



YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	H.R.COLLEGE OF COMMERCE & ECONOMICS
• Name of the Head of the institution	DR.POOJA RAMCHANDANI
• Designation	INCHARGE PRINCIPAL
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	022-22876115
• Mobile no	9892837112
• Registered e-mail	info@hrcollege.edu
• Alternate e-mail	hrcollege60@gmail.com
• Address	VIDYASAGAR PRINCIPAL K.M.KUNDNANI CHOWK,123 DINSHAW WACHHA ROAD,CHURCHGATE,MUMBAI 400020
• City/Town	MUMBAI
• State/UT	MAHARASHTRA
• Pin Code	400020
2.Institutional status	
• Affiliated /Constituent	Constituent
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Grants-in aid				
• Name of the Affiliating University	HSNC University				
• Name of the IQAC Coordinator	DR.JASBIR KAUR SODI				
• Phone No.	022-22876115				
• Alternate phone No.	022-22042195				
• Mobile	9323895430				
• IQAC e-mail address	hriqac@gmail.com				
• Alternate Email address	info@hrcollege.edu				
3.Website address (Web link of the AQAR (Previous Academic Year)	https://www.hrcollege.edu/wp-content/uploads/2021/12/PORTAL_AQAR_2019-20.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.hrcollege.edu/wp-content/uploads/2022/05/calendar.pptx.pdf				
5.Accreditation Details					
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
6.Date of Establishment of IQAC			06/02/2002		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
nil	nil	nil	0	0	
8.Whether composition of IQAC as per latest			Yes		

NAAC guidelines		
<ul style="list-style-type: none"> • Upload latest notification of formation of IQAC 	View File	
9.No. of IQAC meetings held during the year	4	
<ul style="list-style-type: none"> • Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> • If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> • If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
05	1) Improving teaching learning and administrative processes through career advancement of teaching and non teaching staff. IQAC assisted 7 teachers in the process of Performance Based Career Advancement Scheme and 3 non teaching members.	
	2) Intensive planning and implementation to propel the transformation process of institution. In the journey of transformation to the lead / constituent college of cluster university HSNC,IQAC helped in planning and implementation of processes.	
	3) Successful implementation of Rigorous experiential learning methodologies through well designed curriculum.	
	4) Establishment of Institution Innovation Cell (IIC) of MHRD.	
	5) Mentoring the institutions aspiring for assessment and accreditation under NAAC in the near future.	
	12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year	

Plan of Action	Achievements/Outcomes
Promoting quality assurance by enhancing overall performance	Joint National Webinar hosted by IQAC of of Lala Lajpatrai College of Commerce & Economics and Internal Quality Assurance Cell (IQAC) of H.R. College of Commerce & Economics on NAAC Strategy
Faculty enrichment programs	A session on "How to implement and use online teaching modes such as Cisco Webex and YouTube Streaming
Holistic Development of Students	E-Industrial visit to MAPRO ON January 19,2021, E - Industrial visit to Jain Farm Fresh Foods Ltd. , A seminar was organised on AI and ML revolution to explain the importance of latest AI and how AI is present in our day-to-day lives , On September 30, 2020, the BAF Committee hosted a webinar with Ms. Shreemoyee Mukhopadhyay, who discussed the critical components of a CV. , TechSkills 101 , Special Workshops on Important softwares like Tally ERP 9 , MS Excel , Adobe Photoshop and AI were organised for students to be able to get hands-on practical exposure , "Build your E-Commerce Store in an Hour" Masterclass orgained for aspiring entrepreneurs , The Hustler Series' - a series of Webinars was organised with Young and Successful Entrepreneurs specially curated for the young and aspiring students of H.R. College. , Time-Management Sessions were conducted under the guidance of Mr. Anand Hable, who has 40 years of business experience ,

	<p>Mental Health Awareness Week conducted from October 4 to October 9, 2020. Various Sessions and competitions were held for everyone to be aware of the need for a healthy frame of mind. , A Communication & Soft Skills Enhancement Initiative called For Students - By Students was taken up by the students to help their fellow mates overcome stage fright TED Speakers this year were distinguished individuals from diversified walks of life, each highly accomplished in their own fields Panel Discussion on</p>
<p>Career Advancement & Research Initiatives</p>	<p>Faculty members received their Postgraduate Teaching Recognition (PGTR) from the University of Mumbai. The IQAC also facilitated the conduct of Career Advancement Scheme (CAS) interviews of seven faculty members. Joint Research by Students of HR College and Theo-Koch-Schule Grünberg</p>
<p>Increasing connectedness and expanding network of stakeholders</p>	<p>Principal Connect Sessions were organized where Dr. Pooja Ramchandani, I/C Principal, spoke with students from BAF, BMS, BFM, BBI, and B.Voc through the internet via. Zoom A week-long icebreaker was scheduled between October 12-17, 2020 for the college's first-year BAF students was organised which helped them get to know their batch-mates better and included not only fun but also informative games. The Faculty Development Centre of Mahatma Gandhi National Council of Rural Education (MGNCRE), set up by</p>

	<p>the Government of India, conducted an online workshop for students under the Rural Entrepreneurship Development Cell to educate students on preparing a sustainable action plan for promoting entrepreneurship in country developing sectors of the country. Alumni Lecture Conducted with the Founders of Bombay Hemp Company. Panel discussion on 'An insight on higher education from our international alumni'.</p>
<p>Comprehensive development & Grade improvement</p>	<p>Teachers had regular meetings with students with learning disabilities. These sessions were made mandatory for those who had to appear for ATKT Special intensive coaching course was held for weak students. Students with good grades were encouraged to act as mentors for their weaker classmates and help them in academics. intensive coaching lectures were conducted for students and the college also carefully monitored the schedule of these lectures.</p>
<p>Promoting Social consciousness among students and community</p>	<p>The Lunchbox - Covid Relief Edition initiative in collaboration with Srimad Ramchandra Love and Care NGO To commemorate World Environment Day, a Sapling Plantation Drive was organised on June 5, 2020 Adopt A Village, was a social initiative taken up by the Rotaract Club of H.R. College which aims at the holistic development of rural villages in Maharashtra N.S.S. Unit</p>

conducted an event with volunteers feeding food, water & milk to the stray animals of their neighbourhood Share A Meal January 20, 2021 This project was a social media food donation project by the members of The Rotaract Club of H.R. College Project Inaayat and Project Aajeevika have encouraged students while they worked in multiple social spaces of rural development, education, skill development etc reaching more than 7 states across India.

Nayaab - a fundraising exhibition for a social cause was organised by students Seminar on Waste Management was conducted on July 30,2020 Facebook and Instagram Campaigns started by students for building social awareness The members of The Rotaract Club of H.R. College painted a few walls in Parel on December 24, 2020

Corporate Engagements

A Virtual Campus Engagement Session conducted by Tata Starbucks A virtual session on Corporate Finance Woman of the Year was organised by E&Y Senior Consultant at EY conducted live session on CyberSecurity and Ethical Hacking Morgan Stanley conducted Internship Drive on September 18,2020 ERNST & YOUNG Launched a SCHOLARSHIP PROGRAMME worth Rs. 1 Lakh LinkedIn Networking Interview and Group Discussion Sessions by KPMG Session on Opportunities and Scope of BFSI by Shahani Group Kotak Mahindra Asset Management Co.

Collaborations	14 MOUs were signed during the year
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13. Whether the AQAR was placed before statutory body?

Yes

- Name of the statutory body

Name	Date of meeting(s)
IQAC	23/02/2022

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2020	23/01/2020

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.

16. Academic bank of credits (ABC):

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. In the academic year 2020-21, seventy (70) skill development programmes were conducted, a detailed list of which 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

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. A yoga session was conducted by Anvay Dixit (Practicing Intern at Kaivalyadhama Yoga Institute Sound Meditation). The Uniqueness of the program was that the Yogas technique introduced relies on focused awareness and relaxation using a range of Himalayan singing bowls practised and perfected by Teachers and SYNC members; conducted by Dr Sujata Singhi (Therapist, Motivational Speaker, Certified Life and Transformation Coach, Author of the Amazon best seller "Power of Sound") on July 20, 2020. From 28 th July 2020 to 30 th July 2020, three-day FEELING & HEALING sessions were conducted by experts. HEALTH & HEALING THROUGH YOGA AND MEDITATION session was conducted between 8 th September 2020 to 10 th September 2020. A 7-day Yoga Common Protocol Workshop was organized as a joint venture between the University of Mumbai, the Hyderabad (Sind) National Collegiate Board, HSNC University, Mumbai and Kaivalyadhama. from 11 th June 2020 to 21 st June 2020. The yoga day celebration was conducted as a part of the annual program which marks International Yoga Day on the 21 st of June every year. The event elicited a massive response from students and faculty alike.

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: Traditional Clothing and Foods' July 27, 2020; 'Role of Youth in Promoting Sindhi Language' July 28, 2020; 'Puja Bherana Sahib' July 29 2020; Sindhi Bhajan Sandhya August 9, 2020; 'Sindhi Dhamaal' November 9, 2020; Naye Saal Ji Mauj January 16, 2021, and 'International Sindhi Language Day Celebration' April 10, 2021.

NANDI - The flagship event of Marathi Vagmay Mandal

The theme this year, 'Jag Viral Zala', revolved around the new normal created by the prevailing conditions. Eighteen (18) events including the pre-events constituted the first 3 days of the programme. These were broadly classified into 3 categories 'Fine Arts, 'Literary Arts' and 'Performing Arts. Day 4, witnessed the final round of the face of Naandi and the most awaited prize distribution. Throughout the four days, talks with renowned personalities from Film and Music Industry like Madhura Joshi, Sharayu Date, Mrunal Divekar, Savani Vaze and Pranav Raorane were conducted through Instagram Live. The event concluded with the enthusiastic and energetic participation of more than 50 colleges. Some new events introduced this year were Ad filmmaking, Ghazal, Mask Painting, Hand Lettering and Mandala Art.

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.

Gurupurnima Celebration by Marathi Vagmay Mandal

Every year students of the college celebrate the auspicious occasion of Guru Purnima with great interest.

Marathi Basha Divas Celebration

Marathi Bhasha Diwas is celebrated regularly every year in the library by displaying various Marathi Literature books.

Independence Day Celebration

The national Independence Day celebration each consists of unfurling the tri-colour flag, and singing the National Anthem in unison, followed by song and dance performances by the students.

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.

20.Distance education/online education:

Owing to the heavy restrictions imposed by the pandemic online education was the only way forward to proceed with the academic year. All lectures, therefore, were conducted on the official online platforms. Exams too were conducted online. The virtual classrooms and platforms were used for collecting projects and conducting internal assessments and exams. Workshops, seminars; and club events were also organized in the online and hybrid modes.

Extended Profile

1.Programme

1.1	471
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	6083
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	0
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	2051
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	39
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	33
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	26
Total number of Classrooms and Seminar halls	
4.2	531.12
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 College has a Time-Table committee which connects with Heads of

the departments and time table is made based on the workload of teachers. This timetable is displayed on notice board as well as in first a brochure. For effective curriculum delivery various techniques of teaching are used by faculty that includes class interaction, casestudy analysis, story telling and also experiential sharing. The component of humour is an important part and faculty uses it appropriately to maintain students' mental engrossment. This year being the first year of HSNC cluster university, majority of faculty members actively participated in effective curriculum planning, designing and implementation as the member of Board of Studies of HSNC university. Departmental meetings are conducted regularly to discuss the teaching plans and distribution of subjects and sharing of lectures by the teachers. Faculty members are given academic freedom to deliver the curriculum in a manner which is comfortable yet effective. Distribution of the First day brochure to students at the beginning of the year, with details of syllabi, tests, teaching plans and periodical reviews by the Head of the Departments to ensure timely completion of the syllabus ensures the effective curriculum delivery in well-planned manner.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.hrcollege.edu/orientations/

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

The academic calendar is prepared and posted on website at the beginning of each academic year after the dates of commencement are announced by the parent university. The academic calendar includes significant dates for tests, project assignments, college results, upcoming events keeping all of our stakeholders updated on the same.. Assignments are submitted by students as per dates given in the academic Calendar. The aim of academic calendar is to improve the teaching-learning process and to provide a timetable for various academic and cultural events. This not only assists us in understanding deviations from the scheduled tasks, but it also instills professional standards and drives us to adhere to the timeline. The event dates that are determined and put to the calendar aid in good time management and also guarantee that there are no collisions between significant activities taking place at the same time. The essential dates for admission, payment of fees, and examination for all programmes are updated on a regular basis on the

institutions website and they do not form the part of academic calendar instead they are flashed as important notice on the website.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.hrcollege.edu/academic-calendars/#

1.1.3 - Teachers of the Institution participate in A. All of the above 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

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

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	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

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)

5

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

65

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

Three credit courses such as Foundation Course and EVS, the former taught for four semesters and the latter for two, deal with social and environmental issues are mandatory courses across various programs offered at under graduate level. Topics embraced by these subjects help students understand the interplay of political, economic, religious and environmental forces in the shaping of

modern Indian society and also focus on the various diversities and inequalities in the country. The study of the Indian Constitution, Human Rights and environmental problems, deepen understanding of the values enshrined in our polity while simultaneously sensitizing students towards a rights based democratic development in the society.

Activities organized by various students' associations, particularly the Women's Development Cell (WDC), Enactus, NSS and Nature Club, aid students to live the ethics taught in classrooms. These include the sustained work of the WDC to raise awareness about gender equality, tree planting efforts organized by the NSS Cell and the Nature Club, initiatives such as the "Swachh Bharat Abhiyan", street plays, blood donation and Thalassemia camps and the Aajeevika project of Enactus for employment and thereby empowerment of women in rural Maharashtra.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

189

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

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

5254

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

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	https://www.hrcollege.edu/wp-content/uploads/1.4-curriculum-feedback-report-2020-21-2.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

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	View File
URL for feedback report	https://www.hrcollege.edu/wp-content/uploads/1.4-curriculum-feedback-report-2020-21-2.pdf

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

6083

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

463

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

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" that ascertains students who are slow learners over the course of their B. Com degree and arranges lecture series help from subject experts in the topics they are struggling with. The college also provides Bridge Courses, which are preparatory courses designed by college as linking courses that link a student's prior course and the course he or she wants to join so that the student does not have to start from the beginning of the course the student intends to take, which is different from the course he or she is presently pursuing and still gain additional knowledge.

The Research and Development Cell of the college aims to promote research in newly emerging and challenging areas to foster a rich research culture in the college. Every year, under the auspices of the HSNC Board, an Economics Convention is held, that focuses on

vital and crucial topics in economics that affect global economies. This is great opportunity for advanced learners to showcase their analytical abilities. On the other hand, Intercollegiate competitions help students acquire organizational skills such as communication, marketing, public relations, networking, leadership, mentoring, conflict resolution, and community building.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/special-cells/
Upload any additional information	View File

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

Number of Students	Number of Teachers
6083	47

File Description	Documents
Any additional information	View File

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

Regular activities organised for students by institution in experiential and participative learning include industrial visits, mock stock exchanges, seminars, workshops, and guest lectures from industry experts. This year due to lockdown an E-Industrial visit was organised to Jain Farm Fresh Foods Limited (JFFFL), a subsidiary of Jain Irrigation Systems Limited, the largest mango processor in the world and the second largest processor of dehydrated onion in the world. The visited highlighted various steps involved in food processing right from procuring to processing and packaging to delivering. Some of the experiential and participative learning included Thespo 2.0. for any young person under the age of 25 who is interested in any part of theatre providing an opportunity to acquire and grasp the finer aspects of theatre acting. Every year, the institution hosts a job fair and skill series, during which a variety of industry experts share their insights and assist students in their career planning.

As the name implies, the PUBLIC SPEAKING AND DEBATING SOCIETY holds

debates, discussions, and elocution competitions on a variety of topics. Along with literary events, various industrial and academic leaders led the annual HR Pulse Workshop, which aimed to make the students of third-year market ready.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://www.hrcollege.edu/wp-content/uploads/cri-2.3.1..docx.pdf

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

The instructors make use of the LCDs, projectors, smart classes. The virtual platforms used for the lectures include Zoom.us, Microsoft teams, Cisco webex, moodles and google classrooms, gmeet and Google classroom extensions. College has paid subscription of zoom platforms for various programs and committees. HRhythm Sound & 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 Center, which allows staff and students to improve their research and gain access to digital resources. A digitally equipped seminar and conference room hosts guest lectures, expert discussions, and various competitions for students on a regular basis. Learning materials, quizzes, lab submissions and evaluations, assignments, and other course-related information are managed and posted using Google Classroom. With the use of GOOGLE FORMS and Google Classrooms, professors create an online quiz and upload notes for students from time to time. This helps to check the performance of the students. Proctored examinations are conducted online through the popular vendors in the industry like Eklavya and Mastersoft.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

47

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

39

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

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

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

13

File Description	Documents
Any additional information	View File
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)	View File

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	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

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.

The system of internal assessment is presented to the students well in advance during the orientation at the beginning of the year. The internal assessment includes the self learning component which is a group discussion and is recorded for the purpose of transparency. The institution has the structured students grievance redressal and exam committee members are available to address the problems of internal assessment if any. The internal assessment is continuous as it is carried throughout the year in two separate terms each term having 3 components of evaluation and class participation. The three components include self learning evaluation that includes innovative ideas in presenting /video making for youtube and other such group activities, The second component is internal test and the third one is the project work that include field research, case study analysis or the research topics. The students are also evaluated on the basis of class participation. The internal evaluation happens twice in a year spread evenly in two semesters each year. The communication for the same is made through the official whatsapp group, website and also by emails. The internal evaluation is supervised vigorously by the heads of the department for accuracy.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.hrcollege.edu/#

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

and efficient

The college follows the rules framed by the Mumbai University for its second and third year of students and HSNC university for its first year students. The mechanism for addressing the grievances is transparent and made known to students through website and also through official whatsapp messages. There is a specific protocol for obtaining a copy of the answer book, as well as a deadline by which a student must apply and the college must provide the answer book. The college makes students aware of the process through notice board and also by posting on website. The students can apply for re-evaluation within a certain time period. The heads of the department and the exam committee members arrange for the re-evaluation through the suitable external examiner by masking on the original assessment done to ensure the accuracy and transparency in the re-assessment. In case of difference in the assessment the heads of the departments are made aware and concerned examiners are asked for the clarification. However the rules specify the criteria where the differential marking beyond a particular limit is defined for considering the re-evaluation results and the college adheres to the rules strictly.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.hrcollege.edu/#

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.

The institution uses the following mechanism to convey learning outcomes to teachers and students. Every year, a first-year student orientation programme is held to introduce students and parents to the college's many programmes. Faculty members, class teachers, mentors, course coordinators, and program coordinators also provide information to students, raise awareness, and stress the importance of achieving the goals. The BOS of each department, which includes the Head of Department and subject specialists, discuss and approve the proposal after it has been approved by the Principal. The first day brochure containing the course outcomes, programme specific courses, and programme outcomes, is also released and distributed to students as part of the same programme every year. A The college website also shows the program outcome and course outcome for various programs and courses which guides the students on selecting

a particular program and the elective course that is suitable to develop the required skill set based on their career choices. Every year at the end of the examination the orientation of the next year elective courses across various program is also done by heads of the departments to guide students on making relevant choices.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.hrcollege.edu/programme-outcome-course-outcome/
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The heads of the department, in co-ordination with other faculty members, prepares CO-PO & PSO mapping for all of the program's courses. Internal and external evaluation methods are examples of assessment methodologies. Mid exams and semester end examinations are used to measure course outcomes using an external examination format whereas the internal assessment is done through Self Learning Evaluation and Individual Project Evaluation technique. The three components include self learning evaluation that includes innovative ideas in presenting /video making for youtube and other such group activities, The second component is internal test and the third one is the project work that include field research, case study analysis or the research topics. All courses that contribute to the PO are assessed using Course Outcomes, which include an internal (40 percent weightage) and an external exam (60 percent weightage). At the end of the academic year the result analysis is carried out and the analysis helps the heads of the department and the faculty members for the reforms in the next academic year. Thus the whole evaluation process is supervised by the senior faculty members and IQAC for overall quality improvement making delivery of curriculum more outcome relevant.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.hrcollege.edu/programme-outcome-course-outcome/#

2.6.3 - Pass percentage of Students during the year

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

2031

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://www.hrcollege.edu/annual-report/

2.7 - Student Satisfaction Survey

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

<https://www.hrcollege.edu/wp-content/uploads/SSS-REPORT-20-21-3-1.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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)

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

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	View File

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)	View File
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 the following initiatives: 1. Department Of Life-long Learning &

Extension- The department organized seminars, student's presentations, project submissions, training and networking sessions and its Annual Festival named Udaan. 2. The Ph.D. Research Center -There are two Ph.D. Centers. In the year 2020-21 the total number of registered students in the subject of Commerce and Business Economics were 13 and 4 respectively. 3. Research Cell- Lectures and workshops were conducted for undergraduate students on 'How to Write a Research Paper' for the undergraduate students. 4. The Entrepreneurship and Incubation Cell- Conducted an online workshops as well as a series of sessions and webinars by the alumnus of the college were conducted to promote entrepreneurship, business strategies, start-ups and company building. 5. The XXVIII International Economics Convention- This event is an academic initiative of the HSNC Board; the primary objective of which is to inculcate academic and research skills into undergraduate students. H.R. College secured the 1st position overall and were proclaimed the winners. 6. The Honors Programme- The Honors Programme is a supplementary programme for academically gifted students. The students made case study presentations and organized webinars.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/3.2.1-Documentation-PDF-1-2.pdf

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

42

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year**3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year**

0

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

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**

7

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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**

24

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

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

Due to the Covid 19 pandemic, a hybrid mode of conducting social activities was adopted. It was ensured that even when students were confined to their homes, they were sensitized to various social issues through:

1. Webinars and workshops on mental health, self love , HIV/AIDS week, women's issues, participation in competitions, debates, panel discussions, teaching programmes, problems faced by the LGBT community, issues related to anxiety, grief, depression and counselling.
2. Cleanness and tree plantation drives- A beach Clean-Up was conducted to improving the ocean and coastal ecosystem. Tree plantation was conducted within the premises of the housing society of volunteers.
3. Awareness programmes through online quiz on COVID 19, blogs and social media, painting walls in the neighbourhood, flash mobs. Other issues involved understanding socio-legal aspects of gender, sexuality, periods, rape, road safety, cybercrime and health.
4. Major Projects- Project Pahal, Inaayat, Aajeevika, Aashayein, Gazab Maharashtra, Liter of Light, The Lunchbox, Udaan, Back to School Drive, Paathshala, Muskan, Incredibles.
5. Celebrations- virtual Christmas celebration for the underprivileged students of Municipal schools and Earth day celebrations were conducted.
6. Donations- Blood donation, stationery kits, pouches, mask distribution, ration, sanitary pads and food donation for people and animals were undertaken.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/3.4.1-Documentation-PDF-1-1.pdf
Upload any additional information	View File

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

08

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

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

71

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

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

2969

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

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

32

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

13

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

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.

The efficient utilization of the available resources and various tie-ups with respect to sports, Co-curricular and cultural activities have made H.R. College as the most preferred college in South Mumbai. All our 22 classrooms are air-conditioned with multifacilities (SMART) supporting virtual hybrid teaching learning accommodating large number of students. The college is disabled friendly & elevator equipped. College also pays special attention to the extracurricular needs of our students. 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 research studies. Library offers a plethora of genres to pick from books on research, study materials, event organization, general knowledge, leisure, etc. The college ensures clean working space and educational facilities to one and all. The College has quadrangle facilitating intercollegiate and sports events. The gymnasium and yoga center helps to offer fitness activities. The College offer comfort zone with adequate number of restrooms & dedicated girl's room. The two rooms beside the canteen and the terrace of our college building is used to practice for intercollegiate events. There is CCTV for security, Xerox Centre & Canteen for refreshment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hrcollege.edu/our-campus-2/

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

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

The Sports Council is the apex sporting body, which aims at

promoting fitness, sportsmanship, to provide its players complete support to participate in multiple sporting events and win laurels for the College. It also plays a prominent role in organizing and participating in numerous Inter and Intra-Collegiate events and plays a vital role in efficiently organizing several college activities.

HR College puts a lot of emphasis on all-round development of our students. That is why we continuously encourage and energize our students to play sports and participate in sporting events at the intercollegiate, university, state, national and international levels. Our students consistently perform exceedingly well in events they take part in, winning accolades for themselves and strengthening the reputation of the institution and spreading it far and wide.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/SPORTS-2020-2021-1.pdf

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	View File
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/4.1.3-LINKS.docx.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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)**1.63 Lakh**

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

LIBRARY FACILITIES**Computerization and administration of library:**

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

Total area of the library

2715.18 Sq. Mts.

Total seating capacity

Approx 200

Working hours

24 X 7 Reading Room throughout the year

8.00 a.m. to 6.00 p.m. Open Access Facility on working days

Layout of the library:

Library offers seating capacity for 140 students. In addition, a

special room which accommodates about 60 students is kept open as additional reading space. 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 is provided for research scholars. In the staff common room, a separate mezzanine floor is created for study and research work. Special seating arrangement is offered for physically challenged students.

Digital Library & Research Centre (<https://www.hrcollege.edu/our-campus->

To provide opportunities to enhance research work and offer access to digital content for staff and students.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://www.hrcollege.edu/library/

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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)

0.38

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

1035

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

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 / Delland 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 and as per the time table provided to them. 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 anyclassrooms . All computers are connected to network on CAT 5 Cable. All computers have internet facility as they are 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 50 mbps speeds, bandwidth of which is provided by Hathway Internet Services and MTNL. The college possesses licenses for the Windows XP Professional with Service Pack 2, MS Office XP with Service Pack 2, Tally 7.2, Quick hill McAfee Antivirus 7.0, and multiple freeware / shareware softwares .

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hrcollege.edu/our-campus-2/

4.3.2 - Number of Computers

210

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution C.10 - 30MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

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)

150.35

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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 was formed in 20-21 under the Chairmanship of Principal Dr. Pooja Ramchandani and Dr. Navin Punjabi as Coordinator. Infrastructure Committee suggested to Conduct Structural Audit of premises, effective utilization of all assets, external and internal repairs required, issue of gate-pass, improvising student computer ratio, regular monitoring of stock registers, beautification of mini-terrace, entrance lobby. The infrastructure committee investigates & submits the requirement of up gradation maintenance of various physical and academic support facilities required by faculties and students. There is an arrangement with different playgrounds, swimming pool, Oval Maidan, Kaivalyadham Yoga Institute to provide access to various facilities required for fitness events. The college has annual maintenance contracts with the following 1. Pest Control Mumbai: Pest control for college building 2. HI -Tech Enterprises: Xerox Machine 3. Lynx Synergy Solutions Pvt Ltd: Panasonic Kx-TD 1232 key telephone system 4. Aryan InfoTech: Tally Software 5. Eureka Forbes Ltd. 6. Zeromiles Technologies Services Pvt Ltd: College also has a dedicated team of in-house maintenance department .The college has appointed an IT co-coordinator for maintaining computers. The college follows all regulations & pandemic guidelines issued by UGC and State of Maharashtra from time to time.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hrcollege.edu/infrastructure-policy/

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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 benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

19

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

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

A. All of the above

File Description	Documents
Link to Institutional website	https://www.hrcollege.edu/wp-content/uploads/2021/11/Voyager-2020-2021-1.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

1800

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

1800

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

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

115

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

267

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

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

57

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

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.

17

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

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 of the H.R. College of Commerce & Economics aims at developing personalities and providing endless opportunities in various aspects. It works towards the betterment of the students and their college experience. For the academic year 2020-21, the Students Council handled both the Junior College, Degree College, and M. Com online admissions as well as the Sports Council. From 26 to 28 October 2020, it hosted its marquee event Numero Uno, the online Pan-India Mathematics and Statistics Festival. 2000+ people attended the event, representing 14 intra-college groups from around India and more than 11 schools and colleges. On November 19, 2020, teachers and students were invited to the Diwali Celebrations, SOIRÉE OF LIGHTS. The Anti-ragging Campaign was held on 1st & 2nd December 2020 wherein the necessary information and preventive measures were spoken out. The Students' Council initiated H.R. VOICE, which is a mechanism to obtain student's feedback on various issues related to the college. Some of the important social initiatives taken during the academic year were FUNDRAISER CAMPAIGN in collaboration with Yusuf Meherally Centre, assisting teachers of ADAPT (Able Disabled All People Together), Colaba. Students' Council also participated in events like Arthanomics, AFCP & Finacc, Ka-ching, Moneta, Insight, Blaze, Sports Fiesta, and Talent Parade.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/Voyager-2020-2021-1-200-202-1.pdf
Upload any additional information	View File

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

59

File Description	Documents
Report of the event	View File
Upload any additional information	View File
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)	View File

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 the 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.

Ex HRites never hesitates to bring their best in the form of Guest Lectures and motivational sessions on the topics of interest, Visiting Lectures, bridging the gap between industry and academia, assisting in Industrial Visits, etc.

The Alimni play a significant role in facilitating internships and placements for the studentsof the College.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/Alumni.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) E. <1Lakhs

File Description	Documents
Upload any additional information	View File

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

Vision statement:-

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. The management and the trustees envisage a college that is responsive to the needs of the student community, and empower them to make a difference at the local, national and international level.

Mission:-

The mission of the college is to provide Excellence in Academics by constant innovation in education. Simultaneously the college wishes to create socially responsible global leaders with 21st century skills. In order to foster these skills, it has always pursued robust international engagements and attempted to create a nurturing as well as technologically advanced environment in college.

Academic functioning:-

The college inculcates a culture of collective responsibility amongst its faculty members of the various departments. It provides operational-autonomy at various levels which is visible in the following way. and Heads of the Departments, working under the

supervision of the Principal and Vice Principal, are empowered and provided academic autonomy to prepare its academic planner.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/institutional-ethics/
Upload any additional information	View File

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

The College believes, advocates and practices decentralization and participative management involving all its stakeholders.

- 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. All academic activities including the examinations are carried out and monitored under the supervision of the principal. Their conference/workshop / seminar fee is reimbursed by the college. They are also sponsored for orientation, refresher and short-term courses by the college.
 - The college is famous for its enormous level of extra and co-curricular activities where teachers and student associations play a dominant role. A special mention must be made of the NSS, WDC as well as other independently formed socially active student bodies headed by teachers such as SYNC, ENACTUS and SSAC.
- At the administrative and planning level, The college functions under the guidance and supervision of the Principal, assisted by two Vice Principals. The latter along with the Registrar, administrative staff and faculty members execute the responsibilities of permanent affiliation and accreditation visits, quality assurance, and other administrative tasks.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/about-management/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Considering the external environment and analysing the opportunities available, the strategic plan is deployed in close consultation with the Trustees and President of HSNC Board. Every year the governing body looks after the planning and Principal takes forward the plan for implementation by involving the college entirely via different committees, heads of departments and students association. The committees like for infrastructure, examination, IQAC, CDC and other students committees review the plan and make their individual plans for the academic year wherein they plan out the activities to be conducted and determine the focus of the year. periodic meetings are conducted by the departments, association heads and committees to review the progress and identifies the gaps and make it as their important agenda in their future plan of action. The working of the committees, students association and statutory committees is visible on the website thorough its report of activities on web page in voyager and also in the form of minutes of meetings conducted along with the aim, objective and policies of the bodies. The document containing the list of these associations and committees is attached in the document.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/2021/06/HSNC-University-2021-2.pdf
Upload any additional information	View File

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.

The College has a two-tiered governance model encompassing the governing body consisting of the Trustees & President all of whom

hail from eminent educational, social and philanthropic backgrounds. on the top and Principal at the College level assisted by the entire faculty, non-teaching staff headed by the College Registrar and various committees.

The College Management is actively involved in providing the vision and charting the roadmap for the long-term growth and Principal along with entire teaching and non teaching staff zealously strive to achive the objectives defined. Toward this end, various committees represented by the college LMC/CDC makes a detailed presentation bi-annually to the Management body of the activities conducted by the institution.

Administrative Set Up:

The Secretary and the Principal form the nucleus of the administration. The Principal is vested with the day-to-day running of the college. She has her team of Departmental Heads, the IQAC Coordinator, the Teachers' Council Secretary and the Head Clerk to assist her in the discharge of this work.

Service Rules:

The College is a constituent college of HSNState Cluster University of Mumbai and strictly adheres to the rules of the latter body.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/6..2.2_ADDITIONAL.docx.pdf
Link to Organogram of the institution webpage	https://www.hrcollege.edu/wp-content/uploads/ORGANOGRAM_HR_COLLEGE.jpeg
Upload any additional information	View File

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	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The College firmly believes in the development of its teaching and non-teaching staff and in keeping with this spirit, several professional and non-professional programmes have been organized to upgrade their professional competence as well as interpersonal relations. These are as follows

Teaching:-

- Participation in Conferences, Seminars and Workshops; Membership of Professional Forums such as IMC, BCCI, FICCI, CII, Advertising club, etc.; Awards and Appreciations on a regular basis.
- Air-conditioned staff room provided with all the modern amenities, computer facilities, Wi-Fi internet connection and a well-equipped pantry; gym facility; Library with tailor made service facilities research and extension activities.

Non-teaching:-

- Medical Insurance sponsored regularly by college, subsidized fees, book bank facilities, special coaching for their children. Organization of regular yearly free health check-up and thalassemia check-up; provision of uniform. Sponsorship of classes for acquiring vocational and computer skills; supports staff applications for loans from bank; regular training sessions in soft skills.
- Support Staff is given minor repair work, mason's job etc.; They also double up as plumbers, carpenters and electricians, which not only gives them an opportunity to use their skills within the college premises but also to earn additional

income.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/6.3.1-updated.docx.pdf
Upload any additional information	View File

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

04

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

02

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

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

09

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

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 last five years the following promotions have been made

Grade I-II- Prof. Atul Sathe,

Grade II-III- Dr. Naveen Punjabi, Prof. Anjali Vachhani, Dr. Rita Khatri, Dr. Jaya Manglani, Prof. Saleha Sayyed

Grade III- IV: Dr. Pooja Ramchandani, Dr. Madhu Kelkar, Dr. Priyamvada Sawant, Dr. Paromita Chakrabarti, Dr. Amit Nandu, Dr. Chandani Bhattacharjee, Dr. Rani Tyagi and Dr. Madhuri Tikam.

The non-teaching staff is similarly recruited as per government rules and regulations.

The non-teaching staff too is promoted as per standard government norms. Each post requires an NOC from the Joint Director. Non-teaching staff is employed for aided as well as unaided courses. This year Rekha Sawant was promoted as Head Clerk, Vimal as senior Clerk and Mahinder and Dinesh as Library attendants.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/Guidelines-for-CAS.pdf
Upload any additional information	View File

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	https://www.hrcollege.edu/wp-content/uploads/audited-letters.pdf
Upload any additional information	View File

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)

207645

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

H.R. College believes in utilizing its tangible and intangible infrastructural resources in the best possible way.

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

- Paramarsh
- Tuition Fees which is the main source of funds
- Interest form Fixed Deposits
- Salary Grants from State Government

- Fee from students

Salary and Non salary expenses are the regular source of expenditure. Bills are sent to the management which then sends the money for salary and non-salary expenses. An annual budget is prepared according to the needs of various students' clubs. Various organizations are approached to sponsor events.

Space: 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.

Intellectual and other Intangible Resources: College 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	https://www.hrcollege.edu/paramarsh/
Upload any additional information	View File

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

Practice 1- IQAC has institutionalized the concept of 'constant innovation'. For instance, online systems first used in admissions even before the pandemic, were used to aid teaching in the lockdown period. The College initiated several training programmes for the administrative and teaching staff focused on upgrading digital skills through the use of zoom, Google meet, and other such platforms. Conduct and assessment of exams project submissions has been online ever since. Further, all our student clubs conducted programmes, festivals and webinar online throughout the year. The administrative staff received training on how to generate reports, conduct verification, provide help with online admissions etc.

Practice 2- IQAC significantly contributed towards the development of research-oriented culture in college. With that aim in mind, various programmes including seminars, workshops, students' exchange programmes, certificate programmes, soft skill training workshops

for quality enhancement in research and education, have been regularly organized. The Research and Advisory Committee (RAC) was constituted on December 8, 2020 to periodically review and guide research scholars to develop the study design and methodology of research, assisting the progress of the research work of the research scholar. It also offers opportunities for research at the international level.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/6.5.1.docx-1.pdf
Upload any additional information	View File

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

Every effort is made to adapt the Lecture Method to include improved lecturing practice', to encourage active student participation. The CAL (Computer-Assisted Learning) Method has revolutionized teaching at H.R. as it has introduced 'The Demonstrative Method' of teaching. Project-based learning, Case Study, Role Play, Simulations and Games Brainstorming Sessions Guest Speakers from the industry etc. have become common methods of teaching at H.R. Technology has been well integrated into the curriculum. The College library possesses hundreds of DVDs, VCDs and CDs on wide-ranging subjects to be used in class. The college has state-of-the-art infrastructure, tech-savvy conference rooms, seminar rooms, classrooms and computer laboratories. All staff and students have internet access as the college has been made wire free. Tutorial work or 'Practicals' involve problem solving, analyzing and decision making, and ensure personalized attention from the teacher.

The college now also offers specialized courses apart from- (BMS), Bachelor of Commerce (Accounting & Finance) - such as BAF and Bachelor of Arts in Multimedia & Mass Communication - BAMMC, Bachelor of Commerce (Banking & Insurance) - BBI, Bachelor of Commerce (Financial Markets) - BFM, Bachelor of Vocation - B.Voc. (Retail Management), Bachelor of Vocation - B.Voc. (Tourism & Hospitality Management), Bachelor of Vocation - B.Voc. (Wealth Management)

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/6.5.2.docx-1.pdf
Upload any additional information	View File

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)

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.hsncu.edu.in/#
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

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

1. FRAME OF MIND September 12-17, 2020
2. PHOTOGRAPHY GUIDANCE SESSION September 12, 2020
3. NAZARIYA - THE PANEL DISCUSSION November 14, 2020
4. WOMEN'S DAY March 8, 2021
5. PROJECT INCREDIBLES December 6-9, 2020

File Description	Documents
Annual gender sensitization action plan	https://www.hrcollege.edu/wp-content/uploads/WDC-action-plan.docx.pdf
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	https://www.hrcollege.edu/wp-content/uploads/7.1..1 b.docx.pdf

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

C. Any 2 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

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

Waste management is one of the biggest challenges that urban India faces. It is not just India, but the whole world faces the menace of mountains of waste on our planet. Every plastic that has ever been produced on this planet still exist on our seas, oceans and lands. Menace of plastic waste is a big threat to the existence of our planet. In this particular waste management essay, we shall be concentrating mainly on plastic waste because it is one of the biggest looming threats to our country. There are other waste as well which are organic and inorganic nature which can be artificially or naturally degraded but plastic is one such material where scientists have failed to find a suitable solution for

degradation.

E- waste or electronic waste refers to discarded electronic products ranging from computers, equipment of Information and Communication Technology (ICT), home appliances and peripherals of these devices. The rapid boom in the IT industry has led to a surge in the usage of electronic gadgets. The latter get out-of-fashion and redundant at a fast pace, as a result of which they are discarded more frequently. Electronic waste is generated when electronic and electrical equipment become unfit for their originally intended use or have crossed the expiry date. Computers, servers, etc get fast replaced with newer models due to the rapid technol the Environmental Performance Index as per a report released by the World Economic Forum.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	View File

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 C. Any 2 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: C. Any 2 of the above

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic

5. Landscaping

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

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

C. Any 2 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

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

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	View File

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).

HR College believes in providing inclusive environment to all its stakeholders viz teachers, non teaching staff, associates, etc. irrespective of their gender, caste, language, religion and socioeconomic status. At college we celebrate festivals like Diwali, Christmas, Chetichand, Gudipadva, etc.

There is annual Satyanarayana Pooja on auspicious day of Makar Sankranti where everyone takes active part. College has marathi vangdmai mandal, hindi sahitya parishad, sindhi sangat and french club who organise various programmes to promote local languages and culture. College provides various facilities like subsidies education for children of staff, infrastructural facilities to create equitable opportunities to everyone.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

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.

During the classes the concerned subject teachers make cautious efforts to have group discussions , quiz competitions and discussions on global case studies on the areas mentioned above.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://www.hrcollege.edu/wp-content/uploads/2021/08/FYBCOM- Syllabus.pdf
Any other relevant information	https://www.hrcollege.edu/wp-content/uploads/2022/01/SYBCOM Syllabus.pdf

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. Any 3 of the above

File Description	Documents
Code of ethics policy document	View File
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	View File
Any other relevant information	View File

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

HR College has philosophy commemorating days of national and international significance to inculcate the values and to makes students realise importance of culture and environment, fitness etc. The institute believes in organising various programmes such as :

1. World Environmental Day to create envirnmental consciousness amongst the students of the college.
2. NSS Day to remind students about their responsibilty towards various stakeholders.
3. International Days Yoga to sensitize towards the importance of physical and mental health through yoga practices.
4. Constitutional Day to makes students understand about their constitutional duties, rights and obligations.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

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:

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

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.

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	www.hrcollege.edu/best-practices-institutional-distinctiveness
Any other relevant information	https://www.hrcollege.edu/wp-content/uploads/7.2.1.pdf

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

The Vision and thrust of organization is reflected through the following key activities and 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.

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 College has a Time-Table committee which connects with Heads of the departments and time table is made based on the workload of teachers. This timetable is displayed on notice board as well as in first a brochure. For effective curriculum delivery various techniques of teaching are used by faculty that includes class interaction, casestudy analysis, story telling and also experiential sharing. The component of humour is an important part and faculty uses it appropriately to maintain students' mental engrossment. This year being the first year of HSNC cluster university, majority of faculty members actively participated in effective curriculum planning, designing and implementation as the member of Board of Studies of HSNC university. Departmental meetings are conducted regularly to discuss the teaching plans and distribution of subjects and sharing of lectures by the teachers. Faculty members are given academic freedom to deliver the curriculum in a manner which is comfortable yet effective. Distribution of the First day brochure to students at the beginning of the year, with details of syllabi, tests, teaching plans and periodical reviews by the Head of the Departments to ensure timely completion of the syllabus ensures the effective curriculum delivery in well-planned manner.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.hrcollege.edu/orientations/

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

The academic calendar is prepared and posted on website at the beginning of each academic year after the dates of commencement are announced by the parent university. The academic calendar includes significant dates for tests, project assignments, college results, upcoming events keeping all of our stakeholders updated on the same.. Assignments are submitted by students as per dates

given in the academic Calendar. The aim of academic calendar is to improve the teaching-learning process and to provide a timetable for various academic and cultural events. This not only assists us in understanding deviations from the scheduled tasks, but it also instills professional standards and drives us to adhere to the timeline. The event dates that are determined and put to the calendar aid in good time management and also guarantee that there are no collisions between significant activities taking place at the same time. The essential dates for admission, payment of fees, and examination for all programmes are updated on a regular basis on the institutions website and they do not form the part of academic calendar instead they are flashed as important notice on the website.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.hrcollege.edu/academic-calendars/#

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	View File
Any additional information	View File

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	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

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)**

5

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

65

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

Three credit courses such as Foundation Course and EVS, the former taught for four semesters and the latter for two, deal with

social and environmental issues are mandatory courses across various programs offered at under graduate level. Topics embraced by these subjects help students understand the interplay of political, economic, religious and environmental forces in the shaping of modern Indian society and also focus on the various diversities and inequalities in the country. The study of the Indian Constitution, Human Rights and environmental problems, deepen understanding of the values enshrined in our polity while simultaneously sensitizing students towards a rights based democratic development in the society.

Activities organized by various students' associations, particularly the Women's Development Cell (WDC), Enactus, NSS and Nature Club, aid students to live the ethics taught in classrooms. These include the sustained work of the WDC to raise awareness about gender equality, tree planting efforts organized by the NSS Cell and the Nature Club, initiatives such as the "Swachh Bharat Abhiyan", street plays, blood donation and Thalassemia camps and the Aajeevika project of Enactus for employment and thereby empowerment of women in rural Maharashtra.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

189

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

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

5254

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

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	https://www.hrcollege.edu/wp-content/uploads/1.4-curriculum-feedback-report-2020-21-2.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

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	View File
URL for feedback report	https://www.hrcollege.edu/wp-content/uploads/1.4-curriculum-feedback-report-2020-21-2.pdf

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

6083

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

463	
File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File
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	
<p>The college has a dedicated cell entitled the "Special Cell" that ascertains students who are slow learners over the course of their B. Com degree and arranges lecture series help from subject experts in the topics they are struggling with. The college also provides Bridge Courses, which are preparatory courses designed by college as linking courses that link a student's prior course and the course he or she wants to join so that the student does not have to start from the beginning of the course the student intends to take, which is different from the course he or she is presently pursuing and still gain additional knowledge.</p> <p>The Research and Development Cell of the college aims to promote research in newly emerging and challenging areas to foster a rich research culture in the college. Every year, under the auspices of the HSNC Board, an Economics Convention is held, that focuses on vital and crucial topics in economics that affect global economies. This is great opportunity for advanced learners to showcase their analytical abilities. On the other hand, Intercollegiate competitions help students acquire organizational skills such as communication, marketing, public relations, networking, leadership, mentoring, conflict resolution, and community building.</p>	
File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/special-cells/
Upload any additional information	View File
2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)	

Number of Students	Number of Teachers
6083	47

File Description	Documents
Any additional information	View File

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

Regular activities organised for students by institution in experiential and participative learning include industrial visits, mock stock exchanges, seminars, workshops, and guest lectures from industry experts. This year due to lockdown an E-Industrial visit was organised to Jain Farm Fresh Foods Limited (JFFFL), a subsidiary of Jain Irrigation Systems Limited, the largest mango processor in the world and the second largest processor of dehydrated onion in the world. The visited highlighted various steps involved in food processing right from procuring to processing and packaging to delivering. Some of the experiential and participative learning included Thespo 2.0. for any young person under the age of 25 who is interested in any part of theatre providing an opportunity to acquire and grasp the finer aspects of theatre acting. Every year, the institution hosts a job fair and skill series, during which a variety of industry experts share their insights and assist students in their career planning.

As the name implies, the PUBLIC SPEAKING AND DEBATING SOCIETY holds debates, discussions, and elocution competitions on a variety of topics. Along with literary events, various industrial and academic leaders led the annual HR Pulse Workshop, which aimed to make the students of third-year market ready.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://www.hrcollege.edu/wp-content/uploads/cr-2.3.1..docx.pdf

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

The instructors make use of the LCDs, projectors, smart classes. The virtual platforms used for the lectures include Zoom.us, Microsoft teams, Cisco webex, moodles and google classrooms, gmeet and Google classroom extensions. College has paid subscription of zoom platforms for various programs and committees. HRhythm Sound & 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 Center, which allows staff and students to improve their research and gain access to digital resources. A digitally equipped seminar and conference room hosts guest lectures, expert discussions, and various competitions for students on a regular basis. Learning materials, quizzes, lab submissions and evaluations, assignments, and other course-related information are managed and posted using Google Classroom. With the use of GOOGLE FORMS and Google Classrooms, professors create an online quiz and upload notes for students from time to time. This helps to check the performance of the students. Proctored examinations are conducted online through the popular vendors in the industry like Eklavya and Mastersoft.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

47

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

39

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

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

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

13

File Description	Documents
Any additional information	View File
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)	View File

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	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

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.

The system of internal assessment is presented to the students well in advance during the orientation at the beginning of the year. The internal assessment includes the self learning component which is a group discussion and is recorded for the purpose of transparency. The institution has the structured students grievance redressal and exam committee members are available to address the problems of internal assessment if any. The internal assessment is continuous as it is carried throughout the year in two separate terms each term having 3 components of evaluation and class participation. The three components include self learning evaluation that includes innovative ideas in presenting /video making for youtube and other such group activities, The second component is internal test and the third one is the project work that include field research, case study analysis or the research topics. The students are also evaluated on the basis of class participation. The internal evaluation happens twice in a year spread evenly in two semesters each year. The communication for the same is made through the official whatsapp group, website and also by emails. The internal evaluation is supervised vigorously by the heads of the department for accuracy.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.hrcollege.edu/#

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

The college follows the rules framed by the Mumbai University for

its second and third year of students and HSNC university for its first year students. The mechanism for addressing the grievances is transparent and made known to students through website and also through official whatsapp messages. There is a specific protocol for obtaining a copy of the answer book, as well as a deadline by which a student must apply and the college must provide the answer book. The college makes students aware of the process through notice board and also by posting on website. The students can apply for re-evaluation within a certain time period. The heads of the department and the exam committee members arrange for the re-evaluation through the suitable external examiner by masking on the original assessment done to ensure the accuracy and transparency in the re-assessment. In case of difference in the assessment the heads of the departments are made aware and concerned examiners are asked for the clarification. However the rules specify the criteria where the differential marking beyond a particular limit is defined for considering the re-evaluation results and the college adheres to the rules strictly.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.hrcollege.edu/#

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.

The institution uses the following mechanism to convey learning outcomes to teachers and students. Every year, a first-year student orientation programme is held to introduce students and parents to the college's many programmes. Faculty members, class teachers, mentors, course coordinators, and program coordinators also provide information to students, raise awareness, and stress the importance of achieving the goals. The BOS of each department, which includes the Head of Department and subject specialists, discuss and approve the proposal after it has been approved by the Principal. The first day brochure containing the course outcomes, programme specific courses, and programme outcomes, is also released and distributed to students as part of the same programme every year. A The college website also shows the program outcome and course outcome for various programs and courses which guides the students on selecting a particular

program and the elective course that is suitable to develop the required skill set based on their career choices. Every year at the end of the examination the orientation of the next year elective courses across various program is also done by heads of the departments to guide students on making relevant choices.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.hrcollege.edu/programme-outcome-course-outcome/
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The heads of the department, in co-ordination with other faculty members, prepares CO-PO & PSO mapping for all of the program's courses. Internal and external evaluation methods are examples of assessment methodologies. Mid exams and semester end examinations are used to measure course outcomes using an external examination format whereas the internal assessment is done through Self Learning Evaluation and Individual Project Evaluation technique. The three components include self learning evaluation that includes innovative ideas in presenting /video making for youtube and other such group activities, The second component is internal test and the third one is the project work that include field research, case study analysis or the research topics. All courses that contribute to the PO are assessed using Course Outcomes, which include an internal (40 percent weightage) and an external exam (60 percent weightage). At the end of the academic year the result analysis is carried out and the analysis helps the heads of the department and the faculty members for the reforms in the next academic year. Thus the whole evaluation process is supervised by the senior faculty members and IQAC for overall quality improvement making delivery of curriculum more outcome relevant.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://www.hrcollege.edu/programme-outcome-course-outcome/#

2.6.3 - Pass percentage of Students during the year

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

2031

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://www.hrcollege.edu/annual-report/

2.7 - Student Satisfaction Survey

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

<https://www.hrcollege.edu/wp-content/uploads/SSS-REPORT-20-21-3-1.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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)

0

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

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	View File

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)	View File
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 the following initiatives: 1. Department Of Life-long Learning &

Extension- The department organized seminars, student's presentations, project submissions, training and networking sessions and its Annual Festival named Udaan. 2. The Ph.D. Research Center -There are two Ph.D. Centers. In the year 2020-21 the total number of registered students in the subject of Commerce and Business Economics were 13 and 4 respectively. 3. Research Cell- Lectures and workshops were conducted for undergraduate students on 'How to Write a Research Paper' for the undergraduate students. 4. The Entrepreneurship and Incubation Cell- Conducted an online workshops as well as a series of sessions and webinars by the alumnus of the college were conducted to promote entrepreneurship, business strategies, start-ups and company building. 5. The XXVIII International Economics Convention- This event is an academic initiative of the HSNC Board; the primary objective of which is to inculcate academic and research skills into undergraduate students. H.R. College secured the 1st position overall and were proclaimed the winners. 6. The Honors Programme- The Honors Programme is a supplementary programme for academically gifted students. The students made case study presentations and organized webinars.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/3.2.1-Documentation-PDF-1-2.pdf

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

42

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year	
3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year	
0	
File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded
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	
7	
File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File
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	
24	
File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File
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

Due to the Covid 19 pandemic, a hybrid mode of conducting social activities was adopted. It was ensured that even when students were confined to their homes, they were sensitized to various social issues through:

1. Webinars and workshops on mental health, self love , HIV/AIDS week, women's issues, participation in competitions, debates, panel discussions, teaching programmes, problems faced by the LGBT community, issues related to anxiety, grief, depression and counselling.

2. Cleanness and tree plantation drives- A beach Clean-Up was conducted to improving the ocean and coastal ecosystem. Tree plantation was conducted within the premises of the housing society of volunteers.

3. Awareness programmes through online quiz on COVID 19, blogs and social media, painting walls in the neighbourhood, flash mobs. Other issues involved understanding socio-legal aspects of gender, sexuality, periods, rape, road safety, cybercrime and health.

4. Major Projects- Project Pahal, Inaayat, Aajeevika, Aashayein, Gazab Maharashtra, Liter of Light, The Lunchbox, Udaan, Back to School Drive, Paathshala, Muskan, Incredibles.

5. Celebrations- virtual Christmas celebration for the underprivileged students of Municipal schools and Earth day celebrations were conducted.

6. Donations- Blood donation, stationery kits, pouches, mask distribution, ration, sanitary pads and food donation for people and animals were undertaken.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/3.4.1-Documentation-PDF-1-1.pdf
Upload any additional information	View File

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**

08

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

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**

71

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

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**

2969

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

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

32

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

13

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

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.

The efficient utilization of the available resources and various tie-ups with respect to sports, Co-curricular and cultural activities have made H.R. College as the most preferred college in South Mumbai. All our 22 classrooms are air-conditioned with multifacilities (SMART) supporting virtual hybrid teaching learning accommodating large number of students. The college is disabled friendly & elevator equipped. College also pays special attention to the extracurricular needs of our students. 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 research studies. Library offers a plethora of genres to pick from books on research, study materials, event organization, general knowledge, leisure, etc. The college ensures clean working space and educational facilities to one and all. The College has quadrangle facilitating intercollegiate and sports events. The gymnasium and yoga center helps to offer fitness activities. The College offer comfort zone with adequate number of restrooms & dedicated girl's room. The two rooms beside the canteen and the terrace of our college building is used to practice for intercollegiate events. There is CCTV for security, Xerox Centre & Canteen for refreshment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hrcollege.edu/our-campus-2/

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

The college campus is a secured lush green environment with modern and sophisticated infrastructure facilities for the students. The college has made best utilization of space for curricular, cocurricular and extracurricular activities. The college website, www.hrcollege.edu is regularly updated with different curricular and co-curricular club activities and various sports competitions. There is also dedicated whatsapp

group for dissemination of information about upcoming cultural events and sports activities.

The Sports Council is the apex sporting body, which aims at promoting fitness, sportsmanship, to provide its players complete support to participate in multiple sporting events and win laurels for the College. It also plays a prominent role in organizing and participating in numerous Inter and Intra-Collegiate events and plays a vital role in efficiently organizing several college activities.

HR College puts a lot of emphasis on all-round development of our students. That is why we continuously encourage and energize our students to play sports and participate in sporting events at the intercollegiate, university, state, national and international levels. Our students consistently perform exceedingly well in events they take part in, winning accolades for themselves and strengthening the reputation of the institution and spreading it far and wide.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/SPORTS-2020-2021-1.pdf

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	View File
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/4.1.3-LINKS.docx.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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)****1.63 Lakh**

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

LIBRARY FACILITIES**Computerization and administration of library:**

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

Total area of the library

2715.18 Sq. Mts.

Total seating capacity

Approx 200

Working hours

24 X 7 Reading Room throughout the year

8.00 a.m. to 6.00 p.m. Open Access Facility on working days

Layout of the library:

Library offers seating capacity for 140 students. In addition, a special room which accommodates about 60 students is kept open as additional reading space. 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 is provided for research scholars. In the staff common room, a separate mezzanine floor is created for study and research work. Special seating arrangement is offered for physically challenged students.

Digital Library & Research Centre (<https://www.hrcollege.edu/our-campus->

To provide opportunities to enhance research work and offer access to digital content for staff and students.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://www.hrcollege.edu/library/

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

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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)

0.38

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

1035

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

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 / Delland 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 and as per the time table provided to them. 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 anyclassrooms . All computers are connected to network on CAT 5 Cable. All computers have internet facility as they are 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 50 mbps speeds, bandwidth of which is provided by Hathway Internet Services and MTNL. The college possesses licenses for the Windows XP Professional with Service Pack 2, MS Office XP with Service Pack 2, Tally 7.2, Quick hill McAfee Antivirus 7.0, and multiple freeware / shareware softwares .

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hrcollege.edu/our-campus-2/

4.3.2 - Number of Computers

210

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

C.10 - 30MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

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)**

150.35

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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 was formed in 20-21 under the Chairmanship of Principal Dr. Pooja Ramchandani and Dr. Navin Punjabi as Coordinator. Infrastructure Committee suggested to Conduct Structural Audit of premises, effective utilization of all assets, external and internal repairs required, issue of gate-pass, improvising student computer ratio, regular monitoring of stock registers, beautification of mini-terrace, entrance lobby. The infrastructure committee investigates & submits the requirement of up gradation maintenance of various physical and academic support facilities required by faculties and students. There is an arrangement with different playgrounds, swimming pool, Oval Maidan, Kaivalyadham Yoga Institute to provide access to various facilities required for fitness events. The college has annual maintenance contracts with the following 1. Pest Control Mumbai: Pest control for college building 2. HI -Tech Enterprises: Xerox Machine 3. Lynx Synergy Solutions Pvt Ltd: Panasonic Kx-TD 1232 key telephone system 4. Aryan InfoTech: Tally Software 5. Eureka Forbes Ltd. 6. Zeromiles Technologies Services Pvt Ltd: College also has a dedicated team of in-house maintenance department .The college has appointed an IT co-coordinator for maintaining computers. The college follows all regulations & pandemic guidelines issued by UGC and State of Maharashtra from time to time.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.hrcollege.edu/infrastructure-policy/

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

7

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

19

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

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

A. All of the above

File Description	Documents
Link to Institutional website	https://www.hrcollege.edu/wp-content/uploads/2021/11/Voyager-2020-2021-1.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

1800

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

1800

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

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**

115	
File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File
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	
267	
File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File
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	
57	
File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File
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.

17

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

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 of the H.R. College of Commerce & Economics aims at developing personalities and providing endless opportunities in various aspects. It works towards the betterment of the students and their college experience. For the academic year 2020-21, the Students Council handled both the Junior College, Degree College, and M. Com online admissions as well as the Sports Council. From 26 to 28 2020 October, it hosted its marquee event Numero Uno, the online Pan-India Mathematics and Statistics Festival. 2000+ people attended the event, representing 14 intra-college groups from around India and more than 11 schools and colleges. On November 19, 2020, teachers and students were invited to the Diwali Celebrations, SOIRÉE OF LIGHTS. The Anti-ragging Campaign was held on 1st & 2nd December 2020 wherein the necessary information and preventive measures were spoken out. The Students' Council initiated H.R. VOICE , which is a mechanism to obtain student's feedback on various issues related to the college. Some of the important social initiatives taken during the academic year were FUNDRAISER CAMPAIGN in collaboration with Yusuf Meherally Centre, assisting teachers of ADAPT (Abled Disabled All People Together), Colaba. Students' Council also participated in events like

Arthanomics, AFCP & Finacc, Ka-ching, Moneta, Insight, Blaze, Sports Fiesta, and Talent Parade.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/Voyager-2020-2021-1-200-202-1.pdf
Upload any additional information	View File

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

59

File Description	Documents
Report of the event	View File
Upload any additional information	View File
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)	View File

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 the 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.

Ex HRites never hesitates to bring their best in the form of Guest Lectures and motivational sessions on the topics of interest, Visiting Lectures, bridging the gap between industry and academia, assisting in Industrial Visits, etc.

The Alimni play a significant role in facilitating internships

and placements for the students of the College.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/Alumni.pdf
Upload any additional information	View File

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

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

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

Vision statement:-

The Trustees, Executive Committee, Principals, Staff and Students of the HSNC Board visualize HR College as a World Class Centre of Excellence that will provide quality education with emphasis on research. The management and the trustees envisage a college that is responsive to the needs of the student community, and empower them to make a difference at the local, national and international level.

Mission:-

The mission of the college is to provide Excellence in Academics by constant innovation in education. Simultaneously the college wishes to create socially responsible global leaders with 21st century skills. In order to foster these skills, it has always pursued robust international engagements and attempted to create a nurturing as well as technologically advanced environment in college.

Academic functioning:-

The college inculcates a culture of collective responsibility amongst its faculty members of the various departments. It provides operational-autonomy at various levels which is visible in the following way. and Heads of the Departments, working under the supervision of the Principal and Vice Principal, are empowered and provided academic autonomy to prepare its academic planner.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/institutional-ethics/
Upload any additional information	View File

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

The College believes advocates and practices decentralization and participative management involving all its stakeholders.

- 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. All academic activities including the examinations are carried out and monitored under the supervision of the principal. Their conference/workshop / seminar fee is reimbursed by the college. They are also sponsored for orientation, refresher and short-term courses by the college.
 - The college is famous for its enormous level of extra and co-curricular activities where teachers and student associations play a dominant role. A special mention must be made of the NSS, WDC as well as other independently formed socially active student bodies headed by teachers such as SYNC, ENACTUS and SSAC.
- At the administrative and planning level, The college

functions under the guidance and supervision of the Principal, assisted by two Vice Principals. The latter along with the Registrar, administrative staff and faculty members execute the responsibilities of permanent affiliation and accreditation visits, quality assurance, and other administrative tasks.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/about-management/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Considering the external environment and analysing the opportunities available, the strategic plan is deployed in close consultation with the Trustees and President of HSNC Board. Every year the governing body looks after the planning and Principal takes forward the plan for implementation by involving the college entirely via different committees, heads of departments and students association. The committees like for infrastructure, examination, IQAC, CDC and other students committees review the plan and make their individual plans for the academic year wherein they plan out the activities to be conducted and determine the focus of the year. periodic meetings are conducted by the departments, association heads and committees to review the progress and identifies the gaps and make it as their important agenda in their future plan of action. The working of the committees, students association and statutory committees is visible on the website thorough its report of activities on web page in voyager and also in the form of minutes of meetings conducted along with the aim, objective and policies of the bodies. The document containing the list of these associations and committees is attached in the document.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/2021/06/HSNC-University-2021-2.pdf
Upload any additional information	View File

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.

The College has a two-tiered governance model encompassing the governing body consisting of the Trustees & President all of whom hail from eminent educational, social and philanthropic backgrounds. On the top and Principal at the College level assisted by the entire faculty, non-teaching staff headed by the College Registrar and various committees.

The College Management is actively involved in providing the vision and charting the roadmap for the long-term growth and Principal along with entire teaching and non-teaching staff zealously strive to achieve the objectives defined. Toward this end, various committees represented by the college LMC/CDC makes a detailed presentation bi-annually to the Management body of the activities conducted by the institution.

Administrative Set Up:

The Secretary and the Principal form the nucleus of the administration. The Principal is vested with the day-to-day running of the college. She has her team of Departmental Heads, the IQAC Coordinator, the Teachers' Council Secretary and the Head Clerk to assist her in the discharge of this work.

Service Rules:

The College is a constituent college of HSNCSate Cluster University of Mumbai and strictly adheres to the rules of the latter body.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/6..2.2_ADDITIONAL.docx.pdf
Link to Organogram of the institution webpage	https://www.hrcollege.edu/wp-content/uploads/ORGANOGRAM HR COLLEGE.jpeg
Upload any additional information	View File

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	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The College firmly believes in the development of its teaching and non-teaching staff and in keeping with this spirit, several professional and non-professional programmes have been organized to upgrade their professional competence as well as interpersonal relations. These are as follows

Teaching:-

- Participation in Conferences, Seminars and Workshops; Membership of Professional Forums such as IMC, BCCI, FICCI, CII, Advertising club, etc.; Awards and Appreciations on a regular basis.
- Air-conditioned staff room provided with all the modern amenities, computer facilities, Wi-Fi internet connection

and a well-equipped pantry; gym facility; Library with tailor made service facilities research and extension activities.

Non-teaching:-

- Medical Insurance sponsored regularly by college, subsidized fees, book bank facilities, special coaching for their children. Organization of regular yearly free health check-up and thalassemia check-up; provision of uniform. Sponsorship of classes for acquiring vocational and computer skills; supports staff applications for loans from bank; regular training sessions in soft skills.
- Support Staff is given minor repair work, mason's job etc.; They also double up as plumbers, carpenters and electricians, which not only gives them an opportunity to use their skills within the college premises but also to earn additional income.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/6.3.1-updated.docx.pdf
Upload any additional information	View File

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

04

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

02

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

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**

09

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

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 last five years the following promotions have been made

Grade I-II- Prof. Atul Sathe,

Grade II-III- Dr. Naveen Punjabi, Prof. Anjalli Vachhani, Dr. Rita Khatri, Dr. Jaya Manglani, Prof. Saleha Sayyed

Grade III- IV: Dr. Pooja Ramchandani, Dr. Madhu Kelkar, Dr. Priyamvada Sawant, Dr. Paromita Chakrabarti, Dr. Amit Nandu, Dr. Chandani Bhattacharjee, Dr. Rani Tyagi and Dr. Madhuri Tikam.

The non-teaching staff is similarly recruited as per government rules and regulations.

The non-teaching staff too is promoted as per standard government norms. Each post requires an NOC from the Joint Director. Non-teaching staff is employed for aided as well as unaided courses. This year Rekha Sawant was promoted as Head Clerk, Vimal as senior Clerk and Mahinder and Dinesh as Library attendants.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/Guidelines-for-CAS.pdf
Upload any additional information	View File

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	https://www.hrcollege.edu/wp-content/uploads/audited-letters.pdf
Upload any additional information	View File

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)

207645

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

H.R. College believes in utilizing its tangible and intangible infrastructural resources in the best possible way.

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

- Paramarsh
- Tuition Fees which is the main source of funds
- Interest form Fixed Deposits
- Salary Grants from State Government
- Fee from students

Salary and Non salary expenses are the regular source of expenditure. Bills are sent to the management which then sends the money for salary and non-salary expenses. An annual budget is prepared according to the needs of various students' clubs. Various organizations are approached to sponsor events.

Space: 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.

Intellectual and other Intangible Resources: College 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	https://www.hrcollege.edu/paramarsh/
Upload any additional information	View File

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

Practice 1- IQAC has institutionalized the concept of 'constant innovation'. For instance, online systems first used in admissions even before the pandemic, were used to aid teaching in the lockdown period. The College initiated several training programmes for the administrative and teaching staff focused on upgrading digital skills through the use of zoom, Google meet, and other such platforms. Conduct and assessment of exams project submissions has been online ever since. Further, all our student

clubs conducted programmes, festivals and webinar online throughout the year. The administrative staff received training on how to generate reports, conduct verification, provide help with online admissions etc.

Practice 2- IQAC significantly contributed towards the development of research-oriented culture in college. With that aim in mind, various programmes including seminars, workshops, students' exchange programmes, certificate programmes, soft skill training workshops for quality enhancement in research and education, have been regularly organized. The Research and Advisory Committee (RAC) was constituted on December 8, 2020 to periodically review and guide research scholars to develop the study design and methodology of research, assisting the progress of the research work of the research scholar. It also offers opportunities for research at the international level.

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/6.5.1.docx-1.pdf
Upload any additional information	View File

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

Every effort is made to adapt the Lecture Method to include improved lecturing practice', to encourage active student participation. The CAL (Computer-Assisted Learning) Method has revolutionized teaching at H.R. as it has introduced 'The Demonstrative Method' of teaching. Project-based learning, Case Study, Role Play, Simulations and Games Brainstorming Sessions Guest Speakers from the industry etc. have become common methods of teaching at H.R. Technology has been well integrated into the curriculum. The College library possesses hundreds of DVDs, VCDs and CDs on wide-ranging subjects to be used in class. The college has state-of-the-art infrastructure, tech-savvy conference rooms, seminar rooms, classrooms and computer laboratories. All staff and students have internet access as the college has been made wire free. Tutorial work or 'Practicals' involve problem solving, analyzing and decision making, and ensure personalized attention from the teacher.

The college now also offers specialized courses apart from- (BMS), Bachelor of Commerce (Accounting & Finance) - such as BAF and Bachelor of Arts in Multimedia & Mass Communication - BAMMC, Bachelor of Commerce (Banking & Insurance) - BBI, Bachelor of Commerce (Financial Markets) - BFM, Bachelor of Vocation - B.Voc. (Retail Management), Bachelor of Vocation - B.Voc. (Tourism & Hospitality Management), Bachelor of Vocation - B.Voc. (Wealth Management)

File Description	Documents
Paste link for additional information	https://www.hrcollege.edu/wp-content/uploads/6.5.2.docx-1.pdf
Upload any additional information	View File

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)

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.hsncu.edu.in/#
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

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

1. FRAME OF MIND September 12-17, 2020
2. PHOTOGRAPHY GUIDANCE SESSION September 12, 2020
3. NAZARIYA - THE PANEL DISCUSSION November 14, 2020
4. WOMEN'S DAY March 8, 2021
5. PROJECT INCREDIBLES December 6-9, 2020

File Description	Documents
Annual gender sensitization action plan	https://www.hrcollege.edu/wp-content/uploads/WDC-action-plan.docx.pdf
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	https://www.hrcollege.edu/wp-content/uploads/7.1..1_b.docx.pdf

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

C. Any 2 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

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

Waste management is one of the biggest challenges that urban India faces. It is not just India, but the whole world faces the menace of mountains of waste on our planet. Every plastic that has ever been produced on this planet still exist on our seas, oceans and lands. Menace of plastic waste is a big threat to the existence of our planet. In this particular waste management essay, we shall be concentrating mainly on plastic waste because it is one of the biggest looming threats to our country. There are other waste as well which are organic and inorganic nature which can be artificially or naturally degraded but plastic is one such material where scientists have failed to find a suitable solution for degradation.

E- waste or electronic waste refers to discarded electronic products ranging from computers, equipment of Information and Communication Technology (ICT), home appliances and peripherals of these devices. The rapid boom in the IT industry has led to a surge in the usage of electronic gadgets. The latter get out-of-fashion and redundant at a fast pace, as a result of which they are discarded more frequently. Electronic waste is generated when electronic and electrical equipment become unfit for their originally intended use or have crossed the expiry date. Computers, servers, etc get fast replaced with newer models due to the rapid technol the Environmental Performance Index as per a report released by the World Economic Forum.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	View File

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

C. Any 2 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

- 1. Restricted entry of automobiles**
- 2. Use of bicycles/ Battery-powered vehicles**
- 3. Pedestrian-friendly pathways**
- 4. Ban on use of plastic**
- 5. Landscaping**

C. Any 2 of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

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

C. Any 2 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment

5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	View File

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).

HR College believes in providing inclusive environment to all its stakeholders viz teachers, non teaching staff, associates, etc. irrespective of their gender, caste, language, religion and socio-economic status. At college we celebrate festivals like Diwali, Christmas, Chetichand, Gudipadva, etc.

There is annual Satyanarayana Pooja on auspicious day of Makar Sankranti where everyone takes active part. College has marathi vangdmai mandal, hindi sahitya parishad, sindhi sangat and french club who organaise various programmes to promote local languages and culture. College provides various facilities like subsidies education for children of staff, infrastructural facilities to create equatable opportunities to everyone.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

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.

During the classes the concerned subject teachers make cautious efforts to have group discussions , quiz competitions and discussions on global case studies on the areas mentioned above.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://www.hrcollege.edu/wp-content/uploads/2021/08/FYBCOM-Syllabus.pdf
Any other relevant information	https://www.hrcollege.edu/wp-content/uploads/2022/01/SYBCOM_Syllabus.pdf

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. Any 3 of the above

File Description	Documents
Code of ethics policy document	View File
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	View File
Any other relevant information	View File

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

HR College has philosophy commemorating days of national and international significance to inculcate the values and to makes students realise importance of culture and environment, fitness etc. The institute believes in organising various programmes such as :

- 1. World Environmental Day to create envirnmental consciousness amongst the students of the college.**

2. NSS Day to remind students about their responsibility towards various stakeholders.
3. International Days Yoga to sensitize towards the importance of physical and mental health through yoga practices.
4. Constitutional Day to makes students understand about their constitutional duties, rights and obligations.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

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:

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

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.

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	www.hrcollege.edu/best-practices-institutional-distinctiveness
Any other relevant information	https://www.hrcollege.edu/wp-content/uploads/7.2.1.pdf

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

The Vision and thrust of organization is reflected through the following key activities and 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	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

Future Plans:-

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.