



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

INDORE INSTITUTE OF MANAGEMENT AND RESEARCH

**OPPOSITE IIM, PITHAMPUR ROAD RAU, INDORE (M.P.)
453331**

www.iimr.indoreinstitute.com

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NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

1.1. Introductory Note

Indore Institute of Management and Research was **established in the year 2012**, with an aim of delivering Quality Education and Holistic Development to the students of Management and Commerce. IIMR is strategically located on the outskirts of the city, in a hustle-free environment.

Location:- Opposite Indian Institute of Management, Indore, Rau - Pithampur Rd, Rau, Indore, Madhya Pradesh-453331

With a major breakthrough in the year 2017, the management shifted its gears, and the Institute has been attaining new heights, since then. The strategic plan developed with this transformation redefined our Vision and Mission.

Type of the Institute-

The Institute is private Institute duly **affiliated to Devi Ahilya Vishwavidyalaya** (NAAC A+ university), and recognized by the Government of India.

We have been offering **Post Graduate program** of Master in Business Administration (MBA) since 2012 with specialization in Finance, Marketing, Human Resources, Information Technology, Business Analytics, and Production and Operations. Our **Undergraduate programs** include Bachelor of Business Administration (BBA), Bachelor of Business Administration -Foreign Trade (BBA-FT), Bachelor in Commerce, and Bachelor in Science (B. Sc)

Vision

Vision

“To be a nationally recognized institution of excellence in management and commerce education and produce competent professionals capable of making a valuable contribution to society.”

- IIMR offers courses in Undergraduate and Post-Graduate programs in Commerce, Management and Science The programs offered in the Institute are **MBA, BBA, BBA-FT, B Com, and BSc.**
- **In MBA**, the students are offered **specialization in Business Analytics, Finance, HR, Marketing, Production, and Operation.** In **B Sc, Math, Science, and Computers** are offered as the specialization. **BBA has a specialization in HR, Finance, and Marketing.** BBA FT is a concentrated approach to vest students with the know-how of International Business.
- IIMR stresses building independent thinking among students. The focus is on inculcating a habit of learning among students.
- IIMR focuses on various learning techniques through a judicious mix of case studies, simulation exercises, team-building activities, on-the-job training, internships, and industrial projects.

- The students are provided knowledge and understanding of the latest development in business and technology.
- **Competent Professionals-**
 - **Institute has a dedicated Career Development Cell (CDC)**. that ensures the sessions of GD, PI, mock interviews, language, aptitude, personality development, etc., and invites trainers and experts to take sessions and conduct training
 - Skill Enhancement is catered through **Skill Improvement Groups** that are offered in each semester/year. Certificate Programs on R, SPSS, Microsoft Excel, Stock Market Analysis, Design Thinking, Recruitment and Compensation etc are a few names of certificates offered.
- **Making Valuable Contributions**
 - IIMR has an NSS Unit which organizes, conducts, and sensitizes students toward social contribution. The Institute has conducted more than 20 activities in the last five years. Blood donations, village visits etc are a regular activity
 - IIMR has conducted 20+ events as extension activities. Events of Rubella, Helmet Campaign, Road safety Week Awareness , Cleanliness drive are a part of it
 - Green initiatives have been initiated and practiced under Green Waves Club as a movement to conserve nature and to inculcate a sense of responsibility towards Mother Nature. The institute promotes regular engagement of faculty, students, and staff with the neighborhood community for their holistic development and sustained community development.

Mission

Mission of the Institute

1. To promote academic growth by incorporating best teaching practices in various undergraduate and postgraduate programs.
2. To maintain excellent academic standards through a judicious mix of effective teaching pedagogies, content, and the latest technologies in a learning environment.
3. To develop intellectually capable and socially responsible managers and entrepreneurs who are creative, ethical, and gifted leaders.

To promote academic growth by **incorporating best practices** in various undergraduate and postgraduate programs.

- All the faculties and mentors in IIMR are highly qualified and have a rich skill set that aims at delivering the University with the highest standards. IIMR has **Doctoral, NET Qualified and Ph.D. pursuing faculties** who always share their experiences and expertise to nurture young minds while guiding them through their learning graph.
- In Courses wherein specialization isn't offered as per the University curriculum, the faculty members ensure to incorporate those aspects in their sessions to make the students understand, react and suggest a course of action for the latest trends and happenings.
- Faculty members incorporate practices of experiential, participative, and problem-solving teaching that infuses the classroom with the upscaling of inquiry-based and model-based learning while promoting learning through fun and behavioral management techniques
- Specialization-based and Industry Demanded Skill Improvement Groups in Under Graduation and Post-Graduation programs corroborate academic learning and thus support the placement ambitions of the

students.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Strengths

- Vision to enhance the Employability Quotient of the students with Holistic Development.
- IIMR is a pioneer institute in central India to attract meritorious students through
- Merit-based scholarship.
- Ph.D. Faculty members.
- Excellent infrastructure including classrooms with projectors, Wi-Fi campus, well-maintained sports infrastructure, separate Girls and Boys Hostel and Transport system.
- Library with more than 7000 books, Journals/e-resources, e-Library, and lab with seating capacity of 100
- Transparent admission process regulated by the e-Pravesh (MPOnline) Directorate of Technical Education, Bhopal.

Institutional Weakness

Weakness

- Lack of research and Publication work
- Students intake from the vernacular background
- Inadequate research projects in the departments
- Limited consultancy
- Lack of funding from Government agencies to conduct seminar, conference and workshops.
- Lesser involvement in curriculum design due to affiliating University (RGPV, Bhopal).
- Limitation of seats due to statutory norms of AICTE, RGPV
- Lack of interest in innovation, entrepreneurship, and startups among students and faculty

Institutional Opportunity

Opportunities of the Institute

- Potential to become Autonomous Institute
- Ample scope to establish Research Centre
- Use of Alumni strength for Institutional growth
- Introducing new skill development courses.
- Shift in the mindset of faculty and students alike towards Research, Development, Innovations, Consultancy, and Projects.
- Collaborations with renowned Institutes, Companies & Industries for funded
- projects.
- **3rd Century faculty**: This initiative will expand the existing Bicentennial system and open a new world

to engage online best researchers, teachers, and mentors and will definitely strengthen our capabilities in strategic and emerging fields.

- Broadening our horizon:
 - By developing new partnerships, Student exchange programs, MOUs etc. with National/International Universities of repute.

Institutional Challenge

Challenges of the Institute

- Language barrier due to rural background of students.
- Limited Government Grants for the Institute.
- Introducing new programs due to statutory policies.
- Attract national-level students and faculties in the institute.
- Challenges of admissions in core branches
- Limited financial resources

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

- **Criterion 1- Curricular Aspects**
 - **Curricular Planning and Implementation-** Our programs have been attracting students from across Central India, from all walks of life. To cater to the aspirations of these ambitious and heterogenous minds, the Institute has always aimed to create the **best learning atmosphere** through qualified teachers and a judicious **combination of content-pedagogy-technology**. The **Academics** of the institute is well-designed and executed in the form of Academic Calendars, Time Tables, and Notices. A **clear two-way hassle-free communication** system has been developed in the Institute through well-placed notice boards and official WhatsApp groups and traditional correspondence methods. The academic progress of the students are assessed through Mis-Session Tests that are conducted periodically. External/Final examinations are conducted by DAVV. A transparent evaluation system is maintained
 - **Academic Flexibility-** The students are supplemented and complemented with Skill Improvement Groups (SIGs), which are conceptualized as Industry ready courses, to make the students ready for Industry 4.2 and 5.0. These SIGs are undertaken by experts. 12 SIGs were conducted in the year 2021-2022
 - **Curriculum Enrichment-** The curriculum is beforehand designed by the affiliating university. The Institute also organizes various sessions, activities, and events that cater to the further enrichment of the curriculum. More than 350 students have undertaken Projects/Fieldwork/Internships to put their classroom learnings to real corporate exposure in the year 2021-2022
 - **Feedback-** The Institute initiated a Feedback system in the Institute from Students, Alumni, Employers, and Teachers to upgrade academic practices every year.

Teaching-learning and Evaluation

• Criterion 2- Teaching Learning and Evaluation

- **Enrolment-** Being an affiliated Institute, we have a prescribed number of sanctioned seats. On these sanctioned seats, the admission process in Undergraduate Programs is governed by e-Pravesh (MPOnline), and Post-graduate admissions take place through the Directorate of Technical Education (DTE). The enrolment process is conducted under the banner of DAVV, as per the notifications received from the University.
- **Seats for various categories-** The institute has a reserved number of sanctioned seats for reserved categories of SC/ST/OBC/Divyangjan etc.
- **Teacher-Student Ratio-** The Institute has been maintaining a healthy Teacher-student ratio, since the beginning to facilitate the teaching-learning procedures on the campus. The Institute maintained a Teacher Student Ratio of 1:26 in the year 2021-2022
- **Teaching-Learning Process-** Institute has developed various pedagogies in terms of teaching, in order to enhance the takeaways of the students. These pedagogies are a **combination of content-pedagogy-technology**. The **ICT-enabled classes and other learning areas** focus to enhance the learning experience
- **Teacher Profile and Quality-** IIMR has been constantly maintaining the ratio of qualified faculties (Ph.D/NET/Ph.D pursuing) in the team and has helped to maintain healthy standards in the Institute. The Institute has 13 Ph.D. faculties, 5 are NET-Qualified qualified and 4 are pursuing Ph.D.
- **Evaluation Process and Reforms – A transparent Evaluation system** helps the students to understand their positions on their respective academic ladders. The Institute has a **well-planned redressal system**, that caters to the academic and non-academic issues of the students.
- **Student Performance and Learning Outcome-** The Program Outcomes of MBA are pre-defined by the University. In UG Programs, the HoDs develop POs. The COs are developed by the concerned subject teachers. The students and other stakeholders are sensitized through the display at various prominent locations on the campus and on the website.

Research, Innovations and Extension

• Criterion 3- Research, Innovation and Extension

- **Ecosystem-** The institute has **well-defined research, publication, IPR policy, and EDC cell** in place, The policy and cell have motivated the faculties to develop quality papers and register patents. **7 Patents** have been filed and various sessions were conducted to enhance this environment. To enhance the activities amongst students and faculties, an **intramural fund of Rs. 10 lakhs** has been earmarked.
- **Workshops/Seminars etc-** In order to keep the students and faculties well-informed about the recent developments and requirements in IPR and research tools, the Institute has organized **workshops, seminars, expert lectures, and guest sessions**. Faculties have attended and upscaled their knowledge of Research Methodology through such initiatives.
- **Research Papers-** Faculties are constantly motivated and given the platform to publish their papers in recognized and well-established journals. Faculties have thus published their literary contributions in high-impact factor UGC-listed journals and Scopus.
- **Books and Chapters-** In addition to Research papers, patents, and workshops/seminars, guidance and support are extended to faculties for publishing book chapters. This has helped them to proceed with quality publications.

- **Extension and Outreach Activities-** IIMR is a National Service Scheme (NSS) unit since 2018. Various in-campus and outreach activities are conducted under NSS. The cell is vibrant in conducting various extension, outreach, and sports activities that have the basic objective of benefit society at large.
- **MoUs and Collaborations-** IIMR has entered in more than 15 MoUs in its journey. These MoUs work as an academia-industry bridge and facilitate the students with their expertise

Infrastructure and Learning Resources

• Criteria 4- Infrastructure and Learning Resources

- **Physical Facilities-** The institute is nestled in a lush green 50-acre campus on the outskirts of the city. We have been constantly upscaling the learning, physical and digital infrastructure of the Institute. The classrooms are designed in such a manner that facilitates the students to have an engrossing learning experience. To empower the students as well as the staff, the campus has all amenities of IT, Sports (indoor and outdoor), Transportation, a Canteen, ATM, separate Girls and Boys Hostel, Staff Quarters, Administrative Offices, Yoga Centre, and Day Care.
- **Library as a Learning Resource-** Our library has an enriched collection of resources (both physical and digital). It is partially automated using state-of-the-art integrated library management software. The library has a seating of 80 to 100 students. E-library is a learning destination for students, through NDLI
- **IT Infrastructure-** We have dedicated computer labs and robust digital infrastructure that keeps the students connected to the sound use of technology. The entire campus is under CCTV surveillance. Digital slates are available in the Institute. Robust wi-fi is laid in the campus to keep the digital infrastructure unhindered. Classes are ICT enabled, with amenities to conduct efficient classes. The computers in the Institute have licensed software.
- **Maintenance of Campus Infrastructure-** To keep the system up-to-date, the entire campus undergoes efficient maintenance from time to time. In case of any sudden disruption, the same is taken care off by the administrative and technical team of the institute.

Student Support and Progression

• Criteria 5- Student Support and Progression

◦ Student Support-

- As the Institute gives admissions against reserved seats of SC/ST/OBC as per the norms, the Institute facilitates the students for the **government scholarship process**. Also, the Institute follows a “**Merit-Based Fee Structure**”, wherein the admitted students are provided **institutional scholarships** as per their last appeared examination.
- Institute has a dedicated **Career Development Cell (CDC)** that ensures the sessions of GD, PI, mock interviews, language, aptitude, personality development, etc., and invites trainers and experts to take sessions and conduct training on various aspects. Skill Enhancement is catered through **Skill Improvement Groups** that are offered each semester/year.
- **Dedicated counsellors** are available on the campus, who cater to the curiosities of the students pertaining to their future growth in corporate. Also, female members of the team deal with the girl students, in case of any special career counseling is needed.
- For grievance redressal, Institute has a “**Code of Conduct**” for students, teachers, and

others. The institute has dedicated committees viz. Anti-ragging committee, Student Grievance Redressal cell, Internal Complaints Committee, etc.,

- **Placement and Progression-** The Corporate Relations Cell (CRC) is a dedicated team that helps students with placement. They conduct campus placements too. Students appearing for any entrance examination are a part of the Samagra Samutkarsh Club, which facilitates them in core areas of entrance examinations
- Students are motivated to **participate in various extra and co-curricular activities** in sports and cultural activities
- IIMR has a registered Alumni Association which fosters the Institute-Alumni-Connect. Various activities are conducted under this banner.

Governance, Leadership and Management

• Criteria 6- Governance, Leadership, and Management

- The Institute has a precise “Vision 2023” document that serves as the roadmap of all the activities of the Institute. The document caters to academics, administration, and other key areas that are inevitable for the Institute.
- The institute has a proper hierarchical structure that clearly states the roles and responsibilities of all the members of the Institute.
- The policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan, etc are clearly defined to facilitate all the working.
- In order to support the teaching and non-teaching staff members, the Institute has welfare measures, a performance appraisal system, amenities of Day-Care on the campus for working female members, etc.
- The Institute extends financial support to the teaching and non-teaching staff that enables them to attend such academic events and upscale themselves.
- Institute IPR Policy, Research and Publication Policy, and EDC Cell have norms and guidelines that clearly state all the details of the same
- Faculties and staff of the institute attend various Faculty Development Programs/Professional Development Programs/ Training Programs etc. Along with external participation, the faculties have also completed online certifications. The Institute organizes Staff Development Programs/Training Sessions/ Workshops etc for the non-teaching staff to give them hands-on learning.
- Regular Financial Audits are conducted in the Institute to maintain transparency in financial matters.
- Institute formulated IQAC in March 2020. All the quality initiatives are thereafter approved through IQAC.

Institutional Values and Best Practices

• Criteria 7- -Institutional Values and Best Practices

◦ Institutional Values and Social Responsibilities

- The Institute handles gender-based challenges and related issues by doing different activities. Along with various infrastructural facilities, extracurricular activities have been organized to promote the sensibility

- IIMR has a Gender Equity Policy and an active Proctorial Body that ensures the equitable treatment of the students
- Days, Events, and Festivals of National and International Importance are celebrated with full vigor. Various activities are conducted in the Institute that promotes a sense of unity, harmony, tolerance, and equality among all students which has contributed in sensitizing them
- Institute has facilities and initiatives for conserving energy, water and recycling waste. Institute is Disabled-friendly and barrier-free. A Disable Friendly Policy is also active.
- Energy, Environment, and Green Audits are regularly conducted. This has enabled us to upscale our year-on-year quality enhancements in operations on the campus.
- **2 Best Practices-**
 - Our practices are concentrated on **“Enhancing Employability Quotient”**. Apart from Academics, we offer **Skill Improvement Groups (SIGs)**, which are conceptualized as Industry ready courses, to make the students ready for Industry 4.2 and 5.0.
 - The sprawling campus actualizes our motto of **The Green Waves Movement**. Emphasis is on tree plantation, organic farming, water harvesting, agroforestry, and “no” to plastic . This has gained us better air quality, chemical-free organic produce, and improved our groundwater levels.
- **Institutional Distinctiveness-** Our aim of Holistic Development and 360-degree growth of the students is robustly backed with the conceptualization, planning, and implementation of the unique **“Samagra Samutkarsh Yojna”** (SSY). The initiative encompasses ten dimensions catering to the inner and outer development of the students. The successful implementation of "SSY" has resulted in exemplifying students' performances on all levels.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	INDORE INSTITUTE OF MANAGEMENT AND RESEARCH
Address	Opposite IIM, Pithampur Road RAu, Indore (M.P.)
City	INDORE
State	Madhya Pradesh
Pin	453331
Website	www.iimr.indoreinstitute.com

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Rishi Dubey	0731-4010547	9425091364	-	rishidubey@rediffmail.com
IQAC / CIQA coordinator	Rakshita Puranik	0731-4010637	9425312578	-	rakshita.puranik@indoreinstitute.com

Status of the Institution	
Institution Status	Private

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	

State	University name	Document
Madhya Pradesh	Devi Ahilya Vishwavidyalaya	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC		
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	25-06-2021	12	Approval for MBA program

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Opposite IIM, Pithampur Road RAu, Indore (M.P.)	Rural	6	4000

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
UG	BBA,Management	36	XII	English	60	59
UG	BSc,Management	36	XII	English	60	0
UG	BCom,Management	36	XII	English	60	26
UG	BBA,Management	36	XII	English	60	51
PG	MBA,Management	24	UG	English	180	180

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	1				7				19			
Recruited	1	0	0	1	7	0	0	7	19	0	0	19
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				7
Recruited	4	3	0	7
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				1
Recruited	1	0	0	1
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	1	6	0	3	4	0	15
M.Phil.	0	0	0	0	0	0	5	7	0	12
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	0	0	0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	80	4	0	0	84
	Female	50	2	0	0	52
	Others	0	0	0	0	0
PG	Male	75	8	0	0	83
	Female	87	10	0	0	97
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	0	6	5	4
	Female	1	4	1	6
	Others	0	0	0	0
ST	Male	1	0	1	2
	Female	0	1	0	0
	Others	0	0	0	0
OBC	Male	20	27	28	18
	Female	11	21	25	19
	Others	0	0	0	0
General	Male	34	54	144	149
	Female	36	48	106	122
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		103	161	310	320

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	Indore Institute of Management and Research (IIMR) is affiliated with DAVV, Indore and curriculum is designed by DAVV only. Institute is already facilitating with multidisciplinary and interdisciplinary courses if offered by the curriculum of the university. The University curriculum is currently offer different combination of dual specialization which shows interdisciplinary involvement in the curriculum i.e. Human resource management with financial specialization, marketing specialization with HR or Finance or IT or Analytics, Operations Management etc. Whereas Institute is having Multidisciplinary programmes in the areas of commerce, science, arts which facilitates. In
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	<p>curriculum fieldwork and projects, internships, are included to inculcate Multidisciplinary and interdisciplinary fields in curriculum. Beyond Curriculum various certificate programs and SIGs like cyber security, Communication skill, ICT , MS-Excel, R-Programming, stock Market, digital marketing across the all courses are introduced , keeping an eye on the industry demand.</p>
2. Academic bank of credits (ABC):	<p>Madhya Pradesh has implemented the NEP in the curriculum of the different programmes and NEP is gradually implementing in the system. Institute is ready to follow ABC system according the policy of the Government. IIMR is making aware about ABC to the students and faculty members since it is a compulsory part of NEP. Affiliating university provides locker system – a way of keeping the academic records of the students in digital repository. Students can access information through mp online portal and maintain digital data.</p>
3. Skill development:	<p>As per the NEP, institute has started SDP programs in the Umbrella of Skill Enhancement Group (SIG). Institute has been conducting workshops under the SIG to enhance the skills among the students to make them marketable. Also Institute runs “Samagra Samutkarsh Yojana (SSY)” with objectives to provide skill based education, project based education to provide skill based education. Student development cell conducts various skill development programs, further various national, international days and festivals are celebrated with participation of students to develop values among students and sensitizing students to community engagement.</p>
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	<p>The curriculum of PG and UG programe offers two courses titled “Indian Ethos in Management” and “Business Ethics and Indian Ethos in Management”. The syllabus of the course has sufficient inputs towards Indian knowledge system with special reference to Teaching in Indian language, culture etc.</p>
5. Focus on Outcome based education (OBE):	<p>Institute has already started outcomes based education system. Right from the syllabus to examination is designed based on outcome. Well defined course outcomes of all courses and Program outcomes are made available to students and teachers, also displayed on website, campus and included in MST papers.</p>

6. Distance education/online education:

IIMR has already implemented online education system through online classes and online internal exams. Institute is making aware to faculty and staff members along with the students for distance education system. Institute also supports various online courses like NPTEL Coursera. Faculties are using Google Meet, Zoom platform for online sessions. Online lectures by affiliating university are also made available for students.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
705	617	435	256	201

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 53

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
27	27	26	26	19

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
100.98	87.23	132.40	165.22	145.258

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1 The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

Indore Institute of Management and Research is affiliated with Devi Ahilya Vishwavidyalaya (a NAAC A+ Grade University). Therefore the curriculum and syllabi of the University are put to strict compliance. The prime objective of the Institute is to adhere to timely compliance to the guidelines along with the delivery of the curriculum effectively manner, in order to make the student more industry ready and acquiescent. For this, various steps are being taken care of.

Step 1:- Effective Curriculum Planning

1. Academic sessions are well planned through the meetings and inputs of IQAC/AEC
2. Commencement of Academic Session starts with preparing comprehensive Academic Calendar that includes induction/orientation, commencement, SIG dates, Industry visits internal assessments, co-curricular and extra curricular activities, etc.
3. The core academic team of Principal, Deans, and HoDs discuss and formulate an **Academic Calendar** to ensure the highest possible standards in teaching methodologies
4. Subjects are allotted on the basis of preference, expertise and experience which further facilitates to chart the teaching load
5. The concerned faculties prepare teaching plans to ensure that adequate learning-teaching materials are available to the students. The teaching plans are a judicious mix of lectures, presentations, case discussions, and tutorials
6. Timetable is prepared as a combination of Academics, sessions of CDC (PD and Aptitude), library and sports.

Step 2:- Effective Curriculum Delivery

1. The timetable is shared with concerned teachers and is displayed on notice boards as a regular practice for information to the students.
2. Periodic assessments and internal tests are conducted to evaluate the performance of the students and the records are maintained by concerned faculties to project the learning outcome of the students in lines with PO and CO of the said program.
3. Expert lectures, seminars, industrial visits, and training, for personality development and communication skills are one of the important features of our extracurricular delivery program.
4. External examinations are conducted as per University guidelines and timelines.
5. All academic information are communicated to students via notice boards, WhatsApp groups and Google classrooms etc.

Step 3:- Effective monitoring

- 1.Periodic review of course completion is done to ensure timely completion of syllabus
- 2.Remedial classes are held for weaker students, especially those identified through Internal Assessments
- 3.Closing Reports a mirror to the conduct of various courses during academic sessions

Continuous Internal Assessment

The institute conducts mid-semester tests for the students. These tests are distributed over a range of time during the session to cover the entire syllabus in small packets. The question papers are prepared by the concerned subject faculty and submitted to the exam cell well in advance. Specific guidelines need to be followed while drafting the question papers in order to cover the concerned syllabus and to ensure critical thinking in the students while answering the questions. The answer sheets are checked by the faculty within prescribed days and then shown to the students and a formal discussion is done by each subject faculty about the areas of improvement for each student. This practice not only helps to maintain transparency but also offers opportunities to the students to realize the areas of improvement.

File Description	Document
Upload Additional information	View Document

1.2 Academic Flexibility

1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years

Response: 34

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years

Response: 87.53

1.2.2.1 Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
652	850	220	176	40

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

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

Response:

The vision and mission of the Institute aligns with the core values of Professional Ethics, Gender issues and equalities, values and sustainability, molding the students to become more responsible and contributing citizens.

Professional Ethics

- **Academic Integration**
 - In MBA, subjects like Principles and Practices of Management, Entrepreneurship, IT, Business Ethics and Ethos in Management, International marketing and Business Ethics and Ethos in Management educate students on various aspects of Professional Ethics.
 - In BBA, professional Ethics are taught through Managerial Skills, Fundamentals of Management, Organization Behavior, Industrial Relations etc
 - In B. Com subjects like Basics of Business Studies, Business Organization and Communication and Basics of IT caters to training of Professional Ethic
 - BSc covers the training of Professional Ethics in Foundation Course, throughout three years' curriculum
- **Co-curricular Integration**
 - Various Expert Sessions and guest Lectures are being conducted during the Academic year to integrate the Ethics of professionalism in the students of both UG and PG Programs.
 - A live interactive session with the Guests and Experts from the Industry, gives a practical outlook to students and the real challenges of implementing Professional Ethics.

Gender Equality

- **Academic Integration**
 - In MBA, subjects like Entrepreneurship, Human Resource Development and Audit and Compensation management train students on gender equality
 - In BBA, the importance of gender equality is taught through Human Resource Management, Entrepreneurship, Industrial relations etc
 - In B. Com and B. Sc the importance of Gender Equality is imparted through Foundation Courses throughout three years.
- **Co-curricular Integration**
- To promote gender equality various gender related activities, seminars and workshops are conducted in the Institute

- **Anti-Ragging Committee** keeps strict watch to avoid incidents of sexual harassment of students.

Human Values

- **Academic Integration**
 - In MBA, subject like Business Ethics and Ethos in Management, Human Resource Development and Audit, Social Psychology instill the Human values in students through writings of learned and renowned scholars
 - In B.Com, BBA, BSc and BBA FT subjects viz Industrial Relations, Hindi language and Moral Values, English and Environmental Education cater to instilling Human Values
- **Co-Curricular Integration**
 - NSS conducts Blood Donation Programs, Organ Donation, Voter Awareness and Registration.
 - The Institute organizes programs on Leadership, Corporate Social Responsibility, Road and Traffic Safety, Road Safety week and Human Values through our sacred Books
 - International Yoga Day is celebrated in IIMR to keep the student connected to the ground values

Environment and Sustainability

- Academically subjects like Environment Science address the issues and measures to address Environment and Sustainability
- The College promotes environment consciousness in the following manner:
 - NSS undertakes Tree Plantation and Swachh Bharat Abhiyaan
 - Workshop on Eco Friendly Ganesha Idol Making
 - The Institute **has Green Waves initiative** wherein entry of vehicles is restricted in the campus, and all the vehicles are parked in the Parking Zone only. Use of **plastic is restricted** on campus. **Green Environment and Plantation** is maintained in the 50-acre campus in which medicinal and friendly trees are planted in the campus. **Organic Farming** is an integral part of the Institute and the produce of the farm is fully utilized in the Canteen and Staff Quarters

File Description	Document
Upload Additional information	View Document

1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 49.65

1.3.2.1 Number of students undertaking project work/field work / internships

Response: 350

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

<p>1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)</p> <p>Response: Yes</p>	
File Description	Document
Upload supporting document	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Enrolment percentage

Response: 61.11

2.1.1.1 Number of students admitted year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
316	320	310	161	103

2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
360	420	480	360	360

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy) during the last five years (Exclusive of supernumerary seats)

Response: 26.97

2.1.2.1 Number of actual students admitted from the reserved categories year - wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
64	51	60	59	33

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
180	210	240	180	180

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.2 Student Teacher Ratio

2.2.1 Student – Full time Teacher Ratio (Data for the latest completed academic year)

Response: 26.11

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 using ICT tools

Response:

The institute practices various teaching pedagogy that focuses on imparting education that is student-centric. The teaching and learning methods adopted by faculty members include:

- **Lecture Method:** This is a conventional method of teaching which is complementary to the chalk-and-board method of teaching. This method is basically to strengthen the subject domain. This method facilitates revising the contents of the unit of the subject.
- **Interactive and Participative Method:** Interactive learning establishes a learning environment that allows both the faculty and students to engage in productive learning. Such cooperative learning environments make it possible for students to bond effortlessly and acquire various skills in addition to understanding the key points of the lesson. It also makes it easier to practice the skills acquired especially when real-life situations are thrown into the mix during role-plays and skits.
- **Collaborative Learning Methods:** It allows learning for all students irrespective of the fact whether the student is a slow learner or a fast learner. Group assignments are given to the students to encourage collaborative learning methods to encourage interpersonal and leadership skills thus learning about group dynamics too.
- **Case Study Analysis and Discussion:** Using cases in the teaching process gives the ability the students to understand different situations in different manners. A major benefit of teaching with case studies is that the students are actively engaged in figuring out the principles by abstracting them from the examples.
- **Group Discussions:** For developing communications skills, increasing the confidence level of the

students, and making them industry-ready, faculty members take group discussions on various subjects. It helps the students in getting abreast with the functional knowledge of the subject.

- **Summer Internship Project:** After the completion of the first year, the students go for summer Internships and submit a report on the same after its completion with the final presentation and viva-voce being conducted at the end of the semester. Summer Internships offer students the chance to put what they are learning into action, in a real-world environment.
- **Experiential Learning:** This is provided to the students through Industrial Visits which provide exposure to students to the practical working environment. Industry visits provide opportunities for active/interactive learning experiences in class as well outside the classroom environment.
- **Project-Based Learning:** Project-based learning is a powerful teaching method that has extensive benefits for students, ranging from critical thinking to self-confidence. Faculty members allot various topics to the students for research. Students are asked to work either on primary or secondary data. Students engage themselves in data collection by designing the data collection tool. The data is then analyzed using various statistical tools, which enhances their analytical skills and IT skills too.
- **Seminars:** Seminars are organized for the students, where corporate guest speakers of various domains are called to enhance the learning experience of the students. Such seminars provide practical exposure to the students and an opportunity to learn by standing on the shoulder of giants.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.4 Teacher Profile and Quality

File Description	Document										
<p>2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years</p> <p>Response: 95.42</p> <p>2.4.1.1 Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>27</td> <td>27</td> <td>27</td> <td>27</td> <td>23</td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	27	27	27	27	23	View Document
2021-22	2020-21	2019-20	2018-19	2017-18							
27	27	27	27	23							
Upload supporting document	View Document										

2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)**Response:** 44.8**2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
17	16	13	8	2

File Description**Document**

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)**2.5 Evaluation Process and Reforms****2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient****Response:**

The process of Mid Semester/ Session Tests (MST) is transparent and compliant with the University Guidelines. The pattern and timelines are told to the students in the Orientation Ceremony.

The Examination Committee consists of

- 1.Principal
- 2.Dean (Academics), and
- 3.MST Coordinator

Transparency- IIMR ensures transparency in Internal Assessment which plays a vital role in the valuation of the students. To maintain transparency, Notices are circulated to intimate students about the commencement of the Assessments. The faculties are informed about the dates and paper patterns, to maintain uniformity of the Question papers in all Programs as per the university paper pattern. The faculties are asked to incorporate the questions that fulfill the POs and COs of the said programs and courses

- **Process-**

- 1.The details of MST is shared with the students and team of faculties.
- 2.For every MST, the concerned faculty declares the subject coverage in their classes
- 3.The faculties prepare the Question Papers in the prescribed format.

4. Seating arrangements of the students are displayed on the notice boards, and special seating arrangements are made for the specially-abled students.
5. Supervision Chart is prepared and informed to the faculties.
6. Attendance of students is maintained properly through signatures in the batch attendance sheets.
7. The examination committee determines the deadlines for the assessment of the answer sheets.
8. Teachers update the marks in the Assessment sheets and are displayed to the students

Robustness-

- **Infrastructure for examination work:-** The institute has a designated room for all examination works, wherein all the important exam-related documents, answer sheets and equipment are present. The room has

1. Tables
2. Chairs
3. Computer
4. Printer
5. Amirah with Lock System
6. Intercom
7. Stationery Items (pen, Pencils, Institute Stamps etc)
8. White Board with Markers

Frequency- The Institute conducts (MSTs) in all the branches of all the courses at regular intervals

Process-

1. The **first MST** in both UG and PG Semester Programs is conducted in the gap of 25-30 days from the commencement of sessions.
2. The **second MST** is planned in the lap another 25-30 days from the closing dates of the first MST.
3. Upscale Opportunity in MSTs- To manage the reasons for the absence of students in any of the MSTs (either 1 or 2), or if the student aims to upscale their MST marks, the third MST is scheduled prior to the end of session/semester.

Mode- The Internal Assessments are conducted in offline mode with proper seating arrangements in place and to ensure that no unfair means are practiced. However the year 2020-21 onwards, due to the outbreak of Covid-19, the entire academic system was shifted to Online mode and therefore the entire assessment too was taken online only. All the results were discussed online and in place of physical display of marks, marks were declared online.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1 Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated

Response:

The Institute offers 5 programs and has a span of 226 courses offered across all the programs. Being an affiliated institute to a State University the Institute ensures to deliver of the curriculum while knitting in all the Program Outcomes mentioned by the University.

1. Program Outcomes (POs): These represent the knowledge, skills, and attitudes the students should have at the end of course completion of their respective engineering program.
2. Course Outcomes (COs): These gives the resultant knowledge and skills the student acquires at the end of each course. It defines the cognitive processes a course provides.

Communication of POs and COs of the Programs

- For the Post Graduate Program, the POs are well-defined by DAVV and are adhered to by the Institute.
- For the Undergraduate Programs, even though the COs are given by the University along with the syllabus, if necessary, the COs are reframed to enhance the practical and experiential learning of the students. These reframed COs are intricately lined with the Vision and Mission of the Institute.
- With the introduction of NEP, the redefined COs too have made place in the curriculum and the students too are sensitized towards the same.

The POs and COs are well communicated by displaying on Institute website (<https://iimr.indoreinstitute.com/>), Principal's Office, Institute Notice boards, Faculty rooms, Various prominent locations in the Institute, Library, and Session Plans. The POs and COs are also disseminated to students through faculty announcements to the students during the beginning of each semester and from time to time during the entire semester. The Assessments are also synced with COs and the questions are mapped with the CO that they are fulfilling.

Method of Attainment of POs, and COs

- The attainment of COs is based on continuous internal assessment and external examinations.
- COs are mapped with POs in Matrix form. Correlation levels 1, 2, 3 are defined as low, Moderate, & High, respectively. A blank cell represents there is no correlation.
- The target level and level of attainment for any subject will be based on the previous year's attainment and finalized by the concerned subject faculty.
- The attainment method incorporates the knowledge of the students assessed through various assessment tools during the session. Also, the learning of the students through SIGs, Certifications etc. are a part of this attainment process.
- The attainment of course outcomes is computed by all faculty members for their respective courses through combining the direct and indirect methods
- In the end of the semester/year, the HoD of each program collects this information from the subject faculty to prepare a summary sheet of CO-PO attainment.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.2 Pass percentage of Students during last five years

Response: 80.32

2.6.2.1 Number of final year students who passed the university examination year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
217	165	55	55	59

2.6.2.2 Number of final year students who appeared for the university examination year-wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
282	173	80	74	77

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response:

File Description	Document
Upload database of all students on roll	View Document

Criterion 3 - 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 last five years (INR in Lakhs)

Response: 0

3.1.1.1 Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description

Document

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

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

Response:

In order to motivate research, and thus strengthening the innovative skills along with entrepreneurial skills, the Institute has been taking steps to develop an ecosystem that would stimulate the skills and aspirations of the students and faculties. The ecosystem of the Institute comprises of well defined policies, events, expert sessions, external participations, visits etc.

- 1. IPR Policy-** The institute has well defined IPR policy in place that lays down the objective, committee, framework and regulations. This policy has played pivotal role in creating opportunities within and around the Institute. The Institute has entered in 11 MoUs and Associations. 7 faculties have approved patents under various heads. Almost all the faculties and non-teaching staff have been a regular attendee of the FDPs, workshops and Training sessions that promote the IPR aspirations. Faculties have been regularly publishing their research papers in Academic years. The IPR policy has provisions for student support too, wherein their publications are financially supported. Students of the Institute have also been an evidence to the various summits and seed start-up firms to understand the importance of IPR.
- 2. EDC Cell –** This cell was formulated in the year 2018 with an objective to promote entrepreneurial sentiment and initiatives in the institute. The cell has laid grounds for various entrepreneurial activities in and off the campus. MoU with Entrepreneurship Cell, IIT Kharagpur has helped the students of the Institute to learn from the experts themselves. Seminars and Guest Lectures too have played an important role in helping students and faculties understand the nitty-gritties of the world

of entrepreneurship.

The ecosystem of IIMR is developed in a way that aims to provide a platform to all the faculties and students and enhance their research and entrepreneurial outlook. In a step further, the Institute has earmarked intramural funds to a tune of Rs. 10 lakhs

Research and Publication policy- The institute has defined a robust Research and Publication Policy which motivates the students and faculties to publish their research work in well-established and recognized journals. This also promotes quality research in the Institute. The faculties and students are also provided with financial assistance for various academic attainments.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.2.2 Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 20

3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
3	1	9	5	2

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards

3.3.1 Number of research papers published per teacher in the Journals notified on UGC care list during the last five years

Response: 1.11

3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
20	17	9	7	6

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 0.26

3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
0	1	1	2	10

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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 last five years.

Response:

IIMR has been organizing and participating in various extension activities with a combined objective of sensitizing the students as well as contributing to the community and strengthening society. The Institute has had talks with **various associations, trusts, and NGOs** that have facilitated the conduct of various visits to Orphanage Homes, organizing Blood Donation Camps, and spreading Road Safety Awareness. The College then became the center of the **National Service Scheme (NSS)** and thereafter majority of the extension activities were conducted under the umbrella of NSS. The NSS Cell works to develop the overall personality of students through a series of regular activities which are undertaken both within the Campus and outside it in the form of special camps. The motto of the Cell is ***Not Me But You***. It invites volunteers

for all-around personality development through community service, group interactions, awareness generation programs, group training, and leadership training programs. The Cell has been very vibrant and active with volunteers from each program. Students are open to donating here and thus encourage *the “act of giving”* too. The Institute organized **Helmet Campaign** under the Road Safety Awareness campaign, wherein the staff, faculty and students move to the nearby areas and spread awareness in the community to follow the basic driving necessity of wearing helmets and thus encourage self-protection too. By organizing **Blood Donation Camps** in association with hospitals, the students, staff and faculties voluntarily undergo a small fitness test and thereafter donate blood for their welfare. The Institute has also **adopted village Narlai**, which is located at a distance of 10 Km (approx) from the main campus. The Gram Panchayat comes under MHOW Tehsil. The Institute has also rigorously pursued the Tree Plantation in the nearby communities to nurture the environment on various occasions, which has made the students realise of the importance of environment conservation and curb the effects of deforestation, rapid urbanization and decreased water levels in their communities. The employees of the Institute volunteered donating 1 day’s salary towards the **PM Relief fund for Covid-19**.

These activities have **sensitized the students** towards various societal issues and how to work towards the same. This has also trained them to **work in teams**. Students have also developed **mass communication skills**. The activities have also developed **empathy towards various societal and environmental issues**

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.2 Awards and recognitions received for extension activities from government / government recognised bodies

Response:

Green Waves Club was inaugurated in the year 2018 and numerous plantation drives have been organized, since the inception of the club. Students, along with teaching and non-teaching staff, have been sensitized to its objectives. The on-campus and off-campus activities have contributed to creating a platform that provides an opportunity for students to do something positive for the community and the environment by connecting with nature.

The unity of thought between the Government initiative and the Green Waves Club is that *“trees represent life, growth, peace, and nature; they produce oxygen, clean soil, prevent drought, control flood-related disasters, prevent soil erosion, improve physiological, mental, and spiritual health, and also reduce carbon footprints”*

The institute established NSS unit in the year 2018 and has adopted a Village Narlai in the nearby area and has started its extension activities since inception. However, the institution has received two appreciation letter for the same.

Certificate of Appreciation

IIMR also received a Certificate of Appreciation for the donation of lights and fans in the government school, located in the nearby rural area named- Narlai.

File Description	Document
Upload Additional information	View Document

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 organised in collaboration with industry, community and NGOs) during the last five years

Response: 25

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., year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
12	1	5	5	2

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.5 Collaboration

3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 15

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

Response:

IIMR has a strong culture that serves as a foundation for guiding students at various levels and upholds the idea of the students' holistic development. The institute boasts a strong infrastructure, unique facilities in a calm and natural setting, experienced and competent administration, and a team of supportive staff, competent faculty and ideal academic setting.

Class Rooms: Institute has 17 dedicated class rooms for teaching learning. All are equipped with LCD projectors and Wi-Fi facility. The classrooms are well-ventilated and equipped with proper lighting and fans.

Computer Labs: IIMR has dedicated 3 computer labs with 93 computers of Intel-i3, Intel G645, Intel Core 2 Duo, Intel P-D processors, with Windows Licensed software's for latest Configuration of hardware and version of software's are up to the mark and as per specification of affiliating body.

ICT Facilities: IIMR has 93 computers across all departments, 02 servers, 6 web cameras, 4 digital slates, 6 printers, 22 projectors including projectors in seminar halls and auditoriums, 5 extendable Wi-Fi access points, 144 Desktops are provided to all the department labs, e-Library, Classes, server room with configurations of Intel CPU G645, 4GB, 500 GB hard disk, Core 2 Duo 2.93 GHz, 2 GB RAM, 320 GB HDD, Pentium –D, 2 GB RAM, 80 GB Hard Disk with LAN connectivity.

Seminar Halls / Conference Halls / Auditorium / Open Stage: The institute has well-furnished adequately spacious 3 seminar halls / conference hall and 2 auditoriums with a seating capacity of 100-220 students. Apart from cultural activities, another purpose of the auditoriums and seminar halls is to augment the quality of education. The auditorium offers facilities like LCD projectors, screens, white-boards for delivering lectures. The halls are augmented with projectors, audio system, amplifiers which provide the precise ambiance and environment for presentations and gatherings and to conduct various workshops, conferences and other academic programmes like Expert Talk, Guest Lectures etc.

Gymnasium & Yoga Center: The institution has well equipped Gymnasium and Yoga Center with name "Maharishi Patanjali Yog Kaksh". The students & faculty members are motivated to make best use of Gymnasium to improve, maintain & sustain quality physical health status.

Library: The library of the Institute is well-stocked and also upgraded with the changes and upgradation of the curriculum and learning processes. Currently the Institute Library has an enriched resource of 7,804 books, 32 Journals, 8 Magazines, 7 Newspapers of which 2 are Hindi and 5 are English. IIMR Library has a total seating capacity of 80 to 100 students at a time and also has e-library with 10 desktops, latest licensed version of software's, anti-viruses and LAN Connections to enrich the library experience of all the students and faculties.

Sports Facility: Sports activities are conducted on various grounds available for different indoor and

outdoor games includes Cricket, Football, Kho-Kho, Kabbadi, Table tennis, Badminton, Volleyball, Pickleball, etc.

Other facilities: IIMR has ATM, Boys' Hostel, Girls' Hostel, Staff Quarters, Canteen (Aahar Nilayam), Cafeteria, Day-care center, sick room, Ambulance, Students Development Cell (SDC), Transport Department and Career Counselling Hall.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

Response: 28.88

4.1.2.1 Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
105.54	71.89	2.49	2.34	0

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

4.2 Library as a Learning Resource

4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library

Response:

Library is automated using Integrated Library Management System (ILMS)

Library is partially automated using Integrated Library Management Systems (ILMS). ILMS software CMS 2.0 through which Library books are searched by the Author's Surname, Title, ISBN, Accession Number, Publisher name etc. since academic year 2020-21. Earlier to this IIMR Library was using SERO SOFT ERP from 1/12/2018 to 17/1/2020. It has a sufficient number of textbooks, reference books, social welfare books, National and International Journals/Periodicals to satisfy the requirements of the AICTE

and syllabus of the university. According to the reading interest of students, various literatures, Biographies, employment news, Daily News papers (English, Hindi languages), E-resources through INFLIBNET N LIST Program (under E-ShodhSindhu) are made available in a good number. Area of the Library is 494 sq. mtrs. with a reading hall with a capacity of 70 students.

CMS

CMS 2.0 is a state of the art integrated library management software designed and developed by the Department of Computer Science, Indore Institute of Science and Technology (sister Institute) based on requirements of the college library. It is user friendly software developed to work under a client server environment. The software is compliant to International standards for Bibliographic formats, networking and circulation protocols. After a comprehensive study, discussions and deliberations with the senior library professionals, the software was designed to automate all housekeeping operations in a library. CMS 2.0 has been developed on ASP.NET SQL SERVER. CMS 2.0 allows International standards such as MARK 21 for bibliographic standards. CMS 2.0 is inhouse developed software for IIMR Library.

Subscription to e-resources

IIMR has been constantly upscaling its access to the e-resources. Initially the e-resources were accessed through DELNET and then the subscription of J-Gate was taken. Currently, the Institute has a subscription to N-List which is accessed and utilized by the faculties and students, for teaching, learning and research purposes. The Institute also has remote access to e-resources through proxy servers

Amount spent on purchase of Books and Journals

To match the rising demands of the students and faculties, the library of the Institute is well-stocked and also upgraded with the changes and upgradation of the curriculum and learning processes. Currently the Institute Library has an enriched resource of 7,804 books, 32 Journals, 8 Magazines, 7 Newspapers of which 2 are Hindi and 5 are English.

Other Information

Students access the Library physically in their allotted schedules as per time table and faculties can access library physically, in their free lectures or extended timings. Online Library access is rendered to the faculties and students by chief Librarian. Library has a total seating capacity of 80 to 100 students at a time and also has e-library with 10 desktops, latest licensed version of softwares, anti-viruses and LAN Connections to enrich the library experience of all the students and faculties.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Response:

Institute provides secured stable wired Wi-Fi network campus for students faculty members also accessed in classrooms, library, labs, corridors, auditoriums, seminar halls and dwelling areas.

Labs- IIMR has dedicated 3 computer labs with 93 computers in different departments of Intel-i3, Intel G645, Intel Core 2 Duo, Intel P-D processors, with Windows Licensed software's for latest Configuration of hardware and version of software's are up to the mark as per specification of affiliating body. 30 Computer upgraded in 2019 as per requirements specifications provided by AICTE/ Affiliating University norms

High-Speed Internet facility- Institute upgraded internet leased line (1:1) bandwidth from 35 Mbps in 2016 to 250 Mbps bandwidth, currently on campus. In October 2018 bandwidth increased to 75 Mbps. In 2019, upgraded to 175 Mbps. By August 2021, bandwidth increased to 250 Mbps

Generator and UPS – Institute has 1 Generator (250 KVA) and 10 UPS for constant power supply for continuous Wi-Fi connection in campus since 2012.

Firewall- Campus has secured with Internet UTM Hardware Firewall upgraded in Jan 2021 with various web security aspects (Web Filtering, Intrusion Protection, Deep Packet Inspection, and Advanced Threat Protection).

Server room- Institute has dedicated server room with 02 servers used for ERP & CRM Server.

IP- Camera Access- Institute has IP based surveillance system 24x7 with 08 CCTV Cameras installed in the year 2019 in class rooms, 05 CCTV Cameras installed in year 2022 in library IIMR.

WEB Camera – In 2019 purchased 06 Web cameras for recording and delivering lectures, later upgraded to 19 in year 2020-2021.

Digital Slate – In 2020 purchased 4 digital slates for e-Teaching.

LCD Projector – Institute has 18 LCD projectors in Classrooms and Labs, 2 LCD projectors in Seminar halls, 2 LCD projectors in Auditoriums.

Email Ids : IIMR has provided Institute Email Id (...@indoreinstitute.com) to each student , Faculty and Staff for Academic and Official uses with Minimum 25Gb Drive space.

LAN Facility - There are data network switches (Gigabyte & 100 Mbps), CCTV cameras, Intercoms and 1 SOPHOS XG firewall for content filtering. 100 Mbps Internet Leased Line (1:1) connectivity shared across IIMR College, where 50 Mbps shared for students.

Workstation - 144 Desktops provided in labs, e-Library, Classes, server room with configurations of Intel

CPU G645, 4GB, 500 GB hard disk, Core 2 Duo 2.93 GHz, 2 GB RAM, 320 GB HDD, Pentium –D, 2 GB RAM, 80 GB Hard Disk with LAN connectivity.

Software - Genuine windows licenses available with Windows 10, Window 7. Microsoft office 365 standard and professional editions. IIMR use open source operating systems such as R & R-Studio, Tableau, Tally 9, and IBM SPSS. Windows systems are protected with Seqrite endpoint security Antivirus.

Printers – 1 Xerox work centre, 2 Multifunctional Printer, 2 Network and 2 Laser printers provided to IIMR campus for academic and administrative purposes.

Wi-Fi: 05 Extendable Wi-Fi access points placed in various places in IIMR like Library, Labs, Class rooms. Wi-Fi access provided to all students monitored by SOPHOS XG firewall at Centralized IT department for secure content access.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3.2 Student – Computer ratio (Data for the latest completed academic year)

Response: 5.78

4.3.2.1 Number of computers available for students usage during the latest completed academic year:

Response: 122

File Description	Document
Upload supporting document	View Document

4.4 Maintenance of Campus Infrastructure

4.4.1 Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years (INR in Lakhs)

Response: 14.37

4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
30.02	12.29	22.74	15.78	9.83

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

Response: 49.1

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government and Non-Government agencies year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
261	255	201	204	166

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.2 Capacity building and skills enhancement initiatives taken by the institution include the following

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

Response: A. All of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.3 Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 6.23

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
59	30	33	12	4

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

Response: A. All of the above

File Description	Document
Upload supporting document	View Document

5.2 Student Progression

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 42.47

5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
99	60	47	24	4

5.2.1.2 Number of outgoing students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
217	165	55	55	59

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 0

5.2.2.1 Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

5.2.2.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	View Document

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 last five years

Response: 14

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
3	3	1	6	1

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 10

5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
11	5	11	14	9

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

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

Response:

IIMR started its journey of imparting knowledge in the year 2012. The Institute has been in the process of delivering quality education companied with attributes of overall development. The Institute has been making contant efforts to upscale the learning experience of the students.

While the Institute has been dedicated towards its regular students, we have also made bridges to keep in connect with our passing our students- Alumni. The Alumni of the Institute are a part of the corporate sectors.

In the same process, the institute has active Alumni cell formulated in the year 2018-2019. It is moving ahead with selfless intentions for the growth and development of the institute and the students. The Alumni Cell has played a vital role in maintain the connect between the passing out students and their Alma mater. The cell conducts regular meetings each year to revisit the last year’s working and plan for the current Academic Session. The cell also works towards keeping a strong connect with the students and plan for yearly events. These event aim at creating an interactive and learning platform for the students of IIMR from their seniors who are in corporate sector and contributing towards the society.

The Alumni Society of the Institute was registered on 28th July 2022. The society comprises of the student representatives who are now an alumnus to the Institute. Since the registration of the Alumni cell, a formal registration of the students is done.

The passing out students have played an important role in coming to the campus every year and help their Alma Mater Juniors to learn from their corporate experiences. The Alumni have contributed significantly through non-financial means during the last five years.

Contribution by the Alumni

1. Alumni share their experience of taking higher education from the particular institute or university.
2. Pass out students visit the college on regular intervals and interact with the present students about industrial opportunities and challenges
3. They also take sessions on latest developments
4. They help the existing students in preparing for the interview
5. Alumni do guide the students time to time for placements.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance

Response:

A. Vision and Mission of the Institute

IIMR has developed a systematic channel of governance and support over the years. IIMR has been focusing on delivering qualitative education to carve responsible individuals. The vision and mission of the Institute primarily focus on imparting education and human values that serve the student to evolve in a better way with the rapidly changing industry needs.

The vision of the Institute:

“To be a nationally recognized institution of excellence in management and commerce education and produce competent professionals capable of making a valuable contribution to society.”

The Mission of the Institute

1. To promote academic growth by incorporating best teaching practices in various undergraduate and postgraduate programs.
2. To maintain excellent academic standards through a judicious mix of effective teaching pedagogies, content, and the latest technologies in a learning environment.
3. To develop intellectually capable and socially responsible managers and entrepreneurs who are creative, ethical, and gifted leaders.

B. The Governance and Leadership

The management chalks out a perspective/ strategic plan that aligns the vision and mission of the Institute, with its practices and policies, to have a goal-oriented approach. The Strategic Plan for the institute was developed in the year 2018 for a duration of 5 years. Vision, Mission, policies and plans are kept open to all stakeholders for their suggestions. The participatory role of the management encourages the involvement of all, ensuring effective governance. The main objective of the strategic plan was to enhance the employability quotient of the students with Holistic Development.

Towards this objective, the institute introduced Skill Improvement groups along with certificate courses, and project-based learning, started student connect initiatives, initiated school connectivity programs, etc.

The institution follows a democratic and participatory mode of governance with all stakeholders participating actively. The Governing Body delegates authority to the Principal and Administrative Heads, who- in turn- share it with the different levels of functionaries in the college. The Heads of Departments, Coordinators of various committees along with staff representatives on higher decision-making bodies, play an important role in determining the institutional policies and implementing the same.

C. Institutional practices

Decentralization and Participation - The institution's practices of collective leadership and democratic traditions are reflected in its practices. The hierarchical structure makes sure of delegating the power and allocation of responsibilities for the smooth functioning of the Institute. The Management enlists the talents of the teaching and nonteaching members in shouldering various administrative responsibilities and appoints them as officials that include General Manager (Finance & Account), Registrar, Chief administrative officer, Chief Marketing Officer, Director Placement, Director CDC, Dean Sports, Dean Research, Dean Academics, IQAC Coordinator, Coordinator of Examinations, Heads of Departments, and Coordinator of various clubs and committee. Teachers play an important proactive role in implementing the vision and mission of the college. E-governance is incorporated in areas of administration, student admission, and support, library, and examination. The feedback system for the students, teachers, alumni, and employers adopted by the College helps effective evaluation and solutions of the teaching and other practices

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc

Response:

1. Institutional Policies

IIMR believes in 'Quality is a Way of Life' in its endeavors. While continuously improving on its educational service delivery, IIMR focuses on the quality in all other aspects of campus life and in handling its stakeholders. Institute also believes that it is the human resource of any institution that makes the difference. Adequate support in providing the due welfare facilities to the employees and their families has brought about a qualitative change in the outlook towards owning the institution and full commitment

to maintain excellence in whatever they do. Also, the Institute has a “Student Friendly policy” which encourages the students to be valued contributors to the Institute.

1. Administration setup and Organization Structure:

- IIMR has a well-defined Organizational structure with a hierarchy from Governing Body which flows to the Director-General, Principals, IQAC, HODs, Coordinators Faculties, and staff members.
- One of the pillars of such a system is the administration. The admin setup takes care of the entire campus in terms of Housekeeping, canteen management, security of the campus, etc.

C. Appointment and Service Rules:

The institute has defined service rules right from recruitment to pay fixation, from appraisals to promotion, and to the talent sharpening process. Based on the requirements received from different departments the recruitment process initiates through the various sources of recruitment, followed by interview processes for eligible candidates. Final candidates are negotiated and provided with the offer letter. **An appointment** letter is issued to selected candidates who are being inducted into the system about the service rules and prevailing systems in the Institution and departmental setup.

- **Service Rules-** Appointment Letters are accompanied by rules of service, leave policy, and serve as a manual to the employees for their tenure of association with the Institute. Also, the purpose of Service rules is to lay down the patterns of broad employee behavior expected at IIMR.

1. **Promotion Policy:** - IIMR considers that periodic promotion of employees to higher grades/positions recognizes accumulated experience & expertise. Promotion of faculty is done as per university norms which takes place once in a year.

2. **Reward & Recognition:** IIMR has a firm belief that it is human nature to develop a kind of affiliation and attachment with a group or institution with which he/she is associated/ employed. Recognition practices include giving appreciation letters, enriching & enlarging job, multiple increments in the scale, normal & fast-track promotions. HR identifies such employees through Performance Appraisal Forms and awards or felicitates them accordingly.

3. **Mentoring:** Mentoring is a process whereby a senior employee in our organization takes a junior employee under his wings and offers the junior wisdom, expertise, values, etc., thereby molding the junior in an effective way.

4. IIMR’s basic philosophy and policy toward its employees is to **Create a Harmonious Work Environment to build Careers for People-** for both the teaching faculty and administrative staff. The people are taken care of with the best working conditions, good pay, providing ways for continuous learning and knowledge enrichment, guest lectures, and a flexible system.

File Description	Document
Upload Additional information	View Document

6.2.2 Implementation of e-governance in areas of operation

1. Administration

- 2. Finance and Accounts
- 3. Student Admission and Support
- 4. Examination

Response: A. All of the above

File Description	Document
Upload supporting document	View Document

6.3 Faculty Empowerment Strategies

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

Response:

IIMR provides many welfare measures to its teaching staff with the belief that staff and faculty are the most vital components of any organization and an organization cannot be at its peak unless its staff is satisfied, motivated, and encouraged.

1. The institution offers **no-interest loan** facilities and NOC to its teaching and non-teaching staff.
2. To appreciate the staff's contribution and support their **Children's education**, IIMR gives admission to the children of the staff for a half fee.
3. **Academic leaves** are provided to staff for pursuing higher education or doing a professional course.
4. **Well-developed labs** are openly accessible for performing research and learning for their professional growth and personal knowledge updates.
5. Participation in different programs is organized by the Institute and also other agencies, for their professional growth, and for that IIST grants **leaves and provides financial incentives**.
6. **Maternity leaves** are granted with two months' half salary.
7. For Lactating mothers, IIMR has a special **crèche facility** in which the mother is provided a room where she can keep her babies along with a caretaker during working hours, and sometimes they are given **flexible timings** as per their requirements.
8. **Accommodation** is provided in Staff quarters at very concessional rates for teaching and non-teaching staff.
9. **Organic vegetables, grains, and fruits** are grown on Institute's farm to be sourced to Canteen. This promotes healthy food intake of the members
10. Institute also provides **free transport** to all its employees within Indore city and outskirts of the city around 60km. Staff is also facilitated by pick up and drop up facilities if they require staying after working hours or visit the institute on holidays. Vehicle Pooling is also promoted as a part of the green initiatives as well as financial benefits.
11. IIMR is a full Wi-Fi campus and every employee gets **free Wi-Fi 24*7** on their desktop as well as a personal laptop.
12. All the employees have **library access** as per their timings and ease
13. There are **indoor games** like Table Tennis, Chess, Carrom, Gym, and **outdoor games** like Pickleball, Cricket, Basketball, Tennis, etc. for staff which they can play in their free/ spare time within the campus. These activities aim at developing and facilitating healthy body and healthy soul

for the members

14. **Canteen Facility** in our campus for employees there we provide healthy and subsidies food.
15. Management organizes **get together and lunches** for all staff in which there are cultural performances by employees.
16. IIMR contributes a specific amount towards the **Employee Provident Fund and Gratuity benefit** for teaching and non-teachng staff who fall under the eligibility criteria as per Govt.
17. As per the government guidelines, Institute also contributes a specific amount towards the **ESIC & follows Minimum wages** for its non-teaching staff & **fourth-class employees**.
18. Institute also provide two sets of **uniforms** to staff members of our transport department, maintenance department, and office boys.

File Description	Document
Upload Additional information	View Document

6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 22.4

6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
15	0	4	7	2

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

Response: 76.88

6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
33	21	26	15	28

6.3.3.2 Number of non-teaching staff year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
6	6	7	7	9

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

IIMR follows & maintains a proper process for fund mobilization and resource in which the principal, various committees of institute, Department Heads and Accounts office give their contributions. Governing body of IIMR & principal design rules for funds and the optimal utilization of resources for institute. Director approves the budgets then different types of funds are generated. The Principal, GM finance and purchase committees along with the accounts department ensure that expenditure lies within the allotted budget and GM finance also maintains records of all income and expenditures every year to monitor efficient use of funds / financials resources.

Mobilisation of the funds are done through: Fees Collection, Donations through Society, Exam conduction, Bank Interest, Sponsorships, Misc. Income etc.

Utilisation of funds are done in following heads: Expenditure on salary, security, housekeeping, electricity, maintenance, mess etc., Seminar and FDP for faculty and students, funds for academic activities like Industry Visits, Educational Tour, H R Conclave, students' membership, Infrastructure development, Events and activities.

The Institution has established a mechanism for conducting internal and external audits on the financial transactions every year to ensure financial compliance. Internal audit is conducted by qualified independent Chartered Accountant Firm on monthly basis. External audit is conducted once in every year by qualified independent Chartered Accountant Firm. So there are two different Chartered Accountant Firms conducting Audit for a particular Financial Year.

Process of the internal audit:

All vouchers and bills are audited regularly by an internal auditor on monthly basis. **The institution has established procedure where in bills are booked only after being audited.** The auditor also checks whether **Standard Operating Procedures [SOP] of Purchases** are followed by each department while incurring expenses. The SOP prescribes detailed procedure of purchases via tenders with different levels committee recommendation. The auditor ensures that all payments are duly authorized by competent authority. **After audit, the report is sent to DG on monthly basis.**

Process of the external audit:

The accounts of institute are audited by chartered accountant regularly as per government rules. The audit is conducted in accordance with Standards on Auditing specified by Institute of Chartered Accountants of India. The auditor issues annual report that Financial Statements are free from material misstatement and errors. This audit also includes evaluating appropriateness of accounting policies used and reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of financial statements. The audited statements are duly signed by management and chartered accountant.

Settlement of Audit Objections:

Any queries, in process of audit are attended immediately along with supporting documents within prescribed time limits. Further in case of internal audit, objections mentioned in audit report are complied and settled in next month and shown to auditors for their satisfaction. In case of external audit all audit objections are complied before signing of Financial Statements and issuance of Audit Report by Auditor.

All these mechanisms exhibit transparency being maintained in financial matters and adherence to financial discipline to avoid defalcation of funds or properties of institution at all levels.

File Description	Document
Upload Additional information	View Document

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. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

The IQAC was established in the institute in March 2020. The core objective of the Internal Quality Assurance Cell (IQAC) is established in the institution to maintain and enhance the quality of education along with the methodologies and operations. The onset of the Covid-19 pandemic delayed the process of improvement, but the setup of IQAC ensured that little incremental improvements in all areas as documented in the periodic reports of IQAC. The key task of IQAC is to develop a system for cognizant, consistent, and catalytic improvement in the performance of the institute. The quality assurance processes, with regard to academics, and administration are an integral part of the institutional policy. IQAC nurtures a number of activities to make everyone aware of the quality assurance strategies and processes. To ensure the effectual functioning of IQAC, the coordinator of the IQAC interacts with various representatives for the effective execution of IQAC and explains the chairperson of IQAC.

IQAC has contributed significantly for institutionalizing quality assurance strategies and processes, the following practices are the results of IQAC initiatives.

1. Incremental Improvement in Programs Offered- Institute today offers 7 programs as a combination of PG and UG, which has raised from 2 (at the time of inception)
2. Incremental Improvement in Faculty Profile- IIMR has more than 50% of the faculties having Ph.D. Other faculties are either pursuing Ph.D. or are NET Qualified
3. Incremental Improvement of Admissions- Institute has seen a reasonable increase in the years. The students intake is the reflection of improved academic standards of the Institute
4. Incremental Improvement in Placements- With the dedicated Career Relations Cell in place, the institute has seen increase in the number of students getting placed with coveted organizations.
5. Improved MoUs and Associations- Institute currently holds 15 MoUs and recently has entered an MoU with Happiness Education Trust to enhance the inner and outer development of the students.
6. Improved Use of ICT tools along with improved Physical and Digital Infrastructure post pandemic
7. Registration of IIMR Alumni Association has happened after the establishment of IQAC

The IQAC continuously reviews and takes steps to improve the quality of the teaching-learning process. The IQAC has also contributed toward institutionalizing quality assurance strategies and developed various processes as follows:

1. Promote industrial involvement in academic practices by organizing industrial training, industrial visits, workshops, and guest lecturers from industry experts, MOUs, etc.

2. Focus & Review the Outcome-based learning education in each program.
3. Review and focus on the various processes
4. Other than these IQAC review and focus the works on improving the teaching-learning process and supports the adoption of Outcome-Based Education (OBE) in all programs.

File Description	Document
Upload Additional information	View Document

6.5.2 Quality assurance initiatives of the institution include:

1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements
2. Collaborative quality initiatives with other institution(s)/ membership of international networks
3. Participation in NIRF
4. any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc

Response: B. Any 3 of the above

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

Criterion 7 - 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 and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

Response:

1. Gender Equity

IIMR believes and puts in efforts to comply with the concept of gender equity which refers to fairness of treatment for both girl and boy students along with different stakeholders of the Institute.

1. IIMR has a robust yet empathetic system in its operations , admissions, placements, extracurricular activities etc wherein girl and boy students participate with equal zeal and enthusiasm and are felicitated for their attainments.
2. The Institute follows all measures to keep the students at par in terms of safety and treatment.
3. The institute organizes various Expert Sessions, Workshops, Festivals, competitions and events to promote sensitivity towards gender equity

1. Safety and security -

1. The Campus is guarded and surrounded with boundary wall , 24 hours security and stays under CCTV surveillance .
2. Students are allowed in the campus with valid ID cards only
3. Visitors can enter the campus only with a Gate Pass and due confirmation from the concerned person.
4. The campus is a “Restricted Vehicle Zone”.
5. A visitor’s register is maintained at the main gate.
6. There are separate boys’ and girls’ hostels
7. The hostels have proper signage to restrict unwanted entries.
8. Girls Hostel is under the surveillance of female warden and the maintenance is taken care of by female staff.
9. Ambulance facility and vicinity to hospitals.
10. Female faculties and staff are provided pick-drop facility if they engage in late working hours.
11. The buses have GPS Enabled cameras and speed governors.

2. Counseling-

1. Faculties provide mentoring and counseling to all students. Female Faculties incorporate sessions for female students. Female students can approach their Incharges on personal levels too
2. Hostel wardens act as counselors and guardians to the hostellers

3. Other Relevant Information-

1. Girl and Boy students are given equal opportunity in admissions, sports, cultural and other activities and their recognitions and awards

- 2.The Proctorial Board is responsible to ensure compliance to rules and regulations by the students.
- 3.Awareness Programs are conducted throughout the year to empower the women of the campus.

2. Commemorative Days and Events

- All national festivals are celebrated with enthusiasm to inculcate a sense of patriotism in the students. Students come together and perform cultural programs like singing and Dancing. Competitions on patriotic and social awareness themes like easy writing competitions, poetry competitions etc. sports tournaments and games are also organized. Cash prizes are distributed to winners and runner ups.
- Various commemorative days like Gandhi Jayanti, Dr Ambedkar Jayanti, World Environment day, World No Tobacco Day and International Women’s Day are also celebrated with great zeal. Competitions like slogan writing and poster making for students are organized to bring awareness to spread awareness. An expert talk on the danger of smoking was organized for students, faculty and staff.
- Cultural festivals like Navratri with “ Dandiya Raas” are celebrated where various competitions are organized. Programs conclude with Prize distribution and dinner.
- Social awareness programs are organized by the institute. Officials from the Police and Traffic department grace the occasion and appreciate efforts of the institute..

File Description	Document
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Provide Link for Additional information	View Document

7.1.2 The Institution has facilities and initiatives for

- 1.Alternate sources of energy and energy conservation measures
- 2.Management of the various types of degradable and nondegradable waste
3. Water conservation
- 4.Green campus initiatives
- 5.Disabled-friendly, barrier free environment

Response: A. 4 or All of the above

File Description	Document
Upload supporting document	View Document

7.1.3 Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

1. Green audit / Environment audit
2. Energy audit
3. Clean and green campus initiatives
4. Beyond the campus environmental promotion activities

Response: A. All of the above

File Description	Document
Upload supporting document	View Document

7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

IIMR is a firm believer of holistic development wherein equal emphasis is laid on academics, extra curriculars, co-curriculars as well as developing an empathetic individual. Various activities are planned in the institute which aims at providing an inclusive environment to all the students. IIMR is an academic destination for students from various walks of life.

1. **Dazzle** is an yearly extravaganza which is celebrated with full zeal and enthusiasm . This **annual event** is a culmination of all the efforts of the students who come with varied themes for each year. The foundational thought of this event is to unite all the students of all gender, caste, creed and categories . The themes of this event has been “Unity in diversity” and “Regional Integrity”
2. **Celebration of various festivals** like Basant Panchami, Diwali, Navratri, Ganesh Utsav, Haryali Amavasya, etc induce the feeling of cultural, regional, linguistic, communal socioeconomic, and other diversities’ oneness.
3. Celebration of **Days of National importance** like Independence Day and Republic Day spread the **feeling of patriotism and belongingness** amongst the students. They also promote the feeling of patriotism in the students
4. To promote **Social Responsibility**, the institute has conducted Helmet Awareness Program
5. Events of Collage making. Slogan writing and Nukkad Natak help in promoting **communal harmony** among the students
6. Energy Conservation Day, World Earth Day and World Environment Day have been a foundational contribution to generate and spread the feeling of **social awareness** amongst the students as well as in the society.
7. Our green Waves Club and Sadashay club aim at imparting the **social responsibility** programs under which Sapling Donation Drives, tree Plantation, Barring the use of plastic, donation of necessary item to the underprivileged , etc. has been among few of the activities.
8. Ambedkar Jayanti, Gandhi Jayanti etc are celebrated to pay respects to our legends, while remembering their contributions towards our country. Also various celebrations are done that help students to connect with these legends’ ideologies
9. Mock Parliament competition and World Consumer Day help in developing awareness amongst the students about their constitutional obligations and duties.

File Description	Document
Upload Additional information	View Document

7.2 Best Practices

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

Response:

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

The two best practices successfully implemented by the Institute are

1. Title of the Practice -Skill Improvement Groups

2. Objectives of the Practice –

1. To update the knowledge, enrich skills, and bridge the gap between Academics and Industry to make students fit for 4.0 industries ready.
2. To provide quality education and to enhance the Employability Quotient of the students.

1.3. The Context-

The New Education Policy has focussed to make India a knowledge superpower. The needs of the industries are dynamic in nature and it is a need for us to change and modify the curriculum, pedagogies, and evaluation procedures accordingly. With the transformations taking shape, we are obliged to move towards OBE (Outcome Based Education).

While the companies come for campus or when the students unveil their entrepreneurial ambitions, it is expected that the students possess skills and knowledge at par with the demands of the challenging market. Thus, IIMR started a new concept in 2018-19 called Special Interest Groups (SIGs)/ Skill improvement Groups which provide skill courses on the latest and upcoming domains and technologies. SIGs are based on Industry requirements for advanced technologies and tools. To enhance industrial knowledge and to keep up with the latest advancements the institute has experts for training. The SIGs are planned in such a manner it becomes a part of the academic learning ladder. Right from the first year SIGs are conducted during academics as a regular practice. During the situation of Covid-19, the institute adopted a system of online training, and technical sessions were conducted wherein experts trained the students from far-off areas.

1.4. The Practice

SIGs are conducted on MS Excel, Design Thinking, Financial Analysis, Country Risk Analysis, Stock Market Analysis (both Fundamental and Technical), R Programming etc, to make the students aware of the latest development in the world of management and technology.

1.5. The Evidence of Success

1. Students are placed in many MNCs and top companies.
2. Increased participation in various Certificate programs
3. Students gained better Internships

1.6 Problems Encountered & Resources Required

1. Time constraint is a major limitation in implementing various SIGs'
2. Finding and bringing trained experts from other institutions/ Industry is also very challenging.
3. Advanced computer peripherals are required.

2. 1. Title of the Practice- Green Waves Movement

2.2. Objective-

We are a firm believer that natural resources be duly respected and judiciously utilized too. It is also needed that the students learn to nurture and be sensitized towards conserving it to the optimum levels.

With this vision, Green Waves" Club was constituted for the Green wave movement with a core objective of "Learning to live sustainably" The Club aims to promote awareness not only inside the campus but to the wider world, to inculcate a sense of responsibility towards "Mother Nature" .

2.3. Context

IIMR has a lush green campus, where a variety of plants and trees are planted which add aesthetic value to the campus and prevent soil erosion. This has also conserved biodiversity. The campus is developed as an eco-friendly campus with the main purposes of making the campus-Green, Pollution Free, Noise Free, and Water Harvesting, thus escalating the Eco-Social goal of "Go Green". Every stakeholder is made aware of the importance of nature through its "CLEAN AND GREEN" practice.

2.4. Practice

The 50 acres of lush green sprawling campus has well-maintained greenery and biodiversity. Varieties of ornamental plants are grown. Organic farming is being practiced and crops & vegetables without chemicals are produced to supply in the canteen.

1. **Promoting Agro-Forestry-** More than 1500 plants have been planted on the campus with the implementation of the green campus policy and by forming a Cluster of Mango, Tamarind (*Imli*), Gooseberry (*amla*), Custard Apple (*Sitaphal*), and Guava (*Amrud*) trees.
2. **Water harvesting and water management** - Following Water Conservation Facilities are available in the Institute

- Water Harvesting system,
- Borewell /Open well recharge.
- Construction of tanks and bunds
- Maintenance of water bodies and distribution systems

1. **Sensitizing Students and other stakeholders-** Every year Plantation Drives are organized for newly admitted students. This connects them with the activities of the Green Waves Movement
2. **Cultivating organic vegetables and crops-** Since 2018, in order to improve air quality and resource conservation, the institute started the practice of growing organic crops on 10 acres of area which was lying idle and unused to produce food of high nutritional grade in sufficient quantity to provide healthy food & vegetables to students & staff and utilization in canteen also.
3. **Energy Efficient System-** To keep the environment clean, measures have been taken in the Institute Campus through the use of Solar energy, LED, CFLs, etc in various places. Also, the buildings are such that all the classes and other rooms are naturally well-lit and airy.
4. **Promoting No Plastic Zone-** The Institute has a “Plastic-Ban” Policy in place, which outlines the practices to be followed in the institutes. Different types of dustbins are provided on campus to collect plastic bottles, wrappers, chocolate covers etc. All utensils in the Canteen are of steel and of food grade. It is ensured that no plastic utensils are used in the kitchen either for serving or cooking purposes.

2.5. The Evidence of Success–

1. The air quality of the campus is improved after the plantation of more than 1500 plants and trees of various varieties as analyzed through Green Audit Report
2. Healthy food and vegetables are supplied in the college canteen, which is the ultimate goal of achievement of practicing organic farming on campus.
3. Water conservation system has increased the ground level water. Also, 7 borewells help cater to the water needs of the entire campus. This has helped to avoid any dependency on external sources of water.
4. Ban on plastic and placing of dustbins has reduced waste in the campus.

2.6 Problems Encountered and Resources Required

The main problem of organic farming is less production of food grains and vegetables as compared to chemical farming. So new organic farming techniques are required

File Description	Document
Best practices as hosted on the Institutional website	View Document

7.3 Institutional Distinctiveness

7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

Indore Institute of Management and Research envisions an all-inclusive growth of students along with their holistic development. Our core focal areas have always been creating an academically strong community of managers and entrepreneurs with high Intelligence- Emotional-Social-Happiness Quotient. Towards this objective, IIMR introduced the concept of “*Samagra Samutkarsh Yojana*” (SSY), which aims at a judicious mix of academics and skill enhancement, while developing a socially responsible and self-aware individual. We believe that a balanced approach of an individual towards the outer world while taking care of oneself will contribute towards a tranquil, blissful, and harmonious society.

The entire concept of SSY is a combination of Academic Assistance, Financial assistance, Student Connect and support, societal responsibilities, and developing emotional and happiness quotient.

Various steps in SSY focus on following core areas of enhancing an individual-

1. **Ready Professional for Industry 4.2-** In order to enhance the Employability Quotient of the students, IIMR has a dedicated system to deliver **Skill Improvement Groups/Special interest Groups (SIGs)** to the students that keeps them abreast with the recent and upcoming trends of the industry 4.2/5.0, while enhancing their core competencies. We also provide necessary **inputs and skills** to conceptualize real time problems and to come out with solutions based on their innovative ideas and out of the box thinking. IIMR has been constantly motivating them to **complete both national and international certification courses** in their respective fields. We also aim to enter into **tie-ups with various prestigious institutions**. A dedicated **Career Development Cell (CDC)** has been working tirelessly to enhance **English and Numerical Ability** of the students. Whilst all these efforts, we are steadfast with our academic deliverance and maintain high standards, as we **combine content, pedagogy and technology** in our teaching learning process
2. **Emphasis on Communication with peers and others-** Students are being trained on effective communication. These sessions are well-designed to enable students to maintain a professional decorum and quality of content while communicating with their peers as well as their professional contacts.
3. **Physical Health and Sports** – Along with verbal and cerebral ability, **equal emphasis is laid on the physical fitness** of the students. Dedicated indoor and outdoor sports infrastructure has been developed in the campus that facilitates the same. Sports like **Basketball, football, Cricket, Tennis, Carrom, Chess, Table tennis** etc are a regular practice in the campus. With an extension to the same, **Pickleball** has been a new add to the list of sports in the campus. Also, the campus promotes **walking, cycling, jogging, yoga** etc in the campus, which is a regular practice for the hostellers
4. **Connect with Nature-** A sign of a healthy mind and soul completes with their connection to the soil and nature. In this direction, the Institute initiated the “**Green Waves Movement**” in the year 2018-2019, which is now taken a shape of habit amongst the students, staff, and faculties. Under this initiative our focal areas were– *promoting agroforestry, saying “No” to plastic, promoting bio-diversity, organic farming, and water harvesting and water management*. Now we extended this movement as a “**Green Policy**” that serves as our roadmap, which further focuses on *tree plantation, restricted vehicle entry, shared transportation, plastic free zone, no-alcohol /tobacco campus, saving electricity, water conservation, and organic farming* has sensitized students, staff and faculties to respect and nurture the nature that they live in.
5. **Social Connect and Responsibilities** – IIMR has a dedicated **NSS Unit** wherein the students visit the nearby villages and the segments of society in need, which helps them to connect with society

and deliver their responsibilities. The institute has **adopted the village “Moklai”** where various outreach and awareness camps and activities are organized on a regular basis

6. **Student Forum, Professional Societies, and Clubs-** IIMR has **19 clubs** that help to provide a platform for the students to hone their intrinsic skills and hobbies. A number of activities are organized under these clubs viz. Mock Parliament, Debate Competitions, Music Competitions, etc. A dedicated club- Samagra Samutkarsh Club- aims at preparing students for IAS and other prestigious government job opportunities.
7. **Encourage students to come out of their comfort zones-** These activities over the years have helped our students to come out of their comfort zones. **Interactive sessions with the Director General** of the institute on areas of *stress management, life skills and emphasis to do hard work, sports, facing challenges*, etc. have widened their thought process to manage their inner as well as the outer world. Also, a **dedicated Syndicate system** works arduously towards the same, wherein a group of students is allotted a mentor who keeps a close personal and academic connection with the students. The evidence can be seen in their improved confidence. Also, the increased number of placements over the years and employers has been commendable.
8. **Merit-based fee structure and Financial Assistance** – With our Merit-based fee policy, IIMR has seen an **increase in the number of admissions** in the last five years. The **student intake profile has improved** over the years. Also, under our Institutional Financial Assistance initiatives, students who lost their single-earning parents to Covid19 were facilitated with a full tuition fee waiver, for an unhindered education continuance
9. **Encouragement for Start-ups & Entrepreneurial ventures** – To enhance the entrepreneurial skills and the passion of start-ups amongst the students, IIMR has **earmarked Rs. 10Lakhs** towards the same
10. **Know thyself & be thyself willing to evolve-** As a part of making students aware of their innate abilities and channelizing the same in the correct direction, the institute has been conducting sessions, workshops, and activities focusing on the following key areas-
 1. *Limited Identity vs wider Identity*
 2. *Emphasis on Enhancing Perception*
 3. *Theory of Non-Attachment and role of Awareness*
 4. *One is the creator of his/her destiny*
 5. *Optimum Utilization of Energy*
 6. *Power of Thought and Visualization*
 7. *Power of Words*
 8. *Managing stress/failures/distraction*
 9. *Living in Present*
 10. *Meditation and its impact*

File Description	Document
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5. CONCLUSION

Additional Information :

1.4. Other Information

- The students can follow the **hierarchical structure** of the Institute and can approach the Principal of the Institute, in case of any unaddressed issues or grievances.
- We have a mentor-mentee concept in the Institute, known as the **Syndicate system**, wherein the students are divided into small groups, and a Syndicate Incharge is allotted. The syndicate Incharge aims to develop cordial relationships with the students and caters to their challenges and queries on campus. And Incharge serves as a one-stop destination for the students for their correspondence. Students can also approach their syndicate Incharge for any personal grievance and the Incharge counsels them to take the best-suited decisions. Dedicated female faculties cater to any specific needs of girl students on the campus.
- Fulfilling Social Responsibility, IIMR has been the pioneer in supporting the students who have lost their earning parents during Covid-19. This was an initiation by the institute.

Concluding Remarks :

1.5. Conclusive Remark

Our enriched teachers, improved student participation in various institute activities and committees, upgraded placements, and increased students progression, enhanced environment, improved feedback, formulation of IQAC, upgraded campus, robust digital infrastructure, inclination towards research and publication, increasing MoUs, plethora of activities, policies empowering faculties, non-teaching staff and students, societal contributions etc. are some of the key reflections of the initiatives. This has developed a focused approach in students to put forth their out-of-box thinking and entrepreneurial spirits, whilst carving strong individuals.