



## YEARLY STATUS REPORT - 2021-2022

<b>Part A</b>	
<b>Data of the Institution</b>	
<b>1.Name of the Institution</b>	H.R.COLLEGE OF COMMERCE AND ECONOMICS
• Name of the Head of the institution	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
<b>2.Institutional status</b>	
• 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				
<b>3.Website address (Web link of the AQAR (Previous Academic Year))</b>	<a href="https://www.hrcollege.edu/aqar-2020-21/">https://www.hrcollege.edu/aqar-2020-21/</a>				
<b>4.Whether Academic Calendar prepared during the year?</b>	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://www.hrcollege.edu/wp-content/uploads/Academic-Calendar-2021-22.pdf">https://www.hrcollege.edu/wp-content/uploads/Academic-Calendar-2021-22.pdf</a>				
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A	87.95	2002	01/10/2002	30/09/2007
Cycle 2	A	3.46	2008	04/02/2008	03/02/2013
Cycle 3	A	3.72	2013	23/03/2013	22/03/2020
<b>6.Date of Establishment of IQAC</b>			06/02/2002		
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
NILL	NILL	NILL	NILL	NILL	
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>			Yes		

<ul style="list-style-type: none"> <li>• Upload latest notification of formation of IQAC</li> </ul>	<a href="#">View File</a>	
<b>9.No. of IQAC meetings held during the year</b>	<b>4</b>	
<ul style="list-style-type: none"> <li>• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>	<b>Yes</b>	
<ul style="list-style-type: none"> <li>• If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded	
<b>10.Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	<b>No</b>	
<ul style="list-style-type: none"> <li>• If yes, mention the amount</li> </ul>		
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>		
<p>1.Reviewing the administrative and teaching learning processes with the needs of the new system of administration as per the NAAC requirements and the HSNC University. 2. Increasing the number of collaborations for research promotion, extension activities and placement in order to facilitate the growth of students as well as the staff. 3.Reconstituting the alumni association and prompting its engagements for the campus events. 4.Promoting the industry - student interactions by way of (corporate series 1.0 ) engaging experts from the different sectors. 5.Facilitating the career advancement of faculty members under the UGC career advancement scheme (PBAS CAS Scheme).</p>		
<b>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</b>		

Plan of Action	Achievements/Outcomes
Promoting faculty research and development	A ten day PH.D. coursework on "RESEARCH ETHICS & ACADEMIC WRITING" -was organised from 17th January till 27th January, 2022
Holistic Development of Students	<p>One Day Webinar Organised about CITATION METRICS on April 30th, 2022 The celestial crown was conducted online via zoom on 27th November, 2022; this event was a platform to showcase the personality ,speaking skills, etc. The happiness project was conducted on 10th October, 2021; by the upper storey organization working towards health and holistic development of the students Certificate courses conducted from 25th February, 2022; by the NIIT which includes the Advance Excel , Tally, and social media marketing Mental Health Awareness Week from 6th - 10th October, 2021; in which various sessions and competitions were held for everyone to be aware of the need for a healthy frame of mind. A career counselling session with the alumni of HR college relating to social media marketing techniques held on 12th and 13th June, 2021 Certificate courses were conducted in foreign languages like German ,South Korean, and Japanese in the month of February, 2022. On 4th October, 2021; SYNC organized a workshop session in collaboration with Kaivalyadhama Importance of the startup , NFT, art work which were conducted by the Ms. Akshita Gandhi an international</p>

	<p>artist and entrepreneur on March 17, 2022 On 21st December, 2021; zumba dance workshop was been conducted by the SYNC club of HR college</p>
<p>Comprehensive development &amp; Grade improvement</p>	<p>October 25-28, 2021 st Special Cell students and committee members participated and got the 1 Runner-Up position in the event Pronto - an intra college fest, an event curated to explore one's creative side and test one's writing, problem-solving and analytical skills, which was organized by the Media Network of the college.</p>
<p>Promoting Social consciousness among students and community</p>	<p>To make world environmental day a remembering one, a webinar on waste management has been undertaken on 5 June 2021 An initiative of paper bag making has been taken by the students on 12th July, 2021 Prevention of child abuse and POSCO act held on 21st July, 2021 Flood donation drive for the people residing in Mahad and Chiplun conducted between 30th July - 5th August, 2021 Webinar on organ donation drive on 31st August, 2021 Video on awareness to have safe diwali by not bursting crackers on 5th November, 2021 A webinar conducted on 9th September, 2021 about the world suicide prevention day 2021-22 by explaining the consequences on life of others by Kiran Makhijani Webinar on dyslexia ,face mask making ,winter wear distribution drive, beach clean up,road safety pledge, road safety awareness was held on</p>

	<p>25th September, 2021 Activities such as Swachh Bharat drive , medical camp, door to door awareness, sanitary kits distributions took place on 29th - 30th August, 2021</p>
<p>Career Counselling and Making Job Ready</p>	<p>Career Counselling sessions were conducted on the following-  LINKEDIN NETWORKING - 29th August,2021 CAREER IN CONSULTANCY - 30th August, 2021 HOW TO APPEAR FOR A GROUP DISCUSSION - 30th August, 2021 HOW TO DRAFT A WINNING RESUME - 31st August, 2021 HOW TO ACE AN INTERVIEW - 31st August, 2021  Following Pre-Placement Sessions conducted for students orientation and making them job ready - PRE-PLACEMENT TALK - KPMG on 7th September, 2021 PRE-PLACEMENT TALK BY ACIES - 8th September, 2021 TO ACE VIRTUAL INTERVIEWS PULSE SESSION - 18th September, 2021 PRE-PLACEMENT TALK - AXXELA - 20th September, 2021 PRE-PLACEMENT TALK - TRESVISTA - 24th September, 2021 PRE-PLACEMENT TALK BY MORGAN STANLEY - 7th October, 2021 PRE-PLACEMENT TALK BY ZOO MEDIA - 10th December, 2021 PRE-PLACEMENT TALK BY PWC - 13th December, 2021 PRE-PLACEMENT TALK BY ERNST &amp; YOUNG - 2nd December, 2021 PRE-PLACEMENT TALK BY NEWFOLD DIGITAL - 20th December, 2021 ÿ PRE-PLACEMENT TALK BY JP MORGAN - 4th January, 2022 ÿ PRE-PLACEMENT TALK BY DELTAX - 24th January, 2022 PRE-PLACEMENT TALK BY SUTHERLAND - 19th January, 2022 PRE-PLACEMENT TALK BY AROMATAN PRIVATE LTD - 29th January, 2022 PRE-PLACEMENT</p>

	<p>TALK BY COLLIERS INTERNATIONAL - 27th December, 2021 PRE-PLACEMENT TALK BY DEUTSCHE BANK - 18th December, 2021 PRE-PLACEMENT TALK BY DELOITTE - 28th October, 2021 PRE-PLACEMENT TALK - ICICI LOMBARD - 30th September, 2021 PRE-PLACEMENT TALK - QUICKSELL - 20th September, 2021 PRE-PLACEMENT TALK - ERNST AND YOUNG - 16th September, 2021 PRE-PLACEMENT TALK BY GENPACT - 31st January, 2022 PRE-PLACEMENT TALK BY SCHBANG - 11th February, 2022 PRE-PLACEMENT TALK BY GRANT THORNTON - 15th February, 2022 PRE-PLACEMENT TALK BY AVNIRO GROUP - 4th April, 2022 PRE-PLACEMENT TALK BY INTERACTIVE BROKERS - 20th April, 2022</p>
Collaborations	<p>Following are the MOUs added during the year 2021-22 with- S.I.W.S N.R. Swamy College of Commerce &amp; Economics AND Smt. Thirumalai College of Science Leadup Edutech Pvt. Ltd. Tourism and Hospitality Skill Council (THSC) IMC Chamber of Commerce &amp; Industry</p>
Revisiting the administrative structure and processes & managing quality	<p>Following Audits were conducted- by the experts during the year 2021-22 Energy Audit Green Audit Gender Audit Library Audit Participation in NIRF</p>
<b>13. Whether the AQAR was placed before statutory body?</b>	Yes
<ul style="list-style-type: none"> <li>Name of the statutory body</li> </ul>	

Name	Date of meeting(s)
IQAC	22/12/2022

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

Year	Date of Submission
2022	25/08/2022

**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 the year 2021-22 the college organized the Spanish course, a 30 hour value added certificate program. The other multidisciplinary certificate programs offered during the year included PowerBI and Advance Excel which were well taken by many students.

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

The initiation of the process of opening digi lockers by the students were planned to start in the beginning of academic year 2022-22. Future plans of the institution include introducing programs which will be conducted with reference to the academic bank of credit with a view to placing the institution in a position wherein



it becomes the depository institution of HSNC University.

### 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. HR Pulse, another annual week-long programme, with sessions steered by industry professionals, guides students on resume writing, grooming, cracking interviews, etc. conducted, A detailed list of skill development programmes conducted by the institution in the academic year 2021-22 is provided in criterion 5. Certificate courses organized regularly, for imparting skills are mentioned in detail 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. SYNC organized an offline Yoga session in collaboration with Kaivalyadhama. The instructor for the yoga session was Ms. Alpa Master. December 21, 2021 Zumba dance workshop was organized by the SYNC Club of HR College. Ms. Richa Khanna a fitness & yoga coach, dancer, and choreographer taught the support staff the basics of Zumba to promote fitness, increase stamina and boost energy Students participated in Yogalicious an event that tested the Yogic knowledge of the participants.  
 ACTIVITIES conducted for INTERNATIONAL YOGA DAY included four events: 1. DIGITAL POSTER MAKING 2. SLOGAN MAKING 3. INTERNATIONAL YOGA DAY QUIZ 4. ASANA POSES AND THEIR BENEFITS YOGA AT GORHE SCHOOL  
 On March 25-31, 2022 the NSS Unit volunteers taught students various types of asanas. The benefits and the importance of Yoga were explained. Yoga at Mankuli School NSS Unit volunteers conducted Yoga Day at Mankuli School. The students were taught various types of asanas and the benets explained.

#### 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). The programs conducted during the year included 'Sindhi Culture: April 11, 2022 Sindhi Sangst celebrate Chetichand, the beginning of the Lunar Hindu New Year for Sindhi Hindus, with all the support

staff. In April 2022 An Intercollegiate fest hosted by Sindhi Circle and Alumina Association of Jai Hind College. Sindhi Sangat of H.R. College placed 2nd place at Hojamalo, an Inter- Collegiate competition organized by Sindhi Circle and Alumina Association of Jai Hind College, where leading Sindhi colleges of Mumbai participated.

PUJYA BEHRANA SAHIB June 25, 2021 Pujya Bherana Sahib was held to bid farewell to our President, Vice President, and Secretary Ashish Valecha, Aryan Shiv, and Hiten Rekhani. With the blessings of the Almighty, they entered into a new phase of life completing their graduation and stepping out of college.

Ā CHALIYE JO MELO July 24, 2021 "Importance of Chaliya '' with Bhavna Rajpal, Director of Sindhi Film Festival. Ms. Rajpal helped us know more about the Sindhi language and culture and its richness and depth. She told some untold stories about Lord Jhulelal and exposed students to many interesting dimensions of Sindhi history.

SINDHI'S& GOT TALENT July 25, 2021 Many students participated in this Intra-Collegiate online event. The competition was tough and students enjoyed the performances thoroughly. It was a memorable evening.

JANMASHTAMI CELEBRATIONS August 30, 2021 Sindhi Sangat of H.R. College celebrated Janmashtami taking the initiative to bring joy to all those who participated, bringing welcome change after a tough time during the pandemic.

Ā DIWALI DHAMAKA October 31, 2021 Sindhi Sangat of H.R. College celebrated Diwali with an intercollegiate competition of rangoli, diya, and e-card making. The enthusiasm of the students and Team Sindhi Sangat's organizing skills made the event successful.

Ā SINDHI SITARA December 6, 2021 Sindhi Sangat of H.R. College organized Sindhi Sitara. After 2 years of conducting online events, this was the first time when H.R. College did its first offline event in association with Maharashtra Sindhi Sahitya Academy. It was a literary cultural event where participants engaged with Sindhi literature and Sindhi culture.

Ā CHETICHAND AND SINDHI LANGUAGE DAY CELEBRATION April 11, 2022 Sindhi Sangat of H.R. College organized Chetichand and Sindhi Language Day. The event was graced by the presence of our guests Dirven Hazari and Renuka Tekwani. It was an event full of fun, joy, and enthusiasm. Chetichand marks the New Year for Sindhi Community and is celebrated by all the Sindhi worldwide. Sindhi Language Day is celebrated to commemorate the addition of the Sindhi Language to the 8th Schedule of the Constitution of India.

Ā SHRI SUKHMANI SAHIB PATH May 5, 2022 Here is the beginning of new journey of Sindhi Sangat under the Presidentship of Mr. Jayesh Jaisinghani along with Vice-President Harsh Paban. Therefore, to give this beautiful journey an auspicious beginning Shri Sukhmani Sahib Path was held. With the blessing of the Almighty and Teacher Incharges, with support from all the teachers, the club hopes to continue the legacy. Dr. Pooja Ramchandani was invited and felicitated by Sindhu

#### Youth Circle Women Wing.

They hosted a Sindhi Cutie Talent on May 28, 2022, to mark the Diamond Jubilee Year of the Sindhi Youth Circle. The event was organized at Sindhu Youth Circle, Ulhasnagar.

#### MARATHI VAGMAY MANDAL

My Marathi '22 February 16 - 18, 2022 Marathi Vangdmay Mandal secured the 3rd Position in My Marathi '22, an Inter-collegiate Cultural Fest organized by MVM of K.C. College. Winners of My Marathi 2022:GURUPOURNIMA Every year the club starts its academic journey with the blessings of our Guru by celebrating Guru Purnima and thanking them on behalf of the students of the college, for their constant support and guidance by praying for their long life and health. This year we created a short video expressing gratitude toward teachers. MARATHI BHASHA DIVAS February 27, 2022 The Marathi Vangmay Mandal of H.R. College of Commerce and Economics celebrated Marathi th bhasha divas as a tribute to Shanta Shelke on her 100 Birth Anniversary. Shanta Shelke was an author, poet, translator, and journalist. This program was conducted in hybrid mode. The program was conducted offline following all the Covid restrictions. The Principal of H. R. College, Dr. Pooja Ramchandani was present for the program online while the Junior College in charge of the club, Bharti Kanpile was present for the program offline. The alumni of the club also attended the event. This year being the birth centenary of the renowned Marathi poet Shanta Shelke, the event was celebrated as a tribute to her by highlighting her life journey and literature. The event started with a dance performance to praise Lord Ganesh.

#### Heritage Walk

The Annual Heritage Walk, organized by the Nature Club of H.R. College, is an opportunity for students to get insights into the city's rich cultural heritage with striking monuments like the museums, Taj Hotel and Gateway of India along with others near the institution. However, on account of the pandemic, the Heritage walk was not organized this year.

#### Trip of Honours Students

Every year students of the Honours programme undertake faculty-supervised study tours to places rich with a culture like Rajasthan, and Madhya Pradesh to understand the culture, history and traditions of our country. This year due to pandemic restrictions the study tour was also not conducted.

#### Cultural Participations

The college regularly organizes cultural programs with enthusiastic

participation by students. A detailed list of all these programmes is enclosed in the concerned metric in Part B.

#### Hindi Sahitya Parishad

HSP, the cultural club aims to promote the national language Hindi, Indian ethics, values and culture amongst the students by organizing various activities like essay writing competitions, debates and cultural events like Independence Day and Guru Purnima etc. It also provides a platform for its students to participate in and organize fun events like Gul-E-Gulzar, Dance competitions, Act Plays and Antakshari. Importance of Hindi as a Language & various Career Opportunities September 18, 2021 Hindi Department of H.R. College had organized a seminar on the occasion of Hindi Diwas which has been celebrated in India since 1949 to raise awareness about the language. The webinar on the "Importance of Hindi as a Language and various Career Opportunities," was conducted by none other than Mr. Anand Prakash Singh - a famous Anchor, Producer and Author! He explained the meaning of Mother Tongue, the history of Hindi, its significance nowadays in the commercial world and also the job opportunities available for people who are interested in Hindi. NAVRATRI October 8, 2021 The Hindi Sahitya Parishad had organized Navratri celebrations. Principal Dr. Pooja Ramchandani graced the occasion and spoke on the significance of Navratri.

#### **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. Invoking social consciousness through National Service Scheme events and social projects undertaken by the Rotaract Club of HR

as also Enactus.8. International exposure through faculty and student exchange programmes

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

? 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 ? Increased enthusiasm in organizing events and participative working.

## 20.Distance education/online education:

Due to the pandemic partial mode of instructions for the first half of the year was carried on an online platform. The large 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 Spanish Language Goods and Service Tax , Power Bi, Advance excel and Tally online. mode. Two courses i.e. Advance Excel and Social Media Marketing offered by the college in collaboration with NIIT Grant Road carried 3 credit points each for which the credits will be transferred to the students transcripts. Blended learning methodology was adopted to complete the syllabus of all courses on time. complete the syllabus of all courses on time.

## Extended Profile

### 1.Programme

1.1 497

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 6291

Number of students during the year

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

2.2

727

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

1830

Number of outgoing/ final year students during the year

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

### 3.Academic

3.1

47

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>497</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>6291</b>
Number of students during the year	

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

2.2	<b>727</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>1830</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>47</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	253.01365.09
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	210
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/Prospectus-Degree-college-2021-2022.pdf">https://www.hrcollege.edu/wp-content/uploads/Prospectus-Degree-college-2021-2022.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/Academic-Calendar-2021-22.pdf">https://www.hrcollege.edu/wp-content/uploads/Academic-Calendar-2021-22.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)**

07

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**

2758

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

345

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

5259

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/w_p-content/uploads/1.4- Curriculum-Feedback-Report-2021-22-1.pdf">https://www.hrcollege.edu/w_p-content/uploads/1.4- Curriculum-Feedback-Report-2021-22-1.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/w_p-content/uploads/1.4- Curriculum-Feedback-Report-2021-22-1-1.pdf">https://www.hrcollege.edu/w_p-content/uploads/1.4- Curriculum-Feedback-Report-2021-22-1-1.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**

2337

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**

727

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

The college has a dedicated cell entitled the "Special Cell" . The Cell was formally inaugurated on September 17, 2010 by Actor Aamir Khan. The cell ascertains students who are slow learners and arrange lecture series from subject experts in the topics they are struggling with. In its quest to embrace the rich diversity within its student body, college has developed a system of support for students with dyslexia and other special educational needs. The Special Cell Committee started with its very first activity for the academic year 2021-22, which was a One-On-One Interactive Session. College also provides various opportunities for the advance learners. The Research and Development Cell of the college aims to promote advance learners to research in newly emerging and challenging areas .The XXIX International Economics Convention was hosted by H.R. College of Commerce and Economics in the academic year 2021-22 under the aegis of the HSNC Board with the theme "Inflation and Employment and Its Impact on the Economy". On the other hand various Intra & Intercollegiate competitions are organised by student led clubs provide advanced learner's to acquire organisational skills such as communication, marketing,

public relations, networking, leadership, mentoring, conflict resolution, and community building.

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
6291	47

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

The overall learning atmosphere at the college is conducive for students to participate in interactive classroom activities. Regular participation of students in various intra and intercollegiate events at national and international level such as MARKET KA EKLAVYA PROGRAM, BVOC BAZAAR, "INNOWIZ are arranged at college to encourage students to learn by doing. There are 44 plus student- led associations that organise academic and cultural events. There is 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. Students organise consulate visits/meetings to provide exposure for future opportunities at global level .Students have participated and won laurels in many intercollegiate events such as FINACC 2021, ARTHANOMICS 2021, ESUMMIT 2021, INSIGHT 2022, MUMBAI DREAMS 2022 , TALAASH 2021 etc. The other activities organized included quizzes such as INQUEST 2022 and mock stock exchanges .Students actively involve in planning the logistics and setting up helpdesk at the time of admission to resolve queries of students and parents .They also work on Annual College Magazine and Newsletters .Students also undertake project work on various issues in their domain of study

which promotes collaborative , cooperative and project-based learning.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	<a href="https://www.hrcollege.edu/our-campus-2/">https://www.hrcollege.edu/our-campus-2/</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. The faculty constantly adopt innovative approaches in the classroom by applying suitable learning strategies like power point presentations, quizzes,, illustrations, and special lectures depending upon the topics being dealt with, to elucidate full participation from students. Faculty upload notes on their subject areas. Workshop have been conducted for proctored examinations to be conducted on an online platform. Webinar on "CITATION METRICS ''was organised to learn about the technicalities of citation metrics in research . The Webinar on "NATIONAL EDUCATION POLICIES IN POST-INDEPENDENCE INDIA". was organised to permeate the significance of educational reforms .Recording Studio is HR's in-house studio that focuses on teaching audio recording and editing skills. In addition, Hi Resolution Photography Studio provides students with hands-on experience in areas such as digital marketing, advertising, and media planning. HR also has a Digital Library & Research Centre, which allows staff and students to improve their research and gain access to digital resources. Web-based learning applications are used to upload text and multimedia content and also for submission and evaluation of assignments.

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 )**



<b>2.3.3.1 - Number of mentors</b>	
47	
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>
<b>2.4 - Teacher Profile and Quality</b>	
<b>2.4.1 - Number of full time teachers against sanctioned posts during the year</b>	
47	
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>
<b>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)</b>	
<b>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</b>	
17	
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

516

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 start of the semester the rubrics used for the assessment are shared with the students. The schedule of internal examination is made available to the students through Academic Calendar in online mode. Internal Assessment being part of the examination which consists of 40% of the semester is being presented to the students during the beginning of the academic session through an orientation of all subjects by respective subject faculties. The internal examination consists of four components which includes self-learning, project, internal test and class participation. Self-learning is a team work where students work together present. The presentation is recorded for transparency purposes. Project is given to improve the research skills of students. Internal tests are conducted to help students start preparing for their final exams before the time. Class participation is included so that it encourages students to be interactive and attentive in class. The internal evaluation is carefully monitored by the heads of department for accuracy and transparency. The institution has an exam committee and also exam policy which addresses the queries of students if any.

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

At the beginning of the academic year, students are explained about the internal examination and its components. The same information is also available on the college website for future reference. Students are also explained about the components of exams by respective faculties of each subject for better clarification. Any solution needed for exam queries is cleared by the exam committee. There is a procedure for obtaining a copy of the answer book for revaluation for which a student must apply before a stipulated deadline. Internal assessment related grievances are normally addressed by the respective Department Heads, Deputy Head of Department along with Department Exam in Charge. End of semester exam related grievances are handled by the exam cell as per university guidelines. Students can put forth their grievances through the grievance cell of the university. If students are not able to appear for internal assessment in case of medical emergency or any other unavoidable situation then 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.

Response: ? 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. ? These outcomes relate to an ability to apply management skills in a variety of contexts. ? The Institute ensures that Course Outcomes are achieved through practical approach based on theory and practice as well as its application in the subject area. It is expected that the student is able to apply the knowledge at the end of the course. Faculty are aware about Program Outcomes (POs). COs are defined in university syllabus hence during orientation of the new course, faculty gets detailed information of Cos. ? Program Outcomes (POs) and Program Specific Outcomes (PSOs) are disseminated to the students through digital media, print media, outdoor boards at prominent places. ? Faculty gives an overview of the Program/Curriculum in the context of POs and CO's in introductory lectures. ? For each course,

faculty members communicate expectations, targets and desirable outcomes of every unit as a part of regular instruction.

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.

#### METHODOLOGY ADOPTED

The process of CO and PO attainment is decentralized and done at department level. The Program Assessment Committee (PAC) evaluates CO, PO and PSO attainment. The PAC report is sent to the Department Advisory Board (DAB) and remedies for poor CO, PO and PSO attainment are suggested.

- PO's and PSO's are to be attained through Core Courses and other activities in which all students participate. Each course COs are mapped with POs and PSOs.
- Calculation of PO attainment is based on Direct Attributes like
  - CO direct attainment
  - Final year project
- PO attainment is done for a batch. Course Performance History, course exit survey, LBS, Professional societies and co-curricular activities are considered for the last 3 years of that batch. Final year project, Placement, higher studies and student survey are considered for the final year of that batch.

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>

<b>2.6.3 - Pass percentage of Students during the year</b>	
<b>2.6.3.1 - Total number of final year students who passed the university examination during the year</b>	
<b>1989</b>	
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-2021-2022-1.pdf">https://www.hrcollege.edu/wp-content/uploads/Voyager-2021-2022-1.pdf</a>
<b>2.7 - Student Satisfaction Survey</b>	
<b>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)</b>	
<a href="https://www.hrcollege.edu/wp-content/uploads/Student-Satisfaction-Survey-2021-22.pdf">https://www.hrcollege.edu/wp-content/uploads/Student-Satisfaction-Survey-2021-22.pdf</a>	
<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>0</b>	
File Description	Documents
Any additional information	<b>No File Uploaded</b>
e-copies of the grant award letters for sponsored research projects /endowments	<b>No File Uploaded</b>
List of endowments / projects with details of grants(Data Template)	<a href="#">View File</a>

**3.1.2 - Number of teachers recognized as research guides (latest completed academic year)****3.1.2.1 - Number of teachers recognized as research guides**

0

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

**3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year****3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year**

0

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

**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 five Research Guides and twenty research scholars. The center organized an online ten-day Ph.D. Coursework on "Research Ethics & Academic Writing." Webinars on the topics of Citation Metrics, National Education Policies in Post-independence India, Applying Arithmetics to Business have also been organized. The college encourages collaborative research among students and Faculty through joint research projects. The Research Cell provides a platform for research and enhances student's critical thinking capabilities. In order to encourage the research skill of

students, the college hosted the XXIX International Economics Convention with the theme "Inflation and Employment - Its Impact on the Economy." 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/w_p-content/uploads/3.2.1-documents-2021-22.pdf">https://www.hrcollege.edu/w_p-content/uploads/3.2.1-documents-2021-22.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**

41

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**

2

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

15

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

**The extension activities carried out during the year 2021-22 in the neighborhood community for sensitizing students to social**



issues and for their holistic development involve some major projects undertaken by the students namely, Project Inaayat, Aajeevika, Aashayein, Adopt A Village, Litter of Light, Back To School Drive, Project Utsav, Project Lunchbox, Dil Bachpan Ka, Ā Project Bon Ap'pet'ite and The Happiness Project. Awareness programmes on Road safety education, awareness for good health and various other awareness programmes have been conducted on the topics covering animal laws, importance of water, environmental issues, tourism, plastic pollution, cleanliness, blood donation, health issues such as tuberculosis, autism, menstrual health, breast cancer, hepatitis, mental health, sexual health, stronger immunity and speedy recovery. The college believes that giving is not only about donating but it is about making a contribution towards society. Various donation drives such as flood donation drive, Winter Distribution Drive, Book Donation Drive, Blood Donation campaign have been organized to help the needy and under-privileged sections of the society. Celebrations such as women's day celebration and International Yoga Day too have been organized. Cleanliness and tea plantation drives have been organized for the betterment of society.

File Description	Documents
Paste link for additional information	<a href="https://www.hrcollege.edu/w_p-content/uploads/3.4.1-documents-2021-22.pdf">https://www.hrcollege.edu/w_p-content/uploads/3.4.1-documents-2021-22.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**

09

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**

65

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**

5571

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**

85

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

16

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.

#### I. Physical Facilities:

**Classroom:**All 22 classrooms are wi-fi enabled, air-conditioned with multi facilities (SMART) supporting virtual- hybrid teaching-learning accommodating large number of students.

**Laboratories:**There are 5 Computer Laboratories, with 210 computers in all, equipped with the latest technology and connected to wi-fi, in order to enable our faculty & students, to carry out Programme course-work and research studies.

**II. Information Technology Department:**1Full time and 1part time IT

professionals have been appointed to look after servicing of the computers, printers, server cabinets, installing anti viruses in the PCs, troubleshooting network issues, providing software installation support, etc.

III. Examination Department: The Examination department is equipped with Internet enabled Computers, Printer, Reprographic machines. The college has tied up with Mastersoft and EKlavvya as tech partner for efficient management of examination and assessment.

IV. Administration Department :- The college has LAN connectivity that integrates College and School activities. All administration work is computerized.

v. Accounting Department :- The College has installed Tally ERP 9 for maintaining the accounts. vi. Others :- Web-site management by future-tech. Adequate number of restrooms & dedicated girl's room. Two rooms beside the canteen and terrace used to practice for intercollegiate events. There is CCTV for security, Xerox Centre & Canteen for refreshment.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://www.hrcollege.edu/w_p-content/uploads/4.1.1.jpg">https://www.hrcollege.edu/w_p-content/uploads/4.1.1.jpg</a>

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

HR College puts a lot of emphasis on all-round development of our students. We encourage and energize our students to play sports and participate in sporting events at the intercollegiate, university, state, national and international levels.

I. Sports Facilities: The College has quadrangle facilitating intercollegiate and sports events such as Annual Sports Meet, Cricket Tournaments, Football Matches, Badminton Tournaments, Annual Day, etc. These playgrounds can be arranged accordingly 1. Oval Maidan 2. Azad Maidan 3. Mumbai University ground 4. Priyadarshini Park II. Gymnasium College has a well-equipped

gymnasium. Facilities from Bombay and Khar gymkhana are also organized as per requirement. III. Yoga- Centre HR Terrace is used as yoga center for conducting regular yoga activities. The college has MOU with Kaivalyadhama for fitness and yoga. IV. Indoor Sports: Mini-Conference room and HR Terrace are used to organize Indoor games like Chess and Carrom. V. Auditoriums: 1. Conference Hall, seminar hall used as auditoriums. 2. Three class-rooms can be opened up and combined to a big class-room serving the purpose of auditorium. 3. Ramabai and Sundri Watumull Auditorium for cultural events. 4. Auditorium at CCI and Birla Matushri are organized as per requirement.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://www.hrcollege.edu/w_p-content/uploads/4.1.2- MERGED.pdf">https://www.hrcollege.edu/w_p-content/uploads/4.1.2- MERGED.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/w_p-content/uploads/4.1.3- LINKS-2021-22.pdf">https://www.hrcollege.edu/w_p-content/uploads/4.1.3- LINKS-2021-22.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)

46.59630.4

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)

Library uses SLIM21 - an integrated, multi-user, multi-tasking library information Windows based software for automating its acquisition, cataloguing and circulation activities. Library has a huge collection of Text books, Reference books and others books with foreign, peer-reviewed journals. Full library collection and library members are bar-coded to ensure efficient and fast services. Total area of the library is 2715.18 Sq. Mts. 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 conducive environment for study. Library provides a discussion corner in the open access section for students and teachers. The Penthouse on the terrace is made available to students for project works. Separate mezzanine floor and also a dedicated space in staff-room is provided for research scholars for study and research work. Special seating arrangement is offered for physically challenged students. A visitor record is maintained for students and faculty members, New Arrivals of books and journals are displayed on rack. 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-

A. Any 4 or more of the above

### ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

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)

**1.95815.00**

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

**3991**

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

**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. 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 subject across all courses all semesters in the year 2021-2022 is 1951. Every department in the teaching staff has a separate laptop for research work, results analysis and other teaching and administrative activities. A smart cart includes a computer and LCD Projector on a trolley which can be transferred to any classrooms. All computers are connected to network on CAT 5 Cable. All computers have internet facility and connected on network with server. This system is supported by a cascading network of Cisco Routers placed on each floor. The college internet access is based upon two Leased Lines of 10 mbps speeds, bandwidth of which is provided by Microvision, Mumbai. 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 softwares.

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

210

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

C.10 - 30MBPS

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)**

206.4

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 as Coordinator provided suggestions. 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. 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 co-ordinator for maintaining computers. The college follows all regulations issued by UGC and State of Maharashtra time to time. The college has annual maintenance contracts with the following:

SR. No.

Details

Equipment

1.

Aryan infotech:

Tally Software

2.

Eureka Forbes Ltd:

Nos colwpcoc 12 2 Nos AG pure chill

3

Rapid Services

Water pump

4

Kaison Solution

CCTV

5

Tracing tech

Model cannon IR 4245, Ricoh 2014, Ricoh DX2430, Xerox Machines

6

Sakshi Enterprises

Form B charges

Fire Safety

7

Anne Refrigeration

Air conditioners

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

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

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

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

6

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 benefitted 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

81

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	<a href="#">View File</a>
<b>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</b>	<b>A. All of the above</b>
File Description	Documents
Link to Institutional website	<a href="https://www.hrcollege.edu/wp-content/uploads/Voyager-2021-2022-1.pdf">https://www.hrcollege.edu/wp-content/uploads/Voyager-2021-2022-1.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>
<b>5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year</b>	
<b>4000</b>	
<b>5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year</b>	
<b>4000</b>	
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>
<b>5.1.5 - The Institution has a transparent</b>	<b>A. All of the above</b>

**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**

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

201

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

271

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**

42

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
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.**

53

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 also from NSS and cultural-committees and has always worked on the ideals of 'For the students, by the students;'. It helps to conduct activities like admissions, arranging seminars, distribution of results, farewell and more. It conducted Admissions process both online and on campus for Junior and Degree-College students along with Sports-Council. It also organised an online Orientation for the first-year students on 06-10-2021. The Students' Council organized its flagship event Numero Uno, Mumbai's largest Mathematics and Statistics festival from 21-01 to 23-01-22. It arranged T.Y. and M.Com-farewell on 3-04-2022 held in college with a programme of dancing, singing and stand-up comedy followed by a farewell party. It also helped in organising the Academic-Achievers and Annual-Prize Distribution on 5-04-2022. Degree Distribution for the graduating batch of 2020-2021 was arranged on 09-04-2022. The Principal and Vice-Principal conferred the degrees on the graduating students of various courses and Masters-in-Commerce. The Students' Council represented the college in various intra collegiate fests and the Annual Sports Meet and also participated and won inter-collegiate fests. The General Secretary of the council is member of the Anti-Ragging Committee and the Internal Complaints Committee.

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

77

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

At HR College, Alumni engagement is given top priority. The illustrious alumni of the college who are engaged in various spheres of commercial business are always more than willing to give back to their Alma mater. Our Alumni effectively promote the institutional brand, provide mentoring to current students, facilitate internships, career opportunities, job placements for outgoing students. They share their work experiences through Guest Lectures thus blending theory and practice. Visiting Lectures are held by Alumni on various topics of interest to students, bridging the gap between industry and academia. Some also assist in organizing Industrial Visits. We are confident that strong ties with Alumni shall take the institution to greater heights.



- Event & Alumni Engaged
- Date
- No of Participants

Career Counselling with HR Alumni - Viraj Shah, Nishil Shah, Tanishka Palvia, Krish Khetwani, Param Shah ,Vidhi Ranka.

12-06-21 and 13-06-21

100

Webinar on Film Industry - Mohit Ramwani

12-09-21

55

Webinar on SWIFT Messaging System - Prathamaish Sharma

28-08-2021

94

Webinar on Sensory Marketing - Krish Velkar

19-03-2022

75

Vision CA Program - CA Pruthvi Mashurwalla

2-12-2021

100

Webinar on Survival Guide to Living Abroad - Rithik Sinha, Kshama Jain, Raunak Damle, Anjali Bhanot and Namrata Bhandari

16-04-2022

52

File Description	Documents
Paste link for additional information	<a href="https://www.hrcollege.edu/alumni-connect/">https://www.hrcollege.edu/alumni-connect/</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	<b>No File Uploaded</b>

## **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 HSNB Board visualize HR College as a World Class Centre of Excellence that will provide quality education with emphasis on research. Such a center, 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 through 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.

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

Establishment of E- Cell / Institution Innovation Cell (IIC) of MHRD. The Entrepreneurship and Incubation Cell of H.R. College was

started in August 2020 as an initiative of the Internal Quality Assurance Cell (IQAC) of the College, under the mentorship of Dr. Navin Punjabi, National Innovation Ambassador. E Cell was started as a student body, later was recognized as the Institution's Innovation Cell (IIC) by the Ministry of Education (MoE), and obtained a 3.5 out of 5 Star rating from MoE in its 2 years of functioning. The Entrepreneurship Cell aims to inculcate the spirit of entrepreneur- ship in the minds of young students. It strives to create a zeal amongst the students who wish to pursue entrepreneurship as a career and nurtures their vision. We, at E-Cell, strongly believe that with the correct mentorship and support, even the smallest of ideas can grow into successful entrepreneurial ventures. We aim to promote holistic learning to pave the way for a self-sufficient ecosystem that encourages the growth of new and innovative ideas and campus initiatives to play a major role in creating an entrepreneurial mindset.

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/2021/06/HSNC-University-2021-2.pdf">https://www.hrcollege.edu/wp-content/uploads/2021/06/HSNC-University-2021-2.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 HSNC Board and is a constituent college of the HSNC 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 strictly adheres to the rules of the HSNCU. The teachers are recruited as per its rules and UGC statutes. All vacant positions are sought to be filled up as soon as possible via advertisements. NOC is 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">https://www.hrcollege.edu</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:

- 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:

- 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.
- Subsidized fees for children of the staff and also the tuition fees of young staff registered for further studies.
- The children of non-teaching staff studying also make use of book bank facilities, special coaching, etc.
- The college has sponsored classes for them to acquire vocational and computer skills.
- The college supports staff applications for loans from bank.
- Organization of soft skill training, work-related training and Yoga sessions.
- Software Upgradation & Training sessions.

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

05

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**

**01**

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 2021-22 the following promotions happened under the UGC PBAS CAS Scheme -**

**From Associate Professor to Professor**

- Dr. Pooja Ramchandani
- Dr. Geeta Nair
- Dr. Jehangir Bharucha
- Dr. Madhuri Tikam
- Dr. Paromita Chakrabarti
- Dr. Chandani Bhattacharjee

**From Assistant Professor to Associate Professors (Stage 3-4)**

- Dr. Jasbir Kaur Sodi
- Dr. Rani Tyagi
- Dr. Jaya Manglani
- Dr. Geeta Sahu
- Dr. Navin Punjabi

**Assistant Professor (Stage 2-3)**

- Ms. Saleha Syed
- Mr. Atul Sathe

This academic year, the college undertook various activities to promote welfare measures for our support staff. Some of our administrative staff and associates received their promotions. Ms. Jyoti Govindani was promoted to the post of Registrar, Ms. Pooja Balani received a promotion to Superintendent, Ms. Rekha Sawant became the Head Clerk and Mr. Vimal Premani was promoted to the Senior Clerk position. Among our Associates, Mr. Mahendra Singh and Mr. Dinesh Singh were promoted to the post of Library Attendants. Ms. Jyoti Govindani was also elected to College Development Committee to represent the support staff.

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.edu/wp-content/uploads/6.4.1-degree-college-1.docx.pdf">https://www.hrcollege.edu/wp-content/uploads/6.4.1-degree-college-1.docx.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)**

**399939**

File Description	Documents
Annual statements of accounts	<a href="#">View File</a>
Any additional information	No File Uploaded
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 - Space utilization The rooftop Solar Photo-voltaic grid-connected energy system and the Rainwater Harvesting system use open terraces effectively. The college has converted an old neglected shed into a cafeteria for the students. 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

1. **Assessing the quality of systems via audits:** This year onwards the IQAC has inaugurated the culture of audit in the college by conducting the Gender, Green, Library and energy audits. To further elevate the standard of the institution in all the aspects we participated in the National Institutional Ranking this year. All the procedure for ranking as per the ranking framework was completed and the results are awaiting. The NIRF report is available to the public on the college website with detailed information to ensure transparency and fairness in the process. It has now initiated the process of academic audit which is expected to be completed in 2022-23.

2. **Collaborations:** The Principal Dr. Pooja Ramchandani signed several new MOUs in the academic year 21-22, thus facilitating the growth of students as well as the staff. The purpose of signing these is to promote research, collaboration extension activities, placements, and social initiatives and to promote industry-academia alliances. Following are the MOUs added during the year with S.I.W.S N.R. Swamy College of Commerce & Economics and Smt. Thirumalai College of Science; Leadup Edutech Pvt. Ltd.; Tourism and Hospitality Skill Council (THSC); IMC Chamber of Commerce & Industry.

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

(For first cycle - Incremental improvements made for the preceding year with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding year with regard to quality and post accreditation quality initiatives) Academic Audit: The IQAC has initiated the process of academic audit which is expected to be completed in 2022-23. The team of IQAC is further working to revisit the planning and administration structure to reform committees and departmental interaction processes through staff development workshops where departments can make reviews and presentations on the progress of their

departmental member's research, teaching, and learning processes. The system will facilitate accuracy and excellence in the process of documenting and attaining the desired outcome. To further enhance the processes, ISO certification is also on the cards in the academic year 2022-23 Industry -academia interaction. In 21-22 guided by the IQAC, Mr. Manish Malkani managed and supervised the corporate series 1.0 engaging experts from the industry for interaction. The sessions started on 27 August 2021 and included topics - Swift Messaging System with Mr. Prathmaish Sharma, Consultant Deloitte, AI IN Banking Industry with Mr. Utpal Chakraborty, Head AI at Yes Bank, GST Scandals with Mr. Jay Bohra and Company Valuation Masterclass by CA Shardul Shah.

File Description	Documents
Paste link for additional information	<a href="https://www.hrcollege.edu/phd-courses/#">https://www.hrcollege.edu/phd-courses/#</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)**

**B. Any 3 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="https://www.hrcollege.edu/annual-college-magazines/">https://www.hrcollege.edu/annual-college-magazines/</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 inequalities. 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.

File Description	Documents
Annual gender sensitization action plan	<p><a href="#"><u>Women's Development Council (WDC) Action Plan for the Academic year 2021-2022.</u></a>  <a href="#"><u>Motto: An empowered Woman pays the way to an enlightened society.</u></a> 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.</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="#"><u>BREAST CANCER AWARENESS PROGRAM ~ October 10, 2021</u></a> The Women's Development Cell in collaboration with Canfem organized a Breast Cancer Awareness Program, on 10th October 2021. It was an e-talk given by Dr. Nisha Hariharan, she spoke about what breast cancer is, its early diagnosis, its symptoms, and its cure. She also put light on questions asked by the enthusiastic audience and systematically explained their queries. <a href="#"><u>THE CHARITY CARNIVAL ~November 12- 13, 2021</u></a> The Charity Carnival was one of its kind, bringing the fun of a carnival online was done for the</p>

first time! The event was in the form of an auction where all participants were given the option to bid on the product, and the highest bidder could buy the product. The Women's Development cell encouraged small businesses from throughout the country to showcase their products on our platform. The money collected from the bid winners was used to donate to Udaan India Foundation - an NGO working with children and youth of low-income communities in the field of education. With more than 50 participants and bidders, we were able to raise Rs. 6721. Apart from the variety of products for participants to buy, we also had a variety of games for the participants to enjoy!

INTERNATIONAL WOMEN'S DAY & HOLI CELEBRATION ~March 17, 2022 To celebrate the vibrancy of Holi and the spirit of empowerment, The Women's Development Cell with Girl Up HRC jointly organized an event. With the entire support of our Principal and teachers, we were able to conduct the event with ease. This marked the first offline event conducted in this academic year. All teachers, non-teaching staff, and presidents were invited to the celebration. With various performances like dance, poetry, and singing the event was filled with joy. There were various games organized, and everyone enjoyed becoming a kid once again to win prizes!

GIRLUP GIRLUP LAUNCH - STRONGER TOGETHER ~October 3, 2021 During the event, a video entailing what GirlUp does was shown, the principal and vice- principal were introduced and they said a few words along with Ms. Rifa Patel, teacher-in- charge. The guest speaker Miss Khwahish Khan gave us insight into her experiences with the color pink.

USINESS SPRING 22 ~ February 3, 2022 Girl Up HR College organized a Business Spring 22 an insightful discussion about how to overcome hurdles as a female entrepreneur and take back

some valuable tips from our panel, featuring Anaheez Patel, Janvi Manghnani, and Sanya Pillai. Anaheez Patel is a fitness blogger working with Forbes. Her mantra - If she can manage her full-time job by taking time out for workouts and staying fit. Janvi Manghnani is a full-time fashion entrepreneur working as an influencer and now she is a business owner. Sanya Pillai runs her thrifting small business which emphasizes sustainable fashion. A wide range of topics was discussed. Key takeaways from the session were: ? The first step is to start. You won't know if you had it in yourself unless you go ahead and do it. ? Getting straight 'A's is not necessary, if you have a good skillset and believe in your- self, nobody can stop you from being successful. ? It's better to get things done when they are to be done.

Procrastination will leave you more miserable in the long run WOMENS' DAY & HOLI CELEBRATION ~17th March, 2022 The event was organized by Girl Up in collaboration with the Women's Development Cell for the entire college faculty and non-teaching staff, especially females. It was hosted by our club vice president and the president of WDC. The event commenced with the encouraging words of our Principal Dr. Pooja Ramchandani. It was followed up by an energetic dance performance and a retro Bollywood themed music performance. Followed by an interactive fun game session for the audience with prizes. Towards the end, there was cake cutting and distribution of Customized Diaries for the female faculty and Customized Mugs for the female presidents of clubs of our college as a token of appreciation. The event was officially concluded with the principal applying Holi colours to everyone present.

**7.1.2 - The Institution has facilities for**

**B. Any 3 of the above**



<b>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</b>	
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 Ewaste. College has special dustbins for collecting Ewaste which is further segregated and offered for recycling to the extent possible.	
File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
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>C. Any 2 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>  <b>1.Restricted entry of automobiles</b> <b>2.Use of bicycles/ Battery-powered vehicles</b> <b>3.Pedestrian-friendly pathways</b> <b>4.Ban on use of plastic</b> <b>5.Landscaping</b>	<b>C. Any 2 of the above</b>
<b>File Description</b>	<b>Documents</b>
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>	
<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>	<b>B. Any 3 of the above</b>
<b>File Description</b>	<b>Documents</b>
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<b>No File Uploaded</b>
Certificates of the awards received	<b>No File Uploaded</b>
Any other relevant information	<a href="#">View File</a>
<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</b>	<b>A. Any 4 or all of the above</b>

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**

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	No File Uploaded
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 with candidates from all parts of the country.

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 non-teaching 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/wp-content/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
<p>Details of activities that inculcate values; necessary to render students in to responsible citizens</p>	<p><u><a href="#">CONSTITUTIONAL RIGHTS, DUTIES &amp; OBLIGATIONS April 30, 2022 Attendees: 30 The Social and Self Awareness Club (SSAC) of H.R. College of Commerce and Economics organized a webinar on Constitutional rights, Duties &amp; Obligations with Adv. Siddhasen Yadav was the speaker. "Constitution is not a mere lawyers ; document, it is a vehicle of life, and its spirit is always the spirit of Age." - Dr. B.R. Ambedkar. Mr. Siddhasen Yadav was our guest speaker for the day, who had an interactive talk about the Initiatives taken for fostering Constitutional Rights, Duties, and Obligations. He spoke about different rights and duties and had a discussion on different human rights and explained it in detail with his own life experiences. It was an interactive webinar. Participants were involved and went back with knowledge of rights. Participants were enlightened about how things work according to law. Itended with a question round. E- certi?cates were provided to all the participants.</a></u></p>
<p>Any other relevant information</p>	<p><u><a href="https://www.hrcollege.edu/wp-content/uploads/2021/08/FYBCOM-Syllabus.pdf">https://www.hrcollege.edu/wp-content/uploads/2021/08/FYBCOM-Syllabus.pdf</a></u></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>B. Any 3 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 . Marathi Bhasha Divas, Vachan prerna Din , Hindi Bhasha divas has been celebrated as part of tradition . 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.

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-2021-22.docx-1.pdf">https://www.hrcollege.edu/wp-content/uploads/BEST-PRACTICES-2021-22.docx-1.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 anti-ragging 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.

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

1) To conduct an International conference and research methodology workshop to enrich research base amongst Faculties and Students. 2) To network with foreign Universities for Students and Faculty Exchange programs. 3) To enhance Industry and Alumni tie ups for smooth execution of National Education Policy, 2020. 4) To organise faculty development programs for continuous updation of knowledge bandwidth and enrichment programs for non teaching staff.