



**MARATHA MANDIR'S  
BABASAHEB GAWDE INSTITUTE OF MANAGEMENT STUDIES  
MUMBAI CENTRAL (EAST), MUMBAI**

**PERSPECTIVE PLAN**

**FOR THE PERIOD**

**2021 – 2026**

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Maratha Mandir's  
Babasaheb Gawde Institute  
of  
Management Studies



(I) **About the Institute:**

Maratha Mandir's Babasaheb Gawde Institute of Management Studies (MM BGIMS) was inaugurated by Shri. P. B. Sawant, Hon'ble Justice of Supreme Court of India on 31st July 1997, in the presence of Late Maharaja Shri. Madhavrao Shinde, President of Maratha Mandir.

The Institute fosters an environment of academic excellence and for over 23 years has gained reputation as a leading Management Institute offering premier Management Education. Our belief in creating a dynamic and free-thinking culture has enhanced the academic, personal and social participation of the students.

Quality management education is imparted with a perfect blend of theory and practical application. We have always focused on moving beyond the traditional case-study based pedagogy and providing more avenues for students to observe practical application of management concepts in real-time business environment. Our constant efforts to evolve and disrupt the norms have led to creating a group of more than 2000 management professionals who possess an all accepting thought process, analytical acumen and an empathetic outlook towards the society and the country as a whole.

MM BGIMS offers following courses at its premises in Mumbai Central, Mumbai.

- Master of Management Studies Program: The full-time MMS Program is of two years duration consisting of four semesters and is open to candidates having Bachelor's degree or Appeared for the final year examination of any Bachelor's Degree recognized by the Association of Indian Universities in any faculty.
- Ph D: The Institute offers Doctoral Programme (PhD) of University of Mumbai in the areas of Business Management. The coaching for course work and the doctoral thesis work is done at the Institute under the able guidance of Ph.D. guide. The Institute offers excellent research facilities to its students

(II) **Analysis of Strengths & Weaknesses:**

The Institute's Internal Quality Assurance Committee (IQAC) plays a proactive role in ensuring quality consciousness across all functions. An internal analysis of the strengths and weaknesses of the Institute was done by the IQAC. The outcome of this analysis (listed below) is considered while preparing the Perspective Plan.

• **Institutional Strength:**

1. Maratha Mandir Trust managing the college is renowned in the field of education and social activities.
2. Strategically located in the commercial capital of India next to Mumbai Central Railway Station and upcoming Metro Station.
3. PG and PhD level programs offered.



4. Learner centric Teaching-learning process and excellent academic results
5. Holistic development of students
6. Extensive use of advanced ICT infrastructure
7. Supportive administrative set up
8. Excellent extracurricular activities and social outreach programmes
9. Well-qualified full-time faculty
10. Life-long centre for learning for faculty and the students.

• **Institutional Weakness:**

1. Space constraints
2. Inadequate infrastructure for sports and games.
3. Limited linkages with industries/ institutions for research promotions and consultancy services
4. Few MOU for placements and internship.
5. Lack of research culture in faculty and students.
6. Non-availability of financial support from funding agencies for faculty for further learning.

**(III) An introduction to the Perspective Plan:**

The Institute's Perspective Plan provides strategies for its development and growth. The Plan is prepared with specific growth objectives for a 5-year tenor, with specific areas and targets aiming for long-term development. In preparation of the Perspective Plan, the Institute's IQAC has taken initiatives to obtain inputs from all stakeholders viz. the Management, Director, faculty, administrative staff, students, etc. Stakeholders' expectations, management policies, goals and objectives and the vision and the mission statement of the Institute are considered as a base for formulation of the Perspective Plan.

**(IV) Perspective Plan Team:**

The think tank behind the Perspective Plan is the IQAC team led by the IQAC Head, the IQAC Co-ordinator and Members of the IQAC team.

**(V) Guiding principles of Perspective Plan 2021- 26:**

While preparing the present perspective plan, the IQAC has considered following main objectives:

- 1) The vision of Parent Body: Maratha Mandir
- 2) Vision and Mission Statement of MMBGIMS
- 3) Quality Policy of the Institute to formulate our future goals.
- 4) Core Values of NAAC:
  - (a) Contributing to National Development
  - (b) Fostering Global Competencies among Students
  - (c) Inculcating a Value System in Students
  - (d) Promoting the Use of Technology
  - (e) Quest for Excellence



**(VI) Aims and Objectives of Perspective Plan:**

The IQAC of the Institute has broadly identified aims of Perspective Plan as follows:

- (a) To establish a sustained quality system.
- (b) To create an academic environment for students engrained discipline and commitment
- (c) To mould humane citizens of the Nation;
- (d) To establish globally the brand image of the Institute
- (e) To emerge as a model Institute for Management education.

To achieve these broad aims, a set of following objectives are identified to be achieved through this perspective plan over the next five years:

- 1. To ensure transparency and credibility in the process of evaluation of students
- 2. To develop a comprehensive system of student mentoring and student support
- 3. To create a research culture in faculty and students.
- 4. To launch value added and skills development programmes for improving the employability of students
- 5. To motivate students for self-employment and become entrepreneurs
- 6. To empower faculty about emerging trends in their profession for academic advancement.
- 7. To ensure continuous good academic performance
- 8. To inculcate learner centric and effective teaching learning process;

**(VII) Perspective Plan 2021 – 26 Curricular aspects**

**1. Placement Action Plan:**

The basic yardstick on which the performance of a B School can be measured is its placement record. The Institute plans to outsource placements to a placement agency of good repute from the forthcoming year. The NAAC accreditation will help us to attract good students as well as good placements. Additionally, the Institute plans to offer more add-on certifications to improvise the course curriculum to fit the needs of the industry. The Institute will increase our interaction with our alumni.

Practice of preparing action plan for placement: The Institute will start preparing action plan well in advance; for this it will increase interaction with industries. It plans to have minimum 20 industries regularly for campus placement drive. It will start with defined recruitment strategies.

Training for recruitment: Prepare students for pre-placement talk (PPT), scrutiny of CVs, aptitude test, group discussion, personal interview etc.

Help students with SWOT: Students will prepare their SWOT in 2<sup>nd</sup> semester with the help of their mentors based on the hobbies, volunteering efforts, diligence or any flawed personality trait. The Institute plans to train students in



few career assessment tests for them to get more clarity about their own personality, mannerism, talent and skills.

Train to write proper resume: A resume condenses expertise and skillsets which are basically a summary of one's strengths on professional front. Therefore, building an excellent resume is the most critical step. The mentors will assist students to write their resumes.

Building the right aptitude: One of the biggest hurdles for a first-timer is aptitude skills. The Institute will start preparing students with the right quantitative and analytical skills, logical reasoning, data interpretation, and subject knowledge. Start the preparation from day one at the Institute.

Add on courses: The Institute plans to give more add-on courses to students to make them well- equipped for the placements.

The Institute plans to sign MOUs for final placements and internships by 2022.

Metrics:

1. Number of final placements – 50% and number of summer placements – 100%
2. Number of add-on programs – minimum 3 per academic year

## **2. Alumni engagement:**

Alumni are one of the powerful stakeholders and a powerful force in building a business school's brand. They endorse an Institute's programmes to prospective students, connect current students to job opportunities and contribute significantly to building an educational Institute's heritage. They are always ready to share their experience and give advice to MBA/MMS graduates.

Redo the alumni records: The alumni records will be finalized with their present placement details, their higher education details, their present work profile, etc.

Social media presence: The Institute will add a Facebook page, Instagram Face on social media for the alumni.

Keep minimum three meetings with alumni per year: The Institute plans to organize minimum three alumni meet a year for increased interaction with our alumni, the interaction will also be through a devoted alumni page on our website.

Invite the alumni for conducting viva voce and pre-placement activities.

Metrics:

1. Design a Facebook and Instagram page for alumni in 2021
2. Start organizing minimum 3 alumni meets from 2021.

## **3. Infrastructure:**

Infrastructure is the technology, networks, hardware, and other resources including policy that makes teaching-learning experience richer. Technology



and the infrastructure enable building a B School brand. Cloud networking has become one of the important facets in building the brands with rest of the world. Strong infrastructure is vital to modern education. The action plan pertaining to infrastructure is as given below:

Robust library: Adding more books and journals to the library infrastructure. Add more data bases for the doctoral students for their research.

Canteen facility to improve: The Institute has a canteen which is outsourced to Bhagini Samaj members who own licences from BMC to run canteens. The Institute plans to improve the space and expand the menu from 2021.

Devote a computer laboratory for doctoral students: Doctoral students carry out research in the one of the laboratories assigned to them. These are not only academic spaces, but also places where students share each other's successes and failures and spaces where discussions on topics ranging from cinema to politics are held.

Waterproofing of the exterior walls: The Institute's Management plans to carry out waterproofing of the exterior walls of its premises in 2021-22.

Metrics:

1. Assign one specific computer lab for doctoral students in 2021.
2. Improve canteen facility for students by June 2021.

#### **4. Pedagogy:**

It has been observed that business schools will survive if they seriously focus on research to solve problems of long-term importance and to build such curricula and adopt innovative pedagogies that can actually prepare students to be effective in practicing the profession and face real life.

Start more clubs activities: The Institute plans to start club activities in Marketing, Finance, HR, and Operation from 2021. Students-run Clubs are a vital part of the campus life. It gives the students a great networking opportunity and it gives the students access to the hidden or informal job market, which is supportive to their careers. They also get exposure to the current trends in the industry.

Adding movie watching to the pedagogical tool: Films have the power of making an emotional connection with students and teachers. Film screening as a pedagogy has many benefits: learners can digest conceptual content at their pace and explore content more deeply during class time, movies enhance transferable skills in students, which include research skills, collaborative working, problem solving, technology, and organizational skills. The Institute plans to show minimum one movie each month in the curriculum.

Conduct weekly business quizzes specific to sectors: The Institute had been carrying on sectorial specific quizzes in 2019; it now plans to make it a regular activity starting June 2021.



Add regular group discussions and brainstorming sessions: The Institute plans to add more group discussions and brainstorming sessions in its curriculum.

Teachers will write minimum two case studies in the academic year: The Institute motivates its teachers to write minimum two case studies in an academic year starting 2021.

#### **5. Focus on Live Projects:**

Live projects are of great importance as they help in establishing mutually beneficial relationships between the industry and B Schools; the industry is always on a lookout seeking young and innovative people with a fresh perspective on management. By taking active part in live projects students get to hone their classroom learning and insights by blending them with real-life business

The Institute plans to focus on increasing our limited linkages with industries/institutions for research promotions and consultancy services.

#### **Metrics:**

1. Each month a brainstorming session will be conducted in one subject.
2. Group discussion will be conducted once a fortnight on current affairs from June 2021.

#### **6. International tie-ups:**

When students of B Schools mingle with foreigners in their careers who naturally have altogether a different thought process, mind-set, opinions, who have grown up with different values in a different environment, students get acquainted with a different world. And they feel challenged and baffled. An international exposure in classroom helps them gain confidence in their life ahead.

Tie-up with LCA: The Institute plans to tie-up with London College of Arts (LCA) for running their PG Certification Program in HRM, Certification Program in Logistics & Supply chain etc.

Add-on certifications to be added in curriculum: The Institute plans to give minimum one International online certification from the academic year 2021.

Conduct online seminars/webinars of foreign faculties/industry leaders: The Institute plans to add more online webinars on contemporary business practices from 2021.

#### **Metrics:**

1. One international add-on course to offer in one academic year.
2. One International speaker webinar to add to the curriculum.



## **7. Faculty Training and development:**

The Institute wants to focus on faculty development programs by offering more training to them which will help to bridge the gap between theory and practice. In the B-Schools books have a lesser role to play because the rules of corporate are not entirely based on the bookish knowledge. Therefore, a constant feedback between faculty members becomes an instrumental part in polishing the skills of the students. IQAC will make sound study schedule and plan projects that will help the faculty and students understand the practical know-how of the contemporary practises that goes on in the industry.

Regular FDPs to be conducted: The Institute will offer in-house FDPs for the faculty development. It will invite industry leaders and senior academicians for conducting live sessions.

NPTEL certification courses: The Institute plans to add more NPTEL certification courses to each faculty minimum 2 each year.

Faculties will publish minimum 3 articles in ISSN journals each year: Each faculty will publish minimum 3 articles/papers in the ISSN journals in an academic year.

PhD degree: Faculties will be given admission in the institute-run PhD centre on priority, so that each faculty will carry a PhD degree of Mumbai University.

Faculty exposition once a month: The Institute plans to start the practice of elucidation once a month. Faculty will give half an hour sermon on interdisciplinary topics.

Interdisciplinary subjects: Faculties will take minimum one subject interdisciplinary subject in one academic year.

### **Metrics:**

1. Minimum 3 FDPs will be conducted once a year.
2. Faculty expositions will be conducted once in a month.

## **8. Enhanced Industry engagement:**

B-Schools need to partner with industries to understand their requirements for future workforce; it plays a critical role in the curriculum. The Institute always tries to increase student's engagement with industry for building student awareness and aspirations about potential careers and increasing their work capabilities and understanding of future work environments. The faculties also develop with industry interaction in areas such as *mentoring of students*, for giving better assignments, developing soft skills of students and in business incubation etc. Partnering with industry helps the B-schools to offer a best mix of theoretical and practical learning.

Live Projects: We want to conduct minimum one live project per semester in which faculties will guide students carry on the projects. From the industry side the students will gain mentoring.



Industry visits: Students will visit the factories of the companies with whom the Institute ties up.

Summer & final placements: The companies that the Institute ties up with, will give summer assignment projects to our students. The companies will visit the Institute's campus for final placements too.

Syllabus coverage: The Institute plans to invite industry leaders to cover 20 per cent of syllabus of specific subjects such as world class manufacturing, supply chain management, product & service management, marketing strategy, advertising, derivatives, commercial banking, OB etc. The 20 per cent syllabus will be practical based.

Members on our Governing Body: The Institute has a healthy mix of members from industry and academia on its Governing Body. Members from the industry guides it in taking few academic decisions.

Metrics:

1. Syllabus coverage: The Institute plans to imitate 20 per cent coverage of syllabus by experts from industry from June 2021.
2. Increased footfalls: The Institute plans to increase the footfalls of experts from industry from the present academic year after the life normalises.

## **9. Incubation Centre:**

The Institute will strive to deliver disproportionate impact to entrepreneurship in India. It will take little time to tie-up with some government agency to get support for early-stage risk-capital to get the start-ups off the ground. It will enable most of what may be required by entrepreneurs through seed-funding, incubation, mentoring, training, knowledge and best practice research.

Build tie-up: The Institute has a skeleton incubation centre in campus. It plans to tie-up with Government-run Atal Incubation Centres (AICs).

Provide facilities to start-ups: The start-ups will be naturally started by the Institute's students. It has few of its alumni, who have been requested to help the start-ups at different stages of business.

Provide minimum facilities: The Institute plans to provide minimum financial assistance to the tune of Rs.50,000 per annum initially for a period of three years. It will begin with facilitating only five start-ups initially. It will assist the entrepreneurs in making business plans, marketing assistance, operational assistance, mentoring from some seasoned entrepreneurs etc.

Metrics:

1. To tie-up with Atal Incubation Centre (AIC) in 2021.
2. To create infrastructure for five start-ups



## **10. Research & Development**

It has been observed that when B-School students get engaged in their jobs/career the physical act of researching helps them understand how to tackle difficult problems. The experience with research provides talking points for job interviews. Research in higher education pushes the frontiers of the human knowledge and intellectuality. Research is the base of the human advancement. Research in the MBA program is most pivotal. Industry prefers students with research aptitude in the recruitment process.

PhD: The Institute runs the PhD program in management affiliated to University of Mumbai with an intake of four seats. The application for increase in intake is being processed by University.

Live projects: Will be given priority in the pedagogy.

Small researches will be taken by the Institute: Faculty members will be assisted by students for small research projects; it will be a continuous practice.

The Institute will enrol maximum core faculties in PhD program, thus inculcating research culture in faculties and its students. At the moment two of its core faculties are enrolled for PhD program.

Metrics:

1. Institute has applied for increase in in-take from 4 seats to 10 seats, the seats will be increased in 2021.
2. Live projects will be a continuous process in teaching learning from January 2022.

## **11. Financial support from funding agencies for faculty's further learning.**

Business Schools must conduct research that is logical, practically relevant, and multidisciplinary in nature and most useful to the society and industry. These attributes align well with the priorities of Government and Non-Government agencies funding. Funding helps Institutes to strive to produce research that has impact and benefits society.

Accreditation is a symbol of excellence recognized worldwide by students, educators, and employers. The Institute recognizes the importance of it and hence gone in for NAAC accreditation. It is vital for our success because it ensures that its learning material and teaching – learning process is most relevant.

Action Plan:

1. Post accreditation, the Institute plans to focus on getting more funding in form of sponsorships
2. By 2022, it will have funding from some Non-Government agencies in form of scholarship and research grants.



**TASKFORCE:**

<b>Goals</b>	<b>Task Force</b>
Placement	Director and Placement Officer
Alumni engagement	Director, Placement Officer, Placement coordinator (Assistant Professor)
Infrastructure	Director and Administration Officer
Pedagogy	Director and IQAC
International tie-ups	Director and Placement Officer
FDP	Director and IQAC
Industry engagement	Director and Placement Officer
Incubation Centre	Director and IQAC
Research & Development	Director and IQAC

**(VIII) Teaching Learning and Evaluation:**

The Institute's IQAC continuously reviews and takes steps to improve the quality of the teaching-learning process.

The Academic Calendar is prepared in advance, displayed and circulated in the Institute and strictly followed. Admissions, vacations, examination schedule and declaration of results are notified in the Academic Calendar. Status of compliance is reported to the IQAC at periodic intervals.

All newly admitted students have to compulsorily attend the Induction Program in which they are made aware of the philosophy, uniqueness of the Education system, the teaching-learning process, the system of continuous evaluation, compulsory core courses, various co-curricular activities, discipline and culture of the Institute. All students are also given a guided tour of the campus and the various facilities. Students are apprised of the Time-Table, Programme structure, syllabi of the courses before the semester commences. Students are informed about the Program Outcomes (PO), Course Outcomes (CO) and Program Specific Outcomes (PSO) during the induction program. Apart from that, the concerned faculties explain how the Cos are derived by using Bloom's Taxonomy and how these are further mapped for the outcome.

The Director and the Discipline Committee members make random visits to ensure smooth functioning of classes.

The Students' Council Committee meetings are regularly conducted with the students to obtain their suggestions on the guest lecture to be organised, topics for the guest lecture, organising of events, planning for implementation of the activities [cultural & sports]. Subsequently, appropriate steps are taken to enhance the teaching-learning process.



The Institute has an online feedback platform for obtaining feedback from students with regard to the courses. Students are also free to approach the Director of the Institute for feedback and suggestions. The feedback collected is properly analysed and shared with the Chairman, Director and individual faculty members. Appropriate corrective action is initiated wherever required.

The teaching-learning processes are reviewed, and improvements implemented, based on the IQAC recommendations. Major initiatives & improvements introduced year on year are:

- Introduction of Regular Assignments / Assessments to gauge the students' understanding of subjects
- Automation of Examination Process - Online exams & marking provision
- MoUs with other institutions for various activities
- Lessons planning, pedagogy
- Grading and marking

**(IX) Consultancy and Extension, Infrastructure and Learning Resources**

Consultancy: The Institute will explore the possibilities of providing consultancy services to Corporate & Research scholars. Substantial thrust is proposed to be laid on research work to encourage people interested in doing research.

Further, the Institute's Thinkquest IJTM offers an opportunity to researchers, academicians, professional and alike from India and other countries to share their views, experience and expertise in the form of research papers/articles, case studies, book reviews, expert interviews. Selection of articles for publication in Thinkquest IJTM is a rigorous process through double blind peer review. Thinkquest IJTM enables good reading and provides valuable inputs in specialised areas of Technology and Management.

Extension:

- The Institute has a well-equipped Library facility which is easily accessible to the students and faculty.
- The Institute organises innovative outreach programmes with involvement of its students.
- Awareness programmes on health hygiene and personal sanitation, electrical safety, self-defence, cleanliness campaign, energy and environmental conservation campaign and tree plantation, are also organized by the Institute.

Infrastructure and Learning Resources:

The Institute's Perspective Plan with regard to Infrastructure and Learning Resources will be based on following:

- Optimum utilisation of the existing available resources



- Timely maintenance and consistent improvement in the infrastructure and learning resources
- Concerted efforts to obtain grants for these resources
- Provision of adequate number of well-equipped computer laboratories
- Main Library with ever increasing holdings and user friendly and comprehensive Library services.
- Good quality furniture in class rooms
- Separate common rooms for boys and girls
- Maintenance and cleanliness of infrastructure
- Reduction in electricity bills by use of LED bulbs and solar panels
- Well secured firefighting facilities in strategic places.
- Automation of Library services.
- Computers at laboratories, offices, Library, research centre and departments with LAN.
- Developing suitable system of Reading rooms facilities also to alumni and outsiders.

**(X) Governance Leadership and Management**

**Governance of the Institute reflects its Vision and Mission in ensuring:**

1. Management participation: The Institute's Governing Body and other committees ensure that policy statements and action plans are aligned to attain the mission, and all stakeholders are aware of the vision and mission and are involved in formulating appropriate action plans. Outcome of action plans are periodically reviewed in functional committee meetings. Changes, if required, are effected.
2. Interaction with stakeholders: All stakeholders are involved in different activities through various committees and programmes such as seminars, workshops, webinars etc. Faculty members are part of each and every committee and partake in various decision-making activities in academics, extra-curricular activities, administration, etc.
3. Culture of excellence: To promote excellence, suggestions are invited from all stakeholders on the vision, mission, short term and long term goals, quality policies. Relevant training is provided to the faculty members and supporting staff for their development and motivation.
4. Perspective Plan: The future perspective plan includes NAAC accreditation, increase in in-take for research PhD program, centre of excellence, incubation centre and collaborations with foreign universities for global exposure and students' placements in reputed organizations. Considering the importance of management education in all walks of life, the Institute continuously updates its resources, processes and activities in order to provide learner-centric education to enable the students in meeting diverse challenges of today's complex world. Perspective plan is formulated keeping the following points in mind:



- a. The Institute follows the curriculum of University of Mumbai as a base. For value-addition, the institute offers its students add-on courses, guest lectures, seminars, workshops and webinars by experts from various industries.
- b. The Institute follows a student-centric approach to raise the quality of teaching, learning and evaluation, to cater to the needs and diversity of students.

To promote quality in academics, faculty members are encouraged to attend conferences, seminars and workshops, some of which are also conducted in-house by experts, publish research papers, etc. They are also encouraged to complete their PhD degrees and pursue post-doctoral work.

Further, the effective leadership of the Institute is visible in its various practices. The Institute promotes and practices decentralization in all academic and administrative activities. It has various academic and administrative committees to monitor, plan and execute smooth functioning of the Institute.

#### **1. Administrative Decentralization:**

The Institute's Governing Body comprises of management representatives, industry experts, eminent educationists, representatives of statutory bodies, Director and other faculty who are responsible for planning and policy development, institutional budget, academic and research growth of the institute and other activities. A College Development Committee comprising of representatives of management, Director, students' representatives, faculty, staff members, industry experts and alumni is formed to deal with development plans of the Institute with regard to academic, administrative and infrastructural growth, and facilitate the Institute to add curricular, co-curricular and extra-curricular activities.

#### **2. Academic Decentralization:**

The Institute has different committees (viz. Examination Committee, Students Council Committee, Sports Committee, Cultural Program Committee, IQAC, etc.) with well-defined functions which impart academic and administrative guidance. The various committees are responsible for:

- Preparing of Academic Calendar before the start of semester, with the approval of the Director.
- Tracking of the syllabus completion of Theory/Projects for all the departments.
- Exercise of general supervision over the academic work of the Institute and give direction on the methods of instruction, evaluation and improvements in academic standards.
- Making arrangements for conduct of examinations in line with the University's directives from time to time.



- Maintaining proper standards of academic records viz. handbook, course file content as per the university requirements / regularity authority etc.
- Taking active measures for improvement in standards of teaching, research and training.
- Reviewing the extracurricular activities of the Institute
- Maintaining discipline in the campus
- Organizing Conferences/ Workshops

The Anti-Ragging Committee, Grievance Redressal and Discipline Committees take care of healthy, enjoyable and disciplined culture at the Institute. It comprises of the Director, HODs, Senior Faculty members and student representatives.

Various academic committees like Library Committee, Time Table Committee, and Attendance Monitoring Committee etc. take care of the day-to-day academic functioning of the Institute.

#### (XI) **Innovations and Best Practices**

**Innovations:** The Institute encourages innovative practices in the field of teaching-learning strategies. Further, the Institute encourages innovative practices in various extra and co-curricular activities by way of periodic reshuffling committees.

**Best Practices:** Some of the best practices at the Institute are:

##### **Thanksgiving Day**

##### **Objectives of the Practice**

The objective of observing Thanksgiving Day by the institute is:

1. Respect and acknowledge the role played by public servants and community workers
2. Understand the impact of their work on our society as a whole

##### **The Context**

The Institute observes Thanksgiving Day every year, wherein the students and faculty members acknowledge and respect the contributions of various public servants and community workers for their dedicated service towards the society.

##### **The Practice**

On the pre-decided day, students and faculty members visit police stations, hospitals and similar community service institutions in the vicinity of the institute. Students meet the in-charge of the particular office and thank the entire



team for their service towards the society. The official is then felicitated by the students and the faculty.

### ***Evidence of Success***

The practice was started with the objective of developing a sense of respect in the mind of students and the practice did create the much needed impact. While visiting these offices students have observed that even with minimal facilities, as compared to a small corporate firm, the dedication shown by these individuals is admirable. The activity also made students realize the importance of following the law of the land and conducting themselves as responsible citizens. The activity also imbibed a sense of humility in the students wherein they learnt to respect not only their classmates and teachers but also the various facilities provided to them whether by the institute or their families.

During their individual visits to the Institute and during informal discussion with faculty members, our alumni members have shown the highest recall for this activity and have acknowledged the impact it has had on their life, even after they moved on to their individual careers

### ***Community Service Initiatives***

#### ***Objectives of the Practice***

The objectives of conducting regular community service initiatives are:

1. Develop students as responsible and dedicated corporate citizens
2. Ensure constant social contributions towards the society through the institute and all its stakeholders

#### ***The Context***

The institute which is under the umbrella of Maratha Mandir Trust imbibes the essence of its parent body in every sense. It is because of this that the institute and all its stakeholders actively participate in various social and community service initiatives. These activities see active participation from students, faculties and administrative staff.

#### ***The Practice***

The institute has created a Community Service Unit that looks into the planning and implementation of various community service and social initiatives. These activities are either institute driven or in association with a Non-Governmental Organization.

### ***Evidence of Success***

The various community service activities undertaken by the institute has had ripple effects on students' lives going beyond their time at the institute. There have been instances where students have participated in an activity with a specific NGO and post completion of the activity they have personally extended their participation and membership with the NGO and its various activities.



Some of our students have also moved into social service as a profession and are making continuous contributions to the society in various ways. A recent example is the arrest of a serial sexual offender due to efforts undertaken by our alumnus Mr. Faizal Shaikh.

Faculties have always observed a stark change in the students' attitude and thought process once they participate in such activities. They become more aware and active towards their responsibility towards the society as a whole and carry this attitude beyond classrooms and institute premises. This shift in attitude is reinforced throughout the two years as they participate in more and more service initiatives.



*Gaurangadi*  
Director

Babasaheb Gawde Institute  
of Management Studies  
Mumbai Central, Mumbai - 400 008.

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