

## **Department of Management**

### **1. Year of Establishment 2009**

### **2. Is the Department part of a School/Faculty of the University? Yes**

### **3. Names of programmes offered(UG, PG, M.Phil., Ph.D, Integrated Masters; Integrated Ph.D., D.Sc. D.Lit., etc.)**

Master of Business Administration (MBA)

Bachelor of Business Administration (BBA)

### **4. Interdisciplinary programmes and departments involved**

1. Information to Science & Technology (BBA 1<sup>st</sup> Sem )- Department of Applied Sciences
2. Business Mathematics-(BBA 1<sup>st</sup> Semester)- Department of Applied Sciences
3. Environment Science (BBA 2<sup>nd</sup> Sem.)- Department of Applied Sciences
4. Business Law (BBA 2<sup>nd</sup>, 4<sup>th</sup> & 6<sup>th</sup> Sem.)- Department of Laws
5. Quantitative Techniques (MBA 1<sup>st</sup> Sem.)- Department of Applied Sciences
6. Communication Skills (MBA 1<sup>st</sup> Sem. & BBA 1<sup>st</sup> Sem.)- Department of English
7. Business Statistics--(BBA 3<sup>rd</sup> Semester)- Department of Applied Sciences
8. Disaster Management (BBA 3<sup>rd</sup> sem.)-Department of Civil Engineering
9. Basics of Computers (MBA 1<sup>st</sup> sem. & BBA 2<sup>nd</sup> Sem.)-Department of Computer Science & Applications
10. DBMS(BBA 3<sup>rd</sup> Sem.)- Department of Computer Science & Applications
11. IPR(BBA 4<sup>th</sup> Sem.)- Department of Laws
12. Cyber Security & Information Security(BBA 6<sup>th</sup> Sem)- Department of Computer Science & Applications
13. MIS-(MBA 3<sup>rd</sup> Sem. & BBA MIS 5<sup>th</sup> Sem)- Department of Computer Science & Applications
14. Corporate Legal Environment (MBA 3<sup>rd</sup> Semester)- Department of Laws

### **5. Courses in collaboration with other universities, industries, foreign institutions, etc.**

1. MOU Acsenda School of Management, Canada for BBA Course
2. MOU Spratt Shaw College of Management, Canada for BBA Course
3. MOU Alpha Capital, Gurgaon for MBA and BBA Course

### **6. Details of programmes discontinued, if any, with reasons No**

### **7. Examination System: Annual/Semester/Trimester/Choice Based Credit System**

BBA – Choice Based Credit System

MBA – Semester System

### **8. Participation of the department in the courses offered by other departments**

- Principle of Engineering Economics & Management—B.Tech 3<sup>rd</sup> Semester
- Principle of Management- BCA 1<sup>st</sup> Semester & MCA 1<sup>st</sup> Semester
- Accounting- BCA 2<sup>nd</sup> Semester- MCA 2<sup>nd</sup> Semester
- Accounting & Financial Management—BCA 2<sup>nd</sup> Semester
- HRM-BCA 4<sup>th</sup> Semester

- HRM-B.tech 6<sup>th</sup>

**9. Number of teaching posts sanctioned, filled and actual (Professors/ Associate Professors/ Asst. Professors/others)?**

	Sanctioned	Filled	Actual (including CAS & MPS)
<b>Professor</b>	<b>1</b>	<b>1</b>	
<b>Associate Professor</b>	<b>2</b>	<b>2</b>	
<b>Assistant Professor</b>	<b>9</b>	<b>9</b>	
<b>Others</b>	<b>-</b>	<b>-</b>	

**10. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance**

Sr. No.	Name of the Faculty	Subject with specialization	Designation	Educational Qualifications (Whether qualified as per UGC regulations)
1	Dr. Rakesh Kumar	Finance	Professor	MBA, Ph.D.
2	Dr. Rajesh Kumar	Finance	Associate Professor	MBA, M.Phil., Ph.D., NET
3	Dr. Rashmi Sharma	Marketing	Associate Professor	MBA, Ph.D.
4	Dr. Jyoti Sharma	HR	Assistant Professor	MBA, Ph.D, PGDCA, PGDPMS
5	Dr. Ritu Paliwal	Finance	Assistant Professor	M.Com., Ph.D.
6	Dr. Namrata Jain	HR	Assistant Professor	MBA, Ph.D
7	Ms. Rama Sharma	HR	Assistant Professor	MBA
8	Mr. Abhishek Tandon	Retail	Assistant Professor	MBA
9	Mr. Rakesh Kumar Purohit	Marketing	Assistant Professor	MBA
10	Ms. Khushani	Marketing	Assistant Professor	MBA
11	Mr. Kishor Kumar	Finance	Assistant Professor	MBA
12	Ms. Parul Debi	HR	Assistant Professor	MBA

**11. List of senior Visiting Fellows, adjunct faculty, emeritus professors**

- Dr. Suresh Gupta (Former Director of HPUBS, Shimla)
- Dr. Y. S.Negi (Head Deptt of Management COF, Nauni)
- Prof. R. P.Gupta,UBS, PU , Chandigarh
- Dr. Raj Kumar, Associate Professor, RKMV College, Shimla
- Prof. B. S.Sodla, Chairman, Deptt of Management, KUK, Kurukshetra
- Dr. Bhawna Bhardwaj, Assistant Professor, Central University, H.P.
- Dr. Devender Kumar Director, Commerce Department, HPU, Shimla

**12. Percentage of classes taken by temporary faculty – programme-wise information**

Nil

**13. Programme wise Student Teacher Ratio**

MBA : 15:1

BBA : 25:1

**14. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual**

Administrative Staff / Academic Support Staff (Technical)	Sanctioned	Filled	Actual
Technical	1	1	
Administrative	3	3	
Total	4	4	

**15. Research thrust areas as recognized by major funding agencies**

Nil

**16. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.**

Nil

**17. Inter-institutional collaborative projects and associated grants received a) National collaboration b) International collaboration**

Nil

**18. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.**

Nil

**19. Research facility / centre with • state recognition • national recognition • international recognition**

Nil

## **20. Special research laboratories sponsored by / created by industry or corporate bodies**

Nil

## **21. Publications: \* Number of papers published in peer reviewed journals (national / international) \* Monographs \* Chapters in Books \* Edited Books \* Books with ISBN with details of publishers \* Number listed in International Database (For e. g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.) \* Citation Index – range / average \* SNIP \* SJR \* Impact Factor – range / average \* h-index**

\* Number of papers published in peer reviewed journals (national / international) - 28 \* Monographs – Nil \* Chapters in Books – Nil \* Edited Books – 6 \* Books with ISBN with details of publishers – Nil \* Number listed in International Database (For e. g. Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.) – Nil \* Citation Index – range / average – 129 \* SNIP – Nil \* SJR – Nil \* Impact Factor – range / average – 1.63 – 6.28 \* h-index – 3.5

### **Mrs. Rama Sharma**

- Paper entitled “Globalization on the Higher Education in the state of Himachal Pradesh” published in the book of proceedings of NATIONAL SEMINAR entitled “Economic Liberalization: Effects and challenges” organized by ICDEOL Himachal Pradesh university, Shimla published by Kanishka Publisher Distributors bearing ISSN number: 978-81-8457-382-4, pp 295-309.
- Paper entitled “Emerging Dimensions of Management Education in India” published in the proceedings of the NATIONAL CONFERENCE on “Innovative Ideas in Engineering & Management” on 8-9, June 2012 organized by Manav Bharti University Solan, pp.288-292.
- Paper entitled “Level of Job Satisfaction among Medical Professionals - A Study of Regional Hospital Solan in Himachal Pradesh” published in the Journal of Himalayan Journal of Contemporary Research bearing ISSN number: 2319-3174, Vol.1, No.2, July-December 2012, pp.248-262.
- Paper entitled “Growing Educated Citizenry of Tribal Community in Himachal Pradesh- A Panacea for Human Resource Development” published in the proceedings of the INTERNATIONAL SEMINAR on “Tribal development: Issues, Challenges & Perspectives” on 1th-2th June,2012 organized by Pacific Institute of Tribal Development, Pacific university, Udaipur in vol. Education Initiatives bearing ISBN number 978-93-5104-304-1, pp.141-151.
- Paper entitled “Emerging Innovative Human Resource Management Practices in Indian Economy in Globalized Era” published in the International Refereed Indexed Research Journal Researchers World- Journal of Arts, Science & Commerce bearing ISSN number: 2231-4172, Vol.3, No.3(3), July-December 2015, pp.88-95, Impact factor:0.479.
- Paper entitled “Women’s Contribution to Agriculture-A Review of Himachal Pradesh” published in the book entitled “Women Empowerment-A New Perspective” edited by Bhardwaj, Bhawna and Negi, Vinod by Regal Publications bearing ISBN no. 978-81-8484-624-9, 2016, pp.51-61.

- Paper entitled “Human Resource Planning- A Comparative Study of HRTC and Punjab Roadways Human Resource Planning- A Comparative Study of HRTC and Punjab Roadways” International Journal of Engineering, Pure and Applied Sciences, Vol. 1, No. 3, Dec-2016, ISSN NO. 2456-3129, pp 28-35.

#### **Dr. Jyoti Sharma**

1. “Challenges in Modern Human Resource Management”, 6 th International Conference on Challenges in Human Resource Management, Desh Bhagat Institute of Management & Computer Sci., Mandi Gobindgarh, September 21-22, 2012, Published: Human Resource Management Challenges and Choices (Vol. I), Page No.: 44-51, ISBN: 978-81- 910125-8- 3
2. “The Challenges for India’s Higher Education System”, National Seminar on Economic Liberalization : Effects & Challenges, ICDEOL, Himachal Pradesh University, Shimla, November 11-12, 2011, Published: Liberalization and Economy in India, Page No.: 94-100
3. “System of Recruitment and the Challenges in Recruitment Process in Education Sector”,Published: International Journal of Advanced Research in Management &Social Sciences, Volume 3, Issue 2, February 2014, Page No.: 194-201, ISSN: 2278-6236
4. “Effect of Advertisement on the Brand Preference (A case study of College going Students)”, Published: International Journal of Research in Advent Technology, Special Issue, September 2014, Page No.: 100-103, E-ISSN: 2321-9637

#### **Dr. Rajesh Rathore**

1. “Perception of Customers towards Organized Retail Sector and Unorganized Retail Sector - An Empirical Study in Udaipur City” Paper published in the PEZZOTAITE International journal of retail and rural business perspectives.
2. “Green Marketing: An Efficient Way for the Sustainable Business Development Paper presented, published and got the best paper award under the marketing track in the international conference organized by the IMT Nagpur on Global business and Finance Corporation.
3. “Impact of Globalization on Economic environment of Developing Countries” (With Special Reference to India) Paper presented and published in National Seminar on “The impact of globalization on Economic, Political & Socio-culture Domains in India” Sponsored by UGC & Organized by RVVSPB Shramjeevi College (Ajmer) in March 2012.
4. A Research Paper Published On “Six Sigma Concept To The Business World :Benefits Drawn By Indian Industries “ In The International Conference On The Impact Of The Global Crisis On The Indian Business Organized By The AMS Engineering College Namakkal (Tamilnadu)
5. Status Of Corporate Governance In India: The Investor’s Perspectives Research Paper Presented And Published On In The UGC Sponsored National Conference On The “Financial Market And Corporate Governance By SKSBM School Of Management Ahmadabad.
6. Consumerism A Burning Issue: An Empirical Study In India Research Paper Presented and Published In the National Conference Organized By Kamdhenu Arts And Science College.
7. Innovative and Technology Management Practices In Developing Countries: A Paper in the National Conference Organized By The KCT Business School, Bangalore.
8. “Social Media – A Boon or the Curse for the Society “Paper Presented & Published the National Conference Organized By the Institute of the Management Studies BJS Rampuriya Jain College Bikaner
9. Impact of the Fast Food on the Health of the Consumers: A Case Study of the Udaipur City,Paper Presented and Published In the International Conference Organized By the Aishwarya College of Management & It on 21<sup>st</sup> August 2009 to 24<sup>th</sup> August 2009.

10. A Research Paper Published on Role of Microfinance and SHG's In the Women Empowerment ,In The International Conference on The Impact Of The Global Crisis On The Indian Business Organized By The AMS Engineering College Namakkal (Tamilnadu)
11. A Research Paper on Rural Marketing: A New Way to Tap the Rural Consumers In Present Scenario at MVCE Bangalore.
12. A Research Paper Presented & Published on Women Entrepreneurs as the Role Model for the Indian Society: A Case Study for Sustainable Development At Amrita University, Chennai.
13. Paper Published Presented & Published On the Role Of HFCs in Indian Financial Sector at The Mohamed Smarak College Chennai.
14. Paper Presented & Got Published on Effect of E-Governance on India's Economic Growth Vishisht Institute of Management College of Management Indore (Raj.)
15. Paper Presented & Published on the Topic Impact of the Recent Technology on the Business Organized By the Ethiraj Women's College Of Management, Chennai In August 2011.
16. Paper Presented & Published On The "Managing Stress Before It Manages You" Topic Department Of Management Studies, NPR College Of Engineering & Technology, Natham, Tamilnadu.
17. Paper Presented & Got Published On Topic Employee Empowerment – Developing Concept Organized By Eshawari College Of Management, Tamilnadu.
18. Paper Presented & Got Published On Topic "The Impact Of The Foreign Direct Investment In Retail Sector: An Analysis Of Benefits And Challenges" Organized By The Shree Institute Of Management, Salem, Tamilnadu.
19. Paper Presented & Got Published On Topic "The Impact of Globalization on Indian Economy" in the National Conference organized by Faculty of Art, Humanities & Law at Madhav University Pindwara Abu Road (Raj.).
20. Paper Entitled "Impact of Globalization on Business Environment of Developing Countries published in International Journal for Innovative Research in Multidisciplinary Field in October 2015.
21. Paper got published in International Journal entitled Workplace Stress & Its Impact On The Employees by International Journal of Advanced Research in Management and Social Sciences with Impact Factor : 6.284 in June 2016 Publications (Greenfield Advance Research Publications) .
22. Presented Paper & Got Published With ISBN Book in International Conference on Current Research Studies in Engineering, Management & Medical Sciences Entitled "Problems & Challenges Faced By the Working Women: A Descriptive Study in Indian context held on July 2-3, 2016.
23. Research paper published in International Journal for Innovative Research in Multidisciplinary Field with entitles Role of Employee Empowerment in Organizational Performance with Impact Factor 1.634.

## **22. Details of patents and income generated**

Nil

## **23. Areas of consultancy and income generated**

Nil

**24. Faculty selected nationally / internationally to visit other laboratories / institutions / industries in India and abroad**

Nil

**25. Faculty serving in a) National committees b) International committees c) Editorial Boards d) any other (please specify)**

<b>Name</b>	<b>Journal</b>	<b>Designation</b>
Dr. Rajesh Rathore	International journal for innovative research in multidisciplinary field	Editorial Member
	Pezzotaite Internal Journal of Management	Editorial Member
	INDIAN Academicians & Research Association	Editorial Member
Mrs.Rama Sharma	International journal of Engineering, pure & applied sciences	Editorial Member

**26. Faculty recharging strategies (UGC, ASC, Refresher / Orientation programs, workshops, training programs and similar programs).**

**FDP /Refresher Courses:**

Programme: Faculty Development Programme

Topic: "Strategic Management & SWOT Analysis for Institution Excellence"

Conducted by: NITTTR Chandigarh

Dated: (29-08-16 to 02-09-16)

**FDP /Refresher Courses:**

Programme: Faculty Development Programme

Topic: "Values of attitudes"

Conducted by: NITTTR Chandigarh

Dated: (06-02-17 to 10-02-17)

**27. Student projects • percentage of students who have done in-house projects including interdepartmental projects • percentage of students doing projects in collaboration with other universities/ industry / institute**

Percentage of students who have done in-house projects including interdepartmental projects- 100%

Percentage of students doing projects in collaboration with other universities/ industry / institute-

Session	Percentage
2013-2014	100
2014-2015	100
2015-2016	100

**28. Awards / recognitions received at the national and international level by • Faculty • Doctoral / post doctoral fellows • Students**

Nil



**29. Seminars/ Conferences/Workshops organized and the source of funding (national / international) with details of outstanding participants, if any.**

Sr. No	Title of Conference/Workshop	Dates
1	Quantitative techniques in Research Methodology (Workshop)	March 25-27, 2011
2	Innovative Ideas in Engineering & Management	June 08-09, 2012
3	Women's Empowerment through Social, Legal and Economic means	November 29-30, 2013
4	Innovative Approaches in Management, Law & Social Sciences for Sustainable Growth and Development	November 28-29, 2014

**30. Code of ethics for research followed by the departments**

Nil

**31. Student profile programme-wise:**

Name of the Programme	Application received	Selected	
		Male	Female
MBA	2016-2018	60	60
MBA	2015-2017	60	32
MBA	2014-2016	60	39
MBA	2013-2015	60	01
MBA	2012-2014	60	11
BBA	2016-2019	60	60
BBA	2015-2018	60	16
BBA	2014-2017	60	40
BBA	2013-2016	60	03

**32. Diversity of students**

Name of the Programme	% of Students from same University	% of students from other universities within the State	% of students from universities outside the State	% of students from other Countries
MBA	2%	54%	44%	Nil

**33. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise.**

Nil

**34. Student Progression**

Student Progression	%
UG to PG*	2%
PG to M.Phil.	

Student Progression	%
PG to Ph.D.	
Ph.D. to Post-Doctoral	
Employed - Campus selection	13%
Employed - Other than campus recruitment	85%
Entrepreneurs	

**35. Diversity of staff (Percentage of faculty who are graduates)**

Percentage of faculty who are graduates	%
of the same university	0
from other universities within the State	25
from universities from other States	75
from universities outside the country	0

**36. Number of faculty who were awarded M.Phil., Ph.D., D.Sc. and D.Litt. during the assessment period**

Nil

**37. Present details of departmental infrastructural facilities with regard to a) Library b) Internet facilities for staff and students c) Total number of class rooms d) Class rooms with ICT facility e) Students' laboratories f) Research laboratories**

- a) Library-3000 books
- b) Internet facilities for staff and students-Yes
- c) Total number of class rooms-6
- d) Class rooms with ICT facility-1
- e) Students' laboratories- Computer Lab
- f) Research laboratories-Nil

**38. List of doctoral, post-doctoral students and Research Associates a) from the host institution/university b) from other institutions/universities**

Nil

**39. Number of Post graduate students getting financial assistance from the University.**

22

**40. Was any need assessment exercise undertaken before the development of new programme(s)?**

Yes

**40.1 Highlight the methodology.**

The requirement for new programs is considered from time to time. Dean of the Faculty of Commerce & Management proposes new programs by taking inputs from the teaching staff and students. The proposition is advanced to Board of Studies (BOS) which assesses and evaluates the programs based upon the information sources taken around the parameters of employability and worldwide situation in the calling. Based upon the investigation of BOS, Academic Council considers the endorsement of new program.

**41. Does the department obtain feedback from faculty on curriculum as well as teaching-learning evaluation?**

Yes

**41.1. How does the department utilize the feedback?**

Feedback of the faculty is taken on curriculum development and teaching- learning evaluation. Departmental Curriculum Committee has been constituted according to the headings of Academic Council which incorporates the entire faculty members. The advisory group under the chairmanship of Dean meets intermittently to examine the educational programs, instructing learning assessment and research issues.

**42. Does the department obtain feedback from students on staff, curriculum and teaching- learning evaluation and how does the department utilize the feedback?**

Yes

**42.1. How does the department utilize the feedback?**

Students feedback is taken at the closing of every semester. A planned format is utilized for gathering students feedback regarding curriculum and faculty teaching-learning-evaluation.

**43. Does the department obtain feedback from alumni and employers on the programmes offered and how does the department utilize the feedback?**

Yes, Feedback from alumni is got through the annual alumni meet and other alumni interactions. Feedback from employers is received through the centralized placement Cell Office.

**44. List the distinguished alumni of the department (maximum 10)**

Sr.No	Name of student
1	Satish Kumar
2	Sunil Kumar
3	Ravi ranjan
4	Kulbhushan
5	Gagan
6	Amit Kumar
7	Praveen Kumar
8	Pallavi Kumari
9	Vijay Kumar Gularia
10	Harshal

#### **45. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.**

Special Lectures:-

- Guest lecture on “Improving the Soft Skills and Communication Skills” By Pf. Dr. Justin Paul OD Specialist on 5th October, 2016.
- Lecture by the director of MSME Solan on Entrepreneurship development.

#### **46. List the teaching methods adopted by the faculty for different programmes.**

##### **Teaching pedagogy**

In the era of technology, education scenario has changed rapidly. There is high pressure from every point of corner to bring reforms. After technology evaluation, there has been lot of competition, access to internet, search engines, social networking websites, electronic gadget and changing lifestyle. The knowledge of information is available at a mouse click. This is the time to realize that the student community no longer have to depend upon teacher for acquiring knowledge. Keeping this in view, several changes have been taken into consideration like education of business in terms of increased coverage of syllabi, best infrastructure, open education resources (i.e database sites), research based syllabi, classroom instructions, Field experience, E-learning, individual projects, teaching language (English), guest lectures, case method, workshops, seminars, live projects, interactive lectures, projects presentations, tutorials, periodic class tests, management games, field surveys, grooming sessions, mentoring, observation, newspapers & magazines, TV channels, internet, role plays, group discussions, simulation and brain storming to active participation and for achievement of quality assessment.

- **Lectures & Power point presentations-** Lecturing is a teaching method that involves, primarily, an oral presentation given by a teacher to the students. In the department every teacher prepares a lecture plan of his/her subject according to the credit points of the subjects before the commencement of classes and take the classes accordingly to cover the syllabus. In any case if teacher is not able to cover syllabus according to plan then they have to take the extra classes to cover the syllabus. Teachers also use the whiteboard or a chalkboard to emphasize important points in their lecture. Every faculty members incorporates the examples in their lecture to make student easy to grasp the subject concepts. Many lectures are accompanied by some sort of visual aid, such as a power point presentation, a word document, an image etc. to have a better understanding of subject.
- **Role play-** In a learning environment role play is very flexible and effective tool. In the role play exercise, participants students are given the different role play acts and other students have to observe the role play and give their comments afterwards. Observers are hugely beneficial to the participants' learning. Students not only have their own response to the role play, but they also benefitted from their fellow role players' observations, and teacher's point of view, and the feedback from the observers.
- **Case Study** – In a today's competitive environment student requires to get practical knowledge rather than bookish language. It can be possible when students will be acquainted with today's business scenario. Therefore we adopted another method of study i.e. Case studies. We provide them case studies of actual company's. It gives an opportunity to each & every student to develop their understanding power and get some practical knowledge. Students will be able to analyses the actual problems and faces the challenges.
- **Group Discussion** – It also an effective mode of study. It gives an platform to all students to increase thinking power and boost their confidence level. Being a management student confidence and thinking power is must. Therefore we adopted this mode of teaching with the active participation of all the students atleast once in a week. GD topic is displayed advance on the notice board of the department so that student come prepared for the healthy discussion.
- **Projects-** Students are required to carry out a project on their specialized field and have to prepare

a project report during the course which provide them opportunities to interact with industry professionals, government officials, customers and general public and get a feel of management by actually working on quality, time and budget bound assignments besides improving awareness. Besides this subject specific assignment projects are also given to the students to make them more acquaint to the subject.

- **Business Quizzes-** Quizzes give the knowledge and increase the information with a lot of fun at the same time and making student feel that they spend more valuable time on internet to learn, discover and communicate with others. Department organizes time to time such quizzes to enhance their business knowledge as well as their Communication skills.
- **Management Simulation games-**simulation is a controlled detailed mode of learning intended to reflect a situation found in the real world. Business simulation games players receive a description of an imaginary business and an imaginary environment and make decisions – on price, advertising, production targets, etc. – about how their company should be run. A business game may have an industrial, commercial or financial background. The role play simulation exercise helps student to retain problem solving learning.
- **Brain Storming-**A brainstorming session is a tool for generating as many ideas or solutions as possible to a problem or issue. It is not a tool for determining the best solution to a problem or issue. Before beginning any effective brainstorming session, ground rules are set and conveyed to the students. This does not mean that boundaries are set so tightly that student can't have fun or be creative. The teacher role is to act as a facilitator so that each member of the team provides the ideas.

**47. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?**

Through Continuous evaluation of the students by taking the class tests, seminars, presentations and group discussions and through assignment on subject wise emerging issues and also providing students soft skills and personality development skills through special classes on weekly basis.

**48. Highlight the participation of students and faculty in extension activities.**

1. Awareness Campaign in Local Gram Panchayat on Gender Equality.
2. Awareness campaign on Environment Conservation through plantation of trees.
3. Awareness campaign regarding protection of Ozone layer.

**49. Give details of “beyond syllabus scholarly activities” of the department.**

1. Slogan Writing competition on Azzadi 70
2. Poster making completion on Gender Equality.
3. Fresher party organized for new students
4. Sports day celebration
5. Students were offered internship with companies.
6. Students were trained for placements through placement training cell.

**50. State whether the programme/ department is accredited/ graded by other agencies?**

No

**51. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.**

Students undertake the different projects which help the industrialist and policy makers to take the decisions regarding their working areas and also help the researchers as a pool of knowledge for literature review.

## **52. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department.**

### Strength

1. High faculty-student interaction
2. Latest teaching pedagogy
3. State of art Library
4. Increased Enrolment
5. Great atmosphere and distinctive culture

### Weakness

1. External marketing to prospective majors, alumni, employers, business community, society
2. Untapped research area
3. Inadequate institution industry linkages
4. Underemployed students
5. Non-Accreditation

### Opportunities

1. Capitalization of new job oriented courses
2. Curriculum updation with industries
3. To act as a consultancy to various organization on Management aspects
4. Exchange programs with other universities nationally and internationally
5. Grant Funding

### Challenges

1. Lots of competition in Solan
2. Quantitative expansion of Management Programme
3. Great atmosphere and distinctive culture

## **53. Future plans of the department.**

1. Try to augment research.
2. Organize lectures of emeritus professors
3. Emphasis on working of projects
4. To develop the approach of the department to industry level
5. To provide employable space for the students
6. To develop communication skills of the students
7. To organize conferences and seminars