Foundation Course in the memory of the eminent historian Mani Kamerkar. A ten-day National Faculty Development Programme on "BFSI Industry: Recent Trends & Future Outlook" was conducted at H.R. College in association with the Government of Maharashtra under the Pandit Madan Mohan Malviya Scheme. A seven-day course work on "Research Methodology & Data Analysis through Statistical Package for the Social Sciences" for Ph.D students was organized. Twenty participants across colleges in Mumbai participated in the programme. As a part of the preparations for NAAC, a Faculty Development Programme was conducted for the in-house faculty of H.R. College under the expert guidance of Dr. B.D. Bhole. In association with the Board of Studies of the University of Mumbai, the Department of Accountancy conducted a syllabus revision workshop on Taxation for the faculties across Mumbai. The half day workshop on future work culture and conflict management titled, "Are We Future Ready? A Time to Introspect." was conducted by Dr. Rani Desai, Executive Coach and was held at Royal Garden Resort, Vasai on November

	30, 2019.
Promoting quality assurance by enhancing overall performance	<p>A strategic planning session on the New Education Policy (NEP 2020) was organized by the HSNC Board for all its constituent colleges. IQAC actively participated in the same. Shri. P.N. Ranjit Kumar Joint Secretary, Ministry of AYUSH was invited by the HSNC Board to visit the South Mumbai campus at H R College of Commerce Economics to discuss Youth Centric events on Yoga during the 150th Birth Anniversary of Mahatma Gandhi, Father of the nation. The interaction was Chaired by Secretary of the HSNC ,Board Prof. Dinesh Panjwani, and attended by all the Principals of the institutions run by the HSNC Board. In the process of formation of the Cluster University, various strategic planning sessions were conducted by the HSNC Board and the college got an opportunity to organize and host the same. These were attended by faculty members of all institutions managed by the HSNC Board and were aimed at helping them in the process of syllabus designing, teaching, learning and evaluation. The following Strategic planning sessions were organized: Shri Bhushan Patwardhan, ViceChairman, University Grants Commission delivered a session on Enabling Institutions and University to attain an eminent status January 4, 2020 Smt Satbir Bedi I.A.S, Chairperson, National Council for Teacher Education delivered a session on Building an Institution with a Difference December 18th 2019. Outcome based education by Prof. Dr. Arindam Das, Director Centre of Postgraduate Studies, Lincoln University College, Malaysia Under the Paramarsh Scheme of UGC, the college as a mentor started the mentoring sessions for the 6 mentee colleges.</p>
Corporate Engagements	<p>Thought provoking session by Dr Leandro, University of Bristol. Ernst and Young Scholarship Program 5 students represented H.R. College of Commerce and Economics as the top 5 finalists in Ernst and Young Corporate Finance Woman of the Year Cargill Global Scholarship Program KPMG Ideation Challenge (KIC) Ernst and Young Certification course "CAFTA" - Certification in Applied Finance,</p>

Treasury and Analytics, Ernst and Young Scholarship Program Season , Ernst and young Guest Lecture, KPMG Ideation Challenge, HR Pulse Workshop , Indian and GLOBAL FINANCIAL MARKETS, Entrepreneurship, A foray into Entrepreneurial Journey , rEAL eSTATE, jEWELLERY dESIGNING mERCHANDISING , BEYOND HIRING FIRING : : WHAT IS HUMAN RESOURCES MANAGEMENT , insights Careers in financial Markets with FINTECH TRENDS , ENTREPRENEURSHIP AND MARKETING

Promoting Social consciousness among students and community

A yearlong unique project titled "The Seed Bomb Project" was undertaken as an innovative environmental conservation project. More than thirty thousand seeds were prepared and distributed for a mass tree plantation drive. The NSS unit of H.R. College organized an ENT health checkup camp at the municipal school in Gorhe village, Palghar, which benefited 400 school children and teachers of the same village. HRNSS organised various session which included a health talk, competitions , Red Ribbon Club training programs and yoga training sessions HRNSS also set up a donation desk to gather help for the people affected by the devastating floods that occurred in Kolhapur and Sangli in the month of August. The NSS unit of H.R. College, in collaboration with HINDUSTAN PETROLEUM CORPORATION LTD. (HPCL), conducted a Human Chain Formation drive at Marine Drive to spread awareness about environmental hygiene in the society. 510 volunteers across 30 colleges from Mumbai actively participated in the event. The N.S.S. Unit of H.R. College, in collaboration with HINDUSTAN PETROLEUM CORPORATION LTD. (HPCL), Krisha Foundation conducted a Swachhta Walkathon at Gorhe, near Palghar, under the Swachhta Pakhwada.

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14. Whether AQAR was placed before statutory body ?

Yes

Name of Statutory Body	Meeting Date
IQAC Committee	19-Apr-2021

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to

No

assess the functioning ?	
<b>16. Whether institutional data submitted to AISHE:</b>	Yes
Year of Submission	2020
Date of Submission	23-Jan-2020
<b>17. Does the Institution have Management Information System ?</b>	Yes
If yes, give a brief description and a list of modules currently operational (maximum 500 words)	<p>The MIS employed by the College are as follows: Integrated Learning System The College has the integrated learning system which has data of the students. It also uses MKCL platform of the University of Mumbai to record and maintain its admission, eligibility and examination data of all the students enrolled in various courses. The college also updates the information regarding the staff, students on AISHE portal and MIS portal of central government (MHRD). Tally: The College uses Tally software in the accounts department so as to help in smooth record of financial transactions. Staff salary and the income and expenditure of the college are maintained on the Tally software. SLIM21: The Library uses SLIM21 software and maintains records of all the books on this software and this information is accessible by the students on the online platform Inflibnet. ACADMin is a cloud based ERP system useful for any type of Educational Institutions such as State / CBSE / IB / Residential and any University affiliated college of any faculty such Arts, Commerce, and Science. It provides a total online solution for computerization of all administrative activities. ? It computerizes: 1. Student life cycle comprising of: Online Admissions Fees, Academics, Class Attendance, eLearning, Examination Results, Training Placement, Bus Management 2. Faculty life cycle comprising of: Teaching Class attendance, Valuation Marks entry, HRMS - Pay slip, Online Leave, Service Book, PF Income tax 3. School College Administration comprising of: Accounts Finance, Purchase, HRMS, Alumni</p>



## Part B

### CRITERION I – CURRICULAR ASPECTS

#### 1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

As per the Government of Maharashtra Notification dated 30th October 2019, H R College, K C College and BTT College were granted the status of a cluster University named, HSNC University, Mumbai The University was granted permission to commence from the Academic Year 2020-2021 and the University shall be affiliated in a phased out manner from the parent, University of Mumbai. The inauguration of HSNC University, Mumbai provided the opportunity to teachers to become officers of the University and also get appointed/nominated on various academic bodies namely: Academic Council, the Faculty, Boards of Studies etc of the Cluster University, thereby empowering them with the much required flexibility for curriculum planning and implementation. A total of 135 teachers from constituent colleges, 198 Subject Experts from various fields and 67 student representatives have contributed to the process of curriculum planning in the capacity of Chairpersons/Co-Chairpersons/Members of Board of Studies. This gave them the opportunity for experiential learning. Apart from this internship as well as interdisciplinary knowledge was incorporated as an integral part of the curriculum thus aligning it with the New Education Policy 2020. As the second and third year of the colleges are affiliated with the University of Mumbai, the college encourages participation of faculty members of all departments on the Board of Studies of various subjects. The Faculty members also actively participate in seminars and syllabus revision workshops ensuring effective curriculum planning and implementation. Departmental meetings are conducted to discuss the teaching plans and distribution of subjects and sharing of lectures by the teachers. Faculty members are given academic freedom to deliver the curriculum in a manner which is comfortable yet effective. .Distribution of the First day brochure, with details of syllabi, tests, teaching plans etc., to students at the beginning of the year. Bridge Courses, which are current and necessary for students to equip themselves with skillets required to perform specific jobs, are conducted on the topics suggested by industry experts. BMS particularly, attracts students from Arts, Science and Diploma faculties, where such courses conducted for the first year students in the subject of Accountancy helps them to understand the basics of the subject and bring them on par with the others. Academic calendar is prepared before the start of the academic year and is made available on the website of the college. This calendar includes the dates of internal evaluation and also the term commencement and closure dates with some details of events scheduled for the current year The institution follows the university of Mumbai curriculum and the details of the same are updated on the website regularly.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
Quantitative Finance	Nil	05/08/2019	30	yes	financial decision making
Fundamentals of Stock Markets	Nil	02/12/2019	30	yes	Investment decisions

Investing Independently	Nil	08/01/2020	30	yes	Investment decisions
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## 1.2 – Academic Flexibility

### 1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
MCom	Banking & Finance	27/06/2019
<a href="#">View File</a>		

### 1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
BCom	Commerce	Nil
BCom	Accounting Finance	Nil
BCom	Bachelors of Management Studies	Nil
BCom	Banking and Insurance	Nil
BCom	Financial Markets	Nil
BCom	Mass Media	Nil

### 1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	94	Nil

## 1.3 – Curriculum Enrichment

### 1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
NIL	Nil	Nil
No file uploaded.		

### 1.3.2 – Field Projects / Internships undertaken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
BCom	BACHELOR OF COMMERCE	1983
BCom	BACHELOR OF ACCOUNTING AND FINANCE	137
BCom	BACHELOR OF MANAGEMENT STUDIES	141
BCom	BACHELOR OF BANKING AND INSURANCE	68
BCom	BACHELOR OF FINANCIAL MARKET	71
BCom	BACHELOR OF MASS MEDIA	67
BVoc	RETAIL MANAGEMENT & TOURISM HOSPITALITY MANAGEMENT	80

MCom	ACCOUNTANCY	91
MCom	MANAGEMENT	62
<a href="#">View File</a>		

## 1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	No

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution?  
(maximum 500 words)

Feedback Obtained
<p>The institution with its robust approach towards curriculum feedback takes feedback from multiple partners.: faculty, alumni, industry experts and students. supervised by leaders of the relevant courses and the coordinators of programs such a system allows real-time improvements and teaching learning innovation when any deficiencies in or potential improvements to individual curricular components are identified by the stakeholders and need to be addressed rapidly. Teachers regularly fill the feedback forms relating to their subject and also suggest changes to the University in their Boards of Studies and Academic Council. The college has established an Alumni Association and alumni meet is organised on a regular basis. Alumni interaction with students, faculties in the form of guest lectures and panel discussions forms a regular practice of the college. Here too the Alumni are encouraged to share their views and suggestions on curriculum development. Feedback is sought on curriculum design and deployment, extra and co curricular programmes, conduct of examination and question papers, teaching learning. For this purpose, special feedback forms are made available physically and on the website of the college. Curriculum evaluation is used to plan future revisions and other improvements in curriculum design. The institution adopts the formative curriculum evaluation model. This feedback is used to enhance the teaching learning process and improve the effectiveness of classroom instruction. The curriculum evaluation approach maximizes student involvement and provides opportunities for rapid improvements and development of innovative teaching processes which help improve educational experiences. Our approach to continuous curricular evaluation involves planned meetings of student representatives with students, teachers and placement coordinators continuous interaction with industry experts and with alumni. Students make their observations on teaching style and content, adherence to the curriculum in special group sessions and clarity of written materials. Thereafter, grey areas are identified and communicated to faculty individually. All suggestions from stakeholders are welcomed. This year too, in accordance with the above principles, feedback was conducted by IQAC on curriculum across various programs and collected through the website. All students were encouraged to fill the said forms. Student interns, especially those placed through the college placement cell, were even encouraged to take suggestions from their employers on the existing curriculum. The valuable insights, on the curriculum development, of the placement partners, who visited the campus were also elicited and they were also encouraged to fill feedback online . Based on the feedback collected form its various stakeholders, the Math Club of H.R. College organised a seminar on Application of Mathematics Predictive Model in Banking</p>

and Insurance. Further, a Panel Discussion was organised on the topic "Challenges faced by the Indian Economy" at the Rama Sundri Watumull Auditorium, KC College. The panelists for the event were Dr. Niranjan Hiranandani, Mr. Prashant Jain, Mr. Navneet Munot and Ms. Devita Saraf. The Moderator for the event was Mr. Anil Harish.

## CRITERION II – TEACHING- LEARNING AND EVALUATION

### 2.1 – Student Enrolment and Profile

#### 2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
BCom	COMMERCE	960	3122	1007
MCom	BUSINESS MANAGEMENT	80	300	89
MCom	BANKING AND FINANCE	60	165	71
MCom	ADVANCED ACCOUNTANCY	120	421	137
BVoc	RETAIL MANAGEMENT	50	67	48
BCom	BACHELORS OF MASS MEDIA	120	827	135
BCom	BACHELORS OF FINANCIAL MARKET	120	711	141
BCom	BACHELOR OF BANKING AND INSURANCE	60	280	54
BCom	BACHELOR OF ACCOUNTS AND FINANCE	180	1249	209
BCom	BACHELOR OF MANAGEMENT STUDIES	240	2667	273

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### 2.2 – Catering to Student Diversity

#### 2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2019	5219	450	33	Nil	43

### 2.3 – Teaching - Learning Process

#### 2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of	Number of	ICT Tools and	Number of ICT	Numberof smart	E-resources and
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Teachers on Roll	teachers using ICT (LMS, e-Resources)	resources available	enabled Classrooms	classrooms	techniques used
43	43	24	24	2	8

[View File of ICT Tools and resources](#)

[View File of E-resources and techniques used](#)

### 2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

H.R. College believes in the over-all development of a student, and offers them aid and assistance to achieve inclusive growth. To guarantee every student the opportunity of self development and growth, the college approaches the students with various counseling services: Special Cell Academic Guidance: The professors and staff at the college provide academic guidance to all the students. They help them with various notes, summaries and transcripts and are always available for any explanations during and after lectures. This solves most of the doubts the students may have regarding academics. There is well defined mentoring system wherein teachers are assigned a fixed number of classes for which schedules are made in the batch of 30 to 60 and students meet teachers to discuss problems and issues if any minimum twice a year. The college also has a professional counselor Mrs. Pratibha Jain, a parent who visits the college twice a week and counsels students on different study options in India and abroad. She also liaises with all international universities and has developed linkages with leading universities such as Oxford, Cambridge, Warwick, London School of Economics, Harvard and UC Berkeley. Career Counseling: The College holds lectures and seminars on career guidance by the faculty and professionals. They inform students regarding career options in the areas of expertise and interest. Along with the inputs by the supportive teachers, seminars are held by experts in diverse fields to talk about industry/professional experience, availability of opportunity and the skill requirements necessities in various fields. This provides the students with a comprehensive idea regarding career choice and also proves as a valuable and effective resource of career guidance. Learning Disability Counseling: The Special Cell arranges for professional counseling for students with learning disability. Psycho-Social Counseling: A faculty at the college is acting as the in-house psycho-social counselor and has dedicated three days a week for counseling students after college hours.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
5669	43	1:132

## 2.4 – Teacher Profile and Quality

### 2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
33	27	8	Nil	18

### 2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year )

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2020	nil	Assistant Professor	nil

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## 2.5 – Evaluation Process and Reforms

### 2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end
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				examination
MCom	2C00534	SEM 4	09/03/2020	27/10/2020
MCom	2C00532	SEM 2	18/03/2020	27/10/2020
BCom	4000156	SEM 6	15/10/2020	04/11/2020
BCom	2M00156	SEM 6	15/10/2020	04/11/2020
BCom	2C00346	SEM 6	15/10/2020	04/11/2020
BCom	2C00456	SEM 6	15/10/2020	04/11/2020
BCom	2C00146	SEM 6	17/10/2020	29/10/2020
BCom	2C00256	SEM 6	15/10/2020	04/11/2020
BVoc	4001912	SEM 4	18/03/2020	27/10/2020
BVoc	4001916	SEM 6	09/03/2020	27/10/2020

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#### 2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Regular Examination Committee Meetings: These meetings ensure the proper conduct of examinations and evaluation. Credit Committee: Credit committee formed for the effective implementation of the credit system, keeps record of CGPA of the students and maintains database of the each students overall performance. Orientation Programs: Orientation is organized for the faculty and administrative staff, students and parents to familiarize them with "Choice Based Credit and Grading System" for smooth implementation of the same. Unfair means committee also holds the session with teachers to revise the guidelines from time to time before the examinations. Online Tests: Online test is conducted throughout the semester. As part of effective assessment and continuous implementation of the online testing system a unique ID is provided to the students in order to maintain records for all six semesters for CGPA. Question bank is generated by faculty for online testing, giving the institution an advantage to randomize question paper selection minimize unfair means and ensure fair evaluation. Mock Online Tests: To familiarize students with the online testing the polite and mock test are conducted by the institution to facilitate evaluation. Result Audits: Result analysis of online testing is done intensively to know areas of concern and gauge the strengths of the students. Support Literature: First day handbook, brochures, introduction manual containing details of entire curriculum covered in all semester are provided to each student. Project booklets: are prepared with detailed guidelines and method of evaluation. Teachers Training Training is provided by the vendor and the exam committee members to teachers before the mock test and also regarding the paper setting and how the online system works. Exam committee members go through the whole process of testing by appearing in the mock test to evaluate the effectiveness of the system. Guidelines Detailed Guidelines are prepared and circulated to the students and the teachers well in advance which specifics the paper setting criterion and the evaluation criterion for the teachers and also to the students to facilitate them for smooth conduct of test.

#### 2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

A detailed list of important dates and events is prepared before the beginning of any academic year and is included in the "First Day Brochure" which is given to all students. Important dates of examinations, project assignments and college results along with events to be held are included in the calendar. Academic calendar is also regularly posted on website of the institution. Special care is taken to ensure that the events happen on the dates planned in

advance. In case of changes if any, students are informed well in advance regarding the same.

## 2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<https://www.hrcollege.edu/degree-college-3/>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
4000156	BCom	BACHELOR OF MASS MEDIA	69	69	100
2C00346	BCom	BACHELOR OF BANKING AND INSURANCE	68	68	100
2C00456	BCom	BACHELOR OF ACCOUNTING AND FINANCE	137	137	100
2C00526	BCom	BACHELOR OF FINANCIAL MARKETS	71	71	100
2C01116	BCom	BACHELOR OF MANAGEMENT STUDIES	141	141	100
2C00534	MCom	ADVANCE ACCOUNTS )	285	283	98.92
2C00534	MCom	BUSINESS MANAGEMENT	63	61	96.8
4001912	BVoc	TOURISM AND HOSPITALITY	37	37	100
4001916	BVoc	RETAIL AND MANAGEMENT	44	44	100

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## 2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<https://www.hrcollege.edu/wp-content/uploads/2021/11/SSS-MERGED-.pdf>

## CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Minor Projects	365	University of Mumbai	100000	122000
<a href="#">View File</a>				

### 3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Seminar on Gender Sensitivity - Norms, Biases Stereotypes	Hostelites Association	08/08/2019
A Foray into your Entrepreneurial Journey	Commerce ( YLC)	14/08/2019
Real Estate	Commerce ( YLC)	22/08/2019
Beyond Hiring and Firing: What is Human Resource Management?	Commerce ( YLC)	24/08/2019
Entrepreneurship	Commerce ( YLC)	27/08/2019
Career Choices in Insurance Industry	Accountancy	30/08/2019
Indian and Global Financial Markets	Commerce ( YLC)	31/08/2019
Apprenticeship Conclave 2019	Bachelor of Vocation (B.Voc) in Retail	10/10/2019
Financial Advisory as a Career	Diamond Jubilee Conclave 2020	02/12/2019
Current Political Scenario in India	Diamond Jubilee Conclave 2020	03/12/2019
Initiative is Everything	Diamond Jubilee Conclave 2020	04/12/2019
Insights Careers in Financial Markets with Fintech Trends	GDC	05/12/2019
A Panel Discussion: Is India Still on track to be a \$5 Trillion Economy by 2024?	Diamond Jubilee Conclave 2020	06/12/2019
Entrepreneurship and Marketing	Diamond Jubilee Conclave 2020	09/12/2019
Lines of Control Passion	Diamond Jubilee Conclave 2020	12/12/2019
The pathway to a Fashion Career	Diamond Jubilee Conclave 2020	13/12/2019
Syllabus Revision Workshop for TYBCom, TYBMS, TYBCom(AF) TYBCom(FM) in the subject	Accountancy	14/12/2019



of GOODS SERVICES TAX (GST)		
Research Workshop (FDP)	Business Policy Administration Ph.D Research Center	16/12/2019
Panel Discussion on: Challenges Faced By The Indian Economy	Economics	11/01/2020
Seminar on Application of Mathematics Predictive Model in Banking Insurance	Math Club	17/01/2020
Budget Analysis	Accountancy	08/02/2020
A Panel Discussion On: BUDGET ANALYSIS 2020	Self finance	08/02/2020
A Seminar On "Academics Beyond" In The Subject Of GOODS AND SERVICES TAX	Accountancy	10/02/2020
Workshop On Indias Most Rewarding Career Of 2020 'Actuarial Science	Mathematics Statistics	12/02/2020
Youths Vision Of India	SSAC	22/02/2020
The State of the Economy Jobs for India's Youth	IQAC	29/02/2020
Beginners Guide to Research (Online)	ICHR	07/05/2020
Journalism 101(Online)	GDC	29/06/2020
Seminar On Union Budget 2019 (Online)	ICHR	30/06/2020
Social Media Marketing 101 (Online)	GDC	03/07/2020
Coffee Ground By Tata Starbucks (Online)	Placement Cell	27/07/2020
En Route From Transition To Transaction Analysis - Bridging Gap Between Us Them (Online)	IQAC	29/07/2020
Stock Market 101 (Online)	GEMS	31/07/2020
An Overview Of Financial Markets(Online)	Self-Finance	12/08/2020
Corporate Readiness At Home (Online)	YLC	15/08/2020
Mergers And Acquisitions (Online)	Accountancy Association	20/08/2020
EY Corporate Finance Women Of The Year (Online)	Placement Cell	22/08/2020
Masterclass (Online)	The Entrepreneurship Incubation Cell	10/09/2020

Hack The Shell- A Framework To Innovate (Online)	YLC	12/09/2020
Digital Marketing (Online)	Enactus	14/09/2020
Morgan Stanley Internship Drive (Online)	Placement Cell	18/09/2020
Ethical Hacking And Cyber Security (Online)	Placement Cell	18/09/2020
Stalk The Stock ?(Online)	BAF BFM COMMITTEES	28/09/2020
Exploring The Food Hospitality Industry (Online)	Finnacle	04/10/2020
Consumer Goods And Innovation (Online)	Self- finance	15/10/2020
Financial Analysis Investment Pitch (Online)	Placement Cell	17/10/2020
Entrepreneurship And Enactus (Online)	Enactus	19/10/2020
REDC Workshop With MGNCRE (Online)	The Entrepreneurship Incubation Cell	19/10/2020
Entrepreneurship As A Habit (Online)	The Entrepreneurship Incubation Cell	07/11/2020
Importance Of Research In Stock Selection? (Online)	Finnacle	09/11/2020
Launch Of Ernst Young Scholarship Programme 2020-21 (Online)	Placement Cell	10/11/2020
Opportunities And Scope In The BFSI Sector (Online)	Placement Cell	03/12/2020

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
nil	nil	nil	Nil	nil
No file uploaded.				

3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsered By	Name of the Start-up	Nature of Start-up	Date of Commencement
NIL	NIL	Enactus	Ajeevika (zero waste products such as face masks, hair bands scrunches for girls have been added to the	Social entrepreneurship	18/10/2020

existing project)

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### 3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	1	0

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
Business Economics	3

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	Details in excel sheet	29	0
International	Details in excel sheet	27	0

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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Commerce	1
Self-finance	1
Mathematics Statistics	1

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3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
The emerging mutual fund industry in India : an impact analysis of investor's awareness on investment behaviour.	Sodi Jasbir Kaur Jehangir Bharucha	International journal of Business and Global isation (IJBG)	2020	7	H. R. College of Commerce Economics	2

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### 3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
nil	Nil	Nil	Nil	Nil	Nil	Nil
No file uploaded.						

### 3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	2	5	7	6
Presented papers	11	4	1	Nil
Resource persons	2	2	4	Nil
<a href="#">View File</a>				

## 3.4 – Extension Activities

### 3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Yoga Training Camp	Kevelyadhama	1	17
Yoga Training Camp: Inaugration	Kavelyadhama	1	18
Seed Bomb Project	HPCL, Krishna Foundation, EcoWarriors India	1	41
Health Talk	HPCL	1	19
Door to door awareness campaign :Seed Cards	HPCL	1	24
Menstrual Hygiene Session	HPCL	1	24
Tree Plantation	HPCL, Marine Lines Police Station, HR college	1	53
Blood donation	Nair Hospital	1	13
Thalassemia counselling	PATUT, TransAsia	1	5
Thalassemia Check-up	PATUT, TransAsia	1	56
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### 3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
Aashayein- Adopt A Village	Rotaract Outstanding Project Awards South Asia Regional Winner	Rotary International	200
Enactus Nationals	Finalist	Enactus(India)	35
Enactus Cares	Top 13	Enactus(India)	35
1 Race 4 Oceans	Top 24(Globally)	Enactus	35
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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Social project social initiatives socially inclusive policies	Enactus, NSS, RCHR	130 plus activities detailed in excel sheet	Nil	Nil
<a href="#">View File</a>				

### 3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
NIL	NIL	NIL	0
No file uploaded.			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Articleship	Articleship	Ernst Young PWC Deloitte	Nil	Nil	60
internship	Internship	with 33 companies detailed in excel sheet	Nil	Nil	Nil
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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of
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			students/teachers participated under MoUs
ACK Capital Management Private Limited	14/07/2020	Skill Development, Outcome based trainings, Placements, R D services and Related services	Nil
LFC Securities Pvt. Ltd.	14/07/2020	Skill Development, Outcome based trainings, Placements, R D services and Related services	Nil
Retailer's Association Skill Council of India	01/06/2019	Implement 3 years embedded apprenticeship BBA/BVoc in Retail Operations Program	44
Maharashtra Centre for Entrepreneurship Development (MCED), Aurangabad	27/09/2019	Organizing entrepreneurship development activities	Nil
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#### **CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES**

##### **4.1 – Physical Facilities**

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
2	3.49

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
<b>Others</b>	<b>Newly Added</b>
Campus Area	Existing
Class rooms	Existing
Laboratories	Existing
Seminar Halls	Existing
Classrooms with LCD facilities	Existing
Video Centre	Existing
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Existing
Value of the equipment purchased during the year (rs. in lakhs)	Existing

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Total	209	106	3	5	0	22	13	50	60
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4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

50 MBPS/ GBPS
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4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
1. HR Digital Library	<a href="https://www.hrcollege.edu/our-campus-2/">https://www.hrcollege.edu/our-campus-2/</a>
2. High Resolution Photo Studio	<a href="https://www.youtube.com/channel/UCLqMfH-wMu0AD8V4kA5vJ1w">https://www.youtube.com/channel/UCLqMfH-wMu0AD8V4kA5vJ1w</a>
Smart Classrooms	<a href="https://www.hrcollege.edu/our-campus-2/">https://www.hrcollege.edu/our-campus-2/</a>
Conference Room (Video recording and Video conference facility)	<a href="https://www.youtube.com/watch?v=Na8Hxprg90M">https://www.youtube.com/watch?v=Na8Hxprg90M</a>

**4.4 – Maintenance of Campus Infrastructure**

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
115	187.7	82	77.32

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

The College is a Wi-Fi enabled campus which helps staff and students to make extensive use of internet for references and value addition. The college has an Infrastructure Committee to investigate submit the requirement of upgradation maintenance of various physical and academic support facilities required by faculties and students. The College has systematic approach of providing access to the infrastructure needed for -Curricular and Extra-curricular activities:

- The college has ties up for the required facilities for different sports activities like basketball court, water polo, football etc. There is a tie up with different playgrounds, swimming pool to provide all the required facilities to the students and there is also a complete support from the college for their participation in various sports. The college has locational advantage as it is near to Oval Maidan, which is available for practice with common formalities.
- The college also arranges for the facilities and Auditoriums to organise various cultural and Extra-curricular activities within the premises as well as outside the college.
- The College has MOU with Kaivalyadham Yoga Institute and a Yoga club called "SYNC". Which organises Elysium, an intercollegiate fitness and wellness festival called Elysium. The college has collaborated with Kaivalyadhama, a Yoga Institute to promote Yoga among youth and conduct yoga sessions for the teaching, non-teaching staff and students at the college.
- The college also maintains a user-friendly library well stacked with books, journals and newspapers. New arrivals are exhibited on board and screens. Book exhibitions are conducted in the library and books suggested by staff members are included on a regular basis in the library. The College has a Digital Library. The Library uses software like Digital



Repository with access to E databases, E books, E Journals and E Newspapers. It also has SLIM 21 Library Management Software which is used for maintenance of the library. 5. The college has infrastructure is at its best with regular annual maintenance contracts with the following 1. Pest Control Mumbai: Pest control for college building 2. HI -Tech Enterprises: Xerox Machine 3. Lynx Synergy Solutions Pvt Ltd: Panasonic Kx-TD 1232 key telephone system 4. Aryan infotech: Tally Software 5. Eureka Forbes Ltd: 5 Nos colwpc 12 2 Nos AG pure chill 6. Zeromiles Technologies Services Pvt Ltd: virtual classroom, cloud video infra In Addition to the annual maintenance contracts, college also has a dedicated team of maintenance department comprising of electrician, carpenters, plumbers etc. who take the responsibility of maintaining physical infrastructure. The college has appointed an IT co-ordinator who assists in managing computers of the college along with maintenance updating software. The dedicated and well-trained staff adheres to the needs at short notice. They also help to supervise the maintenance for all equipment in the college.

<https://www.hrcollege.edu/infrastructure-policy/>

## CRITERION V – STUDENT SUPPORT AND PROGRESSION

### 5.1 – Student Support

#### 5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Institutional Support	5	89498
Financial Support from Other Sources			
a) National	GOI FREESHIP, EY scholarship	34	398005
b) International	0	Nil	0
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
START-UP AND SCALE-UP	22/08/2019	110	Industry experts
Introduction to voice modulation	21/08/2019	30	Experts
Decrypting the many facets behind the Union Budget passed	30/06/2019	70	Industry experts
Yoga Training Workshop	17/06/2019	293	University of Mumbai and Kaivalyadhama
Visit to NISM Patalganga	19/07/2019	37	NISM
SEMINAR ON JOY OF LIVING	23/07/2019	65	Industry Experts
A TALK ON LGBTQ	08/06/2019	154	One Future Collective

Seminar on Gender Sensitivity - Norms, Biases Stereotypes	08/08/2019	100	Industry experts
A Foray into your Entrepreneurial Journey	14/08/2019	85	Industry experts
Freshers Debate Induction	21/08/2019	29	PSDS
<a href="#">View File</a>			

5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2019	Career Counselling through different seminars and workshops	Nil	1000	Nil	Nil
2019	MBA Preparation Workshop	80	80	Nil	Nil
<a href="#">View File</a>					

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
Nil	Nil	Nil

## 5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
Ernst and Young, Deutsche Bank, Media.Net, Endurance, ICICI Bank, Edelweiss Tokio	604	34	KPMG, MSCI, QuickSell, ICICI Prudential Life, LIQUILOANS, TresVista, Prodio Design Works,	869	57

Institute of Risk Management, Sciative Solutions, Opu lent Investment, Advisors, BYJUS, The Climber, Interactive Brokers, Ukti, UFaber Tech, K12 Techno

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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
2019	550	BCOM, BAF, BBI, BFM, BMS, BVOC, BMM	Commerce, Management, Mass Media	ICAI, ICSI, University of Mumbai, IDOL, GLC, KC Law, BTTC, GJ Advani College, Jamnalal Bajaj, Foreign Universities	CA, CS, MCom, MCA, MBA, MMS, MMM, MFM, MA, B.Ed, Diploma in Management, LLB, Master in Journalism, Acturial Science, CFA etc.

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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	1
SLET	Nil
GATE	Nil
GMAT	111
CAT	1
GRE	Nil
TOFEL	108
Civil Services	Nil
Any Other	52

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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Blaze 2020	Inter-Collegiate	650
Discidium 2020	Inter-Collegiate	239
Numero Uno 2019	Inter-Collegiate	1100
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### 5.3 – Student Participation and Activities

5.3.1 – 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	Name of the award/medal	National/ International	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	2nd place	International	1	Nil	80	Vishwa shah
2019	4th place	International	1	Nil	80	Vishwa Shah
2019	5th rating	International	1	Nil	43	Sanjeev Nair
2019	4th rating	International	1	Nil	43	Sanjeev Nair
2019	2nd place	National	1	Nil	43	Sanjeev Nair
2019	1st place	National	1	Nil	164	Jainam Mody
2019	2nd place	National	1	Nil	164	Jainam Mody
2019	2nd place	International	1	Nil	80	Vishwa shah
2019	2nd place	National	1	Nil	276	Karl vatcha
2019	3rd place	National	1	Nil	276	Karl vatcha
<a href="#">View File</a>						

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

The Students' Council of H. R. College has more than 450 students and a Core Committee of 23 members. It serves as a bridge between the students and the management. The Council is entrusted with significant administrative responsibilities and works closely with the college authorities throughout the year. The Students Council firmly believes in and abides by the motto, 'Students of today, leaders of tomorrow.' The Students' Council conducted the Admissions process for the students of Junior and Degree College along with The Sports Council for the year 2019-20. It also organised the Orientation for the first year students of the Junior and Degree College wherein the new students and their parents were given a brief about the numerous activities and achievements of the college. The Anti-ragging campaign was organised on 22nd July, 2019 for the purpose of creating awareness about the anti-ragging policy followed by the college. The Students' Council organized its flagship event Numero Uno, Mumbai's largest Mathematics and Statistics festival for the 15th

consecutive year, on the 14th, 15th, and 16th of September 2019. The year witnessed over 1,100 participants in all, from over 21 schools and colleges across Mumbai and 9 Intra college clubs. The Blood Donation Drive organised on 6th December, 2019 in collaboration with the HDFC Bank and Bombay Hospital was a huge success with 81 competent donors. The Students' Council was also the part of the organising committee of the Diamond Jubilee Celebration for celebrating the 60th year anniversary of the college held on 24th January, 2020. The Panel Discussion was conducted on the topic 'Challenges faced by The Indian Economy' on 11th January, 2020 where dignitaries such as Mr. Niranjana Hiranandani, Mr. Anil Harish, Ms. Devita Saraf and Mr. Prashant Jain were among the panelists. It also effectively organised the Convocation Ceremony for the graduating batch of 2018-19 on 13th January, 2020. The Joy of Giving was held on 14th, 15th and 16th January, 2020. The overall collection, worth around Rs. 40,000 in kind, was distributed at the Yusuf Meherally Centre in Tara village, Panvel. A Seminar was organised on 15th January, 2020 to support the fundraiser program for educating tribal girls of Yusuf Meherally Centre. The members then visited the centre on 22nd February, 2020 where they got involved with the various farm activities and interacted with the girls at the hostel. The Students' Council also organised the T.Y. and M.Com farewell on 27th February, 2020. The Council also organised a talk on the topic 'The State of the Economy and Jobs for India's Youth' in which the keynote speaker was Mr. P. Chidambaram, the former Finance Minister of India along with Mr. Praveen Chakravarty, a well known political economist. Apart from organising events, the Students' Council represented the college in 7 inter-collegiate fests and left an impactful mark. The fests were Finacc, Arthanomics, Moneta, Econundrum, Zephyrus, Ka-Ching, and Insight. The General Secretary of the council is a member of the Anti-Ragging Committee and the Internal Complaints Committee.

#### 5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

No

5.4.2 – No. of enrolled Alumni:

0

5.4.3 – Alumni contribution during the year (in Rupees) :

0

5.4.4 – Meetings/activities organized by Alumni Association :

At H.R. college, there is a legacy to give back to the college once students graduate and take leap forward in the world of industry trade and commerce. Keeping the motto of H.R. alive, the alumnis make tangible contributions in college activities by conducting a number of initiatives such as training sessions, master class engaging lectures as visiting faculties and members of various committees and administrative bodies. During the year, Miss. Snigdha Bansal, Vedant Lakhotiya and Prerna Nathani conducted training session for case study competition. Masumi Mewawalla shared her story and journey of setting up entrepreneurial venture. Sharang Dhaimade conducted a session on building effective resume. Aniruddha Agarwal and Priyanshi Choksi conducted a session on beyond degree. Mr. Jahan and Mr. Chirag had engaging session on successful strategies to beat the odds. Mr. Kunal Rambhia and Miss. Priti Salecha acted as visiting faculty for entire year in various subjects related to financial markets. There has been constant support of alumnis on committees like IQAC, NSS for offering their perspectives for quality enhancement.

## CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

1. Decentralization through empowering various Committees for Independent functioning: The College practices decentralization and participative management by consulting its faculty and management board and further by constituting various Committees for its smooth functioning. All the decisions related to college development, infrastructure and adding of new courses, budget allocation to various extra-curricular activities of the college are taken democratically. Before implementation of any important measure the Principal discusses it in staff meetings. Following are examples of some sub committees in the college- Admission committee Examination committees Library committee Students' Council Sports Council Internal Complaints Committee Attendance Committee Anti Ragging Committee Infrastructure Committee IQAC Local Management Committee Woman Development Cell Code of Conduct and Ethics Committee. 2. Students' Engagement: A decentralized administrative system provides the best facility to the students as well. The Library Committee for instance takes book requisitions from all Heads of Departments, who are required to submit a list of the books required by the department as well as from the student members. The funds available for buying books are divided almost equally among all departments. Faculty and students are autonomous to form their own students' bodies where students have the liberty to organize their own extra-curricular activities which not only aid in their career advancement but also in their personality development. The Young Leaders Club (YLC), formed under the able guidance of Dr. Pooja Ramchandani, with the sole objective of inculcating leadership skills among its members, organised a career fest from 22nd to 31st August, which focused Entrepreneurship, Indian and Global Financial Markets, Human Resource Management and so on. The Skill Series from 11th to 13th February 2020 which focused on a variety of topics such as Marketing and PR, E.Q and Soft Skills and Art of Creativity

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

### 6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Admission of Students	All information regarding the admission process is provided by the website and Prospectus of the college. Admission norms are regulated by the regulations of the University of Mumbai and Government of Maharashtra and other regulatory authorities. the Students' Council and the Sports Council are involved in the admission process. They work under the guidance and supervision of the Admission Committee. A help desk is setup during admissions on the ground floor to help solve the queries of the parents and students regarding the admission process, documentation, fees etc. Efforts are made to make the process short and smooth for students

thereby saving their time and releasing their stress. The college ensures that during admission, the merit list is updated on its website so that students can see their names and complete the necessary formalities. For add on courses separate tests are conducted.

Industry Interaction / Collaboration

Encouraging industry academia interaction has been the hallmark of the college since its inception. In order to improve the employability skills and boost the confidence of the students appearing for job interviews, a pre-placement lecture series was organized for students which covered four areas, namely: Curriculum Vitae, Group Discussion Techniques, Personal Interview Skills and Corporate Etiquettes. Industrial visits: These are always promoted with the aim of providing students with an exposure to the relevant industry and enhance their understanding of the current working methods and employment practices. Therefore, on September 18, 2019, students of Bachelors of Financial Markets visited Bombay Stock Exchange along with one faculty member. The visit was aimed at gaining insights into stock market functioning, stock trading, about Bombay stock exchange and various career options into financial markets. Bachelor of Financial Markets students visited to NISM Patalganga campus along with two faculty members on July 19, 2019. Field visit was aimed at enriching the students practical experience in stock market trading through live simulation and also making them aware of various career advancement courses/ opportunities in securities markets. The students of Bachelor of Mass Media (BMM) , on the other hand were encouraged to attend the prestigious Mumbai International Film Festival (MIFF), South Asias oldest and largest film festival for non-feature films organized by the Films Division, Ministry of Information Broadcasting, Government of India, in order to aspects of film making, editing, and storytelling among others. The festival is held once in every two years and is a fiesta of best documentary, short fiction and animation films from across the world. The 16th edition of the film festival was held between January 28th

and February 3rd, 2020. Over and above this the College has a Placement Cell which represents the institution in the corporate world, strives to groom students to be industry ready and assist students in the progress of their careers by fetching them impressive job opportunities, in the field of their choice. The college strongly recommends to its students at least one corporate internship as well as one NGO internship in the three years of their degree programme. A team of 30 dedicated members work under the guidance of Dr. Navin Mukesh Punjabi, Vice Principal Director Placement Cell to ensure that students get Placements, Internships and Articleship in their preferred firm which not only helps them in getting their dream jobs but also assists the visiting placement companies in identifying right candidate for their esteemed organizations. The Placement Cell has a very process driven approach with a well-established Placement Policy and procedure for students as well as for corporates for the smooth functioning of the recruitment process.

**Human Resource Management**

While the selection of teaching and non-teaching staff is done according to the Mumbai University and Maharashtra government norms, the college staunchly believes in investing in its human resources on both altruistic as well as organizational grounds. To improve H R quality i.e. of faculty, non-teaching and associates, the college ensures that the faculty and non-teaching staff are regularly sent to faculty development programmes, to stay updated with the current techniques that are used in the field of education. In order to foster team spirit and bonhomie regular meetings, along with term end lunch, of faculty and non-teaching staff are organised. This helps in breaking the ice and conflicts if any among the staff. The college ensures that one faculty development programme is held outside campus, where participants get an opportunity to get training of the field and various leadership games are organised in order to bring in team spirit among employees. Organization of yoga days and the creation of a gym work towards the same objective. This year for



instance a half day outdoor workshop was organised on future work culture and conflict management on, "Are We Future Ready? A Time to Introspect." The objective was to understand and develop coping mechanism for the rapidly changing environment at work place. The half day workshop held at Royal Garden Resort, Vasai on November 30, 2019, was conducted by Dr. Rani Desai, Executive Coach. The college also has a Staff Academy is a platform for the faculty of the college to exchange ideas and engage in scholastic debates and discussions. The purpose is also to enhance understanding of newer areas of academic interest and contribute to larger academic consciousness and commitment. The Staff academy held a lecture cum presentation by Dr. Vaijayanti Pandit, Advisor We School on July 30, 2019 on the Draft National Education Policy 2019 submitted by the drafting committee. Few days prior to the lecture, a Draft of the NEP-2019 was circulated for the faculty reference. A 10 day faculty development programme was conducted at H.R. College in association with the Government of Maharashtra Sydenham Faculty Development Centre (SFDC) (FDPs under PMMMMNMTT are equivalent to Refresher Course conducted by Academic Staff Colleges and are valid for the promotion under CAS as per the UGC notification dated 18th July, 2018) under the Pandit Madan Mohan Malviya National Mission on Teachers Teaching (PMMMMNMTT) Ministry of Human Resource Development, New Delhi, Government of India, to match the Global competence and other requirements of fast growing new knowledge.

Library, ICT and Physical Infrastructure / Instrumentation

Efforts have been made by the library staff to provide various services to the staff and the students. Faculty members use an air conditioned open access library which is well equipped with a diverse collection of books, CDs, Magazines and Journals. It houses a collection of more than 56,000 books on various topics, 67 international national journals, 3100 e- journals, more than 850 VCDs and 75000 E-books. The library has an N List database with 6000 e-books. In addition it has subscribed to a database which offers e-books for recreational reading and

access to e-journals and e-newspapers. The library also has Digital Language Lab Solution for Advanced English to aid language competency. The digital library management software helps managing the institutional repository of the college. SLIM21 Inventory Assistant helps in better collection management and retrieval in future. Each individual item in the library is given a QR code which is scanned with a mobile and which facilitates the speedy retrieval of any title from the collection. The college administration has created a separate maintenance department with a provision of carpenter, plumber and an electrician in order to maintain the infrastructure up to the mark. The associates of the college are only being given these responsibilities as they are available throughout the day in college. The college also ensures that the various equipments in the premises are covered under Annual Maintenance Contract (AMC) for its upkeep, service and maintenance

**Book Bank:** The College ensures that buying of textbooks does not 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 entire 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 enrich the teaching learning process. Library Server was upgraded and library software installed on the new machine on November 29, 2019 for speedy retrieval of information and smooth working of day to day operations .

**Software Upgradation Training sessions:** Training sessions were organized for library staff from April 1, 2019 to orient them to the operations of newly purchased Digital Repository System and Mobile Inventory Tool. It was conducted by Mr. Ganesh Vetal, Computer Expert, from SLIM Library Software. Library Staff found it very informative and helpful in

Research and Development

The culture of research has seen a steady rise in the college in last decade. The college has its Research Centre in the subjects of Business Economics and Business Policy and

Administration. The former under the guidance of Dr. Geeta Nair Head, has 04 research scholars registered for Ph.D. in Business Economics The latter has 4 research guides: Dr. Pooja Ramchandani Dr. Rita Khatri, Dr. Jaya Manglani and Dr. Navin Punjabi. The Centre currently has 14 research scholars registered with it. A two-day National Seminar was organized by the Department of Foundation Course in the memory of the eminent historian Mani Kamerkar. Four faculty members received their postgraduate teaching recognition from the University of Mumbai: Dr. Paromita Chakrabarti, Associate Professor and Head, Department of English Ms. Saleha Sayed, Assistant Professor, Department of Business Economics Dr. Tasneem Neville Razmi, Assistant Professor, Bachelor of Commerce (Accounting and Finance) (Self-Finance) Ms. Bharti Partabrai Jethani, Assistant Professor, Bachelor of Commerce (Accounting and Finance) (Self-Finance) A seven days course work for Ph.D. and Faculty Development Programme on Research Methodology and Data analysis through Statistical Package for the Social Sciences (SPSS) was organized from December 16 - 22, 2019. There were 20 participants from all over the colleges in Mumbai. Dr. Paromita Chakrabarti, Director Global Research Initiative (GRI), organized a guest lecture series in the month February 2020, with faculty from Pasadena City College, California. In a meeting held on February 28, 2020 the degree college faculty made presentations on research activities for the academic year 2019-2020. During the Covid pandemic, Dr. Tasneem Razmi, Prof. in-charge of the Investment Club of H.R. College and Finnacle magazine conducted an online session entitled 'Beginners Guide to Research' on May 7, 2020. The aim of the workshop was to motivate and guide students in writing research papers, deemed important for achieving academic success today. The session covered the importance of research papers in academics, structure of a research paper, research methodology and importance of data interpretation. This webinar was open to students of all courses who were interested in research. More than 250 students had

	<p>attended this webinar and was widely appreciated by all.</p>
<p>Examination and Evaluation</p>	<p>The examination and evaluation processes are strictly followed as per University of Mumbai norms. The Examination Committee meets and plans regularly for the examination schedule. Notices/ Circulars/ Ordinances pertaining to the pattern of examinations and the pattern of the question papers are email to the students and displayed on Notice Boards/ Website. These are also explained by teachers in classrooms. The college follows a policy of centralised paper setting and paper assessment. The examination cell is fully equipped with copier machine, photo copy machine, computer, printer, CCTV, internet. Information regarding supervision duties is tabulated and put up on the notice board of the Staff room Rules of evaluation and dates of submission are intimated timely to all the staff members of the College. Question papers for the TY exams are received online through University website. The college provides sitting arrangements and results online to students or quicker and faster methods of accessibility and support</p>
<p>Teaching and Learning</p>	<p>Departments heads are autonomous to plan and organize their departmental activities after due consultation with the Principal. The college encourages teachers to use various teaching methods in the classroom such as lecture, discussion, participative, case studies, research based projects, group discussions, etc. so as to enhance teaching learning environment. The heads of the department and the institution regularly communicate with faculty and encourage them to interact with students through contact hours to solve their doubts and ensure better teaching learning process. Students are encouraged to use library and e-resources for research assignments. Regular feedback taken from the students also ensures quality delivery of contents in the class room. In an effort to move towards management of administrative and teaching-learning systems through paper-less office, faculty training programmes were conducted for enhancing the learning</p>

	management systems of the college.
Curriculum Development	<p>The college being under affiliation system is required to follow the curriculum design by the University of Mumbai. The college ensures that Faculty of different departments are sent for representation in various workshops organized by Board of Studies with reference to syllabus revision so as to give there inputs suggestions on syllabus. Syllabus Revision Workshop in the subject of GST was organised on 14th December, 2019 by the Department of Accountancy of HR College in association with the Board of Studies in Accountancy, University of Mumbai with an objective to bring uniformity in interpretation of syllabus for the academic year 2019-20. A total of 52 teachers from 29 colleges participated representing B.Com and other Self-Finance Programmes. The Speakers included Dr. Pradeep Kamthekar, CA and Head of Department, Accountancy, RA Podar college and member, BOS Dr. Nishikant Jha, member, BOS (A F) and Mr. Nikhil Karkhanis, assistant professor of Accountancy, Mulund College of Commerce. Academic Freedom: Faculty members have the academic freedom to deliver the Curriculum in a relaxed, conducive and effective manner. When suggested by Industry Leaders, Bridge Courses are conducted on topical issues which equip students with necessary skills required to perform specific jobs. Bridge courses are also conducted for FYBMS students in the subject of accountancy as BMS attracts students from Arts, science and diploma faculty, which help them understand the basics of accounting to bring them at par with the commerce students.</p>

6.2.2 – Implementation of e-governance in areas of operations:

E-governance area	Details
Planning and Development	The College embarked on its journey e-governance with the implementation of MKCL which was a requirement of the Maharashtra Knowledge Corporation limited. The main purpose behind introducing e-Governance is to enhance quality in education.
Administration	Use of SLIM21 System for Library Information and Management i.e in the process of issuing books to students,

faculties non-teaching staff. College has introduced Digital Repository System Mobile Inventory Tool for smooth access to books, reference books, E-journals. During the year 2738 individuals have taken benefit of the system. Important notices to the staff are emailed on a regular basis. ICT is used in: - • Admission process • Maintenance of students' personal and other academic records • Submission of class assignments and projects • Monitoring and evaluation • Communications with the stakeholders. The College uses Tally software for keeping and maintaining accounting records of the institution. Library uses SLIM software to keep record of all old and newly purchased books. Students and faculties have access to the books, journals and other business periodicals. Record of Faculty attendance, Admission data, fees collected etc is made available to management on demand. The college has:

- The Integrated Learning System whihas has data of students.
- The college maintains and updates information regarding the staff on the university and AISHE Portal, MIS portal of the government. The students' information is maintained by the college on MKCL portal of the university.

Finance and Accounts

Use of Tally i.e. in keeping up to date records of all transactions of receipts from Students, Universities, Government agencies Payment towards various stakeholders. Implementation of E-resource has increased efficiency timely execution of Accounting Finance transactions.

Student Admission and Support

The Student Admission and support is a necessary practice to ensure, increased participation in education affairs. Students have a personalized login through which they can access learning resources and timetables thereby saving time and effort. Notices, learning resources, information transaction services, social connectivity for collaboration have also been done through the website which has been developed by TRUTECH. Students can submit feedback to the college regarding the lessons attended and problems faced by them, among others.

<b>Examination</b>	<p>Use of software developed by MKCL (Maharashtra Knowledge Commission Limited) which believes that there exists a great potential in our society to emerge as a knowledge-led economy due to its large but latent 'talent pool' of young population. It assists in the process of exam related matters including uploading students' data, information regarding exam forms fees payment, generating hall tickets seating arrangement at the time of examination. It also facilitates records of attendance of students during the course of examination. In accordance with the training received by the staff for improving the learning management systems, two new initiatives were accomplished by the examination committee of the college: the hall tickets were made available online for the students and October 2019 results were uploaded on the college website.</p>
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### 6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
Nil	19 Faculty members	details in excel sheet	for conference / seminars	48920
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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2019	NA	Software Upgradation Training sessions	01/04/2019	01/04/2019	Nil	8
2020	Essential tools for virtual teaching, tools for evaluation	NA	20/05/2020	20/05/2020	30	2

	, storing and maintaining database etc					
2020	Google Hangout Google Classroom	NA	12/05/2020	12/05/2020	28	Nil
2020	How to use and implement online teaching modes like Cisco Webex and You Tube Streaming	NA	15/05/2020	15/05/2020	28	Nil
2020	Webinar Organised by IQAC in association with RUSA Maharashtra	NA	27/11/2020	27/11/2020	400	15
2020	FDP with MHRD on BFSI Recent Trends Future Outlook	NA	15/02/2020	24/02/2020	24	Nil
Nil	Syllabus Revision Workshop	NA	14/12/2019	Nil	52	Nil
No file uploaded.						

6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Faculty Development Programme ( as per PMMNMT) on Recent Trends in RM, E-content, Mathematical and Statistical Methods in Open Education World	1	17/12/2019	23/12/2019	7



at Kalindi College, Delhi.				
RUSA sponsored STC on Statistical Data Analysis using Softwares	1	27/01/2020	01/02/2020	6
STC on E-filing and Tax procedures and Compliance at MMK College	1	18/12/2020	25/12/2020	8
STC on MOOC's and E-Learning, University of Mumbai	1	12/03/2020	18/03/2020	7
STC on Yoga for Healthy mind and body	2	05/02/2020	11/02/2020	7
STC on Gender Discrimination in the Academia	2	15/11/2020	21/11/2020	7
REFRESHER COURSE POTENTIAL OF SERVICE SECTOR IN INDIA VISION 2025	1	20/09/2019	03/10/2019	14
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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
25	8	38	33

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
Teaching Financial support for attending conference / seminars/ orientation/ refresher, Health Check-up Fitness Centre	Non teaching Group Insurance (medi-claim) Regular health check-up Financial assistance during emergency Freeship in college for children of employees	Students Subsidized Railway Concessions as per the Railway authorities' norms. Special hygienic conditions in canteen, bathrooms and in the college monitored by registrar of the college. Student Group Insurance as per the government norms Sports facilities including partnerships with clubs and playgrounds Facilitating students with hostel

accommodation The college also waives off the fees and provides the students on the free ships, scholarships of the needy students if such students approach the Principal. The college library provides book bank facility to the students. The college regularly organises annual free health and thalassaemia check-ups for the students.

#### 6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

The institutional mechanism for internal and external audit is broad based and covers all aspects for conduct of audit. Internal Auditing is done by means of comparison with previous years accounts - Scrutiny of books of accounts - Vouching of Transactions in books such as Cash Book, Bank Book - Audit Queries - Audit Report. External Auditing is done via evaluation of internal control ascertaining accuracy of books by posting, carrying forwards, totalling and so on verification of assets and liabilities submission of audit report. The college conducts an external financial audit as per the norms of the management and tax rules. College Accounts Office has a regular practice of keeping records of all financial transactions and does test checking to establish authenticity of various stakeholders dealing with college. Through various auditing techniques there is check and double check on each every financial transactions. In the process of carrying out external audit due diligence is observed.

6.4.2 – Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year(not covered in Criterion III)

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
Hindustan Petroleum Corp. Ltd. Bank of Baroda BSE Investor Protection Fund Rotaract Club of Bombay Hanging Garden Unique Clearning Shipping Co. Saffron Earth Pvt. Ltd. Future Lifestyle Fashions Limited Eicher Motors Ltd. Eicher Motors Ltd. Bharat P	577807	Intercollegiate events Social projects
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6.4.3 – Total corpus fund generated

380601.90

#### 6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	N/A	Yes	LMC
Administrative	No	N/A	Yes	LMC

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

The parent bodies support the college in the following ways: - Parents support in creating network for Internships opportunities in financial and non-financial segments for students across all courses. Corporate Lectures Series is organised with support and co-ordinates from parents. Parents help to organise industrial visits.

6.5.3 – Development programmes for support staff (at least three)

1. Software Upgradation Training sessions on 1st April 2019, to orient them to the operations of newly purchased Digital Repository System and Mobile Inventory Tool. It was conducted by Mr. Ganesh Vetal, Computer Expert, from SLIM Library Software. The Library Staff found it very informative and helpful in 2. Yoga sessions 3. Workshop on 7th pay commission 4. A half day outdoor workshop organised on future work culture and conflict management on, "Are We Future Ready? A Time to Introspect" held at Royal Garden Resort, Vasai on November 30, 2019, conducted by Dr. Rani Desai, Executive Coach.

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1. Sanction of the HSNC Cluster University\_ As a result the HSNC Board and its colleges have embarked on their journey to prepare the Vision Document for the next 5 years. Principals and college staff were invited to attend the Inaugural Session of "Strategic Planning Sessions" for the HSNC Board institutions on December 18, 2019 at H.R. College from 9.00 am to 4.00 pm. The theme of the Inaugural Session was "Building an Institution with a Difference" 2. As a part of the preparations for NAAC, a Faculty Development Programme was conducted for the in-house faculty of H.R. College under the expert guidance of Dr. B.D. Bhole. 3. A two-day National Seminar was organized by the Department of Foundation Course in the memory of the eminent historian Mani Kamerkar. 4. Ten-day National Faculty Development Programme on "BFSI Industry: Recent Trends Future Outlook" was conducted at H.R. College in association with the Government of Maharashtra under the Pandit Madan Mohan Malviya Scheme. 5. A seven-day course work on "Research Methodology Data Analysis through Statistical Package for the Social Sciences" for Ph.D. students was organized. Twenty participants across colleges in Mumbai participated in the programme. 6. In association with the Board of Studies of the University of Mumbai, the Department of Accountancy conducted a syllabus revision workshop on Taxation for the faculties across Mumbai. A similar event was conducted as a seminar to guide students regarding the revisions introduced in the syllabus. 7. The Internal Quality Assurance Cell of H.R. College in association with The Meghnad Desai Academy of Economics had organized a talk by Mr. P. Chidambaram, Former Finance Minister of India on the topic "The State of the Economy Jobs for India's Youth." The lecture was followed by a conversation with Mr. Chidambaram moderated by Mr. Praveen Chakravarty, Political Economist Chairman, Data Analytics, Indian National Congress. 8. A strategic planning session on the New Education Policy (NEP 2020) was organized by the HSNC Board for all its constituent colleges. The members of the Internal Quality Assurance Cell of H.R. College actively participated in the same. 9. Three faculty members, 2 of them from self-financing courses, were awarded PhD 10. Celebrating Apprenticeship Pakhwada, RASCI organized Apprenticeship Conclave 19 to launch BBA-Retail Operations (Degree Apprenticeship), a 3-year course to create "Supervisory Cadre" workforce, in collaboration with McDonalds India H.R.

College of Commerce and Economics. The workshop witnessed participation of esteemed dignitaries from the Ministry of Human Resource Development, Government of India, Skill India, NSDC National Skill Development Corporation, Industry Academia. 11. System Upgradation: Library Server was upgraded and library software installed on the new machine on November 29, 2019 for speedy retrieval of information and smooth working of day to day operations. 12. Diamond Jubilee Conclav

#### 6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	No
c) ISO certification	No
d) NBA or any other quality audit	No

#### 6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2019	For faculty "Are We Future Ready? A Time to Introspect." A half day workshop conducted by Dr. Rani Desai, Executive Coach at Royal Garden Resort	30/11/2019	30/11/2019	30/11/2019	60
2019	For faculty a lecture presentation by Dr. Vaijayanti Pandit, Advisor We School	30/07/2019	30/07/2019	30/07/2019	34
2019	For students Workshop On Cancer Awareness	30/08/2019	30/08/2019	30/08/2019	250
2019	For students Career Fest	22/08/2019	22/08/2019	31/08/2019	60
2020	For students Skill Series	11/02/2020	11/02/2020	13/02/2020	60

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**CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES****7.1 – Institutional Values and Social Responsibilities**

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
A talk on LGBTQ	05/08/2019	05/08/2019	81	73
Self Defence Certificate Course	10/01/2020	17/01/2020	28	Nil
Women Empowerment - How and Why	05/03/2020	05/03/2020	32	28
Inayat Campaign	16/12/2019	16/12/2019	38	21
Seminar on Menstrual Hygiene	08/07/2019	08/07/2019	228	Nil
Seminar on gender sensitivity - norms biases and stereo - types.	08/08/2019	08/08/2019	42	31

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

## Percentage of power requirement of the University met by the renewable energy sources

The college has been using LED tube lights to save energy. The college also has solar panels on the terrace which supplies energy to the library. The college has initiated segregation of dry and wet waste in the premises. A wet waste management pit has been set up on the terrace and is managing its wet waste independently. The college also encourages participation in various tree plantation drives, seminars, lectures for students, etc through initiatives of NSS, Nature Club, Enactus. Certain initiatives undertaken by the college for environment consciousness are as under: • Visit to Mangroves . • Vana mahotsav • Tree Plantation Drive at Aarey Colony • Swachha Bharat Abhiyan Initiatives • Seed-Bomb Project • Seminar on E-Waste Management • Participation In Green Ganesha Fest • Poster Making Competition on Environmental Issues • Distribution seed Cards • Save Tree, Save Environment Rally • Mission Plantation • Swachhata walkathon • Beach Cleaning Drive • Plastic Recycling Project • Cleaning Kalina Campus

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	46
Provision for lift	Yes	4
Ramp/Rails	Yes	4
Scribes for examination	Yes	11

Any other similar facility	Yes	119
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#### 7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2019	1	1	05/12/2019	1	BSE Visit	Careers in Financial Markets	198
2019	2	2	20/12/2019	2	Road to Safety	Pricing Accidental Deaths	17
2020	3	3	19/01/2020	1	Tata Mumbai Marathon	Road Safety	41
2019	4	4	07/11/2019	1	Campaign On Wheels	Child Rights and child Abuse	48
2019	5	5	26/02/2020	1	Nanhe Kadam	Problems of Under-Privileged Kids	28
2019	6	6	20/08/2019	1	Blood Donation at Church Gate	Shortage of Blood in Hospitals	16
2019	7	7	23/08/2019	1	Human Chain Formation	Environmental Conservation	74
Nil	8	8	21/03/2020	1	World Water Race	Water conservation	11
2019	9	9	19/08/2019	1	Heritage Walk	Awareness on Heritage of city	29

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#### 7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Teacher	20/06/2019	1) Teaching staff is

		made aware of Code of Conduct during staff meetings with reference to their duties. 2) Staff Secretary, Chair of Exam Committee also issues guidelines for protocols to be followed during lectures and examination respectively
Non-Teaching Staff	20/06/2019	1) Regular programmes are organised for Non Teaching staff and peons to strictly adhere to code of conduct. 2) Registrar of college issues guidelines for non-teaching staff.
Students	20/06/2019	1) During Orientation of Students of First year degree College, students are made aware of Code of Conduct to be followed in college Premises 2) Code of Conduct is also displayed in college Premises to act as constant reminder

#### 7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Hiroshima Day -Peace Rally	06/08/2019	06/08/2019	52
National Constitution Day	26/11/2019	26/11/2019	145
Run for Unity	31/10/2019	31/10/2019	28
Gurupournima	16/07/2019	16/07/2019	22
Yoga Training	17/06/2019	21/06/2019	68
Independance Day celebration	15/08/2019	15/08/2019	68
World Envirnomrntal Day Celebration	05/06/2019	05/06/2019	5
Celebration OF International Youth Day	11/01/2020	11/01/2020	20
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#### 7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

Swachhta Shapath in collaboration with HPCL by NSS Dustbin set-up for segregation of dry waste and wet waste Tree Plantation on Campus Cleanliness Drive in library premises and around the campus Use of LED tubelights and Bulbs

## 7.2 – Best Practices

### 7.2.1 – Describe at least two institutional best practices

**First Best Practice: Promoting socially conscious intent that develops responsible leadership.** <https://www.hrcollege.edu/promoting-socially-conscious-intent-to-develop-responsible-leadership/> 1. The Context: The future of country is shaped in classrooms. To echo this philosophy the institution makes cautious efforts to produce managers at heart. The idea of channelizing the energy of young minds towards betterment of society to achieve social development for sustainable future is implemented through various action plans. 2. Objectives: Rising inequality in society has been one of the key challenge in India. In order to respond to this concern, it is important to address issues of stakeholders with disadvantages and lack of opportunities to bring them in environment of equitable opportunities. In the process it leads to holistic development of students involved in creating such opportunities. 3. The Practice: At institutional level various students' bodies are involved in organising programs, projects and initiatives in both, rural and urban areas to address issues like health, environment, education and employment opportunities. The process involves discussion with people facing the issues, understanding the gravity, making plan of action to execute with help of likeminded bunch of students volunteers and NGOs. 4. Evidence of Success:

Social Consciousness (projects related to upliftment of society/NSS/ROTRACT/ICHR/Enactus activities) • Talk on LGBTQ - Vandita Morarka, Founder and CEO of One Future Collective • Workshop on Cancer Awareness • Seminar on Gender Sensitivity - Norms, Biases Stereotypes - Ms. Priya Tiwari from Red Dot Foundation • Seminar on Joy of Living - Mrs. Rekha Shahani from Public Concern for Governance Trust • A Foray into your Entrepreneurial Journey - Ms. Vidhi Jhunjhunwala • Project Inayat • Period Party • Periodicals ( IGTV Series) • Lets Talk Periods • COVID Awareness Quiz • Project Aajeevika • Project Boond • Gazab Maharashtra • Bottles of Change • Project Aashayein • Launch of Partnership with Yuwah ( Ministry of Youth Affairs and Sports) • Seminar on Waste Management Elysium - The Fitness Extravaganza Residential camp for Rural Upliftment Project Workshop On Cancer Awareness Joy Of Giving - Donation Drive for Underprivileged Blood Donation Camp Environmental Conservation Initiatives Times Green Ganesha Fest Ekatva University Level Poster Making Competition on various social issues Tree Plantation Drive Machine Less Mask Making Pre And Post Lockdown Measures To Covid 19 5. Problems encountered and Resources required: A number of times acceptance of ideas especially in rural areas has been constraint. Our student's leader handle the situation with their smart leadership skills. There are limitations of availability of financial resources and geographical reach but with their desire to strive for betterment students through voluntary contribution and corporate collaboration manage to continue the journey towards betterment. 2nd best practice Connectedness and Collaborations

<https://www.hrcollege.edu/connectedness-and-collaborations/> 1. The Context: The whole world has become one village in post globalisation era resulting into creating opportunities and challenges in the field of commerce and finance. Being an institution of commerce and economics, the impact on the stakeholders is even more significant. Partnership with Academic institutions in India and Abroad, corporate collaborations has become need of the hour. In future such proactive approach shall be helpful for success of the institutions. 2. Objectives: The modern issues require modern solutions. The challenges and requirements of corporate world cant be fulfilled by lone classroom teaching. The skillsets requires, aptitude to become successful can be imparted through Industry Academia partnership. To mark presence in global platform, to get exposure to social, economic, cultural and behavioural environment, the institution believes in tie ups and associations with Universities, Academic institutions etc. for its faculties and students. 3. The Practice: The



institution organises various programmes including seminars, workshops, students' exchange programmes, faculty exchange programmes, certificate programmes, soft skill training workshops for quality enhancement in research and education. The constant addition in the partnerships has always been the priority for the institution to widen the horizons for its stakeholders. 4. Evidence of Success: KPMG Ideation Challenge (KIC) Internal Quality Assurance Cell Industrial Visits A Panel Discussion Is India Still On Track To Be A \$5 Trillion Economy By 2024 Financial Advisory As A Career Government Of Maharashtra - Casi Maha Mun Workshop On India's Most Rewarding Career Of 2020 'Actuarial Science Visit To Nism Patalganga Seminar On Application Of Mathematics Predictive Model in Banking Insurance 13th Dr. Mani Kamerkar Two Day National Seminar Budget Analysis 2020 Initiative is Everything - Mr. Farrhad Acidwala, Founder of Rockstah Media and Cybernetiv Digital His Journey and Mental Health - Mr. Shreyas 16 Points to Succeed in life - Mr. Rajendra Barot, P a r t n e r, A Z B Partners Entrepreneurship Marketing - Mr. Akshay Gurnani, Founder, SCHBANG Lines of Control Passion - Mr. Nikunj Mehta, Founder, Raw Dust The Pathway to a Fashion Career - Ms. Gayatri Thadani, Make-up stylist Seminar on Union Budget 2019 - Mr. Prashant Bhojwani, Director, Dhruva Advisors, a taxation specialist Seminar on Financial Planning - Mr. Gajendra Kothari is a CFA, CAIA, ICFA, MD CEO of Etica Wealth Pvt. Ltd. Career Choices in Insurance Industry - Mr. Sanjay Dubey of YOY Real Estate - Mr. Harshul Savla is Managing Director of M Realty Jewellery Designing Merchandising - Mr. Rahul Desai, Managing Director, International Institute of Gemology Beyond Hiring and Firing: What is Human Resource Management? - Ms. Sanchi Paingy Entrepreneurship - Mr. Bharat Munim Indian and Global Financial Markets - Mr. Vijay Bhambwan Workshop on Indias most rewarding career of 2020 - Actuarial Science - Mr. Ravi Vyas, founder of S. MONK School of Actuaries Current Banking Scenario in India - Mr. P.D. Singh Insights Careers in Financial Markets with Fintech Trends - Prof. Rakesh Nair, faculty at BSE 5. Problems encountered and resources required: The legal framework of education sector and compliances have been hindrance to have open access collaborations. The policy initiatives by Government can be helpful. Nevertheless the institution in its available infrastructure and resources has been able to mark its presence in corporate world and global institutions too.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<https://www.hrcollege.edu/promoting-socially-conscious-intent-to-develop-responsible-leadership/>

### 7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

Engaging and empowering students through extensive, experiential learning. "By the students, for the students and of the students", has been driving force behind all policy decisions of the institution. Intellectual engagement of students in each and every activity, accepting recommendations, empowering students by de-centralising processes have been core values inculcated by the institution. Coordination between management, staff, non-teaching staff and students has created line of organization for successful implementation of institution's vision and mission. Development of students' centric teaching and learning model and reversing the pyramid to take students at the top of the pyramid has been successful strategy. Institution organizes various workshops, programs, seminars engaging students from conceptualization, planning and implementation as per changing dynamics in the world of commerce, economics and on various contemporary issues. The institution provides exposure to visit industries to obtain practical knowledge and skill sets, NGOs and research

institutions for the projects and assignments. The vision and thrust of organization is reflected through the following key activities and initiatives: Diamond Jubilee Conclave 2020 Discidium 2020 Mumbai International Film Festival Press, As It Should Be: Movie Screening For Bmm Numero Uno 2019 Naandi '20 Off D Cuff Innov8 Population Education Club Project Participation In Festival Udaan Beginners Guide To Research Jazz Funk Workshop To Eat Is A Necessity, To Eat Intelligently Is An Art Grade Improvement Programme Current Political Scenario In India His Journey And Mental Health Entrepreneurship And Marketing 16 Points To Succeed In Life Faculty Development Programme Goods Services Tax (Gst) Challenges Faced By The Indian Economy Seminar On Financial Planning

Provide the weblink of the institution

<https://www.hrcollege.edu/institutional-distinctiveness/>

### **8.Future Plans of Actions for Next Academic Year**

- The college is mentor to six popular institutions in Mumbai under the Paramarsh scheme of UGC for which the mentoring sessions started in 2020. The team has planned to conduct the Bench marking sessions in all seven criteria of SSR along with the regular mentoring and also sessions on DVV process and Documentation.
- To organize more faculty development programmes and refresher program in association with Academic Staff College, HRDC.
- Establishment of entrepreneurship cell and incubation center.
- Registration of Alumni association
- Promoting research among faculty members to increase number of research projects and publications
- To organize more skill based and tech based programmes and certificate courses.
- In order to promote financial discipline for financial freedom, organize more number of financial inclusion workshops and certificate courses on stock market and financial modeling.
- Considering the pandemic situation where health and healing Is the need of an hour, focus will be on Yoga, fitness,, health and meditation promotion programmes
- To increase the social projects and outreach programmes