

**Mahatma Education Society's
Pillai HOC Institute of management Studies and
Research, Rasayani**

6.5

Internal Quality Assurance System

6.5.1. QIM.

Internal Quality Assurance

Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning outcomes at periodic intervals and records the incremental improvement in various activities

(FROM AY 2019-20 TO AY 2023-24)



IQAC institutionalised various quality assurance programmes aiming to quality enhancement and sustenance:

A. Institutionalization of Quality Assurance Strategies and Processes:

Institutional Academic Calendar is prepared with clear distinctions between educational, co-curricular, and extracurricular activities after considering suggestions from all those who are involved in planning and execution Academic Plan is prepared by each subject faculty member with POs/Cos, application based pedagogy, lecture plan, internal assessment system, innovative teaching methodology etc.

MoUs with external organisation are signed for capacity building and skill development of students /Certificate Courses in conjunction with industry/other institutions in response to feedback from stakeholders.

B. Review of teaching learning process, structures & methodologies of operations and learning outcomes:

To ensure smooth operation of lectures faculty members regularly update log books which is prepared and monitored periodically to ensure timely completion of syllabus.

System is built for evaluating and reporting on mentoring activities and sessions.

Periodic Institutional Feedback is taken from required stakeholders to assess and improve overall functioning of institution

C. Incremental Improvements:

IQAC's notable improvements surpassed routine tasks like perspective plan deployment, coordination with statutory bodies.

These remarkable developments include:

Teaching Learning:

Institute has updated its lesson plan over the years to make it more in synch with OBE. Initially only objectives of course were mentioned, over a period of time COs, POs and learning levels are also set to meet the outcomes of learning. Further pedagogy is also covered to make classroom learning more practical and interesting. Further all the resources are shared with the students through Dspace and Google classroom. Research based learning is also evident through the Projects in semester III and IV.

Institute has revised certifications and value added courses from time to time based on the need of industry and increase employability of the students.

Evaluation:

Although transparency in evaluation has been always the priority some incremental changes have been made to ensure and make evaluation as self-improvement exercise. To mention a few changes after mid-term exams which are part of continuous evaluation, answer-books are shared with the students and in case of any grievances it is resolved immediately or cleared and closed. At the end of the semester entire evaluation matrix is shared to make students understand where they stand and in case of any discrepancies it is resolved. Incremental changes as on now are that after every internal evaluation rubric and synoptic answers/solutions are shared with the students.

Mentoring:

Mentoring has shown significant impact in terms of employability, confidence boosting and increasing sensitivity among the students. From regular mentoring to nucleus mentoring, further matrix based mentoring, project mentoring and buddy mentoring. It is evident in most of the activities of the institute.

Research:

IQAC has worked towards promoting research amongst students and teachers, which is evident with the increase in the number of research papers gradually and patents filed and received. Institute is working towards increase the number of students' participation in research conferences and writing research articles.

Entrepreneurship and Innovation:

Going beyond classroom sessions institute has activated Institutional Innovation Council (IIC) to promote entrepreneurship and innovation amongst students, the number of activities have increased and is visible with few of our students taking up entrepreneurial ventures.

Conferences Organized during the last five years

Year	Name of the conference	Date
2018-2019	2 nd National conference of management, Commerce & Economics 2018 on "Globalizing Brand India: Challenges and Opportunities"	6th March 2018
2019-2020	3 rd National conference of management, Commerce & Economics on "From Startup to Scale up" innovation, Human Capital, Entrepreneurship and Scaling up its New Businesses.	7th March 2019
2020-21	Struggle, Survival and Stabilization: Rebuilding Global Economy in the post Covid-19 Age	20th March 2020
2021-22	National Conferences on Embracing Change and Transformation in Decision Making	8th January 2022
2022-23	National Conferences on Environment, Economical and political aspects of climate change: General Awareness and Possible predictions	3th February 2023

**MAHATMA EDUCATION SOCIETY'S
PILLAI HOC INSTITUTE OF MANAGEMENT STUDIES & RESEARCH
ACADEMIC YEAR 2023-24
MMS - Semester I Mentoring List**

ROLL NO	NAME OF THE STUDENTS	Name of the Mentor
1	BELOSE BHAKTI RAJESH	Dr. Govind Shinde
2	BHAGAT SAHIL MANOJ	
3	BHOIR NAIVIN HANUMAN	
4	CHALKE HARSHADA HEMANT	
5	CHAVAN OMKAR NAMDEO	
6	CHOUBEY SNEHA KESHAV	
7	DARIPDHAR ASHLESHA PRASHANT	
8	DHABHADE MANALI BABAN	
9	DURGE BHAKTI KIRAN	
10	FARDE GANESH JAYRAM	
11	GAIKWAD AAKANKSHA UPENDRA	
12	GAIKWAD SARTHAK DHARMENDRA	
13	GAVADE VIJAY ARJUN	Prof. Gaurav Deshmukh
14	HUTAGIKAR RADHIKA SHRIKANT	
15	JADHAV MANTHAN VILAS	
16	JADHAV SAHIL JAYANT	
17	JADHAV SAKSHI ASHOK	
18	JADHAV SAUMYA ABASAHEB	
19	JADHAV SONAL SANTOSH	
20	JAWALE PRADNYA GANESH	
21	KADAM SAKSHI MANGESH	
22	KANEKAR ABHIJIT AMAR	
23	KATTIMANI MAYUR PRAKASH	
25	MALI SANI SHARAD	Prof. Deepa Manoj
26	MALUSARE MRUNAL RAJESH	
27	MANORE SANSKRUTI MANOJ	
28	MAYEKAR APURVA RAVINDRA	
29	MESHRAM NIDHI KIRAN	
30	MHATRE ANKITA ANIL	
31	MHATRE NIKETAN NAMDEO	
32	MHATRE VINITA KASHINATH	
33	MUNDHE PRERANA BHANUDAS	
34	NAGAROGOJE ROSHAN PARMESHWAR	
35	NIKAM SHRUTI DIPAK	
36	OSWAL PAYAL OMPRAKASH	
37	OSWAL PRITI OMPRAKASH	
38	PATHAN SANIYA ABDULKARIM	
39	PATIL AISHWARYA ANIL	
40	PATIL AMRUTA ANIL	
41	PATIL ANIKET SUNIL	
42	PATIL DISHA PANDURANG	
43	PATIL DIVYA ATMARAM	
44	PATIL HARSH SHRIKRISHNA	



45	PATIL PRERANA PRADEEP	Prof. Rashpal Saini
46	PAWAR SHRUTI SANTOSH	
47	POOJARY VIGHNESH VASU	
48	PUTHOOR FREDDY JOHN	
49	RAJGUDE SANIKA SANTOSH	
50	RAMAYODHYA ROSHAN PRASAD	
51	RANE NIKHIL ARUN	
52	RODRIGUES MELISSA ROCKY	
53	SALVI KAUSHAL KETAN	
54	SAVINKAR PAWAN GANESH	
55	SHINDE JANHAVI SUNIL	
56	SILOTRI MOIN ABDUR	
57	SINGH SNEHA SANDEEP	Dr. Ketan Vira
58	SINGH SONAM SANTOSH	
59	SUPE RAVINDRA BALU	
60	TAMBOLI ROHIT RAJESH	
61	TELGE NEHA VAIBHAV	
62	TEMBE SOHAM GAJANAN	
63	UTEWAL MANASVI PRAMOD	
64	WAGH APURVA NAMDEO	
65	YADAV RUSHIKESH LAXMAN	
66	AGGARWAL LOVELY ASHOK	
67	MOKASHI MUZEEB NISAR	
68	VELE JIDNYASA MANGESH	
73	PATIL CHIRAG RAVINDRA	



Director
Pitai HOC Institute of
Management Studies & Research
Rasayani Tal. Khalepur,
Dist. Raigarh - 410 207



Pillai HOC Institute of Management Studies and Research

Specialization : Finance

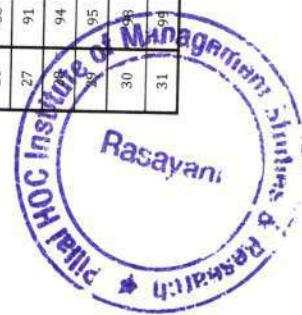
Professor : Dr. Ketan Vira/ Dr. Govind Shinde/ Prof. Gaurav Deshmukh / Prof. Rashpal Saini



MMS Year 2			Semester III					Semester IV		
Date / Time			Title of the Project (SIP)	Company name	Certificate (Yes / No)	Uploaded Certificate (Yes/ No)	Title of Project (Gen)	Title of Project (Specialization)	Title of Project (Social)	
Sr. No	Roll No	Name of the Students								
1	2	AHER SNEHAL BHIMASHANKAR								
2	4	BAILMARE SAMIKSHA JAGDISH								
3	6	BHOIR JAYESH MAHADEV								
4	8	BHUSARI GAURAV MANOHAR								
5	9	CHAUHAN ISHA HASMUKH								
6	11	DABHI SHRUSTI BABUBHAI								
7	13	DALVI PRANAY ROHIDAS								
8	14	DARADE VAIBHAV NARAYAN								
9	16	DEVURKHAR RUTA ANIL								
10	25	GOKHALE GAURAV SANJAY								
11	26	GUPTA RICHIA HARINARAYAN								
12	27	INDULKAR SHUBHAM DIPAK								
13	29	JAGTAP AMRAPALI DIPAK								
14	30	JAGTAP POONAM POPAT								
15	31	JAMDARE KUNAL SUNIL								
16	32	JOSHI ADITI SUBHASH								
17	36	KADAM PALLAVI RAJENDRA								
18	37	KAMBLE KUNAL RAJAN								
19	39	KANEKAR HARSH ANIL								
20	40	KANGUTKAR SIDDHI SANTOSH								
21	42	KARADE AMRUTA RAMCHANDRA								
Sr. No	Roll No	Name of the Students								
22	43	KARIKAR MUFEED YUNUS								
23	44	KAWADE AKSHATA BHANUDAS								
24	45	KHUTARKAR AADESH GAUTAM								
25	46	KOKIL SHRADDHA DINESH								
26	50	MAHATO SANISHKUMAR SHIVAJI								
27		MALI DISHA RAMCHANDRA								
28		MARATHE SAI SANJAY								



Pillai HOC Institute of Management Studies and Research Subject: Marketing Professor : Dr. Ketan Vira / Dr. Govind Shinde/ Prof. Gaurav Deshmukh									
MMS Year 2									
Date/ Time			Semester III		Semester IV				
Sr.No	Roll No	Name of the Students	Title of the Project (SIP)	Company name	Certificate (Yes/ No)	Uploaded Certificate (Yes/ No)	Title of Project (Gen)	Title of Project (Specialization)	Title of Project (Social)
1	1	ABHANG SWAPNIL KAILASH							
2	3	AWARE KUNAL DADSAHEB							
3	5	BHAGAT PRERANA VINOD							
4	7	BHOJE JANVI SANTOSH							
5	17	DHONDSEKAR SHUBHAM SANTOSH							
6	18	DUMBARE TEJAS SUBHASH							
7	19	GANDHI LABESH HARSHAD							
8	33	JOSHI PRANAY RAVINDRA							
9	34	KACHARE GANESH BRAMHADEV							
10	35	KADAM AKANKSHA KRISHNA							
11	41	KANU SHIVAM NANDKISHOR							
12	47	KONKAR MRUNAL PRADIP							
13	48	KUSHWAH DIPAKKUMAR CHANDANSINGH							
14	55	MHATRE SARVESH ARUN							
15	56	MISHRA KAJAL SANJEEV							
16	57	MOHITE VAIBHAV CHANDRAKANT							
17	59	MORE PIYUSH SATISH							
18	62	NIKAM RIYA ARVIND							
19	66	PATIL AKASH SIDDHINATH							
20	71	PATIL MANASI SANTOSH							
21	74	PATIL OMKAR MAHESH							
22	78	PATIL SANCHIT GHANSHYAM							
23	82	PAWAR PRATIK DEEPAK							
24	84	RAKSHI DARSHAN VILAS							
25	87	SALUNKE MAYUR RAJESH							
26	88	SHAH SOHIL HAKIM							
27	91	SHETE NISHA SUNIL							
28	94	SINGH ROHIT KAMLESH							
29	95	SINGH VISHAL MUKESH							
30	98	SURYAWANSHI HRISHIKESH DHONDIRAM							
31	99	SUTAR ADNAN RIYAZ							



Pillai HOC Institute of Management Studies and Research Specialization: Human Resource Management Professor : Prof. Deepa Manoj									
MMS Year 2			Semester III				Semester IV		
Date/ Time			Title of the Project (SIP)	Company name	Certificate (Yes / No)	Uploaded Certificate (Yes/ No)	Title of Project (Specialization)	Title of Project (Social)	
Sr.No	Roll .No	Name of the Students							
1	10	CHITALE RAJAS SUBHASH							
2	12	DALVI DIVYA BHAGWAN							
3	15	DHOLE AKASH ARUN							
4	21	GAVIT SONALI ASHOK							
5	22	GHATE VAISHNAVI SANTOSH							
6	23	GHOSH KRITTIKA KESHAB							
7	38	KAMBLE PRIYA ANNASAHEB							
8	53	MARGADE CHETAN SANJEEV							
9	54	MHATRE NEHA SANJAY							
10	57	MOHITE MAYURI YASHWANT							
11	72	PATIL MANASI TUKARAM							
12	103	THAKUR HRISHIKESH MADHUKAR							
13	104	THAKUR SAHIL RAVINDRA							
14	106	TORANE SHRADDHA JYOTIRAM							



Pillai HOC Institute of Management Studies and Research

Specialization: Operation

Professor : Prof. Gaurav Deshmukh



MMS Year 2

Date / Time			Semester III				Semester IV		
			Title of the Project (SIP)	Company name	Certificate (Yes / No)	Uploaded Certificate (Yes/ No)	Title of Project (Gen)	Title of Project (Specialization)	Title of Project (Social)
Sr.No	Roll .No	Name of the Students							
1	24	GODIVALE PARESH PARSHURAM							
2	28	JADHAV PRATHAMESH DINESH							
3	49	LAD MANISH GORAKHNATH							
4	60	MORE PRANJALI MADHUKAR							
5	64	PANMAND SANDESH SURESH							
6	70	PATIL JUEELEE NANDKISHOR							
7	73	PATIL MANSI HARISHCHANDRA							
8	96	SONAWALE JAYDEEP MARYAPPA							
9	107	VISHWAKARMA AKSHAYKUMAR RAJU							



**Mahatma Education Society's
Pillai HOC Institute of Management Studies and
Research, Rasayani**

Self-Improvement Matrix

Area	Level of Improvement Done	How did you make it happen?	Level of Improvement Required	Plan for further improvement
Soft Skills				
Communication Skills				
Leadership Skills				
Etiquettes and Manners				
Netiquettes				
Grooming				
Language Proficiency (0 to 5)				
Interpersonal Skills				
Problem Solving as Individual				



Team work				
Time Management				
Ethical Approach				
Hard Skills				
Corporate Communication				
Financial Management				
Data Management				
Critical Analysis				
Problem solving as businessman/ management professional				
Digital Literacy				
Conceptual Comprehension				
Team Building and Leadership as Professional				

Designed by: Dr. Ketan Vira



**MAHATMA EDUCATION SOCIETY'S
PILLAI HOC INSTITUTE OF MANAGEMENT STUDIES & RESEARCH
MENTORING SHEET**

Name of the Mentee :-		Roll No :-	
Name of the Mentor :-			
Class :-			
Time Frame	What ?	How ?	Mentors Remark ✓
End of Semester II			
End of Semester III			
Placement (During Sem IV or Completing MMS)			
2 Yrs after Completing MMS			



P.T.O

Time Frame	What ?	How ?	Gap	Mentors Remark ✓
5 Yrs after Completing MMS				
Any Other (at the discretion of mentee)				

Mentors Signature :-
Date :-

Mentees Signature :-
Date :-



Worksheet

Core Self-Evaluations



Generalized Self-Efficacy –
How confident are you at work?

Current feelings

What's helped?

What's hindered?

Ideas to try now

Self-assessment score out of 10
for Generalized Self-Efficacy:

Self-Esteem –
How valuable do you feel?

Current feelings

What's helped?

What's hindered?

Ideas to try now

Self-assessment score out of 10
for Self-Esteem:



Personal SWOT Analysis Worksheet

- For instructions on using Personal SWOT Analysis, visit www.mindtools.com/personalswot.

Strengths What do you do well? What unique resources can you draw on? What do others see as your strengths?	Weaknesses What could you improve? Where do you have fewer resources than others? What are others likely to see as weaknesses?
Opportunities What opportunities are open to you? What trends could you take advantage of? How can you turn your strengths into opportunities?	Threats What threats could harm you? What is your competition doing? What threats do your weaknesses expose you to?

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7.2.1

Best Practice 1 : Mindful Mentoring-Mentoring Beyond Teaching -

Evidence Of Success

The placement records from 2022 to 2024 show a diverse range of employers and pay packages for the graduates. The data reflects the students' performances in terms of CET/ATMA scores and their subsequent placements, highlighting the success rate and marketability of the graduates from the institution. The placement data from 2022 to 2024 indicates a positive trend in terms of both the number of students placed and the pay packages offered. While certain sectors have shown more robust recruitment patterns, there is a steady demand across various industries. The involvement of students in academic conferences further adds to their employability, making them well-rounded candidates for diverse roles in the job market.

Placement 2022				
NAME OF STUDENTS PLACED	CET /ATMA SCORE	YEAR OF GRADUATION	NAME OF THE EMPLOYER WITH CONTACT DETAILS	PAY PACKAGE AT APPOINTMENT (IN INR PER ANNUM)
Bhoir Swapnali Tanaji	49.09	2022	IDFC	5,00,000
Gharat Shruten Rajesh	5.69	2022	DTDC EXPRTESS LTD.	4,80,000
Kadu Yogesh Mohan	62.08	2022	VVF LTD.	18,00,000
Patil Sneha Hareshwar	46.38	2022	DEPTH CONSULTANCY PVT. LTD.	4,40,000
Mourya Sadhana Ramakbal	21.75	2022	HIND TERMINALS PVT LTD	5,50,000
Mhatre Riddhi Vivek	78.42	2022	DEPTH CONSULTANCY PVT. LTD.	4,40,000
Patil Nishad Prakash	37.51	2022	JOHNSON	5,00,000
Mhatre Sagar Satish	8.27	2022	LODHA	7,00,000

- **Top Employer:** VVF LTD. offered the highest pay package at INR 18,00,000 per annum to Yogesh Mohan Kadu, a graduate with a CET/ATMA score of 62.08.



- **Average Pay Package:** The average pay package was around INR 6,42,857 per annum.
- **CET/ATMA Scores vs. Packages:** Higher scores did not always correlate with higher packages, suggesting that factors beyond test scores influenced employer decisions.

Placement 2023				
NAME OF STUDENTS PLACED	CET /ATMASCORE	YEAR OF GRADUATION	NAME OF THE EMPLOYER WITH CONTACT DETAILS	PAY PACKAGE AT APPOINTMENT (IN INR PER ANNUM)
Mhatre Sagar Satish	8.27	2022	LODHA	7,00,000
Katare Pratik Raosaheb	5.33	2023	HDFC LIFE	4,75,000
Kondilkar Dipak Manohar	43.8	2023	LODHA	7,00,000
Kadav Akanksha Ashok	91.5	2023	HDFC LIFE	4,75,000
Dodake Sourabh Suresh	52.91	2023	AXIS BANK	9,00,000
More Saloni Dipak	48.74	2023	INCRED	5,50,000
Mote Rutvik Namdeo	61.92	2023	TIKONA	5,20,000
Sukne Shubham Rajkumar	34.93	2023	ACCELYA	9,00,000

- **Top Employers:** LODHA and ACCELYA provided significant packages of INR 7,00,000 and INR 9,00,000 per annum, respectively, indicating consistent demand for talent.
- **Diversity in Placement:** Companies like HDFC LIFE, AXIS BANK, and TIKONA featured prominently, suggesting strong ties between the institution and a variety of sectors.
- **Average Pay Package:** The average pay package increased slightly to INR 6,00,000 per annum, demonstrating a positive trend in compensation.



Placement 2024				
NAME OF STUDENTS PLACED	CET /ATMAS CORE	YEAR OF GRADUATION	NAME OF THE EMPLOYER WITH CONTACT DETAILS	PAY PACKAGE AT APPOINTMENT (IN INR PER ANNUM)
Akshaykumar Raju Vishwakarma	78.32	2024	SUPERBOND ADHESIVES PVT LTD	5,00,000
Harsh Anil Kanekar	75.59	2024	HOMEFIRST	7,50,000
Riya Arvind Nikam	69.55	2024	RELIANCE INDUSTRIES LIMITED	12,00,000
Rohit Kamlesh Singh	65.54	2024	AWARATHON	4,95,000
Swapnil Kailash Abhang	19.38	2024	ANAROCK PROPERTY CONSULTANTS PVT LTD	5,00,000
Janvi Santosh Bhoje	61.05	2024	SUPERBOND ADHESIVES PVT LTD	5,00,000
Jaydeep Maryappa Sonawale	67.97	2024	EMPEZAR GLOBAL MARINE SERVICES PVT LTD	5,00,000
Vishal Mukesh Singh	11.8	2024	FELIGRAT	6,00,000
Pranay Ravindra Joshi	53.02	2024	EMPEZAR GLOBAL MARINE SERVICES PVT LTD	5,00,000

- **Top Employer:** RELIANCE INDUSTRIES LIMITED offered the highest pay package at INR 12,00,000 per annum to Riya Arvind Nikam, reflecting the prestige and desirability of the employer.
- **Growth in Pay Packages:** A noticeable trend of increasing pay packages was observed, particularly in the top-paying jobs.



- **Student Performance:** Graduates with higher CET/ATMA scores were frequently offered better compensation, showing a closer alignment between academic performance and employability.

Industry Insights

- **Real Estate & Construction:** Companies like LODHA and ANAROCK PROPERTY CONSULTANTS have consistently recruited, reflecting the growth and demand in the real estate sector.
- **Finance & Banking:** Firms such as HDFC LIFE and AXIS BANK continued to invest in fresh talent, which indicates stable growth in the financial sector.
- **Manufacturing & Services:** Employers like RELIANCE INDUSTRIES and SUPERBOND ADHESIVES showed interest in graduates, underlining the demand for skilled professionals in these industries.

Students participated in various conferences for Academic Year 2022-2024

Name	Date	Institute	Topic
Mr. Sohil H. Shah & Ms. Richa Gupta	24 th -25 th November, 2023	Bharati Vidyapeeth's Institute of Management Studies & Research, Navi Mumbai	Participated in International Conference on "Vibrant Futuristic Trends for Sustainable Business and Technology for Transformation of Industries"
Mr. Swapnil Abhang	10 th January, 2024	Rayat Shikshan Sanstha's Veer Wajekar Arts, Science and Commerce College Mahalan Vibhag, Phunde	Presented Research Paper entitled "Study on Analysis Behaviour for Purchase of Real Estates"
Mr. Akshaykumar Vishwakarma	10 th January, 2024	Rayat Shikshan Sanstha's Veer Wajekar Arts, Science and Commerce College Mahalan Vibhag, Phunde	Presented Research Paper entitled "Future of Brics: Avenue & Challenges"
Mr. Shubham Dhondsekar	20 th January, 2024	Mahatma Education Society's Pillai HOC College of Arts, Science and Commerce, Rasayani	Presented the paper titled "Leveraging Raigad's Fisheries Production through ODOP Initiatives"



Academic Engagement

- **Conference Participation:** Students were actively involved in conferences, presenting papers on various topics ranging from sustainable business trends to regional development initiatives. This active participation in academia enhances the institution's reputation and provides students with valuable exposure.



Director
Pillai HOC Institute of
Management Studies & Research
Rasayani, Tal. Khairpur,
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PHiMSR MMS Semester IV (Final Year) Course Exit Survey 2024

89 responses

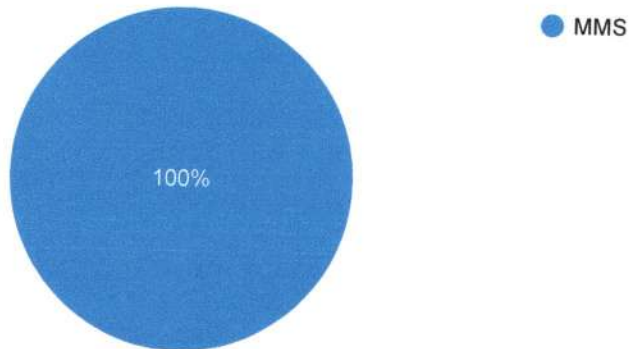
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Stream/ Programme

89 responses

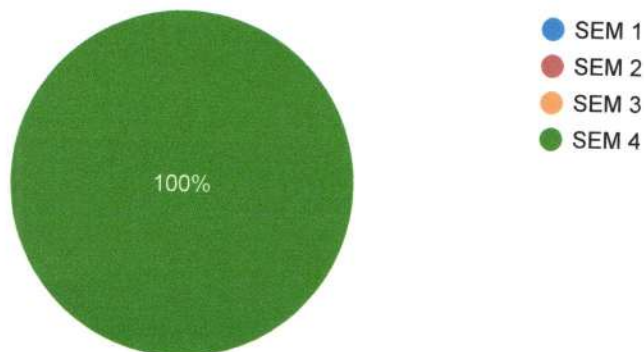
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Semester

89 responses

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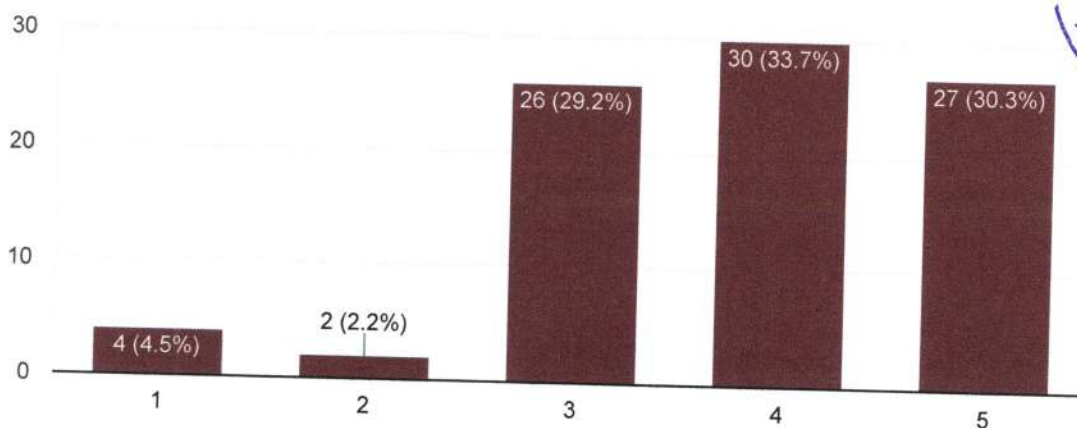


University of Mumbai Curriculum

To what extent did the University of Mumbai curriculum prepare you for the demands of the MMS program (1 - Not at all prepared; 5 - Very well prepared)?

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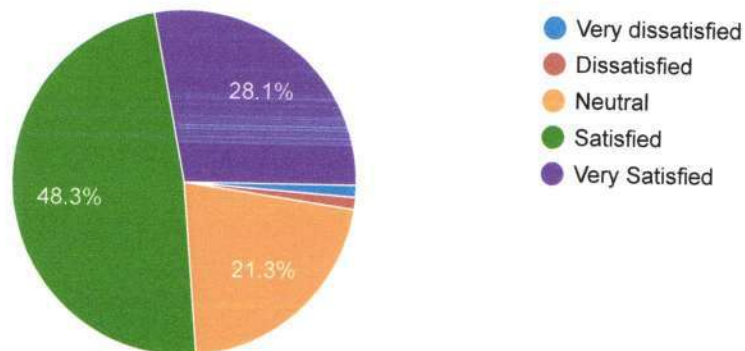
89 responses



Overall, how satisfied were you with the infrastructure facilities provided by PHiMSR?

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89 responses

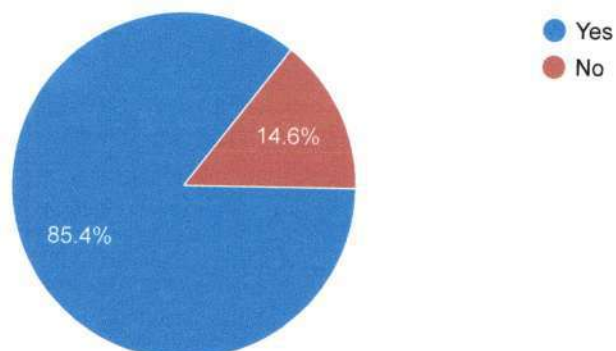


Mental Health Program conducted by Dr. Nivedita Shreyans

Did you participate in the Heartfulness - Mental Health Program offered by Dr. Nivedita Shreyans?

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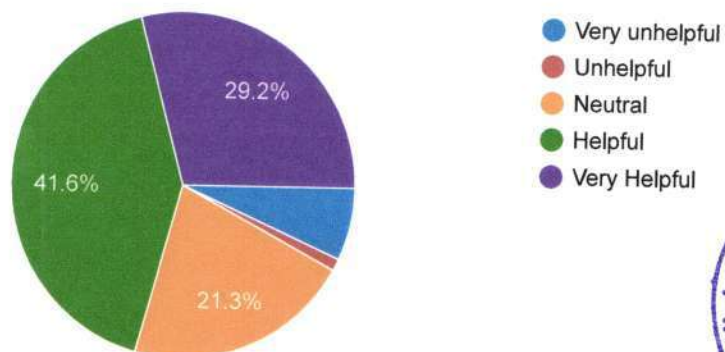
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If yes, how helpful did you find the program in managing stress and promoting mental well-being?

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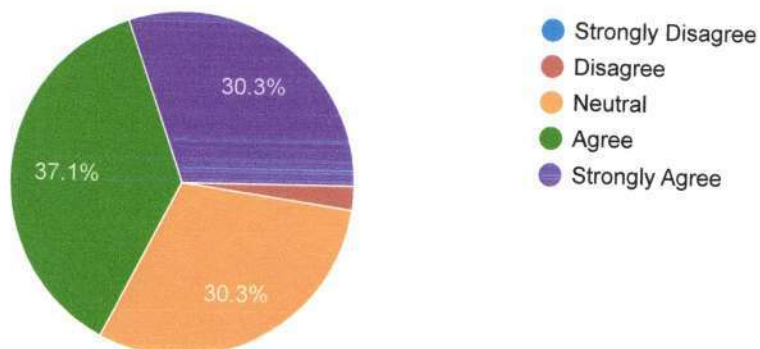
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The program provided practical tools and techniques for improving mental health.

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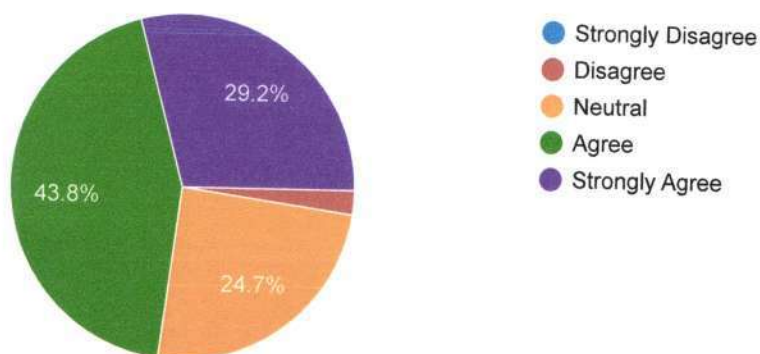
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The program provided practical tools and techniques for improving mental health.

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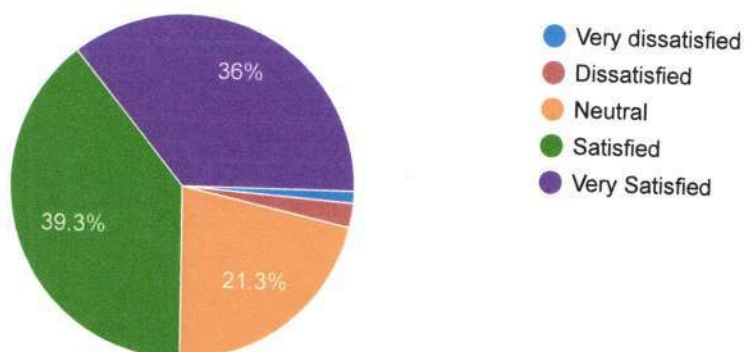
89 responses



Overall, how satisfied were you with the Mental Health Program?

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89 responses



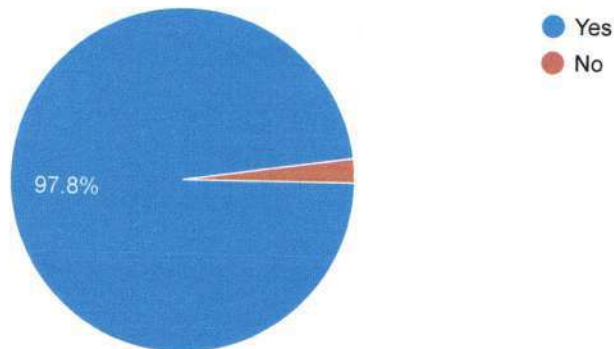
Mentoring



Were you assigned a mentor during your MMS program?

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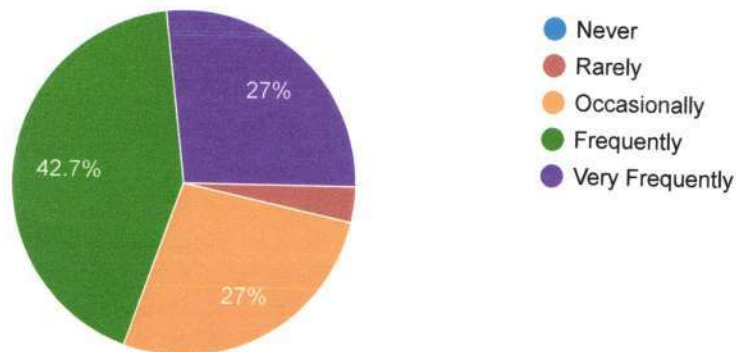
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If yes, how frequently did you communicate with your mentor (personally, email, WhatsApp messages, call)?

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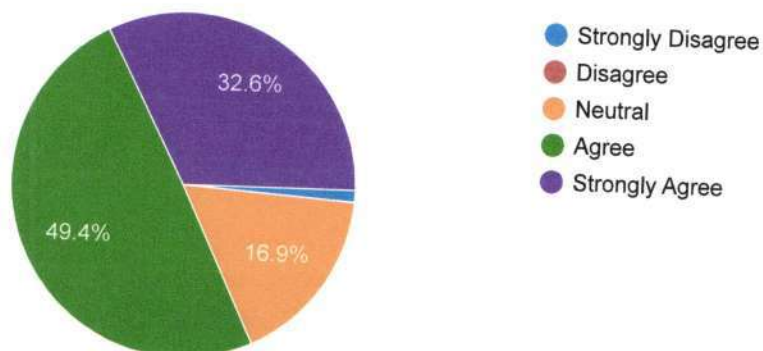
89 responses



The mentor provided valuable guidance and support regarding your academic and professional development.

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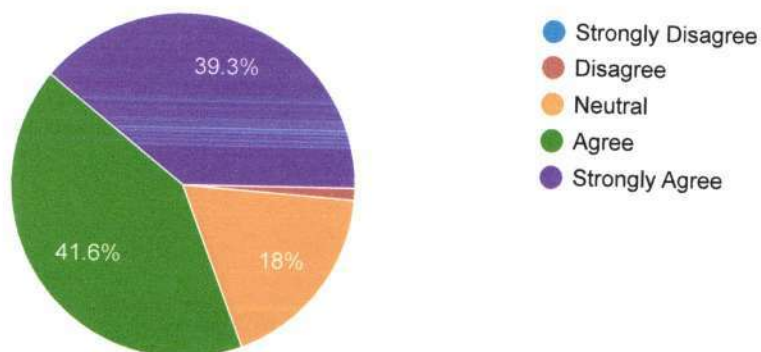
89 responses



The mentor was easily accessible and responsive to your questions and concerns.

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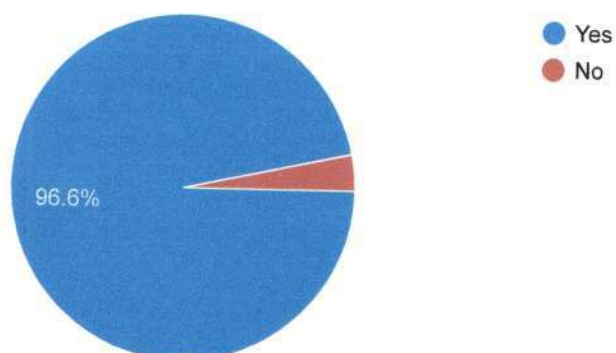
89 responses



Did your mentor challenge you to grow and achieve your academic goals?

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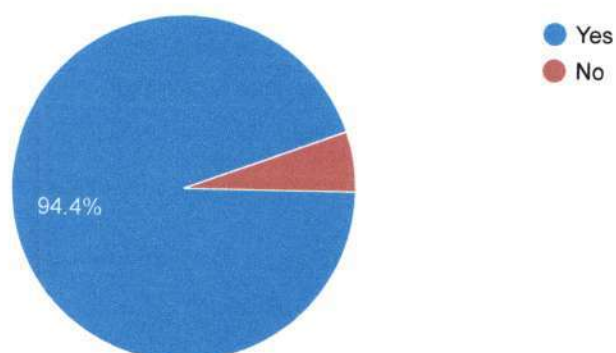
89 responses



Were your mentor's instrumental in building your confidence?

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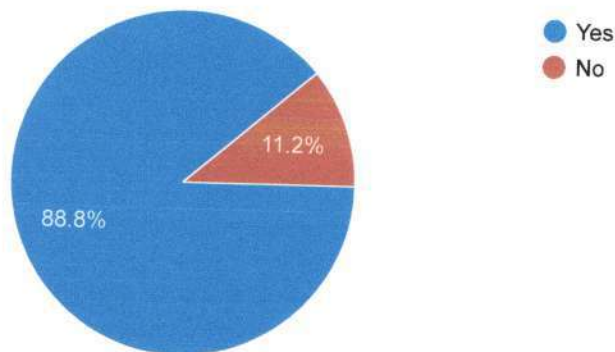
89 responses



Did your mentor contribute to your placement whenever you sought out for assistance and otherwise?

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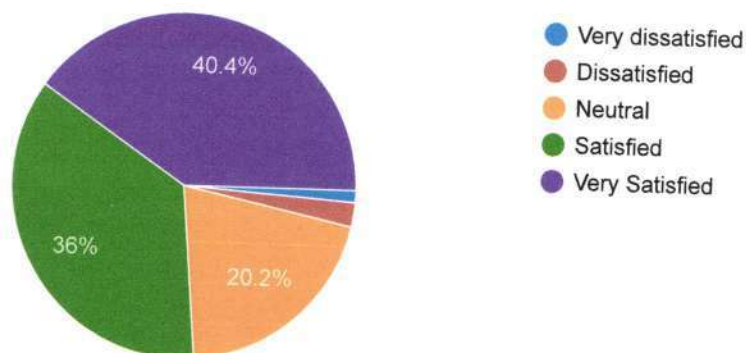
89 responses



Overall, how satisfied were you with the mentoring program provided by PHiMSR?

 Copy

89 responses

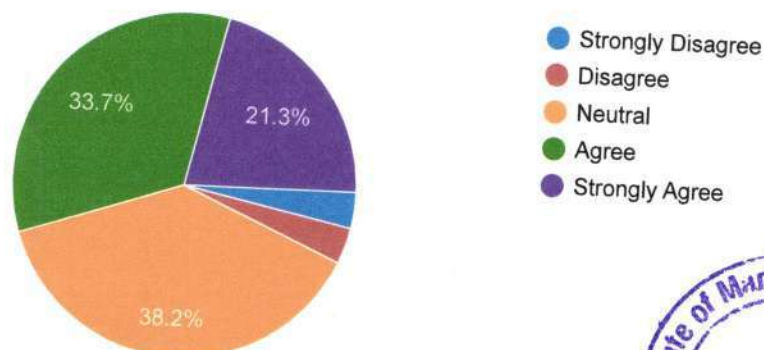


Placement

The placement cell provided you with adequate support and resources for your job search (resume workshops, interview preparation, etc.).

 Copy

89 responses





**PILLAI HOC INSTITUTE OF
MANAGEMENT STUDIES & RESEARCH**

Pillai

Mentoring Handbook

Academic Year: 2024-2025

Approved by:

Dr. Ketan Vira

Director

Director
Pillai HOC Institute of
Management Studies & Research
Rasayani, Vel. Khasipur,
Dist. Rajahmundry - 410 207

Mentoring Program coordinator

Prof.

Faculty-



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From the Director's Desk

In today's highly competitive world, having a mentor who can provide counselling and advice to all students can bring massive difference in every aspect of their life. Keeping this in mind, the mentoring system at PHiMSR was initiated to enable students to grow, learn, transform and accomplish goals in education and personal lives. We strongly believe in professional development of our students through mentoring program and ensuring the success of each student as he or she achieves professional career goals.

We have a well-structured faculty-student mentoring system in place. Every faculty member has 6-8 mentees assigned for mentorship every academic year. Faculty members provide regular coaching, guiding and counselling to mentees on academic and various other matters. The mentoring of the mentees starts right from the Day 1 where the vision and mission of the institute are shared with them. The mentors include multiple stakeholders such as faculty, placement officer and alumni. The entire mentoring process continues till the mentees are finally placed in a company.

I hope the mentoring handbook may assist in establishing a solid foundation for your mentoring experience. My best wishes to mentors and mentees for a fruitful and meaningful engagement and each may succeed in accomplishing personal and professional goals.

Director

Dr. Ketan Vira



1. Introduction to Mentoring

1.1 What is mentoring?

A mentor is an advisor, teacher, counselor and role model. Mentors can help mentees to achieve, succeed or prepare for the workforce through one-to-one relationship. The mentor provides guidance by facilitating the transition from college to work. A mentor serves as a role model, counsels on different topics of concern, and offers insights and perspectives on the world.

A mentoring relationship may change over time as the mentor and mentee grow, learn and gain experience in the relationship.

Mentoring is not a job, but rather using your skills to help others.

Mentoring is a mix of four skills:

Coaching- helping the mentee achieve specific targets. Mentors may challenge assumptions and stretch the mentee. The coaching is leading the process.

Networking- everyone needs to be part of networks to function well. The mentor introduces the mentee to networks- formal and informal.

Counselling- the most important skill here is listening. A supportive person for the mentee to talk to in confidence

Guiding- sometimes the mentor gives the answer from his or her own experience.

However, the role of mentors is multipronged: share, support, guide, inspire, facilitate, listen and welcome.

You could use your mentoring skills in the following ways:

1. Coach the mentee in identifying and establishing career goals
2. Guide the mentee to actively read management related magazines, journals and books
3. Guide the mentee to draft a research paper and participate in academic conference whether national or international
4. Guide the mentee on developing and internalizing business etiquettes
5. Counsel the mentee on attendance, punctuality and time management

1.2 Purpose

The concept of mentoring has become important for professional relationships or careers. This handbook will serve as a guide to take steps for initiating and maintaining a successful mentoring relationship. A successful mentoring relationship is non-threatening and non-judgmental to both parties. At GNVSIM, we believe in the **80-20 principle**, which is 80% of the mentoring will take place at the group level and the remaining 20% will occur at the individual level.



1.3 Types of Mentoring Relationships

Mentoring may take place in different settings, including educational institutions and workplaces. Mentors may be older than their mentees, the same age, or even younger. The most frequent types of mentoring relationships include the following:

1. **Peer Mentoring** occurs when the mentee and mentor are the same age or of equal status within an institution. Common peer mentoring programs include student-to-student mentoring, and faculty-to-faculty mentoring.
2. **Group Mentoring** occurs when a mentor has multiple mentees and meets with all or a group of them concurrently. Within group mentoring, every mentee contributes to the experience, exposing each mentee to peer mentoring as well.
3. **Professional/Academic Mentoring** is usually a one-to-one relationship between a mentee seeking assistance with career and professional development and a mentor who has experience working in business or academic setting.

The mentoring relationship typically progresses into four phases- Screening, Alignment, Cultivation and Closure.

1.4 Creating an Individual Development Plan (IDP)

What is an Individual Development Plan (IDP)?

1. A formal document that specifies an individual's development goals and how they are to be accomplished.
2. A negotiated plan designed to meet the goals and objectives and close competency gaps in a structured way.
3. An opportunity to assess one's strengths and identify areas that need improvement.

When do we use IDP's?

1. To identify and assess future developmental needs or competency areas.
2. To establish agreed upon developmental activities for the student's career development.
3. To promote formal career development.

How do we use IDP's?

1. Help mentees assess their current skills and strengths. Have them ask themselves the following:
 - a. What do I hope to accomplish in three months? Six months? A year?
 - b. What are my greatest strengths and how can I build on them more effectively?



- c. Where can I improve and how will I do that?
 - d. What resources are available to help me succeed?
- 2. Compare the assessment with individual's abilities and current competencies required.
- 3. Identify the developmental opportunities.
- 4. Draft a proposed plan.
- 5. Mentee and mentor meet informally to discuss modifications.
- 6. Mentor and mentee finalize the document. Both rely on the IDP as a roadmap to success.
- 7. At the end of the performance year, both the mentee and advisor meet to review the IDP to determine successes and areas for improvement. These adjustments are then incorporated into the next IDP for the coming year.



2. Becoming a Mentee

2.1 Benefits of Being a Mentee

Much of the learning that contributes to our success happens not through books, but through real world experience. Without a mentor, learning occurs mostly through trial and error. With a mentor, however, even experienced professionals can benefit from the expertise of someone who has withstood the trial. Being a mentee shortens the learning curve for acquiring the skills and knowledge most critical to a successful career.

Other benefits that accrue include:

1. Learning new things about yourself
2. Making more of your strengths and exploiting your hidden talents
3. Contributing to the success of your community and institution
4. Expanding your personal network
5. Gain a confidant
6. Personal and Professional Growth

2.2 Common Expectations for Mentees

1. Know yourself. Understand your own personality and temperament and realize that what might make your colleagues happy may not make you happy. Reflect on what drives you, what gets you up in the morning, and then take your cue from that. Spend some time being honest about your strengths and weaknesses, and consider ways to leverage your strengths as you develop new skills. Development plans are a good way to add structure to this thinking process. Be sure to share your thinking and questions around your goals, needs and wants with your mentor/potential mentor.

2. Come prepared. When you meet with your mentor, remember that her/his time is limited, as is yours, so make sure that the time together is well spent. Many mentees suggest that developing an agenda for each mentor meeting helps to structure the sessions around your short- and long-term needs.

3. Ask productive questions. Prepare questions ahead of time that produce the information and learning you wish to get in a mentoring exchange. Questions that are open ended versus closed (answers by yes/no or a simple one- or two-word response) are most conducive to facilitate higher-level responses and in-depth conversations.

4. Develop key listening skills. Listen for the central message and feelings in a response to a question. The following four steps will improve listening:

- A. Listen for central ideas.
- B. Determine what is of personal value to you in your mentor's conversation.
- C. Identify and eliminate as many of your "trigger" words as possible. These are words that affect your mood, distract you from the conversation, and, in general, interfere with hearing the central message.
- D. Use the advantage of thought speed over speech speed productively. Do not let your mind wander or mentally argue with the speaker. Stay focused.



5. Be flexible and innovative. Know that plans change and roadmaps sometimes take a detour. Be adaptable and don't be afraid to change and take new opportunities.

6. Be open to criticism. Don't fold in the face of disapproval. Take criticism as a gentle nudge to keep you on the right track. Ask for feedback from your mentor to improve yourself.

7. Use trust-building behaviors. Behaviors such as following through on commitments, listening, sharing, and cooperating are trust building, in contrast to behaviors such as putting people down, ignoring, hiding or withholding, and competing.

8. Follow through on commitments. Develop your capacity to manage your time effectively and follow through on negotiated meeting schedules, deadlines, roles and responsibilities.

9. Keep confidences. Keep the content of your discussions within the relationship confidential. All exchanges, both personal and professional, are subject to the expectations of professional confidentiality

10. Take responsibility for your own career. Your mentor can only point the way. You will need to make the final decisions, and the final actions are your responsibility. Although a mentor can help you to define your goals, ultimately only you can define your success

11. Capture the essence of your mentor's help. After each meeting, ask yourself, "What did I learn today?" and "How can I apply what I learned?" Summarize for your mentor what you learned, listen carefully to feedback, and ask questions to clarify.

12. Internalize your mentor's input. Sort out the learning and find where patterns appear. Review these in your mind shortly after they occur—substantial loss occurs in a few hours. Record the outcome of each mentoring session to reinforce your learning. Discuss the learning with others.

2.3 Mentees: Aligning Your Expectations

Alignment is where early conversations about goals, roles and timelines get fleshed out and written down for future assessment and revision. Formal plans should be revisited every 6 months with revisions made to capture current realities and future decisions.

Mentee's responsibilities in the Alignment phase:

1. Have a clear understanding of your goals and the role/resources you want your mentor to provide.
2. Be prepared to clearly communicate your expectations and listen to the expectations of your mentor.
3. Be flexible and willing to alter your expectations and change your plans.



2.4 Mentees: Cultivating the Relationship

In this phase, the mentor and mentee follow through on the expectations and timelines outlined in the Alignment Phase.

Mentee Responsibilities in the Cultivation Phase:

- ❖ Actively listen and contribute to conversations.
- ❖ Acknowledge your weaknesses and build from your strengths.
- ❖ Accept and reflect on constructive criticism.
- ❖ Follow through on tasks and meet deadlines.
- ❖ Communicate your changing needs.

2.5 Mentoring Activities

The exchange of ideas, information and advice can take place in variety of settings. The type of activities you and your mentor engage in may depend on goals, objectives and boundaries. Typical mentoring activities include:

- | | |
|----------------------------------|---|
| • Individual Development Plans | • Hobbies & Interests |
| • SWOT Analysis | • General Discipline |
| • Career Goals | • Communication Skills |
| • Research Papers | • Current Affairs |
| • Business Etiquettes | • Using the library & reading Books |
| • Time Management | • Practicing Presentations |
| • Reading Skills | • Writing Reports |
| • Critical & Analytical Thinking | • Co-curricular & Extra-curricular activities |
| • Attendance & Punctuality | |

Mentees: Preparing for Closure

The first step toward closure is a review of the mentoring plan. What was accomplished? What is yet to be done? What really worked? What was not successful? By meaningful engaging in the questions, good closure should put forward into a new stage.

Typical reasons for closure/redefinition:

1. Accomplished intended achievement



3. Becoming a Mentor

3.1 Common Expectations for Mentors

1. Offering encouragement by:

- Demonstrating enthusiasm and confidence in the mentee's successful future
- Conveying positive regard
- Serving as a sounding board
- Providing a forum in which the mentee is encouraged to talk openly about anxieties and fears
- Providing moral and emotional support
- Giving positive feedback

2. Advocating for the mentee's success by:

- Showcasing mentee's work/accomplishments
- Recognizing talents
- Providing opportunities for participation in professional activities
- Providing access to key people and resources

3.2 Mentors: Aligning Your Expectations

Mentor Responsibilities in the Alignment Phase:

1. Listening carefully to your mentee's goals
2. Assessing your mentee's strengths and areas of growth
3. Understanding career development expectations
4. Identifying time in your schedule to dedicate to your mentee

Types of Expectations:

Role/Functional: These expectations tend to generally apply to each mentor.

Relational: These expectations are unique to each relationship and serve to establish ground rules how the mentor and mentee can bring their best and whole selves forward.

Project: These expectations make explicit what specific work will be done, when and by whom.

3.3 Mentors: Cultivating the Relationship

In the Cultivation phase, the mentor and mentee follow through on the expectations and timelines outlined in the Alignment phase.

Supporting learning and assessing understanding



The mentor offers assistance with only those skills that are beyond the mentees' capability. Errors are expected, but, with mentor feedback and prompting, the mentee is able to achieve the task or goal. Assessing understanding during the learning process is called formative assessment.

Take a minute to consider any assumptions you have made about what your mentee knows or does not know.

1. Ask your mentee to explain in their own words what the results are and how they got there.
2. Ask your mentee to organize information with a flowchart, diagram, or concept map.
3. Maintaining effective communication.



4. Mentoring Templates

4.1 MENTOR-MENTEE INTERACTION SHEET

MENTEE INFORMATION	MENTOR INFORMATION
Name: Department: Email: Phone:	Name: Department: Email: Phone:

Mentor-Mentee Interaction:

Date	Discussion	Mentee Signature	Mentor Signature	*Remarks

*Remarks: Mentor may document key strengths, achievements and improvement areas of mentee or any other area that the mentor may deem suitable to mention.

**Each mentee's record is to be maintained on a separate sheet.



4.2 IDP Template

Name: _____

Date: _____

Professional/Career Objective

1 st Choice	
2 nd Choice	

Plans for certifications or additional training (e.g., SHRM, ISTD, CPA, SCM)

--

Goals (to be completed by the student)

As an IDP is an overall plan for training, setting goals for each year is crucial in order to progress and build upon goals in successive years.

1 st Year Goals (specify goals separately for I & II semesters)
2 nd Year Goals (specify goals separately for III & IV semesters)



Planning (to be completed with the mentor)

Students will work with their mentor to create goals and specific action steps to address and gain the skills necessary for their anticipated career. This plan should be assessed and revised regularly and annually.

Time frame covered by this Plan (*Academic Year*): _____

Activities Taken	Action Step	Frequency (weekly, monthly)	Target Completion Date
E.g., Read book by Ram Charan, The Leadership Pipeline	Started Reading on 1 st November	Monthly	20 th November, 2019

Midterm Review

Date: _____ Met Goal _____ In Progress _____ Needs Revision _____



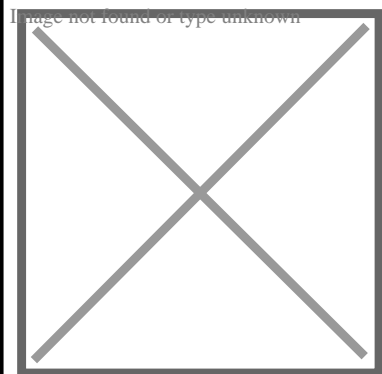
4.3 Personal SWOT Analysis Worksheet

Strengths:	Weaknesses:
Opportunities:	Threats:

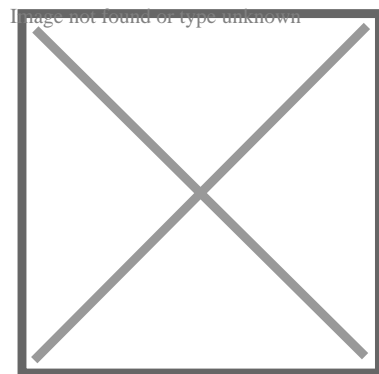


4.4 Draft your Career Mission Statement in the box below:





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MOE'S INNOVATION CELL
INSTITUTION'S INNOVATION COUNCIL

MAHATMA EDUCATION SOCIETYS, RAIGAD (IC202426624)
WORKSHOP ON ENTREPRENEURSHIP SKILL, ATTITUDE AND BEHAVIOUR
DEVELOPMENT

OVERVIEW

Objective:

To nurture creative and lateral thinking

Benefit in terms of learning/Skill/Knowledge obtained:

Participants understood different dimensions of creative thinking

Academic Year:

2023-24

Program driven by:

IIC Calendar Activity



Month:

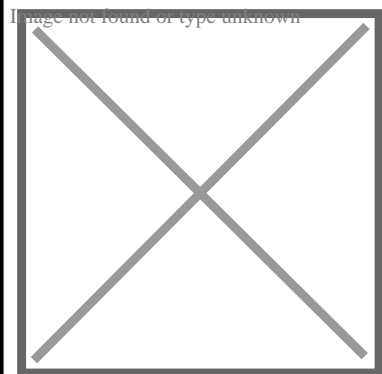
Program /Activity Name:

Workshop on Entrepreneurship Skill, Attitude and Behaviour Development

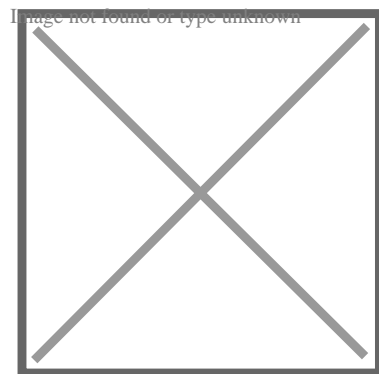
Program Type:

Other:

Level 2 - Workshop	null
Program Theme:	Other:
Innovation & Design Thinking	NA
Date & Duration (Days):	External Participants, If any:
02/24/2024-02/24/2024-0	1
Student Participants:	Faculty Participants:
67	5
Expenditure Amount, If any:	Remark:
2000	One day workshop on Six Thinking hats was held on 28th February 2024
ATTACHMENTS	
Video:	null
Photograph1:	
Photograph2:	
Session plan, If any:	View Report
This report is electronically generated against report submitted on Institution's Innovation Council Portal.	



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MOE'S INNOVATION CELL

INSTITUTION'S INNOVATION COUNCIL

MAHATMA EDUCATION SOCIETYS, RAIGAD (IC202426624)
MY STORY - MOTIVATIONAL SESSION BY SUCCESSFUL INNOVATORS.

OVERVIEW

Objective:

To break the barriers to pursue the entrepreneurial journey.

Benefit in terms of learning/Skill/Knowledge obtained:

Confidence building, increasing need for achievement and risk taking

Academic Year:

2023-24

Program driven by:

IIC Calendar Activity

Month:**Program /Activity Name:**



My Story - Motivational Session by Successful Innovators.

Program Type:

Level 1 - Expert Talk

Other:

null

Program Theme:	Other:
Entrepreneurship & Startup	NA
Date & Duration (Days):	External Participants, If any:
11/28/2023-11/28/2023-0	4
Student Participants:	Faculty Participants:
67	7
Expenditure Amount, If any:	Remark:
3000	Activity was scheduled on 28th November 2023 however was conducted on 24th February 2024 due to busy schedule of the speaker.
<div>ATTACHMENTS</div>	
Video:	https://www.instagram.com/reel/C4GCE61hWLV/?igsh=MWd4NHR3Y3lhMWxqcQ==
Photograph1:	
Photograph2:	
Session plan, If any:	View Report
This report is electronically generated against report submitted on Institution's Innovation Council Portal.	



Ministry of
Education
Government of India



MoE's
INNOVATION CELL
(GOVERNMENT OF INDIA)



INSTITUTION'S
INNOVATION
COUNCIL
(Ministry of Education initiative)



CERTIFICATE OF ESTABLISHMENT

This is to certify that

Mahatma Education Societys, Raigad

has established an Institution's Innovation Council (IC202426624) in the campus as per
the norms of Innovation Cell, Ministry of Education, Govt. of India during
the academic calendar year 2023-24

Dr. Abhay Jere

Chief Innovation Officer
Ministry of Education's Innovation Cell

Shri. Dipan Kumar Sahu

Assistant Innovation Director
Ministry of Education's Innovation Cell

Certificate No: 16138

Aishe Code: C-33898

Date: 04-03-2024



**PILLAI HOC INSTITUTE OF
MANAGEMENT STUDIES & RESEARCH**

Pillai

Lesson Plan

Faculty Name: Dr. Ketan Vira

Course & Semester: MMS Semester III

Subject Name: International Business

Day & Duration: Friday (1.5 hrs x 2 sessions)

Contact No & Email: ketanvira@mes.ac.in

Address: Chembur, Maharashtra- 410210

Course Overview:

This course covers global market dynamics, international trade theories, cross-cultural management, global strategic planning, and international financial management.

Program Outcomes:

1. Apply knowledge of management theories and practices to solve business problems.
2. Foster analytical and critical thinking abilities for data-based decision making.
3. Develop value-based leadership ability.
4. Understand, analyze, and communicate global economic, legal, and ethical aspects of business.
5. Lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

Course Outcomes:

1. Understand the dynamics of the global business environment.
2. Analyse international trade theories and policies.
3. Develop strategies for entering and competing in international markets.
4. Manage cross-cultural teams and operations.

Session Outline:

Sr. No	Session No	Month & Year	Topic Name	Details	Pedagogy (ies)	Mapping to Course Outcome (s)	Mapping to Program Outcome (s)
1	1	July	Introduction to	Globalization,	Lecture,	CO1	PO1

Sr. No	Session No	Month & Year	Topic Name	Details	Pedagogy (ies)	Mapping to Course Outcome (s)	Mapping to Program Outcome (s)
		2024	Introduction to International Business	Objectives, Scope. Perlmutter's EPRG Model	Discussion & Lecture		
2	2	July 2024	Country Analysis	http://atlas.cid.harvard.edu	Lecture and Computer Lab Session	CO2	PO1, PO2
3	3	July 2024	Country Analysis	Activity on PESTEL of emerging markets	Lecture, Group Activity	CO2	PO2
4	4	July 2024	Cross Cultural Management	Hofstede's Cultural Dimensions, CAGE Framework Pankaj Ghemawat	Lecture, Case Study	CO3	PO3
5	5	July 2024	Cross-Cultural Management	Culture and Leader Effectiveness: The GLOBE Study	Lecture, Role Play	CO4	PO3, PO4
6	6	August 2024	Modes of Entry	Market/Country Entry Strategic Alliances	Lecture, Case Studies	CO3	PO3, PO4
7	7	August 2024	Modes of Entry	JV and M&A	Lecture, Simulation	CO3	PO4
8	8	August 2024	Investment Decisions	Drivers of FDI – Special emphasis on emerging markets, Offshore Banking	Case Study Analysis	CO3	PO3
9	9	Sept 2024	Investment Decisions	Forex Management – ADR-GDR's-EU bonds	Lecture and Numericals	CO3	PO3
10	10	Sept 2024	WTO Regional Trade	Building Blocks of WTO,	Session and Debate	CO3	PO4

Sr. No	Session No	Month & Year	Topic Name	Details	Pedagogy (ies)	Mapping to Course Outcome (s)	Mapping to Program Outcome (s)
				Major agreements of WTO			
11	11	Oct 2024	Managing of Multinationals	Organization Structure -Matrix -Geographic -Product, International HRM -Expatriate Management -Staffing of Subsidiaries, Integration Response Models -Types of subsidiaries -Control of subsidiaries, Global manufacturing and supply chain - Optimizing of Supply chain - Offshoring V/S Outsourcing	Session and Cases	CO 1 and CO 2	PO 1 and PO 2
12	12	Oct 2024	Review and Case Study Analysis	Review of Key Concepts, Case Study Analysis	Case Study Analysis	CO1, CO2, CO3, CO4	PO1, PO2, PO3, PO4
13	13	Oct 2024	Know the markets exercise	Country wise	Presentations	CO4	PO4

Reference Books:

1. **International Business: Competing in the Global Marketplace** by Charles W.L. Hill
2. **Global Business Today** by Charles W.L. Hill and G. Tomas M. Hult

Assessment Details:

1. Case Study (5 Marks)
2. Assignment (5 Marks)
3. Project/Presentation (10 Marks)
4. Internal Test (10 Marks)

Internal Examination Details:

1. Research Paper / Role Play / Project / Presentation - 10 Marks
2. Assignment / Quiz / Case Study - 10 Marks
3. Mid Term Test - 10 Marks
4. Class Participation & Attendance - 10 Marks

Signature

Dr. Ketan Vira

Director

Pillai HOC Institute of Management Studies and Research, Rasayani

Pillai HOC Institute of Manag

Internal Marksheet for MMS

Allot 40 Marks from criteria 4

Specialization: Marketing/ Subject:

Roll NO	Name	1	2
		Mandatory	
		Attendance/ Assignment (5 Marks)	Class Participation/ Assignment (5 Marks)
1	ABHANG SWAPNIL KAILASH	5	5
3	AWARE KUNAL DADSAHEB	5	5
5	BHAGAT PRERANA VINOD	5	5
7	BHOJE JANVI SANTOSH	5	5
17	DHONDSEKAR SHUBHAM SANTOSH	4	4
18	DUMBARE TEJAS SUBHASH	5	5
19	GANDHI LABESH HARSHAD	4	4
33	JOSHI PRANAY RAVINDRA	5	5
34	KACHARE GANESH BRAMHADEV	5	5
35	KADAM AKANKSHA KRISHNA	5	5
41	KANU SHIVAM NANDKISHOR	5	5
47	KONKAR MRUNAL PRADIP	5	5
48	KUSHWAH DIPAKKUMAR CHANDANSINGH	4	4
55	MHATRE SARVESH ARUN	4	3
56	MISHRA KAJAL SANJEEV	5	5
57	MOHITE VAIBHAV CHANDRAKANT	5	5
59	MORE PIYUSH SATISH	3	2
62	NIKAM RIYA ARVIND	2	2
66	PATIL AKASH SIDDHNATH	5	5
71	PATIL MANASI SANTOSH	5	5
74	PATIL OMKAR MAHESH	5	5
78	PATIL SANCHIT GHANSHYAM	4	3
82	PAWAR PRATIK DEEPAK	3	2
84	RAKSHE DARSHAN VILAS	5	5
87	SALUNKE MAYUR RAJESH	4	3
88	SHAH SOHIL HAKIM	5	5
91	SHETE NISHA SUNIL	5	5
94	SINGH ROHIT KAMLESH	5	5
95	SINGH VISHAL MUKESH	5	5

98	SURYAWANSHI HRISHIKESH DHONDIRAM	5	5
99	SUTAR ADNAN RIYAZ	3	2

agement Studies and Research

5 Semester IV (Batch 2022-24)


to 8 (Minimum 2 is compulsory)

3	4	5	6	7	Total out of 40
Mid Term Test (10 Marks)	Presentation (10 marks)	Field Visit (10 marks)	Assignment (10 marks)	Project (10 marks)	
8	0	0	8	8	34
7	7	8	0	0	32
6	9	0	5	0	30
6	0	0	8	8	32
4	5	8	0	0	25
3	7	5	0	0	25
7	8	0	0	7	30
5	0	0	5	5	25
4	0	0	5	5	24
6	0	8	0	5	29
5	0	0	7	7	29
2	7	8	0	0	27
5	8	0	0	0	21
3	7	0	5	0	22
7	9	6	0	0	32
7	7	8	0	0	32
3	0	0	6	6	20
4	8	0	3	2	21
3	0	0	6	6	25
6	7	8	0	0	31
5	0	0	9	9	33
6	7	0	0	7	27
4	6	7	0	0	22
5	0	0	5	5	25
4	8	7	0	0	26
6	0	0	6	8	30
5	0	8		7	30
5	0	0	8	7	30
4	9	0	0	0	23

5	7	8	0	0	30
4	6	5	0	0	20

Signature

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Ketan Vira <ketanvira@mes.ac.in>

Mid Term Question Paper for Semester III (Batch 2023-25)

3 messages

PHIMSR EXAMS <phimsrexams@mes.ac.in>

Mon, Aug 19, 2024 at 9:39 AM

To: 'Gaurav Deshmukh' <gauravdeshmukh@mes.ac.in>, 'Dr. Govind Shinde' <govindshinde@mes.ac.in>, Deepa Manoj <deepamanoj@mes.ac.in>, Rashpal Kaur Saini <rashpalsaini@mes.ac.in>, Atmaram Sakhardande <ssachin16@hotmail.com>, 'Dr. R. C. Walke' <walkerkesh679@gmail.com>, chiranjiv karkera <chiranjiv0404@gmail.com>, Ketan Vira <ketanvira@mes.ac.in>, 'Sheeba S. Rajan' <ssrajan@mes.ac.in>, Sheena Nair <sheenana12686@mes.ac.in>, Ganesh Shinde <ganeshshinde@mes.ac.in>

Dear Professors,

The MMS II Semester III Mid Term Examination is from **02nd to 05th September 2024**.

Please find the attached Time Table for your reference.

Request you to submit two sets of password protected question papers for 20 marks each on or before **25th August 2024 along with synoptic answers and marking scheme**.

Kindly share password via whatsapp/messages.

You may contact **Prof. Rashpal Kaur Saini** on **9773560035** and send question paper on Email ID: **phimsrexams@mes.ac.in**

Enclosed: 1. Question Paper Pattern

2. Examination Time Table

EXAM CELL


PHIMSR

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