

The Annual Quality Assurance Report (AQAR) of the IQAC

All NAAC accredited institutions will submit an annual self-reviewed progress report to NAAC, through its IQAC. The report is to detail the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR will detail the results of the perspective plan worked out by the IQAC. (Note: The AQAR period would be the Academic Year. For example, July 1, 2012 to June 30, 2013)

Part – A

I. Details of the Institution

1.1 Name of the Institution	Symbiosis College of Arts and Commerce
1.2 Address Line 1	S. B. Road
Address Line 2	Pune-411004
City/Town	Pune
State	Maharashtra
Pin Code	411004
Institution e-mail address	symbiosiscollege@gmail.com
Contact Nos.	020-25653903
Name of the Head of the Institution:	Dr. Hrishikesh Mukund Soman
Tel. No. with STD Code:	020-25653903

Mobile:

+91 9371019988

Name of the IQAC Co-ordinator:

Dr.Neelofar Raina

Mobile:

+91 9890822521

IQAC e-mail address:

contact@symbiosiscollege.edu.in

1.3 NAAC Track ID (For ex. MHCOGN 18879) _____ ID **8639** _____

1.4 Website address:

www.symbiosiscollege.edu.in

Web-link of the AQAR:

www.symbiosiscollege.edu.in/AQAR201113.doc

For ex. <http://www.ladykeanecollege.edu.in/AQAR201213.doc>

1.5 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1 st Cycle	A	85.60	2004	2009
2	2 nd Cycle	A	3.43	2011	2016
3	3 rd Cycle				
4	4 th Cycle				

1.6 Date of Establishment of IQAC :

DD/MM/YYYY

01-7-2006

1.7 AQAR for the year (*for example 2010-11*)

2012-13

1.8 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC ((for example AQAR 2010-11 submitted to NAAC on 12-10-2011)

- i. AQAR _____ 2011-12 _____ (DD/MM/YYYY)4
- ii. AQAR _____ (DD/MM/YYYY)
- iii. AQAR _____ (DD/MM/YYYY)
- iv. AQAR _____ (DD/MM/YYYY)

1.9 Institutional Status

University State Central Deemed Private

Affiliated College Yes No

Constituent College Yes No

Autonomous college of UGC Yes No

Regulatory Agency approved Institution Yes No

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution Co-education Men Women

Urban Rural Tribal

Financial Status Grant-in-aid UGC 2(f) UGC 12B

Grant-in-aid + Self Financing Totally Self-financing

1.10 Type of Faculty/Programme

Arts Science Commerce Law PEI (Phys Edu)

TEI (Edu) Engineering Health Science Management

Others (Specify)

1.11 Name of the Affiliating University (for the Colleges)

University of Pune

1.12 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University	<input type="text" value="U.G.C"/>		
University with Potential for Excellence	<input type="text" value="N.A"/>	UGC-CPE	<input type="text" value="N.A"/>
DST Star Scheme	<input type="text" value="N.A"/>	UGC-CE	<input type="text" value="N.A"/>
UGC-Special Assistance Programme	<input type="text" value="N.A"/>	DST-FIST	<input type="text" value="N.A"/>
UGC-Innovative PG programmes	<input type="text" value="N.A"/>	Any other (<i>Specify</i>)	<input type="text" value="N.A"/>
UGC-COP Programmes	<input type="text" value="N.A"/>		

2. IQAC Composition and Activities

2.1 No. of Teachers	<input type="text" value="08"/>
2.2 No. of Administrative/Technical staff	<input type="text" value="01"/>
2.3 No. of students	<input type="text" value="N.A."/>
2.4 No. of Management representatives	<input type="text" value="N.A."/>
2.5 No. of Alumni	<input type="text" value="N.A."/>
2.6 No. of any other stakeholder and community representatives	<input type="text" value="N.A."/>
2.7 No. of Employers/ Industrialists	<input type="text" value="N.A."/>
2.8 No. of other External Experts	<input type="text" value="02"/>
2.9 Total No. of members	<input type="text" value="12"/>
2.10 No. of IQAC meetings held	<input type="text" value="04"/>

2.11 No. of meetings with various stakeholders: No. Faculty
 Non-Teaching Staff Students Alumni Others

2.12 Has IQAC received any funding from UGC during the year? Yes No
 If yes, mention the amount

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. International National State Institution Level

(ii) Themes

2.14 Significant Activities and contributions made by IQAC

- ◆ Foundation Course and Orientation Programme for F.Y.B.A and B.COM Students
- ◆ Encouraged department of Accountancy to organise seminar, workshops, foundation course in accountancy and a twelve-day practical session on Tally.
- ◆ Department of Economics and Banking organized Dr. VM Dandekar Memorial Lecture on 7th February, 2013, at the Vishwabhavan 200 students attended the memorial lecture.
- ◆ Syllabus restructuring through Respective Board of Studies
- ◆ Career Guidance and Counselling through Placement Cell
- ◆ Create a culture of collaboration-International Initiatives

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year *

Plan of Action	Outcome/Accomplishments
Teaching and Learning Process	<p>Innovative Teaching Learning Pedagogy</p> <ul style="list-style-type: none"> ◆ Psyquest a week long lecture series ◆ Careers in Tourism ◆ Marketing week ◆ Social Marketing Initiative (Spandan) ◆ Mathematics Festival MATHEX ◆ Guest lecture on “English and the Media: Careers and Opportunities” ◆ Real Time business game for costing and other students. ◆ One Day Seminar on How to be a Good investor ◆ Dandekar Memorial Lecture Series
Evaluation	<ul style="list-style-type: none"> ◆ Continuous Evaluation <p>Online Exam</p> <p>Assignments</p> <ul style="list-style-type: none"> ◆ Semester End
Research Capabilities	<p>Faculty members attended Thirty Three International and National Conferences</p> <p>Twenty Eight papers were presented in International and National Conferences</p> <p>Nineteen Papers were published in various journals</p>
Educational and Industrial Visits	<p>Fifteen Education Visits, Study Tours and Field Trips were organized.</p> <p>Few major Visits</p> <ul style="list-style-type: none"> ◆ Visit to Pabal Vigyan Ashram ◆ Visit to Bombay Stock Exchange ◆ Visit to Tata Motors ◆ Visit to MCCA

	<ul style="list-style-type: none"> ♦ Visit to Christ University ♦ Visit to Vinzer village ♦ Anthropology visit to Tikona
Workshops	<p>Twelve workshops were organised</p> <ul style="list-style-type: none"> ♦ Workshop on case studies ♦ Creative writing class workshop ♦ Research Methodology workshop for Students of Marketing ♦ MITCON- One Day workshop on “Soft Skills and Personality Development.” ♦ Workshops by IMS Proschool and ICICI Direct
Activities planned to be organized under Environment awareness and National Service Scheme	<ul style="list-style-type: none"> ♦ 900 students worked for Symbi-Hill conservation ♦ 220 students participated in rice transplantation ♦ 150 students participated in Traffic Survey ♦ Blood Donation Camp 300 Bottles of blood donated ♦ Participation in AIDs Awareness Rally ♦ 100 Students Participated in River Clean Up Abhiyan ♦ NSS students Participated in winter Camp.
Value Based Programs.	<ul style="list-style-type: none"> ♦ Symbiosis Centre for Human Excellence organised 18 lectures. ♦ 100 students participated in one-day seminar on “Human Excellence”
Placements	Seven Companies visited our college and 19 Students got placed
International Initiatives	International Seminar on Interculturality in collaboration with the Institute of Intercultural Communication, Hildesheim University, Germany.

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* Attach the Academic Calendar of the year as Annexure.

2.15 Whether the AQAR was placed in statutory body Yes No

Management Syndicate Any other body

Provide the details of the action taken

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Part – B

Criterion – I

I. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD				
PG	01		01	
UG	03		01	
PG Diploma				
Advanced Diploma				
Diploma	01		01	
Certificate	40	04	44	
Others				*01
Total	45	04	47	01
Interdisciplinary	01			
Innovative				

***Foundation Course and Orientation Programme**

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	04
Trimester	

Annual	02
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1.3 Feedback from stakeholders* (On all aspects) Alumni Parents Employers Students

Mode of feedback : Online Manual Co-operating schools (for PEI)

*Please provide an analysis of the feedback in the Annexure

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

- Yes there was revision of Syllabi for Faculty of Arts and Commerce.
- FYBA and FYBCOM Syllabi was revised and restructured by respective Board of Studies.
- Revised syllabi was approved by Board of Studies, Academic council and Governing body.

1.5 Any new Department/Centre introduced during the year. If yes, give details.

N.A

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty

Total	Asst. Professors	Associate Professors	Professors	Others
34	17	14	1	02

2.2 No. of permanent faculty with Ph.D.

11

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year

Asst. Professors		Associate Professors		Professors		Others		Total	
R	V	R	V	R	V	R	V	R	V
04	02	00	00	00	00	05	00	09	02

2.4 No. of Guest and Visiting faculty and Temporary faculty

39

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	16	14	03
Presented papers	13	13	02
Resource Persons	-	01	03

2.6 Innovative processes adopted by the institution in Teaching and Learning:

- Effective use of technology in course delivery
- Group Projects
- Games and Role Plays
- Case studies
- Workshops
- Field Trips and Educational Tours

- Continuous Evaluation

2.7 Total No. of actual teaching days during this academic year

231

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

Double Valuation
Online MCQ

2.9 No. of faculty members involved in curriculum Restructuring /revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

34

2.10 Average percentage of attendance of students

75%

2.11 Course/Programme wise

Distribution of pass percentage :

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
BA	101	19	36	27	3	85
B Com	751	17	42	24	5	88
BSC	88	0	6.81	19.3	5.68	31.8
M Com	113	1.76	36.2	30.9	3.5	72.36

* Total No. of Students Passed against the no. of Students Appeared.

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes:

- Curriculum Restructuring for enhancing employability
- Restructure and Reform Examination system
- Departmental meetings and reports
- Feedback from Associations and Stakeholders
- Academic Committee meetings
- Performance Based Appraisal forms

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	2
UGC – Faculty Improvement Programme	01
HRD programmes	01
Orientation programmes	-
Faculty exchange programme	02
Staff training conducted by the university	-
Staff training conducted by other institutions	-
Summer / Winter schools, Workshops, etc.	04
Others	-

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Grant in Aid				
Administrative Staff	27	01	00	-
Technical Staff	15	02	00	-
Non-Grant				
Administrative Staff	15	NA	NA	NA
Technical Staff	03	NA	NA	NA

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

- There is a Positive Environment in College for Research and Development
- Encouragement and Support by Academic Committee to write research papers in reputed journals
- Granting of Duty Leave for attending National and international Conferences
- Reimbursement of Registration Fees and Approval of Travel Grant
- Access to Digital Data Base

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number	-	-	-	-
Outlay in Rs. Lakhs	-	-	-	-

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	-	-	-	-
Outlay in Rs. Lakhs	-	-	-	-

3.4 Details on research publications

	International	National	Others
Peer Review Journals	6	2	-
Non-Peer Review Journals	1	1	1
e-Journals	-	-	-
Conference proceedings	-	07	01

3.5 Details on Impact factor of publications:

Range Average h-index Nos. in SCOPUS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects				
Minor Projects				

Interdisciplinary Projects				
Industry sponsored				
Projects sponsored by the University/ College				
Students research projects <i>(other than compulsory by the University)</i>				
Any other(Specify)				
Total				

3.7 No. of books published i) With ISBN No. Chapters in Edited Books

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from

UGC-SAP CAS DST-FIST
DPE DBT Scheme/funds

3.9 For colleges

Autonomy CPE DBT Star Scheme
INSPIRE CE Any Other (specify)

3.10 Revenue generated through consultancy

3.11 No. of conferences

organized by the Institution

Level	International	National	State	University	College
Number	01				
Sponsoring agencies					

3.12 No. of faculty served as experts, chairpersons or resource persons

3.13 No. of collaborations International National Any other

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs :

From Funding agency From Management of University/College

Total

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	
	Granted	
International	Applied	
	Granted	
Commercialised	Applied	
	Granted	

3.17 No. of research awards/ recognitions received by faculty and research fellows
Of the institute in the year

Total	International	National	State	University	Dist	College
01				01		

3.18 No. of faculty from the Institution
who are Ph. D. Guides
and students registered under them

02

05

3.19 No. of Ph.D. awarded by faculty from the Institution

N.A.

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF SRF Project Fellows Any other 01

3.21 No. of students Participated in NSS events:

University level 01 State level 01
National level 01 International level

3.22 No. of students participated in NCC events:

University level - State level -
National level - International level -

3.23 No. of Awards won in NSS:

University level - State level -
National level - International level -

3.24 No. of Awards won in NCC:

University level State level
National level International level

3.25 No. of Extension activities organized

University forum College forum
NCC NSS Any other

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

NSS members displayed posters to spread the message of eye donation.

NSS members actively participated in environment awareness rally

NSS members participated in rally creating awareness about AIDs

15 students of our college participated in a study tour to Bhimashankar in association with Forest Dept., Government of Maharashtra

Green Hill Project: 900 students of the college participated in activities like tree plantation, vermiculture, project against forest fire, construction of bunds for water-shed etc. on Hanuman Tekdi i.e. Symbiosis Hill.

Rice Plantation Programme: 220 students participated in a rice plantation programme around Vizner Village. The programme was organised by the college in order to make students aware of the day to day life of a farmer and give them a first-hand experience of their hard work and hardships. The students were appreciated by the organisers as well as the farmers and were felicitated by Dr. S.B. Mujamdar.

Guest lectures organised for students of Environmental Awareness Course

Name of Speaker	Topic
Dr.SangeetaMahajan	Anti-Tobacco Drive
Mr.Bhanu Mule and Mr.Rao	Development Plan of Pune City

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	1 Acre	-		1 Acre
Class rooms	22	-		22
Laboratories	04	-		05
Seminar Halls	03	01	Management	03
No. of important equipments purchased (\geq 1-0 lakh) during the current year.	01			
Value of the equipment purchased during the year (Rs. in Lakhs)	2,27,160			
Others	-			

4.2 Computerization of administration and library

SCAC library is computerised and fully automated. 'Libsuite' library management software is used for library operations. OPAC is available. All library documents are barcoded and indexed.

4.3 Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	8809	7928176	35	3960	8844	8200511
Reference Books	19803		445	268375	20248	
e-Books*	--	--	--	--	--	--
Journals	30	217681	2	121720	32	339401
e-Journals*	--	--	--	--	--	--
Digital Database	4	823796	2	391914	6	1215710
CD & Video	275	110988	61	15976	336	126964
Others (specify)	--	--	--	--	--	--

Notes:

Journals Number varies year from year, also it is not possible to calculate total journals value, as the old ones are disposed from time to time. Therefore the data provided in the "Existing Journals No. & Value" column is of the year 2010-11.

ICFAI e-journals we had subscribed only for one year i.e. 2011-12 and discontinued later

We are subscribing to various online databases. Hundreds of e-books and e-journals are the part of those databases. Hence, currently we do not have any e-books or e-journals.

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Others
Existing	267	215	4mbps+ 1mbps	-	-	28	24	-
Added								
Total	267	215	4mbps+ 1mbps	-	-	28	24	-

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

WIFI enabled Campus, technology enabled classrooms, Digital Data Base

4.6 Amount spent on maintenance in lakhs :

i) ICT	7.49
ii) Campus Infrastructure and facilities	6.35
iii) Equipments	0.28
iv) Others	0.19
Total :	14.33

Criterion – V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

1. The College publishes its updated prospectus every year with Detailed information on

- Course Structure:(B.A.,B.Com And M.Com)
- Add On Courses-Liberal Arts
- Fee Structure
- Credit System
- Examination Rules
- Infrastructure
- Library
- Disciplinary Rules
- Scholarships & Freeships
- Statutory Committees
- Curricular And Extra-Curricular Associations
- Important Application Forms
 - I. Association Registration Form
 - II. Bonafide Certificate
 - III. Anti-Ragging Affidavit Format

2. The College Publishes its College Magazine-Mosaic every year.

It includes:

- Faculty achievements and co curricular pursuits
- Departmental and Association Reports
- List of Annual Prize winners
- Creative Expressions(Articles, Poems, Art Gallery, Photographs)

3. The College website for disseminating information are:

www.symbiosiscollege.edu.in

These websites facilitate online admissions besides keeping students abreast of important dates for examination, fees, practical submissions; other important notices are uploaded and displayed on website.

5.2 Efforts made by the institution for tracking the progression

The Institution and Exam Department tracks the progression through

Continuous Evaluation:

- Online Exams
- Assignments
- Semester end exam

Term end and annual examination

Journal submission and viva

UG	PG	Ph. D.	Others
2742	240	-	

5.3 (a) Total Number of students

(b) No. of students outside the state

UG-648, PG- 80 total= 728

(c) No. of international students

UG=210, PG-19 total= 229

Men

No.	%
UG-158 PG-13	UG- 75.23% PG-68.42%

Women

No.	%
UG-52 PG-6	UG-24.76% PG-31.57%

Last Year (UG+PG) 11-12						This Year (UG+PG) 12-13					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
2628	117	04	189	01	2939	2647	131	05	198	01	2982

Demand ratio 1:8

Dropout % NIL

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

N.A

No. of students beneficiaries

N.A

5.5 No. of students qualified in these examinations

NET SET/SLET GATE CAT
IAS/IPS etc State PSC UPSC Others

5.6 Details of student counselling and career guidance

- Foundation Course and Orientation Programme for F.Y.B.A and B.COM Students(Career guidance and Personality Development Programme at entry level)
- Career Guidance Workshops by industry experts
- Soft skill training Sessions

No. of students benefitted

950

5.7 Details of campus placement

<i>On campus</i>			<i>Off Campus</i>
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
7	150	19	-

5.8 Details of gender sensitization programmes

N.A

5.9 Students Activities

5.9.1 No. of students participated in Sports, Games and other events

State/ University level National level International level

No. of students participated in cultural events

State/ University level National level International level

5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports : State/ University level National level International level

Cultural: State/ University level National level International level

5.10 Scholarships and Financial Support

	Number of students	Amount
Financial support from institution	03	12355
Financial support from government	100	535136
Financial support from other sources	27	415815
Number of students who received International/ National recognitions	-	-

5.11 Student organised / initiatives

Fairs : State/ University level National level International level

Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students

5.13 Major grievances of students (if any) redressed: _____

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

“Symbiosis will be the preferred destination for all who aspire to excel.”

“Our mission is to pursue knowledge through academic, co-curricular and extra-curricular activities and develop the learners’ personality with a strong value base.

We are committed to maintaining a balance between theory and practice. We endure to facilitate the learners to gain knowledge and experience enabling them to achieve meaningful individual development and the wellbeing of society at large.”

OBJECTIVES OF THE INSTITUTION

- To impart knowledge of various subjects to learners under Arts, Commerce and Computer Science Studies, to the under graduate programmes. And also through post graduate programmes in Commerce of University of Pune.
- To develop students as responsible citizens.
- To inculcate communication and study skills.
- To give awareness of environment and social ethos.
- To prepare our students to take up significant responsibilities in trade and commerce, industry and various professions

6.2 Does the Institution has a management Information System

Yes

Admission Oriented MIS-online admissions

Office and administration is totally computerized

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

Curriculum Development:

- Academic Autonomy provided in designing courses to suit the current market needs and to make the course content more industry and profession oriented.
- Participation of Industry experts and Alumni in designing course structure and syllabi
- Relevant and challenging courses Designed by respective Board of Studies.
- Multi disciplinary and Interdisciplinary approach introduced in the course structure.
- Strengthened liberal arts educational programme by making it interdisciplinary and at a holistic learning process.
- Restructured the examination and evaluation pattern.

6.3.2 Teaching and Learning

The College believes creating a dynamic learning environment .The learning spaces in our campus aims at empowering students. The faculty of the college is interactive, innovative and are continuously improving their teaching-learning pedagogy. Some highlights of the teaching-learning pedagogy are stated below:

- Active Learning and Team work
- Effective Use of Audio Visual Aids
- Class Presentations
- Class Discussions
- Industrial Visits
- Exhibitions
- Surveys
- Projects
- Case Studies
- Question and Answer sessions
- Educational Trips
- Industrial Visits
- Guest Lectures
- Workshops

6.3.3 Examination and Evaluation

Continuous Evaluation: First Year B.A, B.COM and M.COM Students

- Assignments
- Mid semester exams-online exams
- Semester End Exams

Term end and Annual Exams for Second and Third Year B.A,B.COM students(University Pattern)

6.3.4 Research and Development

The College always motivates and encourages faculty members of all departments to write quality research papers. The teaching staff is encouraged to take research projects. The staff members are permitted to attend and participate in National and International Conferences, seminars, workshops. The Academic Committee of the College comprising of all the Heads of Departments of all streams and Headed by the Principal are instrumental in creating a positive environment for research and academic growth.

- The Committee motivates teachers to participate in research-based activities such as Ph.D, M.Phil, writing research papers and articles and organizing seminars and conferences.
- Students are encouraged to participate in intercollegiate paper reading and writing competitions for which they are guided and assisted by the teachers.
- It is mandatory for the M.Com. students to prepare a dissertation or project report as part of the curriculum. The concerned subject teachers co-ordinate this activity, encouraging the postgraduate students to conduct research in various aspects of Commerce.
- Teachers are encouraged to attend seminars / conferences at various levels. The college proactively assists faculty engaged in research work.
- Teachers attend workshops on Research Methodology and innovative practices in teaching.
- All notices/circulars/pamphlets regarding local, national and international seminars and conferences are displayed on the Staff Notice Board.
- Duty Leave is granted and financial assistance is provided whenever possible.
- Special mention is made of teachers' achievements in the annual College magazine and in the presentation of the Annual Report at the Annual Prize Distribution Ceremony.
- The college provides funds for organizing conferences and seminars and also to staff attending faculty development events held elsewhere

Highlights of Research and Development

Papers Presented:

Dr. Hrishikesh Soman Presented Paper in the International Conference on Management of Infrastructure in Dehradun in 2013

Dr. Hrishikesh Soman was Invited by Government of Israel to attend International Workshop on Holocaust Studies .

Dr Alpana Vaidya Received an award on University of Pune Foundation day for the “Best Innovation in Teaching” on 10thFebruary’13 . This award was received at the hands of an eminent scientist Dr. Raghunath Mashelkar.

Dr. Alpana Vaidya was invited to deliver a talk at the International Conference of Asian Association of Indigenous and Cultural Psychology at University of Inha at South Korea on the topic –“Quality of life” from 23rd to 25th March’ 12

Dr. Alpana Vaidya presented paper at the International conference of AAICP, organized by University of Malaysia on the topic- “Stress and Coping, self efficacy, social support and Happiness among M.B.A. students” from 20th to 22nd December’ 12 at Langkawi island, Malaysia.

Prof. Tessy Thadathil presented a paper on Wipro’s Reporting on Environmental Indicators as per the G3.1 Guidelines of the Global Reporting Initiative(GRI) for the year 2010-11 at the national conference on “Green Marketing in India - Emerging Opportunities and challenges ” held on February 27, 2013 at Loyola College, Chennai

Dr. Sharayu Bhakare presented the paper titled ‘Rural Entrepreneurship in India: Catalyst of Change’ at the ISDSI International Conference organised by IBS, Hyderabad in Dec ‘13

Research Publications

Dr. Sunayini Parchures Research Paper on ‘Changing Food Consumption Preferences and the Employment Prospects of Horticulture in India.’ published in the Indian Economic Journal, a fully referred Journal with ISSN 00194664.

Mrs. Marcelle Samuel Research Paper on ‘Development of Core Skills in Higher Education for Enhancing Employability - with Special Reference to Arts and Commerce Undergraduates’ was published in the Indian Economic Journal, a fully referred Journal with ISSN 00194664

Dr. Hilda David Novel “Tails and Tales” was published by Lead start and Frog Publication (Mumbai-USA) 2012.

Dr. Manjushree Sharma Published a research paper titled “Religions and Leadership” in the book “Religious Plurality, Gandhian Thought and Environment Issues” Editor: Ravi P. Bhatia. ISBN:81-85983-26-7.

Mrs. Swati Chiney Research paper published in Annual Peer-Reviewed Journal 'Bizz...Ness' Vol.I – Issue 2, Jan.2013, with ISSN No. 2277 – 4823 published by Ness Wadia College of Commerce.

Mr. UmeshKulkarni Research paper on “Need for three dimensional accounting system for sustainable development”, published in Annual Peer-reviewed Journal 'Bizz.....Ness' Vol.I – Issue 2, Jan. 2013 with ISSN No.2277-4823

Mrs. ShubhadaTamankar research paper on “Sustainable Development of Human Capital through Skill Development Activities” published in the annual peer reviewed journal BIZZ...Ness, Volume I-Issue 2, January, 2013. ISSN-2277-4823.

Dr. Neelofar Raina Research Paper on the topic NPAs in Indian Banking Sector- Issues and Strategies in Managing Asset Quality was Published in Cosmos Bi-annual Journal on January 2013-Issue III with ISSN No:2249-6408.

Mr. Santosh Marwadikumbhar Presented Research Paper on “Customers Retention Strategies & Importance of its Accounting” published with ISSN:2249-7463

Mrs. ShwetaKakade Published paper on “Work Life Imbalance and Burnout in Information Technology Professionals: A Correlational Study” in the proceedings of UGC-sponsored National Seminar on Developing Human Potential: Issues, Perspectives and Challenges, ISBN 978-93-5087-999-3.

Dr. SharayuBhakare Published the paper titled 'Socio-Economic Implications of Agro tourism in India' in the International Proceedings of Economics Development and Research 'Innovation, Trade and Economics', Hongkong.

6.3.5 Library, ICT and physical infrastructure / instrumentation

Academic activities

For academic activities the following infrastructure is available:

- Well equipped classrooms
- Mobile trolleys on each floor to carry the OHP and LCD to all classrooms are available with trained peons to operate the equipment.
- Reading Hall, Audio-Visual (A.V.) Hall with internet connectivity, Multi channel television facility and C.D./ D.V.D. Player.
- A new Computer laboratory, an Electronics laboratory and a language laboratory.
- Wi-Fi Campus

Co-curricular and Extra Curricular activities:

For extra and co-curricular activities the following facilities are used regularly:

The Audio Visual Hall is used for most of the activities while the following halls/auditoriums are also used on a shared basis with other Symbiosis institutions.

The Vishwa Bhavan Auditorium with seating capacity of 500, Conference room adjacent to conference room adjacent to Vishwabhavan with seating capacity of 50, hall at the Symbiosis Health Center with seating capacity of 150, auditorium at Symbiosis Institute of Management Studies, Kirkee with seating capacity of 500, Auditorium of Symbiosis Law School with seating capacity of 150

All the Halls are fully air-conditioned and well-equipped with facilities like LCD Projection, TV, VCR and DVD Players, Screens and generator back-up.

Sports:

- The college uses the facilities of the Symbiosis Spa for Table Tennis, Chess and Badminton Courts on a shared basis.
- The College has formal and informal contracts with other colleges for using their playgrounds, swimming pools, gymnasiums on a hire basis. The college uses the ILS Law College and B.M.C.C. for their football and cricket ground, Tilak Tank and S.P.College for their swimming Pools, Deccan Gymkhana for their Basket-ball court and Volley Ball Courts, University for Pune for Athletic events, St. Vincent High School for Soft Ball, PDMBA for Table Tennis and Badminton, and the Fergusson College ground for Foot Ball.
- The college has a fulltime, well qualified Physical Director and a well equipped office.

The library has an open access system so that users can actually reach and browse through the entire collection of books in the library. The college uses Libsuite Library management software which facilitates WEBOPAC. Checking and vigilance on entry and exit points of the library is done by Library Attendants. They ensure that users are not taking library material outside the library through unfair means.

6.3.6 Human Resource Management

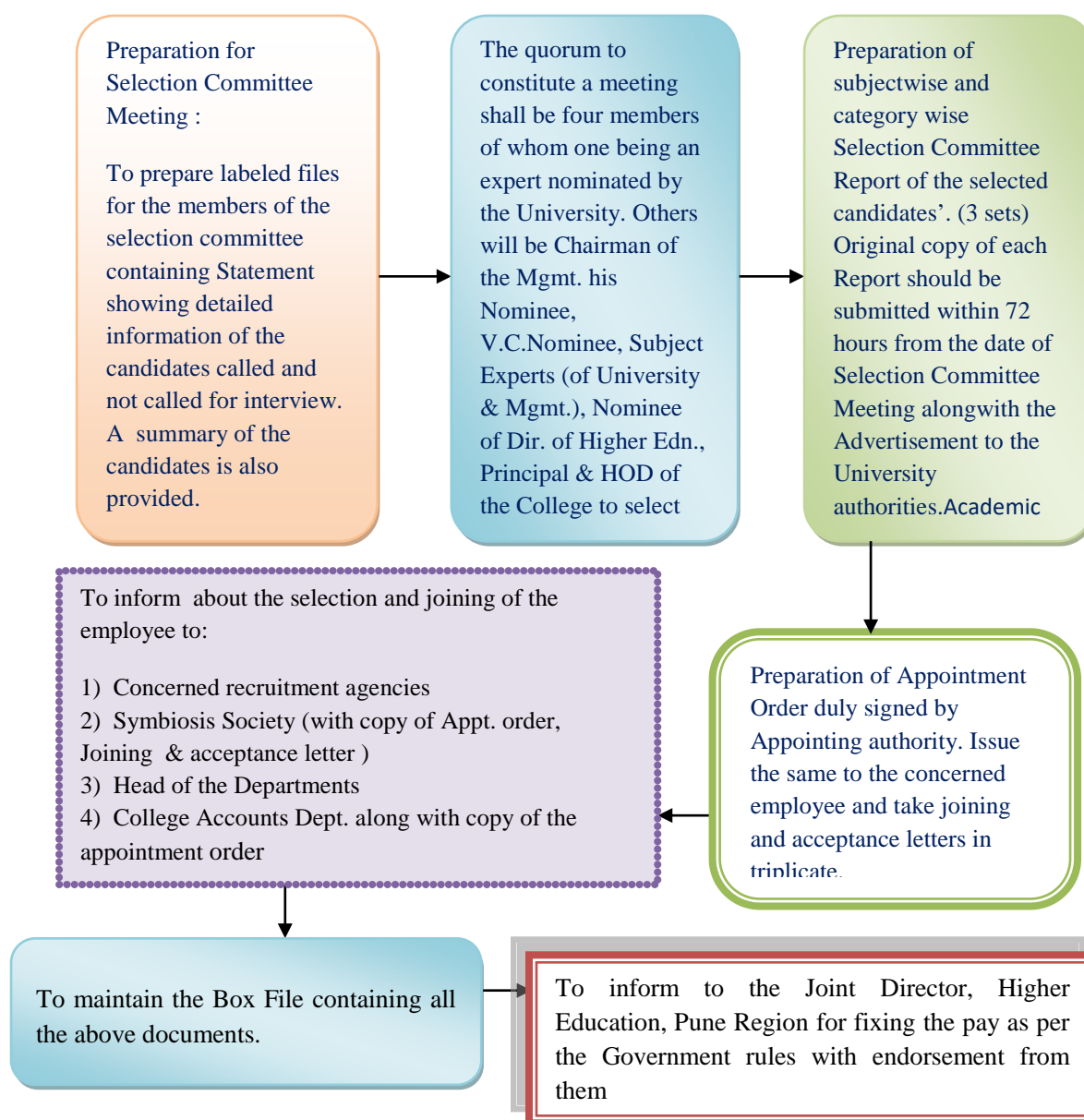
- Symbiosis management is committed to provide quality education to all who aspire for it. Therefore the college is always supported and provided with all the necessary resources.
- Education delivery is entirely trusted to the teachers and the management gives total autonomy to experiment and to implement creative ideas. The students are also free to approach the Principal and teachers with their new ideas and normally all such plans are implemented.
- The Principal shows full confidence in the ability of the faculty members, they get encouragement and feel free to experiment. New and innovative ideas are encouraged in the college.
- The Principal is proactive, supportive and initiates many activities that are important from the students' career point of view or beneficial for the college from a long term perspective
- The positive and democratic approach taken by him has resulted in us in achieving 'Academic Autonomy'.

- The Principal has taken a strong initiative in developing various academic programmes and academic exchange opportunities with various international universities.
- The open and dynamic leadership provides the required flexibility in choosing the academic courses to suit the needs of the students coming on these exchange programmes.
- Subscription to online journals and databases such as EBSCO, JSTOR, ICFAI etc. is another example of proactive attitude towards the use of latest educational technology.
- The Principal encourages the faculty to attend faculty development programmes, refresher courses and training programmes organized by various authorities like the University of Pune.
- The entire approach of governance is inclusive and no one feels left out. There is no discrimination on the basis of caste, creed, gender and religion.
- The Principal has developed a close rapport with all levels of the staff and members can approach him to share their difficulties and problems. A just and fair approach has kept the entire working environment very positive.

6.3.7 Faculty and Staff recruitment

The college is affiliated to the University of Pune and thus follows all the procedures and norms laid down by the U.G.C., the Maharashtra Government and the University of Pune.

Selection Procedure for Faculty



The college does have an adequate number of qualified and competent teachers to handle all courses. In case of absence due to leave, arrangements are made for ad-hoc faculty, at the earliest.

In order to attract teachers of a high standard, remuneration is salary-based and not on a clock-hour basis. The college has got the sanction of the Management for a consolidated remuneration. This has helped the college to ensure that good quality teachers are retained. There is also a provision for ad-hoc selection by appointing a local selection committee. This appointment continues till the final selection process

6.3.8 Industry Interaction / Collaboration

Placement Cell:

The Placement cell of our college recognizes the importance of employability skills and industry exposure in the ever changing current economic climate. Placements are one way of providing a means by which these skills can be attained at the undergraduate level. The Cell also recognizes that our students are competing for jobs in an international marketplace and the need for our students to gain experience and exposure through career counselling. Following companies visited college for placements Deloitte, Google, Teach for India, KPMG, Viocon18, UBS Variety Solutions Metro Services, Flaming India Management Services. 19 students placed. Package offered ranging between 5.8 lakhs to 1.8 lakhs.

Highlights of activities of Placement cell

- Deloitte conducted a quiz competition for FY, SY and TY B.Com. students
- Google selected Snigdha gupta from S.Y.B.A. as their Campus Ambassador
- Google also conducted Ideathon- Creativity competition for the students.
- Black Berry and Radio Mirchi Conducted Quiz Competition for the students where first 10 students were offered scholarships.

International Initiatives

Highlights of International initiatives in the academic year 2012-13:

Three students from the US under the aegis of the Knowledge Exchange Institute (KEI) undertook courses in Liberal Arts in Hindi and Living Past. Organized International Conference on Interculturality at our college in collaboration with the Institute of Intercultural Communication, Hildesheim University, Germany on 10th & 11th September, 2012.

There were 8 students who came over from Hildesheim for a student exchange and 3 of our students went to Hildesheim University, Germany on a return exchange from 8th to 19th Dec 2012. Tied up with Euromed Marseilles, France, admissions are on. Talks on with Adler School of Psychology, Chicago, US and Prof Aarti Wani is currently in the US having talks for tie ups

6.3.9 Admission of Students

- The College has also introduced an online admission process for the regular graduate programmes since the academic year 2007-2008. This college is the first undergraduate college to have initiated this process. The entire admission process beginning with the pre-merit forms to the declaration of merit list and also payment of fees is done online.

- For its Liberal Arts programme, the students are admitted through counselling, faculty presentations, public seminars and advertisements.

The admission process is based on the guidelines provided by the University of Pune and the reservation policy of the State Government of Maharashtra.

The unique online admission process which enables us to maintain a fully transparent system characteristics of which are given below:

- a) The pre-merit applications can be filled online providing easy access to students in the city and all over India to seek admission to this college.
- b) The merit list is declared online.
- c) The merit list is also displayed on the college notice board.
- d) Special notices are displayed regarding the admission status and vacancies in the various categories.
- e) Any discrepancy or query regarding the admission or the merit list is brought to the notice of the Admission Committee and the grievances, if any, are resolved.
- f) The admission for foreign students, PIO / NRI, ICCR and SAARC are done through the International Student Cell of the University of Pune. The student approaches the college only when his admission is confirmed by the University and then completes the formalities of the admission process.
- g) All information regarding the admission status is readily available.

No donation or capitation fees is accepted by the college for admissions

6.4 Welfare schemes for

Teaching	Medical Facilities for Faculty and Annual health checkups
Non teaching	Advances to Staff and Annual health checkups
Students	Government Scholarships, Fee Concessions and Instalment Facility Medical Facilities from Health Centre Free Health Checkups Earn and Learn Scheme

- Group Insurance facility from Health Centre for Staff and Students
- Health Checkups and Free Primary Medical Help(Free of Cost)for Staff and students

6.5 Total corpus fund generated

Creation and Maintenance of Corpus is done at Symbiosis Society Level

6.6 Whether annual financial audit has been done Yes No

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic			√	Academic committee
Administrative			√	Principal/Registrar

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes Yes No

For PG Programmes Yes No

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

In order to lay down a sustainable and trust worthy examination system for our College under Autonomy, the post of Controller of Examinations and Deputy Controller of Examinations were created during this academic year and Dr. ShirishLimaye and Mrs. Swati Chiney were appointed respectively. Mrs. Ashwini Kothari was appointed as the Teacher Co-ordinator for Autonomy Examinations.

They worked as a team along with the Principal, Vice Principal, Registrar, all the other Administrative and Teaching staff. All of them took sincere efforts to implement the examination system seamlessly under autonomy in successful manner.

Examinations under new Autonomy pattern were conducted during 2012-13 for the first time in the history of our college.

Examination Pattern Under Autonomy

General Rules

- There shall be a Semester pattern of examination.
- Degree course of B.A. and B.Com. of three years shall be divided into 6 semesters.
- The First year (F.Y.) will have 2 Semesters – Semester I and II
- The Second year (S.Y.) will have 2 Semesters – Semester III and IV
- The Third year (T.Y.) will have 2 Semesters – Semester V and VI
- The medium of instructions for examination shall be in English only.

About Evaluation

- There shall be continuous assessment and evaluation of the students during each semester.
- There shall be total of 100 marks evaluation per subject / course during each semester.
- Out of these total 100 marks, internal evaluation would be of 40 marks and external (Semester end) evaluation would be of 60 marks. (40 + 60 pattern).
- Internal 40 marks would comprise of -
 - a) 20 marks for Assignments, b) 20 marks for Mid-Semester examination.

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

University promotes and supports autonomy through their representatives in Board of studies, governing body, academic council

Respective Board of Studies has a university representative, they guide on syllabus framing and restructuring

6.11 Activities and support from the Alumni Association

The Alumni of our college is our special stakeholder whose interest is to see the Institute flourish and grow in stature they are one of the most responsible and important stakeholders of our campus. They share their experience and knowledge, by giving lectures, conducting workshops, facilitating placement of our students. Their contribution to a wide range of programmes have added value to institutions' academic programmes and extracurricular activities.

6.12 Activities and support from the Parent – Teacher Association

- Parents are invited for all major Functions-Sports ,Academic and Extracurricular
- Principal and Class Teachers provide effective counselling to parents and their stakeholders
- Informal Discussions with subject teachers and study material for slow learners are provided to parents
- Issue of Discipline is resolved by informing and consulting Parents

6.13 Development programmes for support staff

- The College has a brilliant team of administrative Staff they have participated in training programmes to upgrade their skill and expertise.
- The Staff is encouraged in upgrading their qualification.
- The Staff has actively participation in orientation Programme for First Year B.A,B.COM students
- The Administrative Staff actively participates in Foundation Day Celebrations by taking part in brain teasers and other cultural events.
- Active participation in Census work

6.14 Initiatives taken by the institution to make the campus eco-friendly

Garbage management system on campus: eco-friendly ways of garbage disposal for organic and inorganic waste were introduced to the students

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

Highlights of major innovative activities that has created a positive impact on the functioning of the institution:

- Innovative, interactive and Collaborative Teaching Pedagogy
- Extensive use of technology in course delivery
- Imparting Value based education
- The Mid semester exams have been fully computerised with the in-house developed software for smooth conduct of exams
- Strengthening industry and academia interaction through Placement cell
- International Initiatives and student exchange programmes

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

Activity	Action Taken
Seminars and workshop Conducted	Twelve workshops and seminar organised for students: Important workshops are listed below: <ul style="list-style-type: none">♦ One day Seminar on Human Excellence♦ One day work shop by MITCON♦ One Day seminar on How to be a good investor.

	<ul style="list-style-type: none"> ♦ 12 day practical session on Tally ♦ Research Methodology Workshop for TYBCOM students. ♦ Workshop on Accounting Standards ♦ Creativity advertising Marketing
Co curricular and extracurricular	<p>Symbiosis Centre for liberal Arts organised Cultural Programme on “Kabir”</p> <p>Intercollegiate-Waxing Eloquent</p> <p>Symagine Intra Collegiate Cultural Fest</p>
Environment awareness and NSS	<p>Rice Transplantation by 220 students</p> <p>14 major Activities done by NSS(Rallies, Seminar, Workshop, Camp and Awareness Walk)</p>
Foundation Course and Orientation Programme	Conducted for 800 Students of F.Y.B.A. and B.Com
Teaching ,learning and Evaluation	<p>Revised and Restructured Curriculum</p> <p>Examination Reforms(Continuous Evaluation and Semester End Exam)</p>
Placement	Seven Companies visited the campus and 19 students got placed
International Initiatives	<p>International Conference on Inter Culturality in Collaboration with the Institute Of Intercultural Communication Hildesheim University, Germany.</p> <p>Tie-up arranged with Euromed Marseilles, France.</p>
Academic Excellence	<p>Innovative Teaching Learning Pedagogy</p> <p>15 Educational and Industrial Visits</p> <p>Workshops and Case Studies</p>

	Academic Brilliance of Stakeholders
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7.3 Give two Best Practices of the institution (*please see the format in the NAAC Self-study Manuals*)

Examination Reforms-Continuous Evaluation
International Initiatives and Collaborations

**Provide the details in annexure (annexure need to be numbered as i, ii,iii)*

7.4 Contribution to environmental awareness / protection

Eco-friendly Ganesh Idol making workshop and Ganesh idol immersion programme with Rotary Club, Gandhibhavan

7.5 Whether environmental audit was conducted? Yes No

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

Important Points:

Autonomy Status Granted to College

Curriculum Restructured and Revamped

Examination System Reformed under Autonomy

Academic Rigour and creativity by Faculty members

Dynamic Teaching-Learning Environment

Certificate Programmes, workshops, symposium and visits organised

Challenges:

- Equipping ourselves for International recognition
- Creating Distinct Academic edge as a Institution

8. Plans of institution for next year

- To enable commerce students acquire professional knowledge and skills in finance and accounts
- Revamp and Restructure Academic Programmes and Curriculum
- Encourage Faculty members for Professional Development-Improve Academic competency
- Interaction and International exposure through collaborations and exchange programmes with universities from other countries

Dr. Neelofar Raina

Coordinator, IQAC

Dr. Hrishikesh Soman

Chairperson, IQAC

Annexure I

Foundation Course and Orientation Programmes(F.Y.B.A and B.COM Students)

Feed Back Form

Feedback form For Foundation Course and Orientation programme (25th -30th June)

Conducted for F.Y.B.Com and B.A. students 2012-13

Instructions: Please rank on a scale of 1 to3, put the numbers in appropriate column:

1=Excellent ,2= Good,3=Average

Please don't leave any column blank

1. Foundation Course:

	Speakers & Topic	Relevance	Enjoyment	Information
A.	Ms. Hyacinth Arya on Soft Skills			
B.	Dr. ZubinMotafram on Wellness Management			
C.	Ms. NrupaSoman on Classical Dance as Art and Therapy			
D.	Lt. Col. Brijkrishan on General Awareness			

2. Orientation Programme conducted in classrooms

Please rank on a scale of 1 to 3, put the numbers in appropriate column:

	Orientation Programme	Relevance	Enjoyment	Information
A.	Orientation Programme Day 1			
B.	Orientation Programme Day 2			

3. Your Suggestions for improvement.....

Feedback Analysis of the Commerce Students and Findings:

To understand the topic the author /Faculty In charge of the foundation Course and Orientation Programme has taken the survey of 200 respondents (Feedback analysis through a questionnaire).

Sample has been selected from Symbiosis College of arts and commerce where the foundation course was conducted for First year students. Their responses are analyzed and findings are discussed in this section.

Sample Profile

Sr.No	Sample Group	No.of Respondent	Area
1.	Fybcom Students	200	Pune

Repondents Profile (Age): 17-18 years

Table: 1

RELEVANCE			
	AVERAGE	GOOD	EXCELLENT
SOFT SKILLS	4.5	35.5	60
WELLNESS	10	44	46
DANCE	19.5	65.5	15
GENERAL AWARENESS	19.5	65.5	15
ORIENTATION DAY1	7.5	46.5	46
ORIENTATION DAY2	20	49.5	30.5

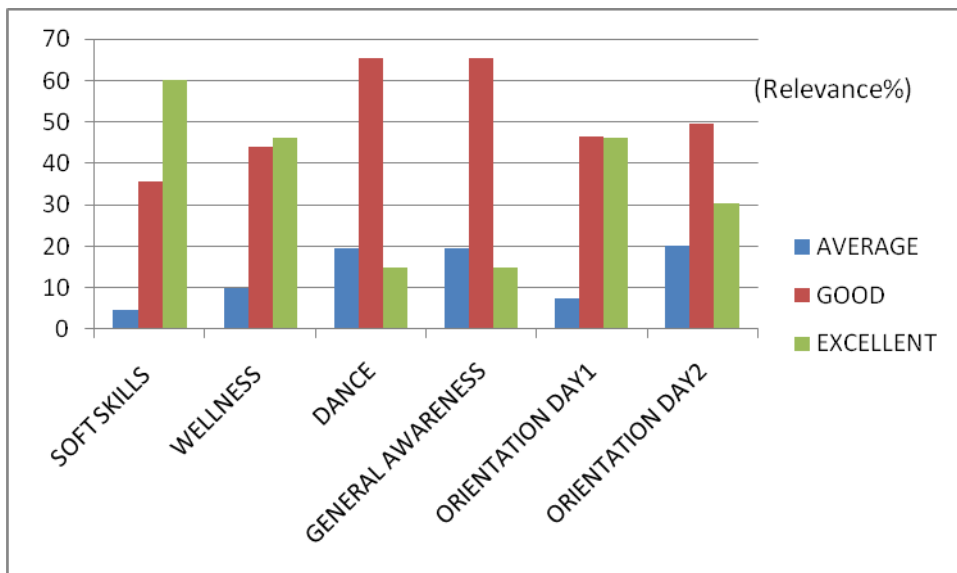
Relevance: The responses for the Relevance for various skilling attempts is clearly shown in Table1 were 60% of students found soft skills excellent followed by wellness and orientation programme both at 46%.The students want to improve the critical skills as well have a good social and mental well being which must for a individuals development. Orientation programme was well received by students as it gave kaleidoscope of college activities.

The respondents found dance therapy and general awareness sessions, good as both the sessions have a same percentage of 65.5% the dance therapy made them realise that it is a treatment for

ailing and aged, they got highly motivated by the fact that they can volunteer to cure such patients and can make a huge difference to society .

In the case of relevance of the Foundation course and orientation programme all skilling initiatives were well received and appreciated by the respondents .This indicates that young students do feel that such initiatives can make them good students having a edge over others and better citizens. The Figure 1 below shows the feedback analysis for Relevance.

Figure:1



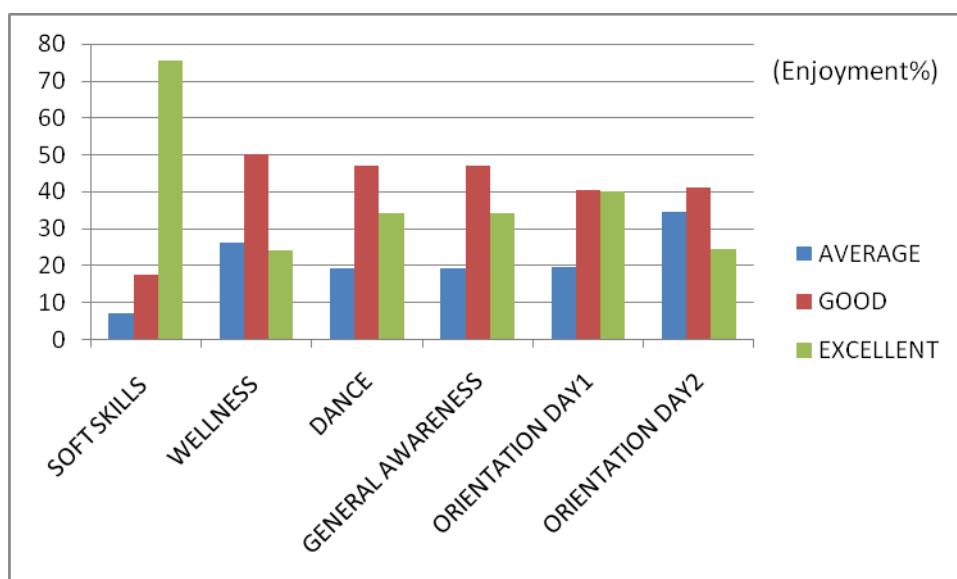
Enjoyment: The responses for enjoyment for various skilling attempts in Table 2 indicates that Fun and learning is must for undergraduate commerce education, anecdotes, quotes, games, quizzing, grid etc can make learning process simpler for a taught as well for the teacher. Learner centred skill initiative can reap rich dividends in long run. Soft skills scores well above other initiatives at 75.5% as the session was very interactive, lucid examples, unique presentation style, good sense of humour and connectivity with the audience. The speakers enthusiasm transformed the learning environment. The other initiatives are between 40.5%-50% this was

due the innovative techniques used by the speakers to hone the skill- sets and latent talent of students for example in dance therapy students were invited on the stage to perform. The audience was quizzed on current affairs and environment in General awareness session the respondents did realise that being aware of what is happening around you can give you edge over others in this competitive world, the students realised that knowing more is Infact knowing less. The respondents feedback on enjoyment is shown in Figure 2 .

Table: 2

ENJOYMENT (%)			
	AVERAGE	GOOD	EXCELLENT
SOFT SKILLS	7	17.5	75.5
WELLNESS	26	50	24
DANCE	19	47	34
GENERAL AWARENESS	19	47	34
ORIENTATION DAY1	19.5	40.5	40
ORIENTATION DAY2	34.5	41	24.5

Figure: 2

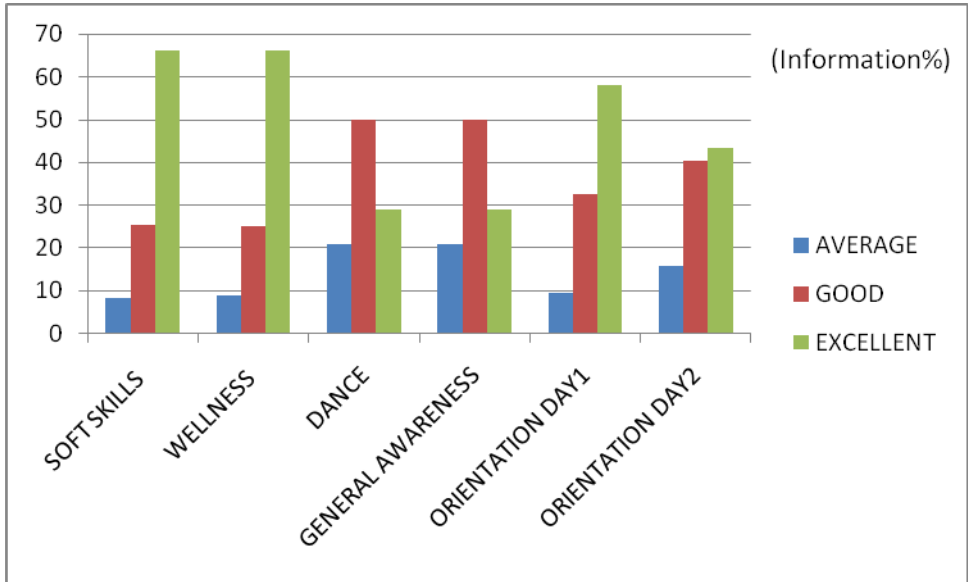


Information: The responses for Information for various skilling attempts is indicated in Table 3 in which Soft skills and wellness management was found excellent with 66% respondents, followed by Dance and General awareness both with the same percentage of 50% and 40.5% respondents found orientation programme to be good, the analysis of the data shows that the knowing about Soft Skills , Behavioural Skills, reasons for peer pressure, stress among the youth, mental and physical well being are critical for any commerce student. The commerce education can translate traditional education into brilliant and better career prospects if students have overall personality development. The Dance therapy other than being therapeutic, also motivated students to take this up as a career and made them realize that this therapy can cure many and de stress today’s busy youth. In General awareness session it was reiterated that the knowledge is a very important thing in today’s ever changing world. The speaker’s advice on job interviews and views on the competitiveness of the job market made it a very important session. The students found orientation programme informative as the detailed information about facilities in college ,library, sports department, various clubs in college. Opportunity to earn and learn, unique liberal arts programme made them aware of the interdisciplinary nature of commerce education and gave them a holistic view of the enabling learning environment for curricular and extracurricular activities at symbiosis college will definitely tap their skills through regular classroom activities or even beyond the four walls. The figure 3 shows the responses for information in the foundation course and orientation programme.

Table: 3

	INFORMATION (%)		
	AVERAGE	GOOD	EXCELLENT
SOFT SKILLS	8.5	25.5	66
WELLNESS	9	25	66
DANCE	21	50	29
GENERAL AWARENESS	21	50	29
ORIENTATION DAY1	9.5	32.5	58

Figure: 3



The Researcher through the feedback analysis and personal observations comes to the conclusion that all the sessions were Interactive, developed the ability to question and think critically. The tips on perfect grooming, communication, body language, societal concerns, how to have right frame of mind ,increase the confidence level by taking part in college activities etc were definitely an attempt towards motivating and skilling the future torch bearers of our country.
