

**Name of Institute: Symbiosis Centre for Management and HRD**

**PART A**

The Plan of action Chalked out by the IQAC in the Beginning of the Year towards Quality Enhancement and the Outcome Achieved by the End of the year.

<b>Plans for 2012-13</b>	<b>Achievements</b>
<b>Internationalization</b>	<p>In January 2013, SCMHRD qualified the Eligibility Criteria for AACSB accreditation</p> <p>Full bright Scholar, Prof George Wyeth from US Environmental Protection Agency carried out his research on sustainability in Pune from SCMHRD for three months February-April, 2013.</p> <p>Prof Kunal Kumar visited Duale Hochschule, Baden- Wurttemberg (DHBW) , Ravensburg, Germany (April- May, 2013) under a three week faculty exchange program for teaching during which he taught ‘International Finance’</p> <p>Emi Fujimaki of Kanagawa University, Japan and Sakura Yoshino of Yokohama City University, Japan came to SCMHRD under student exchange program.</p> <p>SCMHRD students Sangeeta Sarkar and Richa Sukhla participated in Maastricht University in a summer school.</p>
<b>Research Mobilisation and Technology Upgradation</b>	<p>39 research papers were published by faculty in 2011-12 in peer reviewed journals and 11 faculty participated in national/international conferences in India and abroad</p> <ul style="list-style-type: none"> <li>• Dr Kunal Kumar’s paper “Effect of Business Group Affiliation in competitiveness Seeking FDI Investment Category" has been selected as best paper at 6th Doctoral Colloquium 2013 at IIM Ahmedabad Jan 7-9, 2013.</li> <li>• Prof Kaushik presented his paper in the Labor Employee Relations Associations (LERA)Symposium at the annual conference of American Economic Association (AEA) and Allied Social Science Association (ASSA) held at San Diego, from 4th – 6th January 2013.</li> <li>• Prof Dipali Krishnakumar presented the paper "Cross border v/s Domestic Acquisitions", co authored with Prof Chidambaran from Fordham university, NY and Prof Madhvi Sethi from SIBM, Bangalore. at the Eastern Finance Association Annual Meeting in Florida in April 2013. The conference was attended by faculty and researchers from universities around the globe. She was the discussant for the paper " Preparing for Victory - How to Create Long-term Merger winners" by authors from Durham University, UK</li> </ul>

	<p>and Renmin University Finance School, China. In addition she had the opportunity to chair a session on Future Prices and markets, which involved three paper presentations on the theme of future prices and markets.</p> <ul style="list-style-type: none"> <li>• Dr. Kaushik Chaudhuri, HOD in HRM at SCMHRD has been nominated as the Track Chair in Human Resources Management in the 25th Annual Conference of International Academy of Business Disciplines (IABD) held at Atlanta USA from 11th April to 13th April, 2013. The theme of this year's conference was , “ the Importance of research to the global community”. Prof. Kaushik apart from being HR Track Chair , also Chaired the session for Human Resource Management and Management of Diversity in the conference. He presented his research paper titled, “Impact of HPWS on Commitment and Working Life of Mid-level Japanese Managers : An Empirical Study,” in this session.</li> <li>• The prestigious and highly competitive grant under the Shared University Research (SUR) of IBM has been awarded to SIU this year for the joint proposal of SCMHRD and SCIT to support the project which intends to study the Enhanced Customer Insights and HR Analytics using integrated analysis of psychometric and Social Media by the team of Dr. Vinita Sinha and Prof. S Vijayakumar Bharathi from respective institutes . Based on the research two papers were published in 2012-13 in scopus indexed journals</li> </ul>
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## PART B

### 1. Activities Relating to goals and objectives of the institute

Goals and Objectives	Activities
<b>Internationalisation</b>	<p>SCMHRD set up new mission and vision statements to fulfill the achieving AACSB accreditation.</p> <p>There was an exchange program with Duale Hochschule, Baden-Wurttemberg (DHBW) , Ravensburg, Germany.</p> <p>Two faculty chaired International Academy of Business Disciplines (IABD) And Eastern Finance Association Annual Meeting in Florida in April 2013</p>
<b>Creation of Global Leaders and Entrepreneurs</b>	<p>Students across 18 clubs and committees organized various national level events successfully.</p> <p>Participated and won awards various awards.</p> <p>Students participated in international conferences and published several</p>

	research papers
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## 2. New Academic Programmes Initiated/ Proposed

No new programs started

## 3. Innovations in Curriculum design and transaction

S. No.	Pedagogy
1.	Use of “Social Networking” in teaching pedagogy introduced in
2.	<b>More project based courses introduced.</b>
3.	Faculty in operations along with students developed a simulation game which was published in SCOPUS indexed journals

<b>New Course introduced during April2012-March2013</b>
Introduction to Sustainability
Sustainable Management – Marketing
Sustainable Management – Finance
Sustainable Management – Operations
Sustainable Management - Human Resources
Ethics, Governance and CSR in Business
Oracle Financials
Project on social, behavioral sciences and HRM
Fixed income securities
PeopleSoft – HRM
Cases in Game Theory

Strategic Retailing
HR in Rural, Trade unions & NGOs
Cases in IR

4. **Interdisciplinary programmes started: None**

5. **Examination Reforms Implemented:**

**SCMHRD aligned its teaching & evaluation to the new CGPA**

6. **Candidates NET/ SLET/ GATE etc. :**

Prof Pratima Sheorey  
 Prof Sonali Bhattacharya  
 Prof Shagun Thukral  
 Prof Manish Sinha  
 Prof Shivani Raghav  
 Prof Abhijit Bhagwat  
 Prof Smit Gade  
 Prof Abodh Kumar

7. **Number of Seminars and Workshops Conducted:**

S. No.	Conference Title Name	National / International	Year in which conference was Organized
1	Annual Financial Summit on 'FOREIGN EXCHANGE'	National	2013
2	ASTUCE'13 on 'Going Back to the Basics of HR'	National	2013
3	"Lean and Six Sigma Excellence Awards 2012" on 5th and 6th October, 2012. The theme for this year's awards was "Enhancing Sustainability through Lean and Six Sigma"	International	2012
4	Marketing Conclave	National	2013

8. **Initiative Towards FDP Programme:**

Sl No	Name of Faculty	Details of Workshop/ Seminar	National / International	Name of the Workshops/ Conferences/ Seminars	Period

1	Vinita Sinha, Kaushik Chaudhari, Sonali Bhattacharya, Priya Gupta	Workplace Big Five Personality	National	by CENTACS in SCMHRD	31st Jan- 2nd February , 2013
2	Vinita Sinha, Kaushik Chaudhari, Sonali Bhattacharya,	COGNOS Training	National	byIBM in SCIT	4-5th March, 2013
3	Ulka Dudhal, Sonali Bhattacharya, Vinita Sinha, Vaishali Mahajan, Radhika Nadkarny, Dipali Krishnakumar, Prakash Waknis, Venkatesh Murthy, Kiran Karande	" Teaching Skills" at ELTIS	National	TLRC at ELTIS	on the 13th of August 2013
4	Shivani Raghav, Vaishali Mahajan, Radhika Nadkarny	FDP "Handling Students Critical Issues"	National	TLRC at ELTIS	22-Jul- 13
5	Radhika Nadakarny	EQ Leadership Summit at TISS	National	TISS	12th- 13th January 2013
6	Prakash Waknis	Infrastructure Outlook 2013	National	Mumbai	July 1-2, 2013.
7	Aradhana Gandhi, Shagun tukral	Interpretive structural Modelling	National	SIU	28th August, 2013

## 9. Research Projects Implemented/ Completed

### a. Research Projects Initiated/Completed

Year	Research Proposals / Projects	Funding Agency & Amount
2012- 13	Joint proposal of SCMHRD and SCIT titled “ Enhanced Customer Insights and HR Analytics using integrated analysis of psychometric and Social Media” by the team of Vinita Sinha and S Vijayakumar Bharathi from respective institutes has been awarded Shared University Reward 2012	IBM. The institute received \$1250 for the project.
2013	Designing Warehouse Facility	Tata Chemicals-Rs. 64,5000/-

2013	Prof Raji Ajwani authored a report on the status of Self Help Groups in Maharashtra : The findings of this study were presented at the NABARD regional office in Shivaji Nagar. Primary Data Collected from 253 SHGs promoted by 26 SHPIs across 37 villages of 12 blocks in 6 districts (ppt available)	Grant- Rs 1,00,000/-
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b. **Research Papers by Faculties**

SLNO	Name of Faculty	Name of Refereed Journal	National International	Title of the Paper	Year of Publication
1	Sinha, Vinita; Subramanian, K. Bhattacharya, Sonali. Kulkarni, Ravi Chaudhuri, Kaushik.	International Journal of Cyber Behavior, Psychology and Learning (IJCPL), & publication of IGI Global USA	International	A Literature review on human behavioural pattern through social media use; An Human Resource Perspective	2013
2	Chaudhuri, Kaushik	Labor Employee Relations Association Series ( LERA) University of Illinois Urbana Champagne	International	Mind Sets of Indian Employees in an Indian based Japanese Company A Qualitative Study.	2012
3	Sinha, Vinita; Subramanian, K. Bhattacharya, Sonali Chaudhuri, Kaushik.	Management- Journal of Contemporary & Management Issues	International	The Contemporary Framework of Social Media Analytics as an Emerging Tool for Behavior Informatics, HR Analytics and Business Process	2012
4	Anant Gupta	Procedia - Social and Behavioural Sciences	International	Unit linked insurance products (ULIPs) Insurance or investment?	2012
5	Anant Gupta	International Reinsurance Review	National	The Indian insurance industry: yesterday, today and tomorrow	2012
6	Bhattacharya, Sonali	The IUP Journal of Mechanical Engineering 5 (3), 51-57	National	Minimum and Maximum Distances between Failures in Circular Sequences	2012
7	Bhattacharya, Sonali and Bhattacharya Shubhasheesh	Encyclopedia of Creativity, Invention, Innovation, and Entrepreneurship	International	Innovation System of India	2013
8	Bhattacharya, Sonali And Parashar, Neha	International Journal of Business Ethics in Developing Economies	National	An Ethical Overview of Corporate Governance in India: A Balanced Scorecard Approach	2012

9	Bhattacharya, Sonali	Studia Scientiarum Mathematicarum Hungarica (2012)	International	Joint distributions of circular runs of various lengths based on multi-colour Pólya urn model	2012
10	Sen, K; Agarwal M and Bhattacharya, S	Communications in Statistics – Theory and Methods (Accepted, 2013)	International	Geiger-Counter Type Pólya-Eggenberger Distributions	2013
11	Bhattacharya, Sonali	Journal of Human Values	International	A global spiritual index-predictors & relationship to crime'	2013
12	Bhattacharya, Sonali and Joshi Jyoti	Indian Journal of Higher Education.	National	Greening the Higher Education	2013
13	Gupta, Priya ; Guha, Samapti and Subramanian, K. S	D. Encyclopedia of Creativity, Innovation, and Entrepreneurship	International	SME Growth and Influence of Internal and External Environmental Factors	2013
14	Gupta, Priya ; Guha, Samapti and Subramanian, K. S	D. Journal of Innovation and Entrepreneurship	International	Firm Growth and its determinants	2013
15	Mahajan, Vaishali	International Journal of Logistics and Systems Management (IJLSM).	International	A New Strategic Approach of Fuzzy Quality Function Deployment (F-QFD) and Analytical Hierarchy Process (AHP) in Construction Industry?"	2013
16	Joshi, Jyoti	International Journal of Management and Marketing Research	International	Snow in dessert: Generating Sustainable Value on the Technology Highway for Creating Environmental Friendly Society	2013
17	Joshi, Jyoti	Excel International Journal Of Multidisciplinary Management Studies	International	Wittingly Mad: Pedagogical Changes Enforced by Popularity of Social Networking Sites in Management Studies.	2012
18	Joshi, Jyoti	Academia : An International Multidisciplinary Research Journal	International	CSR – Role Of Socio-Industrial Factors: Media and NGO.	2012
19	Joshi, Jyoti	Prabhandhan :A Journal of Business Administration.	National	Rural BPO Woman Empowerment and Communication.	2013
20	Joshi, Jyoti	IJMRA-PSS(IJPSS)(INTERNATIONAL JOURNALS OF MULTIDISCIPLINARY RESEARCH ACADEMY)	National	Review of the book Research Methodology Concepts and Case.	2012
21	Joshi, Jyoti	Asian Journal Of Multidimensional Research(AJMR)(2012)		Review of the book Research Methodology Concepts and Case.	2012
22	Joshi, Jyoti	South Asian Journal of Management Association of Management Development Institutions in South	National	Review of the book Case Studies in Marketing Management	2012

		Asia(2012)			
23	Joshi, Jyoti	IJMRA(INTERNATIONAL JOURNALS OF MULTIDISCIPLINARY RESEARCH ACADEMY)	National	Review of the book Ethics, Business and Society Managing Responsibly.	2012
24	Joshi, Jyoti	Knowledge Hub	National	Review of the book Case Studies in Marketing Effectiveness Selected entries from SPJIMR Marketing Impact Awards	2012
25	Venkatesha Murthy R Bino Paul GD Puja Dave	Indian Journal of Corporate Governance	National	CSR at Shipping Corporation of India	2013
26	Dipali Krishnakumar, Madhvi Sethi	Academy of Accounting and Financial Studies	International	Methodologies Used to Determine Mergers and Acquisitions' Performance	2012
27	Madhvi Sethi, Dipali Krishnakumar	Academy of Accounting and Financial Studies	International	An Analysis Of Characteristics of Large Cross-Border Mergers and Acquisitions	2013
28	Thaly, Priya & Sinha Vinita	Global Business & Organizational Excellence: A publication of John Wiley & Sons.	International	A case study entitled "To Prevent Attrition in Business Process Outsourcing, Focus on People	2013
29	Sinha, Vinita Subramanian K.S.	Business Education & Accreditation, (EA-IBFR)	International	The Pioneer of Benchmarking Educational Excellence in India" is to be published	2013
30	Sinha, Vinita	International Journal of Indian Culture and Business Management (IJICBM), Inderscience Publications	International	An Empirical Study of Quality of Work Life Among Employees of Public Sector, Private Sector and Entrepreneurs	2013
31	Sinha, Vinita Subramanian, K.S.	Global Business & Organizational Excellence: A publication of John Wiley & Sons.	International	Organizational Role Stress across Three Managerial Levels: A Comparative Study	2012
32	Sinha, Vinita	International Journal of Electronic Customer Relationship Management (IJECRM), Inderscience Publications	International	Managers Challenges to Widen Global Excellence and Talent Management in Post-Recession World of Business & Information	2012
33	Raji Ajwani	'Prajnan' NIBM's research journal. (2013)	National	Revisiting the Base of the Pyramid: An Inclusive model based on Gandhi's Ideology'	2013
34	Manoj Hudnurkar	International Journal of Systems Assurance Engineering and Management, 1-23 (2013)	International	Collaborative supply chain: insights from simulation	2013

35	Manoj Hudnurkar	International Journal of Productivity and Performance Management, Emerald (Accepted)2013	International	Multi-criteria supply chain performance evaluation: An Indian chemical industry case.	2013
36	Manish Sinha	Developing Country Studies (2013)	International	The Impact of Interest Rate Futures on the underlying Interest Rate Markets in India	2013
37	Deepak Roy	International Journal of Intellectual Property Management (2012)	International	"Intellectual Property Strategy for Competitive Advantage"	2012
38	Ravi Kulkarni	International Journal of Diabetes in Developing Countries,	International	Efficacy of Yoga Based Life Style Modification Program on medication score and lipid profile in Type 2 Diabetes - a Randomized Control Study.	2012
39	Abodh Kumar	Economic and Political weekly	International	Paanwalas in Mumbai: Property Rights, Social Capital and Informal Sector Livelihood	2012

**c. Papers Presented in Conferences**

S. No.	Name of Faculty	Details of Conference Proceeding	National / International	Title of the Paper	Year of Publication
1	Sonali Bhattacharya	Proceedings of AMDISA 12th South Asian Management Forum; Theme: Developing South Asia as a Global Hub of Management Professionals - Role of Management Education	International	Four Step Integrated Approach for Business Education in South Asia	2013
2	Sonali Bhattacharya	Proceedings of International Conference on Trade, Markets and Sustainability	International	Indian renaissance in 21st century: Management education, thoughts and practices for betterment of business, nation and society	2013
3	Aradhana Gandhi	Proceedings of International Conference on Trade, Markets and Sustainability	International	A Strategic Resource Management Model Case study to benchmark the performance of two generalized retailers in India: Shoppers stop Ltd. and Trent Ltd	2013
4	Gurudas Nulkar	Proceedings of International Conference on Trade, Markets and Sustainability	International	Competitive advantage for SMEs through Green business Strategies	2013
5	Aradhana Gandhi	Issues and Challenges in Retail Sector and Foreign Direct Investment in India and Across the World, SCMS UG	National	Understanding the need of FDI in retail	2013

		conference			
6	Raji Ajwani	AIB India Conference held at IIM-B on April 15-17 2013	International	Achieving Business Success by Empowering Women & Communities at the Base of the Pyramid in Emerging Economies"	2013
7	Jyoti Joshi	IIM Bangalore. (ISBN: 978-81-924713-1-0) (2012)	International	Penny Wise Pound Foolish: A Study of the Struggles Faced by Handicraft based Services In Special Context of Rajasthan.	2012
8	Jyoti Joshi	IIM Shillong. (2012)	International	Sustaining My Bread: A Study on the Sustainable Business Practices by Rural Woman Entrepreneurship	2012
9	Kunal Kumar	Best paper at 6th Doctoral Colloquium 2013 at IIM Ahmedabad Jan 7-9, 2013.	National	Effect of Business Group Affiliation in competitiveness Seeking FDI Investment Category	2013
10	Kaushik Chaudhuri	Track Chair in Human Resources Management in the 25th Annual Conference of International Academy of Business Disciplines (IABD) held at Atlanta USA from 11th April to 13th April, 2013.	International	Impact of HPWS on Commitment and Working Life of Mid-level Japanese Managers : An Empirical Study	2013
11	Dipali Krishnakumar	Eastern Finance Association Annual Meeting in Florida April 2013.	International	Preparing for Victory - How to Create Long-term Merge winners	2013

**10. Patents Generated, if any : NA**

**11. New Collaborative Research Programmes:**

a. SCMHRD led by Dr Vinita Sinha and SCIT led by Prof S Vijaykumar Bharathi won the Shared University for the project titled “ Enhanced Customer Insights and HR Analytics using integrated analysis of psychometric and Social Media” . The institutes received \$1250

**12. Research Programmes received from various agencies: None**

**13. Details of Research Scholars**

S. No.	Name of Ph.D. Scholar	Address	Topic of Research	Guide Name
1.	K S Subramanian	SCMHRD	Role of knowledge in supporting sustainable family business in India	Dr Asha Naik

2.	Aradhana Gandhi	SCMHRD	A Study of technology adaptation in supply chains of organized retail	Dr Ravi Shankar
3.	Deepak Roy	SCMHRD	Impact of Intellectual Property on Company Performance in the Infomation Technology Industry in India	Dr Arun Mubidri
4.	Dipali Krishnakumar	SCMHRD	A phase wise study of cross borders acquisitions by firms emerging Markets	Dr Madhavi Sethi
5.	Pratima Sheorey	SCMHRD	Consumer Engagement Management using experiential marketing approach	Dr Kaushik Mukerjee
6.	Manish Sinha	SCMHRD	A Study of the relationship between Financial Assets market and the exercise Monetary Policy in India between 1991 and 2010	Dr Y G Shivaram
7.	Raji M Ajwani	SCMHRD	Role of Microfinance Interventions in women empowerment. A comparative study the rural and urban poor in Pune district (Maharashtra)	Dr S V Kuwalekar
8.	Manoj Hunurkar	SCMHRD	Development of a decision making model integrating BI, BPM and KM	Dr Urvashi Rathod

#### 14. Citation Index of faculty

Name of the faculty	Area of Specialisation	Citations
Sonali Bhattacharya	Quantitative Techniques	38

Vinita Sinha	HR & OB	5
Rakesh Raut	Operations	25
Ravi Kulkarni	Quantitative Techniques	16

### 15. Honors/Awards to Faculty

- Best professor in Finance awarded to Prof. Sneha Chhoti and the Best professor in Economics awarded to Prof. Abodh Kumar. The event was organized in Mumbai by Business School Affaire in association with Hindustan Unilever Limited.
- Best Teacher in Human Resources awarded to Dr. Vinita Sinha in Amar Ujala B-School Excellence Award in 20th Dewang Mehta Business School award for Leadership
- Dr Kunal Kumar's paper "Effect of Business Group Affiliation in competitiveness Seeking FDI Investment Category" has been selected as best paper at 6th Doctoral Colloquim 2013 at IIM Ahmedabad Jan 7-9, 2013.

### 16. Internal Resources Generated

S. No	Title	Faculty Assigned	Duration (In Days)	Off Campus	Income
1	Aker Subsea: personal-team-organization improvement	Priya Kher, Suresh Vishwanath, Arvind Lokare and Sriram	Every Saturday of May and June		
2	Tata Chemicals: "Market effectiveness"	Suresh Vishwanath and Preetam Salvi	3 days	25-27 <sup>th</sup> Sept 2012, at Voltas MDP centre	18000
3	Wapcos & Ocean World				450545
Total					630545

### 17. Details of departments getting SAP assurance/recognition: None

### 18. Community Services:

"Shapath", "Prayatna" and "Teach India" are CSR activities in which all the students take part actively.

**Prayatna**, An Initiative for Social Change, is a registered non-profit Non-Government Organization run by students from three colleges: Symbiosis Institute of International Business (SIIB), Symbiosis Centre for Information Technology (SCIT) and Symbiosis Centre for

Management and Human Resource Development (SCMHRD) at the Symbiosis InfoTech Campus (SIC), Hinjewadi, Pune

Its aim is to:

- To help in the education of children from poor sections of the society.
- To give them guidance and inculcate moral values in them.
- To help in their overall personality development.
- To make the society especially the parents aware of the importance of education.
- To make the parents a responsible stakeholder in their child's growth.

s.H.A.P.A.T.H , the CSR cell of SCMHRD, was born in the year 2008, with an oath taken by the students, faculty and staff of SCMHRD - an oath to curb the growing menace of Human Trafficking. The focus for the team has always been on touching lives, and spreading smiles, amongst those women and children, who have been scarred for no fault of their own. As a part of our rehabilitation efforts, on (06/11/2012), we organized an art therapy session, at the State Rehabilitation centre, Mundhwa, Pune. Ms. Radhika Nandkarny (Faculty-HR, SCMHRD) not only managed to bring joy to the inmates, but also helped them to open up their bottled feelings and emotions, through various activities involving art. It was an enlightening experience to realize that these girls and women, on whom the society frowns upon, are just like us, with similar dreams and aspirations. They felt relieved and de-stressed due to the session, which at times, proved to be cathartic for them.

That week the students of SCMHRD joined hands for an awareness campaign on the grave issue of human trafficking as part of its CSR cell-S.H.A.P.A.T.H.'s initiative. This year the drive had a 3 tiered agenda- to discourage human trafficking and the demand for trafficked sex, to get a petition signed to change the law to criminalize the buyer of prostituted sex instead of the victims who don't have a choice, and to raise funds for such women for their rehabilitation, and to help them secure a dignified livelihood.

Till last year it was conducted in various parts of Pune with MBA students of SCMHRD going out, enlightening people about the cause and selling wrist bands to raise funds for the rehabilitation of women rescued from the flesh trade. In doing so, their management skills are implemented practically and put to test in planning the two – day event, handling the enormous logistics and selling of bands to the right audience to create awareness as well as to generate funds for the cause.

This year, S.H.A.P.A.T.H. launched the first phase of its Band Drive on 1st and 2nd of September, covering more areas of Pune as compared to the last year. Around 300 student volunteers went out on the streets of Pune to carry forward the legacy, sell bands and create awareness on a massive scale

**19. Teachers and Officers Newly Recruited:**

Dr Kunal Kumar  
Dr Suresh Jakhar  
Dr Kiran Karande  
Ms Gauri Joshi

**20. Teaching and Non-Teaching Staff Ratio:  
33:35**

**21. Improvements in Library Services:**

- A dedicated cupboard for Infrastructure Management (IM) books allocated in the existing library, so that students can locate books easily.
- A separate dedicated library for referring to books of Harvard Business Publication
- Subscribed to Harvard Licensed Usage and ScienceDirect Publication (one quarter)

**22. New books/journals subscribed and their value:**

648 new books were added. Budgeted amount on library resources were INR 105.48 lakhs and the expenditure was INR 65.72 lakhs

**23. Courses in which student assessment of teachers is introduced and action taken on feedback**

- a. Feedback are taken twice a semester in the 6<sup>th</sup> week and at the end of the semester.

**24. Unit cost of Education: INR 221138.05**

**25. Computerization of administration and process of admissions and examination results, issue of certificates**

Admission process is a completely online process. Candidates can apply to the institute through the online application form. They can also purchase the prospectus of the institute through our online payment gateway. Also once applied, the institute keeps the candidate updated with the shortlist results and other updates through the website and our email gateway system. If the candidate is shortlisted for our group process, the candidate receives the information instantly on his mobile phone in the form of a short message. The candidate can

then select desired date and slot for the group process online taking into account his work commitments and calls from other institutes. The group process too uses technology by facilitating entry of scores of candidates in an online integrated system which completely eliminated the need of data entry and speeds up the process. Online Examination System enables students to view their results online on the internet on the institute's website. Students login and can view all historic scores and various analysis of it. They can view their rank for a particular test, subject or even semester through the semester performance summary report, average scores, toppers list etc.

Information related to attendance now can be availed through internet instead of through intranet.

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#### **26. Increase in Infrastructural facility:**

Yes. Three years ago a new campus was constructed and one of the constituent institute of SIU, i.e., SIIB was shifted there. The old infrastructure was then (Two floors of present infrastructure of SCMHRD) handed over to SCMHRD for promoting the good teaching and learning environment.

With availability of additional infrastructure we could start various new student initiatives such as recreational facility in the form of music room, additional computer labs for Analytics, MDP room, video conferencing facility.

#### **27. Technology Upgradation:**

Subscribing to database Euromonitor. Upgrading License of SPSS

#### **27. Computer and internet access and training to teachers and students**

- a. Students have been trained on Basics of Computers as part of Foundation course, through e-learning module..
- b. All faculties are computer literate.

#### **28. Financial Aid to Students:**

The Institute facilitates students in getting 'Educational Loans' from Banks.

#### **29. Activities and Alumni Association:**

- We have alumni cell run by the students. All alumni related information can be availed from the portal "SAATH" at the SCMHRD website.
- A monthly magazine, Sandesh is released every month
- Calendar rollouts for 2012-13 were sent to the alumni.
- Alumni's are updated with all the major events of the Institute.
- Alumni meets were held in all major cities of India.
- Alumni Home Coming took of Batch 2003 was held.

#### **30. Activities and Support from Parent-Teacher Association: None**

#### **31. Health Services:**

Symbiosis Centre of Health Care (SCHC), the in house health care centre makes conscientious efforts for the overall development of its staff & students by providing preventive, curative and health promotion programmes to enhance optimal health, reduce risk of disease, prevent injuries and promote healthy lifestyle choices.

The following primary health care services are provided by the SCHC:

- Preventive & Promotion healthcare Programme

- Annual Health Check up. It is conducted for all staff & students once a year and a record is kept in the individual Health Card.
- HIV testing Policy. All international students are required to undergo HIV testing at SCHC only at the time of admission as per UGC norms
- Health Education. SCHC organizes numerous seminars, camps, workshops on various aspects of health.
- Doctors and nurses available 24/7 and visited by a dietician once a week.

### Curative Health Care Programmes

- Out Patient Department (OPD) services - These are provided in the Campus by medical Officers of SCHC. It also has its own Ambulance which is available in the Campus 24x7.
- Medical Insurance. Every student and Staff member at Symbiosis is covered under a Medical Insurance Scheme.
- The campus has an ambulance.

### 32. Performance in Sports Activities

### 33. Incentives to Outstanding Sportsperson: None

### 34. Student Achievements Awards:

S. No.	Name of Event (Give details of each event)
1	Best summer project award by Wipro
2	Research Paper "Finding the right balance: The Indian working women," has been selected for presentation and proceedings in the 42nd IFTDO World Conference and Exhibition in New Delhi during April 23-26, 2013.
3	Four research papers selected for presentation in 10th AIMS International Conference to be held at IIM Bangalore from January 6th -9th , 2013.
4	Research papers authored by students with HR specialization from MBA batch 2011-13 , have been accepted for presentation in "The 2nd International Conference, "Reshaping Organizations to Develop Responsible Global Leadership" , organized by Nepal Academy of Management. ", patronized by noted academicians, Prof Chris Brewster ( University of Reading) and Prof Garry Bruton ( Texas Christian University) and other academicians.
5	Shweta Shankar won the 1st prize in 'Cut the mustard' - a flagship event of OJAS 5.0 at S.P Jain Institute of Management and Research, Mumbai on 05-Jan-2013.
6	<b>Ankit Sharma</b> of MBA Finance, <b>Sandipan Deb</b> of MBA HR and <b>Mehak Syal</b> of MBA HR emerged as the <b>national runners-up in cHRysalis</b> - a <b>national level HR case study competition at Transcend '13 - SIBM - Pune's</b> annual management fest
7	Football team of SCMHRD won this all India level Football tournament and became Gold Medalists by beating MDI, Gurgaon in final by 2-1
8	The team "Mature Bonds", first year finance students of SCMHRD, Amit Kedia, Shobhit Tiwari, Sachidananda Panda and Dhruv Desai won First prize in n SP Jain's Finance flagship event SHYLOCK at Mumbai
9	Two of the First year students, Harshit Maheshwari and Vinay Tripathi, participated and won the FINATICS competition organised by Ignisense, SIIB held on 6th Jan 2013
10	First year student of SCMHRD, Gaurav Rustagi and Vinayak Prabhu (Team - The Knights Out) were declared Runners up in "Secret Formula", the flagship event of Intaglio 2013, the International B School Summit of IIM Calcutta, held on 4th January 2013.
11	Aniruddh Vatsa, Gaurav Rustagi, and Sudhanshu Dwivedi (Team - The Knights Out), reigned supreme on 4th November, 2012, and stood first in ADeate - The Xyls Challenge, a marketing case study based competition held at Narsee Monjee Institute of Management Studies, Mumbai

12	Team SCAge4 (Senthilkumar Pazhamalai, Kaushik Lakshminarayanan, Raakesh Rajan and Anand Iyer) won the first prize in the Ptak prize global supply chain case competition.
13	Dr. Gaurav Dhamija, Harshit R Dravid and Samarthsinh Chudasama, was declared runners up in ISB Metamorphosis'12 held on 25th Feb 2012

### 35. **Activities of Guidance and Counseling Unit:**

CHALLY Psychometric test were conducted for MBA Batch 2011-13 & MBA (IM) Batch

2011-13 with the following objective:

- To assess and identify the Talent DNA of first year MBA students in SCMHRD
- To help students make appropriate selection of Specialization
- To identify the key development interventions for the students and help the institute formulate appropriate development plans
- Guide students to choose appropriate Career Streams based on their individual potential

### 36. **Placement Services provides to students:**

A placement cell headed by Prof Renu Mishra and assisted by a group of Students looks after the Placement. Institute is forging ahead to achieve its 100% placement record.

### 37. **Development Programmes for Non-Teaching Staff:**

All staffs were trained in English Communication by ELTIS, Symbiosis International University

### 38. **Healthy Practices of the Institute**

Symbiosis Centre for Management and Human Resource Development was established in 1993 with the aim of developing world-class leaders and entrepreneurs in management. Since its inception, SCMHRD has strived to bring together the best in management knowledge, industry interface and Indian values to develop a curriculum that can set standards for others.

SCMHRD has an ongoing process to review and refine **the curriculum** to reflect the latest trends in technology, analytics and industry requirements. We have established a programme that includes elective courses, allowing students to custom-design their programme to suit their personal and professional goals. In the past several years, SCMHRD has invested in a large number of tools and software such as mySAP business suite, Oracle 11i, SAS 9.1.3, Primavera, MS project etc. which are an integral part of the curriculum. We have also introduced core courses in Business Analytics across the various functions.

A unique feature of the SCMHRD programme is **Corporate Electives**, which emphasize combining the academic programme with real-world experience. SCMHRD partners with several companies, based on their core competencies, to provide learning opportunities in the business world. Companies such as Infosys, CGN, Wipro, MCX, NXP Philips, Genpact, HP, Hewitt and several others, offer custom-designed courses on campus.

SCMHRD has entrepreneurial development as part of its vision and mission. At SCMHRD we wish to instill entrepreneurship as an inherent attitude among students. This will focus their thinking on identifying opportunities and creating value, making them more effective as both employees as well as employers. To that end we have an Entrepreneurship Centre of Excellence; an active ecell; several courses from the Entrepreneurship COE; 2 scholarships to students wishing to become entrepreneurs; as well as an incubation centre on campus.

SCMHRD has increasingly reached out to a larger student base, each year witnessing more applications than the year before. A highly researched and **competency-based selection process** ensures that the best students have an opportunity to join the Institute. Each year analysis is done on the validity of the previous year's selection criteria by mapping the first year students' performance against their selection scores. In-depth behavioral event interviews and focus groups are also conducted on the highly successful second year students. This data is assimilated to form the updated competency model for each year. Our students come together from diverse educational and cultural backgrounds for a lifetime learning experience.

The systems at SCMHRD have been well structured, ensuring that the **academic planning** and the evaluation processes are transparent and facilitate learning. Timetables are scheduled using software called Lantiv. In addition, we have an internally developed internet site called Planet i, where students are able to access all data relevant for their semester – such as the courses they have enrolled in, relevant notices, their marks in the various assignments and quizzes, their attendance percentage etc.

**Student guidance and support** at SCMHRD is a prime focus. Students are supported in their every endeavor, be it choice of career path; personal counseling; selection of elective courses; participation in campus events; conduction of research; participation in B-school contests; and selection into organizations of their choice. This symbiotic relation ensures that faculty strives to develop an outstanding programme for students, while students strive to excel in their fields of interest. In addition, students get an opportunity to join student committees; organize events; participate in social projects

#### **39. Linkages Developed with National/ International, Academic/Research Bodies**

- Linkage with IBM under IBM SUR Award
- Collaborated research by SCMHRD faculty , Gurudas Nulkar withn Prof George Wyeth from US Environmental Protection Agency in the areas of sustainability which has resulted in one research papers in a scopus indexed journal

#### **40. Any Other Relevant Information**

### **Part C: Details of the Plans of the Institute in the next year**

#### **I. International Accreditation**

- a.i. SCMHRD will extend its ties with foreign Universities for faculty and student exchange program
- a.ii. Benchmarking SCMHRD curriculum, pedagogy, research activities with AACSB accredited institutes in India & abroad.

**II. Research Enhancement**

- a.i. Providing relevant resources and conducive environment for high end research
- a.ii. Linking increment and incentives to faculty research output
- a.iii. Encouraging active participation of faculty and students in action research by securing more consultancy & research projects under industrial grants

**III. Social Initiative**

- i. Upscaling the initiatives under SHAPATH to touch the lives of larger number of socially and economically men, women and children and make it self reliant such that students learn the “art of giving through earning”