



# YEARLY STATUS REPORT - 2022-2023

## Part A

### Data of the Institution

#### 1.Name of the Institution

H.R.COLLEGE OF COMMERCE AND ECONOMICS

- Name of the Head of the institution PROF. DR. POOJA RAMCHANDANI
- Designation PRINCIPAL
- Does the institution function from its own campus? Yes

- Phone no./Alternate phone no. 022-22876115
- Mobile no 9892837112
- Registered e-mail info@hrcollege.edu
- Alternate e-mail hrcollege60@gmail.com
- Address VIDYASAGAR PRINCIPAL K.M.KUNDNANI CHOWK,123 DINSHAW WACHHA ROAD,CHURCHGATE,MUMBAI 400020.
- City/Town MUMBAI
- State/UT MAHARASHTRA
- Pin Code 400020

#### 2.Institutional status

- Affiliated /Constituent CONSTITUENT
- Type of Institution Co-education
- Location Urban

- Financial Status **Grants-in aid**
- Name of the Affiliating University **HSNC UNIVERSITY**
- Name of the IQAC Coordinator **DR.JASBIR KAUR SODI**
- Phone No. **022-22876115**
- Alternate phone No. **022-22042195**
- Mobile **9323895430**
- IQAC e-mail address **hriqac@gmail.com**
- Alternate Email address **info@hrcollege.edu**

**3.Website address (Web link of the AQAR (Previous Academic Year)**

<https://www.hrcollege.edu/wp-content/uploads/AQAR-21-22-FINAL.pdf>

**4.Whether Academic Calendar prepared during the year?**

**Yes**

- if yes, whether it is uploaded in the Institutional website Web link:

<https://www.hrcollege.edu/wp-content/uploads/Academic-Calendar-22-23.pptx..pdf>

**5.Accreditation Details**

| Cycle          | Grade    | CGPA         | Year of Accreditation | Validity from     | Validity to       |
|----------------|----------|--------------|-----------------------|-------------------|-------------------|
| <b>Cycle 1</b> | <b>A</b> | <b>87.95</b> | <b>2002</b>           | <b>01/10/2002</b> | <b>30/09/2007</b> |
| <b>Cycle 2</b> | <b>A</b> | <b>3.46</b>  | <b>2008</b>           | <b>04/02/2008</b> | <b>03/02/2013</b> |
| <b>Cycle 3</b> | <b>A</b> | <b>3.72</b>  | <b>2013</b>           | <b>23/03/2013</b> | <b>22/03/2020</b> |

**6.Date of Establishment of IQAC**

**06/02/2002**

**7.Provide the list of funds by Central / State Government**

**UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,**

| Institutional/Department /Faculty | Scheme      | Funding Agency | Year of award with duration | Amount      |
|-----------------------------------|-------------|----------------|-----------------------------|-------------|
| <b>NILL</b>                       | <b>NILL</b> | <b>NILL</b>    | <b>NILL</b>                 | <b>NILL</b> |

**8.Whether composition of IQAC as per latest NAAC guidelines**

**Yes**

- Upload latest notification of formation of IQAC [View File](#)

**9.No. of IQAC meetings held during the year** 4

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? **Yes**
- If No, please upload the minutes of the meeting(s) and Action Taken Report **No File Uploaded**

**10.Whether IQAC received funding from any of the funding agency to support its activities during the year?** **No**

- If yes, mention the amount

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

1) The strategic efforts were undertaken to improve the institutional performance resulting into notable achievements in rankings like - H.R. College of Commerce and Economics ranked No.1 in Commerce College category and No.6 among Management institutions and colleges in BBA/ BMS Category in State of Maharashtra in the Best Colleges, 2023 Zone wise ranking conducted by Open the Magazine. Open is the weekly current affairs and features magazine, the flagship brand of Open Media Network, the media venture of the RP-Sanjiv Goenka Group. During this year H.R. College of Commerce and Economics has also been recognized as one of the TOP 10 COLLEGES FOR ECONOMICS IN INDIA by HIGHER EDUCATION Review in 2023!

2) The college's commitment to excellence and adherence to high standards have been acknowledged through the attainment of ISO 14001:2015, ISO 9001:2015 from BlueStar, and ISO 50001:2018 from Staunchly. ISO 14001:2015 certification highlights the college's dedication to environmental management. By implementing efficient systems and processes, H.R. College ensures that its operations have a minimal impact on the environment. This recognition demonstrates the institution's proactive approach towards sustainability and its commitment to creating a greener future.

3) To improve students learning experience IQAC recommended to

increase the industrial visits within and outside the state of Maharashtra. As a result visits to Door darshan Sahyadri, The Reserve Bank Of India Museum, Films And National Museum Of Indian Cinema, Jawaharlal Nehru Port Container Terminal (JNPT), Bombay Stock Exchange (BSE), Industrial Visit to the National Institute of Securities Markets Campus, Industrial Visit To National Stock Exchange (NSE), Securities Exchange Board of India (SEBI), Dainik Bhaskar printing unit (Chandigarh), FX School, were successfully completed.

4) Considering the growing importance of vocational education with the advent of NEP, IQAC recommended to initiate one skill development certificate course under the guidance of each programme coordinator and also suggested the involvement of maximum number of students. For this it was decided to have few skills development courses free of cost. With the support of faculty and the dedication of Principal, certificate courses on Entrepreneurship, Personal Financial Planning, Corporate Readiness, Stalk the Stock, Project Saksham, GST Certificate Course, Personal Financial Planning and Wealth Management, Value Added Certificate Course were successfully introduced and conducted.

5) The year focused on increasing collaborative scholastic endeavors and facilitated the organization of guest lectures, masterclasses, international research conference, short term course and two day National workshop on research requisites.

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

| Plan of Action                             | Achievements/Outcomes   |
|--|---|
| Promoting faculty research and development | One Day Webinar Organized about CITATION METRICS on April 30th, 2022 ,  |
| Holistic Development of Students           | HSNC University organized an insightful workshop on Yoga, conducted by the renowned Yoga InstrPress Connect - The Journalism Club of H.R. College organized its first intercollegiate photography competition on March 15 2023 to celebrate the beauty of art and photography. uctor, Ms. Anushka Jagtiyani on June 17th 2022. The session focused on the |

|  |   |
|--|---|
|  | <p>transformative impact of yoga in our daily lives. , Yuva Tourism Club of H.R. College in association with India Tourism Mumbai conducted a "Workshop on Fabrics and Textile of India &amp; Chhatrapati Shivaji Maharaj Vastu Sangrahalaya, Museum Tour on March 3 2023 , Webinar on placement experience was orgnsised on September 22,2022, The Entrepreneurship &amp; Incubation cell conducted the 3rd Edition of their Pan Mumbai Flagship Entrepreneurship fest, 'RISE - Re-Inforcing Start-up and Entrepreneurship' from February 21 -February 22 2023 ,</p> |
| <p>Comprehensive development &amp; Grade improvement</p>           | <p>The Competitive Examination Guidance Cell of H.R. College of Commerce &amp; Economics organised its first session - 'Career Opportunities after M.Com.' on December 12 2022 with high rated career counsellor Mr. Sachin Bhatnagar., The Competitive Examination Guidance Cell of H.R. College organised an interactive session on CS, CA and A.C.C.A with an experienced professional in the same field, Mr. Satyamedh Nandedkar on December 14, 2022..</p>   |
| <p>Promoting Social consciousness among students and community</p> | <p>Special cell of H.R. College organised 'One-on-One Interactive Sessions' with specially-abled students From October 2nd -December 31st 2022,Monetre? had recently collaborated with the Competitive Examination Guidance Cell, National Service Scheme of H.R. College, Special Cell and the Young Leaders Club and</p>  |

conducted a social initiative which aimed at feeding strays all around the city of Mumbai From February 10th to February 18th 2023, Think India HRC X Garuda Cell went for a beach clean-up of Dadar, Mahim, and Prabhadevi beach from 07:00 A.M. to 09:00 A.M. in collaboration with Insaniyat Association on December 11th 2022, Think India HRC X Garuda Cell went for food distribution at Lower Parel which was organized by Archana Foundation on December 19th 2022,

Career Counselling and Making Job Ready

The BMS Committee of H.R. College of Commerce & Economics organised a 30-Hour Certificate Course on Entrepreneurship for students from September 21-september 24 2022 , The BMS Committee organized a Value-Added Certificate Course that covered essential topics such as resume building, public speaking, and basics of information technology, among others , The BAF Committee hosted a CFA seminar for students at H.R. College on February 10 2023, The Placement Cell of H.R. College of Commerce & Economics organized a series of pre-placement talks featuring renowned companies such as PwC, Media.net, Ernst & Young, KPMG, Quicksell, TresVista, ICICI Bank, Axxela, Willis Tower Watson, Deloitte, Morgan Stanley, Deutsche Bank, IDFY, White Whale Partners, Liquiloans, and ICICI Lombard, among others, covering diverse sectors and providing students

|  |   |
|--|---|
|  | with valuable insights into prospective career opportunities.,The Department of Economics and B.Com Committee of H.R. College in collaboration with Meghnad Desai Academy of Economics organized Careers in Finance & Data Analytics on December 20,2022 ,  |
| Collaborations   | An MoU was signed between the City University of Seattle and H.R. College during the networking session with Mr.Antonio Esquedo Flores and Dr.Sumantra Sengupta , Yuva Paryatan Sangh of HTHR was invited by MTDC for their MoU Renewal Signing Ceremony at Gateway of India                          |
| Revisiting the administrative structure and processes & managing quality | The college's commitment to excellence and adherence to high standards have been acknowledged through the attainment of ISO 14001:2015, ISO 9001:2015 from BlueStar, and ISO 50001:2018 from Staunchly. ISO 14001:2015 certification highlights the college's dedication to environmental management. |

**13.Whether the AQAR was placed before statutory body?** Yes

- Name of the statutory body

| Name | Date of meeting(s) |
|------|--------------------|
| IQAC | 05/07/2023         |

**14.Whether institutional data submitted to AISHE**

## Part A

### Data of the Institution

|  |  |
|--|--|
| <b>1.Name of the Institution</b>                     | H.R.COLLEGE OF COMMERCE AND ECONOMICS  |
| • Name of the Head of the institution                | PROF. DR. POOJA RAMCHANDANI  |
| • Designation  | PRINCIPAL  |
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| • Phone no./Alternate phone no.                      | 022-22876115   |
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|  |   |                |                             |               |             |
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| • Name of the IQAC Coordinator   | DR.JASBIR KAUR SODI   |                |                             |               |             |
| • Phone No.  | 022-22876115  |                |                             |               |             |
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| <b>3.Website address (Web link of the AQAR (Previous Academic Year))</b>   | <a href="https://www.hrcollege.edu/wp-content/uploads/AQAR-21-22-FINAL.pdf">https://www.hrcollege.edu/wp-content/uploads/AQAR-21-22-FINAL.pdf</a>                           |                |                             |               |             |
| <b>4.Whether Academic Calendar prepared during the year?</b>   | Yes   |                |                             |               |             |
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|  |                  |  |
|--|------------------|--|
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|   |  |
|---|--|
|   | <p>IDFY, White Whale Partners, Liquiloans, and ICICI Lombard, among others, covering diverse sectors and providing students with valuable insights into prospective career opportunities.,The Department of Economics and B.Com Committee of H.R. College in collaboration with Meghnad Desai Academy of Economics organized Careers in Finance &amp; Data Analytics on December 20,2022 ,</p> |
| <p>Collaborations</p>   | <p>An MoU was signed between the City University of Seattle and H.R. College during the networking session with Mr.Antonio Esquedo Flores and Dr.Sumantra Sengupta , Yuva Paryatan Sangh of HTHR was invited by MTDC for their MoU Renewal Signing Ceremony at Gateway of India</p>  |
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| <p><b>13.Whether the AQAR was placed before statutory body?</b></p>                 | <p>Yes</p>   |
| <p>• Name of the statutory body</p>   |  |
| <p></p>   |  |

|      |                    |
|------|--------------------|
| Name | Date of meeting(s) |
| IQAC | 05/07/2023         |

**14. Whether institutional data submitted to AISHE**

|           |                    |
|-----------|--------------------|
| Year      | Date of Submission |
| 2022-2023 | 15/02/2024         |

**15. Multidisciplinary / interdisciplinary**

BAMMC Programme The institution offers three-year undergraduate degree programmes such as (BAMMC) Bachelor of Arts in Multimedia and Mass Communication as well as other interdisciplinary courses.

**Honours Program :-**

The Honours program is offered by the institution to enhance employability and entrepreneurship abilities among the learners. Here, the learner is expected to complete 40 additional credits in Inter / Intra Disciplinary courses across three years.

**Bachelors in Vocation :-**

There are three undergraduate programs under the Bachelor's Degree in Vocation i.e., in Wealth Management, Retail Management and Tourism and Hospitality Management. The elective courses offered in these programs are interdisciplinary in nature

**Multidisciplinary :-**

At the undergraduate level multidisciplinary courses such as Foundation Course, Business Communication, Environmental Studies, Business law, Taxation, Research methodology and Mathematics and Statistics are offered along with specific core courses and electives. During this year college conducted language classes for the students taught by qualified faculty. The current courses are in French, Spanish and German. a 30 hour value added certificate program. The other multidisciplinary certificate programs offered during the year included Media, PowerBI and Advance Excel, Data Analytics and graphic designing which were well taken by many students.

**16. Academic bank of credits (ABC):**



The college facilitated and successfully conducted and accomplished the process of opening the accounts of all eligible students in the academic bank of credit. This will truly help the students in choosing their courses and academics. It will carry out tasks such as credit accumulation, credit verification, credit transfer/redemption of students. The credits can be redeemed and students can seek admission directly in the second year at any university. It will also enable them to drop out in any year and then exchange the credits earned so far with a certificate/diploma if they are eligible. They can redeem the credits and rejoin the same or any other institute in the future and continue their education.

### **17.Skill development:**

The institution conducts a Skill Series annually where industry experts are invited to impart training and guidance to students on a variety of topics. Preplacement talks by number of companies' recruiters were conducted that provide a unique opportunity to gather firsthand information about companies, enabling them to make well-informed career decisions. They gain insights into the company's work environment, industry exposure, growth prospects, and job requirements. These sessions helped them to align their career aspirations with the right organization, saving time and effort in the recruitment process. Numerous other sessions in enhancing the skills of students were conducted by industry professionals, that guided them on resume writing, grooming, cracking interviews, et., A detailed list of skill development programmes conducted by the institution in the academic year 2022-23 is provided in criterion 5. A detailed list of skill development value added certificate courses conducted for imparting skills is attached in metric no. 1.3

### **18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)**

YOGA Training/ Physical Fitness / Mental Fitness SYNC ORIGINALS, an initiative of the SYNC Club members to maintain physical and mental well-being during the pandemic, promoted YOGA & Meditation for better mental health. Yoga Day was celebrated with the participation of the staff and students of the college.

Sindhi Sangat (For Sindhi Cultural Promotion) The primary objective of the club is the promotion of the rich heritage and culture associated with the Sindhi Language and Literature across the globe. The Sangat aims to promote as well as showcase the rich and varied cultural aspects of the people invariably



associated with the oldest civilization known to mankind originating from the land of Sind (ancient gateway to India).

NAANDI 2023 from January 22-24, 2023 - The flagship event of MVM successfully completed its 7 year with participation from more than 30 colleges. The theme this year was 'Heads or Tails - Two sides of a coin'. The pre- event was a street play act covered by Maharashtra Times newspaper.

Heritage Walk :- On September 23, 2022 the Nature Club of H.R. College of Commerce & Economics, organized their Flagship Event "The Heritage Walk "for which the starting point was H.R College's main gate till the last point Kala Ghoda and reported back to college.

#### **19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):**

Outcome-based Education is the tradition & culture at H.R. College and is evident from the following practices :-

1. Compulsory Self Learning Evaluation component of internal assessment that builds confidence, team working and presentation skills, leadership, communications and conflict resolution among students.
2. Mandatory individual project work that includes experimental learning through case study analysis, video making and practical understanding of technical concepts.
3. Skill series conducted by industry experts.
4. Internship component in programmes and placement support.
5. Students' empowerment through representations in various committees and associations.
6. Hands-on experience by organizing events, intercollegiate fests, entrepreneurship events like Bazaar, virtual mock stock exchange and industrial visits.
7. Technology enabled assessment ensuring high degree of transparency and accuracy.
9. Research projects conducted by the Research cell, DLLE and

through participation in the International Economics Convention, a flagship event of the HSNC Board.

The detailed list of the above-mentioned initiatives is given in the concerned criterion.

Evidence of Success can be seen from Increased placements, Increased participation in networking with experts, Increase in number of collaborations, Developed self-confidence of students resulted into formation of more students led committees and associations, Increased enthusiasm in organizing events and participative working.

## 20.Distance education/online education:

The number of workshops, seminars and master class series were conducted on an online platform and the program recordings were uploaded on the official YouTube channel of the students. The institution conducted certificate programs on foreign Language, Goods and Service Tax , Power Bi, Advance excel and data analytics in an online. mode. Students were encouraged to take up online courses that can help them in enhancing their credits. As a result good number of students completed online mooc through institutions and platforms like Swayam, weschool, udemy, coursera and unschool.

## Extended Profile

### 1.Programme

1.1 425

Number of courses offered by the institution across all programs during the year

| File Description | Documents                 |
|------------------|---------------------------|
| Data Template    | <a href="#">View File</a> |

### 2.Student

2.1 6571

Number of students during the year

| File Description                        | Documents                 |
|---|---------------------------|
| Institutional Data in Prescribed Format | <a href="#">View File</a> |

2.2 1466

Number of seats earmarked for reserved category as per GOI/  
State Govt. rule during the year

| File Description | Documents                 |
|------------------|---------------------------|
| Data Template    | <a href="#">View File</a> |

2.3 2123

Number of outgoing/ final year students during the year

| File Description | Documents                 |
|------------------|---------------------------|
| Data Template    | <a href="#">View File</a> |

### 3.Academic

3.1 54

Number of full time teachers during the year

| File Description | Documents                 |
|------------------|---------------------------|
| Data Template    | <a href="#">View File</a> |

3.2 33

Number of sanctioned posts during the year

## Extended Profile

### 1. Programme

|  |            |
|--|------------|
| 1.1  | <b>425</b> |
| Number of courses offered by the institution across all programs during the year |            |

| File Description | Documents                 |
|------------------|---------------------------|
| Data Template    | <a href="#">View File</a> |

### 2. Student

|                                    |             |
|------------------------------------|-------------|
| 2.1                                | <b>6571</b> |
| Number of students during the year |             |

| File Description                        | Documents                 |
|---|---------------------------|
| Institutional Data in Prescribed Format | <a href="#">View File</a> |

|  |             |
|--|-------------|
| 2.2  | <b>1466</b> |
| Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year |             |

| File Description | Documents                 |
|------------------|---------------------------|
| Data Template    | <a href="#">View File</a> |

|   |             |
|---|-------------|
| 2.3   | <b>2123</b> |
| Number of outgoing/ final year students during the year |             |

| File Description | Documents                 |
|------------------|---------------------------|
| Data Template    | <a href="#">View File</a> |

### 3. Academic

|  |           |
|--|-----------|
| 3.1  | <b>54</b> |
| Number of full time teachers during the year |           |

| File Description | Documents                 |
|------------------|---------------------------|
| Data Template    | <a href="#">View File</a> |

|  |    |
|--|----|
| 3.2  | 33 |
| Number of sanctioned posts during the year |    |

| File Description | Documents                 |
|------------------|---------------------------|
| Data Template    | <a href="#">View File</a> |

|   |             |
|---|-------------|
| <b>4.Institution</b>  |             |
| 4.1   | 26          |
| Total number of Classrooms and Seminar halls                      |             |
| 4.2   | 3,62,59,150 |
| Total expenditure excluding salary during the year (INR in lakhs) |             |
| 4.3   | 181         |
| Total number of computers on campus for academic purposes         |             |

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The institution considers the effective delivery of curriculum as the most vital cog in its curriculum planning and delivery mechanism. The college subscribes to the curriculum prescribed by the HSNC University which is formulated through a very rigorous exercise through its various BOS. The college faculty have actively and substantially contributed to the curriculum development and serve on the panel of the BOS in various disciplines. The institution strives to ensure effective curriculum delivery through a systematic and strategic transparent mechanism. The Time Table committee tasked with preparation of the college time-table in active coordination with all departments which is effectively communicated to the students through multiple modes. Every faculty member submits a yearly teaching plan at the beginning of the academic year after an elaborate brainstorming session which is subject to periodic assessment by IQAC through respective HODs. Interactive and innovative teaching-learning instruments such as seminars, group

discussions, case study, project preparation and , SLEs are used for effective curriculum delivery. The college has instituted a robust and effective feedback mechanism from the faculty, students, alumni and employers. Faculty is encouraged to undertake professional development with a view to enhance their skills in mentoring the students in their academic and career progression.

| File Description                    | Documents   |
|-------------------------------------|---|
| Upload relevant supporting document | <a href="#">View File</a>   |
| Link for Additional information     | <a href="https://www.hrcollege.edu/wp-content/uploads/Details-of-Students-All-courses-2022-23.pdf">https://www.hrcollege.edu/wp-content/uploads/Details-of-Students-All-courses-2022-23.pdf</a> |

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The institution aims at holistic development of learners and provision of equitable learning opportunities to all learners. The college follows the Academic calendar and ensures its rigorous execution. The Heads of Departments of various disciplines undertake departmental meetings to plan the departmental activities and execute the distribution of the workloads among its faculty members and allot subjects (in case of multi-subject departments). Periodic follow up meetings are conducted to review the progress of syllabus coverage. As Head of the institution, the college Principal actively oversees the entire process of implementation of the Academic Calendar through formal meetings with HOD's and informally with the other faculty members of the respective departments. The college conducts an elaborate scheme of Formative assessment in the form of Self Learning Evaluation (SLE) and Project, Internal evaluation tests to identify gaps in students' knowledge levels. Identified slow learners are provided access to Remedial Coaching after the completion of each semester with a view to facilitate their academic growth and to enhance their overall confidence and personality growth. The advanced learners are identified and encouraged for further academic and career progression by participation in various co-curricular activities and career-oriented programmes organised within and outside the college campus.

| File Description                    | Documents   |
|-------------------------------------|---|
| Upload relevant supporting document | <a href="#">View File</a>   |
| Link for Additional information     | <a href="https://www.hrcollege.edu/wp-content/uploads/All-courses-2022-23.pdf">https://www.hrcollege.edu/wp-content/uploads/All-courses-2022-23.pdf</a> |

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University**

**A. All of the above**

| File Description   | Documents                 |
|--|---------------------------|
| Details of participation of teachers in various bodies/activities provided as a response to the metric | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |

## **1.2 - Academic Flexibility**

**1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented**

**1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented**

**12**

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information                              | <a href="#">View File</a> |
| Minutes of relevant Academic Council/ BOS meetings      | <a href="#">View File</a> |
| Institutional data in prescribed format (Data Template) | <a href="#">View File</a> |

**1.2.2 - Number of Add on /Certificate programs offered during the year**

**1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)****14**

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| Brochure or any other document relating to Add on /Certificate programs | <a href="#">View File</a> |
| List of Add on /Certificate programs (Data Template )                   | <a href="#">View File</a> |

**1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year****1292**

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| Details of the students enrolled in Subjects related to certificate/Add-on programs | <a href="#">View File</a> |

**1.3 - Curriculum Enrichment****1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum**

The institute acknowledges its role in providing a holistic model of education to its learners which aims at not only academic excellence but also incorporates ethical and moral values which have been the hallmark of human civilisation. Human Values and Professional ethics: The institute acknowledges its role in providing a holistic model of education to its learners which aims at academic excellence and incorporates ethical and moral values. Human Values and Professional ethics: The institution owes its existence and continued growth due the beliefs of its founders and the managing trustees in the core concept of basic human values and adherence to highest levels of Professional ethics. The college takes efforts for integration of ethical and human values through academic and co-curricular activities. Environment and Sustainability: The institution accords great significance to sensitising its stakeholders to the virtues of environment and sustainability. The academic



course content is such designed to provide sufficient exposure to the concept and importance of ensuring a sustainable environment. Gender: The College has a dedicated Women Development Cell that has been primarily set up to promote gender sensitization. Besides, WDC in association with various student clubs conduct a number of programs promoting gender sensitivity and equality.

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum. | <a href="#">View File</a> |

### 1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

516

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| Programme / Curriculum/ Syllabus of the courses  | <a href="#">View File</a> |
| Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses | <a href="#">View File</a> |
| MoU's with relevant organizations for these courses, if any                                  | <a href="#">View File</a> |
| Institutional Data in Prescribed Format  | <a href="#">View File</a> |

### 1.3.3 - Number of students undertaking project work/field work/ internships

6483

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| List of programmes and number of students undertaking project work/field work/ /internships (Data Template) | <a href="#">View File</a> |

#### 1.4 - Feedback System

**1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders  
Students Teachers Employers Alumni**

**A. All of the above**

| File Description  | Documents   |
|---|---|
| URL for stakeholder feedback report   | <a href="https://www.hrcollege.edu/wp-content/uploads/1.4-curriculum-feedback-report-2022-23-to-upload.pdf">https://www.hrcollege.edu/wp-content/uploads/1.4-curriculum-feedback-report-2022-23-to-upload.pdf</a> |
| Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management | <a href="#">View File</a>   |
| Any additional information  | <a href="#">View File</a>   |

**1.4.2 - Feedback process of the Institution may be classified as follows**

**A. Feedback collected, analyzed and action taken and feedback available on website**

| File Description                  | Documents   |
|-----------------------------------|---|
| Upload any additional information | <a href="#">View File</a>   |
| URL for feedback report           | <a href="https://www.hrcollege.edu/wp-content/uploads/1.4-curriculum-feedback-report-2022-23-to-upload.pdf">https://www.hrcollege.edu/wp-content/uploads/1.4-curriculum-feedback-report-2022-23-to-upload.pdf</a> |

#### TEACHING-LEARNING AND EVALUATION

##### 2.1 - Student Enrollment and Profile

**2.1.1 - Enrolment Number Number of students admitted during the year**

**2.1.1.1 - Number of students admitted during the year**

2355

| File Description                        | Documents                 |
|---|---------------------------|
| Any additional information              | <a href="#">View File</a> |
| Institutional data in prescribed format | <a href="#">View File</a> |

**2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)****2.1.2.1 - Number of actual students admitted from the reserved categories during the year**

1466

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information                                    | <a href="#">View File</a> |
| Number of seats filled against seats reserved (Data Template) | <a href="#">View File</a> |

**2.2 - Catering to Student Diversity**

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

H.R. College has built a support system for students with dyslexia and other special educational needs. H.R. College works to understand the nature of challenges experienced by students pursuing higher secondary and tertiary education in order to support them in overcoming challenges, discovering their numerous talents and abilities. College has dedicated Special Cell. Special cell of H.R. College curated 'One-on-One Interactive Sessions' with specially-abled students to help students with their studies and provide assistance with regards to academics and personal development and growth. MATHEMATICS SESSION OF BRIDGE COURSES on December 13 & 23, 2022 & ACCOUNTS SESSION OF BRIDGE COURSES On December 15 & 20, 2022 were organised by the Special Cell of College. College also provides various opportunities for the advance learners. The college provides a platform for every student to develop their learning skills and offer a very creative, conducive and productive environment for them to strive. Almost one thousand events were organised in the current Academic Year. Various Intra & Intercollegiate competitions were organised by student led clubs

.These clubs provide platform for the students to not only display but also discover, explore and master their creative potential and also inculcate the values for building leadership, networking public relations and organizational skills. Research Cell has conducted various events such as National level Research Paper writing competition, inter and intra collegiate fest called Inquisitive Feud, participation in Aavishkar ,state level inter university competition providing innumerable opportunities for the students to exhibit their skills and talents.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.hrcollege.edu/degree-college-clubs/">https://www.hrcollege.edu/degree-college-clubs/</a> |
| Upload any additional information     | <a href="#">View File</a>   |

### 2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

| Number of Students | Number of Teachers |
|--------------------|--------------------|
| 6571               | 54                 |

| File Description           | Documents                 |
|----------------------------|---------------------------|
| Any additional information | <a href="#">View File</a> |

### 2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

- To promote student-centric methods for experiential and participative learning .All the departments & clubs organise various activities, Inter & intra collegiate fest, group projects, case studies, Quizzes, Elocution, Debates & mock stock exchanges in area of finance, marketing, economics, commerce, mathematics and other subjects for problem-solving, and critical thinking.
- Relate theoretical concepts to real-world examples, by arranging a visit to various organisations by the departments ,facilitating internship programmes & participation of students in various exhibitions & events to understand the practical applications of what they are learning.

- Bringing professionals from their field of expertise to guide & mentor students to be industry ready , organising field trips to provide students with exposure to real-world professionals and environments .
- Assessment strategies include a mix of traditional exams, presentations and projects that showcase application of knowledge. Project Work & Market surveys on various issues in their domain of study with the support of teacher project guides.
- Active student representation on various key statutory and non - statutory committees such as admission, IQAC, placement, international programs committee .
- Students are also organising consulate visits/meetings and academic and cultural programmes at global level. Students have been at the forefront of community upliftment through various platforms such as NSS, Rotaract Club& Enactus.
- Participation in various intra & inter competitions and festivals to display talent in the area of performing arts, fine arts and literature. Students are also engaged in working on Annual College Magazine- Voyagers/ Newsletters etc.

| File Description                  | Documents   |
|-----------------------------------|---|
| Upload any additional information | <a href="#">View File</a>   |
| Link for additional information   | <a href="https://www.hrcollege.edu/degree-college-clubs/">https://www.hrcollege.edu/degree-college-clubs/</a> |

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

All Classrooms are equipped with smartboards. Online Research Databases, E Books are available for effective teaching and learning.

Conduct virtual lectures or webinars using platforms such as Zoom or Microsoft Teams to deliver content, facilitate discussions, and engage with students in real-time. Create engaging presentations using tools like PowerPoint, Google Slides, or Prezi incorporating multimedia elements such as videos, images and interactive content. Collaborative learning: Encourage collaborative learning by using Google Docs or Microsoft 365 for shared documents during group projects or class discussions. Recommend digital textbooks and Open

Educational Resources(OER) to provide easily accessible learning materials. Implement online assessment tools such as Google Forms, Quizzes or specialized platforms to efficiently conduct quizzes, exams, and assignments. Assign online research projects, guiding students on effective use of digital libraries, databases, and scholarly resources. Organize webinars with guest speakers from relevant industries or academia, providing students with insights into real-world applications of their coursework. College is going through a process of modernization of infrastructure keeping in mind the requirements of today's students, faculty and staff. Every classroom will have the latest technology to assist teaching-learning and ease of administration will be secured through such upgradation.

| File Description  | Documents                 |
|---|---------------------------|
| Upload any additional information   | <a href="#">View File</a> |
| Provide link for webpage describing the ICT enabled tools for effective teaching-learning process | <a href="#">View File</a> |

### 2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year )

#### 2.3.3.1 - Number of mentors

54

| File Description   | Documents                 |
|--|---------------------------|
| Upload, number of students enrolled and full time teachers on roll | <a href="#">View File</a> |
| Circulars pertaining to assigning mentors to mentees               | <a href="#">View File</a> |
| Mentor/mentee ratio  | <a href="#">View File</a> |

### 2.4 - Teacher Profile and Quality

#### 2.4.1 - Number of full time teachers against sanctioned posts during the year

54

| File Description   | Documents                 |
|--|---------------------------|
| Full time teachers and sanctioned posts for year (Data Template) | <a href="#">View File</a> |
| Any additional information                                       | <a href="#">View File</a> |
| List of the faculty members authenticated by the Head of HEI     | <a href="#">View File</a> |

#### **2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)**

##### **2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year**

02

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template) | <a href="#">View File</a> |

#### **2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)**

##### **2.4.3.1 - Total experience of full-time teachers**

546

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| List of Teachers including their PAN, designation, dept. and experience details(Data Template) | <a href="#">View File</a> |

## **2.5 - Evaluation Process and Reforms**

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

At the beginning of the academic year the students are explained about the rubrics of the internal assessment. The dates of internal exams are made available to students through college website (online) which is included in the Academic Calendar. Internal assessment is a part of the examination which consists of 40% of the semester. The components like Internal test, self-learning evaluation, project and class participation are part of Internal assessment. There is exam policy of the institute for more detailed information. Exam committee further more clarifies if there are any doubts from students. During the orientation of each subject, respective subject teachers discuss the internal assessment and topics that will be included. Internal test is conducted every semester with a view of encouraging students to start preparing for their external examination. Self - learning evaluation is a group activity where students discuss, create presentation, and give presentation which is recorded for transparency purpose. Class participation is included so that it encourages students to be interactive and attentive in class. The internal evaluation is monitored by Head of Department for each course for transparency and accuracy.

| File Description                | Documents   |
|---------------------------------|---|
| Any additional information      | <a href="#">View File</a>   |
| Link for additional information | <a href="https://www.hrcollege.edu/#">https://www.hrcollege.edu/#</a> |

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time-bound and efficient

The students are oriented about internal examination at the beginning of the academic year. The same information is also available on the college website for future reference. The components of internals are explained in detail by respective subject teachers for better clarity. The general queries of exams are addressed by exam committee. If a student wants to do revaluation for any subject there is a procedure which is intimated to the students during the orientation only. The students are aware of the deadline for revaluation after receiving the marks. Internal assessment grievances are addressed by Head of Department, Deputy Head of Department along with department exam in-charge. After the end of exams if there any queries than it is handled by Examination cell. If the students are unable to appear for the exam due to medical emergency or any other unavoidable situation than the rules as per examination committee is applicable.



| File Description                | Documents   |
|---------------------------------|---|
| Any additional information      | <a href="#">View File</a>   |
| Link for additional information | <a href="https://www.hrcollege.edu/#">https://www.hrcollege.edu/#</a> |

## 2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Programme and course outcomes for all Programmes offered by the institution are stated and displayed on the website and communicated to teachers and students. For future reference, the same information is also posted on the college website. The Course objectives and Course Outcomes (COs) are defined in the syllabus framed by the university. Course Outcomes are statements that describe significant and essential learning that learners have achieved and can reliably demonstrate at the end of a course. Cos identifies what the learner will know and be able to do by the end of a course. These outcomes relate to an ability to apply management skills in a variety of contexts. It also relates to an ability to use theoretical knowledge into practice and ability to design as well as to analyze and interpret data through various case studies and real-life examples. The faculties of respected subjects give detailed explanation on internal exams for their respected subjects. The overall queries of exams are clarified by the exam committee. The Head of department explains programme outcome to the students of the respected courses. The faculties orient student on subject outcomes in their introductory lectures.

| File Description  | Documents   |
|---|---|
| Upload any additional information                       | <a href="#">View File</a>   |
| Paste link for Additional information                   | <a href="https://www.hrcollege.edu/programme-outcome-course-outcome/">https://www.hrcollege.edu/programme-outcome-course-outcome/</a> |
| Upload COs for all Programmes (exemplars from Glossary) | <a href="#">View File</a>   |

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Programme outcomes and course outcomes are assessed at the departmental level. Each course outcome is aligned with a programme outcome. Programme outcomes are evaluated based on core subjects and inclusive activities involving all students. The final year project serves as a crucial factor in gauging programme attainment. Programme outcomes are assessed for each course in the final year, considering the average course performance history, course exit surveys, and co-curricular activities over the past three years for that cohort. For determining course outcomes, placement, pursuit of higher studies, final year projects, and student surveys are considered in the final year of the cohort.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for Additional information | <a href="https://www.hrcollege.edu/programme-outcome-course-outcome/">https://www.hrcollege.edu/programme-outcome-course-outcome/</a> |

### 2.6.3 - Pass percentage of Students during the year

#### 2.6.3.1 - Total number of final year students who passed the university examination during the year

2001

| File Description   | Documents   |
|--|---|
| Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template) | <a href="#">View File</a>   |
| Upload any additional information  | <a href="#">View File</a>   |
| Paste link for the annual report   | <a href="https://www.hrcollege.edu/wp-content/uploads/Voyager-2022-2023-H.R.-College-of-Commerce-Economics.pdf">https://www.hrcollege.edu/wp-content/uploads/Voyager-2022-2023-H.R.-College-of-Commerce-Economics.pdf</a> |

### 2.7 - Student Satisfaction Survey

#### 2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

<https://www.hrcollege.edu/wp-content/uploads/Report.pdf>

| <b>RESEARCH, INNOVATIONS AND EXTENSION</b>  |                           |
|---|---------------------------|
| <b>3.1 - Resource Mobilization for Research</b>   |                           |
| <b>3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)</b> |                           |
| <b>3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)</b>  |                           |
| <b>12</b>   |                           |
| File Description  | Documents                 |
| Any additional information  | <a href="#">View File</a> |
| e-copies of the grant award letters for sponsored research projects /endowments   | <a href="#">View File</a> |
| List of endowments / projects with details of grants(Data Template)   | <a href="#">View File</a> |
| <b>3.1.2 - Number of teachers recognized as research guides (latest completed academic year)</b>  |                           |
| <b>3.1.2.1 - Number of teachers recognized as research guides</b>   |                           |
| <b>02</b>   |                           |
| File Description  | Documents                 |
| Any additional information  | <a href="#">View File</a> |
| Institutional data in prescribed format   | <a href="#">View File</a> |
| <b>3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year</b>                                    |                           |
| <b>3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year</b>                                  |                           |
| <b>12</b>   |                           |

| File Description  | Documents   |
|---|---|
| List of research projects and funding details (Data Template) | <a href="#">View File</a>   |
| Any additional information                                    | <a href="#">View File</a>   |
| Supporting document from Funding Agency                       | <a href="#">View File</a>   |
| Paste link to funding agency website                          | <a href="https://www.hrcollege.edu/3.1.3.1mergedfile.22-23.pdf">https://www.hrcollege.edu/3.1.3.1mergedfile.22-23.pdf</a> |

### 3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The college has created an ecosystem for innovations through several initiatives. The Ph.D. Research Center in two subjects- Business Economics and Business Policy and Administration has eight Research Guides and nineteen research scholars. The Ph.D. Centre organized One Day International Multidisciplinary Conference on 'India @100: Vision 40 Trillion Dollar Economy.' The college encourages collaborative research among students and Faculty through joint research paper presentations. The Research Cell provides a platform for research and enhances student's critical thinking capabilities. Webinars, interviews, guest lectures, seminars and workshops are arranged for students on regular basis by the college. In order to encourage the research skill of students, the college participated in the 30 th International Economics Convention with the theme "Exploring the Challenging Dynamics of the Economics through Digitalization." With the intention to encourage the student's innovation and wisdom, The Entrepreneurship and Incubation Cell organized The Entrepreneurship Fest called "RISE - Re-Enforcing Start-up and Entrepreneur- ship." The Honors Programme has been designed for academically talented and highly motivated students who are given intellectual opportunities and challenges that enrich regular course work. The Board of Studies of various subjects has innovatively framed the syllabi's of various courses and has also introduced new courses.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for additional information | <a href="https://www.hrcollege.edu/wp-content/uploads/3.2.1-documentation.pdf">https://www.hrcollege.edu/wp-content/uploads/3.2.1-documentation.pdf</a> |

### 3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

#### 3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

64

| File Description   | Documents                 |
|--|---------------------------|
| Report of the event  | <a href="#">View File</a> |
| Any additional information                                     | <a href="#">View File</a> |
| List of workshops/seminars during last 5 years (Data Template) | <a href="#">View File</a> |

### 3.3 - Research Publications and Awards

#### 3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

##### 3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

| File Description   | Documents   |
|--|---|
| URL to the research page on HEI website  | <a href="https://www.hrcollege.edu/business-policy-and-administration/">https://www.hrcollege.edu/business-policy-and-administration/</a> |
| List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template) | <a href="#">View File</a>   |
| Any additional information   | <a href="#">View File</a>   |

#### 3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

##### 3.3.2.1 - Number of research papers in the Journals notified on UGC website during the

year

35

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| List of research papers by title, author, department, name and year of publication (Data Template) | <a href="#">View File</a> |

### 3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

#### 3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

12

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| List books and chapters edited volumes/ books published (Data Template) | <a href="#">View File</a> |

### 3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

As a responsible educational institute, H.R College believes in sensitizing students to social issues by organizing awareness programmes likes seminars, participating in cleanliness, tree plantation and collection drives, undertaking projects for the betterment of the neighbourhood community as well as the society in general. They are taught the values of charity, donation of labour, and contribute towards the neighbourhood and bringing about a change in the society.

The major social issue projects undertaken by the students involve Project Aashayein, adopt a village, Evolution Revolution, helping the students of Lighthouse School to improve their English, Matka March, for water conservation, Project Dawa, medicine donation drive, Project Vastvik, helping traditional business to be listed on e-commerce platforms, Project Khushi, for the blind at National Association for Blind,

Project Patshala, education for the differently privileged kids of society. For its flagship project Inaayat, the college won the national award for Best Social Initiative For Women Empowerment.

Gender sensitization workshops, webinars, street plays, International Women's day celebrations for underprovided, road safety drive, tree plantations, blood donation drive at Churchgate station, health check-ups, mental health issues, poster making competitions to create awareness on various issues, rallies against drugs, beach clean-ups after Ganpati visarjan, animal welfare.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.hrcollege.edu/wp-content/uploads/3.4.1-documentation-pdf-22-23-aqar.pdf">https://www.hrcollege.edu/wp-content/uploads/3.4.1-documentation-pdf-22-23-aqar.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

### 3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

#### 3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

04

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| Number of awards for extension activities in last 5 year (Data Template) | <a href="#">View File</a> |
| e-copy of the award letters  | <a href="#">View File</a> |

### 3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year

#### 3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

99

| File Description   | Documents                 |
|--|---------------------------|
| Reports of the event organized   | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template) | <a href="#">View File</a> |

### 3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

#### 3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

99

| File Description   | Documents                 |
|--|---------------------------|
| Report of the event  | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Number of students participating in extension activities with Govt. or NGO etc (Data Template) | <a href="#">View File</a> |

### 3.5 - Collaboration

#### 3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

##### 3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

63

| File Description   | Documents                 |
|--|---------------------------|
| e-copies of related Document   | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Details of Collaborative activities with institutions/industries for research, Faculty | <a href="#">View File</a> |



### 3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

#### 3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

23

| File Description   | Documents                 |
|--|---------------------------|
| e-Copies of the MoUs with institution./ industry/corporate houses  | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Details of functional MoUs with institutions of national, international importance, other universities etc during the year | <a href="#">View File</a> |

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

1. Terrace of the college building, Quadrangle is used efficiently for intercollegiate events and sports as well.
2. We have installed CCTV in corridor area & also have inhouse xerox center & printing facilities for students.
3. Hygienic canteen & Quality food is provided on campus.

#### Instructional Area

#### Activities Conducted

#### Classroom

All 22 classrooms are equipped with internet, projectors and other digital learning resources like Digital Smart Boards & Stereo Speaker.

#### Conference Room and Seminar halls

One Conference room, one Mini-conference room, Commerce Laboratory and Seminar Hall. All are air-conditioned and equipped with multimedia facilities.

### Computer Lab

There are 5 Computer Laboratories, with 210 computers in all, equipped with the latest technology and Software packages: Tally, Python, R, SPSS, Turntin with 50 mbps bandwidth of internet connection. We have a computer lab in the staff room & library for research work and assessment. Digital Library & UGC Networking Centre enable our students for research studies.

### Library

Library offers a study room with a plethora of genres of books on research, study materials, event organization, general knowledge, leisure, etc.

### Restroom

The College offers a comfort zone with an adequate number of restrooms & dedicated girl's rooms.

### Auditorium

Rama & Sundri Watumull Auditorium issued to host various intercollegiate events.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for additional information | <a href="https://www.hrcollege.edu/our-campus-2/">https://www.hrcollege.edu/our-campus-2/</a> |

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

1. College campus is a secured lush green environment with modern and sophisticated infrastructure facilities for the students.
2. The college has made best utilization of space for curricular, co-curricular and extracurricular activities. The college website, [www.hrcollege.edu](http://www.hrcollege.edu) is regularly updated with different curricular and co-curricular club activities and various sports competitions. There is also a dedicated whatsapp community group for dissemination of information about upcoming cultural events and sports activities.

3. The Sports Council is the apex sporting body, which aims at promoting fitness, sportsmanship, to provide its players complete support to participate in multiple sporting events and win laurels for the College. It also plays a prominent role in organizing and participating in numerous Inter and Intra-Collegiate events and plays a vital role in efficiently organizing several college activities. Our students consistently perform exceedingly well in events they take part in, winning accolades for themselves and strengthening the reputation of the institution and spreading it far and wide.

4. Sports Council have various Tie ups for its activities with-

a)Hostels b)Sports Club c)Yoga Center d)Doctors e)Psychologist  
f)Trainers g)Auditoriums h)OpenTheatre i)Play-ground

The details of which are attached in the additional information

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for additional information | <a href="https://www.hrcollege.edu4.1.2link.doc.pdf">https://www.hrcollege.edu4.1.2link.doc.pdf</a> |

#### 4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

26

| File Description  | Documents   |
|---|---|
| Upload any additional information   | <a href="#">View File</a>   |
| Paste link for additional information   | <a href="https://www.hrcollege.edu/wp-content/uploads/4.1.3-LINKS.docx.pdf">https://www.hrcollege.edu/wp-content/uploads/4.1.3-LINKS.docx.pdf</a> |
| Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template) | <a href="#">View File</a>   |

#### 4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year

**(INR in lakhs)****61.29**

| File Description   | Documents                 |
|--|---------------------------|
| Upload any additional information  | <a href="#">View File</a> |
| Upload audited utilization statements  | <a href="#">View File</a> |
| Upload Details of budget allocation, excluding salary during the year (Data Template | <a href="#">View File</a> |

**4.2 - Library as a Learning Resource****4.2.1 - Library is automated using Integrated Library Management System (ILMS)**

1. Library uses SLIM21 - an integrated, multi-user, multi-tasking library information Windows based software for automating its acquisition, cataloguing and circulation activities.
2. Library has a huge collection of Textbooks, Reference books and other books with foreign, peer-reviewed journals.
3. Full library collection is bar-coded to ensure efficient and fast services. Total area of the library is 2715.18 Sq. Mts.
4. The Reading Room is available throughout the year from 8.00 a.m. to 6.00 p.m. Open Access Facility is available on all working days and remote login access on all days. The reading room is well furnished to accommodate 200 students at a time and provides a conducive environment for study.
5. Library provides a discussion corner in the open access section for students and teachers.
6. The Penthouse on the terrace is made available to students for project work.
7. Separate mezzanine floor and also a dedicated space in the staff-room is provided for research scholars for study and research work.
8. Special seating arrangement is offered for physically challenged students.
9. A visitor record is maintained for students and faculty members, New Arrivals of books and journals are displayed on rack.
10. Digital Library & Research Centre accommodates 30

students. The library provides opportunities to enhance research work and offer access to digital content for staff and students.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for Additional Information | <a href="https://www.hrcollege.edu/library/">https://www.hrcollege.edu/library/</a> |

**4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources**

A. Any 4 or more of the above

| File Description  | Documents                 |
|---|---------------------------|
| Upload any additional information   | <a href="#">View File</a> |
| Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template) | <a href="#">View File</a> |

**4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)**

**4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

195815

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| Audited statements of accounts   | <a href="#">View File</a> |
| Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template) | <a href="#">View File</a> |

**4.2.4 - Number per day usage of library by teachers and students ( foot falls and login data for online access) (Data for the latest completed academic year)**

**4.2.4.1 - Number of teachers and students using library per day over last one year**

11899

| File Description                                  | Documents                 |
|---|---------------------------|
| Any additional information                        | <a href="#">View File</a> |
| Details of library usage by teachers and students | <a href="#">View File</a> |

### 4.3 - IT Infrastructure

#### 4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

1. The college has 210 Computers (Branded) and 40 Printers. Most of the machines are branded PCs from HCL / Zenith / Dell and some are locally assembled.
2. The ratio of desktops-student is one on one (1:1) as the number of students is divided in batch wise as per the time table provided to them. The total number of students having computer subjects across all courses all semesters in the year 2022-2023 is 2094.
3. Every department in the teaching staff has a separate laptop for research work, results analysis and other teaching and administrative activities.
4. A smart cart includes a computer and LCD Projector on a trolley which can be transferred to any classrooms.
5. All computers are connected to the network on CAT 5 Cable. All computers have an internet facility and are connected on a network with a server. This system is supported by a cascading network of Cisco Routers placed on each floor. The college internet access is based upon Leased Lines of 50 mbps speeds, bandwidth of which is provided by Micro vision, Mumbai.
6. The college possesses licenses for Windows XP Professional with Service Pack 2, MS Office XP with Service Pack 2, Tally 7.2, Quick heal McAfee Antivirus 7.0, and multiple software's.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for additional information | <a href="https://www.hrcollege.edu/our-campus-2/">https://www.hrcollege.edu/our-campus-2/</a> |

#### 4.3.2 - Number of Computers

181

| File Description                  | Documents                 |
|-----------------------------------|---------------------------|
| Upload any additional information | <a href="#">View File</a> |
| List of Computers                 | <a href="#">View File</a> |

#### 4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

| File Description   | Documents                 |
|--|---------------------------|
| Upload any additional Information  | <a href="#">View File</a> |
| Details of available bandwidth of internet connection in the Institution | <a href="#">View File</a> |

#### 4.4 - Maintenance of Campus Infrastructure

##### 4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

##### 4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

317.37

| File Description  | Documents                 |
|---|---------------------------|
| Upload any additional information   | <a href="#">View File</a> |
| Audited statements of accounts  | <a href="#">View File</a> |
| Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates) | <a href="#">View File</a> |

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Infrastructure Committee formed in 20-21 under the Chairmanship of Principal Dr. Pooja Ramchandani and Dr. Navin Punjabi. .Based on the suggestions of Structural Audit of Premises, and requirement of External and Internal Repairs Beautification of Mini-terrace, Entrance lobby, the construction work had started in the year 2021-2022. There has been renovation of Classrooms as required in the minutes of the Infrastructure Committee.The

Infrastructure Committee investigates & submit the requirement of continuous upgradation and maintenance of various physical and academic support facilities required by faculties and students. College also has a dedicated team of inhouse maintenance department. The college has appointed an IT coordinator for maintaining computers. The softwares is serviced and the installation of security is taken care of by the IT (inhouse). The college follows all regulations issued by UGC and State of Maharashtra from time to time. The college has annual maintenance contracts with the following: Kaison Solution CCTV 5 Tracing tech Model canon IR 4245, Ricoh 2014, Ricoh DX2430, Xerox Machines , Sakshi Enterprises Form B charges Fire Safety , Anne Refrigeration Air conditioners,Western -Air Condition. The Contracts are renewed annually as required.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for additional information | <a href="https://drive.google.com/file/d/1BDG5esC_JnXW_mGzXGzRH11-Ng48Hz40/view?usp=sharing">https://drive.google.com/file/d/1BDG5esC_JnXW_mGzXGzRH11-Ng48Hz40/view?usp=sharing</a> |

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

#### 5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

##### 5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

02

| File Description   | Documents                 |
|--|---------------------------|
| Upload self attested letter with the list of students sanctioned scholarship   | <a href="#">View File</a> |
| Upload any additional information  | <a href="#">View File</a> |
| Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template) | <a href="#">View File</a> |



**5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year**

**5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year**

67

| File Description  | Documents                 |
|---|---------------------------|
| Upload any additional information   | <a href="#">View File</a> |
| Number of students benefitted by scholarships and free ships institution / non- government agencies in last 5 years (Date Template) | <a href="#">View File</a> |

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills**

A. All of the above

| File Description  | Documents   |
|---|---|
| Link to Institutional website   | <a href="https://www.hrcollege.edu/wp-content/uploads/Voyager-2022-2023-H.R.-College-of-Commerce-Economics.pdf">https://www.hrcollege.edu/wp-content/uploads/Voyager-2022-2023-H.R.-College-of-Commerce-Economics.pdf</a> |
| Any additional information  | <a href="#">View File</a>   |
| Details of capability building and skills enhancement initiatives (Data Template) | <a href="#">View File</a>   |

**5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year**

4500

**5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year**

4500

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template) | <a href="#">View File</a> |

**5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees**

**A. All of the above**

| File Description   | Documents                 |
|--|---------------------------|
| Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee | <a href="#">View File</a> |
| Upload any additional information  | <a href="#">View File</a> |
| Details of student grievances including sexual harassment and ragging cases  | <a href="#">View File</a> |

## **5.2 - Student Progression**

### **5.2.1 - Number of placement of outgoing students during the year**

#### **5.2.1.1 - Number of outgoing students placed during the year**

**134**

| File Description   | Documents                 |
|--|---------------------------|
| Self-attested list of students placed                        | <a href="#">View File</a> |
| Upload any additional information                            | <a href="#">View File</a> |
| Details of student placement during the year (Data Template) | <a href="#">View File</a> |

## 5.2.2 - Number of students progressing to higher education during the year

### 5.2.2.1 - Number of outgoing student progression to higher education

247

| File Description                                   | Documents                 |
|--|---------------------------|
| Upload supporting data for student/alumni          | <a href="#">View File</a> |
| Any additional information                         | <a href="#">View File</a> |
| Details of student progression to higher education | <a href="#">View File</a> |

## 5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

### 5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

45

| File Description   | Documents                 |
|--|---------------------------|
| Upload supporting data for the same  | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Number of students qualifying in state/ national/ international level examinations during the year (Data Template) | <a href="#">View File</a> |

## 5.3 - Student Participation and Activities

### 5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities

**at university/state/national / international level (award for a team event should be counted as one) during the year**

**5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.**

78

| File Description   | Documents                 |
|--|---------------------------|
| e-copies of award letters and certificates   | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template) | <a href="#">View File</a> |

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms )

The Students' Council is a student body consisting of student representatives from various classes, NSS and cultural committees. It has always worked on ideals of 'For the students, by students'. It helps college to conduct various activities like admissions, arranging seminars, distribution of results, alumni meet, and many more. The purpose of the student council is to allow students to develop leadership by organizing and carrying out college activities and service projects. Student council is the voice of student body. It organised the first-year degree college orientation programme for BCOM on 20-08-2022 and self-financing-courses on 22-08-2022. Students were oriented about their exams and international, social initiatives undertaken by the college. They were also introduced to the various clubs and associations in college. On the occasion of International Day for older people, council took an initiative to support the people in Assisi Bhavan by providing them with basic necessities through raising funds. It organized a Blood Donation Drive on 9th December 2022 with the support of N.S.S. The Students' Council and The Alumni Association Committee organized the Alumni Meet on the February 25, 2023. It also participated in various inter and intra-collegiate competitions over the year. The students represent in various other important

bodies like Women Development Cell, Internal Complaints Committee and IQAC (As per statutory requirement). There are more than 50 students led clubs giving them countless opportunities to showcase their talent and pursue their interest through organising and participating in various events..

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.hrcollege.edu/the-students-council/">https://www.hrcollege.edu/the-students-council/</a> |
| Upload any additional information     | <a href="#">View File</a>   |

### 5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

#### 5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

37

| File Description   | Documents                 |
|--|---------------------------|
| Report of the event  | <a href="#">View File</a> |
| Upload any additional information  | <a href="#">View File</a> |
| Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template) | <a href="#">View File</a> |

### 5.4 - Alumni Engagement

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

The Alumni Association serves as a vibrant networking hub for HRites facilitating the connections with accomplished alumni across various fields. It organizes lectures, training sessions, masterclasses, and engaging talks featuring renowned HR alumni for the benefit of current HR students. It extends support and guidance to former students on all college related matters, fostering a sense of community and continued learning. The Alumni Association Committee organized the Alumni Meet on the

February 25, 2023. It held an Independence themed Housie for the degree college teachers on August 24, 2022. This was in accordance with the celebrations under Azadi ka Amrit Mahotsav - an initiative of Government of India. Each number of the Housie was associated with a freedom fighter. The game went on for an hour and everyone had a great time. It also organized a webinar on "do's and don'ts of studying abroad" on 6/12/2022 and 10 were attendees in session. It was conducted so as to help the attendees understand the processes and complexities of studying and living abroad. Mr. Nimit Upadhyay, the speaker for event briefed the students about studying in UK and divided the sessions into: 5 question to ask yourself and Survival to Success kit.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.hrcollege.edu/wp-content/uploads/Voyager-2022-2023-H.R.-College-of-Commerce-Economics.pdf">https://www.hrcollege.edu/wp-content/uploads/Voyager-2022-2023-H.R.-College-of-Commerce-Economics.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

**5.4.2 - Alumni contribution during the year (INR in Lakhs)**

E. <1Lakhs

| File Description                  | Documents        |
|-----------------------------------|------------------|
| Upload any additional information | No File Uploaded |

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

The Trustees, Executive Committee, Principals, Staff and Students of the HSNC Board visualize HR College as a World Class Centre of Excellence that will provide quality education with emphasis on research. Such a centre, while exploring new ideas, intends to keep pace with the technological and socio-economic changes happening in the country. The management and the trustees envisage a college that is responsive to the needs of the student community and empower them to meet and exceed challenges as active participants in shaping the future of our world and in which the students will help make a difference at

the local, national and international level.

The college is driven by the mission of providing Excellence in Academics by constant innovation in education as well as the desire to create socially responsible global leaders with 21 st century skills. For this it has always pursued robust international engagements, curriculum changes, industry academia engagement and attempted to create a nurturing as well as technologically advanced environment in college. Alongside, it also fosters academic and career success through the development of critical thinking, effective communication, creativity and cultural awareness in a safe, accessible and affordable learning environment.

Paste link for additional information :-

<https://www.hrcollege.edu/college-profile/>

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

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.hrcollege.edu/college-profile/">https://www.hrcollege.edu/college-profile/</a> |
| Upload any additional information     | <a href="#">View File</a>   |

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

Decentralization and participative management involving all its stakeholders is visible both at the academic, planning, office management and administrative levels. ? At the academic level, the heads of the departments, in conjunction with other faculty members decide their own lecture plans, teaching methodologies. Heads of the department have full independence in operating the department in terms of subject allocation, human resource planning and assessment. Teachers are in charge of various student associations which plan and execute these and where students play a major role. The college also involves other stakeholders such as parents and alumni in the planning and execution of many such programmes. ? At the administrative and planning level, the college functions under the guidance and supervision of the principal assisted by two Vice Principals. The Registrar, along with the other administrative staff and associates, coordinates with the Mumbai University and the State Government regarding various aspects of administration.

Collection of fees, submission of student details to the University, coordinating with the University for examinations, correspondence for increase in divisions of programs, increased student intake, handling student scholarships, issuing transcripts for higher studies and completing procedures for teachers' approval are some of the important responsibilities of the Office.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.hrcollege.edu/degree-college-clubs/">https://www.hrcollege.edu/degree-college-clubs/</a> |
| Upload any additional information     | <a href="#">View File</a>   |

## 6.2 - Strategy Development and Deployment

### 6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

**ISO CERTIFICATIONS:** The college's commitment to excellence and adherence to high standards have been acknowledged through the attainment of ISO 14001:2015, ISO 9001:2015 from BlueStar, and ISO 50001:2018 from Staunchly. ISO 14001:2015 certification highlights the college's dedication to environmental management by implementing efficient systems and processes, H.R. College ensures that its operations have a minimal impact on the environment. This recognition demonstrates the institution's proactive approach towards sustainability and its commitment to creating a greener future. ISO 9001:2015 certification from BlueStar signifies H.R. College's commitment to maintaining superior quality standards in all its activities. This recognition underscores the institution's dedication to delivering high-quality education and fostering an environment of continuous improvement. ISO 50001:2018 certification from Staunchly showcases H.R. College's emphasis on efficient energy management practices to optimize energy use, reduce waste and enhance energy efficiency across its facilities. This recognition highlights the institution's proactive efforts in minimizing its carbon footprint and promoting sustainable energy practices.



| File Description                                       | Documents   |
|--|---|
| Strategic Plan and deployment documents on the website | <a href="#">View File</a>   |
| Paste link for additional information                  | <a href="https://www.hrcollege.edu/wp-content/uploads/6.2.1-FINAL-.pdf">https://www.hrcollege.edu/wp-content/uploads/6.2.1-FINAL-.pdf</a> |
| Upload any additional information                      | <a href="#">View File</a>   |

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

HR College is a Sindhi Minority Institution, functioning under the HSNB Board and is a constituent college of the HSNB University. The college has a two-tiered governance model encompasses the governing body consisting of the Trust, President and Vice president as well a Principal at the College level assisted by the entire faculty, non-teaching staff and various committees. Service Rules: The College being affiliated to the University of Mumbai strictly adheres to the rules of the latter body. The teachers are recruited as per the University of Mumbai and UGC statutes. All vacant positions are sought to be filled up as soon as possible via advertisements. NOC of the appointed staff is also taken care of by the administration. Some non-teaching staff and associates are permanent while others are employed by the management.

| File Description                              | Documents   |
|---|---|
| Paste link for additional information         | <a href="https://www.hrcollege.edu/wp-content/uploads/ORGANOGRAM HR COLLEGE.jpeg">https://www.hrcollege.edu/wp-content/uploads/ORGANOGRAM HR COLLEGE.jpeg</a> |
| Link to Organogram of the institution webpage | <a href="https://www.hrcollege.edu/wp-content/uploads/ORGANOGRAM HR COLLEGE.jpeg">https://www.hrcollege.edu/wp-content/uploads/ORGANOGRAM HR COLLEGE.jpeg</a> |
| Upload any additional information             | <a href="#">View File</a>   |

**6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination**

A. All of the above

| File Description   | Documents                 |
|--|---------------------------|
| ERP (Enterprise Resource Planning)Document   | <a href="#">View File</a> |
| Screen shots of user inter faces   | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Details of implementation of e-governance in areas of operation, Administration etc(Data Template) | <a href="#">View File</a> |

### 6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

#### Welfare measures for

**Teaching Staff:** ? Facilitation of pension, medical leave and salary slips. Updated service books. ? Participation in Conferences, Seminars and Workshops- Every faculty member has participated in over fifty conferences, seminars and workshops in the last five years.Faculty is provided financial assistance for participating in conferences, seminars and workshops. Faculty is allowed to take leave for academic development programmes. ? State of the Art facilities - Air-Conditioned staff room provided with all the modern amenities, computer facilities, Wi-Fi internet connection and a well-equipped pantry.

**Non-teaching staff:** o Non-teaching members of the college are medically insured and the policies are sponsored by college on a regular basis as per the government norms. o Subsidized fees for children of the staff and also the tuition fees of young staff registered for further studies. o The children of non-teaching staff studying also make use of book bank facilities, special coaching, etc. o The college has sponsored classes for them to acquire vocational and computer skills. o Organization of soft skill training, work-related training and Yoga sessions. o Software Upgradation & Training sessions

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.hrcollege.edu/wp-content/uploads/6.3.1-Final.pdf">https://www.hrcollege.edu/wp-content/uploads/6.3.1-Final.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

### **6.3.2 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year**

#### **6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year**

**22**

| File Description  | Documents                 |
|---|---------------------------|
| Upload any additional information   | <a href="#">View File</a> |
| Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template) | <a href="#">View File</a> |

### **6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year**

#### **6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year**

**04**

| File Description   | Documents                 |
|--|---------------------------|
| Reports of the Human Resource Development Centres (UGCASC or other relevant centres).  | <a href="#">View File</a> |
| Reports of Academic Staff College or similar centers   | <a href="#">View File</a> |
| Upload any additional information  | <a href="#">View File</a> |
| Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template) | <a href="#">View File</a> |

### **6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)**

#### **6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year**

**05**

| File Description  | Documents                 |
|---|---------------------------|
| IQAC report summary   | <a href="#">View File</a> |
| Reports of the Human Resource Development Centres (UGCASC or other relevant centers)              | <a href="#">View File</a> |
| Upload any additional information   | <a href="#">View File</a> |
| Details of teachers attending professional development programmes during the year (Data Template) | <a href="#">View File</a> |

### **6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff**

Promotion of the staff happens in accordance with the CAS rules of the UGC. In the academic year 2022-23 the following promotions happened under the UGC PBAS CAS Scheme - From

Associate Professor to Professor The IQAC facilitated the smooth completion of process of performance-based career advancement of four teachers Dr. Madhu Kelkar, Dr. Priyamvada Sawant, Dr. Amit Nandu and Dr. Rita Khatri during the academic year 2022-23. The annual performance appraisal is recorded by the faculty members through self appraisal forms which is then evaluated by the head of the department and finally assessed by the Principal. In this academic year the process of self appraisal evaluated by head and Principal was duly accomplished.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.hrcollege.edu/activities-igac/">https://www.hrcollege.edu/activities-igac/</a> |
| Upload any additional information     | <a href="#">View File</a>   |

#### 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

College Accounts Office has regular practice of keeping records of all financial transactions and also does test checking to establish authenticity of various stakeholders dealing with college. The management keeps an internal check on the finances of the institution. It has appointed a Thane based reputed firm Singhvi Otkar and Kelkar who audit vouchers, admission and general receipts along with Bank reconciliation statements, fee reconciliation statements, salary and allowance to the staff, statutory compliances such as TDS, profession Tax, PF and other labour law related compliances. They also look at grants received from various institutions such as JD Mumbai, University, UGC, sponsorship for various programs. This is done at the end of the financial year. 4-5 auditors are sent for the same. The firm has been working with HR college from 2010-11 onwards. The audits take around 3-4 months for vouching, done by article assistants, followed by an overall finalization and signing of balance sheets and other related reports by CA Ravi Mulchandani, a partner of the said firm. No major queries have ever come up in the past. Management looks into the queries raised along with the CA. Minor queries are resolved on the spot.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.hrcollege.edu6.4.1link.doc.pdf">https://www.hrcollege.edu6.4.1link.doc.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

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

##### 6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

94

| File Description  | Documents                 |
|---|---------------------------|
| Annual statements of accounts   | <a href="#">View File</a> |
| Any additional information  | <a href="#">View File</a> |
| Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template) | <a href="#">View File</a> |

#### 6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The institution, management makes efforts for mobilization of funds through different means: Funds have been claimed form the following in the financial year 2020-21.

1. Tuition Fees which are the main source of funds 2. Interest from Fixed Deposits 3. Salary Grants from State Government

Salary and Non salary expenses are the regular source of expenditure. Bills are sent to the management. Subsequently, the management sends the money which is used for salary and non-salary expenses.

Funds generated are optimally utilized:

An annual budget is prepared according to the needs of various students' clubs. Various organizations are approached to sponsor events,

H.R. College believes in utilising its Infrastructure in the best possible way and imparting education by instilling knowledge in the learners. Our College use following strategies for optimal use of resources .

#### Mobilization of Intellectual and other Intangible Resources:

The institution marshals its human resources, too by envisioning, designing and implementing academic, co and extra-curricular activities that motivate the students to reach their fullest potential. It encourages all staff members to reach their personal and professional growth goals by cooperating with their career development imperatives and discipline specific aspirations. Peons in college double up as carpenters and electricians.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.hrcollege.edu/infrastructure-policy/">https://www.hrcollege.edu/infrastructure-policy/</a> |
| Upload any additional information     | <a href="#">View File</a>   |

### 6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The following two practices have been institutionalized by the IQAC 1. Collaborative scholastic and faculty engagement programmes:-Thus, it collaborated with the B.Voc. Committee to organize an informative online Faculty Development Programme titled 'STOCK TALK.' It also conducted a workshop on designing a research project/proposal in collaboration with the PG Department of Lala Lajpatrai College under IQAC on October 16, 2022 with Dr. Kuldeep Sharma, Assistant Professor, K.P.B. Hinduja College, as the resource person. A session titled "Role of Credit Rating Agencies in today's Global Financial System" was conducted by Business Incubation Cell (BIC) in collaboration with IQAC on September 23, 2022 in the college. Similarly, a collaborative research conference and short-term course was held by the college. 2. Strengthening international linkages through the master classes held by the IPC. On July 25, 2022 The International Programmes Committee of H.R. College welcomed and hosted the Delegates from the University of Bristol, one of the top 10 colleges in the United Kingdom. Prof. Jahir Islam,

Lecturer, School of Economics and International Director conducted a Masterclass on 'Why Economic Development and not Growth?' On February 9, 2023 the 'Global Supply Chain Resilience' Masterclass, was held in college.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.hrcollege.edu/activities-igac/">https://www.hrcollege.edu/activities-igac/</a> |
| Upload any additional information     | <a href="#">View File</a>   |

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

There has been a stress on organizing conferences and short-term courses and audits.

1. Quality management systems through ISO certifications: H.R. College is now ISO 9001-2015 for Quality Management Systems certified by Bluestar (Accredited by UAF, a member of IAF) It is also now certified by ISO 50001:2018 for Energy Management Systems by Staunchly (Accredited by EGAC, a member of IAF)

2. International Research Conference and Short-term Course: The "One-Day International Multidisciplinary Conference, India @100: Vision 40 Trillion Dollar Economy" on February 7, 2023, as part of the Azadi ka Amrit Utsav initiative. The conference was the collaborative effort of Ph.D. Centre and Internal Quality Assurance Cell. A Six-day Short Term Course (STC) of UGC HRDC Mumbai University was coordinated by H.R. College of Commerce & Economics UGC HRDC Mumbai on the theme "Creating Employability through Skill Oriented Education" from November 2-8, 2022. Overall, there were 40 teacher participants for the course. 20 eminent speakers as resource persons with vast industry experience and expertise were invited. The 6 days STC provided extensive knowledge about various skill sectors and career opportunities that each sector can provide to the undergraduate students.



| File Description                      | Documents  |
|---------------------------------------|--|
| Paste link for additional information | <a href="https://www.hrcollege.edu/activities-igac/">https://www.hrcollege.edu/activities-igac/</a> , •<br><a href="https://www.hrcollege.edu/awards-2/">https://www.hrcollege.edu/awards-2/</a> |
| Upload any additional information     | <a href="#">View File</a>  |

**6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

A. All of the above

| File Description   | Documents   |
|--|---|
| Paste web link of Annual reports of Institution                                    | <a href="https://www.hrcollege.edu/annual-report/">https://www.hrcollege.edu/annual-report/</a> |
| Upload e-copies of the accreditations and certifications                           | <a href="#">View File</a>   |
| Upload any additional information  | <a href="#">View File</a>   |
| Upload details of Quality assurance initiatives of the institution (Data Template) | <a href="#">View File</a>   |

## INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The Women's Development Cell aims to spread awareness about gender equality and not female superiority. We strive to break stereotypes, fight against social patriarchy and bridge the gap between gender in equalities. We have organized rallies to virtual events, which have covered all aspects of a change we intend to create. We have actively participated and organized many campaigns, seminars and rallies furthermore; we have

collaborated with different NGOs. The role of the Cell is to equip the students with the requisite awareness and self confidence, which in turn would allow them to take their rightful place in the society.

Additionally, the Women's Development Cell conducts workshops and training sessions focused on empowering women with skills such as assertive communication, self-defense, and leadership development. Through these initiatives, we aim to instill a sense of autonomy and agency among women, enabling them to navigate societal challenges with resilience and determination. Moreover, we foster a supportive community where individuals can share their experiences, seek guidance, and offer solidarity. By fostering a culture of inclusivity and empowerment, we envision a future where gender equality is not just a goal, but a lived reality for all.

| File Description  | Documents  |
|---|--|
| Annual gender sensitization action plan   | <p><a href="#">Women's Development Council (WDC) Action Plan for the Academic year 2021-2022.</a><br/> <a href="#">Motto: An empowered Woman pays the way to an enlightened society. Objective: 1. To help create awareness of the need for gender equality. 2. To eliminate deep rooted practices and beliefs instrumental in promoting gender bias and discrimination. 3. To promote women's empowerment and development in every sphere. 4. To prevent sexual harassment of women at the workplace and learning centres. 5. To organize activities and events aimed at promoting women's empowerment.</a></p> |
| Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information | <p><a href="#">1) WOMENS DAY &amp; HOLI CELEBRATION On March 8, 2023, a joyful celebration took place at H.R. College to commemorate Women's Day and Holi. As part of the festivities, the non-teaching staff were treated to a delightful gesture - the distribution of sweets. This small but meaningful gesture aimed to express gratitude and appreciation for their hard work and dedication. The event brought smiles and</a></p>  |

a sense of camaraderie among everyone involved, fostering a spirit of joy and unity. 2) AWAA?- Street Play September 25, 2022 Attendees: 30 Volunteers: 18 Women Development Cell of H.R. College of Commerce & Economics organized a street play AWAA? to spread awareness about the repercussions of misuse of rights. The gist of the play was that words such as 'victim' aren't always associated with women, and words like abuser aren't always with men. There is a need to look beyond gender connotations and concern ourselves with the truth. The play was performed by club members during the 'Sunday Streets' Mumbai event at Marine Drive. The play was orchestrated in partnership with The Caishi Magazine as our Digital Media Partner, F3 News as our Digital Broadcasting Partner, and Today's Newspaper as our Media Coverage Partner. The event succeeded in its goal, as it held the audiences attention. 3) MYTHS AND MISCONCEPTIONS ABOUT REPRODUCTIVE HEALTH October 19, 2022 Attendees: 38 The Women Development Cell of H.R. College of Commerce & Economics organized an insightful webinar about the 'Myths and Misconceptions about reproductive health'. The interactive session was led by guest speaker Dr. Yuvraj Jadeja, an MD Obstetrician and Gynecologist at Nimaya Women's Centre. The hour-long session covered various topics and discussions about sexual health, PCOS and PCOD, menopause, conception, abortions, precautions and contraceptives, and the myths surrounding them. The webinar was concluded with a very informative Q&A

**7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment**

**C. Any 2 of the above**

| File Description               | Documents                 |
|--------------------------------|---------------------------|
| Geo tagged Photographs         | <a href="#">View File</a> |
| Any other relevant information | <a href="#">View File</a> |

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

As Number of students studying in the institution has increased disposal of waste has posed a challenge but college has been instrumental in being proactive to deal with the said issue. The waste generated in canteen has traditionally been segregated as wet waste and dry waste. Similar arrangements are made on each floor to ensure proper solid waste management. Increasing use of technology has resulted into generation of E-waste. College has special dustbins for collecting E-waste which is further segregated and sent for recycling.

In response to the growing student population, the institution has implemented innovative waste management strategies to tackle the challenge of waste disposal effectively. Alongside the traditional segregation of canteen waste into wet and dry categories, similar arrangements have been established on each floor, ensuring systematic solid waste management throughout the campus. However, with the proliferation of technology, the emergence of electronic waste (e-waste) has become a pressing concern. To address this, the college has introduced special dustbins dedicated to collecting e-waste. These bins facilitate the proper segregation of electronic materials, which are then responsibly recycled through established channels. This proactive approach not only mitigates environmental hazards associated with improper e-waste disposal but also promotes sustainability within the campus community. By integrating modern waste management practices with traditional methods, the college demonstrates its commitment to environmental stewardship and responsible citizenship.

| File Description  | Documents                 |
|---|---------------------------|
| Relevant documents like agreements / MoUs with Government and other approved agencies | <a href="#">View File</a> |
| Geo tagged photographs of the facilities  | <a href="#">View File</a> |

|  |                              |
|--|------------------------------|
| <b>7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus</b> | <b>B. Any 3 of the above</b> |
|--|------------------------------|

| File Description                                  | Documents                 |
|---|---------------------------|
| Geo tagged photographs / videos of the facilities | <a href="#">View File</a> |
| Any other relevant information                    | <a href="#">View File</a> |

|  |                             |
|--|-----------------------------|
| <b>7.1.5 - Green campus initiatives include</b>  |                             |
| <b>7.1.5.1 - The institutional initiatives for greening the campus are as follows:</b><br><br><ol style="list-style-type: none"> <li><b>1. Restricted entry of automobiles</b></li> <li><b>2. Use of bicycles/ Battery-powered vehicles</b></li> <li><b>3. Pedestrian-friendly pathways</b></li> <li><b>4. Ban on use of plastic</b></li> <li><b>5. Landscaping</b></li> </ol> | <b>D. Any 1of the above</b> |

| File Description   | Documents                 |
|--|---------------------------|
| Geo tagged photos / videos of the facilities                       | <a href="#">View File</a> |
| Various policy documents / decisions circulated for implementation | <a href="#">View File</a> |
| Any other relevant documents                                       | <a href="#">View File</a> |

|   |
|---|
| <b>7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution</b> |
|---|

|   |  |
|---|--|
| <p><b>7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities</b></p> | <p><b>A. Any 4 or all of the above</b></p> |
|---|--|

| File Description  | Documents                 |
|---|---------------------------|
| Reports on environment and energy audits submitted by the auditing agency | <a href="#">View File</a> |
| Certification by the auditing agency                                      | <a href="#">View File</a> |
| Certificates of the awards received                                       | <a href="#">View File</a> |
| Any other relevant information  | <a href="#">View File</a> |

|  |                                     |
|--|-------------------------------------|
| <p><b>7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading</b></p> | <p><b>B. Any 3 of the above</b></p> |
|--|-------------------------------------|

| File Description   | Documents                 |
|--|---------------------------|
| Geo tagged photographs / videos of the facilities                        | <a href="#">View File</a> |
| Policy documents and information brochures on the support to be provided | <a href="#">View File</a> |
| Details of the Software procured for providing the assistance            | <a href="#">View File</a> |
| Any other relevant information   | <a href="#">View File</a> |

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

Unity in Diversity has been dominant characteristic of Indian society and culture. At our institution cautious efforts are made to create environment of tolerance and harmony towards religion, language, region and socio-economic diversities. We celebrate festivals of all religions like Diwali , Baisakhi, Christmas to name a few . college has active students bodies such as Marathi Vangmay Mandal, Sindhi Sangat , Hindi Sahitya Parishad And French club for promoting languages and culture. Annual Satya Narayan Pooja is organized by non Teaching staff and All trusties, principal and teaching staff shows active participation in the celebration. The college has recruitment policy where the selection is based on merit to include candidates from all religions genders and linguistic backgrounds. The management encourages regional Balance by providing equitable opportunities. Furthermore, the institution fosters an inclusive environment by actively promoting cultural exchange and appreciation. Various cultural clubs and societies, such as the Marathi Vangmay Mandal, Sindhi Sangat, Hindi Sahitya Parishad, and French Club, serve as platforms for students to engage with diverse linguistic and cultural traditions. Additionally, the college emphasizes merit-based recruitment practices, ensuring that candidates from all religious, gender, and linguistic backgrounds have equal opportunities for academic and professional advancement. This commitment to diversity and inclusion underscores the institution's dedication to fostering unity amidst India's rich tapestry of cultures and identities.

| File Description   | Documents                 |
|--|---------------------------|
| Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution) | <a href="#">View File</a> |
| Any other relevant information   | <a href="#">View File</a> |

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

The college has practice of inculcating constitutional values rights and sensitizing students , teaching staff and nonteaching staff towards their constitutional responsibilities. By conducting various activities such as group discussions , case



studies and organizing webinars, the institution have created legacy of making their students as responsible citizens. Every year college celebrates constitution day (26 november) where students , faculties and non- teaching staff take oath to abide by provisions of constitution. In curriculum of first year of BCom and other self finance courses the discussions and deliberations regarding constitutional rights and obligations has been included in the subject of foundation course where students are exposed to the relevant provisions. The following content is covered in the subject of foundation source : 1.Human Rights 1.1 Concept, origin and development of Human Rights. 1.2 Universal Declaration of Human Rights. 1.3. National Human Rights Commission. 2 Constitution of India 2.1 Philosophy and basic structure of the constitution- main body and schedules. 2.2 Fundamental Rights. 2.3 Directive Principles.(<https://www.hrcollege.edu/wpcontent/uploads/2021/08/FYBCOM- Syllabus.pdf>) During the classes the concerned subject teachers make cautious efforts to have group discussions , quiz competitions and discussions on global case studies on the areas mentioned above.

| File Description   | Documents  |
|--|--|
| Details of activities that inculcate values; necessary to render students in to responsible citizens | <p><a href="#">On 28/11/2022, the Yuva Tourism Club celebrated the Constitution Day as per the guidelines of Ministry of Tourism, Government of India. Mass reading of Constitutional Preamble was conducted and screening of short film of Constitution of India, developed by India Tourism, was shown to students. The quiz competition was conducted and the participants received certificates whereas winners receive prizes from India Tourism, the Ministry of Tourism, Government of India. Samvidhan Diwas was celebrated by NSS Unit by conducting a webinar for creating awareness about constitutional rights and duties on 26/11/2022. Total 54 participants attended this webinar to get insights on constitutional rights and duties and its role in growth of our nation.</a></p> |
| Any other relevant information   | <p><a href="https://www.hrcollege.edu/wp-content/uploads/2021/08/FYBCOM-%20Syllabus.pdf">https://www.hrcollege.edu/wp-content/uploads/2021/08/FYBCOM-%20Syllabus.pdf</a></p>   |



|  |                                   |
|--|-----------------------------------|
| <p><b>7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized</b></p> | <p><b>A. All of the above</b></p> |
|--|-----------------------------------|

| File Description   | Documents                 |
|--|---------------------------|
| Code of ethics policy document   | <a href="#">View File</a> |
| Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims | <a href="#">View File</a> |
| Any other relevant information   | <a href="#">View File</a> |

**7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals**

At HR college we believe in creating inclusive environment through celebration of festivals and achieving holistic development of students by commemorating days and events of national and international significance .The importance of sustainability and environmental consciousness was established through celebration of World Environmental Day and organizing Tree Plantation, Beach cleanups at various places . To inculcate patriotism Independence Day and Republic day was celebrated with zeal and enthusiasm . NSS day was celebrated by organizing various activities throughout the 4 th week of September for Rural and Urban upliftment. Inorder to promote Fit India Movement International Day of Yoga was organized and various activities for students and non teaching staff were part of the celebration . Constitution Day and Run For unity was celebrated to ensure constitutional values and rights are inculcated amongst the students. Additionally, the college actively participates in global initiatives such as Earth Hour and World

Health Day, organizing awareness campaigns and health-related activities to promote well-being among students and staff. Through these diverse celebrations and events, HR College fosters a sense of social responsibility and global citizenship among its community members, contributing to a more inclusive and sustainable future.

| File Description  | Documents                 |
|---|---------------------------|
| Annual report of the celebrations and commemorative events for the last (During the year) | <a href="#">View File</a> |
| Geo tagged photographs of some of the events  | <a href="#">View File</a> |
| Any other relevant information  | <a href="#">View File</a> |

## 7.2 - Best Practices

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

### 1. Promoting Socially Conscious Intent to develop Responsible Leadership.

#### A. Objectives:

1. To encourage diversity in classrooms and to sensitize students towards the same.
2. To inculcate the art and expertise of networking among students for holistic development.

#### B. The Practice:

1. 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.
2. It also organizes HR Pulse a soft skills programme, to make students employment worthy. The institution with the aim of widening the horizons for its stakeholders has always prioritized a constant addition in its partnerships.

### 2. Connectedness and Collaborations.

**A. Objectives:**

To appreciate multiculturalism in a global world. To engage with industry and understand their developments in order to make students job ready.

**B. 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. It also organizes HR Pulse a soft skills programme, to make students employment worthy. The institution with the aim of widening the horizons for its stakeholders has always prioritized a constant addition in its partnerships.

| File Description                            | Documents   |
|---|---|
| Best practices in the Institutional website | <a href="https://www.hrcollege.edu/best-practices-institutional-distinctiveness/">https://www.hrcollege.edu/best-practices-institutional-distinctiveness/</a>   |
| Any other relevant information              | <a href="https://www.hrcollege.edu/wp-content/uploads/Best-Practices-Institutional-Dostinctiveness.pdf">https://www.hrcollege.edu/wp-content/uploads/Best-Practices-Institutional-Dostinctiveness.pdf</a> |

**7.3 - Institutional Distinctiveness**

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

**Initiatives:** Student representation on various key statutory and non - statutory committees such as admission, IQAC, placement, international programs committee and so on for their valuable suggestions and feedback.

Active involvement in planning the logistics and setting up helpdesk at the time of admission to resolve queries of students and parents showing students empowerment. Participation in antiragging squad to provide trust and confidence in the institutional culture.

Creating conducive environment for participation in research

competition and conferences at national and inter-national level. Organising consulate visits/meetings to provide exposure for future opportunities at global level. Participation in various competitions and festivals to display talent in the area of performing arts, fine arts and literature. Organising intra and inter collegiate events in the area of finance, marketing, economics, mathematics and other subjects giving an opportunity to students to showcase their leadership skills.

HR College encourages students to actively engage in extracurricular and co-curricular activities by facilitating their participation in research competitions, conferences, and cultural festivals both nationally and internationally. The institution also arranges consulate visits and meetings to broaden students' horizons and expose them to global opportunities. Additionally, intra and inter-collegiate events focusing on various subjects provide a platform for students to demonstrate their leadership abilities and hone their skills in diverse fields.

| File Description                             | Documents                 |
|--|---------------------------|
| Appropriate web in the Institutional website | <a href="#">View File</a> |
| Any other relevant information               | <a href="#">View File</a> |

### 7.3.2 - Plan of action for the next academic year

? To design multidisciplinary and interdisciplinary certificate courses in the backdrop of NEP,2020. ? To organize Faculty Development Programs for enrichment of faculties as per NEP2020 requirements. ? To strengthen the web of network with alumni, industry and international partners for creating multiple opportunities of experiential learning for all stakeholders. ? To encourage learners to engage students from philosophy of 'classroom to careers to community' to 'classroom to community to careers'.