



B. P. H. E. SOCIETY'S
INSTITUTE OF
MANAGEMENT STUDIES CAREER
DEVELOPMENT AND RESEARCH
AHMEDNAGAR



PIONEERS



Rev. (Prof.) J. Barnabas



Rev. Dr. B. P. Hivale



Dr. T. Barnabas

B.P.H.E. Society's Motto

*Not things but men,
I dare you!
Ye shall know the Truth*

Vision

'To Create World Class Management Institute'

Mission Statement

'The mission of IMSCD&R is to provide equal opportunity for quality education for students from diverse backgrounds, which will help to enrich themselves and make them responsible citizens of India and the World'.

Quality Policy

'We are committed to impart to our students leading knowledge and experience for developing appropriate attitude, skills and competency to meet the corporate and organisational requirements'.



Director's Message



"Education is not preparation for life, education is life itself"
John Dewey

IMS is in the field of providing quality management & IT education. IMS has always been striving to better its own performance through constant evaluation of its working and discussion amongst the stakeholders. The result of this is the vision document which gives a brief outline of what IMS intends to achieve in the coming year and how it intends to achieve the same. The objective of this is to ensure that the fundamental vision of the Founder and the stated mission of IMS is achieved.

Success in any field is always a result of hard work and teamwork. I am sure that all the stakeholders including the management, the teaching, non-teaching and staff of IMS, the alumni, parents and students will join hands to make an effective team to implement this vision document and to achieve the goals.

Scope of the Vision document

This includes the following :-

- Institute level future plan of action.
- Management Department Plan
- IT Department Plan
- Learning Resource Centre Plan
- Placement Cell Plan
- Skill Enhancement and Entrepreneurship Development Centre (SEEDC) Plan

Dr. M. B. Mehta
Director
IMS





Mementos & Trophies



B-School Library Award



'Most upcoming B-School Award'



'Best Institute Award'



NAAC Accredited Grade 'A'



PIMSE Trophy



With Compliments from
Dr. A. P. J. Abdul Kalam
President of the Republic of India



'Best Management
Institute Award'



Trophy from Deshdoot
Newspaper



Trophy from Jankalyan
Blood Bank



'Award for Leadership in
IT Education'



Memento from
TATA Consultancy Services



Trophy from
Sakal Newspaper



Avishkar - 2003



Trophy from Alliance Club



'Best Employee Award'



Trophy from
Sakal Newspaper



Annual Activities

- Admission and Counselling
- Parents Meet
- Management Games
- National Level Workshop
- Inter College Competition 'Aagneyum'
- Short Term Courses
- Alumni Meet
- Founder's Day Celebrations
- Social Visits
- Publications :-
 - Institute Newsletter
 - Students Magazine 'Reflection'
 - Research Journal
 - Student's Research Journal 'Prayas'
 - Alumni Newsletter
 - Library Newsletter
 - SEED-C Newsletter
- Orientation to MBA, MCA Students
- Fest-Der-Tech
- Authors Speak
- State Level Workshop
- CET Orientation
- Management Day
- International Women's Day 'Samvad'
- Blood Donation Camp
- Lectures by Experts





Achievements and Awards



The Vice Chancellor of University of Pune Dr. Arun Adsool presenting the 'Best Institute Award' to Dr. S. B. Kolte, Dr. M. B. Mehta, Dr. Meera Kulkarni and Prof. U. H. Nagarkar



The Educational Standards and Testing Council of India (TEST-COIN), The Global Open University, Nagaland and the Confederation of Indian Universities, New Delhi, awarded the Institute a prestigious 'Best Management Institute Award' in 'Teaching & Research'



Mr. Siraj Shaikh receiving The 'Best Employee' Award from Dr. R. K. Shevgaonkar, Vice-Chancellor, University of Pune



Prof. U. H. Nagarkar - Head, IT Department & Faculty Members of IMS receiving 'National Award for Leadership in IT Education' by Canon India Pvt. Ltd.





✦ Institute level Plan of action

- The Institute plans to apply for NAAC reaccreditation in the academic year 2017-18.
- The Institute already publishes a Research Journal which is a referral one. It now plans to upgrade the journal to have an impact index.
- Due to change in nomenclature the courses of MPM now known as MBA (HR) and PGDBM and MBS now known as Master of Management Science need to be restarted with the AICTE, New Delhi. The Institute plans to take all the steps necessary so that it can run these courses of MBA (HR) and PGDBM/MMS (Part Time) alongwith the MBA & MCA programmes.
Running these additional courses will help in generating financial stability.
- The Institute also plans to apply for NBA accreditation for its MBA programme. This will be after the basic requirement of 50% Ph.D. amongst the teaching staff is achieved.
- The Institute also plans to have a tie-up with a foreign University for Joint Research Projects, Faculty and Student visit programmes etc.
- Creation of brand - IMS, Ahmednagar is already a registered trade name. IMS is making a continuous efforts to enhance the brand value. Efforts will continue to be made in this direction including Conducting Workshops, Seminars, Students Activities and Management Games, participation in B-School ranking etc.
- Effective Implementation of management information system. This will ensure a better functioning of the Institute.
- Encourage the faculty to register/complete their Ph.D. at the earliest. Also take steps to encourage them to take up quality research work and publish papers in referred and International publications.
- Encourage the faculty to conduct short term courses and training programmes which will help the Institute to generate funds.
- Start courses of open university. This would help in the admissions and also help to generate funds.





Achievements and Awards



Mr. Philip Barnabas - Secretary, B.P.H.E. Society felicitating
Dr. S. B. Kolte - Director General, Dr. M. B. Mehta - Director
for securing Grade 'A' in NAAC



Prof. Manoj Kulkarni and Mr. Siraj Shaikh receiving
the 'B-School Library Award'
by Discovery Education Media Pvt. Ltd., New Delhi



Prof. U. H. Nagarkar and Prof. Manoj Kulkarni receiving
'Most upcoming B-School Award' from Associated Chambers of
Commerce & Industry of India (ASSOCHAM)



Mrs. S. D. Kulkarni - Office Superintendent, IMS receiving
'Best Non-Teaching Employee Award' from
Hon. Dr. W. N. Gade - Vice Chancellor, S. P. Pune University,
in presence of Hon. Smt. Pratibhata Patil, Ex-president of India.





Management Department Strategy

Student Admission

- Three Fold initiatives will be taken in this regards. Firstly, the program of 'Aagneyum' covering graduate students of Ahmednagar district will be held before the admission of MBA every year. This would help in showcasing our Institute, facility and faculty to aspiring MBA students. Secondly, our faculty takes in the coaching for the CET for MBA programme, wherein they could also use their influence for the admission to IMS. Thirdly, during the ARC (Application form Receipt Centre) process faculty would counsel the aspirant students to opt for admission to IMS.

Enriching Current Student Input

- Stress on spoken English by conducting such classes for the entire year for MBA-I students so that this major handicap can be overcome.
- Ensuring students attend personality & development and behavioral training throughout the year. Attitude building & wholesome development is what the corporate is looking out during employment.
- Proficiency in presentation techniques using LCD would be developed on a regular basis by giving assignments supporting this.
- Value added program for students by faculty throughout the semester to inculcate life skills.
- Introducing and imparting latest applications and subject areas by experts through small courses or classroom lectures.
- Training MBA students for interview and Group Discussions techniques supporting them for final placement.
- By undertaking small projects during the curriculum, experiential learning will be encouraged by sending them often to the market place and industry.





Student Seminar / Workshop

- A full day seminar / workshop would be organized for MBA-I & II students either jointly or independently every semester wherein industry experts from senior positions managing line & cross functional areas would address the students.
- Students will organize one activity independently every year which would hone the skills of organizing, delegating, planning, controlling and other decision making skills in them.

Conferences

- Every two years a conference (National / International) will be organized.

Other recreations for personality building

- Movement therapy, Meeting personalities away from management and seeing their struggles to establish themselves successfully, meeting entrepreneurs, exposure to liberal arts etc. would also be actively pursued so that the student on passing out would be exposed to social realities other than corporate life only.

Association with Industry and MDP

- Close association through industrial visit, inviting industrial speakers and conducting need based MDP will be established.





At local level the following programs will be organized by our faculty members

MDP Proposal for Ahmednagar City

S. No.	Areas Covered	Lead Faculty	Duration	
			Hrs.	Days
1.	Being Assertive	Dr. Meera Kulakarni	03	
2.	Business Communication	Prof. Vikram Barnabas	06	
3.	Creativity Tools	Prof. Rucha Tandulwadkar	03	
4.	Customer Relationship Management	Dr. Rahul Khandelwal	03	
		Prof. Sayyed Mudassar		
5.	Finance for Non-Finance	Prof. D. A. Kulkarni	06	
6.	Finance Planning & Investment	Dr. Hatim Kayumi	03	
7.	Planning for Retirement	Dr. Meera Kulkarni		06
8.	Intrapreneurship	Prof. Rucha Tandulwadkar	03	
9.	Listening Skills for Managers	Dr. Meera Kulkarni	02	
10.	Materials Management	Prof. Sayyed Mudassar	03	
11.	Motivation	Prof. Vijay Shinde	03	
12.	Mutual Fund Investment	Dr. Hatim Kayumi	03	
13.	Personality Development	Dr. Meera Kulkarni		06
14.	Self Talk	Dr. Meera Kulkarni	02	
15.	Stress Management	Dr. Meera Kulkarni	03	
16.	Supply Chain Management	Prof. Sayyed Mudassar	03	
17.	Time Management	Prof. Rucha Tandulwadkar	03	
18.	Decision Making	Prof. Ashwini Thorat	03	



Community Work

- An activity for sensitizing students to all stratas of society in order to develop a more inclusive and compassionate outlook would be taken up annually. Visits to socially neglected groups, CSR projects by various companies. Self help groups, NGOs, successful community work etc. would be undertaken.

Faculty Development

- Faculty would be encouraged to attend FDPs across the country so that leading knowledge can be imparted in the classroom. Further this could also help in translating into session for local industry.
- Each faculty would publish at least two papers in conferences and work for publishing their work in International journals of repute.
- Every two years at least two faculty members would work towards getting a doctoral degree.
- Faculty feedbacks would be discussed in confidentially with faculty along with Director & HOD so that the teaching learning process can always be kept at the best.





IT Department Plans

To increase financial stability

- It is a general observation that wherever students complete their under graduate education, they prefer same college for Post-Graduation. Considering this we will start Under Graduate courses of Indira Gandhi National Open University (IGNOU), Yashwantrao Chavan Maharashtra Open University (YCMOU), SNTD etc.
- It is also observed that Under Graduate students are not much aware about MCA course in management faculty. To make awareness, faculties of IMS run a campaign and motivate them to appear for MCA-CET. We will extend our area of campaign and cover Beed, Aurangabad district also. Currently we cover 20 colleges and 500 students. In next three years we will extend it to 40 colleges and 700 students.
- To attract the students, we arrange free one day orientation of MCA-CET. By this students outside Ahmednagar city are benefitted. Currently such orientation is arranged in 4 colleges. We are planning to arrange such orientation in at least in 10 colleges.

We organize Fest-Der-tech event. In this, we invite under graduate students to take part in various competitions. So far on an average 500 students were participating in this. We are planning to arrange one more event 'Job Fair' in second term so that we will have good rapport with the under graduate students.

- We are planning to adopt few under graduate colleges and make awareness of IT in them, without charging any fee. This can be done through Skill Development Program. A mobile computer lab also can be used for this. By this many students will be attracted towards computer courses.





- In addition to full time courses, we also conduct short term courses. Currently over a year time we conduct 5 such courses. We have planned to conduct 12 such courses and see that more than 200 students will be benefitted by this.
- Apart from increasing number of courses and students, department is planning to increase revenue by tie up with companies like TCS, MKCL, Sify for conduct of online examinations. Currently we get revenue of Rs. 2.5 lakh. We will try to increase it to Rs.3.5 lakh per annum.
- Every year, we arrange one national level and one state level workshop on current knowledge area of IT. We intentionally call faculties of under graduate colleges for this. By this, these faculty members are in institute at least for four days. These faculty members get acquainted with our environment. In turn they help us in admission process. We are planning to arrange 4 such workshops for faculties and students.
- We will try to minimize the maintenance expenses by encouraging students to use their own laptops and open source software. This will reduce electricity bill also and cost of antivirus licenses.

For various activities, we will try to get sponsorships from industry. Currently we get on an average sponsorship of Rs.1 lakh. We will try to increase it to Rs. 2 lakh.

To motivate students to be entrepreneurs

- We are of the opinion that instead of creating more employees, more employers shall be created. To encourage students to become entrepreneurs, every year we arrange Lee program. Currently 50% of the students undergo this program. In next three years we will see that 100% students will do this program and at least 10% of the students will become entrepreneurs every year.





- Currently very few of alumni are entrepreneurs. They help current students to start their own startup unit. We will call these entrepreneurs regularly and see that students will take the benefit of their guidance. We will see that in every month there will be minimum two interaction sessions with current students
- Entrepreneurship guidance cell for IT department will be opened. Two faculty members will guide the students regarding procedure to be followed for starting new unit, bank proposal. Already our faculty members attended such program.

To extend the help for placements

- Currently, 50% students are placed through campus drive. These students undergo aptitude test, technical test followed by personal interview. We guide the students to pass aptitude and technical test by way of arranging tests for the interested students. Currently percentage of student, attending the test is very less. Due to this our passing percentage of aptitude tests and there after technical test is very low.
- We will see that, all students, those are interested in jobs will undergo placement preparation process very sincerely.
- Currently percentage of student, attending the test is very less. Due to this our passing percentage of aptitude tests and there after technical test is very low. To increase this percentage, in every semester, we will give training of aptitude test for least 12 hours. One hour in every week. Regular tests will be arranged and feedback will be given to the students. We will see that students will undergo at least 30 such tests each of aptitude and technology.
- In every week one hour will be spend in improving communication, group discussion and personal interview skill. Only those students passing such tests will be allowed for placement activities.





- Currently 50 alumni are in regular contact of the faculties. This is just 10% of students so far passed. In next three years, we will see that 20% alumni will be in regular contact and will help us in placement and other activities. For maintaining rapport with the alumni, we will arrange alumni meets in different cities.
- Currently 25 companies are giving opportunity to our students for the placement. In next three years we will see that 40 companies will give opportunity to our students.
- We are also planning to make agreement with placement related portals like naukri dot com, monster dot com etc. for more opportunities.
- For more interview practice, we will see that there will be at least 3 mock interview conducted by industry experts.

To achieve greater academic excellence

- We ensure that every faculty member should engage lectures as prescribed in the syllabus. Apart from this, they ensure that students prepare not only for the examination but for good placement. This requires latest knowledge. For imparting this additional knowledge, every faculty member engages minimum 10% additional lectures. We are planning to increase these lectures to 20%.
- Another way to impart latest knowledge is by arranging expert's lectures. In every term we arrange on an average 10 such lectures. We will increase it to 15.
- Every faculty member arranges at least one co-curricular activity for imparting latest knowledge and making learning process interesting, for every subject of his/her teaching. This also increases competitiveness of the students. We are planning to make it 2 activities per subject of teaching.
- We believe that, technical subjects are effectively understood by practical experience. We will see that for every technical subject students will do practical at least of 100 hours. More emphasis will be given on industry level problems.





- Apart from regular practical, it is expected that students should do some live project related to industry. It is observed that only 50% projects are accepted by industry. 50% projects are not of good quality. We will see that this percentage will increase to 75%. For this our faculty will maintain rapport with industry guide. This will also help in placements of the students.

To motivate faculty to improve their capabilities

- To improve subject knowledge, currently institute arranges at least two Faculty Development Programs (FDP) every year. For each new subject introduced, so far we have arranged a FDP. We are planning to arrange at least 4 such FDPs. At the end the FDP a trainer will evaluate the faculty and certificates will be issued.
- Now a days, every faculty has to participate in mentorship program. Every faculty member has been given responsibility of minimum 10 students. These faculty members help student in setting goal, setting path to achieve the goal, improving skills, improving knowledge, getting project and job. They also help students in solving their personal problem. So far only one training program was arranged on mentoring. For doing effective counseling and mentoring, we are planning to arrange at least one such training every year.
- For improving soft skills we haven't arranged any program for the faculty. We are planning to have at least one program for the soft skill improvement. There are few knowledge areas which are not part of the syllabus but they have demand in job market. We are planning to arrange FDP on these knowledge areas also. This will help in starting some short term course for our students as well as outside students. This will increase the revenue also.
- Faculty members will be provided with high configuration computer with at least 8 MBPS broadband. Now a days, to teach mobile technologies like android and iphone, good configuration cell phones are required. We are planning to





purchase at least 4 such phones to show the practical. Current seating area of faculty is not conducive. We are planning to provide them cubical.

- We will ensure that every faculty member will present or publish at least one research paper every year.

To make feedback system more effective

- Currently we take feedback from various stake holders. Students give feedback on teaching learning process. Parents give feedback on administration, fee processes. Industry gives feedback on current requirement of knowledge, skills. Alumni give feedback on gaps they experienced in teaching learning and industry expectations.
- For parents feedback we arrange parents teachers meet. For alumni feedback, we arrange Alumni Meet. We take feedback from HR department, project guide or from superior of our student. On an average 40% parent attend meeting and give feedback. Action is taken immediately. Alumni meet is attended by 150 alumni and about 50% of this gives feedback. On basis of this teaching learning process is improved. Additional input, guest lectures, workshops are planned. Industry feedback is given by very less employers. To improve this, we have set target of at least 30 employers.





✦ Learning Resource Centre Action Plan

June 2016

- Staff Meeting - 1st Half (I & IV Semester)

July 2016

- Orientation for Fresher's

August 2016

- Author Speaks (Book Exhibition) and release of Newsletter
- Library - Student Committee's Notice / Meeting
- Students Library Committee's Artifacts Display Activity

September 2016

- eLibraryUSA students online membership
- Expert Lecture Series

October 2016

- Research Paper / Newspaper Articles
- 'वाचन प्रेरणा दिन' 15th Oct.

Rashtriya Ekta Diwas i.e. National Unity day was celebrated on 31st Oct.

November 2016

- Upload Library data on DELNET (South Asia)
- Constitution Day Celebration

December 2016

- Library Staff Meeting - 2nd Half (II & IV Semester)





January 2017

- Best Library Practices - 'Essay Competition' and 'Best User Award'

February 2017

- Users Feedback

March 2017

- Record Keeping

April 2017

- Library Committee Meeting and Library Clearance

May 2017

- Stock Taking (2015-16)

Plan for Next 5 years

- Digitization of the preliminary pages of the thesis submitted to the Library.
- Information Literacy Programme.
- Install Visitor's count detector.
- Library Consultancy Services (Corporate Social Responsibility)
- Mirror Server for the CDs and independent library server.
- Prepare Library's Manual.
- Publication of Catalogue of IMS Journal Articles (Bibliographic details)
- Purchase of New Library Software.
- Upgrading Library Website and Blog.





✦ Placement Cell Plan

- To strengthen the ties with the Top MNC's PAN India with Personal Meeting, Follow ups.
- To train students as per Industrial requirements and ongoing trends in Corporate World.
- To setup infrastructure for HR students which they will work for the top most companies as a first line recruiter through earn and learn scheme.
- every year we are preparing students Placement Brochure. From next year we have decided to make e-brochure also.
- We are planning to contact the companies where already our Alumni are working and also developing contacts with new companies through our Alumni.
- Launching of IMS job portal for current students of MBA, MCA PGDBM, MBS, MPM by which the students will be accessible to the jobs all over the India.

Additional Companies to be contacted :-

- | | |
|---------------------|------------------|
| ● Tieto Corporation | ● Credit Suisse |
| ● Ernst & Young | ● Deloittee |
| ● JP Morgan | ● Kotak Mahindra |
| ● IBM | ● Genpact |
| ● Viacom 18 | ● Skoda Auto |





— Skill Enhancement and Entrepreneurship Development Centre (SEEDC) Plan

Mission

To Enhance the skill and spread the spirit of entrepreneurship through education and training in order to accelerate economic growth by increasing the supply of new skilled and sustaining entrepreneurs.

Activities

- In order to make strong base for Entrepreneurship Development first and very important task of SEEDC will be to build a team of expertise.
- To register with government organizations like Maharashtra State Board of Technical Education, Skill India Mission of Government.
- Tie up with private entrepreneurship development institutions like I Create India, Mumbai, De Aasara Foundation, Pune
- To act as nodal agency of Entrepreneurship Development Institute of India (EDII), Ahmedabad. To get the sanction from EDII to conduct various programmes funded by DST-NISTEDB.
- To Create the awareness about entrepreneurship and foster the spirit of entrepreneurship in and around Ahmednagar district. For this, following activities are planned :-

S.No.	Name of the Activity	No. of Activities
1.	Entrepreneurship Awareness Camp	10 per year
2.	Faculty Development Programme	01 per year
3.	Entrepreneurship Development Programme	01 per year
4.	Aspiring Entrepreneurship Workshop	01 per year
5.	Entrepreneurship Motivation Workshop for Women	01 per year





- Tie up with local industries for providing practical training to aspirant entrepreneurs.
- District level Business plan competition for junior and senior colleges in collaboration with I-Create India, Mumbai. Winner will get chance to participate in national level Business plan competition.
- To provide marketing platform for women entrepreneurs, two exhibitions in a year will be organized.
- Short term skill base courses will be conducted. Focus will be given on demand and need base courses.

SEEDC is conducting various skill based courses like :-

- | | |
|---------------------------|----------------------------|
| ■ English Speaking Course | ■ Basics of Computer |
| ■ Flower Making | ■ Jewellery Making |
| ■ Lamasa Work | ■ Soft Toys Making |
| ■ Computer Hardware | ■ Paper Bags |
| ■ Rakhi Making | ■ Detergent, Phenyl Making |

In future following courses will be launched :-

- | | |
|--|--------------------|
| ■ Short term course for Bank and Competitive Exams | |
| ■ Computer training on Wheel (Mobile Computer Van) | |
| ■ Share Trading | ■ Knitting |
| ■ Finance for non finance people | ■ Mobile repairing |
| ■ Food Processing | ■ Plumbing |
| ■ Electrician | ■ Photography |
| ■ Thermocol Cutting | |



PROPOSED BUILDING OF
B. P. H. E. SOCIETY'S
IMS - RAMESH PHIRODIA EDUCATIONAL TRUST
SKILL ENHANCEMENT
AND
ENTREPRENEURSHIP DEVELOPMENT CENTRE (SEEDC)

