EVALUATIVE REPORT OF THE DEPARTMENTS

DEPARTMENT OF COMMERCE

1. Name of the Dept. and its year of establishment

St. Xavier’s College, Commerce
Section started in the academic year 1988. It is celebrating its Silver Jubilee in this academic year 2012-13.

2. Name of the course

Three Years Integrated Bachelor of Commerce Degree.

3. Interdisciplinary courses and departments involved:

Courses on “Human Rights”, “Giving Voice to Values”, and a Cross Faculty Course on “Science for non-Science students”, is taught to all. In addition the faculty from the department of Economics takes lectures and helps in the development of the syllabus.

4. Semester Based Credit System:

Yes.

5. No. of Teaching Posts:

Asst. Prof. & Vice-Principal
1. Fr. Errol Fernandes, S.J.

Associate Professors:
1. Mr. Rajinder Singh Saluja
2. Dr. Arvind Dhond

Asst. Professors:
1. Mr. Rajesh N Vora
2. Mr. Sanjay Parab
3. Fr. Conrad Pesso, S.J. (PT)
4. Mr. Syed Shakeel Hussain (PT)
5. Mr. Kamaji Bokare
6. Mr Jotiram J Gaikwad

6. Participation of the department in the courses offered by other departments:

Three of our faculty takes classes in the full-time MBA programme on campus. Fr. Pesso is the financial controller of the institution.

7. Faculty profile:

<table>
<thead>
<tr>
<th>Name</th>
<th>Qualification</th>
<th>Designation</th>
<th>Specialisation</th>
<th>No.of Yrs of Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fr. Errol Fernandes, S.J.</td>
<td>M.Com. M.Th</td>
<td>Vice-Principal</td>
<td>Accountancy</td>
<td>24 years</td>
</tr>
<tr>
<td>Mr. Rajinder Singh Saluja</td>
<td>M.Sc. M.Phil LL.M.</td>
<td>Assoc. Prof</td>
<td>Maths/Stats</td>
<td>24 years</td>
</tr>
<tr>
<td>Mr. Rajesh N Vora</td>
<td>M.Com. F.C.A.</td>
<td>Asst. Prof</td>
<td>Accountancy</td>
<td>16 years</td>
</tr>
<tr>
<td>Name</td>
<td>Qualifications</td>
<td>Position</td>
<td>Department</td>
<td>Years</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-------------------------------------------------------------------------------</td>
<td>-------------------</td>
<td>--------------------</td>
<td>-------</td>
</tr>
<tr>
<td>Mr. Sanjay Parab</td>
<td>M.Com. FCS, LL.M, MA, C.S.</td>
<td>Asst. Prof.</td>
<td>Commerce</td>
<td>10</td>
</tr>
<tr>
<td>Mr. Syed Shakeel Hussain</td>
<td>L.L.M.</td>
<td>Asst. Prof (PT)</td>
<td>Business Law</td>
<td>22</td>
</tr>
<tr>
<td>Mr. Kamaji Bokare</td>
<td>M.A.</td>
<td>Asst. Prof.</td>
<td>Economics</td>
<td>8</td>
</tr>
<tr>
<td>Mr. Jotiram J Gaikwad</td>
<td>M.A. M.Phil M.B.A.</td>
<td>Asst. Prof.</td>
<td>Communication</td>
<td>13</td>
</tr>
</tbody>
</table>

8. Percentage of classes taken by temporary faculty – programme-wise information: Nil.

9. Programme-wise Student Teacher Ratio (60 : 1)

10. No. of administrative staff:
1. Mrs. Maria Carrasco – Head Clerk
2. Mr. Lawrence D’Costa – Library Attendant
3. Mr. Truman Borges – Library Attendant
4. Mr. Yogesh Gade – Peon

11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.
   Nil

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received
   Nil

13. Research facility / centre with
   - state recognition
   - national recognition
   - international recognition
   Nil

   Dr. Dhond has several books to his credit, including text books for use in the courses of Mumbai University.
15. Details of patents and income generated
Nil

16. Areas of consultancy and income generated
Nil

17. Faculty recharging strategies
The Faculty of the department participates in Seminars and Workshops organised by the College as well as refresher courses of the Academic Staff college.
Three members of the Faculty, Profs. Vora, Saluja and Pesso were sent by the College to the New York University, Stern Business School, for an academic exposure, to study systems and quality.

18. Student projects
- percentage of students who have done in-house projects including inter-departmental
  10%
- percentage of students doing projects in collaboration with industries / institutes
  5%

19. Awards / recognitions received at the national and international level by
- Faculty
- Doctoral / post doctoral fellows
- Students

20. Seminars:
In the year 2010 the Commerce Section organized a one day State Level Seminar on the topic “Problems Faced by Disadvantaged Students in Higher Education” through the support of the Higher Education Cell and The Ford Foundation’s Pathways to Higher Education Programme. The distinguishing achievement of the seminar was the audio-visual presentations given by the students of the various night colleges across Maharashtra.
In 2011, a State level seminar for students – funded by the Ford Foundation was organised on the theme, “Need for a Value Based Education” through Power Point Presentations for evening/night college students. This competition provided a wonderful platform for night college students across Maharashtra to give expression to their creativity and enterprise.
In 2012, a National Level Interdisciplinary Competition was organised, which included Elocution, Debates, Power Point Presentations, Solo Singing and Solo Folk Dance in which 11 colleges from various parts of India participated.

<table>
<thead>
<tr>
<th></th>
<th>Applications received</th>
<th>Selected Male</th>
<th>Selected Female</th>
<th>Pass percentage Male</th>
<th>Pass percentage Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>F.Y.B.Com.</td>
<td>336</td>
<td>206</td>
<td>34</td>
<td></td>
<td></td>
</tr>
<tr>
<td>S.Y.B.Com.</td>
<td>191</td>
<td>131</td>
<td>60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>T.Y.B.Com.</td>
<td>187</td>
<td>149</td>
<td>39</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

22. Diversity of students:

<table>
<thead>
<tr>
<th></th>
<th>% students from Other colleges</th>
<th>% of students from the State</th>
<th>% of students from other States</th>
<th>% of students from other countries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>-</td>
<td>91%</td>
<td>9%</td>
<td>-</td>
</tr>
</tbody>
</table>

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?
Data not available

24. Student progression: From UG to PG
    Employed 80%

25. Diversity of staff – Percentage of faculty who are graduates of the same parent University: 77.77%

26. Faculty awarded Ph.D. - Dr. Arvind Dhond in 2012 by the University of Pune.

27. Present details about infrastructural facilities
   a) Library: The department has about 3000 books in a separate section.
   b) Internet facilities for staff and students: A Lease line connection to 4 terminals is available to the faculty. The students use the commons facilities.
   c) Total number of class rooms: 6 class rooms are used out of the 40 available.
   d) Class rooms with ICT facility: All are enabled.
   e) Students’ laboratories NA
   f) Research laboratories NA

28. No. of students getting financial assistance from College
    60 students approx per year.
29. Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.

At the time the College proposed to apply for Autonomy, the Faculty of the Commerce Department did a study of the profile of the students applying to St. Xavier’s and identified the needs of this group, especially the language and computer skills required. These needs were factored in when designing the new academic system, including the subjects to be covered and the methodology.

30. Does the department obtain feedback from

a. faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it? The design of the courses and the framing of the syllabi are done by the faculty together. Regular meetings are held in the department to discuss and review this. Two faculty members of the department are also on the Board of Study. Hence the curriculum is constantly being reviewed for relevance. For example, topics like Time Value of Money and Financial Econometrics, which are now being introduced at the post graduate level in the University, have been in our syllabus under Autonomy.

b. students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same? The TAQ questionnaires administered by the College give valuable feedback to each professor. This is reviewed by the teacher and the Vice Principal and action taken accordingly.

c. alumni and employers on the programmes and what is the response of the department to the same? The department has alumni who are proud to belong to this institution and who display a great sense of loyalty. This is the 25th year of the Commerce section and the alumni have shown great enthusiasm. Some of them take guest lectures for the students and contribute to bringing in industry experience to the classroom.

31. List the distinguished alumni of the department (maximum 10)

Data not available

32. Details of student enrichment programmes (special lectures/workshops/seminars) with external expert.

Despite having limited time in the night college, there is no compromise on the quality or expectations from the students. Each is expected to complete assignments which include Power Point presentations, group work, discussions and field trips to industrial organizations, banks and the Stock Exchange.

The Commerce Section incorporates the Jesuit philosophy of holistic development. In order to facilitate the overall personality of the students, the Commerce Section organizes All Faith Prayer Services, Orientations for the newly admitted FY students, Cultural Programmes, Inter-Class Competitions, Guest Lectures, Industrial Visits, Khandala Outdoor Seminars, Remedial Coaching Classes, Subject specific Guest Lectures, Extra Lectures for the Third Year students, Students’ Council (SC Day), Soft Skills Development Workshops, English Speaking Camps, Information and Technology (IT) Workshops, Student Exchange
Programmes and many more extra-curricular activities. The students are encouraged to participate in various Inter-Collegiate Competitions and have done so with distinction and aplomb.

33. List the teaching methods adopted by the faculty for different programmes.
   a. Chalk and Board.
   b. Power Point Presentation
   c. OHP Presentation
   d. Audio-Visual aids (films and videos on subject related topics)
   e. Case Study Method
   f. Group Discussion Method
   g. Co-operative Learning.

34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?
   a. Students’ feedback report.
   b. Continuous Internal Assessment
   c. Classroom seminar sessions
   d. Faculty feedback report
   e. Regular department meetings of faculty to take stock and plan.

35. Highlight the participation of students and faculty in extension activities.
   The Commerce section is a night college which caters to the disadvantaged sections of society and who need to work during the day to support themselves and their families. Hence further extension activities are not possible for lack of time.

36. Give details of “beyond syllabus scholarly activities” of the department.
   a. Organizing National Level Inter-collegiate Competition for the evening college students across the country.
   b. Participation in various Inter-collegiate competitions by our students.
   c. Paper presentation by faculty at state, national and international level.
   d. Faculty participation in various seminars and workshops.
   e. Involvement of the faculty in the research activities – doctoral research by two faculty members.

37. State whether the programme/dept. is accredited/graded by other agencies. Give details.
   No.

38. Detail any five: Strengths Weaknesses Opportunities Challenges (SWOC) of the dept.
   Strengths : upliftment of the socio-economically weaker students, participation of the students in inter-collegiate competition, students’ hardworking nature.
   Weakness : Time constraint, Limitation to conduct extension programmes.
   Opportunities : To conduct cross-faculty courses.
   Challenges : To increase enrollment of girls in the evening section.
39. Future plans of the dept.
   a. Organizing State and National Level Seminars sponsored by UGC.
   b. Organizing National Level Competitions for the evening college.
   c. Conducting more guest lectures inviting expertise from the market.
   d. Giving students experience of small research projects and papers.

DEPARTMENT OF MANAGEMENT STUDIES

1. Name of the Department & its year of establishment

2. Names of Programmes / Courses offered:
   The three year, six semesters offers the students a Bachelors Degree in Management studies (BMS)

3. Interdisciplinary courses and departments involved
   Under the cross faculty Special course the department offers a paper in the field of Financial Management: “Management Accounting and Investment &Portfolio management” to students of the Science Faculty.

4. Annual/ semester/choice based credit system
   The programme has two semesters each in FY, SY and TY. The credits for each year are given below:

<table>
<thead>
<tr>
<th>Year of study</th>
<th>I Semester</th>
<th>II Semester</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Year (FY)</td>
<td>21</td>
<td>21</td>
<td>42</td>
</tr>
<tr>
<td>Second Year (SY)</td>
<td>24</td>
<td>24</td>
<td>48</td>
</tr>
<tr>
<td>Third Year (TY)</td>
<td>28</td>
<td>28</td>
<td>56</td>
</tr>
<tr>
<td>Total Mandatory Credits</td>
<td></td>
<td></td>
<td>146</td>
</tr>
</tbody>
</table>

   Additional credits to be completed over the six semesters:
   a. Social Involvement Programme : 2 credits
   b. Extracurricular Activities : 2 credits
   • The course does not offer a choice based credit system at present.

5. Participation of the department in the courses offered by other departments
   Faculty Participation
   • The full time faculty of the BMS department are also teaching Management related courses in the following Departments:
     a. Financial Management : BMM
     b. Integrated Marketing Communications: BMM
     c. Human Rights (SPC) : B Sc IT
     d. Cross Faculty Programme: Management Accounting and Investment &Portfolio management for Science students.
     e. Entrepreneurship and Business plan related modules taken for the
students of Science departments.

**Student participation**

- As we don’t have a choice based credit system the students cannot take any course other than those in the main course curriculum but in Semester IV under the Cross faculty paper, the BMS students can opt for either of the below mentioned papers (offered from the Science departments)

**Cross Faculty Courses:**

- Descriptive Statistics
- Web Designing
- Garden Art
- Applying Chemistry in Society
- Infectious Diseases: Staying ahead
- Nutrition and Reproductive health
- Basic Astronomy and Physics
- Financial Mathematics
- The Scientific Revolution and the Shifting Paradigm
- Secret lives of animals

- The students also participate in the various courses offered by other departments as a part of the college Honours programme. It is compulsory for every student in the honours programme to take 2 credits (out of a total 8) from a cross faculty department.

- Students also participate in the various activities conducted in other departments.

6. **Number of teaching posts sanctioned and filled (Professors/Associate Professors/Asst. Professors)**

<table>
<thead>
<tr>
<th></th>
<th>Sanctioned</th>
<th>Filled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Associate Professors</td>
<td>-</td>
<td>Nil</td>
</tr>
<tr>
<td>Asst. Professors</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

7. **Faculty profile with name, qualification, designation, specialisation (D.Sc./D.Litt./ Ph.D./M.Phil., etc.)**

- **Permanent faculty**

<table>
<thead>
<tr>
<th>Name</th>
<th>Qualification</th>
<th>Designation</th>
<th>Specialization</th>
<th>No of years of Experience</th>
<th>No of PhD students guided in the last 4 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Soni George Tharakan</td>
<td>B.Sc Agriculture (Honours), MMS</td>
<td>Head : Assistant Professor</td>
<td>Major: Marketing Minor: Finance</td>
<td>8 years</td>
<td>Nil</td>
</tr>
<tr>
<td>Mr. Pritesh</td>
<td>M.com, LLB</td>
<td>Assistant</td>
<td>Finance</td>
<td>4</td>
<td>Nil</td>
</tr>
<tr>
<td>Name</td>
<td>Total Experience</td>
<td>Qualification</td>
<td>Designation</td>
<td>Specialization</td>
<td>University</td>
</tr>
<tr>
<td>--------------------</td>
<td>------------------</td>
<td>------------------------------------------------------------------------------</td>
<td>-----------------</td>
<td>-------------------------------------------------</td>
<td>------------</td>
</tr>
<tr>
<td>Kishu Daswani</td>
<td>8 YEARS</td>
<td>LL.M, LL.B, B.Sc Life Sciences and Biochem</td>
<td>Assist Prof</td>
<td>LAW</td>
<td>MUMBAI</td>
</tr>
<tr>
<td>Aditya Shrinavasal</td>
<td>9 YEARS</td>
<td>MBA (GOLD MEDAL), Ph.D. ECONOMICS, MPB IIM Ahmedabad</td>
<td>CEO BSE</td>
<td>FINANCE AND STOCK MARKET</td>
<td>GUJARAT</td>
</tr>
<tr>
<td>Agnelo Menezes</td>
<td>26 YEARS</td>
<td>PHD</td>
<td>Assist Prof</td>
<td>DEVELOPMENT ECO</td>
<td>MUMBAI</td>
</tr>
<tr>
<td>Lidia Fernandes</td>
<td>4 YEARS</td>
<td>M.Sc (Computer Science)</td>
<td>Assist Prof</td>
<td>MUMBAI</td>
<td></td>
</tr>
<tr>
<td>Ritesh Jain</td>
<td>1 YEARS</td>
<td>LL.M, B.L.S, LL.B, MBA (Finance), B.M.S</td>
<td>Assist Prof</td>
<td>BUSINESS LAW</td>
<td>MUMBAI</td>
</tr>
<tr>
<td>Rahul Chopra</td>
<td>3 YEARS</td>
<td>MBA (Finance) B.Com, M.Com</td>
<td>Assist Prof</td>
<td>FINANCE MANAGEMENT CLERICAL PAPER</td>
<td>MUMBAI</td>
</tr>
<tr>
<td>Ms. Piyali</td>
<td>15 YEARS</td>
<td>M.Sc and SET qualified</td>
<td>Assist Prof</td>
<td>STATS</td>
<td>PUNE</td>
</tr>
<tr>
<td>Ms. Rupali Shinde</td>
<td>1 YEARS</td>
<td>B.Sc (Physics) and M.Sc (computer science, physics)</td>
<td>Assist Prof</td>
<td>COMPUTER SCIENCE</td>
<td>MUMBAI</td>
</tr>
</tbody>
</table>

8. Percentage of classes taken by guest faculty – programme-wise information
   - FY BMS: 12 out of 27 lectures = 44.44%
   - SY BMS: 10 out of 29 lectures = 34.48%
   - TY BMS: 16 out of 32 lectures = 50%
   Average for the course: 42.97%

9. Programme-wise Student Teacher Ratio
   FY-1:10
   SY- 1:12
   TY-1:10

10. Number of academic support staff (technical) and administrative staff: sanctioned and filled
    Academic support staff: 1
    Administrative staff: 1
11. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Mention names of funding agencies and grants received project-wise.
NIL

12. Departmental projects funded by DST-FIST; DBT, ICSSR, etc.; total grants received
NIL

13. Research facility / centre with
- state recognition
- national recognition
- international recognition
NA

14. Publications:
* number of papers published in peer reviewed journals (national / international)
* Monographs
* Chapter(s) in Books
* Editing Books
* Books with ISBN numbers with details of publishers
* Number listed in International Database (For e.g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)
* Citation Index – range / average
* SNIP
* SJR
* Impact factor – range / average
* h-index
Our Guest Faculty Member, Mr. Kishu Daswani has presented the following papers:
2. “Form and Substance” at the Cardiff Law School, UK.
3. Hindu Muslim Riots in Bombay – Chulalongkorn University, Bangkok, Thailand.

15. Details of patents and income generated
NA

16. Areas of consultancy and income generated
NIL

17. Faculty recharging strategies
- Khandala Seminars for Faculty
- Attending seminars and conferences
- Guiding students for Projects
• Various workshops organized by the college
• The Head of Department was sent by the College to the UK for an international exposure to good quality mechanisms in the University of Bath.

18. Student projects

Industrial Visits
Perhaps the greatest value addition that BMS offers over other degree courses is the emphasis on practical learning through industrial visits. Each year, the students are taken for an out-of-city visit and several visits to industries within the city. This year the S.Y. and T.Y. classes went on a joint industrial visit to Bangalore and Coorg. The industries visited were: The Coca Cola bottling plant, Coffee Curing plant, Hindustan Aeronautics Limited (HAL) among others, while the first year students went to Silvasa. Here they visited Hindalco Industries Ltd.; an Aditya Birla Group Foil and Wheel Foundation plant, Nilkamal Plastics where chairs of different colours and designs were being churned out in a matter of seconds and Alok Industries Ltd., a textile unit.

The other industrial visits initiated by the students were:
• The Reserve Bank of India Monetary Museum.
• Godrej & Boyce
• Red FM
• Mahindra & Mahindra
• CNBC TV18
• Bombay Stock Exchange
• Parle Biscuit Factory
• Bisleri

A visit to the RBI money museum made the students aware of the various objects, coins and notes used as money throughout the Indian history. The RBI money museum is the first of its kind in the country. A visit to the BSE and the Parle factory was also conducted.

In the year 2007, FYBMS students went to Silvasa for their industrial visit. They visited the marble industry, HINDALCO and the nuts and bolts industry

Industrial Projects
• Premiumisation In The Indian Fast Moving Consumer Goods Sector
• HR processes at hypercity
• Critical Analysis of Micromax Mobiles and Karbonn Mobiles through the IPL as an advertising medium
• Employee Engagement at Oracle Financial Services Software Ltd
• Rural marketing strategies of Hindustan Unilever ltd and a comparative analysis in the hair oil sector.
• Chaisa - A Business Model
• Cash Management Services
• The Elephant Company- Competition Analysis
• IPL Viewership
- Emami's Marketing Strategy
- Depreciation of the Rupee: It's Causes and the impact on the economy
- Psychographic Attributes Affecting Buying Behaviour
- Brand perception of Frooti: A Behavioral Study
- Sports Management and it Scope in Hockey in India
- Real Estate Sector Management and Infrastructure Initiatives
- Dawn of Digitization in India
- KYC- measure taken by banks against money laudering
- Marketing of Non-Governmental Organisations
- Analysis on Political Branding in India using Semiotics Study
- Time management
- Waste management – a study on municipal solid waste and the orchid hotel
- ReSolve: An Effort to achieve zero waste
- Green Activities of Business Organizations
- Brand Visibility Through Print Media
- Evolution of Cell Phones in the Indian Market
- Employee motivation and its most influential factors
- Online Shopping: An emerging market
- Dematerialization of Shares
- The concept of luxury brands: The BMW Story
- Sources of Raising Funds- Fundraising/Crowdfunding
- Fluctuations in the freight rate
- Initiation of an online business portal
- Business consultancy: Arcad Fertilizers Pvt. Ltd.
- FDI in Indian Retail sector: An investigative study
- Scenario Planning in Real Estate
- Short term Outcomes of Investing in MSME- Kinara Capital a Microcosm of Impact Investing
- Value Investment Strategy
- Recruitment and Selection Process at Max Life Insurance Co LTD
- The Personality Profile of a Student Entrepreneur
- A Detailed study of Eveready, its Marketing strategies and a comparative analysis between Eveready and Duracell in the Alkaline segment
- Water problem solution in Gujarat: drinking water
- Marketing Attributes of The Transportation Sector: A Comparative Study of Public and Private Bus Services on Mumbai-Pune Segment
- Global Laptop Industry
- Education loans from Banks in India
- Marketing Strategies Adopted by The Aviation Industry

19. Awards / recognitions received at the national and international level by
- Faculty  NIL
- Doctoral / post doctoral fellows  NIL
- Students:  NIL
20. **Seminars/ Conferences/Workshops organized and the source of funding (national / international) with details of outstanding participants, if any.**

The Workshops committee organized a number of workshops for BMS students. Scholars from different fields were invited for the purpose of enhancing student’s educational ability as well as to be aware of social evil around them.

- Workshop on MCX (Multi commodity Exchange) was held in mid of July. Mr. Satyen Sodha (CISA, CFA) was the speaker from financial technology. He explained how MCX works.

- Workshop on PORTFOLIO MANAGEMENT was held in 1st week of November. Mr. Rohit Dangi (CA, CS) was the speaker.

- Workshop on IATA was held in last week of November. Mr. Audi (IATA) was the speaker he made the students aware of the various opportunities in travel and tourism.

- As the younger generation is getting attracted to alcohol and tobacco easily a workshop was organized to create awareness of ill effects of alcohol and tobacco on their life. Dr. Chashmawala was the speaker.

- Workshop on Carrier in Banking was held in second week of January. Mr. Anurag Asthana (Deputy general manager of RBI) the speaker explained the working of the bank and role of Reserve Bank of India. He also gave an idea about different carrier options in banking sector.

- In last week of January the workshop by Mr. Suraj Sanap (RTI activist) made the students aware about Right To Information Act. He explained how to get information about any government and government aided institution by Using RTI Act.

- TIMES (institute for preparation of MBA entrance) conducted mock test of CAT to understand the depth of entrance exam of MBA.

- RESVISTA well-known company guided our TYBMS student’s for different carrier path and preparation of GD (group Discussion) and PI (personal Interview).

The Workshops committee for the BMS department was conceived to give an insight into the industry. They equip the students with necessary skills and tools to keep pace with the dynamic environment. These workshops are necessitated by the fact that practical knowledge is as quintessential as theoretical knowledge. Workshops provide a platform for students to interact with the professionals, and to learn from their experiences.

The Workshops Committee for the BMS department organizes workshops for its students from first year, second year and third year. The academic year started with a workshop organized by Fr. Terry Quadros, SJ, Director of Counseling Center, St.Xavier’s College on ‘Classroom survival’ which
was an orientation for the First Year students. With an enthusiastic response from the students, we organized another workshop organized by Fr. Gordon Daniells, SJ, Head, Corporate Extension Services, Xavier’s Institute of Communication on Leadership for the First and Second Year Students.

The workshops are supplemented with study material on the subject matter for the students. The workshops are made more interactive through role play, group discussion and case studies. On completion of the workshop, the participants have been more aware of the subject matter which is gauged through the feedback form.

We have a set of Rules and Regulations for the Workshops Committee. We have also decided to go social, with the Face book page for Workshops Committee to be launched in January 2013.

21. Student profile course-wise:

<table>
<thead>
<tr>
<th>Name of the Course</th>
<th>Applications received</th>
<th>Selected Male Female</th>
<th>Pass percentage Male Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>BMS</td>
<td>2600</td>
<td>45:55</td>
<td>FY: 100 SY: 100 TY: 100</td>
</tr>
</tbody>
</table>

22. Diversity of students

<table>
<thead>
<tr>
<th>Name of the Course (refer question no. 2)</th>
<th>% of students from the College</th>
<th>% of students from the State</th>
<th>% of students from other States</th>
<th>% of students from other countries</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>22%</td>
<td>62.7%</td>
<td>15.2%</td>
<td>-</td>
</tr>
<tr>
<td>2007</td>
<td>14.7%</td>
<td>40.9%</td>
<td>44.26%</td>
<td>-</td>
</tr>
<tr>
<td>2008</td>
<td>10.3%</td>
<td>51.7%</td>
<td>36.2%</td>
<td>1.7%</td>
</tr>
<tr>
<td>2009</td>
<td>17.5%</td>
<td>47.36%</td>
<td>35%</td>
<td>-</td>
</tr>
<tr>
<td>2010</td>
<td>21.4%</td>
<td>48.2%</td>
<td>30.35%</td>
<td>-</td>
</tr>
<tr>
<td>2011</td>
<td>22.3%</td>
<td>49.3%</td>
<td>28.4%</td>
<td>-</td>
</tr>
<tr>
<td>2012</td>
<td>21.2%</td>
<td>48.3%</td>
<td>30.5%</td>
<td>-</td>
</tr>
</tbody>
</table>

23. How many students have cleared Civil Services, Defense Services, NET, SLET, GATE and any other competitive examinations?

Many students in the past years 2006-2012 have cleared various competitive exams for entrance eg to the University of Berkeley.

About 20% - 25% of the students have given their GRE and more than 50% of the students have given their GMAT securing high scores. A huge majority of the students (75%) also give their CAT exams with an aim to secure admissions for a Masters in Management from reputed colleges across India.
24. **Student progression**

<table>
<thead>
<tr>
<th>Student progression</th>
<th>Percentage against enrolled</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG to PG</td>
<td>25%</td>
</tr>
<tr>
<td>PG to M. Phil.</td>
<td>20%</td>
</tr>
<tr>
<td>PG to Ph.D.</td>
<td>5% to 10%</td>
</tr>
<tr>
<td>Ph.D. to Post-Doctoral</td>
<td></td>
</tr>
<tr>
<td>Employed</td>
<td></td>
</tr>
<tr>
<td>• Campus selection</td>
<td>70%</td>
</tr>
<tr>
<td>• Other than campus recruitment</td>
<td>5%</td>
</tr>
<tr>
<td>Entrepreneurs</td>
<td>10% after 5yrs work experience</td>
</tr>
</tbody>
</table>

25. **Diversity of staff**

<table>
<thead>
<tr>
<th>Percentage of faculty who are graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>of the same parent university</td>
</tr>
<tr>
<td>from other universities within the State</td>
</tr>
<tr>
<td>from other universities from other States</td>
</tr>
</tbody>
</table>

26. **Number of faculty who were awarded Ph.D., D.Sc. and D.Litt. during the assessment period.**

NIL

27. **Present details about infrastructural facilities**

**a) Library:**
- The library facilities for the students of the Department of Management Studies are excellent. There are two sections namely the Lending Library and the Reference Library. The collection is constantly upgraded with the latest books in the field of business and general management from leading publications both from India and abroad. Tata McGraw Hill and Pearson Editions have a great range of books that give an Asian perspective to understanding business.
- XIMR Library: The students and faculty of BMS can also use the XIMR library for reference work. Xavier’s Institute of Management Research offers their students a Post graduate in Management Studies (MMS, Mumbai University). The Institute has a huge collection of reference in every specialization of Business management and we are indeed fortunate to be able to access it.
- The department also has a small collection of books and journals that can be used by both the faculty and the students

**b) Internet facilities for staff and students**
- Data card: The department has a wireless data card for Internet access.
- The department also has an Internet Lease Line connection that can be used by both the staff and students of the department
- Cyber café: The Xavier’s Knowledge Center (XKC) also runs a Cyber Café that has a large number of work stations fully equipped with the latest operating software and internet accessibility.
c) **Total number of class room:** 3 dedicated (LR 51,52 and 53), in addition to 40 general classrooms shared with the rest of the College.

d) **Class rooms with ICT facility:** 3
   All the class rooms have fixed projectors and audio-visual facilities. In addition to this, we also have 2 mobile projectors and 3 laptops that are used for lectures that are taken in other classrooms in the college.

e) **Students' laboratories:** The course as such does not require a laboratory for research work but for the subjects of Computer Applications in Business, the department uses the Computer laboratories of the Xavier’s Knowledge Center. Statistical Packages (SPSS and MS Excel) are also taught to our students in addition to the basics of hardware and software and HTML.

f) **Research laboratories:** NA

28. **Number of students of the department getting financial assistance from College.**
   Two per year on an average

29. **Was any need assessment exercise undertaken before the development of new program(s)? If so, give the methodology.**
   - **Change of subjects and courses under autonomy:** It was found that there was an immediate need to restructure the BMS course to make it at par with the other leading colleges in India and abroad. For this the methodology that was adopted were mainly:
     a. **Benchmarking** the syllabus with other universities (Symbiosis, Christ College, Loyola college and the University of Berkeley)
     b. **Brainstorming and discussions** during the Board of Studies meeting.
     c. Getting **feedback from alumni** who were pursuing higher studies in Management
     d. Discussions with **industry based visiting professors** to make the course more relevant.
     e. **Feedback from the students** about the existing course and the need for the development of new programmes were of immense help and guidance for the department
   - **Honours Programme:** Before the honours programme for the department is decided, the faculty in charge looks into the spectrum of courses offered during the past three years and then after consultations with the Head of the Department and the Board of Studies finally charts out the final plan complete with the Title of the programme, the resource person, honours fee and the schedule of lectures.
   **The need assessment exercise done by the department is primarily based on finding the lacunae in the range of programs offered and the gaps in the teaching – learning –evaluation methodology.**
30. Does the department obtain feedback from
   a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize it?
   - Faculty both permanent and visiting is asked to review the course curriculum and the inputs are incorporated in the Board of Studies meetings for further analysis and discussions. These changes are then incorporated into the syllabus to be made effective from the succeeding academic year.
   - Faculty also gives the department a regular feedback on the students’ involvement in the class discussions and activities that form a part of the learning mechanism. If it is seen that there are students who need special attention in academics then we have remedial coaching given to them by the concerned teachers.
   - Faculty are also asked to report any need whatsoever that is felt by them in order to make the course more effective and value enhancing.

   b. students on staff, curriculum as well as teaching-learning-evaluation and what is the response of the department to the same?
   - The students are always welcome to give feedback on both the curriculum and the teaching – learning- evaluation.
   - The system of TAQs is a very effective method of getting feedback from the students.
   - They are free to come and discuss any problem with the head of the department. The issue is taken up with the help of the teachers. This could include problems the students face with regards to academics/ projects/groups or any other personal issue.
   - Mentoring sessions: Every teacher is assigned a small group of 20 students and they are mentors for these students. This has been found to be a very effective tool in obtaining feedback from students both on the academic and personal front.

   c. alumni and employers on the programmes and what is the response of the department to
   - Both the alumni and the employers play an important role in adding value to the BMS programme.
   - The alumni share their experiences on a forum and this gives us an insight as to how the programme has moulded them to fit in the corporate world.
   - The employers have always given us a very positive feedback about our students. We also take a few sessions on the kind of analytical and demand estimation based questions that are generally asked by the top consulting firms that come on campus.
   - We have industry experts from the field of Marketing and Finance on our Board of Studies and so their feedback on the course and case studies helps us in designing the programme.
31. List the alumni of the department (maximum 10)

**ALUMNI**

The BMS course was started in 1999-2000 and the first batch graduated in 2002 and so it is relatively new vis-a-vis the other courses like those of the Arts and Science streams. Nevertheless in the past ten years our students have been placed in some of the best companies across India and abroad. A vast majority of our alumni have also pursued further post graduate programmes in Management. Prof Fiona Mathews who is an alumnus has recently joined us as a permanent faculty in the department.

With the adoption of autonomy the course has helped students develop a holistic approach towards their understanding of management in daily life. Companies from diverse sectors have visited the campus to recruit our students.

Banking, Financial Services, Investment Banking, Consultancies, Social Service, FMCG, Retail, Manufacturing, IT, Telecommunications, Pharmaceuticals, Fashion and Media. The companies offered jobs in varied profiles that included financial research, Sales and Marketing, Consulting, Strategy, HR, Information, Management and Operations.

Some of the alumni who are placed in various companies are given below:

1) Tripti Dhall, Abith Gopalakrishnan, Saahil Narang & Jual Days D’Souza : Bain Consulting Group
2) Chrisann Hassett : JP Morgan, Mumbai
3) Nirav Panchal: Mahindra & Mahindra
4) Alyesha Pinto: JP Morgan, Mumbai
5) Saurabh Patil: International Data Group, Bangalore
6) Neha Malhotra: CitiBank, Mumbai
7) Robin Lobo: Citibank, Mumbai
8) Tanya Singh: McKinsey & Company, Gurgaon
9) Sania Pachisa: Edelweiss
10) Donabelle Fernandes: was placed at KPMG; now working with E&Y, Mumbai(2008)

ENTREPRENEURS: A large number of our students from the earlier batches have turned entrepreneurs after garnering experience by working in the industry. Most of the ventures are in the service sector and a few of them have started their own small scale manufacturing units.
32. Give details of student enrichment programmes (special lectures / workshops / seminar) with external experts.

The department offers various avenues for students to hone their skills and to understand their areas of preference for further specialization.

- Workshops and guest lecturers (details are given in Q. No 20)
- E – Cell: The department has a Tie up with NEN (National Entrepreneurship Network). The various activities conducted by the cell helps to foster the spirit of entrepreneurship among the students and it has been found to be a very enriching experience
- Yi: Young Indians, the youth wing and a part of the Confederation of Indian Industry CII (details given later in the report)
- Social Involvement Program (SIP)
  The Social Involvement Program is a new dimension to education which involves giving back to the society in the form of social service to the backward and underprivileged sections. The students in the BMS department have to compulsorily log 60 hours of service under the guidance of a supervisor in an NGO. These NGOs usually include school for the underprivileged, hospitals, orphanages etc. Students from the BMS department over the years have got onto streets and into slums and worked for the betterment of the society. This also tends to extend the learning process beyond the classroom into the real world. Students who are a part of ‘The Honours Programme’ have to log in an additional 30 hours of social service through the SIP. Students from the BMS department are allowed to choose an NGO which is convenient for them to work at. A lot of students from BMS department continue to be involved with their organization even after completing their necessary hours
- Honors Programme: The honours programme also is a very enriching activity and it helps the academically brilliant students to tap their full
potential. Listed below are the various activities that were held under the honours programme

- Event management
- Real estate
- Entrepreneurship
- Corporate Governance and Ethics
- HR Practices: A Corporate Perspective
- ODIN (stock market trading)
- Entertainment Marketing

- **Special Course (SPC)**
  Special Course (SPC) is a part of the curriculum in the first 3 semesters of the BMS course. This course is exclusive to the students of St. Xavier’s College, Mumbai. The passing criterion for this subject is same as any other subject. The subject also involves a 20 marks project which involves deep research into the issues facing the society. The special subjects as listed below provides an enriching experience for the students:
  a. Environmental studies
  b. Giving voice to Values
  c. Human rights
  d. Cross faculty programmes which provides a good insight to the students about subjects in Science.

- **Industrial Visits**: Not only do the students improve their inter personal skills and get to know each other better but also get a feel of the corporate world.

- **Summer internships**: students pursue internships in companies during the summer and this has been found to be the most enriching experience for them as they get to see the real corporate world and they also learn a lot by working with senior people who train them during the entire period. They get to work on live projects and are able to learn a lot by practical experience. They become more focused and as a result of which they work with a more professional approach.

33. **List the teaching methods adopted by the faculty for different programmes.**
   In addition to the chalk and talk method of teaching, the following methods are also used:
   - Power point presentations
   - Group Discussions
   - Debates and quiz
   - Class interaction
   - Newspaper articles
   - Reference books
   - Case Studies
   - Industrial Visits
   - Industry based projects
   - Book reviews and reference to journal articles
34. How does the department ensure that programme objectives are constantly met and learning outcomes monitored?
- Continuous Internal Assessments
- Projects
- Power Point Presentations
- Class interactions
- Giving the students application based problems

All these are reviewed regularly in department faculty meetings.

35. Highlight the participation of students and faculty in extension activities.

**E-Cell**
The e cell in St. Xavier’s College has a tie up with the NEN (National Entrepreneur Network). NEN represents India’s largest and most dynamic community of new and future high-growth entrepreneurs, with over 70,000 members in 30 cities. It provides critical support to start-ups and early-stage entrepreneurs through high-impact entrepreneurship education; access to mentors and experts; fast-track access to incubation and funding; and learning tools and materials. It partners with over 470 top-tier academic institutes in India to help them develop vibrant entrepreneurship ecosystems on campus, which develop and support new and future entrepreneurs.

In addition, it runs Entrepreneurship Week India, the country’s largest entrepreneurship-awareness campaign. In 2009, E Week India featured over 3500 events with more than 350,000 participants. It is primarily supported by the Wadhwani Foundation, a philanthropic initiative of Dr. Romesh Wadhwani, Chairman of the Symphony Technology Group, and has offices in Bangalore and Mumbai.

**Ideation week**
The "Idea Generation" was held on Friday, 21st September 2012. The session was conducted by Dr. Rakhi Sharma. The event featured an unexpected element when participants were asked to source as many ideas that struck them from reading a newspaper. Participants offered 36 ideas in the 30 minutes given to five groups. Each group then pitched their favoured idea with much animation. It was an exposing process and met with very positive responses. Dr. Sharma pointed out that the participants pre-emptively shot down ideas without giving them consideration because of a jaded approach. It was felt that the lesson learned was to welcome ideas and not deny them.

A follow up session was held by Mr. Raj Bhat the next day on Idea Strengthening, "How Good is Your Idea". The case of ‘Meeru Auto Rickshaw’ was considered and put through the criticality-discontent matrix and Michael Porter's five focus model. The session focused on creating customer profiles, the need for economic viability over profitability and stressed the importance of sustainability. Many felt that the session was justifiably theory inclined. Participants felt that it was an enriching and logical follow up that artfully coalesced much learning and transcended much of their present knowledge.

The two days were of much value addition. The E-Cell expects to see these efforts come to fruition during the E-Fair event to be held in November where student ventures will have an opportunity to display their efforts.
HUII Conference
Members from the E-Cell were selected to take part in the Harvard US-India Initiative conference.

HUII or the Harvard US-India Initiative is a student run organization that aims to create dialogue between Indian and American youth to address India’s most pressing social, economic and environmental issues today.
The theme of the 2012 international conference is Entrepreneurship and Innovation: Bridging the Gap between Tradition and Modernity. The conference not only aims to inspire students’ minds towards social entrepreneurship, but to also actively involve them in solving the US and India’s most intractable problems by devoting sufficient time to a well-developed case-study advised by a slew of academics. It, therefore, endeavours to promote an action oriented attitude. Post conference, the HUII team had worked concurrently with a committee of team members selected from the conference to get the social enterprise off the ground.

In 2011, HUII hosted its first international conference in New Delhi on energy, education, women’s empowerment, social innovation and a case study on the Yamuna River. It saw participation from 250 bright students from American and Indian Universities to share their expertise and foster an enriching interaction through panels, workshops and discussions. By the end of the conference, students produced a business plan of a social enterprise to solve the Yamuna River pollution problem and thus saw a sentiment of agency and accountability.

E-Leader Workshop
Members of the E-Cell were sent to the E-Leader Workshop hosted in Sydenham College; this was conducted by the NEN.
It gave our e-leaders who had attended it a new perspective on how to approach future activities and opened up a whole new plethora of collaborative events with various E-Cells within Mumbai and all over India.
Also the inspirations and experiences exchanged broaden the outlook and allow our e-leaders to think beyond the horizon.

Future Plans
Zephyrus 2012-13
Zephyrus 2012-13, the official graduate level management festival of St. Xavier’s College Mumbai is being organised in collaboration with the E-Cell as the theme is entrepreneurship this year.
With invitees over 100 BMS, MBA and PGDBM colleges, a vast footfall is expected. The three day festival will be held on the 11th, 12th and 14th of January, 2013.
The events will be ranging through various platforms, all the way from panel discussions to boggle your opinions, business quizzes that make you wonder how much you really know, mock stock to test your short term capital gain skills, to events like never before such as the fantasy football which is no longer virtual and the monopoly in which you become the playing piece.

Young Indians
Heritage Week
The B.M.S. students of St. Xavier’s College – in collaboration with the Young Indians Initiative Committee – successfully hosted the Heritage Week from the
25th - 27th of August. The Heritage Week was both an experience to learn and reflect for the students and gave an insight into the beautiful history of India through various activities and visits conducted by the Young Indians (Yi) committee.

The first activity conducted was the visit to the Heras Institute of Indian History and Culture, where we saw some beautiful representative images and statues of major religious groups, ritual vessels and Nepali artifacts. Miniature paintings, illustrated manuscripts of Madhulalati, an exquisite piece of Kotah art of 1771 A.D., Indian Christian Art, rare book and map collections; terracotas from the Graeco-Parthian period, Indus Valley scripts, seals that range from the 3rd millennium B.C. to the Assyrian period were just some of the many collections on display at the museum.

The one feature of the museum however that really stood out was the section on Indian culture that has an impressive collection of Ghandara sculptures depicting scenes and events from the life of the Buddha.

We then had a special screening for students of a heritage movie which showcased ‘The Merchant Princes of Bombay’ – a documentary on how substantial the contribution of yesteryear Bombay’s Merchant Princes was, and how important this 150-year old contribution is to the ongoing life of this city. There was also a short film on the various heritage structures of Delhi such as the Qutab Minar, Humayun Tomb, India Gate, Jantar Mantar, Purana Quila and of course, Red Fort.

Simultaneously, Yi also conducted an online marketing competition called: Indian Heritage: Dawn Of Glory - The objective being to create a realistic business plan of a marketing strategy for a chosen Heritage Structure of Mumbai hence giving an opportunity for students to creatively showcase their feelings about the rich and cultural heritage monuments of our beloved city, Mumbai.

We concluded the heritage week with a ‘Heritage Walk’ of south Mumbai with different students of Young Indians posing as ‘guides’ and giving the history and other relevant information about the different sites. We started the walk with The Asiatic Society of Mumbai - The library with over a hundred thousand books, priceless artifacts and over 3,000 ancient manuscripts. We then proceeded to Horniman Circle Gardens - a favourite social venue of the Parsi community and also one of the venues of the Kala Ghoda Arts Festival where several music and dance concerts are held.

Our next stop on the walk was Bombay Samachar - the oldest continuously published newspaper in India and one of the most trusted newspapers of Mumbai. We then continued to St. Thomas Cathedral - the first Anglican church in Mumbai and a piece of architecture of the East India trading Company, one of the earliest British settlement in India.

We finally ended our walk at Flora Fountain - a fusion of water, architecture and sculpture, depicting the Roman goddess Flora and an ornamental and exquisitely sculpted architectural heritage monument located at the southern end of the historic Dadabhai Naoroji Road.

News Paper Collection Drive for NAB

Taking initiative in helping the society has always been appreciated by all, especially when it comes not from just philanthropists but from the youth of today. Recognizing the ever present generosity and compassion towards the Differently Able of Mumbai, the students of St. Xavier's College (Yi net) in
collaboration with NAB (National Association for the Blind) conducted a Paper Drive on our campus from the 15th to the 17th of September’11. The response from the students as well as the staff of the college was indeed overwhelming. Books, Magazines, Newspapers, etc. were donated in large numbers. Over 1000 odd newspapers were collected apart from boxes of scrap paper and books. Each donor was given a chocolate as a token of appreciation towards their generosity.

This paper drive helped overcome the current problem faced by NAB, who were earlier buying papers at higher rates from radiwallas and scrap dealers and at the same time helped them in their paper-bag making business.

The representatives at NAB were pleasantly surprised on seeing the response from the students and expressed deep gratitude towards the college for their help and support.

**World Food Week**

The 2010 statistics of the World Food Program on hunger had a deep impact on us as we found that 6 million children die of hunger every year, of which 2 million are Indian children. We did not feel it was justice that in some parts of our country we have enough and more food and so much of it goes to waste whereas in some parts of the country, people don’t have enough food for a decent meal a day. Hence we decided to raise funds for the Akshay Patra Foundation which is an organization which provides mid day meals to children in Mumbai at a minimal cost. We wanted to help change someone’s life for the better and at the end of our campaign we had collected over Rs 5000 for the Akshay Patra Foundation. This drive, we believe also helped in spreading awareness about World Hunger and many of the homes we visited for voluntary donations have gone on to make larger donations to Akshay Patra Foundation themselves.

**E-waste Awareness Campaign**

The E-waste awareness campaign is the St. Xavier’s Yi Net’s year end project. We are conducting our campaign this month. We noticed that many companies for instance Nokia and Panasonic have begun their own missions to recycle e-waste. We also noticed that since environmental education has been introduced in schools as a compulsory subject, children are being sensitized to e-waste issues. However we noticed a large gap between the companies recycling e waste and the consumers producing e waste. Hence we thought our awareness campaign would be a great way to put these two parties in contact. We have created a powerpoint presentation on e-waste which we will be showing to school children to give them a better idea of how they can deal with e-waste and how they can get in touch with these companies who are already involved in this cause. We will additionally be distributing pamphlets we have created to housing societies in our neighborhood to spread awareness.

Young Indians or simply YI is a subset of the Confederation of Indian Industries (CII) that spreads its wings across the country. At St. Xaviers, we are proud to be part of the student net of a much larger connection of student bodies across the country. Over the course of the last few months, YI has undertaken the following initiatives:
A tribute to Heritage week
In the month of September, YI organised 3 events themed around the Heritage of India. These included a quiz which saw participants from all over college battling it out to best showcase their knowledge of our country’s heritage. This successful quiz was followed by bus tour of South Mumbai and the various heritage sites in its vicinity. To top it all off, was a witty yet knowledgeable tour guide who entertained us throughout the journey. Yet the most humbling experience of the week was our visit to the slums of Govandi. Accompanied by trained professionals, the Young Indians group of St. Xavier’s College Along With Prof. Agnelo Menezes visited shanty homes and interacted with the underprivileged in the outskirts of the city. To enrich this trip, was a visit to a local NGO that provides health care facilities in various manners to these slum dwellers. YI is currently working on a sustainable solution (in collaboration with the NGO) to assist the people in the slums in any possible manner.

IMF, ILO and World Bank
Being a student body, YI understands the importance of internships for a bigger, better future. For this reason, a series of events is being organized in collaboration with three prestigious bodies, namely The World Bank, The International Labour Organization (ILO) and The International Monetary Fund (IMF) that rewards winners with a 2 month mentorship with the above mentioned organizations.

36. Give details of “beyond syllabus scholarly activities” of the department.
- Industrial Assignments during the summers and winters
- Publishing department magazine.
- Activities mentioned in previous sections.

37. State whether the programme/ department is accredited/ graded by other agencies. Give details. NA

38. Detail any five Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department

Strengths
- Excellent course structure and the introduction of new subjects and electives from the second year itself.
- Students: the department attracts the cream of the students, they are not only academically brilliant but they are also selected after taking an entrance exam and clearing a personal interview round.
- Summer Internships is also another strength for the department as the students get a feel of the corporate world
- Associations with CII, NEN give us the opportunity to go beyond the syllabus and equip the students with managerial skills and abilities.
- Visiting Industry professionals give our students the practical approach to the various theoretical aspects learnt
- Dedicated professors and eager students works as an ideal combination for information generation.
• Excellent placements for the BMS graduates in the top consultancy, marketing and financial firms
• Participation of the students in the various exchange programmes organized by the college to various universities abroad.

**Weakness**
• The academic staff also needs to focus on research.
• The permanent faculty needs to engage in refresher courses.

**Opportunities**
• To use Moodle as a mode of teaching – learning - evaluation methodology
• To design short courses for working professionals
• To offer choice based credits courses as a future option
• To have more than one division for the programme.
• To have more exchange programmes with universities abroad

**Challenges**
• It’s a challenge to sustain the habit of extra reading among the students. With a subject as Business Management, it is important to be up to date with the latest.
• To constantly upgrade the syllabi for a dynamic subject like Business Management.

39. **Future plans of the department.**
• Research Journal: The department is coming out with the first edition of a research journal which is based on the research based projects that the students have undertaken during the summer between the Second and Third Year
• Entrepreneurial spirit – e-cell: the department plans to develop the E- Cell into a functional unit with a proper structure and a diary of entrepreneurial activities.
• choice based credit system
• use of moodle for evaluations
• upgrade syllabus regularly
• introduction of (6mths to one year) diploma courses
• Expose our students to various programmes that are held in other colleges in India and abroad.

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