



# YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	MES GARWARE COLLEGE OF COMMERCE, PUNE
• Name of the Head of the institution	Dr. Geeta Acharya
• Designation	Officiating Principal
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02041038301
• Mobile no	9422987652
• Registered e-mail	iqac.gcc@mespune.in
• Alternate e-mail	office.gcc@mespune.in
• Address	Deccan Gymkhana, Karve Road
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	411004
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education

• Location	Urban
• Financial Status	Grants-in aid
• Name of the Affiliating University	Savitribai Phule Pune University
• Name of the IQAC Coordinator	Dr. Smita Wadaskar
• Phone No.	02041038301
• Alternate phone No.	9423080773
• Mobile	9423080773
• IQAC e-mail address	iqac.gcc@mespune.in
• Alternate Email address	office.gcc@mespune.in
3. Website address (Web link of the AQAR (Previous Academic Year))	<a href="https://gcc.mespune.in/wp-content/uploads/2021/02/AQAR-2019-20.pdf">https://gcc.mespune.in/wp-content/uploads/2021/02/AQAR-2019-20.pdf</a>
4. Whether Academic Calendar prepared during the year?	Yes
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://gcc.mespune.in/wp-content/uploads/2021/03/Academic-Calendar-2020-21.pdf">https://gcc.mespune.in/wp-content/uploads/2021/03/Academic-Calendar-2020-21.pdf</a>

### 5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B++	Nil	2004	16/02/2004	15/02/2009
Cycle 2	A	3.39	2011	08/01/2011	07/01/2016
Cycle 3	A	3.45	2016	05/11/2016	04/11/2021

6. Date of Establishment of IQAC

16/09/2003

7. Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	Nil	Nil	Nil

8. Whether composition of IQAC as per latest NAAC guidelines

Yes

[View File](#)

<ul style="list-style-type: none"> <li>Upload latest notification of formation of IQAC</li> </ul>	
<b>9.No. of IQAC meetings held during the year</b>	3
<ul style="list-style-type: none"> <li>Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>	Yes
<ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded
<b>10.Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	No
<ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>	
<b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>	
<p>1. Online International Webinar on Rebooting the Indian Higher Education System: A March towards Self-reliance in association with University of Hull, UK and All India Council for Technical Education (AICTE). 2. Faculty Development Program on 'Online Teaching, Learning and Evaluation Tools' 3. 3 Days Learning Management System (LMS) Training Program 4. 30 days workshop for administrative staff for office automation 5. National level Research Competition for Students</p>	
<b>12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year</b>	
<b>Plan of Action</b>	<b>Achievements/Outcomes</b>
Preparation and submission of a proposal for College Autonomy to UGC	The College has successfully submitted the proposal to UGC for the College Autonomy and the College has received the Autonomous Status from UGC and Parent University.
International Webinar on Rebooting the Indian Higher Education System	The College has successfully conducted an International Webinar on Rebooting the Indian Higher Education System: A March towards Self-reliance in association with University of Hull, UK and All India Council for Technical Education (AICTE) .
Faculty	The college has successfully conducted faculty

Development Programmes	development programs on learning management systems and on online teaching, learning and evaluation.
Intellectual Property Rights workshop	The college has successfully conducted a 2 days Intellectual property rights workshop. Day 1 was on Geographical Indications and day 2 was on Copyrights.
Energy Audit	The College has successfully conducted an Energy Audit for the academic year 2020-21.
Green Audit	The College has successfully conducted an Green Audit for the academic year 2020-21.
Academic Performance Indicator (API) Camp	Academic Performance Indicator (API) Camp was successfully conducted for all the teaching staff.
Training program for non-teaching staff	The college has successfully conducted a 30 days workshop for administrative staff for the enhancement of office automation.
National Level Students Research Competition	National level students research competition was conducted successfully for the students.

13. Whether the AQAR was placed before statutory body?

Yes

- Name of the statutory body

Name	Date of meeting(s)
CDC and CAC	31/01/2022

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2020-21	18/01/2022

## Extended Profile

### 1. Programme

1.1 Number of courses offered by the institution across all programs during the year	208
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File Description	Documents
Data Template	<a href="#">View File</a>

**2.Student**

2.1 Number of students during the year	<b>2958</b>
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File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	<b>375</b>
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File Description	Documents
Data Template	<a href="#">View File</a>

2.3 Number of outgoing/ final year students during the year	<b>1007</b>
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File Description	Documents
Data Template	<a href="#">View File</a>

**3.Academic**

3.1 Number of full time teachers during the year	<b>41</b>
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File Description	Documents
Data Template	<a href="#">View File</a>

3.2 Number of sanctioned posts during the year	<b>44</b>
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File Description	Documents
Data Template	<a href="#">View File</a>

**4.Institution**

4.1 Total number of Classrooms and Seminar halls	<b>26</b>
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4.2 Total expenditure excluding salary during the year (INR in lakhs)	<b>135.9</b>
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4.3 Total number of computers on campus for academic purposes	<b>201</b>
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## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The Institute follows the curriculum designed by Savitribai Phule Pune University (SPPU) and chalks out a plan for the academic year.

This year was unprecedented and disruptive. The students and faculty tried their best to achieve the planned academic activities. The learned faculties found new ways of engaging students in academics. The planning of various courses is implemented by the HODs and IQAC. They are involved in the training of the faculty members for developing new techniques and better student engagement. Apart from heads of the academic departments, subject coordinators and course coordinators have been appointed to ensure the effective implementation of the curriculum.

The timetable is prepared considering the expertise and specialization area of the teachers.

At the beginning of the year, teachers submit the teaching plan, and the yearly calendar is prepared

The meetings are held with the Industry experts for integration of value-added industry relevant inputs with the curriculum given by the University.

The data is collected from students by asking them to fill up the Student Need Identification Form. This helps in planning the classwork, methods of practicals, and nature of co-curricular activities accordingly.

Student engagement plays a vital role in online teaching-learning methods. Recorded lectures are posted in Google classroom to facilitate students to access the lecture anywhere and anytime. Question bank, study material, and MCQs were posted on a mini web to facilitate students with study material. At the beginning of the semester and at the end of the semester faculty meeting are arranged and discussed the curriculum delivery.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

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

The College conducts the evaluation process in tune with the SPPU examination schedule. The Internal evaluation is in a formative

assessment manner. The CCEs are planned after considering the various extracurricular and curricular activities and communicated to the students well in advance. The academic calendar includes various CCEs conducted during the year. The academic calendar helps the students to plan their activities. Under the CBCS method, the CCE plays an important role. The continual evaluation allows the teacher to detect shortcomings in students. The regularity in evaluation improves the performance of the students along with reducing fear of examination. The CCE Examinations are more student-centric and faculty members have the flexibility of designing innovative methods of evaluation in the class. During the online teaching and learning process CCE has played a tool for student engagement. Conducting repetitive examinations was possible because of CCE for students who failed to appear for the examination. Certain subjects are more practical oriented and teachers have been asked to prepare presentations based on learning outcomes. This has helped the students to gain knowledge in an effective manner.

For M.com various projects and survey-based activities were conducted to provide hands-on experience.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year.**  
 Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	No File Uploaded

## 1.2 - Academic Flexibility

**1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented**

**1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented**

5

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

### 1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

10

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

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

211

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded

### 1.3 - Curriculum Enrichment

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

The college conducts various activities for students and other stakeholders.

#### 1. Professional Ethics -

Professional Ethics-Half Day workshop on business Ethics Today & Tomorrow in association with business ethics foundation on 2nd March 2021- 160 students of business administration students attended.3 lectures on the following topics

1. Business Ethics Today & Tomorrow-by A.M. Joshi
2. Business Ethics in reality -Informative film- by- S.G. Bapat
3. Business Ethics at Cross Roads by- Dr. Rashmi Hebalkar

#### 2. Gender Equality-



A compulsory add on Course 1. Gender Equality & value Education- SYBBA & SYBBA-IB students- 24 lectures

2. Harassment at Workplace & laws protecting Women for all the Girls' students- ( 2lectures) By Vidyarthnini manch- by- Adv. Anagha Joshi- 176 girls' students- 13/2/2021

3. Work Place harassment legal provision- by- Adv. Amruta Pendse- 28/10/2021- 145 students (SY&TYBBA- HR Spe)

4. Add on course- Democracy, Election &Governance-FYBBA, FYBBA-IB & FYBBA-CA- (8 Lectures)

3. Human Values-1. Add on Course- value education- FY.B.com

2. Practices in HR- by Shri Hemant Nikam- 22/1/2021- 91 students

3. Interactive session -HR practices in Corporate Sector- by Shri Samir Kukade-23/1/2021-103 students

4. Role of HR (Green HR) Partner as business Partner- by Shri Aditya Pagey- 25/1/2021-students-103

4. Personality Development-

by Shweta Goswami - 2/2/2021-49 students- FYBBA-CA- 2 hours

5. My family my responsibility Celebration of NSS Day online- 24/9/2020- Topic- - 50 volunteers

6. Celebration of Constitution Day- 26/11/2020- NSS dept- 40 volunteers

7. International Yoga Day- NSS & NCC dept- 21/6/2020-10 NSS volunteers-60 NCC Volunteers

8. NSS Volunteers- Massive Open online Course- (MOOC) - 1/9/2020 TO 18/9/2020- 20 NSS volunteers attended the course.

9. Blood Donation camp organized by SPPU- 12/4/2021- 2 students participated.

11. Kargil Vijay Diwas- By NCC dept- 26/7/2021- 60 students

10. Environment & Sustainability-Add on Course-1. Environment awareness for SYBBA, SYBBA-IB & SYBBA-CA-24 Lectures

2. Environment Awareness- SY.B. Com

3. Sustainable Employment Growth with respect to Leadership Skills- by Shri. Amit Deokule- 123 students (SY/TY/BBA/BBA-IB)

4. Bio Economy & Bio Innovations- by Dr. Ssukhada Bidkar- 23/4/2021-109 students

5. Nirmal Wari campaign- Dindi Programme- 29/6/200- NSS dept- 10 volunteers

6. Clean wari campaign- 30/6/2020- NSS dept- 10 volunteers

7. Awareness of Covid through Slogans & posters- 2/7/2020- NSS Dept- 10 volunteers

8. Tree plantation program- by NCC -14/6/2020- 15 cadets

9. MES GCC Fit India Cyclothon 2020- 16/12/2020- 41 students participated in that.

10. Green Audit and Energy Audit

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	No File Uploaded

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

30

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

1876

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

### 1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following

A. All of the above

stakeholders Students Teachers Employers Alumni	
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File Description	Documents
URL for stakeholder feedback report	<a href="https://gcc.mespune.in/wp-content/uploads/2022/02/1.4.1-.pdf">https://gcc.mespune.in/wp-content/uploads/2022/02/1.4.1-.pdf</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
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File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	<a href="https://gcc.mespune.in/wp-content/uploads/2022/02/1.4.2.pdf">https://gcc.mespune.in/wp-content/uploads/2022/02/1.4.2.pdf</a>

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

#### 2.1.1 - Enrolment Number Number of students admitted during the year

##### 2.1.1.1 - Number of students admitted during the year

1017

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

#### 2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

##### 2.1.2.1 - Number of actual students admitted from the reserved categories during the year

753

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

### 2.2 - Catering to Student Diversity

#### 2.2.1 - The institution assesses the learning levels of the students and organizes special

## Programmes for advanced learners and slow learners

College pays due attention to the diversity of learners. To trace the different abilities of learners and their requirements, a Student Needs Identification Form is framed. It is circulated among the students during the induction program held by the college. Accordingly, various activities are planned by various departments of the college.

As per the requirement of students, GCC conducts supportive and remedial teaching of different subjects like English, Law, etc. for the slow learners. A diagnostic test was conducted for Economics to identify weak learners in the subject.

Needs of advanced learners are fulfilled by giving them current and practical knowledge via different professional and add-on courses, e.g. Diploma in Banking & Finance, Intellectual Property Rights (IPR), Goods & Services Tax (GST), courses on international trade, Digital Marketing, etc. are being conducted in the college. GCC has set up a separate competitive examination cell. Lecture series are arranged for the students and interactive sessions are also organized. Lectures of professionals, practitioners, and international faculties are also arranged.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

Number of Students	Number of Teachers
2962	41

File Description	Documents
Any additional information	<a href="#">View File</a>

## 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

The college focuses on the participative and experiential learning of students. Different programs including guest lectures, group discussions, competitions are arranged to encourage and develop the interest of students in the subjects. HR Meet, Business Fair (E-Commerce), Social Media Marketing, Ninad, Communique, Quiz Competition, youth icon, Workshop on Design Thinking, Course on IoT, Master Class Sessions, etc attracted students. The students are motivated to participate in National research competitions under the guidance of the faculties. A state-level research competition was conducted for the young student researchers. Students also participated in Business Plan contests, 'Quizathon' IT Quiz competitions, 'Technovation' Software project competition,

due to which their critical thinking and research inquiry is nurtured. A workshop on Design Thinking was conducted by Curtin University, Dubai, and a Course on IoT was conducted by Satakunta University of Applied Sciences, Finland. Workshop on 'How to think seriously and critically' was organized to develop critical and logical thinking among students.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	Nil

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

The College has been emphasizing ICT-enabled tools for the effective Teaching-Learning process. All the teachers were already used to conducting lectures using LCDs. But to the pandemic situation, all the teachers had to quickly adapt to Online Teaching and Learning. The College conducted several training sessions on Online teaching using LMS like Google Classrooms, online assessment methods, recording software, and other ICT tools. All the lecture recordings and contents were uploaded on the Subject Google Classrooms. The College used the online subscription of Kopykitab for providing an Ebook facility to the students.

The teachers are encouraged to use E-Content in their teaching methodology. To empower them, the College has conducted E-Content development workshops that were conducted by the Educational Media Research Centre of SPPU. Apart from these initiatives, the teachers also attended workshops on Moodle LMS. In addition, E-Content development using video making and editing software like Renderforest, Camtasia, Kinemaster, and other screencasting software were also conducted.

All the teachers use Google Classroom for their respective subjects. This has made the teaching-learning process more effective and available at any point of the time for all the students.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

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

**2.3.3.1 - Number of mentors**

46

File Description	Documents
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Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	No File Uploaded

## 2.4 - Teacher Profile and Quality

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

41

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

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

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

20

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

### 2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

#### 2.4.3.1 - Total experience of full-time teachers

41

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 2.5 - Evaluation Process and Reforms

### 2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

College makes sure that all students should be informed about examinations in due time and all students should be able to attend examinations. An Orientation is offered by the college in the first semester of the program providing information on the

internal evaluation process. The college has a basic structure for the continuous internal assessment of theory and practice defined in the Academic regulation of the College/University. For the schedule of exams, the Academic Calendar is strictly followed.

Under CBCS pattern three internal examinations of 10 marks each are conducted. For the 2013 pattern, an internal examination is held for 20 Marks. Marks of internal examination are shared with students after the exam. Exam Grievances committee is set up to solve problems of students related to an internal exam only.

Due to the pandemic, exams were conducted online and it is taken care that no student should be deprived due to internet connectivity and any other such technical problems. Notices are displayed on the website in a timely, also students are informed through text messages and emails. Marks obtained by the students are informed to them. In this way, the college maintains transparency in examinations.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

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

Grievances are handled at the following levels:

**Departmental Level:** The continuous evaluation of students is carried out by faculty regarding theory lectures, labs, assignments, unit tests. The midterm marks are allotted based on defined strategies and displayed on the notice board. Query if any is discussed with faculty and HOD.

**College Level:** The Institute appoints a Senior Supervisor for smooth conduction of examinations. If students are facing any problems, they are solved by the institution's Chief Examination Officer appointed by the university. The grievances during the conduction of online/theory examinations are considered and discussed in consultation with the Principal and if necessary forwarded to the university by examination section.

**Redressal of grievances at the university level:** The queries related to results, corrections in mark sheets, and other certificates issued by the university are handled at the SPPU examination section after forwarding such queries through the college examination section. Students are allowed to apply for revaluation and rechecking by paying necessary processing fees to the university if they are not satisfied with the university evaluation through college

File Description	Documents
Any additional information	No File Uploaded

Link for additional information	Nil
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## 2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Garware College of Commerce offers B. Com / M. Com / BBA / BBA (IB) / BBA(CA) programmes. Students are groomed with overall skills and core competencies of businesses and commerce practices. All courses under the program share interrelationship where the skills, practical knowledge, the applicability of course content with the real business world, upgraded information of the respective subjects, etc are focused. Overall objectives of all courses are not only gaining the latest information and knowledge but also that students should be able to relate it with the real business world and be capable to apply it wherever it is required. Languages help the student to understand the content from the point of view of business, so both languages deal with the development of the communication skills amongst the students. Subjects related to Commerce purely focus on the knowledge and information which leads to practical applicability.

Mathematics and CCA are supportive subjects that enrich students and increase the understanding level of the student. So, as a whole course objective and their outcomes are prescribed and it is taken care that after completing the course student have acquired all those objectives.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	<a href="https://gcc.mespune.in/wp-content/uploads/2022/02/2.6.1_new.pdf">https://gcc.mespune.in/wp-content/uploads/2022/02/2.6.1_new.pdf</a>
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

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

Garware College of Commerce offers B. Com / M. Com / BBA / BBA (IB) / BBA(CA) programmes. Students are groomed with overall skills and core competencies of businesses and commerce practices. They shall be able to apply knowledge, skills, the attitude of all multidisciplinary subjects offered in these courses.

The institution has availed robust and resilient mechanisms to evaluate the attainment of program and course outcomes. Students are evaluated through learning, exploration, and communication. The first method is the formative assessment of regular and innovative teaching pedagogy of adopting in the classroom face to face training, virtual classroom, webinars, links, assessments, one-on-one coaching, blended learning with LMS such as google classroom, online google slides ppt, google docs.



With the help of sustained co-curriculum activities such as E-cell, Commerce Lab, DRIC, Economics Association, Language lab, NSS, NCC, Student's welfare programs students gain core competencies such as teamwork, communication, adaptability, reliability, motivation, integrity, decision making, initiatives, work standards, problem-solving and stress tolerance. All this information is available on an annual basis in the college magazine Shreelekha and the college's official website.

The second method is a summative assessment with consistent systematized periodic evaluation methods such as internal examination as well as the external examination has been adopted.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil

### 2.6.3 - Pass percentage of Students during the year

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

966

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

### 2.7 - Student Satisfaction Survey

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

<https://gcc.mespune.in/wp-content/uploads/2022/02/2.7.1.pdf>

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Resource Mobilization for Research

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

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

NIL

File Description	Documents
Any additional information	No File Uploaded

e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	<a href="#">View File</a>

### 3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

#### 3.1.2.1 - Number of teachers recognized as research guides

07

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	<a href="#">View File</a>

### 3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

#### 3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

Nil

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

### 3.2 - Innovation Ecosystem

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

MES Garware College of Commerce has a Department for Research Innovation & Consultancy, an active IPR cell & Entrepreneurship Innovation & Startup Cell. Various guest lectures are conducted on topics such as 'Bio-economy & Bio-innovations', 'Innovative Entrepreneurship', 'Artistic & social Entrepreneurship' etc. Innovation & Ideation Challenge 2020 was an in-house innovative business idea competition. Two promising entries were provided with special personalized IPR consultancy by the Entrepreneurship Innovation & Startup cell. Two research scholars completed their Ph.D. during 2020-21. A national-level research paper competition was conducted on 7-5-21. Webinars were conducted to inculcate the importance of innovation in the current scenario.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

#### 3.2.2 - Number of workshops/seminars conducted on Research Methodology,

**Intellectual Property Rights (IPR) and entrepreneurship during the year****3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year**

07

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

**3.3 - Research Publications and Awards****3.3.1 - Number of Ph.Ds registered per eligible teacher during the year****3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year**

03

File Description	Documents
URL to the research page on HEI website	<a href="https://gcc.mespune.in/courses/research-wing-dric/">https://gcc.mespune.in/courses/research-wing-dric/</a>
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	No File Uploaded

**3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year****3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year**

04

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

**3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year****3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year**

05

File Description	Documents

Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

### 3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

MES Garware College of Commerce comprises of active Extension Departments namely: National Cadets Corps, National Service Scheme, Red-cross. These Extension Departments regularly carry out various nation-building activities throughout the year; wherein we have recorded active participation of students from our College. In the Academic year 2020-21, approximately 650 students participated in around 18 various social activities.

In association with SPPU the dept. of NSS actively participated in SPPU Swachh Waari Programme, NSS Day, Common Wealth Prog., and Constitution Day.

In collaboration with Sahyadri Hospital Blood Bank dept. of NCC & Dept. of NSS jointly conducted a Blood Donation Campaign. These two departments also celebrated International Yoga Day.

Department of NCC remarkably conducted various social as well as academic activities & camps throughout the year. In the Academic year, 2020-21 departments conducted social activities like Mega Pollution Awareness Pakhwada, Mega Swachhata Pakhwada, Tree Plantation. Department also conducted academic & sports activities like Inter-class Competition & MES GCC Cyclothon 2020. Under the orders of NCC Group Headquarters, Pune, cadets of the NCC Dept. attended various camps namely CATC-701, ATC Cadre, Online EBSB Saptah, Shooting Camp 2020, and remembrance activities like Kargil Vijay Diwas.

Department of Youth Red-cross conducted Rendezvous with Red-crossers & Secret of Success Webinar.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

NIL

File Description	Documents

Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	No File Uploaded
e-copy of the award letters	No File Uploaded

**3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year**

**3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year**

18

File Description	Documents
Reports of the event organized	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

**3.4.4 - Number of students participating in extension activities at 3.4.3. above during year**

**3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year**

649

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

**3.5 - Collaboration**

**3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year**

**3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year**

6

File Description	Documents

e-copies of related Document	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

### 3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

#### 3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

04

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

#### 4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning. viz., classrooms, laboratories, computing equipment etc.

MES GCC was established in 1967 as a single faculty Commerce College. Since then the statutory bodies such as the UGC and the university have given specifications of the required infrastructure and the physical facilities for teaching-learning from time to time. Obviously, the college has tried to maintain the infrastructure of facilities such as classrooms, laboratories, computing equipment, etc. The important aspects of infrastructure include well-equipped classrooms, facilities such as business laboratory, language laboratory, computer laboratories, library, and reading hall which require equipment and are well maintained. The college has been successful in catering to the requirements of the student's community, the adequate infrastructure as per the changing requirements from time to time the infrastructural facilities keeping the focus of teaching-learning are made available where the requirements of all the stakeholders are considered. The infrastructural facilities for teaching-learning on the campus also include an ebook facility, book bank facility, interlibrary loan facility, institutional membership of reputed libraries from Pune. Internet connectivity is available for the purpose of teaching-learning. As per the university guidelines, licensed software is also available. 'Inclusiveness' is a very important value observed on the campus. For this purpose, facilities such as ramps, wheelchairs, elevators are available on

the campus so that the 'Divyang' students become able to learn with a higher comfort level.

Physical teaching-learning facilities in the form of seminar and conference halls are also very important for the purpose of expression of students. A number of classrooms do have audio-visual facilities, 100 capacity Audio Visual hall (Swatantra Veer Savarkar Sabhagruh) is also made available. For larger teaching-learning assemblies there is an assembly hall of 400 capacity is also available. In this manner with appropriate time scheduling the college tries to provide all the facilities to all the students.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

Overall development includes physical, mental, and intellectual development. Many times, simultaneous development of these three things take place through Yoga. Small recreation halls in the hostels of the college, assembly hall, college playground, and open-to-sky places such as terraces are used for performing Surya Namaskar and yoga. Essential facilities like yoga mats are available. From day one of the establishments of the college gymnasium facility with required exercise equipment is available. Over a period of time, the concept of exercising went on changing and therefore time and again the modern equipment was purchased. Shakti gymnasium of the college is of 1500 square feet size. The College playground admeasuring 2.5 acres, is used for various sports facilities such as Basketball, Volleyball Kabaddi, Football, Athletics, etc. In addition to this, some facilities such as a swimming pool, Badminton court, Cricket practice net, shooting range are made available on a rental basis from outside the campus. Indoor games like Chess, Carom, Table Tennis are available to the students on the campus.

For the purpose of cultural activities, a small recreation hall and Savarkar Sabhagruha are available. The actual performance and competitions are held in the Assembly hall. In addition to the well-equipped AC Auditorium of 387 capacity on the MES IMCC campus (sister institute) is utilized for the purpose of the "YOUTHIZON" annual cultural departmental fest of the college. Garware assembly halls of the college are used very frequently for the purpose of practice and performance of various cultural activities.

For Entrepreneurship Innovation and start-ups (EIS- CELL) and its activities, the college has provided independent well-equipped office space to the cell. "INDOVENTION" the annual business fair activity of the college is provided with all the facilities including the open ground, campus area, halls for competitions, A.V. rooms, etc. to create a buzz on the campus.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

#### 4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

19

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

#### 4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

3210964

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

#### 4.2 - Library as a Learning Resource

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

Name -SLIM 21

Nature -Partially

Version -3.6.0

Year of Automation -2008

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	<a href="https://gcc.mespune.in/campus-infrastructure/library/">https://gcc.mespune.in/campus-infrastructure/library/</a>

##### 4.2.2 - The institution has subscription for the following e-resources e-journals

A. Any 4 or more of the above



## e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

### 4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

#### 4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.22

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	<a href="#">View File</a>
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	<a href="#">View File</a>

### 4.2.4 - Number per day usage of library by teachers and students ( foot falls and login data for online access) (Data for the latest completed academic year)

#### 4.2.4.1 - Number of teachers and students using library per day over last one year

248.4

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	<a href="#">View File</a>

### 4.3 - IT Infrastructure

#### 4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

College is well equipped with its IT facilities. There are three computer laboratories in the college with 170 terminals, printers and Internet facilities for the students and faculties. All the faculties are encouraged to prepare and use computer aided teaching/learning materials. Emergence of the problems in the functioning of machines etc. are to be done on the basis of 'On call basis' and 'Annual Maintenance Contracts' (AMCs).

Internet bandwidth speed is 60 Mbps. College always upgrades it according to the need. Internet facility is available for the students as well as teaching and non-teaching staff.

Two classrooms have been transformed into Smart Classrooms. The College has one seminar/conference hall with LCD projector, Internet facility, mike, sound system etc are available. Information Security: firewall scans for any intrusion prevention system (IPS) network traffic to actively block attacks. Entire network is protected with Quick Heal Endpoint Security antivirus software, which is updated on a regular basis. College has its Website and mini web for providing information, activities and important announcements such as Examination notices, syllabus etc. College has its own Documentation management system (DMS). This system facilitates all the information which is related to college activities as well as faculty individual information.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

#### 4.3.2 - Number of Computers

201

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	No File Uploaded

#### 4.3.3 - Bandwidth of internet connection in the Institution

A.  $\geq$  50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	No File Uploaded

#### 4.4 - Maintenance of Campus Infrastructure

##### 4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

##### 4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

3210964

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and	<a href="#">View File</a>

## academic support facilities (Data Templates)

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Augmentation of infrastructure and equipment for the purpose of laboratory, library, sports complex, computers, classrooms, etc. is to be utilized with the utmost care and maintenance. The policy is as follows: 1. The in-house efforts for regular cleaning, upkeep, and maintenance on a daily basis are to be done by the in-house staff for all the above-mentioned facilities. 2. Emergence of the problems in the functioning of machines etc. are to be done on the basis of (a)- 'On-call basis' and (b)- 'Annual Maintenance Contracts (AMCs) 3. Facilities and equipment where there is a need for regular vigilance and servicing, Annual Maintenance Contracts (AMCs) are to be made. As per the above-mentioned policy, the procedures are adopted. The in-house staff has got the assigned work of cleaning and regular upkeep and maintenance in computer laboratories, library, reading halls, administrative office, gadgets, classrooms, etc. In order to save the cost without compromising the quality of work, the decisions are taken to utilize either the 'On-call basis' or 'Annual Maintenance Contracts (AMCs) method. AMCs are made for the computers-hardware and software, gadgets such as printers, photocopying machines, elevators, and many more.

The viewpoint of the safety of the equipment's and infrastructural facilities and the aspect of students discipline the system is established for almost all the facilities to submit demand letter, book the facility, get the facility prepared with the help of support staff and then utilize the facilities for the defined period of time and hand it over to the concerned authorities.

On a similar line, the appropriate procedure is for the purpose of lending books, references, journals, periodicals, CDs, etc. We believe that library resources and other facilities are the knowledge resource center. Therefore, the approach of the college is to make provision of all such resources available to the students and other stakeholders in ready to use form. For that purpose, the college tries to revamp the systems and procedures for maintaining and utilizing physical, academic, and support facilities.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

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

**5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year****194**

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	<a href="#">View File</a>

**5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year****5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year****0**

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

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

**A. All of the above**

File Description	Documents
Link to Institutional website	<a href="https://gcc.mespune.in/wp-content/uploads/2022/02/5.1.3.pdf">https://gcc.mespune.in/wp-content/uploads/2022/02/5.1.3.pdf</a>
Any additional information	No File Uploaded
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

**5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year****0****5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year****0**

File Description	Documents
Any additional information	No File

	<a href="#">Uploaded</a>
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

## 5.2 - Student Progression

### 5.2.1 - Number of placement of outgoing students during the year

#### 5.2.1.1 - Number of outgoing students placed during the year

17

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	<a href="#">View File</a>

### 5.2.2 - Number of students progressing to higher education during the year

#### 5.2.2.1 - Number of outgoing student progression to higher education

423

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of student progression to higher education	No File Uploaded

### 5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil

**Services/State government examinations)**

**5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year**

3

File Description	Documents
Upload supporting data for the same	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

**5.3 - Student Participation and Activities**

**5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year**

**5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.**

3

File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	<a href="#">View File</a>

**5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms )**

**Institution facilitates student representation and engagement in various administrative, co-curricular and extracurricular activities following duly established processes and norms (student council, student representation on various bodies).**

**Since the University Act is not fully implemented in Maharashtra as per the Act Students Council as such could not be formed. But each and every activity department has a core group of students. These students take initiative to take the respective activities under the guidance of the teacher in charge. It enables the college to work on the basis of the collective leadership of students.**

Students are involved in the committees and various activities. Earn and learn students work in various administration and activity departments. E-cell students have a core team of students. Commerce lab/Business lab runs by students.

The placement cell, Shreelekha (College magazine) involves a group of students.

The core group of five-six students under each activity learns to plan and execute the programs and activities for the benefit of students. In the review meeting, the core group students come to know the feedback of students. This feedback is used for the preparation of the next plan. In this manner, all the co-curricular and student development activities are planned and executed for the students and by the students.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

**5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)**

**5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year**

3

File Description	Documents
Report of the event	<a href="#">View File</a>
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	<a href="#">View File</a>

**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**

An active body of all the ex-students was established in the year 2002. In order to maintain a good association with the past students. Alumni Association develops contacts and networks with the past students to bring them together and participate in the various activities of the college. These alumni give active support and help in mentoring our aspiring current students.

We at Garware College of Commerce try to connect a bridge between successful Alumni and our current students. The alumni participate in various mentoring sessions, HR Meets and guest lectures in order to show the right path to our students. Alumni help students

with placements and internships. We also try to motivate our students by inviting our alumni on various occasions as a guest.

The Alumni Association is not registered under any government act but we have an independent registration system for our alumni to the Alumni Association through google forms so that we could have a record of alumni data. The link for registration of Alumni Association is provided on the college website.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

E. <1Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

## **GOVERNANCE, LEADERSHIP AND MANAGEMENT**

### **6.1 - Institutional Vision and Leadership**

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

MES GCC always strives for providing high-quality, innovative, and responsive education and training programs, certificate courses, diploma courses and applied degrees which has led to a comprehensive education plan and policy. The Institution has embraced new approaches to education, including academic Centers of excellence, entering into alliances with industry and academic partners to enhance education and applied research thrust thereby promoting the unique character of MES GCC values and culture. During the pandemic period, the College organized dedicated training programs, FDP's, and Webinars for faculties to get accustomed to the Online mode of teaching. It was ensured that all faculties got well trained with the Online teaching-learning process. The College conducted various activities for the students, such as providing Digital Library, Soft Skill training programs, Industry expert lecture series, Students' Research competition, HR Meet, Online Placement fairs, E- Cell activities, etc. Specialized training program for non-teaching staff too was conducted for equipping them with Computer and IT skills. In association with our academic partner's add-on program and online workshops on IoT and AI were also conducted. The College thereby ensured all activities served for the betterment of its stakeholders keeping in line with the vision and mission.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded



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

MES Garware College of Commerce in association with Savitribai Phule Pune University organized a six-day Faculty Development Program on "Techniques for Effective Curriculum Delivery under the CBCS 2019 pattern towards the Choice Based Credit System method in the month of June 2020. The FDP highlighted effective learning mechanisms on online tools, converting hands-on learning materials and discussion-based classes to the new platforms and adopting a novel learning plan for better implementation of the CBCS 2019 pattern. A strong team of technical support, social media promotion, team for communication to resource persons and follow up, day-wise and session wise team was formed for smooth facilitation and execution of the FDP.

Various activities such as preparation of notices, schedule, workflow, agenda, creation of branding content for social media platforms, regular Liaisoning with resource persons of the University and other Colleges, communication to participants, execution of the sessions, offering technical support to the resource persons was ensured for the smooth execution of all the sessions. The FDP was attended by more than 350 faculty members across Pune, Nashik, Ahmednagar. The FDP was made successful with the participative contribution of all faculties ensuring the whole FDP engaging and informative.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

## 6.2 - Strategy Development and Deployment

### 6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

A big stride was taken by MES GCC towards the process of gaining Autonomy in the year 2020. The preparations started well in advance wherein a roadmap was formed by the team of Autonomy with the help of faculty members and IQAC.

Role of the Administrative Committee, IQAC, Academic body, Governing body, and Constitution of Governing Body were defined for the execution of the autonomous process. A workshop on Autonomy was scheduled by the College wherein all the faculty members and administrative staff participated in the workshop. Discussion session on activities & year wise add courses complimenting to college activities was also conducted in this workshop. Interactive sessions were also held for the discussions with members with respect to preparing the draft of the evaluation, setting standards for the evaluation for the respective programs, and adding on courses. Presentations were also given by the subject HOD's, department Coordinators, Program heads, Examination Committee, and other team members, on the program objectives and structure of the courses. Evaluation parameters and year-wise plan of activities too were discussed

which helped immensely for all teaching and non-teaching staff in understanding and taking concrete steps towards the process of attaining autonomy.

File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://gcc.mespune.in/wp-content/uploads/2022/02/6.2.1.pdf">https://gcc.mespune.in/wp-content/uploads/2022/02/6.2.1.pdf</a>
Upload any additional information	No File Uploaded

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

The College is managed under the Maharashtra Education Society which has its Governing Body to take care of various units. However, for the administration of our College, it is the Principal who acts as a guiding force for all the operations. The College Advisory Committee and College Development Committee have a supporting role in the functions of the College activities.

The Governing Body of the Society controls and plans the finance and approves the scheme of development on the recommendations of CAC and CDC. The Principal and Vice-Principals are involved in the day-to-day administration and implementation of the plans of the College. They ensure that all academic and administrative work is completed in time.

The College Development Committee, a statutory body formed under Section 85 of the Maharashtra Universities Act 1994, makes recommendations for improvements and upgrades of existing academic and other activities.

Heads of departments ensure that plans communicated to them are implemented successfully.

For the smooth functioning of the College, there are various committees that work under the guidance of the Principal. These committees, for example, are Examination and Result Committee, Internal Vigilance Squad (Committee), Purchase Committee, Discipline Committee, Admissions Committee, Library Advisory Committee, Gymkhana Committee.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	<a href="https://gcc.mespune.in/wp-content/uploads/2022/02/6.2.2_new.pdf">https://gcc.mespune.in/wp-content/uploads/2022/02/6.2.2_new.pdf</a>
Upload any additional information	No File Uploaded

6.2.3 - Implementation of e-governance

A. All of the above

in areas of operation Administration  
Finance and Accounts Student Admission  
and Support Examination

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user inter faces	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	<a href="#">View File</a>

### 6.3 - Faculty Empowerment Strategies

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

**For Teaching Staff:**

1. Employees Cooperative Credit Society,
2. Recommendations for home loans and personal loans.
3. Felicitation of Teaching Staff in case of outstanding achievements.
4. I.T. Infrastructure support to teachers: Individual Laptops were given to teachers. This enabled the faculties to work in an enhanced manner to work from their home during the pandemic. Classrooms were upgraded for better Internet connectivity and Smartboards too were installed in Classrooms for an enhanced learning experience for students.
5. Financial assistance is being provided to faculty members for attending workshops, seminars, and faculty development programs.

**For Non-Teaching Staff:**

1. Employees Cooperative Credit Society, recommendations for home loans and personal loans.
2. Prompt submission of medical reimbursement proposals of the staff to the State Government.
3. Felicitation of staff in case of outstanding achievements.
4. Training Programs for office and support staff.

The College had ensured the safety of faculties and administrative staff by adopting sanitization measures on the campus. The entire campus and Classrooms were sanitized twice a day on regular basis. The temperature checking of all the visitors was also done on a

religious basis to ensure the safety of the College staff. Masks too were provided by College.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

**6.3.2 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year**

**6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year**

03

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

**6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year**

**6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year**

08

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

**6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)**

**6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year**

28

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	<a href="#">View File</a>

### 6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

The Performance appraisal of the teachers is done along the UGC guidelines in the form of the submission of Academic Performance Indicator (API) forms every year.

Regular API form and related documentation submission camps are conducted meticulously as a perennial activity of GCC IQAC.

The College has started using the Document Management System (DMS ) software for API camps. The faculties are required to upload their respective documents on the system such as research papers, conferences attended, Co-curricular or extra-curricular activities, refresher courses, online courses, etc. Based on the documents uploaded, the verification and evaluation process are completed. Every faculty is asked to note a document number for every activity posted on the system. The API team refers to the document numbers provided by the faculty which helps in the successful verification of the respective faculty's API. To ensure transparency of the process, instant evaluation results, in the form of the "API scorecards" are given to each faculty at the end of his/her API form scrutiny.

The API system also allows the College to submit reports of NIRF and NAAC on time. This regular API score granting system is useful to teachers for their promotions under Career Advancement Schemes (CAS) .

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

### 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

**Internal Financial audit:**

The parent body M.E. Society has been instrumental to provide the facility of internal financial audit of MES GCC. Now it is a good practice that the auditors visit the College quarterly and conduct

the Internal Financial audit. Their suggestions are appropriately considered and immediate rectifications are made. Suggestions for the long-term improvement are considered by the accounts section of the College, to take appropriate cognizance, improvements, and internalization. Then it becomes a practice.

The Internal Audit mechanism has helped the College to go to fewer cash transactions, which is very useful to all the stakeholders, mainly the students.

#### External Financial Audits -

Since the Internal audit is a regular practice, external audits such as statutory audits are conducted smoothly, and the accounts section takes all the suggestions made in a very positive manner. The qualifications, if any, stated by the External Auditors are addressed properly for compliance, and it leads to enhanced transparency. The prevalent audit system in MES GCC also ensures the appropriate utilization of the university grants for various purposes.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

#### 6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

##### 6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	<a href="#">View File</a>

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

Since MES GCC is traditionally a grantable college, for years together the college is receiving salary grants from the state government regularly. 2007 onwards the college has started self-finance programs ( Business administration programs), where the government grants are not expected. The budget for the regular maintenance upkeep, housekeeping, security is provided by the college and the source of the funds is the fees collected from the students.

The college bears the fees component of social and economically challenged students reimbursed by the governmental agencies in the form of scholarships 'Freeships' etc.

There is a number of international students studying on the campus on scholarships. The College gets reimbursements of the expenses incurred for the students' fees from the ICCR.

The approval for a small or big project is given by the governing body of MES, and an appeal is made to the alumni and philanthropists to donate generously to the M.E. Society for the noble cause of education, and such funds, are utilized for the purpose of the development of the college.

The college also makes an appeal to the knowledge partners or activity partners for sponsorships for organizing International seminars, conferences, and Research Publications.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

## 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

i) A regular and systematic process has been implemented by the College in the form of an API system since 2010-11. The API system has enabled the College to maintain a proper record of all the activities which has helped to generate timely reports for NIRF, NAAC, University, etc. The maintenance of individual records has helped the faculty members for applying under the 'Conditional Advancement Scheme' for their promotions. The API system has helped in bringing an integrated and disciplined approach among the faculties for record generation and maintenance of their contribution and achievements towards various activities.

ii) The College conducted various workshops on Moodle and 'Online Teaching, Learning, and Evaluation Tools' for the faculty members in an attempt to equip them with changing technological methods and mediums of online teaching and learning.

The workshops focused mainly on the different techniques and tools of various teaching aid software and its utility in the online mode of teaching.

The participation and effectiveness of the webinar were analyzed on three factors namely, engagement pattern of participants, learning outcome, and perception of faculties towards the tools and techniques. Regular assessments were undertaken for an effective impact and detailed understanding of the online teaching tools.

File Description	Documents
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Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

i) The IQAC is instrumental in the execution process of teaching-learning reforms on a regular basis. Various activities such as Induction Program, Workshops, are conducted by IQAC to orient the faculty members on various ongoing educational trends. During the process of attaining autonomy, various workshops were conducted by IQAC for its systematic execution. Guidance sessions on Preparation of Autonomy, College Autonomy, New Education Policy were organized for acquainting the faculties with modern education patterns and techniques. IQAC focused on the adaptability in an autonomous structure and integrating that approach among the staff towards current educational and administrative practices.

ii) The current education demands for the soft skill development of the students which has been a key element in the modern teaching-learning mechanism. The primary factor is to make the students employable and industry-ready and to enhance their abilities. Workshops and Industry expert lecture series were organized as a part of an Innovative teaching-learning approach by IQAC. Sessions on Corporate Expectations and their preparedness, Skill-building, Technological awareness, Adoption to volatile Industry environment, and Real-time Industry operations. Industry experts shared their expertise on numerous aspects of Industry mechanisms which added extra value to their knowledge.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

**6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	<a href="https://gcc.mespune.in/wp-content/uploads/2022/02/6.5.3-.pdf">https://gcc.mespune.in/wp-content/uploads/2022/02/6.5.3-.pdf</a>
Upload e-copies of the accreditations and certifications	No File Uploaded



Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 - Institutional Values and Social Responsibilities

#### 7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The college maintains a good work culture that encourages gender equity and gender sensitivity. Students of any gender, culture, or region have equal opportunities and rights in the institute. The institute has a special Cell called the Vidyarthini Manch. Its aim is to provide a platform for girl students to discuss their problems, aspirations, and thoughts with each other. Institute has also constituted the Anti-sexual Harassment Cell & the Anti-ragging Cell to protect and support students of both genders against any kind of harassment on campus. A counselor is available on campus, in case any students need counseling. Girl students are made aware of Anti Sexual Harassment Act through guest lectures followed by a question-and-answer session where girl students can freely talk about their concerns or queries. For the convenience of girls, there is a separate common room. There is a vending machine for sanitary pads in the girls' common room. CCTV cameras are installed for security. The college has appointed lady-bouncers to take care of the security of girls. There is a class teacher dedicated to every class so that students can discuss their concerns. A complaint box and a Nirbhaya box are also available on the premises.

File Description	Documents
Annual gender sensitization action plan	<a href="https://gcc.mespune.in/wp-content/uploads/2022/02/7.1.1.pdf">https://gcc.mespune.in/wp-content/uploads/2022/02/7.1.1.pdf</a>
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

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

B. Any 3 of the above

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

**Solid Waste Management** - College has an annual contract with the BVG Housekeeping agency. They make a daily collection of the solid waste and segregate it on the basis of the nature of the waste material. The biodegradable waste is sent for necessary processing along the solid waste is separate to the PMC for recycling purposes.

**Waste Recycling System** - College believes in the 3Rs of Reduce, Reuse, and Recycle. To reduce the use of the papers, most of the internal correspondence happens through the electronic medium. College also makes use of the papers which are blank on the reverse side for printing or rough work purposes, this ensures effective reuse of the papers leading to reduction of the waste.

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

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

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

B. Any 3 of the above

File Description	Documents
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Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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

**7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following**  
**1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities**

C. Any 2 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

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

B. Any 3 of the above

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

Uploaded

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

The College has always taken sincere efforts to create and maintain an inclusive environment within the institute. Students gain life skills and management skills through activities of various department Associations. The Cultural association intends to achieve the overall personality development of students by encouraging them to participate in various cultural activities. Shreelekha, the annual magazine of the college comprises students' articles, photographs, and reports of various events throughout the year. It also documents the achievements of the students.

Throughout the year, various competitions, seminars, project work, artwork, article writing, sports activities, and cultural activities are being conducted in the institute. These activities inculcate the feeling of trust, responsibility, and value for other people while students work in any group activity or a project. Alumni are often invited to be a part of these activities in different capacities. In spite of the challenging phase of online classes during the pandemic, the institute successfully engaged all the activities through the online mode. Various efforts taken by the institute are reflected through the grand participation of students in various activities conducted throughout the year. Our students come from different regional backgrounds within India and also from a few other countries. There is Unity in Diversity!

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

The college undertakes different initiatives by organizing various activities to sensitize students and employees to the constitutional obligation: Values, Rights, Duties, and responsibilities of the citizens. Throughout the year, various events are celebrated. On 26th Nov 2020, Constitution Day was celebrated to commemorate the adoption of the Constitution of India. Kargil Vijay Diwas was celebrated on 26th July 2021 to commemorate the sacrifices made by soldiers. Every year various NCC Camps are held at the "National Level, State Level, and Regional Level". It creates a sense of responsibility towards society and the Nation. Various programs like tree plantation, rallies for pollution control, cycle rallies are organized for students to make them understand their duties and responsibilities towards the environment. All first-year students are introduced to

the Add-On course on Democracy, Election, and Governance. Apart from this, students are also given training and guidance on banking procedures and ethics in business. Students are prepared to work in the corporate sector to fulfill the corporate expectations with the concept of work ethics.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="https://gcc.mespune.in/wp-content/uploads/2022/02/7.1.9.pdf">https://gcc.mespune.in/wp-content/uploads/2022/02/7.1.9.pdf</a>
Any other relevant information	Nil

**7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff**  
**4. Annual awareness programmes on Code of Conduct are organized**

D. Any 1 of the above

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	No File Uploaded
Any other relevant information	No File Uploaded

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

Our institute has a tradition of celebrating commemorative days and organizing various events. Every new batch of students and passing out batch of students should know the significance of such events. Last year was challenging, due to a pandemic. Events were organized online but with the same enthusiasm as every year.

Our institute organizes various programs on commemorative days. On Padmabhushan Late Shri Abasaheb Garware Smriti Din, 21 Dec 2020, a prize distribution function was organized for students. NSS Day was celebrated with a lot of enthusiasm. The topic for the online program on NSS day was "My family - My responsibility". This campaign was to prevent the spread of Coronavirus and to explain a new guideline for a new lifestyle which was given by the Maharashtra government in order to motivate a maximum number of people to adopt a new lifestyle for effective COVID control.

Independence and Republic days were celebrated online through Zoom, YouTube, or Facebook for maximum participation. Library also celebrated birthdays of some iconic personalities like Swami Vivekanand, Jijabai, Yashavantrao Chavan, Savitribai Phule, Sant Sevalal, Sant Ravidas, Sant Gadgebaba, Netaji Subhash Chandra Bose, Dr. Babasaheb Ambedkar, etc. and the Shahid Din also. On international yoga day, students participated online through their homes and shared their pictures of different yoga asanas. Teachers, Administrative Staff, and students all come together during such events. Students learn a lot from each commemorative day. Effectively executed programs ignite young minds and motivate them in different spheres of life.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	No File Uploaded

## 7.2 - Best Practices

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

**Best Practice 1: Value-added Course - Diploma in Supply Chain Management and International Trade.**

### 1. Title of the Practice

Development of the Value-added Course - Diploma in Supply Chain Management and International Trade.

### 2. Objectives of the Practice

1. To enhance the conceptual skills in Supply Chain Management and International Trade.
2. To impart practical knowledge through various industry experts from national and international levels.
3. To expose the students to the latest developments in the area of SCM and International Trade that are not available in the current Curriculum.
4. To provide hands-on training/internship for students.

### 3. The Context

1. The College has always taken initiatives to bridge the gap between the available curriculum and the industry requirements. Various Add-on and Value-added courses are introduced to the students considering the current requirements every year.

2. A certificate course in Supply Chain Management and International Trade was launched in 2019-20 in association with the Indian Institute of Materials Management (IIMM), Pune. This course was of 30 hours, and it provided the basic concepts to the students. The faculties were appointed by IIMM and they were industry professionals at the senior level.

3. The College has always inculcated a culture of Continuous Improvement (Kaizen) and has always approached an outcome-based assessment for all the courses. Hence this Certificate course was upgraded into a Diploma course of 120 hrs. including an internship of 30 hrs.

#### 4. The Practice

1. It was a pandemic situation and students and teachers were getting accustomed to the Online TLE. So some orientation sessions were conducted by the faculty in charge and the IIMM Coordinators.

2. The syllabus was mutually developed by the faculty in charge and the IIMM faculties to balance theory and practice. Case studies, presentations, and small projects were also given to the students by the IIMM faculties.

3. The theory sessions were completely online. A Google Classroom was created for uploading all the recorded lectures and study materials. The evaluation was based on MCQ tests, presentations, and projects.

4. Due to the pandemic situation, students were sent in small numbers in rotation to some of the designated companies after strictly following the company protocols. The students who were out of Pune were given activities in their local area by the IIMM faculties.

#### 5. Evidence of Success

The evidence of the success of this strategic planning and methodical execution of well-monitored activities on part of the management and the faculty are:

1. There was smooth conduction of the lectures as per the timetable. The online assessment was also conducted successfully.

2. Despite the pandemic situation, all the students completed their internships and some even received employment offers immediately.

#### 6. Problems encountered and solutions provided -

Some of the problems encountered are listed below -

Sr. No.

Problem Encountered

## Solutions sought/are being sought

1.

The problems of internet connectivity were faced by some students staying in remote areas.

Every session was recorded so that students who missed any session could refer to the same later. These sessions were posted in Google Classroom.

2.

Online interactions of students were relatively less as compared to offline lectures students

Students were made to present the solutions on the assigned case studies, some of the live problems were discussed, which made the sessions interactive.

3.

Due to the pandemic situation, some outstation students could not do the internship in Pune.

The faculty in charge and IIMM faculties found a solution to this problem by assigning local level projects to these students.

4.

Some companies were reluctant to provide internships because of the restrictions on the number of staff in a location.

There were smaller batches of students sent by the college in rotation. Also students were allotted locations closer to their residences.

## BEST PRACTICE 2

### HR MEET 2020-21

#### 1. Title of the Practice: HR Meet

It was often observed that students were unable to match up with the current Industry practices and this was posing a hindrance for the employability of the students. The College, too, was keen on making reasonable improvements for addressing the students' needs from the point of view of employability enhancement. Therefore, a continuous and productive mechanism was the need of the hour wherein the HR meet was conceptualized.

The maiden HR Meet was conducted in the year 2019 and from that year, this practice has been religiously conducted every year for the betterment of the students. From 2019 to 2021, 3 HR Meets have been successfully conducted by the College wherein, the first two HR meets were conducted in an offline mode and in the academic



year 2020-2021, due to the Pandemic situation, this meet was conducted online mode.

## 2. Objective of the Practice:

The main objective of the HR meeting is to achieve a fine blend between the Industry and College needs and requirements. The meet consists of HR officials from different companies across various sectors such as Finance, Marketing, HR, Supply Chain and Logistics, IT, ITES, Service, and Banking sector. Along with the company officials, senior faculty members, Placement coordinators/officers of different colleges across Pune were invited to take part and share their views during the meet. Student representatives to are given an opportunity to have their say in placements and employment-related aspects.

The HR meeting addresses not only our students but also students from other colleges in an attempt to offer equal employment opportunities to the students from peer institutes in the vicinity.

## 3. The Context:

In 2021, despite the Covid - 19 pandemic, the College ensured to conduct the HR Meet, which was carried out in online mode without compromising with the output and efficiency of the same. The highlight of the online HR meet was the participation of all faculty members who got an opportunity to interact with the industry officials. The discussion took place on numerous aspects such as:

- a) Culture and Values of an organization
- b) Soft and Core skillsets requirements
- c) Current practices and procedures of organizations.
- d) Upcoming domains and areas wherein students would seek scope to pursue their future careers.
- e) Approach and Mindset development of students.

## 4. The Practice:

The execution of the online HR meet was unique in its way where interaction with Industry officials and specialized faculties was organized in Chat Breakout Rooms. This allowed every faculty from the specialized domain to interact with the Industry official from that concerned domain. Faculty of Marketing, Finance, HR, Business Administration, International Business, Computer Applications, and IT subjects interacted with their respective domain Industry officials.

Industry officials from Tata motors, PRAJ Industries, Garware Polyesters, Deutsche Bank, Janata Sahakari Bank, Larsen and Toubro, Godrej Properties, and other prominent organizations

participated and shared their inputs for bridging the gap of Industry requirements and Skillsets of students.

On the basis of the inputs & feedback received from earlier two years' HR Meets, this year Placement Cell also implemented an Industry Expert Lecture Series: This lecture series was one of the outputs of the HR Meet, where Industry experts from 12 companies were invited to deliver sessions on different areas with an aim to offer a clear and concise idea about the prevailing industry standards and operating procedures. The students were thus ensured to be oriented to a lot of extents while participating in the Placement Fair

#### 5. Problems encountered and solutions provided -

The primary challenges that the Placement Cell of the College faced from the point of view of students was:

- i) Casual and Complacent Approach of Students while pursuing Internship or Job.
- ii) Inadequate knowledge about profile building.
- iii) Identification of employment opportunities
- iv) No awareness about Industry Readiness.
- vi) Need for Skill development and Agile approach.
- vii) Developing a Sustainable model towards the Industry connect

All the above aspects were addressed with the help of the Industry officials Placement Cell members and faculty involved.

#### 6. The Evidence of Success: Key Takeaways of the HR Meet:

- Association and Tie-ups with Companies - MES GCC has successfully made an association with Janata Sahakari Bank Ltd, Arena Multimedia, ACS Global, Northern Trust Bank, SKP, E-Clerk, and others.
- Increase in the number of Placements and Internships - The increase in the number of associations with companies have helped in exploring more Internship and Placement opportunities.
- 40% Increase in the number of Internship offerings
- 30 % Increase in the number of On-Campus presence of companies
- 25% Increase in the number of final Placements.
- Enhanced the College's connection with the Industry.
- Helped in Branding and Image building of the Institute
- A strong connection with the Alumni was established.

- 40% of HR Meet officials comprise Alumni.
- The HR meet helps the Placement Cell to explore companies not only in the Pune region but across Maharashtra.
- The reach of the College in different geographical areas and Industrial hubs became possible because of the connection of the College to human resource managers from different companies and from different geographical areas. It is also useful to the College because the students of the College belonging to different geographical areas get enhanced opportunities to get placed in the respective native regions. Thus, the College becomes instrumental to assist indirectly the industrial development of different regions rather than having a concentration in the traditional industrial regions.
- There is a cascading effect of the Alumni of this College attending and strengthening of HR Meet and the HR Meet encouraging and orienting the fresh alumni towards better career opportunities. 7 Companies out of 20 comprised of alumni in the subsequent Placement fair.

Over the past three years, this initiative from the College and continuous communication with industries has resulted in industries developing a sense of comradeship and has made the college also more industry-inclined. The inputs from the HR managers are of high importance in the process of curriculum design, especially under the newly acquired college autonomy. This can surely bridge the gap between the syllabi and the contemporary reality of the industry and the economy.

Thus, The HR Meet has, by now, become one of the flagship events of our college Placement Cell and the Placement Cell will continue to have it as an annual activity with more and more flair and efficiency.

File Description	Documents
Best practices in the Institutional website	<a href="https://gcc.mespune.in/wp-content/uploads/2022/02/7.2.1.pdf">https://gcc.mespune.in/wp-content/uploads/2022/02/7.2.1.pdf</a>
Any other relevant information	Nil

### 7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

#### Acquiring Institutional Autonomy during the Pandemic

Ever since its last NAAC accreditation in 2015-16, the priority of the College had been to study and understand various aspects of Academic Autonomy and apply for the same before the next NAAC accreditation. The College was in its last leg of the application procedure for acquiring autonomy, when, towards the end of AY 2019-20, the World around suddenly, literally stopped due to the

COVID -19 Pandemic. This unforeseen eventuality brought forth till-date unheard challenges in TLE, college administration as well the numerous IQAC initiatives.

Evidently, marching forth to apply for such an academic autonomy under such circumstances, was intimidating, to say the least. The College, however, took up this challenge, braced itself up for the design and development of our own curricula and setting up our own administrative systems, and submitted the proposal for Academic Autonomy to UGC in November 2020.

Here is a glimpse of the efforts put in by IQAC in the year 2020-21 to ensure that in spite of the Lock-Downs and resultant WFH situations, in spite of the added burden of online TLE processes on part of the teachers and in spite of the challenges to continue all the administrative work seamlessly, all the concerned stakeholders are mentored and empowered towards accepting and successfully executing this autonomy.

1. 16th June 2020 - A National webinar on 'Rebooting the Indian Higher Education System: A March towards Self-reliance' in association with University of Hull, UK, and All India Council for Technical Education (AICTE). The titles of the three sessions, namely, 'Paradigm shifts in Higher Education during Covid-19: A Global Perspective'; 'Challenges to Indian Higher Education System in the Operational Resilience during Covid-19' & 'Mitigation Measures for Indian Higher Education for a self-reliant Future' are eloquent enough to point towards GCC's focussed approach towards autonomy.

2. 24th June 2020 - webinar on 'College Autonomy' in which Dr. Uday Salunke- Director of Welinkar Institute of Management Development and Research, Mumbai and Bangalore to share the expertise on preparation for autonomy.

3. From 19th June 2020 to 26th June 2020 - Conducted 7 days online FDP on 'Online Teaching, Learning and Evaluation Tools'

4. 28th October 2020 - Online guidance session by Dr. Dilip Sheth, Principal, SP College on College Autonomy

5. 19th November 2020 - an online guest lecture by Dr. A.P. Kulkarni on 'New Education Policy

6. 4th December 2020 - Online guidance session with special reference to Conduct of Exams on College under Autonomy & Administrative Essentials under Autonomy by the Principal and faculty of St. Joseph's College of Commerce, Bangalore.

7. 11th and 12th February 2021 - Two-Days' workshop on 'Various Programmes Designing under Autonomy' was conducted to design program objectives and program outcomes

On 17th Feb 2021, UGC officially confirmed the conferment of Autonomous Status to MES Garware College of Commerce, and the

College is all geared up to take up this challenge during the ongoing Pandemic.

File Description	Documents
Appropriate web in the Institutional website	<a href="#">View File</a>
Any other relevant information	No File Uploaded

### 7.3.2 - Plan of action for the next academic year

- To initiate discussions and thinking on designing curriculum
- To introduce Diploma course in Supply Chain Management and International Trade
- To introduce the certificate course in design and innovations management
- To introduce workshop on Design Thinking
- To conduct the soft skills training program for all TY students to equip them for internships
- To conduct a workshop for students on Fundamentals of Stock Market
- To conduct coaching for Diploma in Banking and Finance
- To conduct a workshop for students on Business Ethics
- To conduct training sessions on ERP and LMS for online Teaching Learning and Evaluation
- To conduct webinars, online workshops and courses, Virtual Industrial visits, and Virtual Internship.
- To conduct a national level students research competition
- To strengthen the placement opportunities
- To conduct training sessions for e-content development
- To conduct API Camp
- To prepare and submit the AQAR