



# NSCT'S INSTITUTE OF BUSINESS MANAGEMENT & RESEARCH, CHAKAN

APPROVED BY AICTE, RECOGNISED BY GOVT. OF MAHARASHTRA  
& AFFILIATED TO SAVITRIBAI PHULE PUNE UNIVERSITY

## **STRATEGIC PLAN 2024-2029**



NSCT's

INSTITUTE OF BUSINESS MANAGEMENT & RESEARCH, CHAKAN

# **STRATEGIC PLAN 2024-2029**

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## Directors Message

Our Motto “Making More Possible” signifies our pursuit to excellence by educating the masses and empowering the youth to build a strong nation. We strive to build a strong relationship between our Institute and the people we educate and serve.

As a Management Institute, we provide Management education program in the region to create ethical professionals. Our program is responsive to the needs of major employers in the area, and our graduates contribute to the economy and quality of life in the region. Consistent with our mission, the Institute abides to provide students with access to convenient, affordable, and quality higher education opportunities that prepare them for successful and productive careers nationally & internationally. The success of students in their academic programs and in their chosen careers is a primary link between the Institute and the community.



The 2024-2029 Strategic Plan emphasizes the importance of attracting diversified, retaining and advancing an increasing number of students while maintaining the Institute's commitment to quality. Building on the Institute's success in attaining its accreditation and implementing quality processes, the Strategic Plan focuses on initiatives designed to increase student success graph gradually. Institute pursuits to meet the skill demands of various careers, enhance the infrastructure, and provide sound budgeting for maximum support of the vision of the Institute. The implementation of Strategic Plan will show continuing advancement over the next five years in assessing our progress and in sharing our success to the Institute faculty, staff, and administration. On behalf of the Institute, I express appreciation to all faculty and staff members of the Institute for their efforts and continue our efforts towards excellence. I look forward to working with the administration, faculty, and staff as well as the community as we are devoted to fulfill our commitment and enable an increasing number of students to realize their dream of becoming a Management graduate and a valued citizen

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Dr. Jitendra Hude,

Director, NSCT's IBMR, Chakan



## Introduction

**Nav Sahyadri Charitable Trust, Pune (NSCT, Pune)** is a public charitable trust, established in the year 2006, by dynamic personalities in educational field with a mission to redefine educational system in rural India and develop rural masses for global competition and make them sustainable. Education is the priority area for India to develop the strategy for self-reliance and improvement of the national economy. So it is necessary to provide quality educational institutions in Urban & rural areas. Keeping this thought and to achieve the set goals NSCT, Pune founded **Institute Business Management & Research, Chakan (IBMR, Chakan)** in Year 2008.

Chakan is about 34 Kilometres (21 mi) from Pune, on NH 50 between Pune and Nashik cities. It is also on the roads that connect the Pune-Mumbai Highway to the Pune-Nashik Highway and to the Pune-Ahmednagar-Aurangabad Highway. It is about 150 kilometres (93 mi) from Mumbai, 120 kilometres (75 mi) from Ahmednagar and 175 kilometres (109 mi) from Nashik. Historically, Chakan has been a wholesale agricultural produce trading hub. Its agricultural market was a major onion trading centre.

Chakan is now home to a Special Economic Zone (SEZ) promoted by the Maharashtra Industrial Development Corporation (MIDC). It has since evolved into a major automobile hub. It hosts automobile production plants for the Volkswagen Group, Daimler-Benz, Mahindra & Mahindra and Bajaj Auto. Over 750 large and small industries, including a number of automobile component manufacturers are based in the area.

IBMR, Chakan is providing quality education by rigorous classroom sessions and interactive sessions of the professionals and academicians including interaction with the industry through industrial visits, seminars, conferences, workshops etc., inculcate ethical standards through value-based education, promote research culture and to make IBMR, Chakan. A mark of excellence!

**We call this "making more possible".**

The project consisted of a series of coordinated interventions to bring about changes in the Institute's direction, structure, interfaces and performance. A strategic plan, outlining recommendations and action plans for implementing the strategy, was drawn up. Subsequently, as part of the planning cycle, the strategic plan has been reviewed and revised at intervals.

The broad goals of Strategic Plan 2024-29 are an affirmation of NSCTIBMR's commitment to excellence in research and education, and the Strategic Plan consequently focuses on these core themes. The Strategic Plan enunciates NSCTIBMR's aim of being recognized as a top management institute in research and education. NSCTIBMR seeks to attract the best students from diverse backgrounds and offer them an excellent educational experience. It offers more flexibility and choice to the students in the academic programs, an inviting and stimulating ambience for education and research, and a rich

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exposure of extra- and co-curricular activities. Personality development, life-skills and career planning will be a part of the holistic development.

The Strategic Plan seeks to leverage the strengths that NSCTIBMR has developed over the past 8 years and to build upon them and acquire or develop new strengths. In particular, the Strategic Plan proposes to nurture the group of faculties working on student excellence and that have the potential to address the societal challenges faced in India today— specifically in areas such as Career Planning, Employability Skills, Entrepreneurship Skills and Educational Excellence. It outlines steps to increase the quality and quantity of research output through an increase in research intensity, faculty strength, Ph.D. student enrolment, infrastructure, engagement with industry and international collaborations.



## **Motto, Vision, and Mission**

### **NSCT's IBMR Motto**

We call this "Making More Possible"

### **NSCT's IBMR Vision**

"Taking the technical and management education to the downtrodden and rural masses and create the opportunities through their overall development."

### **NSCT's IBMR Mission**

"To create and maintain an environment of high academic excellence for all the aspiring students and create opportunities in global economy in the field of industry and entrepreneurship for the downtrodden and rural masses that will prepare them to face global challenges, maintaining high ethical and moral standards."

INSTITUTE OF BUSINESS MANAGEMENT & RESEARCH

## Statement of Values

- To work and collaborate in a manner that infuses trust and Synergy
- To work openly and collaboratively with like-minded organizations within India and internationally.
- To respect all stakeholders but act independently and with Commitment.
- To hold to high standards of integrity, excellence and Creativity in all our work.
- To always do what is right and with transparency.
- To value diversity in people, ideas and contributions, fostering an inclusive environment
- To recognize the importance of values, but also of rigorous analytical work and Academic Freedom.



## **NSCT'S IBMR, Chakan Strategic Planning Process**

The NSCT'S IBMR, Chakan planning process shall be conducted on a two-year cycle and shall project strategic direction for the institution. The Director shall appoint the Strategic Planning Committee and lead the strategic planning process.

The Strategic Planning Model [Figure (a)], represents the Institute's cyclic planning process. The Planning Process Chart [Figure (b)], illustrates the concept used to establish the following foundation elements which provide the basis for the NSCT'S IBMR, Chakan Strategic Plan:

The mission statement outlines briefly the purpose of the institution, "To create and maintain an environment of high academic excellence for all the aspiring students and create opportunities in global economy in the field of industry and entrepreneurship for the downtrodden and rural masses that will prepare them to face global challenges, maintaining high ethical and moral standards."

Through analysis of the Institute's internal strengths and weaknesses as well as opportunities and threats, NSCT'S IBMR, Chakan is better prepared to define its institutional initiatives and corresponding goals.

The mission as well as the strategic initiatives and corresponding goals constitute the Institute's strategic plan. The strategic plan forms the foundation for annual operational planning.

The strategic planning process at NSCT'S IBMR, Chakan shall involve meetings with key constituency groups, including faculty, professional staff, students, and members of external advisory committees. These groups shall participate in a SWOT analysis responding to questions related to their viewpoints about the strengths, weaknesses (or challenges), opportunities, and threats regarding NSCT'S IBMR, Chakan and the community it serves. A second phase in the strategic planning process would involve the Institute's Management in a review and planning session. Management members shall review the Institute's Strategic Planning Report, which shall be provided annually by the Strategic Planning Committee and contains data on how well the Institute fulfilled the most recent Strategic Plan, relating

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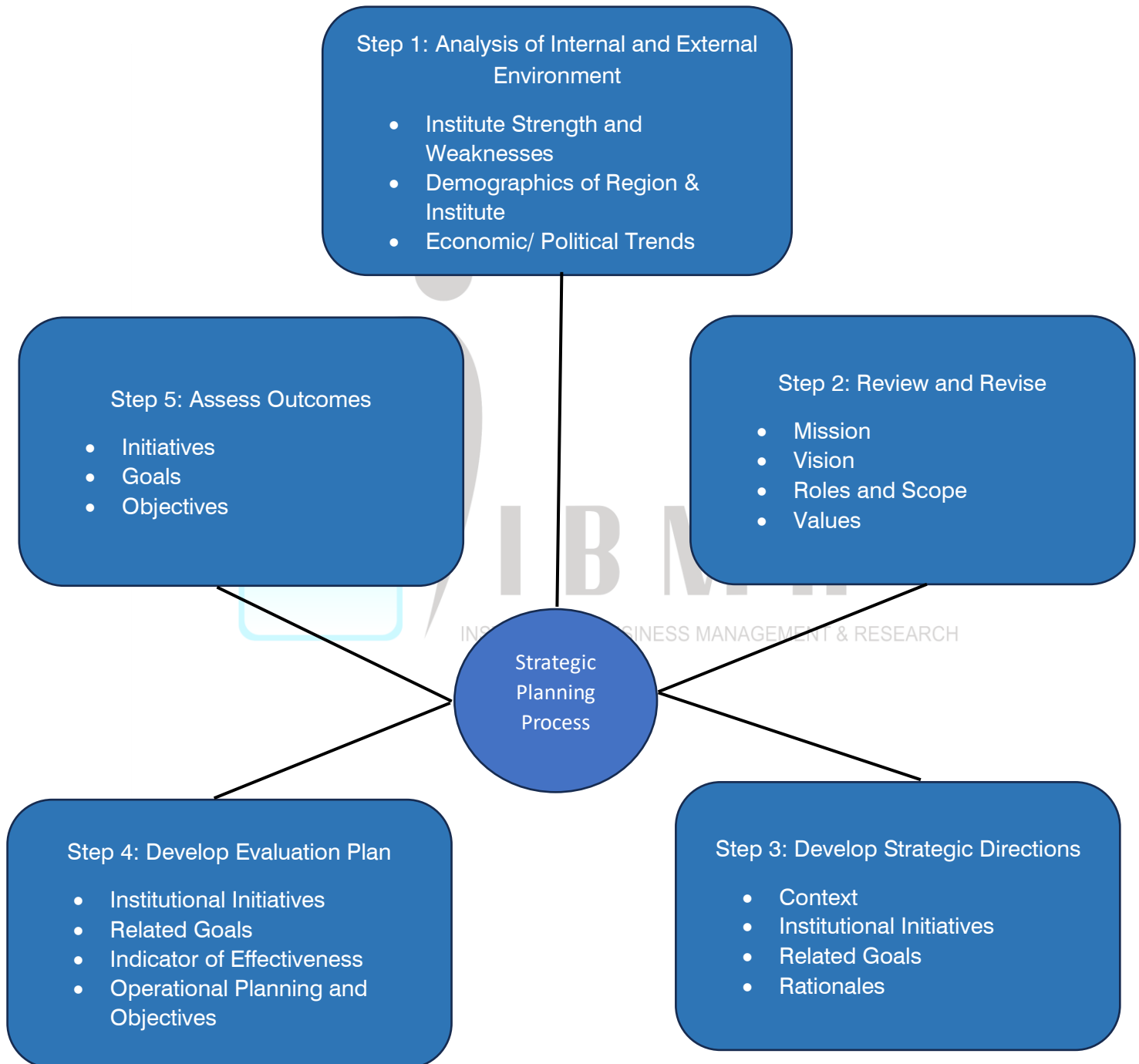
to each individual Strategic Initiative and Related Goal. In addition, information related to emerging trends in the external environment shall be examined, particularly as they are related to population trends, educational levels, and future employment opportunities in the region.

The results of the Management planning session, discussions with constituency groups, the SWOT analysis, and the discussions and review by the Strategic Planning Committee shall provide the basis for strategic initiatives and related goals for NSCT'S IBMR, Chakan Strategic Plan.

Finally, strategic planning requires periodic assessment of progress toward initiatives and goals. In some cases, goals may be revised or eliminated and new goals formulated in response to changes within the Institute or in the external community. Ongoing assessment shall be essential component of a successful strategic plan.



**NSCT's Institute of Business Management & Research, Chakan strategic planning process model**

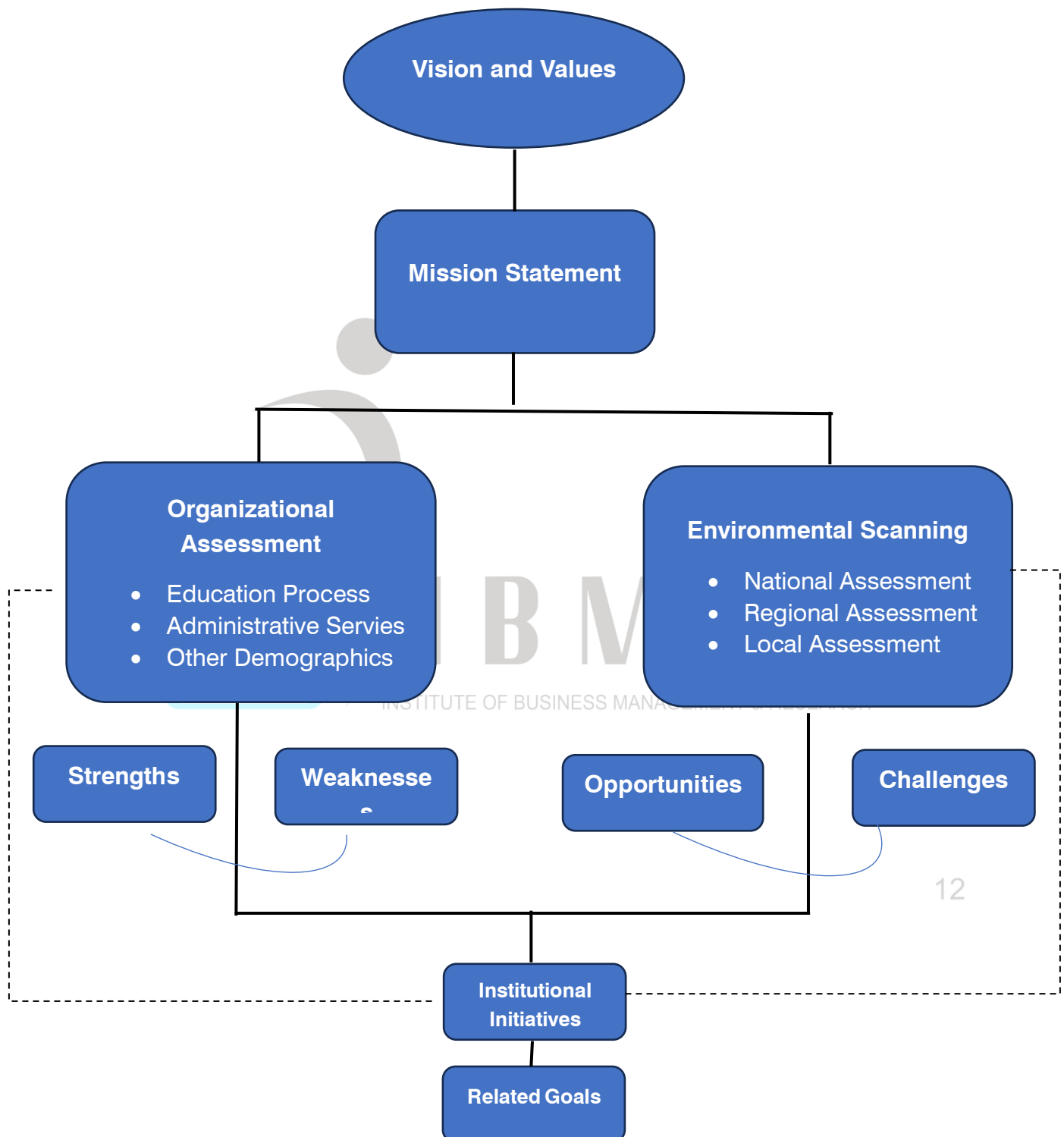


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**NSCT's Institute of Business Management & Research, Chakan strategic planning process chart**



**NSCT's Institute of Business Management &  
Research, Chakan strategic planning and monitoring**

Sr. No.	Name	Designation
1	Dr. Jitendra Hude	Chairman
2	Dr. Ray Ratikanta	Research Representative
3	Dr. Sheetal Tilekar	Academic Representative
4	Prof. Dhananjay Rasal	Teaching Representative and Secretary
5	Prof. Nitin Phase	Teaching Representative
6	Mrs. Shagufta Kazi	Non-Teaching Representative
7	Mrs. Shradha Divekar	Alumni Student Representative
8	Secretaries of all working committees	Committee Representative



## **Strategic planning and monitoring committee (SPMC) Objectives and Functions**

The Strategic Planning and Monitoring Committee's primary objective is to provide assistance to the Institute in its work to protect Institute's shareholders' interests via exercising control of the Institute's strategic development.

Key functions of the Committee are as follows:

- Determine the direction and scope of the Institute over longer term;
- Participate in establishing concrete goals and priority areas of the Institute, assessment of strategic initiatives with regard to development and implementation control of the Institute Strategy and work-area specific strategies of the Institute;
- Analyze principal trends of the current educational sector in relation to the Institute activities and communicate relevant information to the Institute Management/ Director;
- Participate in control of Institute Plan delivery;
- Assess efficiency of the Institute interaction with stakeholders of the Institute;
- Review the strategic plan.

The Committee provides assistance to the Management/Director in the following areas of its competence:

- Identification of the Institutes' strategic objectives and development milestones;
- Assessment of the Institutes' long-term efficiency;
- Ensuring efficient strategic and work planning;
- Formulation of the Institute policy;
- Reviewing the strategic plan every 2 to 3 years;
- Planning to deal with upcoming challenges.



**NSCT'S INSTITUTE OF BUSINESS  
MANAGEMENT & RESEARCH, CHAKAN**

**STRENGTHS**

Strong Trusted Management and Staff  
Qualified Faculty and Staff  
Progressive Student Grades  
Strong Student Council  
Faculty and Student Participation  
Strong Community partners  
Accessible Location  
Green and equipped Campus  
Student and faculty involvement within community  
Good Placements Alumni relations

**WEAKNESSES**

Timely aging technology  
Infrastructure  
Limited Courses

**SWOC Analysis**

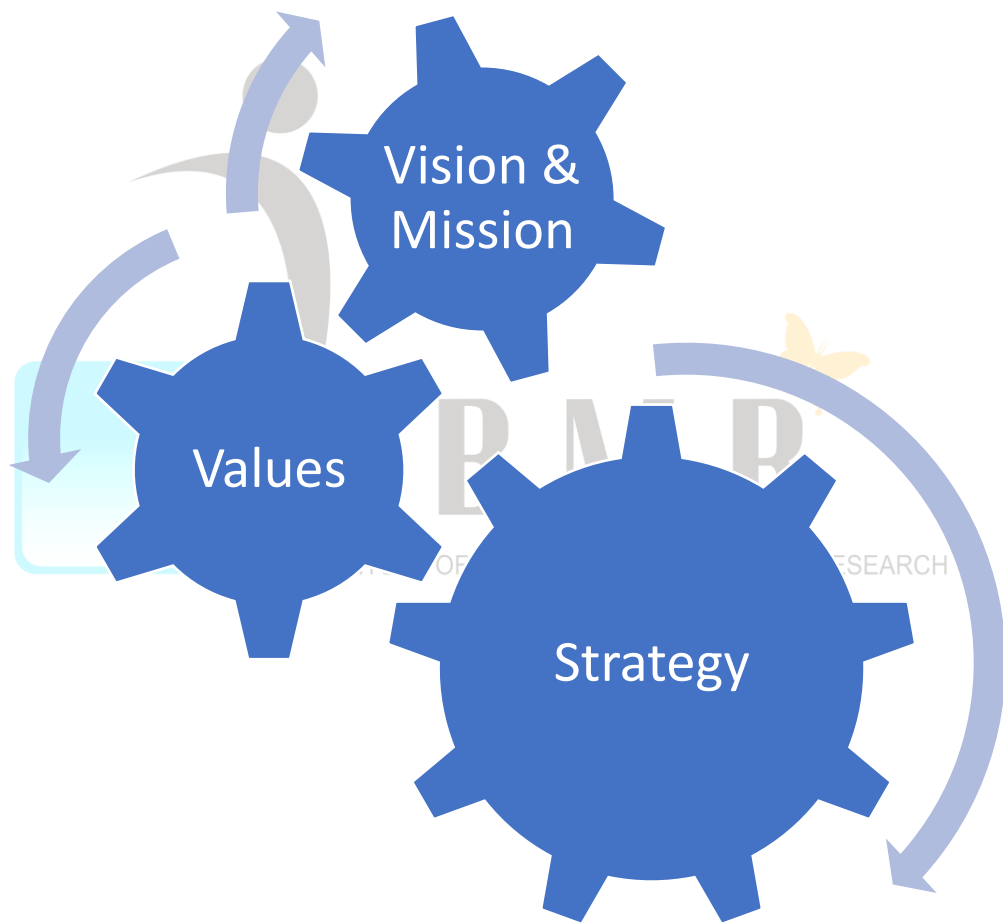
**OPPORTUNITIES**

Expand programs  
Create Custom programs  
Alumni connections  
Community and Business connections  
Top-notch Placements

**CHALLENGES**

Aggressive marketing by competitors  
Less Government/University Funding

NSCT's IBMR, Chakan  
Strategic Plan 2024-2029



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**NSCT'S Institute Of Business Management & Research, Chakan Strategic Goals**

Sr.	Goal Number	Goal
1.	Goal 1	<i>Build Human Capital Strength</i>
2.	Goal 2	<i>Build Student Strength</i>
3.	Goal 3	<i>Build Brand Strength</i>
4.	Goal- 4	<i>Build Financial Strength</i>
5.	Goal- 5	<i>Build strong Research environment</i>
6.	Goal 6	<i>Build quality Infrastructure</i>
7.	Goal 7	<i>Build quality Placement opportunities through long-term synergic Relationships</i>
8.	Goal 8	<i>Build an Inclusive and Ethical Culture</i>
9.	Goal 9	<i>Monitor and realign: Continuously upgrade every arena</i>



## STRATEGIC MAPPING

**NSCTIBMR NEXT VISION** : “To be a Nationally and Internationally accredited Management Institute that supports collaborative learning, incubation center and cafeteria approach to provide quality education, research and consultation with an objective of transforming students to professionals, entrepreneurs and researchers having deep rooted sense of Social Responsibility.”

<b><i>Vision : Key Targets</i></b>	<b><i>Strategic Goals</i></b>
<b>Leading Management Institute (Nationally and Internationally accredited)</b>	▪ <i>Build Human Capital Strength</i>
	▪ <i>Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services</i>
	▪ <i>Build Brand Strength</i>
	▪ <i>Build Alumni, Community, Professional and Business Relationships</i>
	▪ <i>Build Financial Strength</i>
	▪ <i>Build a Research environment among Faculty &amp; Students</i>
	▪ <i>Build an Inclusive, Global and Ethical Culture</i>
	▪ <i>Build quality Infrastructure</i>
<b>Provide Quality Education (Collaborative Learning and Cafeteria Approach)</b>	▪ <i>Build Human Capital Strength</i>
	▪ <i>Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services</i>
	▪ <i>Build a Research environment among Faculty &amp; Students</i>
<b>Research and Consultation (Incubation Center)</b>	▪ <i>Build a Research environment among Faculty &amp; Students</i>

<b>Build Professionals</b>	<ul style="list-style-type: none"> <li>Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services</li> </ul>
	<ul style="list-style-type: none"> <li>Build Alumni, Community, Professional and Business Relationships</li> </ul>
<b>Build Entrepreneurs</b>	<ul style="list-style-type: none"> <li>Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services</li> </ul>
	<ul style="list-style-type: none"> <li>Build Alumni, Community, Professional and Business Relationships</li> </ul>
	<ul style="list-style-type: none"> <li>Build a Research environment among Faculty &amp; Students</li> </ul>
<b>Socially Responsible Citizens</b>	<ul style="list-style-type: none"> <li>Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services</li> </ul>
	<ul style="list-style-type: none"> <li>Build an Inclusive, Global and Ethical Culture</li> </ul>

**NSCTIBMR NEXT MISSION:** “To pursuit excellence in Management Education and Research Program with holistic and sustainable developmental approach through dynamic workforce as mainstay to create future Leaders, Transformative Entrepreneurs and Ethical Citizens who generate value for the Industry, Society and the Nation.”

<b>Mission: Key Targets</b>	<b>Strategic Goals</b>
<b>Pursuit Excellence in Management Education</b>	<ul style="list-style-type: none"> <li>Build Human Capital Strength</li> </ul>
	<ul style="list-style-type: none"> <li>Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services</li> </ul>
	<ul style="list-style-type: none"> <li>Build Brand Strength</li> </ul>

	<ul style="list-style-type: none"> <li>▪ <i>Build Alumni, Community, Professional and Business Relationships</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build Financial Strength</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build a Research environment among Faculty &amp; Students</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build an Inclusive, Global and Ethical Culture</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build quality Infrastructure</i></li> </ul>
<b>Excellence in Research Program</b>	<ul style="list-style-type: none"> <li>▪ <i>Build a Research environment among Faculty &amp; Students</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services</i></li> </ul>
<b>Sustainable Developmental Approach</b>	<ul style="list-style-type: none"> <li>▪ <i>Monitoring and realigning : Continuously upgrade every arena</i></li> </ul>
<b>Holistic Developmental Approach</b>	<ul style="list-style-type: none"> <li>▪ <i>Build Human Capital Strength</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build Alumni, Community, Professional and Business Relationships</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build a Research environment among Faculty &amp; Students</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build an Inclusive, Global and Ethical Culture</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build quality Infrastructure</i></li> </ul>
<b>Create Leaders</b>	<ul style="list-style-type: none"> <li>▪ <i>Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build Alumni, Community, Professional and Business Relationships</i></li> </ul>

	<ul style="list-style-type: none"> <li>▪ <i>Build a Research environment among Faculty &amp; Students</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build an Inclusive, Global and Ethical Culture</i></li> </ul>
<b>Create Ethical Citizens</b>	<ul style="list-style-type: none"> <li>▪ <i>Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build an Inclusive, Global and Ethical Culture</i></li> </ul>
<b>Transformative Entrepreneurs</b>	<ul style="list-style-type: none"> <li>▪ <i>Build Alumni, Community, Professional and Business Relationships</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build a Research environment among Faculty &amp; Students</i></li> </ul>
<b>Generate Value for Industry, Society and Nation</b>	<ul style="list-style-type: none"> <li>▪ <i>Build Human Capital Strength</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build Brand Strength</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build Alumni, Community, Professional and Business Relationships</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build Financial Strength</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build a Research environment among Faculty &amp; Students</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build an Inclusive, Global and Ethical Culture</i></li> </ul>
	<ul style="list-style-type: none"> <li>▪ <i>Build quality Infrastructure</i></li> </ul>

**STRATEGIC PLAN 2024-29:  
INITIATIVES AND DEPLOYMENT**

<b>GOALS</b>	<b>OBJECTIVES</b>	<b>STANDARDS</b>
<u><b>GOAL 1</b></u>	<u><b>OBJECTIVE</b></u>	<u><b>STANDARD/ TARGET</b></u>
<b>Build Human Capital Strength</b>	1: Attract, support, recognize and retain high-quality faculty, staff and technical employees	1: Develop the Faculty as Prominent Academicians with high Research Aptitude
		2: Develop the Staff and Technical Employees as more efficient, skilled and competent employees.
<u><b>GOAL 2</b></u>	<u><b>OBJECTIVES</b></u>	<u><b>STANDARD/ TARGET</b></u>
<b>Build Student Strength</b>	1: Develop Innovative Academic Programs for Student progression	Develop standard scholastic Programs for higher academic and professional development of students.
	2. Provide excellent facilities and quality opportunities to students for all-round personal and professional growth	Keep upgrading the facilities to develop quality professionals who shall add value to the Business, Society and Nation.
<u><b>GOAL 3:</b></u>	<u><b>OBJECTIVES</b></u>	<u><b>STANDARD/ TARGET</b></u>
<b>Build Brand Strength</b>	1: Develop NSCTIBMR „Trusted Brand“ recognized as a symbol of excellence	1: Maintain NSCTIBMR as a „Trusted and consistent Brand“ nationwide

<u>GOAL 4</u>	<u>OBJECTIVES</u>	<u>STANDARD/ TARGET</u>
<b><i>Build Financial Strength</i></b>	1: Generation of Funds through different sources	1: Develop Future Development and Revenue-generating plan
<u>GOAL 5</u>	<u>OBJECTIVES</u>	<u>STANDARD/ TARGET</u>
<b><i>Build strong Research environment</i></b>	1: Develop nurturing research environment for Faculty and students	1: Continually upgrade and expand Research Centre activities and related facilities
<u>GOAL 6</u>	<u>OBJECTIVES</u>	<u>STANDARD/ TARGET</u>
<b><i>Build quality Infrastructure</i></b>	1: Provision of high quality infrastructural facilities	1: Develop existing facilities to excellent-quality infrastructure
<u>GOAL 7:</u>	<u>OBJECTIVES</u>	<u>STANDARD/ TARGET</u>
<b><i>Build quality Placement opportunities through long-term synergic Relationships</i></b>	1: To improve placement ratio through Alumni, Community, Business and Professional Relationships	1: Excel in providing quality placements through long-term synergic stakeholder relationships
<u>GOAL 8</u>	<u>OBJECTIVES</u>	<u>STANDARD/ TARGET</u>
<b><i>Build an Inclusive and Ethical Culture</i></b>	1: Develop embed ethics, inclusivity and a global viewpoint amongst staff and students.	1: Create adaptive, ethical and globally competitive professionals.
<u>GOAL 9</u>	<u>OBJECTIVES</u>	<u>STANDARD/ TARGET</u>

<b>Monitor and realign: Continuously upgrade every arena</b>	1: Continuously upgrade every arena to meet changing standards	1: Develop a systematic changemanagement system
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<b><u>GOAL 1</u></b>	<b><u>OBJECTIVE</u></b>	<b><u>STANDARD/ TARGET</u></b>
<b>Build Human Capital Strength</b>	1: Attract, support, recognize and retain high-quality faculty, staff and technical employees	1: Develop the Faculty as Prominent Academicians with high Research Aptitude
		2: Develop the Staff and Technical Employees as more efficient, skilled and competent employees.

#### **GOAL 1: Build Human Capital Strength**

**OBJECTIVE : Attract, support, recognize and retain high-quality faculty, staff and Technical Employees**

INSTITUTE OF BUSINESS MANAGEMENT & RESEARCH

**PROVISIONS :** NSCTIBMR strengthens its Faculty through the following actions:

NSCTIBMR has highly developed Human capital. It is a composite of an individual or workforce's knowledge, skills, and life experiences and higher levels of human capital, which develops, strengthens and enhances the complete academic arena, benefitting individuals and society as a whole. We have faculty and staff from diverse fields with rich experience in various domains like industry, research and academics. NSCTIBMR strives to utilize the skills, knowledge and experience of this human capital to build better and stronger processes to become a successful Institution. In tune with this, NSCTIBMR continuously works to develop the Faculty and staff through programs like FDPs, Seminars, Workshops, Conferences, Training Programs, Certifications, and Research Projects etc. To achieve the set standards, NSCTIBMR has a vision to cultivate a culture of growth for healthier enhancement of Faculty skills and experiences by providing better facilities, infrastructure, funds for continuously uplifting the benchmarked standards in the areas of Academics, Research and Innovation etc. and create Best-in-class Faculty and Staff who are capable of creating value for the society, nation and world at large.

At NSCTIBMR, we believe that Faculty is the backbone of any educational Institute. The institute is the reflection of the kind of faculty it has. The more educated, skilled and experienced the faculty is, the more opportunity of getting better productivity. And so, to develop and enhance our faculty strength at NSCTIBMR, we match faculty skills, strengths and interests with the job-tasks, allocation of various curricular, co-curricular and extra-curricular activities as well as semester- wise workload assignments.

We have a culture that encompasses values and behaviors along with a focus on being knowledge-oriented, development-oriented and progress-oriented that can contribute uniquely to the progress of the institution. To acquire such proficiency, NSCTIBMR caters to the multidimensional development of faculties by organizing various FDPs, Seminars, Workshops, Conferences, and Training Programs. To promote exposure to current and contemporary scenario, NSCTIBMR supports and funds the faculty and staff for FDPs, Seminars, Workshops, Conferences, Training Programs, Certifications, and Research Projects etc. by proactively supporting the development of skill acquisition, implementation and enhancement which enriches the faculty and staff. NSCTIBMR supports to increase Professional participation in University and other government functioning bodies related to Industry, academics, CSR and other relevant activities. Similarly for Non- teaching and technical staff, NSCTIBMR proactively supports for advanced academic, technical and technological up gradation. Not only professional development, NSCTIBMR looks after the 360 degree development and wellbeing of its faculty and staff. In tune with this, suitable Welfare facilities are provided to the faculty and staff. Also, their Recreational needs are taken care off through various recreational activities. To boost their morale and increase motivation we appreciate and recognize faculty accomplishments and contributions from time to time. Due to such nurturing and encouraging culture, NSCTIBMR faculty and staff are able to perform their allocated tasks and duties effectively and efficiently. With an unbiased and robust evaluation process, we evaluate faculty and staff performance through systematic feedback mechanisms and a structured Performance Appraisal Management System for continuous improvement and strengthening their challenging areas.

#### **SUMMARY:**

At NSCTIBMR, we have faculty and staff from diverse fields with rich experience in various domains like industry, research and academics.

We have knowledge-oriented, development-oriented and progress-oriented Culture

1. At NSCTIBMR, we match faculty skills, strengths and interests with the job-tasks, allocation of curricular, co-curricular and extra-curricular activities as well as semester-wise workload assignments.
2. We cater to multidimensional development of faculties by organizing FDPs, Seminars, Workshops, Conferences, and Training Programs
3. Provide Support and fund for FDPs, Seminars, Workshops, Conferences, Training Programs, Certifications, and Research Projects
4. NSCTIBMR boosts staff morale through various motivational workshops
5. NSCTIBMR provides Recreational and Welfare facilities
6. Recognition of faculty and staff accomplishments and contributions
7. Professional participation in University and other government functioning bodies related to Industry, academics, CSR
8. Proactively support skills acquisition, implementation and enhancement of skills
9. NSCTIBMR has an unbiased and structured Performance Appraisal Management process



**STANDARD 1: Develop the Faculty as Prominent Academicians with high Research Aptitude**

**STANDARD 2: Develop the Staff and Technical Employees as more efficient, skilled and competent employees.**

**NSCTIBMR strives to achieve the set standard through:**

With an aim to transform Human capital to highly Value-driven Intellectual capital, NSCTIBMR intends to enhance the skills and subject expertise of faculty through quality training Programs and certifications. Moreover, NSCTIBMR plans to develop faculty research aptitude by involving them in superior quality research and scholarly contributions in journals with high impact factor. Consequently, NSCTIBMR aims to develop staff participation in workshops and office automation related activities and enhance their skills and expertise through quality training Programs and certifications which will help to achieve the projected targets. To accomplish the set standards, NSCTIBMR attempts to increase the generation and mobilization of additional funds for Professional Development and growth of Faculty and staff through higher-level national and international exposure. In addition, to boost the spirits of the employees, NSCTIBMR desires to develop Annual College Award Program for Faculty and staff.

**SUMMARY**

NSCTIBMR aims to:

1. Transform Human capital to highly Value-driven Intellectual capital
2. Enhance the skills and subject expertise of faculty through quality training Programs and certifications
3. Develop faculty research aptitude by involving them in superior quality research and scholarly contribution
4. Develop staff participation in workshops and office automation related activities and enhance their skills and expertise through quality training Programs and certifications
5. Increase the generation and mobilization of additional funds for Professional Development
6. Conduct higher-level national and international exposure
7. Develop Annual College Award Program for Faculty and staff

<b><u>GOAL 2</u></b>	<b><u>OBJECTIVES</u></b>	<b><u>STANDARD/ TARGET</u></b>
<b><i>Build Student Strength</i></b>	1: Develop Innovative Academic Programs for Student progression	Develop standard scholastic Programs for higher academic and professional development of students.
	2. Provide excellent facilities and quality opportunities to students for all-round personal	Keep upgrading the facilities to develop quality professionals who shall add value to the

and professional growth

Business, Society and Nation.

## **GOAL 2: Build Student Strength**

### **OBJECTIVE 1: Develop Innovative Academic Programs for Student progression**

**PROVISION 1 :** NSCTIBMR strengthens its students through the following actions:

With well-qualified teachers, at NSCTIBMR, we provide the students with necessary teaching tools and materials that aid to mold the learners and develop their social skills, professional skills and abilities. Management Education aids learners to make use of all the senses to capture the essence of the learning processes, guided by appropriate tools. At NSCTIBMR, Teaching and learning tools and materials are customized as per the requirements of the students for better learning. We augment curricular teaching with rigorous coursework and blended learning through Outcome Based Education. We provide tangible, real-life situation and learning processes inside and outside of the classroom through Certifications, SIP, Case Studies, Industry Exposure, Industrial Visits, Group Research Projects and Group / Team activities etc. to supplement practical application of curriculum.

For holistic teaching-learning process, cognitive capabilities, affective abilities (values), psychomotor skills and life skills acquisition is given primary consideration. As such, the traditional chalk and blackboard teaching tools do not suffice. For Academic Progression, adequate and relevant teaching and learning materials, including reference books, journals, edited books, other reading materials, subject-wise web material, tools for practical subjects, computers and other teaching and learning aids are provided at NSCTIBMR. With the advent of ICT, audio-visual teaching and learning tools have also been enhanced and utilized greatly. For sustained interest of the learners more colourful, animated and real-life examples are utilized in the learning environment. For needy students, Grade Improvement programs are also conducted through Subject related remedial classes. We monitor continued improvement of students through direct and indirect assessments during the course. We also promote student presence at curricular, co- curricular and extra-curricular events sponsored by the University, Government bodies and related. NSCTIBMR offers, supports and explores better professional opportunities in academics, industry and Public Sector. Keeping Holistic development of students in mind, we advocate and uphold socially responsible behavior by encouraging students' participation in community projects, CSR activities and events/ activities of social and national relevance.

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## **SUMMARY**

1. At NSCTIBMR, we augment curricular teaching with rigorous coursework and blended Learning through Outcome Based Education.
2. At NSCTIBMR, we have digitally equipped classrooms which permit the use of technology to develop high-quality instructional materials.
3. Practical Learning at NSCTIBMR: Certifications, SIP, Case Studies, Industry Exposure, and Industrial Visits to enrich practical application of curriculum.
4. Group Learning through Group Research Projects and Group/Team activities.

5. We develop socially responsible behavior through students participation in community projects, CSR activities etc.
6. We promote student presence at curricular, co-curricular and extra-curricular events organized/ sponsored by the University, Government bodies and related.
7. Grade Improvement programs for needy students through remedial classes.
8. We Monitor continued improvement through direct and indirect assessments during the course.
9. We Provide and explore professional opportunities in academics, industry and Public Sector.

**STANDARD 1: Develop standard scholastic Programs for higher academic and Professional development of students.**

**NSCTIBMR strives to achieve the set standard through:**

NSCTIBMR aims for continuous innovation and up gradation in curricular, co-curricular and extra-curricular activities through high-quality pedagogical approaches. For better development and proficiency, we aim to transform our Digital Classrooms to Smart Classrooms and use simulation based as well as active learning approaches. To monitor and improve our processes, we are inclined to introduce developmentally focused approach for teaching outcome evaluations. Furthermore, to give superior professional exposure to our students, we target for Industrial Visits and Summer Internship Programs in World's Top-notch companies across India and abroad. In addition to it, we seek to initiate Winter Internship Programs. We endeavor to promote and advance in higher education by offering students with diverse Professional certifications, diploma programs, and crash courses and add wide range of vocational courses and certifications. We aspire for all round development and student progression by using all resources efficiently and effectively.

**SUMMARY**

NSCTIBMR aims to:

1. Have continuous innovation and up gradation in curricular, co-curricular and extra-curricular activities through high-quality pedagogical approaches
2. Transform Digital Classroom to Smart Classroom
3. Industrial Visits and SIP in World's Top-notch companies across India and abroad
4. Promote higher education through diverse Professional certifications, diploma programs, crash courses.
5. Add wide range of vocational courses and certifications
6. Introduce developmentally focused approach for teaching outcome evaluations.
7. Use simulation-based and active learning approaches.

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**OBJECTIVE 2: Provide excellent facilities and quality opportunities to students for all-round personal and professional growth**

**PROVISION 2: NSCTIBMR strengthens its students through the following actions:**

NSCTIBMR believes that facilities impact teaching and learning in profound ways. Facilities can play an important role in improving outcomes for both teachers and students. In tune with this, NSCTIBMR provides healthier learning environment with adequate facilities for academic soundness and wholesome student development. For advance learning, NSCTIBMR is equipped with facilities like Lab, Library, Reading hall, Wi-Fi, Sports equipment, etc. Furthermore, NSCTIBMR also takes care of welfare of the students through welfare facilities at the campus like Girls room, Boys room, Canteen and Mess, First aid and other facilities. Student safety is taken care through NSCTIBMR Sexual harassment cell, Anti-ragging cell. Moreover, Security and Safety guards are appointed and are present in the campus 24/7. NSCTIBMR has a strong Student Council to represent and facilitate student interests. NSCTIBMR caters to the professional needs of students with a sound Training and Placement Cell which offers pre-placement training and placement opportunities in all relevant fields and offers 100 percent Placement Assistance to its students.

For all round development, NSCTIBMR Students are also provided with exposure to Industry experts, prominent academicians, Specialists from various domains through Guest lectures, seminars, panel discussions, conferences etc. In addition, we promote Inter-collegiate learning opportunities through encouraging student participation by providing required support and funding. We consistently appreciate student's efforts and persistently recognize their achievements.

Our open and friendly culture promotes an open access to faculty or staff for Professional advice, Personal /Professional Counseling and related guidance. For overall grooming, NSCTIBMR offers Mentoring program which includes the contribution from Buddy, Peer, and Faculty in all diverse areas. NSCTIBMR also has, the Alumni Interaction program which is held annually for providing Corporate Awareness, addressing the professional problems, and issues of students. For analytical and intellectual development, NSCTIBMR has a Research center which develops students' research aptitude and participation in research related activities.

**SUMMARY**

NSCTIBMR provides healthier learning environment for academic soundness and wholesome student development

1. We provide exposure to Industry experts, prominent academicians, Specialists from various domains through Guest lectures, seminars, panel discussions, conferences etc.
2. NSCTIBMR offers 100 percent Placement Assistance to its students
3. Student welfare facilities such as Girls room, Boys room, canteen and mess, First aid, and other facilities like Lab, Library, Reading hall, sports equipment, Wi-Fi.
4. NSCTIBMR looks after Student safety through Sexual harassment cell, anti-ragging cell, grievance cell and students council
5. We develop students' research aptitude and participation in research related activities.
6. We promote Inter-collegiate learning opportunities through encouraging student participation by providing required support and funding.
7. We have Mentoring program for student support- Buddy, Peer, Faculty

8. Alumni Interaction program for Corporate Awareness, Problems discussion and resolution, advice etc.
9. We have open access to faculty or staff for Professional advice, Personal
10. /Professional Counseling and related advice.
11. We have Strong Student Council.
12. We continuously recognize students achievements.

**STANDARD 2: Keep upgrading the facilities to develop quality professionals who shall add value to the Business, Society and Nation.**

NSCTIBMR strives to achieve the set standard through:

NSCTIBMR targets to standardize and continuously upgrade all its systems, processes and facilities with an objective of 360 degree development of students and the college. NSCTIBMR aspires to develop a NSCTIBMR Career Management Center where students can get career guidance pre and post-placements. NSCTIBMR aims to incessantly improvise Training and Placement center activities to provide placements in top-notch companies with higher level job profiles. In near future, host a NSCTIBMR annual program to highlight and recognize student achievements in different areas. For improvement of various college systems and processes, NSCTIBMR wishes to develop an Online Student Exit Survey.

**SUMMARY**

NSCTIBMR aims to:

1. Standardize and continuously upgrade all its systems, processes and facilities for 360 degree development of students and the college
2. Develop a College Career Management Center
3. Up gradation of Training and Placement center activities to provide placements in top-notch companies with higher level job profiles.
4. Host an annual program to highlight student achievements
5. To develop Student exit survey

<b><u>GOAL 3:</u></b>	<b><u>OBJECTIVES</u></b>	<b><u>STANDARD/ TARGET</u></b>
<b><i>Build Brand Strength</i></b>	1: Develop NSCTIBMR as a „Trusted Brand“ recognized as a symbol of excellence	1: Maintain NSCTIBMR as a „Trusted and consistent Brand“ nationwide

**GOAL 3: Build Brand Strength**

**OBJECTIVE: Develop NSCTIBMR as a 'Trusted Brand' recognized as a symbol of excellence**

**PROVISION:** NSCTIBMR strengthens its Brand through the following actions:

NSCTIBMR is a Brand known for excellence in Management Education creating high aptitude and innovative professionals. To promote the brand we employ consistent communications including a high quality web presence and active social media presence. We are trusted across all stakeholders as well as the industry/recruiters and maintain synergic relationships. We conduct programs pertaining to various arenas like HR Meet, Corporate Hi Tea, Alumni Meet, National Conference, CSR etc. which strengthen our positioning. We have a periodic college-wide publication highlighting the accomplishments of faculty, students and alumni.

**SUMMARY**

1. NSCTIBMR is a known for excellence in Management Education
2. We strive to create high aptitude and innovative professionals
3. High quality web presence and active social media presence
4. We maintain synergic relationships and are trusted across all stakeholders
5. We conduct HR Meet, Corporate Hi Tea, Alumni Meet, National Conference, CSR etc.
6. We publish various periodic publications.

**STANDARD 1: Maintain NSCTIBMR as a 'Trusted and consistent Brand' nationwide**

**NSCTIBMR strives to achieve the set standard through:**

NSCTIBMR aims to strengthen the brand and maintain brand positioning in the field of Management education and Research through standardized operations. To establish and maintain the brand image, NSCTIBMR strives to enroot its presence in the market and the society. To realize this goal, NSCTIBMR intends to form long-term relationships with all stake holders like industry, university, government bodies, recruiters, alumni, parents, students etc. and improve relationships with current associates. Furthermore, to adapt to the changing environment, NSCTIBMR continually plans to build comprehensive, state-of-art facility through a public/private partnership.

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**SUMMARY**

NSCTIBMR aims to:

1. Strengthen brand and maintain brand positioning in the field of Management education and Research.
2. Form long-term relationships with industry and recruiters and improve relationships with current associates.
3. To adapt to the changing environment, continually plan to build comprehensive, state-of-art facility through a public/private partnership.



<u><b>GOAL 4</b></u>	<u><b>OBJECTIVES</b></u>	<u><b>STANDARD/ TARGET</b></u>
<b><i>Build Financial Strength</i></b>	1: Generation of Funds through different sources	1: Develop Future Development and Revenue-generating plans

**GOAL 4: Build Financial Strength**

**OBJECTIVE : Generation of Funds through different sources**

**PROVISION:** NSCTIBMR strengthens its finances through the following actions:

NSCTIBMR operates student centric policies with focus on skill based research driven quality education which should be accessible and affordable by youth of rural and urban areas. At NSCTIBMR, the major source of cash inflow is course fees from students. As per the University and AICTE norms, on application for different Quality Improvement Programs, University and AICTE grants funds for major and minor research projects, infrastructure for teaching-learning pedagogy, student and staff development and welfare etc. NSCTIBMR also obtains Sponsorship from various external bodies for Co-curricular, Extra-curricular activities and student development and welfare. NSCTIBMR also receives interest on the investments with financial institutions. All these funds are majorly used for student development and welfare. In addition, NSCTIBMR tries for fund development from prospective centers with potential for regional/national visibility.

**SUMMARY**

NSCTIBMR generates recurring funds through MBA course fees.

1. We generate funds through University Grants for Major and Minor Research Projects.
2. We generate funds through University grants for Quality Improvement Programs.
3. We generate funds through Sponsorship from any other external bodies for extra- curricular activities.
4. We hunt for Fund development from prospective centers

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**STANDARD:** Develop Future Development and Revenue-generating plans

NSCTIBMR strives to achieve the set standard through:

NSCTIBMR aims to increase the Cash inflow likely from Government and Non- Government funding, Sponsorship/grants, interest and others etc. We plan to provide Consultancy and organize Management Development Programs for corporate or business houses so as to generate more funds which can be further utilized for student and staff development and welfare. NSCTIBMR aims to set up Consultancy services at a low cost for the companies where NSCTIBMR Alumni are holding key positions or budding Entrepreneurs which will help them grow faster. In addition, NSCTIBMR targets

to organize quality programs for Faculty Development. NSCTIBMR also plans to start new courses like Specialized Bachelor Degree, Diploma Programs, Certificate Programs, and Practical-Orientated Programs applicable in corporate world to enhance its financial strength. NSCTIBMR aspires to explore and develop more sources of funds as well as ways to slash the costs for effective and efficient operations and betterment of Institution and Society.

## SUMMARY

NSCTIBMR aims to:

1. Increase Cash inflow from Government and Non-Government funding, Sponsorship, Grants, Capital Investment Interest and others
2. Consultancy services
3. FDP/MDP
4. Alumni Funding
5. Start new courses: Specialized Bachelor Degree, Diploma Programs, Certificate Programs, and Practical-Orientated Programs applicable in corporate world.

<u>GOAL 5</u>	<u>OBJECTIVES</u>	<u>STANDARD/ TARGET</u>
<b><i>Build strong Research environment</i></b>	1: Develop nurturing research environment for Faculty and students	1: Continually upgrade and expand Research Centre activities and related facilities

### GOAL 5: Build a Strong Research environment

#### OBJECTIVE : Develop nurturing research environment for Faculty and students

**PROVISION:** NSCTIBMR strengthens its Research area through the following actions:

At NSCTIBMR, we believe that, Research is creating and disseminating new knowledge". Consequently, NSCTIBMR has a nurturing research environment. Here, Teaching and Research are integrated in a way that it expands students" horizons. The Research Centre to be established by 2025 at the Institute and make it as one of the strongest pillars of NSCTIBMR. Conduct various research activities, publications, National conference, edited books, Monographs, Annual journal, Research projects, Funded Projects, Research Proceedings, Research-oriented Seminars, Workshops and FDPs. Publish NSCTIBMR Journal with the approval of University Grants Commission (UGC) and Savitribai Phule Pune University (SPPU).

Research publications help in dissemination and knowledge sharing when they are brought in public domain for wider circulation and readership. NSCTIBMR to provide a research publications platform to the budding authors who come from varied background, scholarly traditions and writing dispositions. NSCTIBMR to ensure the quality of the published material in terms of originality, relevance, significance and contribution to knowledge of the readers.



NSCTIBMR to encourage faculty, students and prospective researchers and also financially supports their research endeavors. NSCTIBMR also to have provision of duty leave for attending FDP, seminars, workshops and conference etc. NSCTIBMR to focus on development of research aptitude of faculty and students through promoting them to write research papers and present in various national and international conferences. To have provision of guidance for students" Summer Internship Projects and persuade them for industry-applicable and systematic study. NSCTIBMR has a provision of monetary and non-monetary rewards to students for quality SIP and Dissertation and faculty for quality research work as well as undertaking major/minor research projects. In addition, necessary resources are made available for enhancing their research skills.

### **SUMMARY**

1. NSCTIBMR motivates the faculty, students and professionals to undertake research and write Research Papers of national and international level.
2. We have provision of duty leave and financial support for attending FDP, seminars, workshops and conferences
3. NSCTIBMR supports and encourages faculty to apply and obtain various funded projects (AICTE/ UOP etc.)
4. We have provision of guidance for students" Summer Internship Projects and persuade them for industry-applicable and systematic study.
5. NSCTIBMR undertakes research-oriented publications such as Journal, Monograph, Proceedings, and Compendiums etc.
6. NSCTIBMR motivates faculty for quality research work as well as undertaking major/minor research projects.
7. We provide Monetary or non-monetary rewards to Faculty and students for quality research
8. NSCTIBMR organizes research based seminars, workshops.

**STANDARD:** Continually upgrade and expand Research centre activities and related facilities

NSCTIBMR strives to achieve the set standard through:

NSCTIBMR aims to expand the Research Centre by increasing number of scholarly Guides and number of Ph.D. awarded. Our long-term goal is to upgrade Research Centre and related facilities and to promote and extend interdisciplinary research. NSCTIBMR positively targets to increase the diversity of Ph.D. / Research topics to cover and strengthen wide areas of importance while maintaining and enhancing quality. NSCTIBMR aims to establish FDP and MDP programs of higher eminence. In addition, NSCTIBMR also has plans to conduct International conference to get global exposure. Moreover, NSCTIBMR strives to continuously enhance and achieve consistent growth in research by mounting its benchmark from time-to-time.

### **SUMMARY**

NSCTIBMR aims to:

1. Upgrade Research Centre and related facilities
2. Expand Research Centre by increasing number of scholarly Guides and number of Ph.D. awarded
3. Increase the diversity of Ph.D. / Research topics while maintaining and enhancing quality.
4. Conduct Research oriented FDP and MDP programs.
5. Promote and extend interdisciplinary research
6. Organize International conference to get global exposure.
7. Maintain consistent growth in research by timely mounting our benchmark.

<b><u>GOAL 6</u></b>	<b><u>OBJECTIVES</u></b>	<b><u>STANDARD/ TARGET</u></b>
<b><i>Build quality Infrastructure</i></b>	1: Provision of high quality infrastructural facilities	1: Develop existing facilities to excellent-quality infrastructure

### **GOAL 6: Build quality Infrastructure**

#### **OBJECTIVE : Provision of high quality infrastructural facilities**

**PROVISION:** NSCTIBMR strengthens its infrastructural facilities through the following actions:

NSCTIBMR believes that Infrastructure is the physical undergirding of any Institution and Institute's infrastructure and facilities plays a large role in determining its long-term trajectory. NSCTIBMR pays focused attention to design and develop appropriate infrastructure which can facilitate smooth conduction of curricular, co-curricular and extra-curricular activities at college. For smooth execution of routine operations, NSCTIBMR employees are well-equipped with separate cubicles and personal computers with internet facility. NSCTIBMR looks into overall development of students and consequently has provision of fully functional digitally enabled classrooms with audio visual teaching aids, digitally well- equipped Seminar Hall, technologically updated computer labs, digitalized and well-equipped library. NSCTIBMR also provides other facilities like Sports ground, Sports room, Sports equipment, separate Boys and Girls common-room, First aid box, Sick Bay, Cafeteria and sufficient number of lavatories.

#### **SUMMARY**

NSCTIBMR has separate cubicles and personal computers with internet facility for employees

1. We provide technologically updated computer labs
2. We have digitalized and well equipped library
3. We have digitally enabled classrooms with audio visual teaching aids
4. We have digitally well-equipped Seminar Hall
5. We provide facilities like Sports ground, Sports room, Sports equipment, separate Boys and Girls common-room, First aid box, Sick bay, Cafeteria and sufficient number of lavatories.

#### **STANDARD: Develop existing facilities to excellent-quality infrastructure**

NSCTIBMR strives to achieve the set standard through:

NSCTIBMR is well-equipped with quality infrastructure, furnishings and well-maintained facilities. However, to be at par with changing environment, NSCTIBMR aims to continually upgrade its infrastructure to facilitate superior education. In tune with this, NSCTIBMR aims to transform the current facility into fully functional Web-based and virtual Classrooms for national and international exposure which will result in better learning and development of students. NSCTIBMR targets to

develop Library enriched with international standards. Also, develop a well-resourced Convention center for multi-national participation in different events. NSCTIBMR does not only focus on educational development but also on all- round development of the students so that interested students can professionally take up sports and represent on national and international level. Therefore, we aim to provide top-notch Sports facilities with modern equipment and training facilities as per the need. NSCTIBMR plans for a well-maintained and modern Cafeteria to satisfy staff and students requirements. Also, provide fully furnished and modern Hostel facility with modern resting rooms. This can help students and staff to utilize these facilities and infrastructure for exploiting their full potential which will uplift NSCTIBMR to the next level.

## SUMMARY

NSCTIBMR aims to:

1. Build quality infrastructure, furnishings and well maintained facilities.
2. Build fully functional Web-based and virtual Classrooms
3. Build Library enriched with international standards
4. Build Well-resourced Convention center for multi-national participation
5. Build Well-maintained and modern Cafeteria
6. Provide Sports facilities with modern equipment and training facilities
7. Build Fully furnished and modern Hostel facility
8. Build Modern resting rooms

<b><u>GOAL 7:</u></b>	<b><u>OBJECTIVES</u></b>	<b><u>STANDARD/ TARGET</u></b>
<b><i>Build quality Placement opportunities through long-term synergic Relationships</i></b>	1: To improve placement ratio through Alumni, Community, Business and Professional Relationships	1: Excel in providing quality placements through long-term synergic stakeholder relationships

## **GOAL 7: Build quality Placement opportunities through long-term synergic Relationships**

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### **OBJECTIVE: To improve placement ratio through Alumni, Community, Business and Professional Relationships**

**PROVISION:** NSCTIBMR strengthens its placements and relationships through the following actions:

To foster a culture of pride, advocacy and professionalism, NSCTIBMR maintains cordial relationships with alumni, community and businesses. To improve and maintain alumni relations, NSCTIBMR conducts Alumni meet annually. Through Alumni Mentoring Program, we invite alumni for student interaction from time-to-time to increase employability for better placements. We regularly communicate with alumni for suggestions and inputs regarding corporate awareness and to Website: [www.ibmrchakan.com](http://www.ibmrchakan.com) Email: [ibmrchakan@gmail.com](mailto:ibmrchakan@gmail.com), [info@ibmrchakan.com](mailto:info@ibmrchakan.com)

understand the expectations of industry from the students. We recognize alumni achievements and encourage their endeavors through physical as well as online mediums like WhatsApp, Facebook, LinkedIn and other such social media sites. We ensure that current batches of students and faculty are connected and involved with alumni for better contribution from them in areas of training, skill development, personality development and grooming, job/domain/industry-specific information, pre and post-placement activities. To improve and maintain community relations, NSCTIBMR focuses on community needs and rigorously work for contributing to the society in its own ways through various CSR activities. This helps in giving a morale angle to the personality of students. Moreover, qualities like initiation, coordination, team bonding, team spirit, empathy, communication skills, leadership skills etc. are imbibed in the students which make them a better human being and ready to face the society and world. In the same way, NSCTIBMR encourages students to take up value-adding projects and promotes such projects that can contribute in societal development. NSCTIBMR persuades and supports to engage its students and faculty in community development activities which promote sense of responsibility, ethics and morale amongst them. This adds more civility as well as professionalism to their persona, making them better and honest prospects for industry/ recruiters. To improve and maintain Business and Professional Relationships, NSCTIBMR believes in cultivating strong relationships with industry and government and professional bodies for the success of our placements standards. To achieve this, we ensure active presence and participation of students and faculty in corporate through industry projects, visits, specialist invitation for expert lectures etc. NSCTIBMR continues to build partnerships with industry and corporate for active learning and consulting opportunities. It helps to closely understand industry expectations and needs and provide training accordingly. Such relationships aid to strengthen the placements, summer internship and related activities, providing more and better placement opportunities for NSCTIBMR students to choose from.

## **SUMMARY**

NSCTIBMR improves its placement ratio with the help of Alumni, community and business relationships

1. We promote quality Industry Institution Interaction through conferences, seminars, C2C activities etc.
2. NSCTIBMR conducts Alumni lectures and visits
3. We engage in community development through CSR.
4. We continue to build partnerships and networks
5. We rigorously work for contributing to the society in its own ways through various CSR activities
6. We take up value-adding projects and promote such projects that can contribute in societal development
7. We ensure active presence and participation of students and faculty in corporate and community activities
8. We build partnerships with industry and corporate for active learning, consulting and placement opportunities
9. We understand industry expectations and needs and train students accordingly to make them industry-ready.

**STANDARD** : Excel in providing quality placements through long-term synergic stakeholder relationships

NSCTIBMR strives to achieve the set standard through:

NSCTIBMR aims to develop a full proof and standardized Training and Placement process to provide top-notch employment to our students. Provide them professionally unique guidance, direction and support. To achieve this, NSCTIBMR strives to develop and maintain synergic and long-term relationships with the stakeholders majorly with Industry, Community, Alumni and others. This focus can benefit students with superior industry exposure and excellent placements which will prove to be the USP of NSCTIBMR.

## SUMMARY

NSCTIBMR aims to:

1. Excel in providing Top-notch quality placements
2. Increase engagement in various activities related to Training and Placement opportunities.
3. Increase faculty and student involvement in various projects and initiatives.
4. Build synergic and long-term Business and Professional Relations
5. Continue to build partnerships for high profile placement opportunities in top companies.
6. Continue to get support from alumni and other bodies for placements and related activities.

<u><b>GOAL 8</b></u>	<u><b>OBJECTIVES</b></u>	<u><b>STANDARD/ TARGET</b></u>
<b><i>Build an Inclusive and Ethical Culture</i></b>	1: Develop embed ethics, inclusivity and a global viewpoint amongst staff and students.	1: Create adaptive, ethical and globally competitive professionals.

### **GOAL 8: Build an Inclusive and Ethical Culture**

**OBJECTIVE : Develop embed ethics, inclusivity and a global viewpoint amongst staff and Students.**

**PROVISION:** NSCTIBMR strengthens its Culture through the following actions:

NSCTIBMR has an inclusive culture which involves the full and successful integration of diverse employees and students. NSCTIBMR has an environment in which respect, equity, and positive recognition of differences are all cultivated with positive employment experience.

The ethical culture represents the organization's "Ethics personality." NSCTIBMR ensures creating and sustaining a strong ethical culture which is a key to create an organization that supports people making good ethical decisions and behaving ethically every day. NSCTIBMR employees are motivated

to practice transparency and honesty which reflects in their in daily operations. In addition, NSCTIBMR integrates ethics and moral behavioral values with the curriculum. And we ensure that the human values are imbibed in the students by reinforcing it in the curriculum. We promote and uphold honest practices in curricular, co-curricular and extra- curricular aspects. NSCTIBMR promotes inclusivity and global culture by organizing multicultural events at college for students and faculties and discuss its significance in the classroom. We emphasize on ethical, cultural and global aspects throughout the course to reinforce inclusive behavior amongst students which will make them ready for taking up global challenges.

## **SUMMARY**

NSCTIBMR has an inclusive culture

1. NSCTIBMR has an environment of respect, equity, and positive recognition of differences.
2. We cultivate culture of ethical practices in routine staff operations
3. We organize multicultural events at college for students and faculties and discuss its significance in the classroom.
4. NSCTIBMR integrates ethics and moral behavioral values with the curriculum
5. We emphasize on ethical, cultural and global aspects throughout the course.

**STANDARD:** Create adaptive, ethical and globally competitive professionals.

NSCTIBMR strives to achieve the set standard through:

NSCTIBMR endeavors to encourage student participation for various events and activities nationally and internationally to create global awareness. Thereby, providing an opportunity to comparatively study and understand different cultures and their moral practices. NSCTIBMR aspires to encourage and develop opportunities for faculty to study/research on national and international platform. NSCTIBMR motivates students to apply for higher studies at foreign Universities. Furthermore, NSCTIBMR plans to develop association with Banks to provide Education loan and related information to students regarding opportunities to Study Abroad. We encourage student participation for various events and activities nationally and internationally. In this manner, making them adaptive and globally competitive professionally and ethically.

## **SUMMARY**

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NSCTIBMR aims to:

1. Participation for various events and activities nationally and internationally to create global awareness
2. Develop association with Banks to provide Education loan and related information
3. Encourage and develop opportunities for faculty to study/research on national and international platform.
4. Encourage students to apply for higher studies at foreign Universities.

<b><u>GOAL 9</u></b>	<b><u>OBJECTIVES</u></b>	<b><u>STANDARD/ TARGET</u></b>
<b><i>Monitor and realign: Continuously upgrade every arena</i></b>	1: Continuously upgrade every arena to meet changing standards	1: Develop a systematic change management system

**GOAL 9: Monitor and realign**

**OBJECTIVE : Continuously upgrade every arena to meet changing standards**

**PROVISION:** NSCTIBMR strengthens its systems and processes through the following actions:

NSCTIBMR believes that „Change is endemic in the education sector“. The demand for change comes from all sides: change in educational policies, course structure, changes to the funding and regulatory regime, doing more with less, improving the quality of student learning and the learning experience, globalisation and the pace of change is ever increasing. Living with change and managing change is an essential skill for all. To manage the changing environment, NSCTIBMR has a systematic process. Various Working committees are formed to undertake specific responsibilities. These committees time-to- time monitor the work and processes of their respective areas and understand the need for up gradation. Any need for change is channeled through proper communication across the hierarchy. NSCTIBMR committees adapt to the changes by successfully planning and executing strategies at all levels of the organization. At NSCTIBMR, we try to realign every process and resources to cope up with the changing scenario.

**SUMMARY**

1. Align change and change strategies with NSCTIBMR vision and mission
2. Working committees monitor and plan to realign the processes
3. Channeled communication
4. Successfully plan and execute strategy at all levels of the organization to adapt to the changes.

**STANDARD:** Develop a systematic change management system

NSCTIBMR strives to achieve the set standard through:

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As per the Vision and Mission of NSCTIBMR, we aspire to design and develop a systematic and standardized Change Management System which can enable us to survive the change and grow in the education sector. We aim to adapt processes to suit the change intended and develop prompt vertical and horizontal communication and carry out teamwork with directional leadership. Apply suitable approaches for managing change taking into consideration institutional culture and various other aspects.



## **SUMMARY**

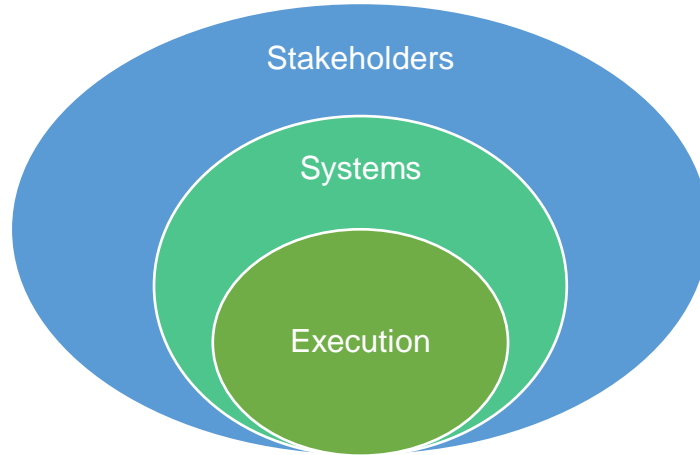
NSCTIBMR aims to:

1. Adapt processes to suit the change intended
2. Prompt vertical and horizontal communication
3. Employ teamwork with directional leadership
4. Utilize suitable approaches for managing change
5. Consider institutional culture and various other aspects



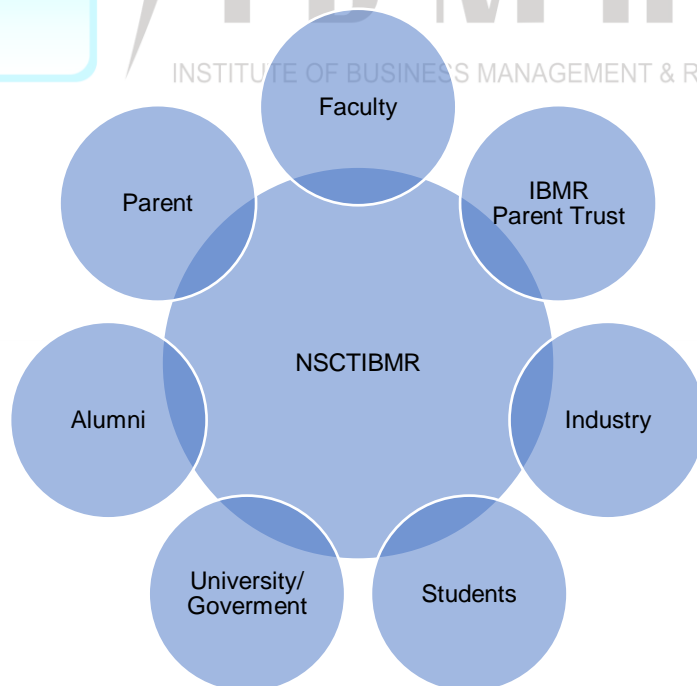


## Overview of Strategic Analysis



Our Stakeholders are as under:

1. Faculty
2. Students
3. Alumni
4. Parents
5. PCE Trust
6. Industry
7. University/ Government



The NSCTIBMR strategy is to strengthen faculty and by delivering value-based education to gain the trust of all stakeholders and to be the preferred choice of aspirant as well as of employers.

### **Systems:**

Systems here suggest to the institutional processes related to program delivery, course delivery, management and administration for quality education and transformation of students into responsible citizens of the nation with the help of holistic approach in line with various activities related to curricular, co-curricular and extra- curricular.

### **Execution:**

At Institution level, accurate implementation of various plans and processes ensures systematic execution in all arenas that leads to achievement of the set strategic goals and objectives for short, medium and long-term.

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