



YEARLY STATUS REPORT - 2022-2023

Part A	
Data of the Institution	
1.Name of the Institution	ZEAL INSTITUTE OF MANAGEMENT & COMPUTER APPLICATION, PUNE
• Name of the Head of the institution	Prof. Sanjay S. Mahadik
• Designation	I/C Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02067206041
• Mobile no	9527473157
• Registered e-mail	director.zimca@zealeducation.com
• Alternate e-mail	vikrant.nangare@zealeducation.com
• Address	S.No. 39, Behind Bhairavnath Temple, Narhe, Pune
• City/Town	Narne, Pune
• State/UT	Maharashtra
• Pin Code	411041
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	Savitribai Phule Pune University (SPPU), Pune				
• Name of the IQAC Coordinator	Prof. Vikrant Nangare				
• Phone No.	02067206041				
• Alternate phone No.	9158417471				
• Mobile	7972230511				
• IQAC e-mail address	vikrant.nangare@zealeducation.com				
• Alternate Email address	deepak.shirke@zealeducation.com				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://zimca.in/wp-content/uploads/2024/03/ZIMCA-NAAC-AQAR-FINAL-REPORT-2021-22-1.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://zimca.in/wp-content/uploads/2024/01/Scan0001-1.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B++	2.83	2021	21/01/2021	21/01/2025
6.Date of Establishment of IQAC			05/10/2017		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
NA	NA	NA	NA	NA	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		

9.No. of IQAC meetings held during the year	3	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<p>1. Campus to Corporate Training Program (C2C) 2. ISO Recertification 3. Restructuring SIP Process 4. Formation of various clubs and conducted activities under clubs 5. Students Induction Program</p>		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		
Plan of Action	Achievements/Outcomes	
Enriching the curriculum by augmenting the number of add-on courses	Three add-on courses added	
Preparation of ISO Re Certification	ISO Re-certification process is done	
Campus to Corporate Program C2C for Students	Successfully completed C2C program and developed the students skillsets	
Club Activities for the students	Conducted various club activities for the holistic development of the students	
13.Whether the AQAR was placed before statutory body?	Yes	
<ul style="list-style-type: none"> Name of the statutory body 		

Name	Date of meeting(s)
College Development Committee- CDC	11/10/2022

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2021-22	07/12/2021

15. Multidisciplinary / interdisciplinary

- The institution offers a Management programme (MBA) with specialisations in HR, Marketing, Finance, and Operations, among others. These programmes are linked to technology via courses/certifications such as HR analytics, Business Analytics, Digital Marketing, Financial Modelling, and so on.
- ZIMCA is continually promoting a holistic approach to student and institutional development. The Management programme at Savitribai Phule Pune University has an interdisciplinary and multidisciplinary approach. Since AY 2013, SPPU has provided Choice Based Credit System (CBCS) and Grading System, Outcome Based Education Pattern in accordance with its purpose. According to the Choice Based Credit System curriculum, the institute provides students with options for picking disciplinary and inter-disciplinary courses to complete the required credits for the degree.
- SPPU implements Major & Minor Specialisation Combination, Foundation Courses, Enrichment Courses such as Seminar, Review, Case Study Development and Presentation, Project, Lab / Workshop, and so on for Interdisciplinary exposure. Comprehensive Concurrent Evaluation Methodology is developed to improve interdisciplinary learning by merging various courses. Summer Internship Projects of at least 8 weeks are required for multidisciplinary exposure, which aids in the holistic development of students.
- The Institute promotes interdisciplinary and Trans disciplinary research efforts in the fields of human resources, marketing, and finance by combining social science studies with technology for the benefit of society. According to the NEP, the Institute must begin with several more inter/multidisciplinary academic and research operations. Interdisciplinary and multidisciplinary electives can be added to academic curricula. Starting research initiatives in

collaboration with professionals in relevant areas such as applied art, engineering, digital communication, management, and so on are alternatives.

- To foster a multidisciplinary / interdisciplinary approach, the institute provides major specialisation students with certifications such as Soft Skill, Business Analytics, Digital Marketing, Financial Modelling, and so on. Other specialisation students might choose the same programme as an interdisciplinary certification.
- The institute provides flexible and innovative curricula through the SPPU-approved Choice Based Credit System (CBCS) and Grading System, including courses such as Indian Ethos & Business Ethics, Enterprise Performance Management, Organisational Behaviour, Corporate Governance, and Corporate Social Responsibility & Sustainability, among others. Institute Social Responsibility also organises value-oriented events. These courses and activities shed focus on community engagement and service, environmental education, and value-based education in order to achieve a holistic and multidisciplinary education.

16. Academic bank of credits (ABC):

- SPPU is associated with ZIMCA. The institution has lately begun implementing the ABC system in its associated institutes. ABC implementation at our institute fosters a multidisciplinary approach to education, allowing students to explore a wide range of courses and disciplines.
- The Institute has registered with the ABC and has begun the process of Academic bank of credits (ABC) for students from AY 2022-23 for the batch of AY 2021-23, which serves as a digital repository of academic credits earned by students for completing courses or programmes for multidisciplinary learning, lifelong learning, transparency, flexibility, and mobility of students across various educational institutions. This would encourage students to pursue interdisciplinary learning by recognising and valuing credits earned in a variety of courses.
- ZIMCA intends to promote interdisciplinary learning and credit accumulation across fields. ZIMCA MBA students can use the ABC system to study and earn credits in relevant subjects such as Data Analytics, Entrepreneurship, and Technology Management, widening their knowledge base and developing extra skills that might complement their MBA specialisation. In keeping with this, the MBA programme at ZIMCA provides course selection freedom by providing a diverse range of elective courses that

allow students to personalise their education to their unique interests and professional aspirations. ZIMCA intends to expand this flexibility in the near future by recognising and accepting credits earned from relevant courses done outside of the MBA programme.

- Before the start of the semester, faculties design their own teaching approaches, including textbook, reading material, assignments, and evaluations, among other things, within the SPPU-approved framework. Faculties develop lesson plans, teaching plans, and rubric-based assessment plans, which are scrutinised and managed by the Head of Department- Academics. Submissions are regularly examined in accordance with the assessment process.

17.Skill development:

The Institute has implemented the government-mandated skill development policy. Skill development is critical for personal and professional progress because it allows people to adapt to changing circumstances, flourish in their chosen industries, and meet the demands of an ever-changing world. The institute has chosen a policy to operate skill development programmes for overall development in order to reduce the need for 21st century skills in society. Soft Skills, Event Management, Accounts Executive, and NISM certifications have all been taught at our institute. The Institute recently accepted the Campus to Corporate Training programme idea for the skill development of its MBA students.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

The Institute incorporates Indian knowledge into its curriculum through a variety of methods. Even before the NEP 2020, the College argued for the adoption of Indian language, culture, and value system. All of the The institution's activities and classroom instruction are delivered in bilingual style. The faculty uses a range of languages in the classroom, including English, Hindi, and Marathi, to ensure that students understand the subject content.

The institute is actively involved in disseminating our country's rich heritage and traditional wisdom in the disciplines of arts, literature, and culture. For successful curriculum delivery, the Institute employs three languages.

1. English as a foreign language
2. Hindi as the official language of India

3. Inclusion of Marathi as a state or regional language in our curriculum.

All skill development, bridge courses, and foundation courses are offered in Marathi and English. We organised numerous events to maintain and propagate Indian culture and heritage, such as traditional day celebrations, Mehendi, Rangoli, Dance, Singing, Zumba fugadi and numerous holidays, Hindi bhasha divas, Diwali celebration, Sankranti festival and other and Marathi Bhasha Savardhan, etc. We instill Indian culture and values through involvement.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

Outcome Based Education is a teaching technique that focuses on evaluating student performance through results. The outcomes of a student's effective involvement in a particular set of higher education experiences are often stated as a combination of knowledge, skills, abilities, attitudes, and understanding. Outcome Based Education (OBE) is a teaching method that focuses on assessing student performance through outcomes. Knowledge, skills, abilities, attitudes, and understanding are frequently characterised as the outcomes of a student's effective participation in a certain set of higher education experiences.

The institute's CBCS Pattern provides students with a choice-based credit system that allows them to earn credit based on their performance. The number of credits obtained by a student symbolises the information and abilities acquired. Each course is assigned a number of credits based on the information to be learned and the expected amount of effort from the student.

The number of grade points a student obtains for each course reflects their knowledge of that subject. Depending on the subject, the internal evaluation component may take the shape of a case study, MCQ test, and analysis of a research article, live project, or presentation. The lecturer discusses the students' exam replies and the evaluation criteria with them. During the pandemic, Google Classroom and other digital technologies were used to successfully deliver examinations and evaluations online.

A committee is formed to oversee the timely scheduling, execution, and evaluation of the internal evaluation component in order to ensure a successful and open examination procedure. Along with the frequency, the mark distribution for each CBCS component is presented. Both the summer internship and the dissertation are full-

credit courses that require students to provide detailed reports. The college has a distinct vision and purpose statement, and it is dedicated to the total development of its students.

The programme outcomes are succinctly described in full declarative sentences that outline the information, skills, and abilities that students must have upon completion of their course of study. Through the SPPU syllabus, students learn about the credit system, which includes full credit and half credit courses, the pattern of evaluation, and the components of concurrent evaluation.

Students are given an academic calendar that includes a detailed schedule of SPPU exams. Before the start of the semester, the institute Director organises a staff meeting to discuss the system's efficient planning and implementation. The professors of their specialised subject areas advise the students of the structure of evaluation well in advance.

20.Distance education/online education:

The National Education Policy established a new benchmark for India's future online education system. Our institute went through a period of realisation and learning throughout the pandemic. Online training sessions are used for a variety of purposes. The institute offers a variety of value-added/add-on courses online. Faculty and students are encouraged to attend online courses through sites like SWAYAM-NPTEL, COURSEERA, and Udemey.

The Institute has implemented a Learning Management System and a Student Management System to ensure that our students have access to both offline and online learning environments. Faculties are also able to give all of their courses to students from outside the school entirely online. Guest faculty with specialist knowledge is organised for specific subjects on campus and online to guarantee successful curriculum delivery. Subject experts for technical disciplines are brought in from outside to provide students with one of the greatest resources for the hard subject.

The teaching-learning process is ensured in a blended mode, with continuous delivery, monitoring, and assessment to ensure curriculum delivery on time. Internal evaluations are carried out in a hybrid of online and offline approaches. This model will be improved further in accordance with the standards of the affiliating university.

Extended Profile

1.Programme	
1.1 Number of courses offered by the institution across all programs during the year	88
File Description	Documents
Data Template	View File
2.Student	
2.1 Number of students during the year	210
File Description	Documents
Institutional Data in Prescribed Format	View File
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	85
File Description	Documents
Data Template	View File
2.3 Number of outgoing/ final year students during the year	95
File Description	Documents
Data Template	View File
3.Academic	
3.1 Number of full time teachers during the year	12
File Description	Documents
Data Template	View File
3.2	12

Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1 Total number of Classrooms and Seminar halls	7
4.2 Total expenditure excluding salary during the year (INR in lakhs)	18,28,863
4.3 Total number of computers on campus for academic purposes	42
Part B	
CURRICULAR ASPECTS	
1.1 - Curricular Planning and Implementation	
1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process	
<p>Zeal Institute of Management & Computer Application (ZIMCA) is a Self Funded Educational Institute affiliated to SPPU. The Institute adopts a strong and rich curriculum designed by SPPU. Hence, we adhere to the Yearly Academic Calendar and syllabus as given by SPPU. Our academic delivery process follows a Plan, Do, Check and Act (PDCA) Cycle. Feedback from stakeholders including Students, Academicians, Employers, Alumni & Parents play a pivotal role in the academic planning of the institutes. The academic calendar comprises curricular, co curricular and extracurricular activities in the form of Club activities & value added activities. Every semester the timetable is prepared on the basis of workload distribution and academic calendar. The faculty delivers course content, undertakes assignment and case studies for effective learning & assessment of students. The academic delivery is evaluated and assessed through syllabus completion reports, exam conduct & result analysis. Adherence of academic calendar & maintenance of all academic records is a priority of academic delivery.</p>	

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://zimca.in/wp-content/uploads/2024/01/1.1.1-ZIMCA-FINAL.pdf

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

Before the commencement of each semester, the university publishes an academic calendar for management programmes, including the start date, last working day of the semester, internship schedule, and semester-end assessment dates. ZIMCA closely adheres to the University's schedule and plans all of its educational, Annual Quality Assurance Report of ZEAL INSTITUTE OF MANAGEMENT AND COMPUTER APPLICATION curricular, and extracurricular activities, including the conduct of Continuous Internal Evaluation (CIE). Except for unexpected situations, academic activities, CIE, and all activities are carried out according to the timetable of events. Faculty members can use academic calendars to schedule their course plan and delivery, research, academic, and co curricular activities. The academic coordinator supervises and monitors the fulfillment of the syllabus in accordance with the course plan which is prepared by faculty members at the beginning of every semester. As per the calendar of events, there is a well defined process for conducting CIE. During academic committee meetings, the director reviews the semester's progress and makes appropriate recommendations. In the event that the university revises the academic calendar, the institute makes the required revisions.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://zimca.in/wp-content/uploads/2024/01/1.1.2-ZIMCA-FINAL.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University

B. Any 3 of the above

Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

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

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

1

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

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

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

6

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

359

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

SPPU designed a curriculum that combined multiple courses to address cross-cutting themes such as gender, the environment, and Annual Quality Assurance Report of ZEAL INSTITUTE OF MANAGEMENT AND COMPUTER APPLICATION sustainability, as well as human values and professional ethics. In addition, the institute makes more efforts to improve the students' understanding by addressing the following requirements.

1. Issues related to Gender: The Institute understands the need to address Gender-related issues and organizes various events like Yoda day celebration, guest lectures, , international women day celebration etc. to educate students of various sensitive issues.
2. Issues related to Environment and Sustainability: SPPU curriculum itself enriched with the courses related to Environment and Sustainability, Like: Corporate Social Responsibility & Sustainability, Indian Ethos & business ethics etc.
2. Sustainability: With the intention to develop sustainability in students, SPPU included different courses at a different level like Economic Analysis for Business Decisions, Strategic Management, and more.
3. Human Values and Professional Ethics: SPPU syllabus includes additional credit courses on human values and professional ethics like Human Rights I and II, Personality development Lab, Cyber Security.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year**01**

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships**95**

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders
Students
Teachers
Employers
Alumni

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://zimca.in/wp-content/uploads/2024/01/1.4.1.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	View File

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://zimca.in/wp-content/uploads/2024/03/1.4.2.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

115

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

41

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

Our Institution goal is to work for student-centric education and we are working to cater to the students according to their learning patterns and speed. We understand that each student has a different learning speed, interest, and pattern for which we have framed different learning strategies. Based on students internal evaluation results respective course coordinator understand the advanced learners and slow learners in the course. Course coordinator conducts the various special programs for the advanced learners and slow learners. In this year following programs are organised: For Advanced learners, the institute conducts Student of the week award, advanced case study, Participation in poster presentation competition, Participation in Role play competition etc. Add on certifications etc. For Slow learners, the institute conducts Remedial Sessions, Crash Courses, and different skill improvement trainings.

File Description	Documents
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/2.2.1.pdf
Upload any additional information	View File

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

Number of Students	Number of Teachers
210	12

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

ZIMCA believes in the adoption of learner/ students centric methods to enhance student involvement as a part of participative learning and problem solving methodology. The institution and faculty use innovative teaching methodologies, including field projects, group discussions, simulations and experiential learning. Teachers also use case studies to help students better comprehend current business concerns. They are given as below:

A. Experiential Learning

1. Industrial Visits: Industrial visits as a part of experiential learning.
2. Poster Presentation:-Learning from informative poster presentation
3. Union Budget Seminar-Expert talks about the Union Budget
4. Learning Diary-Informative presentation of different activity in learning diary

B. Participative Learning

1. Role play: Students perform any concept as role play, Business simulation meeting etc.
2. Team activities Students participate in various Team activities for their holistic development.
3. Infographics:-Students participated and give informative graphical presentation

C. Problem Solving methodologies

1. Quizzes: Quizzes/MCQ tests are conducted as part of Evaluations.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://zimca.in/teaching-androgogy-repository/

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

The use of ICT tools in education adds value to teaching and learning, by enhancing the effectiveness of learning. ICT tools can lead to an improved student learning and better teaching methods. It's a rising trend where the education has outgrown the physical constraints of classrooms and acquired mobility. Student's access information whenever and wherever they want. It enables faculty members and students to become better informed in their fields of specialization. Institute is having Wi-Fi facility to make available resources. Many classrooms are equipped with LCD project system, Screens. Students are using online public Access Catalogue which include virtual library, Bibliography, E - Journals, E - Books, E - Databases. In addition to chalk and talk method of teaching, the faculty members are using the IT enabled learning tools such as PPT, Video clippings , Audio system, online sources, to expose the students for advanced knowledge and practical learning. Most of the faculty use interactive methods for teaching. The major emphasis is on classroom interaction in terms of research paper presentations, seminars, debates, group discussions, assignments, quiz/tests/viva and laboratory work.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

6

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality**2.4.1 - Number of full time teachers against sanctioned posts during the year**

12

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)**2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year**

01

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)**2.4.3.1 - Total experience of full-time teachers**

41

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

The Institute advocates and rigorously implements the internal assessment mechanism's openness for the justified evaluation. The Institute has the for-sure benefit of having a robust CIE mechanism given by SPPU, recognized by expertise in the same fraternity. Within the given framework and choices for internal assessment, the Institute adopts an appropriate mix-n-match combination of evaluation tools in a defined frequency and variety. Basic eligibility for the evaluation process is made known to students through university websites, notice boards, and class counseling. Institute notifies the evaluation process and related documentation on the notice board and the institute website. This includes the distribution of marks and a schedule of internal and University evaluations. Institute also notifies the criteria for the allocation of term work marks through notices and class counseling. The CIE components are designed so that the faculty can monitor students' progress from time to time and discuss deviations with the student for constructive solution- building for the betterment of the student. The Institute's extended contribution to making the CIE mechanism more robust for our students has developed the Guardian Faculty Member mechanism, which established mentor-mentee relations.

File Description	Documents
Any additional information	View File
Link for additional information	https://zimca.in/wp-content/uploads/2024/01/2.5.1-1.pdf

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

Institute follows the mechanism to deal with examination related grievances are as follow:

1. Complaints before examination: If there is a non-receipt of aHall Ticket or incorrect entries in the same, these grievances are addressed immediately to the CEO. 1. Online Examination: When a student raises a complaint to a supervisor or technician, the appropriate individual takes prompt action to remedy the problem. The CEO reports the incident to SPPU and requests that it be resolved following the gravity of the grievance.

2. Theory Examination: SPPU always provides helpline telephonic

support to resolve grievances during theory examinations. The student reports any grievances related to the question paper to the Jr. Supervisor, allocated to the respective block and immediately reported to the SPPU through the CEO/Senior Supervisor. B. Grievance Redressal Mechanism for Internal Evaluation: Following the Internal Exams, the Exam Committee posts internal marks on the notice board. If a student has a complaint, they can address it with the appropriate course teacher. The course instructor shows the student the rectified answer sheets, settling the issue.

File Description	Documents
Any additional information	View File
Link for additional information	https://zimca.in/wp-content/uploads/2024/01/2.5.2-1.pdf

2.6 - Student Performance and Learning Outcomes

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

SPPU has already defined the teaching-learning framework. Its main strength is the Outcome-based Education System (OBE), The OBE is defined with three components as Performer (student), Performable (demonstrable: - to perform), and focus on performance instead activity to be performed. The OBE advocates Course Outcomes (COs) which directly/indirectly enrich the Programme Outcomes (POs). The COs attainment is calculated at the end of each semester. Where the POs attainment is calculated at the end of each batch. The institute defines PSOs, as per SPPU's defined framework for various specializations (HR, Marketing, Finance, etc.), which are considered as the attainment of the course outcome by the student at the end of the program. Hence, the OBE culture is developed in the Institute through a quality teaching-learning framework. Program Outcomes: As defined in SPPU MBA syllabus POs are narrow statements that reflect the student's knowledge level to make him/her performable by the time of graduation. There are total ten POS defined for example Generic and Domain Knowledge; Problem Solving and Innovation; Critical Thinking; Leadership and Teamwork; Life-long Learning etc. Programme Specific Outcomes (PSOs): The institute defines PSOs for all major and minor specializations and maps the same with POs and COs.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://zimca.in/programme-course-outcomes/
Upload COs for all Programmes (exemplars from Glossary)	View File

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

MBA programme of ZIMCA follows the curriculum provided by Savitribai Phule Pune University. We at ZIMCA follow the Outcome Based Education measurement methodology as per the guideline of SPPU. Each course contains a set of COs and evaluation criteria. The course results are mapped to the PO's. Choice Based Credit System comprises of two parts internal assessment and written examination External Assessment. Number of theory lectures and SIPs to be conducted is specifically mentioned in the university syllabus and we follow the same. Course outcome attainment is done after the completion of the semester end examination. Program outcome attainments are calculated after the completion of all the course attainment of each semester.

Co Attainment: Direct and Indirect assessment is carried out as an assessment method.

Direct Method is based on CIE1, CIE2, and Term End Examination. Every method is marked to the corresponding CO. Overall attainment of respective CO is based on average mark. Exam patterns are as per SPPU norms. Indirect assessment is conceded out through the course exit survey. Program Outcomes and Program Specific Outcomes: Each PO is rated as either high (3), or moderate (2), or slight (1) attainment levels. The overall results from the assessments of the PO are compared with the expected attainment. The level of attainment of each CO is compared with the predefined targets (For each course) and attainment is tested.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://zimca.in/programme-course-outcomes/

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year**79**

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://zimca.in/wp-content/uploads/2024/01/2.6.3_rotated.pdf

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

<https://zimca.in/wp-content/uploads/2024/01/ZIMCA-SSS-2022-23-1-1.pdf>

RESEARCH, INNOVATIONS AND EXTENSION**3.1 - Resource Mobilization for Research****3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)****3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)****NIL**

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

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

3.1.2.1 - Number of teachers recognized as research guides

1

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

0

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

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

By creation and transfer knowledge, our institute is taking the various initiatives. The details about these initiatives are under as follows:

1. **ED Cell and Incubation Centre:** For the entrepreneurship development, catering innovation and for the transfer of knowledge the college had created ED cell and Incubation center. Under this cell we have organised the following events:

* Guest Lecture on "Identify the ideas of starting the new start-up" conducted by Mr. Dattatray Pashte, Publisher of Dimand Publication.

* Guest lecture on the "Blueprint of Success in Entrepreneurship for the Youth" conducted by Mr. Raghvan Koli, Motivational speaker &

Entrepreneur.

* Organised industrial visit at 13teen Men'sWear, Pune to get the practical exposure form garment industry.

2. Research process: The cell follows a research process of PDCA Cycle with the intention of recognising an opportunity, implementing a change and continuous improvement in the research.

3. Training Sessions for the students: The institute has organised training sessions. These are offline program on CRM Training at Atos Prayas Foundation; conducted by GTT foundation.

4. Book Review: - Institute is organising the book review sessions for students and faculties' which inculcate the reading habit among students and to help enhance the thinking, analysing and summarizing capacities of Students.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/3.2.1..pdf

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

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

0

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

7

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

0

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

Considering the Institutes responsibilities for neighborhood

community, sensitizing students to social issues for their holistic development and impact thereof the Institute has arranged the following programs:

1. Blanket Donation Drive : Our institute organised a blanket donation camp to make a significant impact on the lives of those in need, especially during colder seasons or in different area. In this camp more than 600 blankets were collected & distributed to needy people. The objective of this drive was to provide warmth and comfort to needy people and to support vulnerable populations.

2. Cleanliness Drive @ Baneshwar: On the occasion of world environment day institute have conducted the Cleanliness Drive at Baneshwar temple area, Bhor, Pune. The objective of the drive was to create the awareness among students and society regarding clean and green environment and to inculcate the good values among students regarding the trees, forest and green area.

3. Guest Session on Wellness and Mindful Eating: Institute have organised a guest session on "Wellness and Mindful Eating" by Mrs. Avanti Damale, Sports Nutritionist and wellness consultant. The objective of this session was to provide the valuable information and insights about nutrition, healthy eating habits and lifestyle changes. Participants understand the impact of healthy food on the human health.

File Description	Documents
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/3.4.1.pdf
Upload any additional information	View File

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

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

0

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

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

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

2

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

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

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

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

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

0

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

1

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities**

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

ZIMCA has adequate facilities for curricular, co-curricular, extracurricular and extension activities. It has green, eco-friendly with pedestrian friendly road, and adequate campus infrastructure to provide a conducive environment to achieve academic excellence. The state of art infrastructure is catering the norms as specified by All India Council of Technical Education (AICTE), and Savitribai

Phule Pune University. The infrastructure changes as per the changing requirements of regulators. The Institute is four storey building which includes following

Teaching-Learning Facilities:

1. Adequate Classrooms
2. Computer Centre/ Computer Laboratory
3. Tutorial Room
4. Seminar Hall
5. Training and Placement Office
6. ED Cell and Incubation Center

Knowledge Resources:(Library)

1. Library and Reading Room
2. Digital Library
3. Stationary Centre and Xerox Facility

Administrative Facilities:

1. Admin Office
2. Director Office
3. Internal Quality Assurance Cell
4. Reception
5. Examination Control Room
6. Central Store
7. Faculty Room
8. Board Room

Common Facilities

1. Auditorium**2. Medical Room**

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/4.1.1-AQAR.pdf

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

Zeal Education Society(ZES) envisions "To empower society with holistic development through quality education" and ZIMCA inherits its vision as "To be recognized as student-centric institute through value-based quality education". Here, the institute undertakes the value-based/holistic development of the student. ZES has made various facilities available for the students and staff under sports, gym, cultural facilities for the usage of all institutes under Narhe Campus. The Society has enabled with a green and big sports ground, gymnasium, in-door, out-door games and related facilities to motivate students for the sports and cultural activities. To provide platform to showcase their talent and to conduct cultural activities, the institute has developed a recording studio, music studio, photography studio, and recreational hall, which has easy norms to be accessed and utilized by students. The institute encourages students to utilize the available infrastructure. ZES has Playground for Outdoor Games like Cricket, Football, Volleyball, Tug of War, Kabaddi, Cricket net practice, Basketball etc. The sports material is also provided to students through Gymkhana. Indoor Games like Chess, Carom, and Table Tennis etc. The sports material is provided to students through Gymkhana. Yoga and Vipassana Centre is started for the faculty and students where they practice the meditation.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/4.1.2-AQAR.pdf

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

7

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/4.1.3-AQAR.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

18,28,863

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	No File Uploaded
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource**4.2.1 - Library is automated using Integrated Library Management System (ILMS)**

Library is automated using Integrated Library Management System (ILMS).

- **Name of the ILMS software :AutoLib Library Management System**
- **Nature of automation (fully or partially) :Partially**
- **Version :New Generation(NG)**

- Year of automation: 2010 and upgraded in 2012, 2017& 2020

We had purchased AutoLib Library Management Software (Receipt No. VSS/1003 dated 9thAugust 2010)

On August 2012, we have upgraded the software AMC from (Receipt No. AI/1211dated 30thAug. 2012)

On Dec 2017, we have upgraded the softwarein due course of AMC from (Receipt No. AI/1722 dated 19th Dec 2017)

On Jan 2020 , we have upgraded the softwarein due course of AMC from (Receipt No. Ref.No.AI/Jan/2018dated 28th Jan 2020)

Description of Library Automation

We are using AUTOLIB library software from 2010 for automation of Library. It is upgraded respectively in 2012, 2017 and 2020. Autolib library management software is very user-friendly & supportive for library functions. Using this software we efficiently run library administration and services. AutoLib software keeps all the transaction records & generates various reports which are very useful for library administration. AutoLib Library Management System is having various modules like Master, Member, Acquisition, Circulation, Tools, Search, Reports, Print, System Admin, Help etc.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://zimca.in/wp-content/uploads/2024/01/4.2.1-AQAR.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

2,57,920

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

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

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

34

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

ICTs provide a variety of tools to support and facilitate a teacher's professional competence. ICTs transform teaching and helps teachers to be more efficient and effective, thereby increasing their interests in teaching. The use of ICTs can assist in the organization and the structure of the course and course materials,

thereby promoting rethinking and revision of the curriculum. This helps students to carry out more independent work and gives the teacher more time to focus on teaching higher-level concepts in the classroom. All computers are connected with LAN and internet. It gives connectivity of 100 Mbps to the entire institute. It has a Wi-Fi campus providing a 24x7 internet facility. Wi-Fi enabled you, enjoy the internet irrespective of where you are on the campus. Institute has licensed Antivirus. All the classrooms, seminar hall and board room are equipped with LCD projectors. Institute has ERP software. Library is automated with Autolib NG Software. Institute has Digital Library facility with e-resources like EBSCO, J-Gate. The Institute is member of National Digital Library - NDL. Institute has computerized its financial records with Tally software. Institute has website and uses social media websites like Facebook, Twitter, etc.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/4.3.1-AQAR.pdf

4.3.2 - Number of Computers

42

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)**4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)****18,28,863**

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

The Institute has an established system for maintenance and utilization of computers, classrooms, equipment and laboratories in the campus. The services of plumbers, electricians, gardener, carpenter and computer technician are available in the campus. Housekeeping services are outsourced on annual contract basis and are made available during day time in all days. The Housekeeping Supervisor monitors the maintenance and cleanliness of the buildings, classrooms, labs, furniture, campus ground, sports facilities etc. The Institute's campus is under 24/7 CCTV surveillance. The Library Automation Software "Autolib" is maintained on regular basis by Akash Infotech. Computer maintenance and peripheral repairs, replacements are either carried by technical support staff or by the outsourced suppliers. The sports equipments, ground and various courts in campus are supervised by the Physical Director and maintained by the supporting staff. Gymnasium equipment's are maintained by the gym instructor and supporting staff. Day to day maintenance includes daily running repairs, like replacing light bulbs, repairing water leakages - leaking water pipes, taps, and cleaning blocked drains, repairing locks and door maintenance by the respective supportive staff.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/4.4.2.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

5.1.1.1 - Number of students benefitted by scholarships and free ships provided by the Government during the year

171

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefitted by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

0

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

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

A. All of the above

File Description	Documents
Link to Institutional website	https://zimca.in/library/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

0

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

0

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student

grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

54

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

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

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

0

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

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

1

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

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

Our students, as well as academic members, serve on different committees at the institute, including: 1. Internal Complaint Committee (ICC): The Internal Complaints Committee makes significant contributions to the general administration and governance of the institution. It is part of a successful feedback system. Student presence in the ICC contributes to making the complaint-handling procedure more transparent and effective.

2. Anti-ragging committee: The student coordinators raise awareness about the negative repercussions of ragging and the anti-ragging rule, and are thus responsible for preventing ragging incidents on campus. The members of the anti-ragging committee help to establish a positive atmosphere and good interactions between juniors and seniors. 3. Internal Quality Assurance Committee: IQAC is made up of students who contribute to the institute's overall development and progress. 4. Academic Planning and Review Committee: The Academic Committee consists of selected students' class representatives.

5. College Development committee: Students are also involving in the CDC committee.

File Description	Documents
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/03/5.3.2-Student-participation-in-various-committees.pdf
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)**5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year**

2

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

The Institute has Alumni Association known as ZIMCA Alumni Association. The purpose of this association is to foster a spirit of loyalty and to promote a general well-fare of our alumni and institute. Alumni association exists to support the institute's goal and try to strengthen the ties between alumni, the community and the institute. 1. Alumni Meet event: The Alumni Association of the Institute organizes 'Alumni meet' every year. Alumni Meet provides an opportunity for alumni to share their experiences with present students 2.Alumni representation on College Development Committee (CDC): It is formed as per the guidelines of Maharashtra Public University Act2016. The Committee plays a key role in the overall development of the Institute. 3.Alumni Participation in Co curricular and Extra-curricular Activities of the Institute: Alumni contribute to various activities of the Institute like - Experience sharing in Induction & Orientation Programs, Expert Sessions, Seminars, helping in organizing Industrial Visits, Entrepreneurship Development, Judges for various cultural and sports activities, supporting extension activities. 4.Support in Training and Placement Activities: Alumni contribute significantly to supporting training and placement activities.

File Description	Documents
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/5.4.1.pdf
Upload any additional information	View File

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

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

ZIMCA established in 2009 under the umbrella of the Zeal Education Society, ZIMCA is committed to promoting holistic and high-quality education for all. The governance structure is overseen by a board of trustees, with a chairman at the forefront, and the Governing Body and College Development Committee providing pivotal inputs. The institutional governance framework is intricately aligned with and reflective of the core vision and mission of the organization.

ZIMCA's ideology, as encapsulated in its Vision and Mission, strongly aligns not only with the Zeal Education Society's Vision but also resonates with the vision of Savitribai Phule Pune University (SPPU).

In pursuit of our vision and mission, the leadership at ZIMCA fosters an open and interactive environment. Stakeholders are actively encouraged to participate and express their perspectives, ensuring effective decision-making and policy formulation. The Governing Body (GB) serves as the executive authority, exercising general supervision and control over the institute's affairs. The College Development Committee (CDC) plays a crucial role in communicating requirements from various departments to the Governing Body, facilitating a collaborative approach to institutional development. This governance model is instrumental in realizing the institution's commitment to delivering quality education and

preparing students for success in the dynamic landscape of business management.

File Description	Documents
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/6.1.1.pdf
Upload any additional information	View File

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

The institute is unwaveringly dedicated to realizing its vision by prioritizing leadership qualities among faculty. This focus empowers educators to enhance the student experience through relevant courses. Decentralized committees, such as the Academic Team, Training and Placement Team, and Campus to Corporate Team, play pivotal roles in executing this commitment. Despite lacking formal titles, these committees' faculty and staff are crucial in implementing the institute's mission.

This commitment extends to committees like Research and Development, Anti-ragging, Entrepreneurship development, Incubation cell, Antarang club, and Sport and wellness club, led by experienced faculty. They plan initiatives aligned with overarching goals, supported by progressive policies contributing to success in sectors like Digital Marketing.

The institute fosters inclusivity, with faculty participating across committees, including IQAC, Governing Body, and College Development Committee. Faculty representation in the Advisory Board underscores their indispensable role in shaping governance. This collaborative approach promotes diverse perspectives and effective decision-making. In essence, the institute's holistic approach reflects a strategic commitment to high-quality education, ensuring ongoing student success.

File Description	Documents
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/6.1.2-2.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Zeal Institute of Management and Computer Application has a Strategic management and planning department. The Director of the Institutes, IQAC Coordinator are focused and working hard for the development of strategic planning for the Institute. Meetings are conducted for thinking creatively and brainstorming to make a positive impact on the deployment of the strategies. Suggestions received in the meeting are transformed into a well designed drafted objective strategic plan.

After the drafting of the final plan it is forwarded to the Governing Body and college development committee along with the action plan. The Governing body and college development committee provide their insights in the action plan prior to approval of the plan. After the approval received from the Governing Body, respective Institute IQAC cell ensures for the implementation of the approved plan under the leadership of the Director. The need and expectations of the various stakeholders of the Institutes is considered for developing a strategic plan which will have a positive outcome for all the stakeholders.

ZIMCA strives hard to bring the institution as institution of academic excellence by providing quality education to make self employable and employable to produce future Managers for serving the nation.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/6.2.1.pdf
Upload any additional information	View File

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

ZIMCA has a well defined organogram which provides active involvement of various statutory bodies at governance and an escalation matrix. The policy decisions and future plans related to academic and administrative activities are taken by the Founder

Director and the Secretary which are based on the directives of the statutory for active involvement of the stakeholders. For the smooth functioning of the Institute recommendation from various stakeholders are considered as well as suggestions from different committees, Cells and the Director of the Institute are taken as an input. The conduct of academics is ensured by Academic committee consisting of Academic coordinator, Class Coordinator, HODs. There are various committees in the Institute which have heads and the role as well as functions are defined. Various committees like Exam committee, Training and skill development Cell. Alumni Cell, Research Development Cell. The Director plays an important role as an operational body in day to day running of the Institute in compliance with norms and directives of the Management and the Regulatory bodies in view with the Vision and Mission of the Institute. The governance system of ZIMCA includes the various bodies like Governing Council - College Development Committee

File Description	Documents
Paste link for additional information	https://zimca.in/quality-policy/
Link to Organogram of the institution webpage	https://zimca.in/organization-chart/
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	A. All of the above
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File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user inter faces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The institution always takes up the responsibility of welfare of teaching and non-teaching staff.

- Free Gymnasium
- College Canteen
- Diwali gift to all teaching and non-teaching staff
- Birthday Celebration
- Faculty Appreciation on completion of PHD
- Unlimited access to Books from the library
- Women's Day Celebration
- Provident Fund - As per government norms every month's PF has been deducted from employees
- Research Excellence Award
- Gratuity- Every employee who has worked in the institute up to or more than
- Maternal leaves- Maternity leave in the form of three months' full salary.
- Leave Policy - Every approved & ad hoc employee eligible for has been granted 12 Casual leave & 15 Medical Leave. The Leave policy document has mentioned all details about leave.
- Salary- Monthly salary of employees takes place on a regular basis, sample copy attached.

File Description	Documents
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/6.3.1-1.pdf
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops

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

0

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

3

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

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)**6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year**

1

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

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

- **Process of Performance Appraisal**

- IQAC Coordinator /HR department will share the Performance Appraisal Form to all
- Eligible employees annually and allot the time period for self-appraisal.
- Employees will do the self-assessment and start preparing as well as collecting the
- Evidence for proving KRA completion.
- Appraiser and employee will be informed with the schedule and venue for the discussion by the IQAC/HR department.

A) Appraiser and employee will have one to one discussion and will give the reviews on the similar form.

B) The feedback is given by all team members.

- Final grades and recommendations are given by compiling both reviews received from management and peer team.
- Changes updated and submitted to the payroll section.

File Description	Documents
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/6.3.5-1.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

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

ZES periodically conducts internal and external financial audits. It has maintained a full-time Treasurer and Accounts Department from its inception to ensure the correctness of annual accounts and audits.

The following agencies conduct frequent financial audits, both internally and externally to the Institute:

- (a) Zeal Education Society was established by an internal committee.
- (b) Chartered Accountant of the Institute. ZIMCA conducts required audits on all of the Institute's financial and accounting activities.

This involves a scrutiny of the following:

- (a) Revenues from fees, donations, grants, contributions, interest, and investments;
- (b) Payments to staff, vendors, contractors, students, and service providers.

1. All of AG's observations/objections are expressed in their report. These objections are evaluated by separate committees of the institute that comprise of Assistant Registrar (Accounts), Internal Auditor, Director, and/or any additional member selected by the Director. It is noted that no substantial objections or irregularities are pending. AG has never issued a Draft Para against the Institute. 2. The Institute's Chartered Accountant audits the finances on a regular basis and confirms the annual financial statements. The CA also countersigns all Utilisation Certificates submitted to various grant-giving entities. All financial statements through 2022-23 have been certified by the CA.

File Description	Documents
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/6.4.1-1.pdf
Upload any additional information	View File

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

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

0

File Description	Documents
Annual statements of accounts	View File
Any additional information	View File
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

The institute charges fees as per guideline given by the Government Regulator AICTE Guideline Also Institute is funded by the State government though scholarship & free ship paid to EBC & Reservation Category Students on Yearly basis. This is the only source of finance as the institute is permanently on a granted basis.

Institute mobilization of resource policy & procedure as follow:

1. All Institute level infrastructure set up by Zeal Education society as per the norms of Government Bodies like DTE/AICTE/SPPU.
2. Institutes set up College Development Committee (CDC) & IQAC as per the guideline given by Government Bodies like DTE/AICTE/SPPU, these committees will monitor the resources properly spent on regular review in their meetings.
3. Institute also considers input given by various committees

like Infrastructure Committees, ED cell Committee, Library committee & Student staff committee.

4. On Regular Basis College Level Audit by Chartered accountant & external body from Government conduct audit which ensures that allotted resources are properly used or not on regular interval review.
5. The Academic Committee Coordinator provide requirement of infrastructure for Teaching like teaching ads, classroom,
6. The library committee submitted requirements for books, advanced software needed for online teaching, learning, and proper seating arrangement in the library for students.
7. Director of the institute ensures optimum utilization of resources throughout the year by guidance, motivation to concern committees.

File Description	Documents
Paste link for additional information	https://zimca.in/wp-content/uploads/2024/01/6.4.3-2.pdf
Upload any additional information	View File

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

IQAC cell undertakes various quality initiatives required to improve the standard of students and faculty members. These programs help to foster the innovation, achieve academic excellence and imbibe research and development activities as given:

Initiatives by IQAC in Academics:

1. Devised SOP's and required formats for academics process
2. Conduct the meetings periodically with the academic committee to guide and review the progress of teaching -learning activities.
3. Collects the various feedbacks from students to analyse for

necessary improvements.

4. Arrange sessions on various topics

Outcomes:

1. Achieving Academic excellence
2. Collaboration among students and teachers

Improved student academic performance Initiatives by IQAC in Research :

1. Promotes imbibe the culture of Research and development among faculty members and students through writing quality research articles in scopus indexed journals, enrol for FDP
2. Faculty members utilise various various research tools like e-journals, Wi-Fi, memberships of E-resources such as EBSCO, J-gate, Literature review

Outcomes:

1. Faculty published the research papers in reputed journals

Creates a conducive and stress free environment by conduct of Outbound Training, Yoga sessions 2. Soft Skills session and guides students on importance of Training

ISO Surveillance Audit : IQAC Sets the all processes under ISO certification to improve the qulaity of education system.

Outcome:

1. ISO Surveillance audit done

File Description	Documents
Paste link for additional information	https://zimca.in/iqac-ric/
Upload any additional information	View File

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

At regular intervals, IQAC conducts numerous quality initiatives to examine its teaching and learning process, operational structures and processes, and learning results, such as:

1. **Establishing a Strategic Committee:** A strategic committee was being formed to ensure quality throughout all procedures.
2. **Statutory Committees:** An action plan was being developed to ensure 'zero tolerance' for ragging, harassment, and other issues. The action plan involves holding activities and seminars to raise awareness of the concerns through the newsletter and other channels.
3. **Internal Academic and Administrative Audit:** In order to attain academic excellence, it was determined to conduct a quality audit of the course file and numerous other documents from the Academics, Placement, Training, and Research departments, among others.
4. **Periodic redesign of the Institute's website**
5. **Commemorative Days:** To pay honour to various national leaders and treasure national celebration days so that pupils are aware of the rich Indian heritage in the form of national heroes.
6. **Process manual:** A process manual in multiple formats for SOPs and course files is being developed. These will improve the academic, training, and other processes.
7. **Union Budget Session:** For the students the budget session provided an in-depth analysis of the Union Budget, highlighting significant components and the economic rationale behind its preparation. The session discussed macroeconomic trends and their impact on the budget, with a focus on sectorial consequences. This provided useful insights into how policies affect sectors, enterprises, and consumers.

File Description	Documents
Paste link for additional information	https://zimca.in/iqac-ric/
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for

A. All of the above

improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

File Description	Documents
Paste web link of Annual reports of Institution	Nil
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

We ZIMCA , believe that college should have gender equality initiatives in every college for this purpose , for this purpose we have adopted never differentiate any stakeholder on the basis of his/her gender and provides them with equal rights. In this regard we have Anti -Ragging committee ,Common room's for girls and boys to Rest. Awareness programs are conducted regularly, in this regard we have conducted Poster making competitions. We also undertake affidavits from parents if any outdoor campaign, trips are arranged. Strict and Effective Policies against Harassment and Workplace Offence, we also try to increase representation of women in managerial roles. As far as staff is concerned 70 % of our staff is also Women. The ZES Campus has a key strength of having fully security and safety , ZES Campus is under CCTV surveillance, Students and staff carry college ID cards, In and Out Registers are maintained, Counselling with mentees is done. Common Room, Internal Complaint Cell (ICC) Activities are also undertaken. In this regard college has also celebrated International Men's Day , International Women' s Day , Forest cleanliness drive on World Environmant day.

File Description	Documents
Annual gender sensitization action plan	https://zimca.in/wp-content/uploads/2024/01/7.1.1.A.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://zimca.in/wp-content/uploads/2024/01/7.1.1B.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	A. 4 or All of the above
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File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

<p>7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management</p> <p>Institute facilities for waste management typically include processes for managing both degradable and non-degradable waste. This includes solid waste, liquid waste, bio-waste, and e-waste management. Degradable waste refers to organic waste that can be broken down by natural processes, such as food waste and yard waste. Non-degradable waste includes materials that do not break down easily, such as plastics and metals.</p> <p>Solid waste management involves the collection, transportation, and disposal of solid waste. This can be done through landfilling, incineration, or recycling. Liquid waste management involves the treatment and disposal of wastewater and other liquid wastes. Bio-waste management involves the proper disposal of organic waste, such as food and garden waste, to prevent the release of harmful gases and pollutants into the environment.</p> <p>E-waste management involves the proper disposal and recycling of</p>
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electronic devices, which can contain hazardous materials such as lead and mercury. Facilities for waste management also implement measures to reduce waste generation through source reduction, reuse, and recycling. Overall, facilities for waste management play a critical role in protecting the environment and promoting sustainable practices.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

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

A. Any 4 or all of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	View File

7.1.5 - Green campus initiatives include

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

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

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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

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

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

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

A. Any 4 or all of the above

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

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

Our Institution believes that there should be harmony and respect for all religion ,we believe in unity in diversity ,in this regard college students and staff celebrate various festivals,we also celebrated Makar sankranti all ladies staff brought gifts for each other which helped to forget grievances among staff this was also an effort to unite the staff , Rangoli competition was organised in CSMA Auditorium Wherein students enjoyed portraying ideas through Rangolis , also Traditional day was also celebrated wherein students were in ethnic attire ,remembering the glory of great shivaji maharaj ,Jija Mata and many more , to promote linguistic languages Hindi Day was organised , Efforts are made at institute level to promote indian ethnic values."Pariksha Pe Charcha 2023", an initiative undertaken by the CBSE, is an annual event hosted by the Hon'ble PM, Mr.Narendra Modi, on the agenda of academic and examination-related queries, was telecasted Live arrangements were made in class room,s to attend this program.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	No File Uploaded

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

Sensitization of students and employees of an institute to the constitutional obligation values, rights, duties, and

responsibilities of citizens plus human rights and duties is crucial. It helps to create a responsible and aware citizenry that is committed to upholding the principles enshrined in the constitution. One way to sensitize students and employees is by celebrating Constitution Day. This day is observed on November 26th every year to commemorate the adoption of the Indian Constitution. On this day, various activities can be organized such as debates, quizzes, and discussions on the importance of the constitution and its values. Another way to sensitize students and employees is by organizing visits to orphanages and old age homes. These visits help to instill a sense of empathy and compassion among individuals towards the less fortunate members of society. Additionally, it also helps to create awareness about the rights of these individuals and the need to uphold them. Making the largest human portraits is another effective way to sensitize students and employees about constitutional values, rights, duties, and responsibilities. This activity involves creating a portrait using human beings, which symbolizes unity and diversity. It helps individuals understand the importance of diversity and inclusion in society.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://zimca.in/wp-content/uploads/2024/01/7.1.9.pdf
Any other relevant information	https://zimca.in/wp-content/uploads/2024/01/7.1.9.pdf

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

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

Institute never forgets to pay humble tribute to the great personalities on death anniversaries. Also Institution celebrate/organizes national and international commemorative days, events and festivals on specific occasion. ZES celebrated following events in this regard. The Annual Pre- Independence Day Celebration 2022 , was organised by the Students' Council, was filled with a lot of enthusiasm this year , As a part of the occasion "Prabhat Pheri" was arranged and different activities were organised for the students on 13th August 2022 . Zeal Institutes celebrate 71st Republic Day with great enthusiasm, at sports ground The event started with director speech Students were feeling happy and patriotic . Independence day is special day for every indian , India celebrated 76th Independence Day on August 15. Teacher's Day was celebrated on 5 th September 2022 in the conference rooms Teacher's Day was celebrated on 5 th September 2022 in the conference rooms. To give honor and tribute to our beloved king Shri. Chhatrapati Shivaji Maharaj, Institute Celebrates the Shiv Jayanti. teachers of our organization should feel appreciated so in this regard , felicitation for teachers was organized by the Zeal Institutes, Teacher's were very happy that their efforts are recognized,

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	View File

7.2 - Best Practices

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

- **Best Practice 1: Student Training Program for the Placement & life skill Enhancement**
- **Title of the Practice: Campus to Corporate Training Program**
- **Objectives of the Practice: The objectives of this activity listed as**
- **Offering training opportunities in technical, computing, and life skills.**
- **Identifying training programs based on industry needs and curriculum gaps.**
- **Improving employability prospects.**
- **Equipping students for entrepreneurship.**
- **Best Practice 2: Newsletter**
- **1. Title of the Practice: Newsletter**
- **2. Objectives of the Practice: The objectives of this activity can be listed as:**
- **To offer a platform for students for their creativity.**
- **To encourage students for their overall development and showcase their ideas.**
- **To motivate the students for showing their creativity.**
- **To provide a platform for faculties to express their opinion and ideas on a topic.**

The newsletter serves as a medium for communication and information dissemination within the college community. It keeps students, faculty, and staff informed about events, updates, and important news related to the college. Through its content, a college newsletter can celebrate the diversity of talents, opinions, and perspectives present within the college. This contributes to a rich and inclusive campus culture.

File Description	Documents
Best practices in the Institutional website	https://zimca.in/wp-content/uploads/2024/01/Zimca-7.2-1-1.pdf
Any other relevant information	https://zimca.in/wp-content/uploads/2024/01/Zimca-7.2-1-1.pdf

7.3 - Institutional Distinctiveness

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

The Institute draws its distinctiveness from academic excellence through academic process. ZIMCA follows proper academic planning and Implementation through PDCA cycle. The PDCA cycle commences with input from stakeholders, reports of previous actions taken, as well as the SPPU and Institute calendar. This information serves as input and forms the foundation for our academic planning process. The academic planning process initiates with the development of the academic calendar, encompassing provisions for SPPU and internal examinations, curricular and co-curricular activities, club activities, events, and other value-added initiatives. It involves creating timetables, distributing workload among faculties, and preparing course files. Modern and innovative teaching tools, such as projectors, digital devices, e-libraries, smart classes, and computer labs, are employed. Additionally, various student engagement programs, including the LEAP Program, industry connect program, guest lectures, conferences, in-house and outbound programs, and seminars, are organized. ZIMCA places emphasis on assessing the implementation of the plan through examinations, remedial classes, monitoring attendance, result analysis, and reports of syllabus completion. The final stage in the PDCA cycle is the "act" phase, which involves feedback. Valuable input is gathered from stakeholders, including teachers, employers, alumni, and current students. This feedback holds utmost importance for the planning of the upcoming year and for implementing any necessary actions that may be required.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

- To increase the student intake capacity.
- To inculcate entrepreneurial abilities in the students by conducting various initiatives for entrepreneurship development among students.
- To conduct various development activities for the staff and students.
- To develop more formal linkage through MOUs with external parties.
- ISO recertification
- To provide more add-on courses to the students.
- To provide resources required for the use of technology.

