



St. Francis Institute of Management & Research
(SFIMAR)

1.4.1 Action Taken Reports (ATR)



St Francis Institute of Management and Research

Action Taken Report based on Course Attainment and Students Curriculum Survey

Attainment Gap Analysis of MMS for Academic Year 2018-19

PO/PSO No.	Keywords	Target Level	Attainment Level	Gap	Actions to be taken
PO 1	Apply Knowledge	2.18	1.98	0.20	<p>Action 1: Simulation exercises are implemented for students to apply the management concepts in diverse business scenario and formulate strategies to solve business problems.</p> <p>Action 2: Case Studies and Role Plays are utilized by faculty members to facilitate the students learning to apply management concepts in a real-world scenario.</p>
PO 2	Analytical and critical thinking	2.23	2.02	0.21	<p>Action 1: Faculty members encourage students to register for MOOCs to develop analytical and critical thinking skills for decision making.</p> <p>Action 2: Students are provided with hands on experience with respect to statistical tools for analysis of data and interpretation through workshops and certification programmes</p>
PO 3	Value based Leadership ability	2.07	1.84	0.23	<p>Action 1: Value based leadership is enforced through the activities of the 'Abhimaan' Club, Institutes Social Responsibility Initiative, Life Long Learning and Extension activities in association with DLLE, University of Mumbai and Mindfulness Centre.</p> <p>Action 2: Through Eminent Speaker Series, the speakers share their knowledge and experience among students with a focus on nurturing value-based leadership.</p>



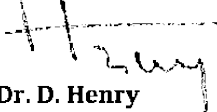
St Francis Institute of Management and Research

PO/PSO No.	Keywords	Target Level	Attainment Level	Gap	Actions to be taken
					Action 3: Students are taken for outbound training activities to develop their leadership abilities.
PO 4	Analyse Global, And Ethical Aspects of Business	2.17	1.86	0.31	<p>Action 1: Students are exposed to management games involving global, economic, legal and ethical aspects of business</p> <p>Action 2: Students are encouraged to participate in management events, write research papers and present them which enables them to demonstrate their understanding of the external environment of business.</p> <p>Action 3: Domestic and International industrial visits facilitates the students learning to analyse functioning of businesses in diverse global scenario.</p>
PO 5	Team Environment	2.17	1.87	0.30	<p>Action 1: Students organize management events, activities of clubs and forums in the Institute facilitating their own self growth and that of their peers</p> <p>Action 2: Peer to Peer learning is encouraged among the students to facilitate collaborative learning.</p> <p>Action 3: Students play an active role in placement activities of the Institute</p>



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PO/PSO No.	Keywords	Target Level	Attainment Level	Gap	Actions to be taken
PO 6	Modern Technology	2.24	2.06	0.18	<p>Action 1: Project Based Learning is adopted as an assessment tool, to engage the students to participate in discussion, data collection, and data analysis through various statistical tools. The students produce written reports and make oral presentations that communicate effectively the results of the project work.</p> <p>Action 2: Students are provided opportunities to enhance their technological skills through various certification programmes in Internet of Things, Data Visualisation, Google Analytics, R Programming etc.</p>
PO 7	Competencies and Experiential Learning	2.24	2.06	0.36	<p>Action 1: As an experiential learning initiative, students are engaged in business model canvas preparation, business plan preparation and presentation, one-minute pitch to the investors to develop entrepreneurial skills.</p> <p>Action 2: Sensitising the students to issues such as Social Entrepreneurship, Women Entrepreneurship through guest lectures and field research</p>


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 Director - SFIMAR





St Francis Institute of Management and Research

Action Taken Report based on Course Attainment and Students Curriculum Survey

Attainment Gap Analysis of MMS for Academic Year 2019-20

PO/PSO No.	Keywords	Target Level	Attainment Level	Gap	Actions to be taken
PO 1	Apply Knowledge	2.45	2.20	0.25	<p>Action 1: Faculty members impart the basic and advanced concepts of the subjects with a focus on real-world practise through the case method of instruction, which helps the students to learn decision making in diverse perspectives of business.</p> <p>Action 2: Faculty members adopt pedagogical initiatives like project-based learning through research work or fieldwork wherein the students collaboratively participate, interact and debate and demonstrate proficiency in the practical applications of the subject's concepts.</p>
PO 2	Analytical and critical thinking	2.39	2.23	0.15	<p>Action 1: Faculty members utilize MS. Excel, SPSS and Tableau to demonstrate the practical applications of the subject's concepts to develop analytical skills and data-based decision-making skills in students.</p> <p>Action 2: Faculty members adopt initiatives such as Group discussions, use of open-ended questions in case study method of instruction and project-based learning and showcase movies for student engagement, facilitating cognition and critical thinking abilities in students.</p>
PO 3	Value based Leadership ability	2.20	1.75	0.45	<p>Action 1: Faculty members utilize Digital Story Telling through the embodiment of multimedia wherein the students relate to the perspectives and narration, engage in reflective thinking and learning,</p>



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PO/PSO No.	Keywords	Target Level	Attainment Level	Gap	Actions to be taken
					<p>and imbibe the qualities of a value-based leader and manager.</p> <p>Action 2: Students are encouraged to participate in the virtual mode of intercollegiate events to develop their leadership abilities.</p> <p>Action 3: Students are encouraged to participate in virtual events of Industrial Connect and Social Relevance organized by the Department of Lifelong Learning and Extension, Abhimaan Club, Professional Bodies, Minority and Management Forums to develop their leadership skills.</p>
PO 4	Analyse Global, And Ethical Aspects of Business	2.06	1.91	0.15	<p>Action 1: Guest lectures are conducted for students regularly wherein the Speaker's share their knowledge and expertise concerning global, economic, legal, and ethical aspects of business operations.</p> <p>Action 2: Through the Eminent Speaker Series, the speakers share their knowledge and experience among students with a focus on the analysis of global, economic, legal, and ethical aspects of a business.</p> <p>Action 3: Students are encouraged to participate in and exposed to e-management games to develop their knowledge of the global, economic, legal, and ethical aspects of a business.</p>
PO 5	Team Environment	2.12	1.98	0.14	<p>Action 1: Students organize management events, activities of clubs and forums in the Institute through virtual mode facilitating their self-growth and that of their peers.</p>



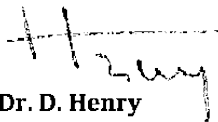
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PO/PSO No.	Keywords	Target Level	Attainment Level	Gap	Actions to be taken
					<p>Action 2: Students are encouraged to participate in live projects to develop their team-building skills, negotiation and conflict resolution skills.</p> <p>Action 3: Students play an active role in placement activities of the Institute</p>
PO 6	Modern Technology	2.08	2.08	NIL	<p>Action 1: Project-Based Learning is adopted as an assessment tool, to engage the students to participate in the discussion, data collection, and data analysis through various statistical tools. The students produce written reports and make oral presentations that communicate effectively the results of the project work.</p> <p>Action 2: Students are encouraged to register for MOOCs through Swayam – NPTEL, Coursera, Edx, etc. to develop their proficiency in the use of modern technologies for business applications, research and communication process.</p> <p>Action 3: Students are encouraged to write Research papers to develop their Research aptitude and written communication abilities.</p>
PO 7	Competencies and Experiential Learning	2.06	1.93	0.13	<p>Action 1: Workshops and certifications programmes are organized for students to develop their competencies through experiential learning to enable them to function effectively as managers and entrepreneurs.</p> <p>Action 2: ‘Prerna Club’- the Entrepreneurial Club of SFIMAR initiative organizes guest lectures,</p>



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PO/PSO No.	Keywords	Target Level	Attainment Level	Gap	Actions to be taken
					workshops and activities such as business plan, one-minute pitch to the investors, idea generation etc. to hone the student's entrepreneurial skills.


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Action Taken Report based on Course Attainment and Students Curriculum Survey

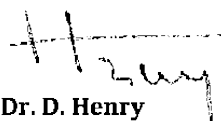
Attainment Gap Analysis of PGDM for Academic Year 2018-19

PO/PSO No.	Keywords	Target Level	Attainment Level	Gap	Actions to be taken
PO 1	Apply Knowledge	2.17	1.92	0.25	<p>Action 1: Regular viva voce subject-wise are conducted to keep testing the conceptual knowledge of students</p> <p>Action 2: Students are exposed to national and international case studies and research publications to improve conceptual knowledge.</p>
PO 2	Analytical and Critical Thinking	2.17	1.94	0.24	<p>Action 1: Project based studies have been introduced as part of the curriculum to help students learn better decision-making skills as well as interpretation of data.</p>
PO 3	Value based Leadership Ability	1.83	1.65	0.18	<p>Action 1: Students are taken for outbound training activities to develop leadership ability</p> <p>Action 2: Students are encouraged to take more leadership in organizing events, conferences, working with alumni chapters and participating in inter-collegiate management events</p>
PO 4	Analyse Global, and Ethical Aspects of Business	2.14	1.90	0.23	<p>Action 1: Students are exposed to management games involving global, economic, legal and ethical aspects of business</p>



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PO/PSO No.	Keywords	Target Level	Attainment Level	Gap	Actions to be taken
PO 5	Team Environment	1.91	1.73	0.19	<p>Action 1: Students are encouraged to volunteer for trainings with NGO's focused on training school children (Indian Development Foundation)</p> <p>Action 2: Students are voluntarily enrolled in training programs of Youth Leadership and People Skills (Organized by Tata Institute of Social Sciences) to develop their team building skills</p>
PO 6	Research Aptitude	2.22	1.96	0.26	<p>Action 1: Students are encouraged to write research papers along with faculty to develop their research aptitude</p>
PO 7	Techno-Managerial Skills and Competencies	1.78	1.69	0.09	<p>Action 1: Students are provided with opportunities to learn various new certifications to enhance their skills in upcoming technological areas like IOT, big data, block chain technology.</p>


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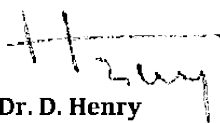


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Attainment Gap Analysis of PGDM for Academic Year 2019-20

PO No.	Keywords	Target Level	Attainment Level	Gap	Actions to be taken
PO 1	Apply Knowledge	2.18	1.83	0.35	<p>Action 1: Use of national and international case studies to improve the knowledge and application-based thinking of students</p> <p>Action 2: Use of project-based learning pedagogy to enhance the learning levels of students.</p>
PO 2	Analytical and critical thinking	2.11	1.77	0.35	<p>Action 1: Students are exposed to management games and simulation exercises to enhance their analytical thinking</p> <p>Action 2: Use of Online tools and technologies to improve critical thinking</p>
PO 3	Value based Leadership ability	1.84	1.60	0.23	<p>Action 1: Students will be exposed to Socially relevant projects of DLLE and Indian Development foundation.</p> <p>Action 2: Students participate in various extension activities, outreach programmes of the Institute and undertake activities which enhance their leadership skills</p>
PO 4	Analyse Global, And Ethical Aspects of Business	1.94	1.67	0.26	<p>Action 1: Students are provided exposure to live projects and are mentored by alumni.</p> <p>Action 2: Organize guest lecture series by International Speakers.</p>
PO 5	Team Environment	1.91	1.75	0.15	<p>Action 1: Students are encouraged to participate in Co-curricular and extracurricular activities of various clubs and forums of SFIMAR</p>

					Action 2: Students are encouraged to participate in Intercollegiate events.
PO 6	Research Aptitude	1.74	1.47	0.27	Action 1: Students are encouraged to write research papers along with faculty members and participate in research-based paper presentation competitions Action 2: Students are given research-based projects and assignments to enhance their research aptitude
PO 7	Techno-Managerial Skills and Competencies	1.70	1.58	0.12	Action 1: Students are exposed to NPTEL certification programs and webinars covering contemporary topics of the business environment and corporate world. Action 2: Students are encouraged to pursue techno managerial oriented courses in areas such as blockchain, advanced excel etc.


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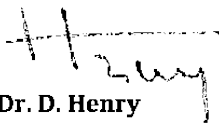


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Attainment Gap Analysis of Three-Years Master Degree in Management (MFM) Program for Academic Year 2019-20

PO No.	Keywords	Target Level	Attainment Level	Gaps	Actions to be taken
PO 1	Apply Knowledge	1.80	1.32	0.48	Action 1: Use of national and international case studies to improve the knowledge and application-based thinking of students
PO 2	Analytical and critical thinking	1.97	1.54	0.43	Action 1: Faculty members utilize MS. Excel, SPSS to demonstrate the practical applications of the subject's concepts to develop analytical skills and data-based decision-making skills in students
PO 3	Value based Leadership ability	1.75	1.42	0.33	Action 1: Students are encouraged to take more leadership in organizing events, working with alumni chapters and participating in inter-collegiate management events
PO 4	Analyse Global, And Ethical Aspects of Business	1.87	1.40	0.47	Action 1: Guest lectures are conducted for students wherein the Speaker's share their knowledge and expertise concerning

					global, economic, legal, and ethical aspects of business operations.
PO 5	Team Environment	1.63	1.18	0.44	Action 1: Encourage students to participate in co-curricular and extracurricular activities of the college as well as Intercollegiate competitions
PO 6	Professional Competencies	2.00	1.51	0.50	Action 1: Students are encouraged to learn professional skills and competencies by using MOOCs like NPTEL and attending various webinars on management functional areas
PO 7	Solve Financial Problems	2.54	1.79	0.75	Action 1: Students take up industry project reports in an area of finance to further enhance their financial aptitude


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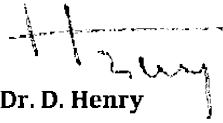


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Attainment Gap Analysis of Three-Years Master Degree in Management (MMM) Program for Academic Year 2019-20

PO No.	Keywords	Target Level	Attainment Level	Gaps	Actions to be taken
PO 1	Apply Knowledge	1.89	1.27	0.62	Action 1: Use of national and international case studies to improve the knowledge and application-based thinking of students
PO 2	Analytical and critical thinking	1.83	1.32	0.51	Action 1: Faculty members utilize MS. Excel, SPSS to demonstrate the practical applications of the subject's concepts to develop analytical skills and data-based decision-making skills in students
PO 3	Value based Leadership ability	1.72	1.31	0.41	Action 1: Students are encouraged to take more leadership in organizing events, working with alumni chapters and participating in inter-collegiate management events
PO 4	Analyse Global, And Ethical Aspects of Business	1.75	1.31	0.44	Action 1: Guest lectures are conducted for students wherein the Speaker's share their knowledge and expertise concerning global, economic,

					legal, and ethical aspects of business operations.
PO 5	Team Environment	1.63	1.21	0.41	Action 1: Encourage students to participate in co-curricular and extracurricular activities of the college as well as Intercollegiate competitions
PO 6	Professional Competencies	2.01	1.44	0.56	Action 1: Students are encouraged to learn professional skills and competencies by using MOOCs like NPTEL and attending various webinars on management functional areas
PO 7	Solve Marketing Problems	2.33	1.40	0.93	Action 1: Students take up industry project reports in an area of marketing to further enhance their marketing knowledge


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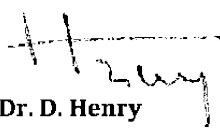
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MMS Teachers Feedback - Action Taken

Report A.Y 2019-2020

Sr.No	Suggestions from Teachers Feedback Responses	Action Taken	Status/Remark
1	Books on Analytics Subjects to be procured	Library Dept. was asked to procure the Data Analytics Books	Achieved
2	E-books to be made available for students as library has limited number of copies	E-resources subscription was purchased and implemented	Achieved
3	Student Licenses for SPSS or related Statistics Software to be made available	Stat Craft and SPSS licenses purchased and installed by IT Dept.	Achieved

Date:


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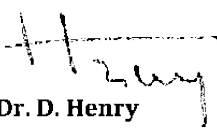
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PGDM Teachers Feedback - Action Taken

Report A.Y 2019-2020

Sr.No	Suggestions from Teachers Feedback Responses	Action Taken	Status/Remark
1	Books on Analytics Subjects to be procured	Library Dept. was asked to procure the Data Analytics Books	Achieved
2	E-books to be made available for students as library has limited number of copies	E-resources subscription was purchased and implemented	Achieved
3	Foreign Authors Books to be made available	Library Dept. was asked to procure Books	Work in Progress
4	Book issue and return status to be available through ERP	IT Dept was asked to work on IT	Work in Progress

Date:


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MFM Teachers Feedback - Action Taken

Report A.Y 2019-2020

Sr.No	Suggestions from Teachers Feedback Responses	Action Taken	Status/Remark
1	E-books to be made available for students as library has limited number of copies	E-resources subscription was purchased and implemented	Achieved
2	Visiting Faculty to be issued books off campus	Library was asked to look into the matter	Work in Progress
3	Student Licenses for SPSS or related Statistics Software to be made available	Stat Craft and SPSS licenses purchased and installed by IT Dept.	Achieved

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Date:



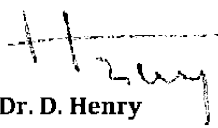


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MMM Teachers Feedback - Action Taken

Report A.Y 2019-2020

Sr.No	Suggestions from Teachers Feedback Responses	Action Taken	Status/Remark
1	Books on Analytics Subjects to be procured	Library Dept. was asked to procure the Data Analytics Books	Achieved
2	Foreign Authors Books to be made available	Library Dept. was asked to procure Books	Work in Progress
3	E-books to be made available for students as library has limited number of copies	E-resources subscription was purchased and implemented	Achieved
4	Student Licenses for SPSS or related Statistics Software to be made available	Stat Craft and SPSS licenses purchased and installed by IT Dept.	Achieved


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Date:





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Alumni Feedback - Action Taken Report

A.Y 2017-2018

Sr.No	Suggestions from Alumni Feedback Responses	Action Taken	Status/Remark
1	Project Based pedagogy can be introduced	Project -Based Pedagogy will be introduced and discussed in IDEA meeting	Achieved
2	Lack of Current Business Case Studies	Case Study Repository to be Implemented for the Same	Achieved
3	Training on GST/Latest Software like Advanced Excel and Email Writing	Trainings to be incorporated in Training Calendar	Achieved
4	Knowledge of OTC Markets	Email Invite for Corporate On-Boarding Workshop	Achieved
5	Entrepreneurship Workshop or Seed Funding Knowledge to start	E'Ship workshops can be initiated and Guest Sessions on the same can be organized	Achieved

Prepared By

Ms. Sangeeta Verma

CMC- SFIMAR

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Director - SFIMAR

Date:





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Alumni Feedback - Action Taken Report

A.Y 2018-2019

Sr.No	Suggestions from Alumni Feedback Responses	Action Taken	Status/Remark
1	More Industry Interaction to be done	Industrial Visit and field Visits to be organized	Achieved
2	Curriculum is too Old	Open Elective Courses are offered to students Add-On Certification Programme to be implemented	Achieved
3	Exposure to Industry Faculty	More Guest sessions to be organized for Industry exposure	Achieved
4	How industries are turning into the digital segment and based on that we can include some practical subjects for students	IT Workshops to be initiated	Achieved

Prepared By

Ms. Sangeeta Verma

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Date:





St Francis Institute of Management and Research

Alumni Feedback - Action Taken Report

A.Y 2019-2020

Sr.No	Suggestions from Alumni Feedback Responses	Action Taken	Status/Remark
1	Training on HR Analytics	HR Analytics elective can be introduced in HR Specialization in curriculum	Achieved
2	Digital Marketing Workshop to be conducted	Open Elective Courses are offered to students Add-On Certification Programme to be implemented	Achieved
3	Stock trading Workshops and Sessions to be introduced	Mock Stock and Trading Sessions to be introduced	Achieved
4	IT Skills to be imparted to handle situations like Work from Home	IT Workshops to be initiated	Achieved

Prepared By

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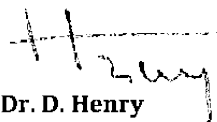
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Summer Guide Feedback Form Analysis - Action Plan on Students receiving less than a 25 marks - Batch 15-17 - A. Y. 15-16

S. No.	Student Name (Age)	Course	Specialization	Summer Project Title	Summer Project Company	Students Attendance	Time discipline on the part of the student	Dressing sense.	Attitude & behavior.	Subject knowledge of the student.	Communication skills. (Written)	Communication skills. (Verbal)	Overall Rating of the student based on marks given by Summer Guide	CMC Remarks	Discussed	TPO Remarks	Follwoup details
1	BIJAL,BH OJANI (25)	PGDM	HR	A study on the recruitment and selection of Gem And Jewellery Export Promotion Council	Gem And Jewellery Export Promotion Council	2	1	2	2	2	1	2	20	Attitude issue not focussed	YES	Spoken to Bijal and came to know that she is getting married in Nov/ Dec. Hence, her mind is diverted. She was counselled to improve on these aspects and advised that she needs to improve upon her careless approach towards the MBA program as it will affect her pacement adversely.	Student was in regular touch with CMC. She was placed in Talent Scout Human Resource


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Summer Guide Feedback Form Analysis - Action Plan on Students receiving less than a 25 marks - Batch 16-18 - A. Y. 16-17

S. No.	Email address	Student Name	Specialization	Time Discipline	Dressing Sense	Attitude & Behaviour	Subject knowledge	Communication skills	Project Quality	Project significance in terms of its usefulness & applicability to the organization?	Project Completion Certificate will be issued by?	Would you like to consider the student for Final Placement?	If No, Please state the reason?	Kindly award marks to the student out of 50.	Any Suggestions / Comments	Summer Guide Title	Summer Guide Name	Discussed	TPO Remarks	Followup details
1	info@wisdomkey.in	Akshay Kuvar	Marketing	1	2	1	1	1	1	Yes	7th July 2017	No	Attitude issues , lack of discipline	15	Lack of discipline & Attitude issues	Mr.	Harshad kamat	Yes	Akshay K. is In the field of sports and handles the matches as a referee so his body language shows a bit arrogance & authoritative attitude. He has been counselled to improve upon the same. Also spoke to his mentor to guide him and take his Mock Interview prior to going to the company selection round.	The student worked on himself and the change was obvious in his body language due to which he got placed successfully in " Fututre Group "

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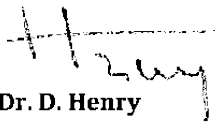
Summer Guide Feedback Form Analysis - Action Plan on Students receiving less than a 25 marks - Batch 16-18 - A. Y. 16-17

S. No.	Email address	Student Name	Specialization	Time Discipline	Dressing Sense	Attitude & Behaviour	Subject knowledge	Communication skills	Project Quality	Project significance in terms of its usefulness & applicability to the organization?	Project Completion Certificate will be issued by?	Would you like to consider the student for Final Placement?	If No, Please state the reason?	Kindly award marks to the student out of 50.	Any Suggestions / Comments	Summer Guide Title	Summer Guide Name	Discussed	TPO Remarks	Followup details
2	ramrajbin dimrb@gmail.com	akshay ugale	Marketing	1	2	1	2	1	2	Yes	7th July 2017	No	more improvement above statement	20	It's needed improvement	Mr.	Ramraj R Bind	Yes	Akshay Ugale is an engineer, intelligent & a hostelite-away from his parents so a bit carefree. Much needed counselling was given on his dressing, time discipline and all other mentioned ares. Also counselled him to start making a time table for himself and bring discipline in his personal life too. A close track was kept on his activities in the college and interacted with him many times and given some jobs related to responsibility.	Successfully placed in Tikona Infinet Ltd.

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Summer Guide Feedback Form Analysis - Action Plan on Students receiving less than a 25 marks - Batch 16-18 - A. Y. 16-17

S. No .	Email address	Student Name	Specialization	Time Discipline	Dressing Sense	Attitude & Behaviour	Subject knowledge	Communication skills	Project Quality	Project significance in terms of its usefulness & applicability to the organization ?	Project Completion Certificate will be issued by ?	Would you like to consider the student for Final Placement?	If No, Please state the reason ?	Kindly award marks to the student out of 50.	Any Suggestions / Comments	Summer Guide Title	Summer Guide Name	Discussed	TPO Remarks	Followup details

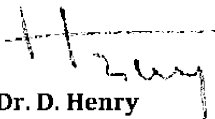

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Summer Guide Feedback Form Analysis - Students needs Improvement - ATR Batch 2017-19 - A.Y. 17-18

S. No.	Name of the Student under you	SPZ	Company Name	Kindly rate the Student on the following parameters					Kindly award marks to the student out of 50.	Discussed	TPO Remarks	Followup details
				[Time Discipline]	[Dressing Sense]	[Attitude & Behaviour]	[Subject knowledge]	[Communication skills]				
1	Jimi Shah	Finance	NMAH & Co., Chartered Accountants	Good	Fair	Good	Needs Improvement	Needs Improvement	35	YES	Jimi was called and the feedback was discussed. she told that she is getting married soon and hence not interested in job. Still we counselled her to improve on the said areas and take up the course seriously. Jimi took the counselling seriously and improved over the period of time.	Jimi has passed the course, securing good marks. She got married and joined her husband's
2	Mallika Mishra	Finance	NMAH & Co., Chartered Accountants	Good	Fair	Needs Improvement	Needs Improvement	Needs Improvement	30	YES	Mallika is a good and sincere student but with low energy level. She is a M.Com and persuing MBA. She is from a vernacular medium so there is a communication issue. Counsellled her and motivated her to improve on subject knowledge also. CMC observed that in Mock Interview feedback also is not satisfactory. She is a hostelite and so used to feel homesick at times. We allocated an alumni mentor ms. Priyanka Parab, who proved to be great motivator and sincere mentor for her. She improved within two months time and was placed with a multinational brand with 5.5 LPA package	Constant followup was made with the alumni mentor and the student was given some placement activity jobs to keep her occupied. She was successfully placed in the company "CITCO"


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Summer Guide Feedback Form Analysis - Students needs Improvement - ATR Batch 2018-20 - A.Y. 18-19

S. No.	Name of the Student under you	Course	Is the student required to submit the Project Report?	Kindly rate the Student on the following parameters							Kindly award marks to the student out of 50.	Any Suggestions / Comments	Discussed	TPO Remarks	Followup details
				[Attendance]	[Time Discipline]	[Dressing Sense]	[Attitude & Behaviour]	[Subject knowledge]	[Communication skills]	[Project Quality]					
1	Jagdish Panda	PGDM	Yes	Needs Improvement	Needs Improvement	Fair	Needs Improvement	Fair	Fair	Needs Improvement	35	Good work in market & improved visibility	YES	The student keeps unwell regularly and taking treatment. He was counselled and his elder brother was also called to discuss the issue. He assured that he will do his best to improve. Due to his sickness, he was advised to go for office job rather than Field sales. Discussed with faculty mentor too.	regular Follow ups were made with the mentor and CMC had also called him 2/3 times. Placed successfully with 'Haldiram'

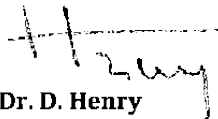
2	Sourabh Surve	MMS	Not required by the company	Fair	Needs Improvement	Needs Improvement	Needs Improvement	Needs Improvement	Needs Improvement	Fair	30	Areas of improvement - communication skills, discipline, comprehension, report writing, eye for detailing	Yes	The student was called and summer guide's feedback was shared. He was counselled and clearly told that he needs to improve on time discipline and other mentioned areas. To leave his casual approach towards studies and to work on his communication skills. Shared the contact number of the trainer Ms. Bhuvneshwari V. incase he wants to take his sessions to improve his communication skills.	Follow ups made with mentor and a close was kept on him for his placement purposes. Placed in 'Epotency Ventures Pvt. Ltd'
3	Michael Mathew	PGDM	Yes	Very Good	Good	Good	Needs Improvement	Needs Improvement	Good	Fair	35	None	lodha group	Michael was called and counselled to improve his carefree attitude and focus more on studies. Tried to make him understand that knowledge of concepts is very important to clear the selection process of companies to get a job.	Followed up with student as well as mentor and he was successfully placed with Lodha Group.

4	Vinayak Panda	PGDM	Not required by the company	Very Good	Very Good	Very Good	Needs Improvement	Very Good	Very Good	Very Good	30	Needs to Improve in his attitude and behaviour. He need to believe in Hardwork.	Yes with student as well as mentor.	Vinayak was called and discussed about his feedback received. He is a sincere boy but the passion towards sales is missing. Discussed the career path where he wants to go. As discussed suggested him to apply for banks and also suggested him to appear for IBPS exam of banking.	Regular followups were made and he got placed with ICICI bank
5	Divya Parmar	PGDM	Not required by the company	Good	Good	Good	Fair	Needs Improvement	Needs Improvement	Needs Improvement	30	Needs improvements in communications skills, ability to understand business concepts, develop thought process, logical understanding and ability to comprehend information to meaningful insights	Yes	Divya is a sincere girl but with low energy and low analytical skills. She was advised to take up some other field of marketing but not research. Spoken to the faculty mentor and she is also of the same opinion.	Divya was counseled again after a month and was told to be in regular touch with mentor. She is placed with Datamatics.

6	Diksha Shetty	PGDM	Not required by the company	Good	Good	Good	Fair	Needs Improvement	Fair	Needs Improvement	28	She is presentable and having fair communication skills. Need to focus on the expectations of deliverables in terms of task. Logical thinking also need to be enhanced.	Yes	Diksha Shetty is presentable but with low analytical skills. She was suggested to keep other options open for placement besides market Research. She can do much better in Sales & marketing	Diksha was encouraged to apply to sales and marketing companies and was successfully placed in ' Oberoi Realty '
7	Robinson R	PGDM	Yes	Very Good	Good	Good	Fair	Needs Improvement	Fair	Fair	35	none	YES	Robinson is a good boy with pleasant personality. He was called and his feedback was shared and discussed about his summers. He does not have the science background, hence, he was advised to apply for sales & marketing companies.	He was successfully placed at " No Broker Technologies "

8	Sayali Sawant	MMS	Yes	Very Good	Very Good	Very Good	Very Good	Good	Good	Good	40	Needs improvement on communication skills and to stay focused on the subject	YES	Sayali is a very intelligent and sincere student. Only her communication skills are a bit barrier in her progress. She was improve me .	Sayali improved on her communication skills and was placed in "Prosares Pvt. Ltd."
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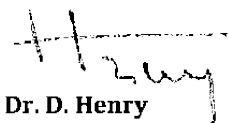
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Summer Guide Feedback Form Analysis - Students needs Improvement - ATR Batch 2019-21 - A.Y. 19-20

S. No.	Name of the Student under you	SPZ	Kindly rate the Student on the following parameters						Kindly award marks to the student out of 50.	Any Suggestions / Comments	Discussed	TPO Remarks	Followup details
			[Time Discipline]	[Dressing Sense]	[Attitude & Behaviour]	[Subject knowledge]	[Communication skills]	[Project Quality]					
1	Priyanka Shetty	Finance	Needs Improvement	Fair	Needs Improvement	Needs Improvement	Needs Improvement	Fair	30	Was not much aggressive in follow Up and need to focus on work.	YES	Priyanka was contacted over the phone and counselled on the feedback points specifically and advised to change her casual attitude and take MBA program seriously. She has 6 months experience hence, advised accordingly to perform better and be responsible to bring changes in her casual nature.	The student has been counselled over the phone 2/3 times and encouraged to apply to the companies. The placement process is in process for batch 2021

2	Jason Pinto	Finance	Needs Improvement	Fair	Needs Improvement	Fair	Needs Improvement	Fair	35	Needs major improvement in communication and dealing with targets	YES	The student has an issue in communication and is a slow learner. But he is clearing the academic exams. Counselling him over the phone and spoken to his faculty mentor to give a special attention to help him succeed in getting a job. An extra attention is paid on him during Training sessions too.	Jason is trying to improve and applying to the companies. The placement process is in process for batch 2021
3	Shimona	HR	Fair	Fair	Fair	Needs Improvement	Fair	Fair	38	No	YES	Shimona is a sincere student but with a little casual attitude. She is academically good. She is counselled to become more serious about the points mentioned in her feedback.	The student worked on herself and got an internship with LnT for past three months and performing well. The placement process is in process for batch 2021
4	Tanuja Dhane	HR	Fair	Fair	Fair	Fair	Needs Improvement	Fair	39	No	YES		The placement process is in process for batch 2021
5	Sharon Quadros	Finance	Fair	Good	Good	Needs Improvement	Good	Fair	45	None	YES	Sharon is a good student and was counselled to strengthen her conceptual knowledge and regularity issues.	Sharon is applying. The placement process is in process for batch 2021

6	Jeffer Mich Reshance Jerome	Marketing	Fair	Fair	Fair	Needs Improvement	Fair	Needs Improvement	50	He is very punctual and professional in work field	YES	The student is experienced but has a carefree attitude. He was counselled by interacting over the phone and also met in college and spoke about the grey areas as mentioned in his feedback for the improvement purposes.	Jaffer worked on him and got Placed successfully in Propertypistol Realty Pvt Ltd.
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St. Francis Institute of Management & Research

(SFIMAR)

SFIMAR IQAC ATR 2019 - 20

Corporate Feedback

The CMC department took corporate Feedback from the corporate guides after completing the Summer Internship Projects by the students in 2019. The key issues identified were communication skills, analytical skills and career path. The Students were personally called and counselled based on the Feedback.

Parents Feedback

Parent's Feedback was taken during the Graduation Ceremony on 11th January 2020. The Feedback was analyzed and discussed with the Management for suggestions and inputs. The key action areas were placements that scored a rating of 4.13 and industry exposure scored a rating of 4.23 on a 5-point scale.

The Management asked the CMC department to counsel the students with career options, discuss their career goals and skill levels, and suggest suitable job profiles. They advised the department to enhance the process of providing placement assistance to students by creating a WhatsApp group to provide timely support and guidance. Alumni mentored students about any doubts or clarifications raised concerning the job profiles shared with them. Faculty mentors and alumni assisted the students with preparation for interviews, aptitude tests, personality grooming, etc.

The Chairman asked all the faculty members to encourage the students to participate in live-industry projects, attend workshops/seminars/conferences organized by professional bodies, and conduct field study/ empirical research for project-based learning.

Institute's Feedback by students of MMS Programme

The Institute's Feedback from the students of MMS programme was taken, analysed and discussed with Management, Programme Head, Faculty and MMS Admin Team. The key action areas were Academic Resources and Placements.

To enhance the Academic Resources, semester-wise add on certification programmes which are industry-oriented comprising of 30 learning hours (20 hours of interaction and 10 hours of hands-on project) were initiated. This initiative will provide additional academic resources and enable the students to be corporate-ready. To improve the overall experience with Placements, subject-wise viva was conducted by the faculty members to enhance the conceptual understanding of students.

Institute's Feedback by students of PGDM Programme

Institute's Feedback by students of Part-time MMM/MFM Programme

The Institute's Feedback from the Part-time program students was taken, analysed and discussed with Management, Programme Head, Faculty and Part-time Admin Team. There's improvement in the Institute Feedback given by the students in 2019-20 as compared to 2018-19. The key action areas were Academic resources, Industry-best practices to boost managerial competence, Curriculum quality and overall learning experience, Encouragement for co-curricular and extracurricular activities.

The faculty members teaching the Part-time programme were a blend of the Industry and Academia to adopt the best practices for boosting the Managerial competence in students. Students were encouraged to participate in various co-curricular and extracurricular activities regularly by sharing the brochures and invites of such activities organized by other colleges and SFIMAR through Whatsapp messaging and displaying on the part-time programme notice board on the campus. To improve the quality of the part-time programme curriculum, Guest lectures were conducted for students on the topics not covered in the curriculum but on the issues of interest to the working professionals.

The Feedback was analyzed and shared with the Management for further action. The canteen vendor was called and asked for improvements suggested by the students, faculty and staff members. The canteen vendor was asked to improve the Drinking Water Facility, Canteen Ambience, Quality and Consistency in Food and Taste, Availability and variety of Freshly Packed Items and Quality of Daily Tea and Coffee and Cost vis a vis Quantity.

Teachers Feedback

Faculty feedback related to books, curriculum and related resources were discussed in details with LIRC and Department Heads and accordingly necessary purchases were to be done.

Alumni Feedback

Peer Review

All the faculty members took the peer review, specialization-wise. The reviews were directly submitted to the Chairman via email. The Chairman discussed the reviews with all the faculty members.

Library and Information Resource Centre (LIRC) Feedback

LIRC Feedback Analysis report for the year 2019-20

Category	2017-18		2018-19		2019-20	
	No. of responses	Rating	No. of responses	Rating	No. of Responses	Rating
Students	281	3.984	271	3.948	225	3.974

Faculty/Staff	32	4.3376	31	4.109	24	4.219
Average	313	4.1608	302	4.028	249	4.0965

Average rating (students + Faculty + staff) for the year 2019-20 is 4.0965 where the number of respondents is less (-53) as compared to last year with average rating difference of + 0.0685. The lowest rating of 2.906 (students feedback) and 2.791 (faculty/staff feedback) is for how often do you access library OPAC or databases from outside the library? w.r.t. Reserve items. The low rating could be varied - sufficient copies of books are available, and in the case of Faculty, the duration of an issue for readers is 90 days which can also be renewed if there is no demand for the book. The low rating for this question is observed in the consecutive year, the reason can also be system-specific, user may not find the OPAC interface user-friendly. OPAC is accessed through ERP and the service provider can be intimated to make the interface user friendly and easy to understand and use.

In the students feedback Highest rating of 4.488 and 4.475 is achieved for the importance of LIRC services in terms of availability of Question papers and Cleanliness respectively. In the Faculty and staff feedback highest rating of 4.666 is reached for the availability of Educational Books and Staff helpfulness.

Some of the suggestions and comments received from the patrons as an open-ended question was:

Sr. No.	Suggestion/Comments	Percentage
1	Appreciation	2.8
2	Furniture improvement	1.2
3	Improvement in Magazines	0.4
4	Procure DB like CMIE	0.4

5	Books on Psychological training, Communication, Animal & plant habitat	1.2
6	Cleanliness of digital library	0.4
7	Reading room availability	0.8
8	Extend timing	0.4
9	Increase in Issue days	0.4
10	NET exam books and past papers	0.4
11	Online database training for research paper search to repeat	0.4
12	Noise level	0.8
13	Increase in no. of PCs	0.4

LIRC Feedback (2019 – 20) – Action points

Implement on consultation with Library Advisory Committee (LAC) and Chairman

1. How often do you access library OPAC or Databases from the outside library?
 - a. Reserve items (Faculty and student feedback)

Compared to overall rating of 4.0965 Lowest Rating of 2.906 (students feedback) & 2.791 (Faculty feedback) was for above two criteria.

Action points: Library OPAC made available from Off-campus through ERP, search combination to be made user friendly in the upgraded web version, is operational from July 2019. In case of dissatisfaction of Library team for the search interface, necessary action to be taken to resolve the issue (if any), liaise with IT team.

- b. E-Journals

Another service having a low rating was w.r.t to E-Journals access 2.968 (Student feedback)

Action point: From March 2020, remote access software – MyLOFT is implemented to access all the databases subscribed by SFIMAR LIRC. Each user's usage of each resource can be monitored and studied, which will help to know if access to resources was the limitation and directly related to the use of resources.

2. Infrastructure w.r.t to chairs mentioned by 0.4 % of the users, which can be considered and post-approval coordinate with maintenance department to replace the damaged chairs if any.
3. Suggestion for books on Communication and Psychology training was made.

Action points – Users need to be aware that books related to these topics are available in the existing collection. Books on NET exam preparation – to be considered. Improvement in periodicals suggested by 0.4 % of faculty members. In the year 2019-20, with a recommendation of Faculty 5 International and 3 national journals were added to the collection and E-Journals access through J-Gate, Proquest, N-List and Delnet are provided. However, any more valid suggestion can be considered in the year 2020-21.

4. Procure database like CMIE suggested by 0.4% of the user and the demo session already conducted for Prowess and the procurement is in process.

FACULTY FEEDBACK ATR SUMMARY FOR A.Y.2019-2020

SEMESTER 1 MFM/MMM

ATR: As per HR policy and ISO procedure of the Course subject faculty feedback below 3.5 is counseled by the Director of the Institute. The following subject parameters were the areas of concern and suggestion were given for improvement.

Course name	Action areas	ATR
Quantitative methods in Management	Innovation in Teaching, Use of Case studies, Use of Audio-video tools, ICT tools,	The subject Faculty member was counseled to make the class more interesting, by using innovative pedagogy tools, sending notes in advance, more interactive.
General observations by students	Receipt of notes in advance, use of case studies, innovative methods, use of Audio-visual	Faculty members of the class were advised to use innovative methods such as the use of role-playing, quizzes, Management games to make the class interesting and innovative. Faculty members were also advised to provide notes well in advance which will facilitate students to prepare for examination being working executives.

SEMESTER 2 MFM/MMM

ATR: As per HR policy and ISO procedure of the Course subject faculty feedback below 3.5 is counseled by the Director of the Institute. The following subject parameters were the areas of concern and suggestion were given for improvement.

Course name	Action areas	ATR
Human Resources Management	Innovation in Teaching, Use of Case studies, Use of Audio-video tools, ICT tools, Punctuality.	The subject Faculty member was counseled to make the class more interesting, by using innovative pedagogy tools, sending notes in advance, more interactive. Faculty members were advised to start the session on time as per schedule. Faculty members was also suggested some cases which can be referred from library to use during the session.
Production Management	Processing knowledge rather that pass on knowledge, Innovation in Teaching, Use of Case studies.	Subject faculty member was advised to give live practical Industry examples which will clear the conceptual knowledge of students. Faculty members was also suggested some cases which can be referred from library to use during the session.
General observations by students	Receipt of notes in advance, use of case studies, innovative methods, use of Audio-visual	Faculty members of the class were advised to use innovative methods such as the use of role-playing, quizzes, Management games to make the class interesting and innovative. Faculty members were also advised to provide notes well in advance which will facilitate students to prepare for examination being working executives.

SEMESTER 3 MFM/MMM

ATR: As per HR policy and ISO procedure of the Course subject faculty feedback below 3.5 is counseled by the Director of the Institute. The following subject parameters were the areas of concern and suggestion were given for improvement.

Course name	Action areas	ATR
Management Information system	Innovation in Teaching, Use of Case studies, Use of Audio-video tools, ICT tools, Punctuality.	The subject Faculty member was counseled to make the class more interesting, by using innovative pedagogy tools, sending notes in advance, more interactive. Faculty members were advised to start the session on time as per schedule. Faculty members was also suggested some cases which can be referred from library to use during the session. ATR: Subject faculty member was discontinued from the following semester.
General observations by students	Receipt of notes in advance, use of case studies, innovative methods, use of Audio-visual	Faculty members of the class were advised to use innovative methods such as the use of role-playing, quizzes, Management games to make the class interesting and innovative. Faculty members were also advised to provide notes well in advance which will facilitate students to prepare for examination being working executives.

SEMESTER 4 MFM

ATR: As per HR policy and ISO procedure of the Course subject faculty feedback below 3.5 is counseled by the Director of the Institute. The following subject parameters were the areas of concern and suggestion were given for improvement.

Course name	Action areas	ATR
General observations by students	Receipt of notes in advance, use of case studies, innovative methods, use of Audio-visual, Punctuality.	Faculty members of the class were advised to use innovative methods such as the use of role-playing, quizzes, Management games to make the class interesting and innovative. Faculty members were also advised to provide notes well in advance which will facilitate students to prepare for examination being working executives. Faculty members were advised to start session on time .

SEMESTER 5 MFM

ATR: As per HR policy and ISO procedure of the Course subject faculty feedback below 3.5 is counseled by the Director of the Institute. The following subject parameters were the areas of concern and suggestion were given for improvement.

General observations by students	Receipt of notes in advance, use of case studies, innovative methods, use of Audio-visual, Punctuality.	Faculty members of the class were advised to use innovative methods such as the use of role-playing, quizzes, Management games to make the class interesting and innovative. Faculty members were also advised to provide notes well in advance which will facilitate students to prepare for examination being working executives. Faculty members were advised to start session on time
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SEMESTER 6 MFM

ATR: As per HR policy and ISO procedure of the Course subject faculty feedback below 3.5 is counseled by the Director of the Institute. The following subject parameters were the areas of concern and suggestion were given for improvement.

General observations by students	Receipt of notes in advance, use of case studies, innovative methods, use of Audio-visual, Punctuality.	Faculty members of the class were advised to use innovative methods such as the use of role-playing, quizzes, Management games to make the class interesting and innovative. Faculty members were also advised to provide notes well in advance which will facilitate students to prepare for examination being working executives. Faculty members were advised to start session on time			
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SEMESTER 4 MMM

ATR: As per HR policy and ISO procedure of the Course subject faculty feedback below 3.5 is counseled by the Director of the Institute. The following subject parameters were the areas of concern and suggestion were given for improvement.

Course name	Action areas	ATR
General observations by students	Receipt of notes in advance, use of case studies, innovative methods, use of Audio-visual, Punctuality.	Faculty members of the class were advised to use innovative methods such as the use of role-playing, quizzes, Management games to make the class interesting and innovative. Faculty members were also advised to provide notes well in advance which will facilitate students to prepare for examination being working executives. Faculty members were advised to start session on time

SEMESTER 5 MMM

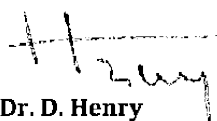
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SEMESTER 6 MMM

ATR: As per HR policy and ISO procedure of the Course subject faculty feedback below 3.5 is counseled by the Director of the Institute. The following subject parameters were the areas of concern and suggestion were given for improvement.

Course name	Action areas	ATR
General observations by students	Receipt of notes in advance, use of case studies, innovative methods, use of Audio-visual, Punctuality.	Faculty members of the class were advised to use innovative methods such as the use of role-playing, quizzes, Management games to make the class interesting and innovative. Faculty members were also advised to provide notes well in advance which will facilitate students to prepare for examination being working executives. Faculty members were advised to start session on time



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Feedback 2017-2018

Action taken report

1. Parents Feedback:

Parents feedback was taken at the time of Graduation day/annual day 2018. The feedback was analysed and presented in MRM-II which was held in Jan 2018 for the management suggestions and inputs for further action.

The main action area was placements scoring the rating 3.58 (out of 5) and Mentoring 3.92(out of 5)

Management suggested CMC department to look into the matter and enhance students interaction to get their inputs about what type of assistance they required to prepare for the placement (Interview, Mock tests , personality grooming etc.

The Chairman , SFIMAR also asked faculty members to strengthen the student faculty bond through regular mentoring activities.

Based on the feed back mentoring sessions for weak students were conducted in the month of April, May and June to assist them to prepare for the placement .

2. Alumni Feedback

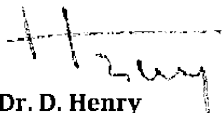
Alumni feedback was taken for the first time in AY 2017-18 . An exhaustive questionnaire was prepared based on the NAAC and NBA requirements to take feedback from the SFIMAR alumni.

The feedback was collected and analysed for the collected responses. Feedback form is still open on Google drive link as its an ongoing process and SFIMAR is still receiving the feedbacks fro the alumni.

SFIMAR alumni are ready to contribute for the development of SFIMAR in regards with collaboration with their organization, giving summer internships, providing training to the current students, conducting workshops, mentoring etc.

Also the survey was taken to understand whether the college curriculum , teaching and learning helped them in their current job , in terms of improvement in personality, self confidence, techno managerial skills, better interpersonal skills, functional know how etc. The response




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was very positive. Highest score was 86.30 % for Improvement in personality and self confidence and second highest score of 80% for better understanding of people.

This feedback was shared with the management for further action plan.

Management suggested to involve more and more alumni in Institutional activities.

3. Institute's Feedback by students of MMS and PGDM

Institute's Feedback by students of MMS and PGDM was taken and analysed . This feedback was taken on various parameters like, functional knowledge, canteen facilities, placement assistance, assistance in research, library and Computer lab facility etc.

The lowest two scores were for placement assistance and Canteen facilities respectively, 3.1 and 3.3 (Out of 5)

The Institute's Feedback by students of MMS and PGDM was discussed in MRM-II and feedback was shared with the concerned departments for further actions.

4. Institute's Feedback by students of PART TIME (MMM/MFM) Programme

Institute's Feedback by students of PART TIME (MMM/MFM) Programme was taken for the first time .

The feedback is analysed discussed in MRM- II . The responses were very less (Only 10 students responded) Management suggested part time head to encourage students for the AY 2018-19 feedback

5. MDP-FDP Feedback

In AY 2017-18 two FDP's were conducted and feedback was taken through Google forms .

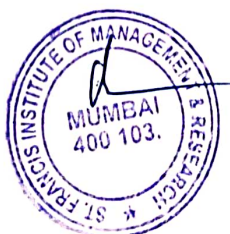
The feedback was discussed in RDC meetings and effectiveness of training was discussed. According to the feedback given by the faculty members, both the FDP's were effective .

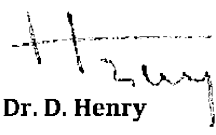
6. Guest Lecture Feedback

Feedback for 39 lectures were taken and analysed. This feedback was immediately discussed with the students, Programme heads and Director to assess the effectiveness of the lecture .

7. Canteen feedback

Canteen feedback was taken from students and faculty and staff members separately .




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Total 264 students gave their feedback about the canteen.

Also canteen feedback was taken through complaint register which is kept in the CMC department.

The feedback was analysed and shared with the Management for further action. The canteen vendor was called and asked for the improvements suggested by the students and faculty members. Canteen vendor was told to provide better physical facilities for students and staff. He was also told to maintain purchase bills and item rate file appropriately .

8. LIRC Feedback

LIRC feedback was taken from 159 students and analysed for further improvement. This feed was shared with the Management in MRM –II . The major complaints were regarding Internet speed in the library, blocking of some websites , AC facility in the reading room, appreciation to readers, library timings .

The detailed feedback action report is filed in Feedback file for reference.

9. Faculty feedback

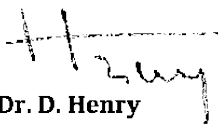
Faculty feedback was taken at the end of each semesters. (NOV 2017 and APRIL 2018)

Feedback was shared with the Chairman, Director and respective faculty members via ERP . The Director shared the feedback with faculty members individually and suggested the area for improvement. Also the training need analysis 2018-19 was done based on the faculty feedback.



Prepared by:

Vaishali Kulkarni



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Feedback 2018-2019

Action taken report

1. Parents Feedback:

Parents feedback was taken at the time of Graduation day/annual day 2019. The feedback was analysed and presented in MRM-II which was held in Jan 2019 for the management suggestions and inputs for further action.

The main action area was placements scoring the rating 4.05 (out of 5) and industry exposure 4.26(out of 5)

Management suggested CMC department to look into the matter and enhance students interaction to get their inputs about what type of assistance they required to prepare for the placement (Interview, Mock tests , personality grooming etc.) The Management also asked CMC department to visit new companies/ add new companies in the company database.

The Chairman , asked all the faculty members and head of the departments to encourage students to participate in events organized by professional institute, flexi hour projects, involve students in consultancy project, adopt project based pedagogy to overcome this problem.

2. Alumni Feedback

Alumni feedback was taken for the first time in AY 2018-19 . An exhaustive questionnaire was prepared based on the NAAC and NBA requirements to take feedback from the SFIMAR alumni. This year total 50 responses were collected.

The feedback was collected and analysed for the collected responses. Feedback form is still open on Google drive link as its an ongoing process and SFIMAR is still receiving the feedbacks fro the alumni.

Till date 78% MMS students and 22% PGDM students recorded their responses. There were 11 responses regarding the own venture started by alumni.

SFIMAR alumni are ready to contribute for the development of SFIMAR in regards with collaboration with their organization, giving summer internships, providing training to the current students, conducting workshops, mentoring etc.

Also the survey was taken to understand whether the college curriculum , teaching and learning helped them in their current job , in terms of improvement in personality, self confidence, techno managerial skills, better interpersonal skills, functional know how etc. The response was very positive.

Some comments from Alumni:

- I think student must get knowledge of share market and financial services.
 - No hands-on experience provided, No practical implementation
 - The industry trend was completely different. The curriculum at sfimar was a complete miss
 - We had personality development training and Assessment tests training in the second year which turned out to be too late for us as some of our batchmates were already placed by then. These training's should be conducted right from the first year in order to prepare students better. Also, being an HR, please if possible conduct basic SAP SuccessFactors training on different HR Modules for the HR students as this is the need of the industry at present and increases the value of the student while applying for jobs.
 - In PGDM there is a good thing that we can alter our curriculum as per the industry need, so cover all the things in it. Conduct a program/lecture which gives student self-confidence which helps them in the interview or starting a new business. Upgrade the students with the knowledge and the latest technology.
 - After working in corporates and assessing the MMS program, I realised that participants should have been more exposed to Case study's and Pre readings. It really helps in the long run while facing interviews by being well aware on the known published caselets.
 - We need focus more on the how industries are turning into the digital segment and based on that we can include some practical subjects for students

 - There was more of lecturing and less of on the job training experience. Soft skills should have been part of the program which is the basic need in any place that we work. Companies look out for ****soft skills in the candidate****.
 - Need to motivate the students from First year itself and tell them about ground realities
- This feedback was shared with the management for further action plan. Management suggested to involve more and more alumni in Institutional activities. Also it was suggested to add more practical oriented courses/modules in teaching assignments.

3. Institute's Feedback by students of MMS and PGDM

Institute's Feedback by students of MMS and PGDM was taken and analysed. This feedback was taken on various parameters like, functional knowledge, canteen facilities, placement assistance, assistance in research, library and Computer lab facility etc.

The lowest two scores were for placement assistance and Canteen facilities respectively, 3.4 and 3.6 (Out of 5)

Also parameter like ' Computer lab, SFIMAR Provides an Excellent academic resources coupled with industry-best practices to boost managerial competence & Programme curriculum quality & Overall learning experience. ' was rated at the lower level.

The Institute's Feedback by students of MMS and PGDM was discussed in MRM-II. Also it was shared with the concerned departments for further actions.

4. Institute's Feedback by students of PART TIME (MMM/MFM) Programme

Institute's Feedback by students of PART TIME (MMM/MFM) Programme was taken

The feedback is analysed discussed in MRM- II. There's improvement in Institute Feedback in 2018-19 compared to 2017-18.

Feedback : Students have rated low in terms of Classroom Infrastructure and Seminar room especially about A.C. problem, Low light in classroom, and white board issue which was not cleaned properly. Issues were resolved and taken care off, by reporting it to the maintenance department. Necessary action was taken wherein white boards of each classroom were cleaned properly on regular basis every week. A.C. servicing was done Light issue in process.

The feedback was discussed in the MRM-II. Maintenance in-charge was told to maintain the classroom infrastructure with immediate effect.

MDP-FDP Feedback

In AY 2018-19 a FDP on Quantitative and qualitative data analysis was conducted. The feedback was discussed in RDC meetings and effectiveness of training was discussed. According to the feedback given by the faculty members, the FDP was effective.

Also this year a management development programme was conducted on Market simulation. the feedback was very positive.

5. Guest Lecture Feedback

Feedback for 48 lectures were taken and analysed. This feedback was immediately discussed with the students, Programme heads and Director to assess the effectiveness of the lecture.

6. Canteen feedback

Canteen feedback was taken from students and faculty and staff members separately.

This year total 283 students gave the feedback. This time the canteen feedback was not satisfactory as many parameters were rated below 3.00.

Also canteen feedback was taken through complaint register which is kept in the CMC department.

The feedback was analysed and shared with the Management for further action. The canteen vendor was called and asked for the improvements suggested by the students and faculty members. Canteen vendor was told to provide better physical facilities for students and staff.

Also he was told to look in to the cost issues vs quantity issues.

7. LIRC Feedback

LIRC Feedback Analysis report for year 2018-19

	2016-2017		2017-2018		2018-2019	
	No. of Responses	Rating	No. of Responses	Rating	No. of Responses	Rating
Students	187	3.978	281	3.984	271	3.948
Staff/Faculty	34	4.0221	32	4.3376	31	4.109
Total	221	4.00005	313	4.1608	302	4.028

Average Rating (Students + staff + faculty) for the year 2018-19 is 4.028 where the no. of respondents (-11) were less compared to last year with average rating difference of 0.1328. Lowest Rating of 3.273063 (students feedback) & 2.258065.5 (Faculty feedback) is for the question How often do you access library OPAC or Databases from outside the library? w.r.t E-Books (in case of students) and Reserve items (in case of Faculty/staff) respectively? The reason for low rating could be varied, Print books are more preferred format over E-Books (for

students) and in case of faculty the need to reserve item is not popular as the duration for which book is issued to faculty is 90 days, which can also be renewed if there is no demand for the book.

Other low rating of 2.548387 (faculty/staff fb) and 3.276753 (student fb) for Qs. How often do you access library OPAC or Databases from outside the library? w.r.t E-Books and Reserve items respectively. Reasons for low rating is as mentioned above and the positive indication that the number of text books (multiple copies) is sufficient so lesser the need to reserve item. Request for adding more recreational and self-development books made by 1 % of the population.

Members were asked to give suggestions/comments if any. Following table shows the percentage request made by the patrons on different aspects.

Sr. No	Suggestions/comments	Percentage
1	Computer upgradation & internet speed	6.6%
2	Increase in No. of days for book issue	0.66 %
3	Appreciation	3.99 %
4	Increase in Time	1.98 %
5	Noise level	0.99%
6	Reading room ambience	0.33%
7	Plagiarism check – staff inefficiency	0.66%
8	Book condition – measure to control	0.33 %
9	Discussion room	0.66 %

Internet speed and Website access is related to IT which can be conveyed to the concerned department. 1.98% user have requested for increase in library hours which is negligible as only 26.19% users preferred library hours is in the evening, 60.26 in the afternoon and 29.97 in the morning. Upgradation of the computers and increase in internet speed shall be discussed in LAC and necessary measures to deal with the problem shall be taken in the next academic year 2019-20. LIRC team work towards meeting user needs in anticipation and in demand and look forward for continuous improvement to serve them with the best information services. LIRC

team thank the members to give their valuable feedback and the management for their continuous support in funding for the resources.

8. Employee Feedback:

Employee feedback from all the SFIMAR employees was taken and submitted to the management for analysis and action. The feedback was analysed and shared with all the employees by the Chairman. The action points were discussed during top management audit and MRM-II

9. Faculty feedback

Faculty feedback was taken at the end of each semesters. (NOV 2018 and APRIL 2019)

Feedback was shared with the Chairman, Director and respective faculty members via ERP . The Director shared the feedback with faculty members individually and suggested the area for improvement. Also the training need analysis 2019-20 was done based on the faculty feedback.

10. Corporate Feedback:

Corporate feedback was taken by CMC dept. after completion of summer projects 2018.

The students were called and counselled on the basis of feedback.

11. Peer Review:

The peer review was taken by all the faculty members, specialization wise. The review was directly submitted to the chairman via email. The chairman disused the reviews with all the faculty members. It was suggested by the chairman to add the qualitative/ descriptive feedback in it.

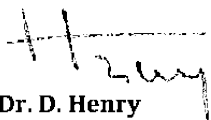

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