



University of Mumbai

NIRMALA COLLEGE OF COMMERCE

Municipal School Bldg., Rani Sati Marg, Malad (East), Mumbai - 400 097. • Tel.: 2844 1083

Executive Summary

Introductory Note on the Institution -

Location of Institution -

The college is centrally and strategically located in Malad (E). The Nirmala College of Commerce marked its beginning in the year 2005-2006. The idea of a college was conceived by the Visionary Educationist and Founder Mr. Thakarbai N. Desai, fondly called 'Dadaji'. The realization of the dream of providing affordable quality education come to fruition by the sustained efforts of Madam Aruna Desai is reversed for her dynamism, Philanthropic attitude. Hon. Director madam has a social commitment to the cause of providing affordable education.

The college is situated in Municipal School Building, Rani Sati Road, Malad (E), Mumbai of Maharashtra State. The geographical location is 19.183677 altitude and 72.851900 latitude of the HEI.

HEI is located in a cosmopolitan population. In general the population belongs to the lower economic class to the middle lower economic class.

Under the dynamic leadership of the Director, Hon. Aruna Desai Mada, Nirmala Memorial Foundation started NMFC Junior College of Commerce and Shanti Devi Shukla Junior College of Science in 2005-06. The location of Malad (E) demanded the educational facilities for the local population. As a need of society of Malad (E) location for education in junior college, especially in Commerce and Science, Nirmala Memorial Foundation took the step and focused to establish educational institutes by the Society and for the Society. The society with the local population of Malad (E) location thereafter demanded for a degree college, especially in commerce. As the public demand of location of Malad (E) increases, the humble, multifaceted director madam, Hon. Aruna Desai Madam of Nirmala Memorial Foundation, lead a foundation stone to start Degree College of Commerce in 2007-08. HEI is improving from 2007-08 till date. The improvement relates to quantitative and qualitative. It started with hundred of students while upraised to many thousands of students.

The location of HEI can be approached easily through – Public transport like BEST BUSES, Local trains and Metro Services.

In general, 70-80% of students are about 5 km radius dwellers from HEI. The easy access with easy short time reaching to HEI are the features of the location of college.

The local residents could not afford to long distance travelling for the higher education. As per the need and demand of the local residents, the visionary Management established the Degree College at present location. It can be approached by lower class society and middle class people of HEI location.

To cater the educational need of local population the location of HEI – Nirmala Commerce College is convenient.

6.1.1 The Governance and leadership is in accordance with Vision and mission of the institution and is visible in various institutional practices such as decentralization and participation in the institutional governance.

Vision of the Institution

To educate students towards an all round development through value based, quality driven and holistic oriented education with a vision to uplift the society and to empower them to participate and contribute to economic and cultural growth of the nation.

Social Need base establishment of HEI –

The first and ever important of Vision is 'To educate students'. The location of HEI is at lower class and lower middle class population. This society cannot afford long distance and high cash for education. 'To



University of Mumbai

NIRMALA COLLEGE OF COMMERCE

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educate students' at lower lower middle class, the Nirmala Foundation laid the foundation of Nirmala Commerce College, at Rani Sati Road, Malad (E) of Mumbai.

Value based education – The Governance, The Principal and staff is committed to provide the value based education. HEI carried out value based education through organizing workshops, programmes, activities based on the Human values, Professional Ethical Values, Environmental concern values and Sustainability environment activities were regularly arranged.

Quality driven education – HEI is very keen on providing quality driven education as one of the 'Vision' of the HEI and Governance. The quality of 'UG' student can be calculated through 'result – pass percentage' of students, especially in Semester VI of T.Y.B.Com students. This is the only exam conducted by the parent University known as Univ. of Mumbai. On an average over 90% pass percentage of students in T.Y.B.Com (Sem VI) depicts the Quality Driven Education, Maximum number of passed / successful students are with distinction to first class i.e. about 70% to 60% marks.

6.1.1 Vision -

Holistic oriented Education – HEI is having one vision as holistic oriented Education. Governance very pro on holistic education. Governance / Management through the Principal and teaching – non teaching (supporting staff).

For holistic oriented Education, the HEI put efforts for Curriculum enrichment. The HEI follows over 20 means / steps / majors / activities to ensure effective curriculum delivery through proper planning. It includes academic calendar, daily lectures, ICT enabled classrooms, Library – as knowledge resources, Research Seminars, projects Presentation and many more including continuous Internal Assessment (CIA) efforts for slow learners – Advance learners; advantages for middle class learners, transport assessment, class test, are steps taken by HEI & Guarantee for holistic Oriented development of students.

Unlift the Society – HEI and Governance very focused on upliftment of the society. HEI charges very average fees for each programme. HEI provides instalments while payment of academic fees. HEI provides platform for extension activities such as cultural competition, sport competition, NSS activities, add value courses, value based skill programmes are organised.

Holistic Oriented Civilian development in students – HEI is keen in Research Activities, celebration of Republic Day and international, national traditions and commomorative days celebrations. Social means for society are same of social activities as blood donation camp, help to orphanages, environmental sustainability – cleaning the social places, service to nation – as step towards holistic of the HEI.

In every means for HEI growth and development, the governance (trust) practices decentralization and total committed involvement with follow up.

6.1.1

Mission of the Institution –

To promote value based education

To promote holistic academic programmes to nurture personal, professional and social growth of the students

To refine, pedagogic practices

To promote diverse skills, character building and Social conscientization.

The Governance, and staff collectively work for the same mission – mission for betterment of every stakeholder of HEI.



University of Mumbai
NIRMALA COLLEGE OF COMMERCE

Municipal School Bldg., Rani Sati Marg, Malad (East), Mumbai - 400 097. • Tel.: 2844 1083

Governance – Staff ‘ mission is’ to promote value based education –

Life skill values such Yoga, Physical fitness, health and hygiene programmes are always promoted in education by HEI.

HEI provides soft skills value education, Language and communication skills values along with Computing skill values in education.

Governance – staff’s mission is’ – To promote holistic academic programmes to nurture personal, professional and social growth of the students.

Programmes by HEI to Nurture Personal growth –

Sports activities, Research activities, Seminars, Powerpoint presentation, class test, Examinations, Competitions platform availability, Remedial lectures, Elocution, Cultural competitions, are for personal growth of students.

Programmes by HEI to Nurture Professional growth –

Various certificate – add-on programmes offered online MOOC – SWAYAM, NPTEL; Student Centric methods, such as experimental learning, participative learning and problem solving methodologies implemented by HEI to nurture professional growth.

Programmes by HEI to Nurture Social growth –

Red Ribbon Club, Blood Donation Camps, Prime Minister Swachata Abhiyan, Tree plantation, AIDS Awareness, Raksha Bhandan, Traffic control during Festivals, orphanage visit and donation, helps to flood affected area are the programmes by HEI to nurture Social growth.

6.1.1 Mission

Governance – Staff’s mission is – to refine pedagogic practices.

It broadly covers – Teaching Curriculum delivery, Feedback and assessment. Pedagogy boils down to the study of different teaching methods.

Teaching – Curriculum delivery – HEI proposes Academic Calendar for better curriculum delivery. Institute schedules education through time table for courses to complete the programme. Daily attendance of students, Defaulters list is prepared to bring in notice of parents and students itself, special efforts of teaching or slow learners; extra efforts for advanced learners; for curriculum environment. The SWAYAM based Add on Courses / Value added Courses and Certificate courses to organize; cross cutting issues including gender equality, professional ethics, Environmental sustainability are to be taught along with curriculum, Research activities are to be carried out by teachers and students based on Curriculum, Online teaching, offline teaching, seminars, presentation, project participation are activities to be carried out by HEI as one of the mission to refine pedagogic practices as Teaching – Curriculum delivery.

Assessment – Continuous internal Assessment

It is the second aspect of the Pedagogic practices mission. It involves, internal examination, regular class test, interaction in teaching – learning process, seminars, project submission etc.

Assessment mainly concern with examinations outcome. The assessment may be online or offline. It involves transparent process. It involves, Examination Committee to work better for Assessment of taught course, programme.

c) Feedback – Governance – staff’ s mission is to refine pedagogic process. One of the process of mission is collecting feedback from students, teachers, parents, also employees etc. The ‘mission’ involves collection, analysis and action taken report on the academics, curriculum, co-curriculum. It helps to remove the obstacles, it helps to know obstacles.

Introductory Note -

Type of Institution -



University of Mumbai
NIRMALA COLLEGE OF COMMERCE

Municipal School Bldg., Rani Sati Marg, Malad (East), Mumbai - 400 097. • Tel.: 2844 1083

- 1) Establishment
- 2) Management
- 3) Type of Institute
 - a) Education
 - b) Affiliation
 - c) Aided / Unaided
 - d) Programme
- 4) Teaching staff
- 5) Non teaching staff
- 6) Minority status
- 7) Reservation Policy
- 8) Institutional rule book –
- 9) Statutory bodies
- 10) Administrative committees
- 11) Co-curriculum
- 12) Extension activities

1) Establishment – The Nirmala College of Commerce marked its beginning in the year 2005-06. The idea of a college was construed by the visionary Educational list and Founder of Nirmala Memorial Foundation Mr. Thakarbhaj N. Desai, fondly called ‘Dadaji’.

2) Management – The HEI is governed by Nirmala Memorial Foundation, Mumbai. NMF is run by Hon.Madam Aruna Desai. She is reviewed for her dynamism and philanthropic attitude. She is director at NMF. The Vision-Mission and objective of NMF is to providing affordable quality education. It is social commitment of the Governance body.

3) Type of Institute –

a) Education – HEI is Co-Education type. Education of males and females in the same class, same institute. It prepares the learner for professional life where men and women are expected to work together with equal status.

b) Affiliation – HEI is affiliated to University of Mumbai. It is one of the premium University of India. In 1857, four Universities established in India. Univ. of Mumbai is one of it. At present it has A++ grade of NAAC.

c) Aided / Unaided – It is unaided college. It not receives an grants from Government. It is self-finance type of Institute.

Introductory Note

Type of Institution –

d) Programme – HEI is mono faculty college – HEI caters the UG programme in commerce. The HEI has 2-4 divisions of each class in first year B.Com; Second year B.Com. and T.Y.B.Com.

4) Teaching Staff – HEI has dedicated, devoted teaching staff. In 2021-22, there 09 assistant profession in HEI. The 04 teaching staff is having higher education degrees as M.Com, Ph.D. Every teacher is PG as M.Com in M.B.A.

5) Non teaching staff – HEI called them as supporting staff. In the HEI, in administration offices, in maintenance of premises and in maintenance of computer, software. The role of Non teaching staff is appreciable. The library staff also included in Non teaching staff.



University of Mumbai

NIRMALA COLLEGE OF COMMERCE

Municipal School Bldg., Rani Sati Marg, Malad (East), Mumbai - 400 097. • Tel.: 2844 1083

- 6) Minority Status – The governance body is Nirmala Memorial Foundation. It is government registered NGO. It has minority status. The NMF comes under linguistic minority. It has no reservation policy for employee at appointment.
- 7) Reservation Policy – The HEI governed by Minority status NGO. The reservation policy for teaching – non teaching employee is not applicable. The 100% seats to be filled by open quota. For student's admission, 50% seats are earmarked for reservation while rest 50% is applicable for Uni. of Mumbai's circular for admission.
- 8) Institutional Rule book – The HEI runs in framework of Institutional Rule book. It shows the reservation policies, rules of appointment, regulation, discipline, service condition, etc.
- 9) Statutory bodies – HEI runs under statutory instructions by Government of India – HR ministry; Maharashtra Government University Laws and University of Mumbai's
- 10) Curriculum – HEI goes with Curriculum set by Univ. of Mumbai. The Programme outcomes, course outcomes, (Co.) are set by Unvi. of Mumbai.
- 11) Co-curriculum – HEI is having NSS, Cultural, sports, Avishkar (Research) activities under Co-curriculum.
- 12) Extension activities – HEI included in extension activities for students get related with society, society problems and probable solutions.

SWOC Analysis of Institute – (Strength, Weaknesses, Opportunities, Challenges)

Nirmala Commerce College, Malad (East), Mumbai is established in 2005-06 by the Nirmala Memorial Foundation. The SWOC analysis help the HEI to plan its short and long term goals, develop action plans to meet those goals, and identify any obstacles and opportunities that might be associated with SWOC analysis provides HEI with a clearer understanding of how to reach its target market effectively, maximize HEI's strength, counteract the weaknesses, and respond to opportunities and threats with wisdom.

SWOC analysis –

1) Strength of HEI –

- Affiliation –
- Location –
- Co-Education –
- Minority Status –
- Society Support –
- Monofaculty / Unifaculty –
- Quality Curriculum delivery –
- Quality teaching – learning –
- Quality Cos – Pos – Examination outcome –
- Quality Co-curriculum –
- Quality Extension activities –
- Quality Governance –
- Quality teaching – non teaching staff –
- Holistic development of students -

Affiliation – HEI is affiliated to Uni. of Mumbai, the prime University of India with A++ grade by NAAC.



University of Mumbai
NIRMALA COLLEGE OF COMMERCE

Municipal School Bldg., Rani Sati Marg, Malad (East), Mumbai - 400 097. • Tel.: 2844 1083

Location – HEI is located at Rani Sati Marg, Malad (E), Mumbai. It can be easily accessible by Stakeholders, bus, taxi, local trains and by private vehicles.

Co-education – HEI has co-education pattern where and females to learn equality in teaching – examination and then further opportunities in career.

Minority status – HEI can provide 50% direct admission to the minority students of society where the college is located.

Society support – The society population periphery of HEI, strongly support to the college. HEI provides education to lower, middle lower population with affordable fees in vicinity the HEI.

Monofaculty / Unifaculty – HEI has only commerce faculty. It focused on only one program. The entire educational environment is related to business between consumers management, production, marketing, banking, insurance, budgeting, accounts, auditing, etc.

Quality curriculum delivery – HEI is well experienced staff who devote for quality curriculum delivery.

Quality teaching – learning process – HEI is committed to quality teaching – learning process as it has focused students, supportive parents and dynamic governance.

Quality Cos – POs out come in Examination / Evaluation – HEI shown consistent over 90% evaluation outcome in sem VI examination for T.Y.B.Com students.

Quality co-curriculum – HEI provides multidimensional extension activities through NSS, sports, cultural activities. HEI students use the platform of co-curriculum for exploring themselves.

Quality Extension activities – HEI arranges quality Extension activities such as – blood donation, orphanage visit, help to natural disasters, etc.

Quality Governance – The Governance, means Director Hon Aruna Desai madam leads the HEI for quality education and holistic development of student.

Quality teaching – non teaching staff – The college is very proud to have quality teaching and non teaching staff. The dedication and sincere services & these make feel proud for the every stake holders.

Holistic development of students – Supporting parents, guiding society, encouraging governance, focused staff of HEI are for Holistic development of students.

Students are very sincere, studious. The student get over 75.90% after graduation over all students goes for higher progression.



Weakness –

Weaknesses are the character traits or skills that are considered negative or not as well developed. HEI also having certain negative or not as well developed factors, such as –

- Uniformity
- Unaided / Self finance
- Building
- Space
- DLLE
- Placement
- Government Scholarship.
- ICT

Unifaculty – HEI has monofaculty / Unifaculty since the establishment. No doubt, the monofaculty becomes more specialized, especially in commerce. However, the HEI advocates the multi faculty college.

Unaided / Self finance – HEI has permission of Maharashtra government. The HEI is affiliation with Univ. Of Mumbai. The Government permission is an unaided on self finance condition. The grant in aid is not for HEI. For every development, HEI and management has to be self – reliance, self – finance. It limits the progress, development of the HEI.

Building – At present HEI is at Municipal School building. The premises is one of the weakness of HEI.

Space – To spread the wing of success flight, space is required for every progress bird. HEI is also progress bird and desire to qualitative and quantitative progress. The space limits to HEI being its Mumbai.

DLLE – The HEI has no registration with Department of Life Long Learning and Extension. It belongs to Univ. of Mumbai. Its association is life NSS for social work.

Placement – The HEI not having active placement cell.

Government Scholarship – The HEI has MAHADBT portal to active

Opportunity-

It is refer to favourable external factors that could gave an organisation competitive advantage. Opportunity are to take as converse of weakness in HEI. To work on weakness means working for opportunities. In this content opportunities are converse/opposite to the weakness of HEI. The progress, prosperous of HEI is depends upon the overcoming of the weakness as there lies The Opportunities.

- Unifaculty to Multifaculty
- Unaided to aided
- Self finance to Gown, finance
- Building
- Space
- DLLE
- Placement
- Government



University of Mumbai
NIRMALA COLLEGE OF COMMERCE

Municipal School Bldg., Rani Sati Marg, Malad (East), Mumbai - 400 097. • Tel.: 2844 1083

- Scholarship
- ICT
- Expansion UG TO PG
- Research Expansion
- Skill development
- NEP working
- Electoral list upgradation

Unifaculty to Multifaculty - The HEI should start with other programmes like Arts, Science, Hospitality Management, Aviation, etc. It will be a great opportunity to provide multidisciplinary education to students.

Unaided to aided - The HEI may think as to get government grant. It would make acceleration in progress for the students.

Self finance to Government Finance - The payment of staff, the every expenses are done as self finance institute HEI has opportunity to get self finance to Government Finances. Their will be payments of teaching - non teaching will increase

Challenges –

HEI considers the challenges means something new and difficult that forces to make a lot of effort. It is always to confront and defy boldly.

The challenges for this Institute are –

IIA activation

- To go for AA – Assessment and Accreditation
- To prepare for quality Curriculum delivery.
- To provide and continue the better teaching – learning and evaluation process
- To work on Research and Extension
- To go for collaboration with other Institutions
- To improve, extend and maintenance of infrastructure
- To provide student support for progression
- To continuous improvement in governance, leadership and management
- To enhance the Institutional values
- To submit SSR and template data of Institution to prepare for peer team visit
- To get Honored by NAAC grade of Assessment and Accreditation.
- These are challenges with HEI, at present on priority basis.



Criteria 1 -

1.1.1 Curriculum planning and delivery

The Institution takes efforts for effective Curriculum Planning-For this purpose, institute followed over 15 attendance list, Defaulter's list, Regular class test, slow learners efforts, Add on courses, cross cutting issues, Research based on curriculum, Internal Examination, Term and Examination, Evaluation, Use of Library as learning resource, Projects based on curriculum, Feedback collection, Feedback analysis and Action taken Report of Feedback.

1.2.1. Add on/Value based–Certificate courses –

- HEI engaged 15 to 25 Add on / Value added Certificate courses
- Each add on certificate course is online mode
- Each course is from MOOC programme Life SWAYAM, NPTEL, VEC, AICIE, IIT, Universities, etc.
- Course content and literature is used from Resource author of SWAYAM.
- Course then taught by HEI's intelligence pool i.e. in house teachers.
- All certificate courses are free of cost.
- The HEI staff taught the courses as the part of career development for students over three thousands students participated
- The examination and evaluation was carried of each certificate course on basis of Viva Voce.

2.2

About 3495 students attended the courses from 5437 total students. Its count about 64% students successfully attended the add on course in 2020-21 and 2021-22. On average 65% students enrolled in certificate online add on courses. The majority of courses of MOUC – SWAYAM – CSIR – NPTEL STIT sources. The courses were taught by HEI faculty at college level.

Cross cutting issues –

1.3.1 You tube videos of professional ethics, Human values, gender issues and Environmental sustainability issues were selected. The concern class teacher (Mentor) ask the students of that class to see the Youtube videos and report to class teacher. Almost all students, i.e. about 100% students of F.Y.B.Com, S.Y.B.Com and T.Y.B.Com seen these cross cutting issues as it relates to curriculum enrichment.

1.3.2 - 56% of students undertaking project work for the latest completed academic year, it is 2021-22. The HEI follows syllabus at B.Com by the University of Mumbai. In this curriculum, for F.Y.B.Com project on Foundation Course. It is the present by each student by PPTs and project submission by booklet. Thus, in this college, in latest year 45% students for F.Y.B.Com and S.Y.B.Com classes out of 800 total strength. Thus $451/800 \times 100 = 56\%$ of students undertook project work as per academics of University of Mumbai.

1.4.1 Feedback is one of best method of Regression, Reviewed and then improvement in present system.

HEI did the Feedback collection, analysed, AIR of report of various stakeholders such as students, Teachers, Employers, Alumni and parents.

HEI not only collected feedback but also underwent analysis feedback and then gone for ATR – Action taken Report.

The feedback is collected and processed for Academics and then about ambiance of the college. Academics and ambiance are complimentary to each other.

The feedback report provides suggestions, comments, compliments, corrective methods for Feedback



University of Mumbai

NIRMALA COLLEGE OF COMMERCE

Municipal School Bldg., Rani Sati Marg, Malad (East), Mumbai - 400 097. • Tel.: 2844 1083

analysis.

The 90-95% of stakeholder remarked satisfied with academics, academics delivery and ambience services in college.

Criteria 2 –

HEI has about 81% of enrolment percentage. Number of students admitted year wise in last five years is 513, 503, 459, 188 and 270 for 2017-18, 18-19, 19-20, 20-21, 21-22 respectively. Number of students sanctioned year wise during last five years was 510, 526, 480, 450 and 480 with respective year 2017-18, 2018-19, 2019-20, 2020-21 and 2021-22 respectively.

Institute has 92.16% of seats filled against seat reserved for various categories as per applicable reservation policy of University of Mumbai. The HEI has minority status (linguistic). It fills 50% minority students and remaining 50% seats reserved for various categories (SC, ST, OBC, Divyangjan, etc) are filled.

Student-full time teacher ratio is 90:1. In year 2021-22 there are 800 students enrolled while 9 teachers are working. It is because in B.Com, programme of Mumbai University division is of 120 students. In all workload allows only $\frac{3}{4}$ teachers in one division each in FY, SY and TY classes. NAAC has to reconsider this fact as 20 students:1 teacher ratio (exceptional to B.Com).

There is 100% of full time teachers against sanctioned posts during the last five years. Being a unaided, self finance institute, management sanctions the posts of teachers. Management never compromises on quality of teaching-learning and evaluation. Therefore, 100% of full time teachers filled against sanctioned post.

HEI employs student centric methods in teaching-learning process. Environmental learning method involves seminars, power point presentation. The participative learning method involves Regular lectures (Online/Offline), ICT enabled lectures. Daily attendance of students, defaulters list, slow learners efforts, remedial lectures, efforts for advance learners, library session. In the problem solving methodologies it involves project based learning, internal examination, term end examination and evaluation. 15% of total number of full time teachers with Ph.D.

HEI undergoes evaluation process with reforms. There is statutory Examination committee as per University of Mumbai Unfair means of examination and revaluation, rechecking, Xerox copy of answer sheet as a means at Examination transparency. HEI has SOP for examination related redressal for students. ATKT examinations for students as additional chance to improve.

HEI has grievances redressal system in time bound and efficient because, HEI answers within 15 days of the grievances by the students.

HEI is affiliated University of Mumbai HEI follows the Syllabus of University of Mumbai, For B.com programme, University has provided programme outcome and Course outcome. It is related to knowledge, skill and competency in B.com students for the work area.

HEI underwent the procedure to calculate the attainment of CO and PO. It is 96% for PO for external examination and average 96% for course outcome also.

Number of final year students who passed the university examination year wise is 33.87%, 12.97%, 72.69%, 93.14% and 95.75% for 2017-18 to 2021-22. Pass percentage of students for last five years is 58.15%. It shows qualitative teaching-learning and evaluation process in HEI. Student satisfaction survey data was prepared and submitted to NAAC team



University of Mumbai

NIRMALA COLLEGE OF COMMERCE

Municipal School Bldg., Rani Sati Marg, Malad (East), Mumbai - 400 097. • Tel.: 2844 1083

Criteria 3 –

National Foundation is government registered NGO. It is trust. College authority requested to National Foundation for research grant. The Foundation sanctioned Rs. 1.35 lakhs as research grant and provided to teachers for research.

Institute has created an ecosystem for innovations. It has taken initiatives for creation and transfer of knowledge. Nine teachers along with 100 of students became a part of this innovation ecosystem. The HEI teachers worked as research main investigator while students associated as assistant investigator. The knowledge flow is from teachers to students for hypothesis construction, review of literature, methodology, results and discussion as well as reference work. Its outcome of innovation ecosystem.

The HEI took initiative to conduct 78 workshops/seminars/conferences. HEI carried out 30 workshop for intellectual property, 24 activity for Research Methodology and 24 activities under entrepreneurship.

HEI took initiative for doing research and research paper publication. The teachers published over 40 research papers in the Journals notified as International Peer team reviewed, ISSN Indexed journal. The publication in UGC care list journal costs about 10000 to 15000/- rupees. It is out of reach of researchers as well as institute. Therefore, papers are published in International peer team reviewed journal with ISSN index, serving for more than 10 years and charge only Rs. 500/- per publication. Non grant college, self finance HEI teachers can not afford such huge amount.

Ratio The Number of Research papers published are as 1-2 paper per teacher.

HEI teacher published 7/9 books with ISBN index at LULU publication, America. HEI also carried out one National Conference along with MOU college. There were 60 papers read presented by teachers, students and assessed by source expert. 60 papers were published in online form of Proceeding. It is published in online journal, which is International Journal, double team reviewed and ISSN index with about six impact factor.

07+60 Total number of books/papers published in National conference proceeding. It is about 2-3 papers published by teachers in last five years.

HEI is very active for Extension Activities. HEI carried out over 65 social activities in the neighbourhood community. These activities were carried to sensitizing students to social issues, for their holistic development.

HEI got Maharashtra Lokratna Vasundhara Gaurav – 22 prize by Vasundhara Social Service NGO Ichalkaroujit Kolhapur as recognition award for extension activities from NGOs.

64 Number of extension and outreach activities conducted by the Institute through NSS. It includes the programmes such as swachh bharat, AIDS, Gender issues, etc.

The HEI has 06 number of MoUs for exchange of resources. The 03 MoUs are with educational institutes, while 03 MoUs are for Industries & NGOs. MoUs help to develop HEI for progression in teaching-learning, extension activities.

Criteria 4 –

Institute tried to maintain adequate infrastructure and physical facilities. It includes – Principal office. Administration office, staffroom, classrooms. Examination Room, Library, Gymkhana, Girls common room, NSS room, Auditorium, NAAC/IQAC room, washroom for students, staff, specialised washroom for disabled students, Drinking water facilities, Ramp and outdoor sports ground.

About 30% of expenditure excluding salary for infrastructure augmentation during last five years.

Library is knowledge resource for HEI. It provides 1223 reference books 3682 text books Question papers sets for to B.Com I, II, III are of previous 3 years. Library subscribes 06 news papers daily



University of Mumbai

NIRMALA COLLEGE OF COMMERCE

Municipal School Bldg., Rani Sati Marg, Malad (East), Mumbai - 400 097. • Tel.: 2844 1083

These are about 16 magazines and journals in HEI Library. Library is fully automated with e-Granthalaya software. HEI library has e-membership for National Digital library of India (NDL). The library has its own web-link as <http://mmfmalad.edu.in>. The seating capacity for students is 30.

Institute provides ICT facilities to teachers, to the students. ICT facilities is useful to every stakeholders. HEI Provides ICT facilities to students, teachers, alumni, parent and governance HEI regularly update the information to students as well as teachers.

Frequent upgradation of the ICT facilities by HEI are-Network equipment, telecommunication services, computing facilities, Electricity, CCTV for protection and security, ICT services for data back, ICT classroom, ICT enabled laboratories, data backup, WiFi services and Internet Services of 30 mbps is available in HEI for every Stake holder.

The student: Computer ratio is 800:27 that is 23:1 (23 students: 1 computer).

In B.Com University of Mumbai not suggested computers for UG students. However as Social obligation this institution got 23 students as to 1 student.

There is above 66% expenditure incurred on maintenance of Infrastructure such physical facilities and academic support facilities. In last five years over 144 lakh respectively in five years. It shows the HEI has focus on infrastructure and ICT facilities.

Criteria 5 –

Nil percentage of students benefited by scholarship provided by the government.

03 percentage of students benefited by freeship provided by the non government.

HEI is very pro to carry out capacity building and skill enhancement initiative. HEI gene for 08 soft skills programmes, 08 language and communication skills programmes, health and hygiene and 08 IT skills development for students.

About 52 % of students benefited by guidance for competitive examination and career counselling programmes were carried by HEI during academics period of assessment.

The number of students benefited by competitive examination guidance and career counselling are as Nil, Nil, 1141, 800 and 868 in year 2017-18, 2018-19, 2019-20, 2020-21, 2021-22 respectively.

The Institution has a transparent mechanism for timely redressal of students. grievances. It may include the sexual harassment and ragging cases. HEI provided guidelines of statutory bodies on website. HEI does wide awareness on policies with zero tolerance.

Institute has offline system for students to submit the grievances, if any.

HEI looks for timely redressal of the governance through appropriate committees. Thus, the HEI follows 'all of these' steps for transparent mechanism for timely redressal of students grievance.

Over 50-90% of placement of outgoing student is there in this Institute. Majority of students are doing part time job from 1pm onwards daily. The HEI time schedule is morning 7 to 12.

Therefore, almost every student has Earn and Learn pattern. students, on verge completion of B.Com, get full time job. Institute placement is get done by situatedness.

About 10-20% students goes for progression. It may be PG-M.com, MBA PGDBM, Logistics and so on.

Students of B.Com, in this Institute are self-focused on two fronts, as placement (self-employment) and progression for higher studies. Its the location makes the difference in placement.

Nil percentage of students qualifying in GATE/CAT like examination.

The 5 students honoured by best research paper. Presentation in National conference. The International given by IJARSCT (International Journal of Advance research in Science Communication and Technology) Journal.



University of Mumbai
NIRMALA COLLEGE OF COMMERCE

Municipal School Bldg., Rani Sati Marg, Malad (East), Mumbai - 400 097. • Tel.: 2844 1083

The 3 teachers also honoured by best Research paper presentation in same event.

The Journal - International Journal of Advance research in Science Communication and Technology, honoured the 9 teachers as Editor Member of Editorial Board.

6 Average number of sports and cultural programmes in which students of Institution participated.

100 students who participated in sports events

500 students who participated in cultural events.

The alumni engagement is to underline for this HEI. They carried out the programmes - Competitive - Exam Guidance for B.Com and skill enhancement initiatives for the college academics. Over 50 alumni are very active there for development of Institute by contributing Their experience in college and in corporate world.

Criteria 6 –

The first and ever vision of HEI is to educate students. Education at HEI is at lower class and lower middle class population. To educate students of under privileged class, Nirmala Foundation laid the foundation of Nirmala Commerce college at Malad. value based education, quality driven education to stumm/semi urban students is the vision et HEI and Governance / Management. The mission of HEI and governance, as - educational programmes by HEI to nurture personal growth, educational programmes to - nurture professional growth, and to nurture programmes by HEI to nurture Social growth.

Curriculum focused education, up to mark teaching learning and evaluation techniques, under going research, innovation, extension, sport, cultural activities, adequate infrastructure, library as knowledge resource, Parental care of staff by Management some of the highlights of HEI for better governments and leadership in the frame work of Visions and Mission.

The functioning of the Institution bodies it effective efficient. It has two wings / sides, as - Academic (educational) and Administration (office) are the two main bodies the institution. Academic (educational) bodies involves the curriculum (syllabus) delivery, teaching-learning research publication, exams, vivas, seminars, projects etc. The Administration(office) has its own significance, such as - scholarship sports, cultural, NSS, social, avishkar, skill development etc. To undergo NIRF, to go for best NSS college, to prove as best college, in University of Mumbai, to get in results exams like CAT, GATE, efforts for government scholarship for students are the perspective plan preferences.

E-governance is significant in present era by cost wise, speed wise and expensive wise, this institute always focus e-governance as it is green technology, it saves the environment. HEI undergoes administration (online in college and in University); Finance and accounts with University is strictly online; students admissions and support like scholarship-freeship, is on the online.

The institution has effective welfare measures for teaching-nonteaching staff as - Employment generation, salary benefits, Social environment, work culture, platform for holistic development, Self identity, Grants for research Governance provides funds for teachers to attend workshops etc, Uniforms for supporting staffs, Group insurance and EPF for each employee. These are the effective measures and performance appraisal system for staff by HEI.

About 33% of teachers provides with financial support during the assessment period. The research grant received from Government registered NGO.

HEI carried out 01 FDP for teaching staff. The professional training programmes were carried out about 6, while the percentage of participation is about 100%. It means all teaching and non-teaching staff participated in events.

HEI is very transparent on finance and accounting front. HEI has carried out Regular Internal and External audits for financial year 2017-18 to 2021-22.



The Remarks of auditor (CA) for five audits are as – Receipts and payments are correct. Books of Accounts are verified; it shows regularity in accounts, No audit and objection / Compliances. The receipt head shows transparency and regularity. The expense head also shows transparency.

Criteria 7 –

Measures initiated by the institution for promotion of gender equality, for the event and festivals, for the organisation it & commemorative days are as follows-

Formation of Women Development Cell by HEI, 06 programmes on gender equity with over 1500 students participation. 01 gender equity programme for 19 teaching-teaching staff and 04 gender equity programmes under NSS banner to sensitive over 225 students are the measures initiated by the institution for promotion of gender equity. HEI organised workshop on Tradition of India and Traditional India by imminent speaker Hon. Dr.Ashok Sadle, Principal was organised for 800 students and 19 staff.

Institute is aware importance of commemorative days. HEI organised 07 distinct commemorative days in 2021-22. It is to follow culture, heritage and remembrance of great events in India and in World.

The Institution has basic facilities and initiatives for Energy conservation measures in form of exclusively LEDs. The degradable (wet) and non-degradable (day) waste is collected by Institute. The solid and liquid waste management system BMC- Bombay Municipal is carried out.

HEI has proper rain water harvest system. The HEI building has systematic funnelling to collect rain water and drain in underground tanks.

The Green initiatives is HEI's concern for nature, environment. Campus has 44 huge trees over 20 years old. These trees fixes over 73,000 kg CO₂ in period of growth. The HEI took active part in plantation in social community.

Institute has disabled friendly, barrier free environment. In the campus, there is ramps, swilling wheel chair, disabled friendly toilet are some initio fives. "The library has top open access software for persons with disabilities.

HEI underwent Green audit, Energy audit and Environmental audit. The go suggestion like to maintain trees, limit electricity use, are the suggestions made by auditor. HEI carried out 05 environmental promotional activities.

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HEI initiative for tolerance and harmony towards culture India by programmes like Dipawali celebration, Eid celebration, Christmas celebration, Ganesh Festival, etc.

HEI initiative for the tolerance and harmony towards regional Linguistic diversity of students that is traditional day celebration, Son Day celebration, friendship Day celebration, Dance-singing competition etc. HEI initiatives for command socioeconomics diversity. HEI takes initiatives for sensitization of students to the constitutional obligations, values, rights, duties and responsibilities of citizens. HEI takes initiatives for sensitization of teachers to the constitutional obligations, values, nights, duties and responsibilities of Citizen.

HEI under went two best practices, as Education beyond classroom – Extension Education Education beyond the classroom is informal, not with define framework of syllabus, curriculum and formal teaching of teachers. The Education beyond classroom to learn informal education for holistic development is the main objective of this best practice. It helps in holistic development of students, Dance, singing, sports, NSS, Red ribbon clubs, tree plantation, carrom, chess, badminton, Athletics are some of the means to get Education beyond classroom.



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The second best practice is to provide the lenses through which the study as well as methodological approaches, findings, conclusion and recommendations can be viewed. It is about research, to set scientific and systematic hypothesis. Research is an honest, exhaustive intelligent searching for facts. Research culture, research incubation, research paper writing - presentation- publication to is there in this practice. This practice is successful because 40 Research paper publication, 07 books (ISBN) publication, one national conference and One Research proceeding with 60 research papers is outcome of Best Practice second.

Distinctiveness of Institution are better academic planning, better academic delivery, academic skill based certificate courses, internal assessment, project base advancements, feedback to understand the depth of process, ATR as remedial to overcome suggestion for betterment, these are some of the distinctiveness of HEI.