

# DES's INSTITUTE OF MANAGEMENT DEVELOPMENT AND RESEARCH, PUNE

## MANDEATORY SELF - DISCLOSURE

### 1. Name of the Institution

#### **Institute of Management Development and Research, Pune**

DES Campus, Agarkar Road, Deccan Gymkhana,

Pune - 411 004

Mail ID: administration@imdr.edu

Contact no – 020 67656103/6104

### 2. Name and address of the Trust and the Trustees

#### **Deccan Education Society, Pune**

#### **Trustees - Contact Details**

| Sr. No. | Name                          | Designation | Address                                                                                      | contact    | DES Email Id               |
|---------|-------------------------------|-------------|----------------------------------------------------------------------------------------------|------------|----------------------------|
| 1       | Shri. Pramod Rawat            | Trustee     | 484/93 B Mitramandal colony, Parvati, Pune – 411 009.                                        | 9822194895 | Chairman@despune.org       |
| 2       | Shri. Ashok Palande           | Trustee     | Bungalow No. 21, S. No. 64, Gera Green Ville Society, Kharadi, Pune 411 014.                 | 9607944664 | ashok.palande@despune.org  |
| 3       | Shri. Anant Hari Joshi        | Trustee     | Nandadeep, plot no.6 dattadarshan society, genda mala,satara-415002                          | 9657719827 | anant.joshi@despune.org    |
| 4       | Adv. Neel Helekar             | Trustee     | Flat No.15, 2nd Floor,Mayur Building, V.P.Road, Near Congress House, Girgaon, Mumbai- 400004 | 9820378297 | neel.helekar@despune.org   |
| 5       | Shri. Jagdish Kadam           | Trustee     | Shashwat, 536, SindCo.op. Hsg. Soc., Aundh, Pune 411 007.                                    | 9822077000 | jagdish.kadam@despune.org  |
| 6       | Dr. Ravindra Shriram Acharya  | Trustee     | H-12 A, Swapnashilp Society, Ganesh Nagar, Kothrud, Pune - 411052                            | 9545091515 | ravi.acharya@despune.org   |
| 7       | Shri. Vivek Madhukar Mathkari | Trustee     | A2/3 Ganesh Nagar Society, Opp. Bhelkenagar, Pune - 411038                                   | 9422500655 | vivek.mathkari@despune.org |

### 3. Name and Address of Director

#### **Dr. Shikha Jain**

Director's Bungalow

Institute of Management Development and Research,

DES Campus, Agarkar Road, Deccan Gymkhana, Pune - 411 004

Contact - 9225340939, E mail - Director@imdr.edu

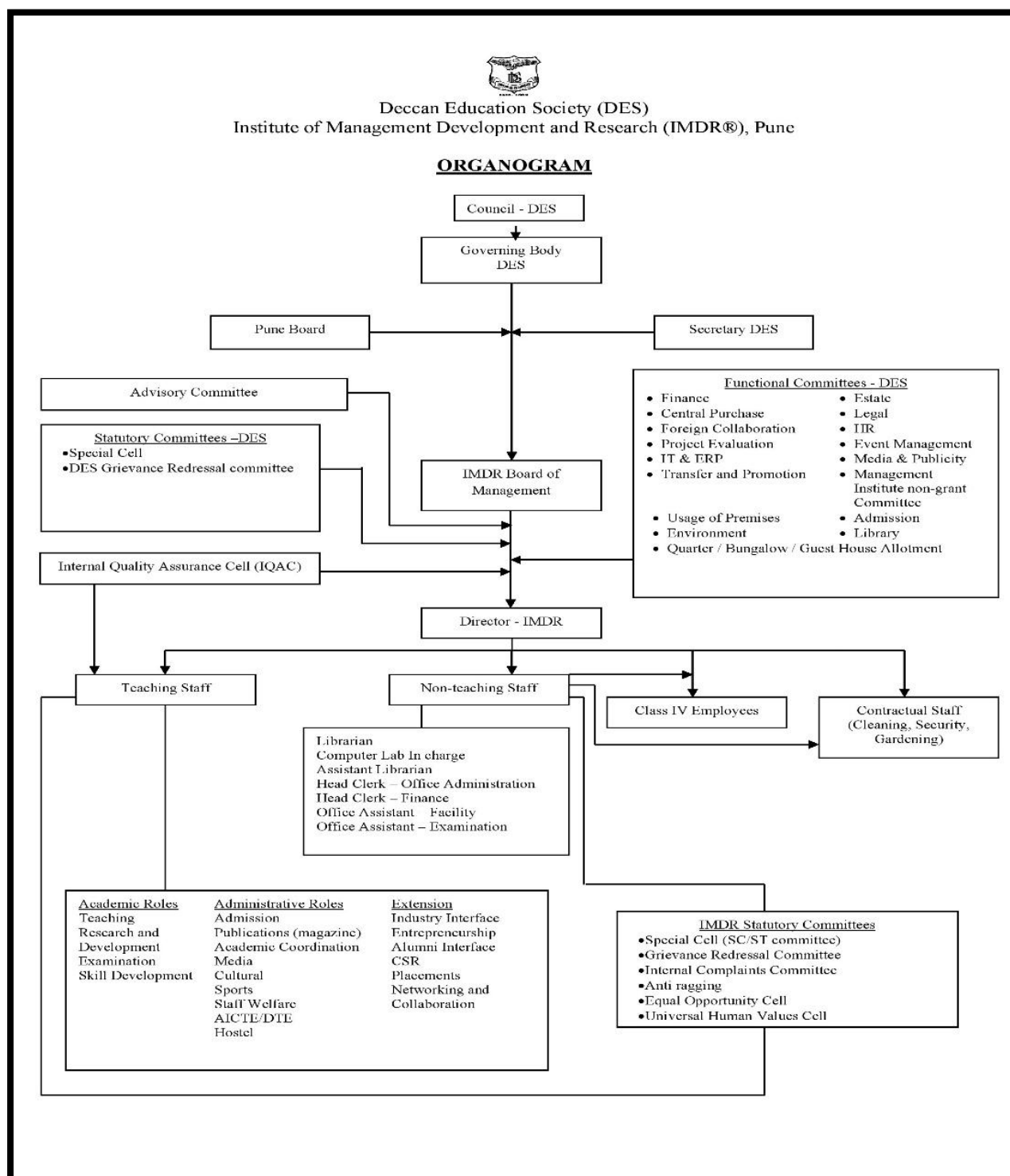
**4. Name of Affiliating University -**

Not Applicable

**5. Governance –****Board of Management:**

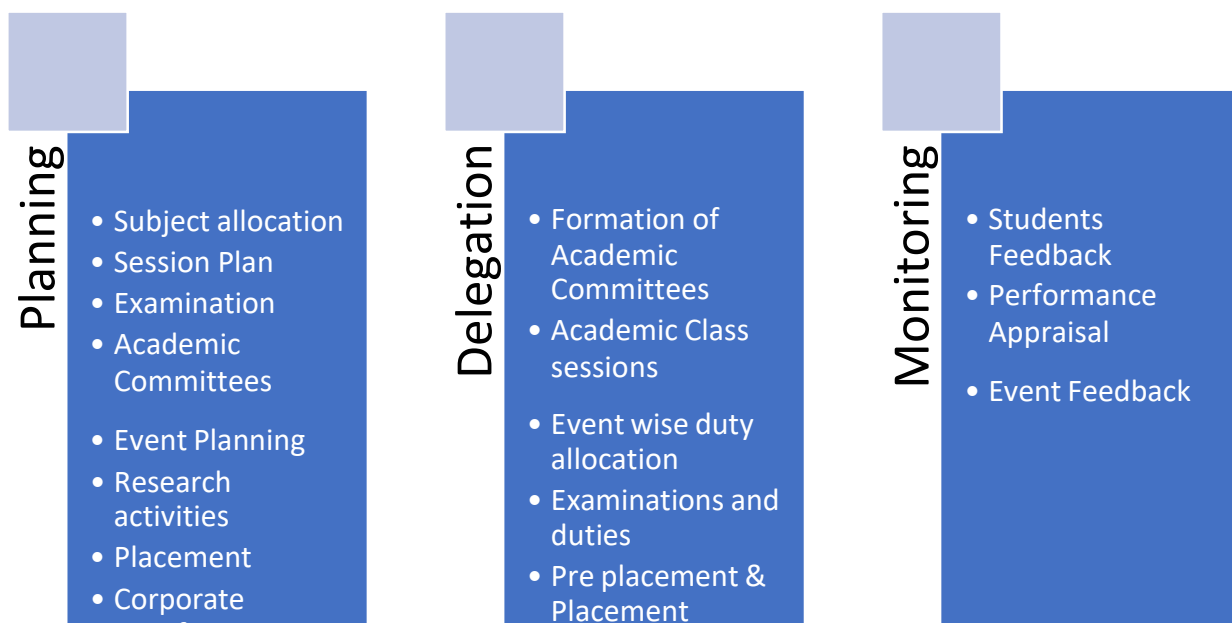
| S.N | Name and Profile                                                                                                                                                              | Role                                                                     |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| 1   | Shri Jagdish Kadam<br>Trustee, DES.<br>Chairman and MD, Raj Path Infracon Pvt. Ltd                                                                                            | Industrialist – DES nominee<br>Chairman                                  |
| 2   | Shri Rajendra Jog<br>Member-Council<br>Owner, Jog Software Solutions Limited                                                                                                  | Industrialist – DES nominee                                              |
| 3   | CA Vivek Mathkari<br>Member, Governing Body<br>V. M. Mathkari & co.                                                                                                           | Industrialist – DES nominee                                              |
| 4   | Shri Makarand Patil<br>Member-Council Managing Director,<br>Softview Technologies Pvt. Ltd                                                                                    | Industrialist – DES nominee                                              |
| 5   | Dr. Vinaykumar Acharya<br>Member, DES Council & Governing Body<br>Associate Professor, Department of Mathematics, and<br>Vice Principal, Fergusson College (Autonomous), Pune | Technologist – DES nominee                                               |
| 6   | Dr. Jagdeesh Lanjekar<br>Member, DES Council<br>Vice Principal, Brihan Maharashtra College of<br>Commerce                                                                     | Educationist – DES nominee                                               |
| 7   | Dr. S.V.D.Nageswara Rao<br>Professor, Shailesh J. Mehta School of Management<br>IIT Bombay                                                                                    | Nominee of AICTE                                                         |
| 8   | Nominee of State Government                                                                                                                                                   | Nominee of State Government                                              |
| 9   | Industrialist/Technologist/Educationist nominated by<br>State Government                                                                                                      | Industrialist/Technologist/Educationist<br>nominated by State Government |
| 10  | Dr. Abhijeet Shivane<br>Professor, IMDR                                                                                                                                       | Faculty Representative                                                   |
| 11  | Dr. Suraj Kamble<br>Associate Professor, IMDR                                                                                                                                 | Faculty Representative                                                   |
| 12  | Shri. Kiran Kadam<br>Computer Lab Assistant, IMDR                                                                                                                             | Non-teaching Staff Representative                                        |
| 13  | Dr. Shikha Jain<br>Director, IMDR                                                                                                                                             | Member Secretary                                                         |

## i. Organizational chart:

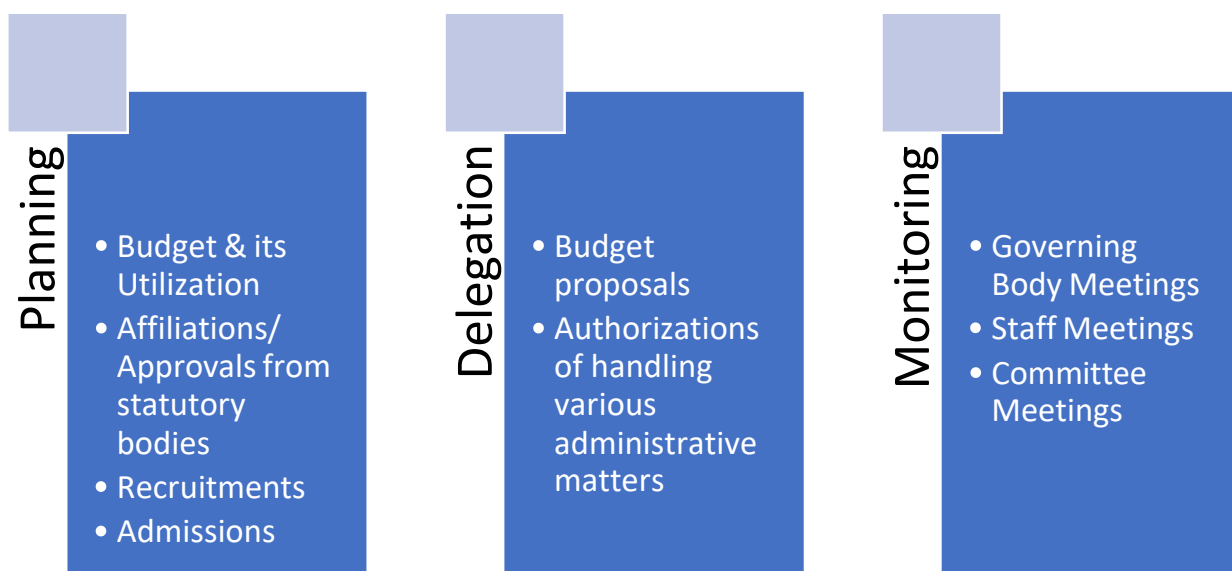


## **Mechanism/ Norms and Procedure for democratic/ good Governance**

### **1. Academics**



### **2. Administration**



## **ii. Grievance Redressal mechanism for Faculty, staff and students**

- In order to provide opportunities for redressal of certain grievances of students already enrolled in any institution, as well as for those seeking admission to such institutions, AICTE has notified All India Council for Technical Education (Redressal of Grievance of Students) Regulations, 2019 vide F. No. 1-101/PGRC/AICTE/Regulation/2019 dated 07.11.2019 for establishment of grievance redressal mechanism for all AICTE approved Technical Institutions. As per these rules and regulations addressed by the AICTE, for student or other stake holders in an Institution, “Grievance Redressal Committee” of Institute of Management Development and Research, Pune, has been constituted with following Staff in different positions to enquire the nature and extent of grievance with the following guidelines -
- A complaint from an aggrieved student relating to the institution shall be addressed to the Chairperson, Student Grievance Redressal Committee (SGRC).
- Every AICTE approved institution shall constitute Student Grievance Redressal Committee (SGRC) with the following composition, namely:
  - Principal of the College- Chairperson
  - Three senior members of the teaching faculty to be nominated by the Principal as Members and out of three one member shall be female and other from SC/ST/OBC category
  - A representative from among students of the College to be nominated by the Principal based on academic merit/excellence in sports/performance in co-curricular activities-
  - Special Invitee.
- The term of the members and the special invitee shall be of two years.
- The quorum for the meeting including the Chairperson, but excluding the special invitee, shall be three.
- In considering the grievances before it, the SGRC shall follow principles of natural justice.
- The SGRC shall send its report with recommendations, if any, to the concerned institution and a copy thereof to the aggrieved student, within a period of 15 days from the date of receipt of the complaint.
- Any student aggrieved by the decision of the Student Grievance Redressal Committee may prefer an appeal to the Ombudsperson, within a period of fifteen days from the date of receipt of such decision.

**iii. Establishment of Anti-Ragging Committee**

| <b>Name</b>                                   | <b>Designation</b>                              |
|-----------------------------------------------|-------------------------------------------------|
| Dr. Shikha Jain                               | Director                                        |
| API Ganesh Jadhav                             | Representative from Police Administration       |
| Mr. adinath shirsath                          | Representative from Civil Administration        |
| Shri. Sanjay Mayekar                          | Representative of Local Media                   |
| Ms. Suniti Parundekar                         | Representative of NGO                           |
| Dr. Suraj Kamble                              | Faculty Member                                  |
| Prof. Arati Pendse                            | Faculty Member                                  |
| Mr. Harshad Abhyankar                         | Exam Co-ordinator                               |
| Mr. Manoj Wagh                                | Parent Representative                           |
| Mr.Hrishikesh Latawade<br>Ms. Sakshi Jondhale | Student Representatives DM II                   |
| Mr. Amod Deodhar<br>Ms. Aditi Pawar           | Student Representatives DM I                    |
| Mrs. Aparna Malvatkar                         | Non-Teaching Staff member                       |
| Prof. Darshan Bagade                          | Faculty Member<br>Anti-Ragging Squad            |
| Mr. Pradeep Thopte                            | Non-Teaching Staff member<br>Anti-Ragging Squad |

**iv. Online Grievance Redressal Mechanism**

Student grievances may be submitted online using the following link –

[https://docs.google.com/forms/d/1vUVnXlhQYYIkSpPQv9-9n02rLS7eNfWUTP\\_gfneCKb0/viewform?edit\\_requested=true](https://docs.google.com/forms/d/1vUVnXlhQYYIkSpPQv9-9n02rLS7eNfWUTP_gfneCKb0/viewform?edit_requested=true)

**v. Ombudsman details are as follows -**

|                                                                                   |                                                                                                                |
|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| Committee type                                                                    | OMBUDSMAN                                                                                                      |
| AICTE Notification no.                                                            | F.No. 1-101/PGRC/AICTE/Regulation/2019                                                                         |
| Dated                                                                             | 13-08-2020                                                                                                     |
| Name of the Ombudsperson                                                          | Dr. Devi Singh                                                                                                 |
| Address                                                                           | C/o Grievance Redressal Cell, All India Council of Technical Education, Nelson Mandela Marg, New Delhi -110070 |
| e-mail address                                                                    | pubgrv@aicte-india.org                                                                                         |
| Designation (Not below the rank of District Retired Judge or a Retired Professor) | Former Director, IIM, Lucknow                                                                                  |

### **Grievance Redressal Committee -**

| <b>Name</b>           | <b>Designation</b>         |
|-----------------------|----------------------------|
| Dr. Shikha Jain       | Director-IMDR              |
| Prof. Shaunak Mainkar | Faculty Member             |
| Dr. Pritha Ubgade     | Faculty Member             |
| Dr. Suraj Kamble      | Faculty Member             |
| Mrs. Amita Kulkarni   | Controller of Examinations |
| Mr. Harshad Abhyankar | Exam Co-ordinator          |
| Mrs. Lata Jori        | Non-Teaching member        |
| Ms. Aanchal Dudhani   | Student Representative     |

#### **vi. Establishment of Internal Complaint Committee (IC)**

The Internal Complaints Committee (IC) receives and redresses complaints related to sexual harassment on IMDR campus.

| <b>Name</b>          | <b>Designation</b>        |
|----------------------|---------------------------|
| Dr. Vipra Tiwari     | Presiding Officer         |
| Prof. Arati Pendse   | Faculty Member            |
| Dr. Suraj Kamble     | Faculty Member            |
| Mr Sambhaji Salunkhe | Non-Teaching Staff member |
| Mrs. Lata Jori       | Non-Teaching Staff member |
| Ms Pooja Tripathi    | Student Member DM II      |
| Mr Prathmesh Vyas    | Student Member DM I       |
| Ms Shreya Solanke    | Student Member DM I       |
| Mr Rahul Kuskar      | Representative from NGO   |

**vii. Establishment of Committee for SC/ ST - Special Cell**

|                       |                  |
|-----------------------|------------------|
| Shri Milind Kamble    | Chairman         |
| Dr.Vinaykumar Acharya | Member           |
| Dr.Ravindra Kulkarni  | Member           |
| Adv.Rajashree Thakar  | Member           |
| Dr.Anand Katikar      | Member           |
| Dr Jagdish Lanjekar   | Member-Secretary |

**viii. Internal Quality Assurance Cell**

**Objectives and Scope**

IQAC shall evolve mechanisms and procedures for -

- i. Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks
- ii. Relevant and quality academic/ research programs
- iii. Equitable access to and affordability of academic programs to all
- iv. Optimization and integration of modern methods of teaching and learning
- v. The credibility of assessment and evaluation process
- vi. Ensuring the adequacy, maintenance and proper allocation of support structure and services
- vii. Sharing of research findings and networking with other institutions in India and abroad.

**Functions**

Some of the functions expected of the IQAC are -

1. Development and application of **quality benchmarks**
2. **Parameters for various academic and administrative activities** of the institution
3. Facilitating the **creation of a learner-centric environment** conducive to quality education and faculty maturation to adopt therequired knowledge and technology for participatory teaching and learning process
4. Collection and analysis of **feedback from all stakeholders** on quality-related institutional processes
5. **Dissemination of information** on various quality parameters to all stakeholders
6. Organization of **inter and intra institutional workshops, seminars** on quality related themes and promotion of quality circles;
7. **Documentation** of the various programs/activities leading to quality improvement

8. Acting as a nodal agency of the Institution for coordinating **quality-related activities**, including adoption and dissemination of best practices
9. Development and maintenance of **institutional database through MIS** for maintaining /enhancing the institutional quality
10. Periodical conduct of **Academic and Administrative Audit** and its follow-up
11. Preparation and submission of the **Annual Quality Assurance Report (AQAR)** as per standard guidelines and parameters.

#### **Composition of the IQAC**

| S.N. | Name                                                                                                                                          | Details                                   |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|
| 1    | Dr. Shikha Jain                                                                                                                               | IQAC Chairperson                          |
| 2    | Dr. Suraj Kamble                                                                                                                              | Faculty Member                            |
| 3    | Dr. Sonali Khurjekar                                                                                                                          | Faculty Member                            |
| 4    | Prof. Shaunak Mainkar                                                                                                                         | Faculty Member                            |
| 5    | Dr. Samir Terdalkar<br>Assistant Professor, Fergusson College                                                                                 | Management Representative                 |
| 6    | Prof. Amita Kulkarni                                                                                                                          | Controller of Examinations                |
| 7    | Dr. Swati Shiradkar<br>Professor in Department of OBGY and<br>IQAC co-ordinator at MGM Medical<br>college Aurangabad, Maharashtra             | Representative of Civil Society           |
| 8    | Sakshi Shrikant Awate                                                                                                                         | Student Representative                    |
| 9    | Mr. Rajeev Sanghavi, Founder &<br>Director, Fortune Personnel Services                                                                        | Alumni Representative                     |
| 10   | Mr. Deepak Karandikar,<br>Managing Director & CEO,<br>Praditi Press Parts Pvt. Ltd.                                                           | Alumni Representative                     |
| 11   | Mr. Anil Kulkarni,<br>Strategy & leadership Coach                                                                                             | Employer/ Industrialist<br>Representative |
| 12   | Mr. Chakor Gandhi, Founding Director,<br>Professional Certified Coach -<br>International Coach Federation, G.G.<br>Career Consultants Pvt Ltd | Employer/ Industrialist<br>Representative |
| 13   | Mr. Narendra Kamath, Chief Operating<br>Officer – Supply chain & Asset Finance<br>Business, Tata Capital                                      | Employer/ Industrialist<br>Representative |
| 14   | Dr. Shweta Jain<br>Associate Professor                                                                                                        | IQAC Coordinator                          |

## ix. Equal Opportunity Facilitation Cell

| Sr. No. | Name                      | Designation                       |
|---------|---------------------------|-----------------------------------|
| 1       | Prof. Arati Pendse        | Nodal Officer EOFC Faculty Member |
| 2       | Dr. Vipra Tiwari          | Faculty Member                    |
| 3       | Mrs. Lata Jori            | Non-Teaching member               |
| 4       | Prachiti Shetkar          | Student DM I                      |
| 5       | Mr. Kapil Chhabilal Patil | Student DM II                     |
| 6       | Ms. Snehal Mandake Joshi  | NGO Representative                |
| 7       | Mr. Sambhaji Salunkhe     | Non-Teaching Member/Secretary     |

## X. Universal Human Values (UHV) Cell

| Sr. No. | Name                  | Designation      | Role                   |
|---------|-----------------------|------------------|------------------------|
| 1       | Dr. Shikha Jain       | Director         | Chairperson            |
| 2       | Dr. Suraj Kamble      | Faculty Member   | Convener               |
| 3       | Prof Pratik Potdar    | Faculty Member   | Coordinator            |
| 4       | Dr Vipra Tiwari       | Faculty Member   | Faculty Representative |
| 5       | Mr. Sambhaji Salunkhe | Office Assistant | Staff Representative   |
| 6       | Mr Rudra Joglekar     | Student PGDM I   | Student Representative |
| 7       | Mr Om Paranjape       | Student PGDM I   | Student Representative |
| 8       | Mr Suraj Patil        | Student PGDM I   | Student Representative |
| 9       | Ms Prachiti Shetkar   | Student PGDM I   | Student Representative |
| 10      | Ms Shivani Autdade    | Student PGDM I   | Student Representative |
| 11      | Ms Unnati Chakraborty | Student PGDM I   | Student Representative |

## 6. Programmes

### i. Name of Programmes approved by AICTE

Post Graduate Diploma in Management

Fellowship Management Program

|      |                                              |                                          |
|------|----------------------------------------------|------------------------------------------|
| ii.  | Name/ List of Programmes/ Courses Accredited | Post Graduate Diploma in Management      |
| iii. | Accreditation Status                         | Accredited for Years 2023-24,24-25,25-26 |
| iv.  | Total number of Courses                      | 01                                       |

### Programme details

| Sr. No | Particular      | Data                |                     |            |
|--------|-----------------|---------------------|---------------------|------------|
| A      | Name            | PGDM                | PGDM (WP)           | FPM        |
| B      | Number of seats | 180                 | 60                  | 10         |
| C      | Duration        | Two Years Full Time | Two Years Full Time | Four Years |

|   |                                                             |                |                |                |
|---|-------------------------------------------------------------|----------------|----------------|----------------|
| D | Cut off marks/rank of admission during the last three years | Not Applicable | Not Applicable | Not Applicable |
|---|-------------------------------------------------------------|----------------|----------------|----------------|

|            |                                                      |                             |
|------------|------------------------------------------------------|-----------------------------|
| <b>Fee</b> | PGDM I - Rs. 3.00 lakhs,<br>PGDM II - Rs. 3.00 lakhs | FPM - Total –<br>6.00 lakhs |
|------------|------------------------------------------------------|-----------------------------|

## 7. Faculty

| S.N. | Name of faculty           | Designation          |
|------|---------------------------|----------------------|
| 1    | Dr. Shikha Jain           | Professor & Director |
| 2    | Dr. Abhijeet Shivane      | Professor            |
| 3    | Dr. Suraj Kamble          | Associate Professor  |
| 4    | Dr. Sanmath Shetty        | Associate Professor  |
| 5    | Dr. Vipra Tiwari          | Associate Professor  |
| 6    | Dr. Prashant Dhopavkar    | Associate Professor  |
| 7    | Dr. Sonali Khurjekar      | Associate Professor  |
| 8    | Prajakta Pradhan          | Assistant Professor  |
| 9    | Dr. Pritha Ubgade         | Assistant Professor  |
| 10   | Dr. Gopa Das              | Assistant Professor  |
| 11   | Mr. Pratik Potdar         | Assistant Professor  |
| 12   | Mrs. Arati Pendse         | Assistant Professor  |
| 13   | Mrs. Amita Kulkarni       | Assistant Professor  |
| 14   | Mr. Harshad Abhyankar     | Assistant Professor  |
| 15   | Mrs. Chanda Gaikwad       | Assistant Professor  |
| 16   | Dr. Nishita Desai         | Assistant Professor  |
| 17   | Mr. Darshan Ramesh Bagade | Assistant Professor  |
| 18   | Mr. Shaunak Mainkar       | Assistant Professor  |
| 19   | Dr. Shweta Jain           | Associate Professor  |
| 20   | Mr. Hrishikesh Khaladkar  | Assistant Professor  |
| 21   | Mrs. Nisha Sah Gangola    | Assistant Professor  |
| 22   | Dr. Sonal Patil           | Assistant Professor  |
| 23   | Mrs. Anjali Naik          | Assistant Professor  |
| 24   | Mr. Maneesh Dileep Shirke | Assistant Professor  |
| 25   | Mrs. Gauri Kapoor         | Assistant Professor  |
| 26   | Mr. Paresh Satish Gore    | Assistant Professor  |
| 27   | Mrs. Janvi Shrirang Sathe | Assistant Professor  |

**Faculty: Student Ratio - 1:20**

### Faculty Details

| Sr. No. | Name                   | Date of Birth | Education Qualifications     | Teaching Experience (years) | Industry/ Other Experience ( years) | Research Experience (years) | Area of Specialization                  | Subjects taught                                                                                                                                                                                                                                                                                                 | Research guidance (No of Students) | Ph.D.     | Projects Carried out - Name                                                                                                           | No. of papers published | No. of Research Publication | Books published |
|---------|------------------------|---------------|------------------------------|-----------------------------|-------------------------------------|-----------------------------|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-----------|---------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-----------------------------|-----------------|
| 1       | Dr. Shikha Jain        | 29-09-1974    | PGDM, SET, Ph.D, M.A.        | 26                          |                                     | 21                          | Marketing, General Mgt.                 | Product Brand Mgt.<br>Pricing Management<br>Strategic Management<br>Managerial Economics                                                                                                                                                                                                                        |                                    | Completed |                                                                                                                                       | 23                      | 23                          | 2               |
| 2       | Dr. Abhijeet Shivane   | 21-10-1973    | PhD, MBA, MMS, DBM, BE(Mech) | 25                          | 4                                   | 11                          | Supply Chain & Operations               | Business Statistics, Introduction to Supply Chain & Operations Management, Procurement Management, Logistics Management, Manufacturing Management                                                                                                                                                               | 1                                  | Completed | Study of Feasibility of Merging the Energy Meters of IMDRâ€™s On-grid Rooftop Solar PV System at IMDRâ€™s Survey of PMPML Bus Drivers | 18                      | 26                          | 8               |
| 3       | Dr. Suraj Kamble       | 15-04-1986    | PhD, NET, MBA                | 16                          | 1                                   | 15                          | Marketing                               | Management Processes<br>Basics of Marketing<br>Marketing Management<br>Personal Selling and Sales Management<br>Retail Management<br>Services Management<br>Digital Marketing<br>Integrated Marketing Communication<br>Marketing Research<br>Labour Laws<br>Industrial Relation                                 |                                    | Completed |                                                                                                                                       | 37                      | 37                          | 2               |
| 4       | Dr. Sanmath Shetty     | 18-03-1985    | Ph.D., MBA, BA               | 15                          | 1                                   | 12                          | Human Resource Management               | Legal Aspects of Business, Human Resource Management, Organizational Behaviour, Employee Legislation, Strategic Management                                                                                                                                                                                      |                                    | Completed |                                                                                                                                       | 6                       | 10                          | 3               |
| 5       | Dr Vipra Tiwari        | 27-02-1977    | PhD, MPM, PGDM(IB), B. Tech  | 21                          | 2                                   | 3                           | Human Resources, International Business | Intl HRM, Organisation Design , Theory of communication , HRM, Organization Behaviour, Emotional Intelligence                                                                                                                                                                                                   |                                    | Completed |                                                                                                                                       | 4                       | 3                           |                 |
| 6       | Dr. Prashant Dhopavkar | 07-01-1976    | PhD., M.A, B.E               | 9                           | 28                                  |                             | Information technology, Economics       | Business Analytics, Business Analysis, Financial Derivatives, Security Analysis and Portfolio Management, Fixed Income Securities, Managerial Economics, Software project Management, HR IT systems, IT Project Management, E-Business, Management Information Systems, Industry Analysis, New Venture Creation |                                    | Completed |                                                                                                                                       |                         |                             | 2               |

| Sr. No. | Name                       | Date of Birth | Education Qualifications                    | Teaching Experience (years) | Industry/ Other Experience (years) | Research Experience (years) | Area of Specialization                 | Subjects taught                                                                                                                                                                              | Research guidance (No of Students) | Ph.D.     | Projects Carried out - Name                                                                                                               | No. of papers published | No. of Research Publication                 | Books published |
|---------|----------------------------|---------------|---------------------------------------------|-----------------------------|------------------------------------|-----------------------------|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-----------|-------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|---------------------------------------------|-----------------|
| 7       | Dr. Sonali Khurjekar       | 20-06-1973    | B. Pharmacy, MBS, PhD                       | 13                          |                                    | 10                          | Human Resource                         | Strategic Management, Entrepreneurship Development, Employee and Industrial Relations, Business Communication                                                                                | 1                                  | Completed | Comparative Analysis of HR Practices in Public and Private Hospitals in Pune.(Funded by Bharati Vidyapeeth Deemed to be University, Pune) | 12                      | 12 (Journals) 03 (International Conference) | 4               |
| 8       | Prof. Prajakta Pradhan     | 16-10-1984    | M.A (Economics), PGDIT, MMM                 | 16                          | 2                                  |                             | International Trade and Marketing      | Commercial Geography and Foreign Trade, Exim Policy and Procedures, Economics of Foreign Trade, Transport Insurance and International Marketing                                              |                                    |           |                                                                                                                                           |                         |                                             |                 |
| 9       | Dr Pritha Ubgade           | 25-11-1984    | BE (IT)+ MBA (Marketing and HR)+ PhD        | 9                           | 2.3                                | 5                           | Marketing                              | Systems Thinking, Consumer Behavior, Design Thinking, Business Research Methods, Marketing Strategy                                                                                          |                                    | Completed |                                                                                                                                           | 5                       | 5                                           | 1               |
| 10      | Dr. Gopa Das               | 19-09-1983    | Ph. D, MPM, PGDM                            | 16                          | 0.6                                | 4                           | Human Resources                        | Organizational Behavior and Psychology for Managers, Training and Development, Competency-Based Human Resource Management, Compensation Management, Human Resource Management                | 1                                  | Completed | 1- HR On Boarding and Off Boarding manual at DES                                                                                          | 19                      | 19                                          | 3               |
| 11      | Prof. Pratik Potdar        | 10-06-1989    | MCom, MPhil (Commerce), CA (Inter), CS, SET | 11.5                        | 4.5                                |                             | International Trade                    | Geopolitics and International Relations, Business Ethics and Values, Sociology for Managers, Rural Entrepreneurship, International Conventions and Institutions, Family Business Management, |                                    | Ongoing   |                                                                                                                                           | 1                       | 1                                           | 1               |
| 12      | Prof. Arati Pendse         | 12-03-1968    | M. A., LL.B, B.Sc, PGDC, ADCSSA.            | 25                          | 25                                 | 6                           | Psychology and Counseling              | Career Development, Positive Psychology, Counseling Psychology,                                                                                                                              |                                    |           |                                                                                                                                           | 1                       | 1                                           | 2               |
| 13      | Mrs. Amita Kulkarni        | 29-12-1975    | Masters in Personnel Management             |                             | 8                                  |                             | Human Resource                         |                                                                                                                                                                                              |                                    |           |                                                                                                                                           |                         |                                             |                 |
| 14      | Mr. Harshad Abhyankar      | 29-02-1988    | M.B.A.                                      |                             | 10                                 |                             | Marketing                              |                                                                                                                                                                                              |                                    |           |                                                                                                                                           |                         |                                             |                 |
| 15      | Mrs. Chanda Ganesh Gaikwad | 18-08-1983    | MBA                                         |                             | 3                                  |                             | Finance and Marketing                  |                                                                                                                                                                                              |                                    |           |                                                                                                                                           |                         |                                             |                 |
| 16      | Dr. Nishita Desai          | 06-07-2025    | Phd in Management, MBA (HR), B.Com          | 2.4                         | 2.4                                | 5                           | Human Resource Mangement and Marketing | Self and Career Development Business Communication HR Planning and Talent Acquisition Integrated Marketing Communications                                                                    |                                    | Completed |                                                                                                                                           | 4                       | 4                                           | 1               |

| Sr. No. | Name                         | Date of Birth | Education Qualifications                      | Teaching Experience (years) | Industry/ Other Experience (years) | Research Experience (years) | Area of Specialization                | Subjects taught                                                                                                                                                                                                                                                                                                                                                                | Research guidance (No of Students) | Ph.D.     | Projects Carried out - Name | No. of papers published | No. of Research Publication | Books published |
|---------|------------------------------|---------------|-----------------------------------------------|-----------------------------|------------------------------------|-----------------------------|---------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-----------|-----------------------------|-------------------------|-----------------------------|-----------------|
| 17      | Prof. Darshan Bagade         | 14-01-1997    | M.Com, NET                                    | 5                           | 3                                  |                             | Finance                               | Accounting for Managers, Corporate Finance, Taxation Dynamics, Financial Management, Venture Capital and Private Equity                                                                                                                                                                                                                                                        |                                    | Ongoing   |                             | 2                       |                             | 1               |
| 18      | Prof. Shaunak Mainkar        | 12-10-1995    | MCOM NET SET                                  | 7                           | 3                                  |                             | Finance                               | Security Analysis and Portfolio Management<br>Managerial Economics<br>Financial Planning & Wealth Management<br>Derivatives                                                                                                                                                                                                                                                    |                                    | Ongoing   |                             | 5                       | 5                           | 1               |
| 19      | Dr. Shweta Jain              | 01-09-1974    | Ph.D., NET, SET, MBA, M.Com. PGDPM&LW, B.Com. | 19                          |                                    | 7                           | Finance and Human Resource Management | International Finance, Strategic Cost Management, Financial Management, Managerial Accounting, Project Finance, Mergers Acquisitions & Corporate Restructuring, Organizational Behavior, Advanced Financial Management, Strategic Financial Management, Financial Institutions Markets & Services                                                                              | 1                                  | Completed |                             | 28                      | 11                          | 1 Chapter       |
| 20      | Prof. Hrishikesh Khaladkar   | 30-10-1985    | M.Sc. Mathematics                             | 14                          |                                    |                             | Mathematics                           | Management of Quality, Business Statistics, Data Science for Business, Machine Learning using Advanced Analytical Tools, Introduction to ERP-SAP, Operational Research                                                                                                                                                                                                         |                                    |           |                             |                         |                             | 4               |
| 21      | Prof. Nisha Sah Gangola      | 10-09-1992    | M.Phil., NET, M.Com                           | 6                           |                                    |                             | Marketing                             | Business Communication, Marketing Management, Product and Brand Management, Services Management, Retail Management, Entrepreneurship Lab                                                                                                                                                                                                                                       |                                    | Ongoing   | -                           | 1                       |                             |                 |
| 22      | Dr. Sonal Patil              | 09-07-1987    | PhD Tech (Food Engineering and Technology)    | 6                           | 4                                  | 14                          | Food Processing                       | Food Business Management, Agri Business Management, Biochemical Engineering, Food Chemistry, Waste Management                                                                                                                                                                                                                                                                  |                                    | Completed |                             | 33                      | 33                          |                 |
| 23      | Prof. Anjali Ramkrishna Naik | 27-08-1976    | M.Sc. Computer Science                        | 20                          | 3.5                                |                             | Computer Science                      | Business Information Systems, Risk Management, Project Management, Business Intelligence and Decision support, HR and Process Automation, Software Project Management, Object Oriented programming, Data Mining, Advanced Modelling Techniques, Unified Modelling Language, Software Engineering, Object Oriented Software Engineering, Python, Management Information Systems |                                    |           |                             | 1                       | 1                           |                 |

| Sr. No. | Name                   | Date of Birth | Education Qualifications                                                                         | Teaching Experience (years) | Industry/ Other Experience (years) | Research Experience (years) | Area of Specialization | Subjects taught                                                                        | Research guidance (No of Students) | Ph.D.   | Projects Carried out - Name | No. of papers published | No. of Research Publication | Books published |
|---------|------------------------|---------------|--------------------------------------------------------------------------------------------------|-----------------------------|------------------------------------|-----------------------------|------------------------|----------------------------------------------------------------------------------------|------------------------------------|---------|-----------------------------|-------------------------|-----------------------------|-----------------|
| 24      | Prof. Maneesh Shirke   | 17-11-1984    | PGDM                                                                                             | 0                           | 15                                 | 0                           | Marketing              | Digital Marketing, Ethics and AI                                                       | 0                                  |         |                             |                         |                             |                 |
| 25      | Prof. Gauri Kapoor     | 10-12-1996    | M.Sc. International Business Economics and Finance   B.A. (Hons) Economics   UGC-NET (Economics) | 2                           |                                    | 2                           | International Trade    | Commercial Geography and International Trade, Global Sourcing, EXIM Policy and Customs |                                    | Ongoing |                             |                         |                             |                 |
| 26      | Mr. Paresh Satish Gore | 19-01-1996    | MBA                                                                                              |                             | 6                                  |                             | Sales and Marketing    |                                                                                        |                                    |         |                             |                         |                             |                 |
| 27      | Mrs. Janvi Sathe       | 29-08-1997    | MBA                                                                                              |                             | 5                                  |                             | HR & Finance           |                                                                                        |                                    |         |                             |                         |                             |                 |

## 9. fee

- i. No. of Fee waivers granted with amount and name of students - NA
- ii. Number of scholarship offered by the Institution, duration and amount – NA

## 10. Admission

### i. Number of seats sanctioned with the year of approval

- PGDM -180
- PGDM (WP) - 60
- FPM – 10

### ii. Number of Students admitted under various categories each year in the last three years

|                                                            | PGDM    |         |         | PGDM<br>WP  | FPM  | FPM  |
|------------------------------------------------------------|---------|---------|---------|-------------|------|------|
|                                                            | 2024-26 | 2023-25 | 2022-24 | 2024-<br>26 | 2024 | 2023 |
| General                                                    | 121     | 108     | 101     | 44          | 4    | 3    |
| OBC<br>Male<br>(including<br>VJ, NT-<br>DT, SBC,<br>Other) | 40      | 42      | 54      |             |      |      |
| SC                                                         | 4       | 8       | 6       |             |      |      |
| ST                                                         |         | 1       |         |             |      |      |
| Minority                                                   | 15      | 21      | 19      |             |      |      |
| Total                                                      | 180     | 180     | 180     | 44          | 4    | 3    |

### iii. Number of applications received during last two years for admission under Management Quota and number admitted

- Not Applicable

## 11. Admission Procedure

- i. URL link - [https://www.imdr.edu/public/article/admission\\_process.html](https://www.imdr.edu/public/article/admission_process.html)
- ii. Students will have to appear for any one of the seven tests i.e. CAT, XAT, MAT, ATMA, MH-CET & CMAT, GMAT

**iii. Calendar for admission against Management Quota seats: Not Applicable**

|                                                                                                |                                                                                                                                                                                                                                                       |
|------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| iv. Last date of request for applications                                                      | <b>As per AICTE Calendar</b><br><a href="https://aicte.gov.in/sites/default/files/approval/2025-26/Academic%20Calendar%202025-26-updated.pdf">https://aicte.gov.in/sites/default/files/approval/2025-26/Academic%20Calendar%202025-26-updated.pdf</a> |
| v. Last date of submission of applications                                                     |                                                                                                                                                                                                                                                       |
| vi. Dates for announcing final results                                                         |                                                                                                                                                                                                                                                       |
| vii. Release of admission list (main list and waiting list shall be announced on the same day) |                                                                                                                                                                                                                                                       |
| viii. Date for acceptance by the candidate (time given shall innocase be less than 15 days)    |                                                                                                                                                                                                                                                       |
| ix. Last date for closing of admission & Starting of the Academic session                      |                                                                                                                                                                                                                                                       |
| x. The policy of refund of the Fee, in case of withdrawal, shall be clearly notified           |                                                                                                                                                                                                                                                       |

**12. Criteria and Weightages for Admission**

Eligibility to admission to PGDM program is based on AICTE Guidelines. Selection of candidate is based on performance in Group Work & Behavioral Event Interview.

Mention the cut-off Levels of percentage and percentile score of the candidates in the admission test for the last three years - **Not Applicable**

**14. Results of Admission Under Management seats/Vacant seats**

Not Applicable

**15. Information of Infrastructure and Other Resources Available**

| Room type   | Carpet area (in sq. m) |
|-------------|------------------------|
| Library     | 185.78                 |
| Auditorium  | 132                    |
| Classroom1  | 67.81                  |
| Classroom2  | 67.81                  |
| Classroom-3 | 67.81                  |
| Classroom-4 | 67.81                  |
| Classroom-5 | 83.61                  |
| Classroom-6 | 44                     |
| Classroom-7 | 91                     |

|                                      |        |
|--------------------------------------|--------|
| Classroom-8                          | 82     |
| Tutorial Room                        | 66     |
| Computer Centre                      | 175.00 |
| Boy's Common Room                    | 75     |
| Girls Common Room                    | 75     |
| Canteen                              | 249.59 |
| First aid                            | 10     |
| Housekeeping                         | 53.46  |
| Board Room                           | 22     |
| Exam office                          | 30     |
| Placement room                       | 77.61  |
| Toilets                              | 150    |
| Office                               | 202.16 |
| Director's office                    | 40     |
| Central Stores                       | 73.17  |
| Maintenance                          | 10     |
| Pantry                               | 10     |
| Stationary and Reprographic Facility | 10     |
| security                             | 10     |

- **Barrier Free Built Environment for disabled and elderly persons.**
  - Architect certificate available on request in the institute office
- **Fire and Safety Certificate**
  - Form B Available on request in the institute office
- **Hostel Facilities**

Facility is available for girls & boys in Fergusson college hostel.

- **Library Facility**

| S.N. | Facility                         | Existing                                              |
|------|----------------------------------|-------------------------------------------------------|
| 1.   | Titles                           | 15760 (Unique Titles)                                 |
| 2.   | Volumes                          | 18230 (Total Library Books as per Accession Register) |
| 3    | Number of National Journals      | 39                                                    |
| 4    | Number of International Journals | 12                                                    |
| 5    | E-journals                       | Sage Online Journals 16                               |
| 6    | Database                         | Scopus                                                |
| 7    | Reading Room Seating             | 100                                                   |
| 8    | Digital Library in reading room  | 10                                                    |

**National Digital Library (NDL) details:**

<https://www.imdr.edu/public/article/openlearningresources.html>

- **Computing facility**

| Computer Details                                         | Particulars |
|----------------------------------------------------------|-------------|
| Number of PCs/Laptops exclusively available for Students | 100         |
| Number of PC"s in the Library                            | 15          |
| Number of PC"s in Administration Office                  | 10          |
| Number of PC"s for Faculty                               | 24          |
| Number of PC"s for Language Lab                          | 46          |
| Internet Bandwidth                                       | 300 mbps    |
| Internet Contention Ratio                                | 1:1         |
| Number of Printers available for students                | 3           |
| Number of Legal system software                          | 5           |
| Number of Legal application software                     | 12          |
| Number of Open Source Software                           | 1           |

- **Innovation Cell**

IMDR Innovation Council (IIIC) has been established with guidance from MHRD's Innovation Cell. The concentration of council initiatives will be on providing a conducive ecosystem to nurture a culture of Innovation and Enterprise at IMDR. Structured activities, with dedicated resources have been identified which will support idea generation, incubation and successful start-ups. Creative energy of our students will be channelized to promote start-ups and entrepreneurial ventures.

| Faculty                                                                                                | Non-Teaching                                |
|--------------------------------------------------------------------------------------------------------|---------------------------------------------|
| 1. Dr. Abhijeet Shivane<br>2. Prof. Hrishikesh Khaladkar<br>3. Dr. Sonal Patil<br>4. Prof. Paresh Gore | 1. Mr. Pradeep Thopte<br>2. Mr. Kiran Kadam |

- **Social Media Cell**

Role and Functions -

1. To promote IMDR and its activities on all Digital platforms
2. To coordinate with the DES media cell
3. To create content for all digital platforms (Website, LinkedIn, YouTube, Instagram, Twitter, Blogs)
4. To handle all social media accounts

| Staff Members                                                                                                |                                                                 |
|--------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Prof. Manish Shirke<br>Dr. Suraj Kamble<br>Prof. Darshan Bagade<br>Prof. Nisha Gangola<br>Prof. Gauri Kapoor | Mr. Kiran Kadam<br>Ms. Anjali Rajpurohit<br>Ms. Anuradha Sapkal |

- **Compliance of the Academic Bank of Credit (ABC)**

**National Academic Depository**

“National Academic Depository (NAD) <https://nad.ndml.in/> is a National System set-up by Ministry of Human Resources Development and University Grants Commission by appointing NSDL Database Management Limited (NDML) to facilitate Academic Institutions to Digitally, Securely and Quickly issue Online Academic Awards to the Students directly in their online NAD Account. The student can access certificate at any time and authorise employers, banks to view and verify

the certificates. No more need to carry originals, submit attested photocopies, wait for verification of documents, NAD makes it online now. Join now!"

List of facilities available

- **Games and Sports Facilities**

Cricket Ground, Gymnasium, Basket Ball Ground, Table Tennis, Carrom, Chess, Badminton

- **Extra-Curricular Activities**

Industrial Visit, Pune Darshan, Guest Lectures, CSR activities

- **Soft Skill Development Facilities –**

Communication skills, Management Skills sessions, Personality Development Session, Interview skills, Grooming

➤ **Teaching Learning Process:**

The Post Graduate Diploma in Management (PGDM) program at the Institute of Management Development and Research (IMDR) is designed to provide a comprehensive and rigorous management education that equips students with the knowledge, skills, and competencies necessary to excel in the dynamic global business environment. Our teaching-learning process is centered around a learner-centric approach, combining theoretical knowledge with practical applications to foster critical thinking, creativity, and independent learning. The key elements of the teaching-learning process include:

### **1. Choice Based Credit System (CBCS)**

The CBCS framework at IMDR organizes the curriculum into core courses, elective courses, and skill-based courses, allowing students to tailor their learning experience according to their personal and professional aspirations.

- **Flexibility:** Students can select courses from a diverse pool of options, enabling specialization in areas of interest or exploration of interdisciplinary subjects in the second year.
- **Credit Accumulation:** Each course is assigned specific credits based on workload and learning outcomes. Students accumulate credits to meet graduation requirements.
- **Enhanced Learning Experience:** CBCS fosters a learner-centric approach, encouraging critical thinking, creativity, and independent learning.

### **2. Outcome-Based Education (OBE)**

The PGDM program at IMDR implements Outcome-Based Education (OBE), focusing on achieving specific learning outcomes and competencies that are aligned with industry requirements.

- **Learning Outcomes:** The curriculum, teaching, and assessment are aligned with desired educational outcomes, ensuring students are prepared for their future careers.
- **Competency Development:** Emphasis is placed on the development of skills relevant to the industry, including data analysis, communication, and problem-solving.

### **3. Integration of National Education Policy (NEP) 2020**

IMDR has incorporated the NEP 2020 to ensure that our students are equipped with the skills and knowledge necessary to succeed in the modern business environment.

- **Holistic Education:** The syllabus promotes a comprehensive understanding of business and management principles, fostering the development of skills, values, and attitudes.
- **Multidisciplinary Education:** Students are encouraged to explore various fields and develop a deeper understanding of the interconnections between disciplines.

#### 4. Curriculum Design and Structure

The PGDM curriculum is meticulously designed to achieve specific educational objectives that align with IMDR's educational philosophy and mission. The curriculum includes:

- **Core Courses:** These courses provide a holistic approach to management education, establishing a strong foundation in management knowledge.
- **Elective Courses:** Students can choose from a wide range of electives, allowing them to specialize in areas such as finance, marketing, human resources, and more.
- **Alternative Study Credit Activities:** Students can earn academic credits through research projects, independent studies, or participation in extracurricular activities.

#### 5. Experiential Learning

IMDR emphasizes experiential learning to bridge the gap between theory and practice. The program includes:

- **Internships and Live Projects:** Opportunities for students to apply theoretical knowledge in real-world settings, enhancing critical thinking and decision-making skills.
- **Industry Visits and Simulations:** Practical experiences that provide students with insights into the functioning of businesses and the application of management concepts.

#### 6. Research and Innovation

Research is a key component of the PGDM program, with students engaging in projects that explore contemporary management issues. Collaboration with faculty and access to cutting-edge resources help students develop analytical and research skills. Credits have been allotted to research output of the students.

#### 7. Global Perspective

IMDR provides a global perspective on management through international case studies, cross-cultural management strategies, and opportunities for international exchange programs, preparing students to operate in a globalized economy.

#### 8. Personalized Learning Experience

The program offers a personalized learning experience through mentorship, academic advising, and career counselling, helping students identify their strengths and set career goals.

#### 9. Collaborative Learning Environment

Collaboration is integral to the learning environment at IMDR. Group projects, discussions, and peer-to-peer learning activities foster teamwork and communication skills, mirroring modern business practices.

By integrating these elements, the PGDM program at IMDR offers a robust and immersive learning experience that prepares students to excel as leaders and innovators in the business world.

## Subject List –

| S. No                          | Subject Code | Subjects                                                     |
|--------------------------------|--------------|--------------------------------------------------------------|
| <b>Semester : 1</b>            |              |                                                              |
| 1                              | AFM-I        | Accounting for Managers                                      |
| 2                              | SFM-I        | Sociology for Managers                                       |
| 3                              | ME-I         | Managerial Economics                                         |
| 4                              | SCD-I        | Self and Career Development                                  |
| 5                              | MP-I         | Management Processes                                         |
| 6                              | BC-I         | Business Communication I                                     |
| 7                              | LAB-I        | Legal Aspects of Business                                    |
| 8                              | OBPM-I       | Organizational Behaviour and Psychology for Managers         |
| 9                              | BST-I        | Business Statistics                                          |
| 10                             | CGFT-I       | Commercial Geography and Foreign Trade                       |
| 11                             | BIS-I        | Business Information System                                  |
| <b>Semester : 2</b>            |              |                                                              |
| 1                              | BRM-II       | Business Research Methods                                    |
| 2                              | ISCOM-II     | Introduction to Supply Chain and Operations Management       |
| 3                              | BC-II        | Business Communication II                                    |
| 4                              | HRM-II       | Human Resource Management                                    |
| 5                              | EI-II        | Emotional Intelligence                                       |
| 6                              | ERP (SAP)-II | Introduction to ERP (SAP)                                    |
| 7                              | FinM-II      | Financial Management                                         |
| 8                              | MarM-II      | Marketing Management                                         |
| 9                              | EBP-II       | Entrepreneurship and Business Planning                       |
| <b>Semester - III &amp; IV</b> |              |                                                              |
| <b>Compulsory</b>              |              |                                                              |
| 1                              | SIP          | Six Month Internship Project                                 |
| 2                              | WIR          | Winter Internship Report                                     |
| <b>Generic Elective</b>        |              |                                                              |
| <b>Semester : 3</b>            |              |                                                              |
| 1                              | SM-GE        | Strategic Management                                         |
| 2                              | ST-GE        | Systems Thinking                                             |
| 3                              | CSRSIA-GE    | Corporate Social Responsibility and Social Impact Assessment |
| 4                              | SerM-GE      | Services Management                                          |
| 5                              | RisM-GE      | Risk Management                                              |
| 6                              | MOQ-GE       | Management of Quality                                        |
| <b>Semester : 4</b>            |              |                                                              |
| 7                              | BEV-GE       | Business Ethics and Values                                   |
| 8                              | ProM-GE      | Project Management                                           |
| 9                              | BA-GE        | Business Analysis                                            |
| 10                             | DT-GE        | Design Thinking                                              |
| 11                             | ESGIF-GE     | Environment, Social, and Governance Impact and Frameworks    |

| Marketing      |           |                                                   |
|----------------|-----------|---------------------------------------------------|
| Semester : 3   |           |                                                   |
| 1              | PSSM-MKT  | Personal Selling and Sales Management             |
| 2              | BTBM-MKT  | Business-to-Business Marketing                    |
| 3              | PBM-MKT   | Product and Brand Management                      |
| 4              | IMC-MKT   | Integrated Marketing Communication                |
| 5              | CB-MKT    | Consumer Behaviour                                |
| 6              | DMCCM-MKT | Direct Marketing and Customer Contact Management  |
| Semester : 4   |           |                                                   |
| 7              | MS-MKT    | Marketing Strategy                                |
| 8              | MR-MKT    | Marketing Research                                |
| 9              | RetM-MKT  | Retail Management                                 |
| 10             | DistM-MKT | Distribution Management                           |
| 11             | IM-MKT    | International Marketing                           |
| 12             | PriM-MKT  | Pricing Management                                |
| Finance        |           |                                                   |
| Semester : 3   |           |                                                   |
| 1              | SAPM-FIN  | Security Analysis and Portfolio Management        |
| 2              | FIMS-FIN  | Financial Institutions, Markets and Services      |
| 3              | TDIGF-FIN | Taxation Dynamics: Indian & Global Framework      |
| 4              | FIS-FIN   | Fixed Income Securities                           |
| 5              | CRM-FIN   | Credit Risk Management                            |
| 6              | IF-FIN    | International Finance                             |
| Semester : 4   |           |                                                   |
| 7              | CorpF-FIN | Corporate Finance                                 |
| 8              | Deri-FIN  | Derivatives                                       |
| 9              | FPWM-FIN  | Financial Planning and Wealth Management          |
| 10             | SCM-FIN   | Strategic Cost Management                         |
| 11             | MACR-FIN  | Mergers, Acquisitions and Corporate Restructuring |
| 12             | VCPE-FIN  | Venture Capital and Private Equity                |
| 13             | ProF-FIN  | Project Finance                                   |
| Human Resource |           |                                                   |
| Semester : 3   |           |                                                   |
| 1              | HRPTA-HR  | HR Planning and Talent Acquisition                |
| 2              | PMS-HR    | Performance Management Systems                    |
| 3              | EL-HR     | Employee Legislation                              |
| 4              | ELD-HR    | Employee Learning and Development                 |
| 5              | CBH-HR    | Competency based HRM                              |
| 6              | CMN-HR    | Conflict Management and Negotiation               |
| 7              | HRIS-HR   | Human Resources Information System                |
| Semester : 4   |           |                                                   |
| 8              | EIR-HR    | Employee and Industrial Relations                 |
| 9              | ECB-HR    | Employee Compensation and Benefits                |

|                                    |           |                                                            |
|------------------------------------|-----------|------------------------------------------------------------|
| 10                                 | SHRM-HR   | Strategic Human Resource Management                        |
| 11                                 | ODD-HR    | Organizational Design and Development                      |
| 12                                 | HRAPI-HR  | HR Automation and Process Improvement                      |
| 13                                 | IHRCCM-HR | International Human Resource and Cross Cultural Management |
| <b>Supply Chain and Operations</b> |           |                                                            |
| <b>Semester : 3</b>                |           |                                                            |
| 1                                  | LogM-SCO  | Logistics Management                                       |
| 2                                  | ProcM-SCO | Procurement Management                                     |
| 3                                  | InvM-SCO  | Inventory Management                                       |
| 4                                  | FacM-SCO  | Facility Management                                        |
| 5                                  | ManuM-SCO | Manufacturing Management                                   |
| 6                                  | GS-SCO    | Global Sourcing                                            |
| <b>Semester : 4</b>                |           |                                                            |
| 7                                  | PPC-SCO   | Production Planning and Control                            |
| 8                                  | SI-SCO    | Strategic Initiatives                                      |
| 9                                  | OR-SCO    | Operations Research                                        |
| 10                                 | QTT-SCO   | Quality Tools and Techniques                               |
| 11                                 | DistM-SCO | Distribution Management                                    |
| 12                                 | TI-SCO    | Transport Insurance                                        |
| 13                                 | SCM-SCO   | Strategic Cross Management                                 |
| <b>International Trade</b>         |           |                                                            |
| <b>Semester 3</b>                  |           |                                                            |
| 1                                  | GIR-IT    | Geopolitics and International Relations                    |
| 2                                  | EXIMPP-IT | EXIM Policy and Procedures                                 |
| 3                                  | IF-IT     | International Finance                                      |
| 4                                  | GS-IT     | Global Sourcing                                            |
| 5                                  | EFT-IT    | Economics of Foreign Trade                                 |
| <b>Semester 4</b>                  |           |                                                            |
| 6                                  | IHRCCM-IT | International Human Resource and Cross Cultural Management |
| 7                                  | GBES-IT   | Global Business Environment and Strategy                   |
| 8                                  | IM-IT     | International Marketing                                    |
| 9                                  | TI-IT     | Transport Insurance                                        |
| <b>Business Analytics</b>          |           |                                                            |
| <b>Semester 3</b>                  |           |                                                            |
| 1                                  | APSF-BA   | Analytical Problem Solving Framework                       |
| 2                                  | BDU-BA    | Business and Data Understanding                            |
| 3                                  | DSFB-BA   | Data Science for Business                                  |
| <b>Semester 4</b>                  |           |                                                            |
| 4                                  | BDA-BA    | Big Data Analytics                                         |
| 5                                  | MLUAAT-BA | Machine Learning Using Advanced Analytical Tools           |

| <b>Business Technology and Systems</b>         |             |                                                      |
|------------------------------------------------|-------------|------------------------------------------------------|
| <b>Semester 3</b>                              |             |                                                      |
| 1                                              | MDTI-BTS    | Managing Digital Innovation and Transformation       |
| 2                                              | SE-BTS      | Systems Engineering                                  |
| 3                                              | DM-BTS      | Digital Marketing                                    |
| 4                                              | FinMod-BTS  | Financial Modelling                                  |
| 5                                              | ETT-BTS     | E-Learning and Training Technologies                 |
| 6                                              | HRIS-BTS    | Human Resource Information Systems                   |
| <b>Semester 4</b>                              |             |                                                      |
| 7                                              | ISC-BTS     | Information Security and Cybersecurity               |
| 8                                              | BIDSS-BTS   | Business Intelligence and Decision Support System    |
| 9                                              | Ecom-BTS    | E-Commerce                                           |
| 10                                             | Fintech-BTS | Financial Technology (FinTech) and Blockchain        |
| 11                                             | HRAPI-BTS   | HR Automation and Process Improvement                |
| 12                                             | KM-BTS      | Knowledge Management                                 |
| <b>Entrepreneurship and Startup Management</b> |             |                                                      |
| <b>Semester 3</b>                              |             |                                                      |
| 1                                              | ESBO-ESM    | Emerging Startup Business Opportunities              |
| 2                                              | IIPR-ESM    | Innovation and IPR                                   |
| 3                                              | SE-ESM      | Social Entrepreneurship                              |
| 4                                              | EntrEco-ESM | Entrepreneurship Ecosystem                           |
| <b>Semester 4</b>                              |             |                                                      |
| 5                                              | VCPE-ESM    | Venture Capital and Private Equity                   |
| 6                                              | FBM-ESM     | Family Business Management                           |
| 7                                              | RE-ESM      | Rural Entrepreneurship                               |
| 8                                              | Elab-ESM    | Entrepreneurship Lab                                 |
| <b>Agri Business Management</b>                |             |                                                      |
| <b>Semester 3</b>                              |             |                                                      |
| 1                                              | AFRM-ABM    | Agri-Finance and Risk Management                     |
| 2                                              | AMBM-ABM    | Agri-Marketing and Brand Management                  |
| 3                                              | ASCM-ABM    | Agri-Supply Chain Management                         |
| 4                                              | AFBM-ABM    | Agri-Food Business Management                        |
| 5                                              | AEMIT-ABM   | Agri-Export Management and International Trade       |
| <b>Semester 4</b>                              |             |                                                      |
| 6                                              | AEI-ABM     | Agri-Entrepreneurship and Innovation                 |
| 7                                              | SAEM-ABM    | Sustainable Agriculture and Environmental Management |
| 8                                              | ATDI-ABM    | Agri-Technology and Digital Innovation               |

- **Teaching Load of each Faculty - As per AICTE norms**

- **Evaluation Mechanism**

The evaluation mechanism is a part of direct assessments within the OBE framework adopted as a part of Exam Reforms. This evaluation for a course in a semester is of two types based on the type of course -

1. Continuous Evaluation
2. Term-end Examination

### **1. Continuous Evaluation**

Continuous evaluation of students' performance shall be carried out continuously throughout the semester. This shall be by way of his/ her performance in classroom discussion, case studies, project work, presentations, assignments, quizzes, class tests, on-line tests and any other mode of performance assessments as deemed fit by the faculty, as per the requirements of the subject and students' skill development. Forty percent weightage shall be given to this assessment. Each assessment shall be mapped to Course Outcomes as per the Outcome Based Education System.

### **2. Term-end Examination**

Term-end is the final assessment which a student shall take for every course at the end of a semester. This assessment may be carried out in an online mode or in pen and paper format. The assessment format shall be decided by the Director in consultation with the faculty members and academic committee. The assessment shall be mapped to Course Outcomes as per the Outcome Based Education System. The duration of each examination will be 2 hours and 30 minutes.

## **16. Enrolment & Placement details in the last 3 years:**

| <b>Year</b>                            | <b>ACTUAL STUDENTS ADMITTED IN LAST 3 YEARS</b> |
|----------------------------------------|-------------------------------------------------|
| 2024-25 (Total Intake PGDM 240, FPM10) | 224+4=228                                       |
| 2023-24 (Total Intake PGDM 180, FPM10) | 180+3=183                                       |
| 2022-23 (Total Intake PGDM)            | 180                                             |

| <b>Placement in last three years</b> | <b>Minimum Salary</b> | <b>Maximum Salary</b> | <b>Average Salary</b> |
|--------------------------------------|-----------------------|-----------------------|-----------------------|
| 2022-23                              | INR 3.6 LPA           | INR 12.9 LPA          | INR 6.75 LPA          |
| 2023-24                              | INR 3.6 LPA           | INR 14.71 LPA         | INR 6.56 LPA          |
| 2024-25                              | INR 3.6 LPA           | INR 10.00 LPA         | INR 6.15 LPA          |

## **17. List of Research Projects/ Consultancy Works :**

| <b>Year</b> | <b>Faculty Consultant</b> | <b>Fee/Probono</b> | <b>Project Title</b>                           | <b>Organization</b> | <b>Brief Description</b>                                                                                     |
|-------------|---------------------------|--------------------|------------------------------------------------|---------------------|--------------------------------------------------------------------------------------------------------------|
| 2024-25     | Dr. Shikha Jain           | Rs. 75000/-        | Academic Standards and Accreditation Framework | Kanj & Co.          | Developing a robust academic foundation for its expanding portfolio of professional and skill-based courses. |

|         |                                                               |             |                                                        |                  |                                                                                                                                                                                                                                   |
|---------|---------------------------------------------------------------|-------------|--------------------------------------------------------|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|         | Prof. Shaunak Mainkar & Prof. Darshan Bagade.                 | Rs. 13000/- | ArthAnand-Where Wealth Sparks Happiness                | DES IMDR         | Financial Consultancy                                                                                                                                                                                                             |
| 2023-24 | Prof Nishita Desai and Dr Suraj Kamble                        | Probono     | Admission Startergy for Ranade Balak Mandir            | Ranade Balmandir | The Project Focused on Conducting the institutional and marketing analysis of the school and suggesttinmg the line of actions to create brad visibility of tjhe school in order to promote Brand awareness and better Enrollments |
| 2022-23 | Dr. Abhijeet Shivane                                          | 5,25,000    | ERP implementation at Central Purchase Committee       | DES, Pune        | Preparation of a manual for central purchase and estate department level processes at DES in order to establish a centralized, digital, procurement, purchase, stock and inventory management system.                             |
|         | Prof..Gopa Das                                                | 3,50,000    | HR Onboarding and Offboarding Process Manual           | DES, Pune        | Document O&O processes and system currently at various DES constituent units and propose a standardized system to be implemented at central and unit level using digital platforms.                                               |
|         | Dr. Shikha Jain<br>Dr. Abhijeet Shivane<br>Dr.Shilpa Kulkarni | 4,75,000    | Feasibility of Skill Development Centre at Ishwarpuram | DES, Pune        | Mapping of the local economy to document job roles and skill requirements and prepare a detailed project report for the feasibility of an ITI.                                                                                    |
| 2021-22 | Dr. Abhijeet Shivane                                          | Pro-bono    | ERP implementation at Central Purchase Committee       | DES, Pune        | Preparation of a manual for central purchase and estate department level processes at DES in order to establish a centralized, digital, procurement, purchase, stock and inventory management system.                             |
|         | Prof. Gopa Das                                                | Pro-bono    | HR Onboarding and Offboarding Process Manual           | DES, Pune        | Document O&O processes and system currently at various DES constituent units and propose a standardized system to be implemented at central and unit level using digital platforms.                                               |
|         | Dr. Shikha Jain                                               | Pro-bono    | Feasibility of Skill Development Centre at Ishwarpuram | DES, Pune        | Mapping of the local economy to document job roles and skill requirements and prepare a detailed project report for the feasibility of an ITI.                                                                                    |
|         | Dr. Abhijeet Shivane<br>Dr. Shilpa Kulkarni                   |             |                                                        |                  |                                                                                                                                                                                                                                   |

|  |                     |             |                                |                                    |                                                                                                   |
|--|---------------------|-------------|--------------------------------|------------------------------------|---------------------------------------------------------------------------------------------------|
|  | Dr. Shilpa Kulkarni | Rs. 50000/- | Draft of sustainability report | Integral Process Control Pvt. Ltd. | Generation of sustainability report after examining the relevant data as per GRI audit guidelines |
|--|---------------------|-------------|--------------------------------|------------------------------------|---------------------------------------------------------------------------------------------------|

### 18. MoUs/LoUs with Industries:

| S.N. | Name of the Company/Institution                                    | Objective                                                                                                     |
|------|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| 1.   | AnD HR Solutions LLP                                               | Internship, Knowledge Sharing, Skill Development, Domain Testing, Industry Research Projects and Case Studies |
| 2.   | Blue Planet Solutions/ Smart Cookie/ Smart Solutions               |                                                                                                               |
| 3.   | J A Solutions                                                      |                                                                                                               |
| 4.   | Mettle Innovations                                                 |                                                                                                               |
| 5.   | Objective Solutions                                                |                                                                                                               |
| 6.   | Perennial Technologies Pvt. Ltd.                                   |                                                                                                               |
| 7.   | Prodigitas IT Services Pvt Ltd.                                    |                                                                                                               |
| 8.   | Skilledge 4.0 Edutech Pvt. Ltd                                     |                                                                                                               |
| 9.   | Smt.Subhadra K. Jindal College of Nursing , Pune                   | Knowledge Sharing, Health and Wellness, ICC sessions                                                          |
| 10.  | DES's Brijlal Jindal College of Physiotherapy , Pune               |                                                                                                               |
| 11.  | IDRAC Business School France                                       | Knowledge Sharing                                                                                             |
| 12.  | BFSI Sector Skill Council , Mumbai                                 | Industry Relevant Certification                                                                               |
| 13.  | COEP's BHAU Institute of Innovation, Entrepreneurship & leadership | To promote support entrepreneurship through various activities in association with BHAU                       |
| 14.  | PSB Singapore                                                      | Knowledge Sharing                                                                                             |
| 15.  | Pune Management Association                                        | Knowledge Sharing & Resource partner                                                                          |
| 16.  | National Institute of Securities Market                            | Placement opportunities, Career development certification                                                     |
| 17.  | Fergusson College, Pune                                            | Incubation Centre                                                                                             |
| 18.  | Chintamanrao College of Commerce, Sangli                           | Academic Co-operation                                                                                         |
| 19.  | Trading View                                                       | Knowledge Sharing                                                                                             |

### 19. LoA/EoA letters (since inception):

**Link:** [https://www.imdr.edu/public/article/aicte\\_approval.html](https://www.imdr.edu/public/article/aicte_approval.html)