

**PTVA's Institute of Management Chitrakar Ketkar Marg,
Behind M L Dahanukar College, Vile Parle (E), Mumbai 400057.**



**GENDER AUDIT REPORT
FROM
ACADEMIC YEAR
2018-2019 TO 2022-2023**





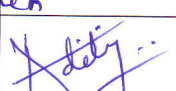
H. B. Chmukh


Director
PTVA's Institute of Management
Chitrakar Ketkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.


Date : 12/02/24


Remark of the External Gender Audit Committee:

- (1) Extensive Self Defense Workshop for the female students can be organised.
- (2) More female students should participate in yoga sessions to take care of their physical and mental well-being.


Sr. No.	Particulars	Name of the External Gender Audit Committee Members	Designation and Current Organisation	Signature
1.	Chairperson	DR. LALITKUMAR P. PATIL	ASSOCIATE PROFESSOR VIVA INSTITUTE OF MGNT & RESEARCH	
2.	Member	Prof. Prapti Anand Naik	Asst. Professor VIVA Inst. of Mgmt & Research	
3.	Member	ADITI PANDEY	LEGAL COUNSEL (ASIA - PACIFIC) HABITAT FOR HUMANITY INDIA TRUST	


Mr. Ajinkya Kumawat
Co-Ordinator,
Gender Audit Committee
PTVA's Institute of
Management


Dr. Neha Bhatia
IQAC Co-Ordinator
PTVA's Institute of Management


Dr. Tejashree Deshmukh
Director
PTVA's Institute of Management




Director
PTVA's Institute of Management
Chitrakar Ketkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

AUDIT KEY STEPS

Proposal to Management : September,2023

Request for the draft and its sanction : September,2023

Draft report completed and sent for

Management response : November,2023

Planning completed : November,2023

Field work completed : December, 2023

Final report completed : December, 2023

Report presented to the Management : February, 2024

Prepared by the Audit and Evaluation Team

Sr. No	Name	Designation
1.	Dr. Neha Bhatia	IQAC Co-ordinator & WDC Convenor
2.	Dr. Hema Mehta	External Agency (Nominated by CDC)
3.	Ms. Ashvini Ghate	Administrative Support

Acknowledgments

I am thankful to the Management of Parle Tilak's Vidyalaya Association's PTVA's Institute of Management and I/C Director Dr. Tejashree Deshmukh to motivate us to conduct a Gender audit and to promote the idea of gender equality by factually analysing the campus.



Tejashree Deshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dhanukar College,
Vile Parle (E), Mumbai-400 057.

FOREWORD

Gender equity is a crucial problem since it guarantees every citizen's fundamental right to equal opportunity. In order to ensure this, every institution must provide opportunity to advance gender equality. It is an essential weapon in the fight against the multifaceted oppression and exploitation of women. The goal of gender audits is to evaluate how policies and suggestions are being implemented in order to strengthen gender equity. It seeks to advance gender inclusion by giving women access to a wide range of options in the fields of education and extracurricular activities. The goal of the Gender Audit is to monitor the institute's implementation of gender equity. An additional goal of the audit is to determine whether the institute complies with university regulations regarding gender parity, given its affiliation with the University of Mumbai.

This audit makes an effort to investigate how its current and suggested policies affect gender equality.

Statement of Assurance

We believe that the evidence acquired and the necessary and relevant audit procedures conducted validate the accuracy of the conclusions drawn and presented in this report. The results are predicated on a comparison between the audited situations as they were at the time and the predetermined standards.

The audit's primary conclusions allowed us to conclude that, for the most part, all staff and students are aware of the necessity of gender sensitization.

It was also noted that certain best practices, like awareness campaigns and other initiatives, are consistently implemented on campus.



Beshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

CONTENT

Sr. no	Contents	Page Numbers
1.	Introduction	1
2.	Objectives to conduct Gender Audit	3
3.	Institutional Distinctiveness	5
4.	Awards and Honors	14
5.	Strategies	23
6.	Technical details related to Institute's Infrastructure and facilities	25
7.	Gender-wise strength of the students	29
8.	Employee details	35
9.	Activities undertaken under Women Development Cell	38
10.	Gender Policy	40
11.	SWOC Analysis	44
12.	Audit framework and detailed findings	46
	Annexures	
	NAAC Accreditation Certificates	1
	Copy of Resolution	2
	Organogram	5
	Prizes won by the students	6
	List of Extension and Outreach Programmes	8



B. Chmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

1. INTRODUCTION

Established under the aegis of Parle Tilak Vidyalaya Association which is more than a 100-year-old reputed educational Trust in Mumbai well known for imparting value based, high quality, yet affordable education, PTVA's Institute of Management (PTVAIM) was founded in 2009 with an objective of offering quality Management Education to students interested in pursuing Post-graduate Degree in Management. The Institute offers Two-Year Full-Time MBA Program namely, MMS (Master of Management Studies), Two Year Full Time MBA Program namely, MBA-IEV (MBA on Innovation, Entrepreneurship and Venture Development) & Three Year Part-time MBA Program, for Working Executives, namely, MMS – Financial Management. PTVAIM's Ph.D. Centre is affiliated to the University of Mumbai and offers the Ph.D. Program in Management. PTVAIM offers five specializations, i.e., Finance, Marketing, HR, Systems & Operations to its MMS students. Our Institute is approved by the AICTE, New Delhi and DTE, Maharashtra and is permanently affiliated to the University of Mumbai. It is NAAC accredited and ISO 9001:2015 certified and is governed by the Board of Governors & College Development Committee under the chairmanship of CA Anil Ganu, President of our Parent Trust, PTVA and comprise of illustrious members including Former Vice-Chancellor of University of Mumbai, Dr. (Smt.) Snehalata Deshmukh and industry legends like Mr. Praveen Kadle, CA Mukund Chitale, Mr. Mohan Tanksale, to name a few. University of Mumbai appointed PTVAIM as Lead College of Cluster IV (Post-graduate Management Institutes) for MU Exam Mission 2020 onwards which itself is the testimony of the excellent work done by PTVAIM.



Snehalata Deshmukh

Director
PTVA's Institute of Management
Chitraker Ketkar Marg,
Behind M. L. Dhanukar College,
Vile Parle (E), Mumbai-400 057.

VISION

To be one of the leading, value based, ethical management institutions in India that contributes to nurturing and development of managerial and entrepreneurial talent, leadership and research.

MISSION

PTVAIM shall foster a culture of excellence in fields of academics, research and entrepreneurship development by: collaborating with academicians and industry,

providing state-of-the-art infrastructure, Ensuring conducive work environment for professional growth & development of teaching as well as non-teaching staff members.

CORE VALUES

“Honesty, integrity and strong work ethics coupled with dedication and passion towards work, mutual trust as well as healthy interpersonal relations that convert PTVAIM into a strong family comprising of all its stakeholders.”



H. D. Chmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

2. OBJECTIVES TO CONDUCT GENDER AUDIT

UNICEF says gender equality "means that women and men, and girls and boys, enjoy the same rights, resources, opportunities and protections. It does not require that girls and boys, or women and men, be the same, or that they be treated exactly alike."

The main goal is to ensure equal opportunities for women and men by encouraging more gender-competent management in research, innovation and decision-making bodies, with a particular focus on educational institutions.

The Institute is committed to ensuring gender equality in all academic and administrative matters including admission, appointments, and nominations to decision making and advisory bodies.

The Institute shall adopt the policy of the proportionate inclusion of women in all advisory and decision-making bodies.

1. To find out the areas where gender balance exists and the factors behind the gender balance.
2. To take active steps to establish good gender balance in decision-making processes in all areas of the Institute activities.



Beshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dhanukar College,
Vile Parle (E), Mumbai-400 057.

3. To examine the policies of the Institute rules/ actions toward the needs and interests of both male and female students and staff, especially in the context of sexual harassment.
4. To suggest measures for bridging the gender gap if and where it exists.
5. To foster gender equality in all aspects of Institute life and throughout the Institute community.
6. To realize the vision of inclusive education for all without any discrimination on the basis of gender.

SCOPE: The data shall be pertaining to period 2018-19 to 2022-23.

Composition of Gender Audit Team

Sr. No	Name	Designation
1.	Dr. Neha Bhatia	IQAC Co-ordinator and WDC Convenor
2.	Dr. Hema Mehta	External Agency (Nominated by CDC)
3.	Ms. Ashvini Ghate	Administrative Support



B. Chmukh

Director
PTVA's Institute of Management
Chitraker Kotkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

3. INSTITUTIONAL DISTINCTIVENESS

BEST PRACTICE AND INSTITUTIONAL DISTINCTIVENESS

Year	Best Practice		Institutional Distinctiveness
2018-19	MMS Semester IV Internship projects with NGO	Certificate course on Digital marketing	Institutions Innovation Cell (IIC)
2019-20	Project Saksham	BazaarHaat 2020	HR Conclave on Future of Work
2020-21	Online panel discussion on Work force Challenges	Cyber Safety campaign	Lead college for Cluster 4
2021-22	Business plan contest – Wings2Vision	Alumni involvement in Employment Enhancement Initiatives	Top Ranking institution in Institutions' Innovation Cell
2022-23	Global Citizens' Club	Ethical Practices in SIP Projects	Green Club Initiatives
SSR	Ethical Practices in SIP Projects	Parents Orientation	Formation of COEI



Handwritten signature

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

(A) Association with University of Mumbai

- 1.** • **Contribution as Question paper Setters and experts**
- 2.** • **Contribution as Vigilance Squad**
- 3.** • **Contribution as Nominees of Vice-Chancellor**
- 4.** • **Contribution as Subject Experts**
- 5.** • **Contribution as Resource persons**
- 6.** • **Contribution by Teaching in Centres of University persons**



Handwritten signature

Director
PTVA's Institute of Management
Chitraker Ketkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

1.

- Significant contribution by our faculty members to the assessment for different subjects both offline and online

2.

- Regular examination centre for many of the University level examinations.

3.

- Faculty Members work as members of Board of Studies (BOS)

4.

- As Research Guide in Management

5.

- Significant Contribution in Syllabus Framing



Beshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

(B) SUPPORT CELLS

Anti-Ragging Cell

Grievance Redressal Cell

Women Development Cell (WDC)

Career Guidance Cell

Feedback Analysis System

Remedial Coaching

Student Aid Fund

Instalment Facility in Fees



H. B. Chmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

(C) CONTRIBUTION TO ENVIRONMENTAL PROTECTION

Rain Water Harvesting implemented

Recycling of used paper

Wet Waste Management

Tree Plantation Drives inside and outside the campus

Green Audit of the Campus

Conventional tube lights replaced by LED lighting to conserve energy



Beshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

(D)	FACILITIES FOR STUDENTS (FOR PROFESSIONAL DEVELOPMENT)	
1.	Promoting the Spirit of Research	Publication of Research Papers, participation in National and International Conferences, Joint Faculty- student Research publication, Minor Research Projects
2.	Enriching Soft Skills	Through Seminars and Workshops, Add-on Courses
3.	Enhancing subject Knowledge	Through Guest Sessions by Industry Experts, Workshops, Course Specific Field visits/ guest sessions
4.	Improvement of Physical and Mental Health	Through Sports and Yoga
5.	Updating Current affairs	Through Newspapers, Talk by experts, B-Smart
6.	Updating with new strategies	Through Experts and Workshops/ Add-on Courses, e-database, B-Smart



Handwritten signature

Director
PTVA's Institute of Management
Chitraker Kulkar Marg,
Behind M. L. Dhanukar College,
Vile Parle (E), Mumbai-400 057.

(E)	FACILITIES FOR STUDENTS (CO-CURRICULAR AND EXTRA CURRICULAR ACTIVITIES)	
1.	Field Visits Relating to the Subjects	Course Specific Field visits
2.	Community Service	Green Club, Global Citizen Club
3.	Cultural Forum	For talented students
4.	Creative Skills	Through various activities/ guest sessions
5.	General Knowledge	Through Quiz Competitions
6.	Placement Centre	Available
7.	Counselling Centre	Available
8.	Placement for Internship and Employment	Available



Dehmulh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dhanukar College,
Vile Parle (E), Mumbai-400 057.

F) FINAL PLACEMENT BY COMPANIES



Behmukh
 Director
 PTVA's Institute of Management
 Chitraker Kerkar Marg,
 Behind M. L. Dehanukar College,
 Vile Parle (E), Mumbai-400 057.

(G) INTERNSHIP PLACEMENT COMPANIES



B. Schmukh
 Director
 PTVA's Institute of Management
 Chitraker Kerkar Marg,
 Behind M. L. Dahanukar College,
 Vile Parle (E), Mumbai-400 057.

4. AWARDS AND HONORS

Indira Parikh 50 Women in Education Leaders



Our Faculty Ms. Manali Patil won the 'Indira Parikh 50 Women in Education Leaders' award for her valuable contribution towards Academics, Research and Placements

Best Director of the Year



Our Director Dr. Harish Kumar S. Purohit won the "Best Director of the Year" award given by Computer Society of India (CSI) at TechNext India 2018

Outstanding Contribution to Education



Our Director, Dr. Harish Kumar S. Purohit was awarded for his 'Outstanding Contribution to Education' at the Business School Affaire and Dewang Mehta National Educational Awards' in Nov 2015.



Dr. Harish Kumar S. Purohit

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dhanukar College,
Vile Parle (E), Mumbai-400 057.

(A) FUNDED MINOR RESEARCH PROJECTS

Name of the Project/ Endowments, Chairs	Name of the Principal Investigator/Co- investigator	Department of Principal Investigator	Year of Award	Amount Sanctioned	Duration of the project	Name of the Funding Agency
Survey based Financial Literacy Project – 'Being a Prudent Investor.'	Sucheta Pawar	General Management	2016- 17	INR 63,000	October 2016 to March 2017	National Securities Depository Limited (NSDL)
Survey based project on Financial Literacy of Female Entrepreneurs	Dr.Sucheta Pawar/ Dr. Tejashree Deshmukh	General Management & HR	2017- 18	INR 55,000	March 2017 to September 2018	National Securities Depository Limited (NSDL)
A Comparative Study Regarding PMS of Management Institutes run by Private Universities as well as Affiliated to State Funded Universities in Mumbai	Dr. Tejashree Deshmukh/ Trupti Gupte & Dr. Sucheta Pawar	HR & General Management	2018- 19	INR 20,000	March 2019 to August 2019	University of Mumbai
An Empirical Study of Online Impulse Buying with special reference to Grocery Products	Mr.Abhishek Deokule Dr.Anand Hindolia Ms.Shalini Kakkar	Marketing	2018- 19	INR 35,000	March 2019 to August 2019	University of Mumbai
Awareness about Personal Taxation in the Middle Class Population of Mumbai	CA Ajit Joshi/ CA Rajul Murudkar	Finance	2018- 19	INR 40,000	March 2019 to August 2019	University of Mumbai



Tejashree

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

(B) RESEARCH PAPERS PUBLICATIONS

Sr. No.	Title of paper	Name of the author/s	Name of the Journal	Year of	ISBN/ISSN number
				publication	
1	Can 4-Day a Week be a New Working Week in the Days to come?	Dr. Tejashree Deshmukh	YMER Journal	Nov-21	0044-0477
2	Analytical Study on the effectiveness of strategies adopted for Employee Retention in the Organized Apparel Retail Sector	Mrs. Trupti Sachin Gupte & Dr. Swati Sabale	YMER Journal	Nov-21	0044-0477
3	A Study of Women Teacher's Perception Towards Usage of Digital Modes of Payments	CA Rajul Murudkar	Vidyabharati International Interdisciplinary Research Journal	Oct-21	ISSN: 2319-4979
4	Why Encouraging Student Start-Ups Is A Promising Path Ahead!	Dr. Sucheta Pawar & Mrs. Ridhima Mahabal	Vidyabharati International Interdisciplinary Research Journal	Oct-21	2319-4979
5	Eco- Tourism Indusrty in Arunchal Pradesh: An Empirical Study	Mrs. Aparna L Patil	Turkish Online Journal of Qualitative Inquiry	Jul-21	E-ISSN: 13.9-6591



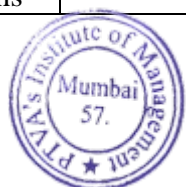
Deshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

6	Retailers perception of E-Wallets in the City of Mumbai	Mr. Abhishek Subhash Deokule	The Journal of Oriental Research, Madras	May-21	ISSN : 0022-3301
7	Analyzing the Importance of Logistics in Supply Chain Management	Mrs. Aparna L. Patil Dr. Bhupesh V. Rane	PalArch's Journal of Archaeology of Egypt/Egyptology	May-21	ISSN NO: 1567-214X Volume-18, Issue – 7
8	Significance of Warehousing in Supply Chain Management	Mrs. Aparna L. Patil Dr. Bhupesh V. Rane Mr. Lalit Patil	The Journal of Oriental Research, Madras	May-21	ISSN NO : 0022-3301
9	Adoption of E-Learning by Generation Y: A Temporary Phenomena induced By Covid-19 or A Paradigm Shift	Dr.Sucheta Pawar Ms. Shweta Wairkar	SHODH SARITA	Mar-21	ISSN 2348-2397
10	Analysis of factors influencing demand for E-learning in India Post Pandemic	Dr..Sucheta Pawar and Ms. Nikita Masavkar	SHODH SARITA	Mar-21	ISSN 2348-2397
11	A Study On Students Perspective Towards Solid Waste Management In Mumbai City	Mr. Ajinkya Kumawat	SHODH SARITA	Mar-21	ISSN-2348-2397
12	A Study to Assess Consumer Behavior of Grocery Shopping Amid and Post COVID-19 Pandemic	Mr.Abhishek Subhash Deokule & Mr.Aniket Mhaske	SHODH SARITA	Mar-21	ISSN-2348-2397
13	Understanding Consumers Online Impulse	Mr.Abhishek Deokule &	Bioscience Biotechnology	(Special issue on Emerging	P-ISSN 0974-6455, E-ISSN 2321-4007



	Grocery Shopping: A Stimulus Organism Response Framework Approach	Dr.Hemant Katole	Research Communications	Research on Management, Sciences and Technology) Volume 14(05) 2021.	
14	Perspectives of Fishers on Impact of Pandemic Covid'19 on Fisheries Business Operating in Coastal Maharashtra	Mr. Bhavesh Vaity & Dr. K. Y. Shinde	Bioscience Biotechnology Research Communications	Mar-21	Print ISSN: 0974-6455 Online ISSN: 2321-4007
15	Employee Engagement in Times of Crisis	Mrs. Manali Patil & Ms. Pranali Rana	Bioscience Biotechnology Research Communications (Special issue on Emerging Research on Management, Sciences and Technology) Volume 14(05) 2021	Mar-21	Print ISSN: 0974-6455 Online ISSN: 2321-4007
16	A Study on Awareness of Capital Market Instruments Among Investors	Ms. Shalini Kakkar*	SHODH SARITA	Mar-21	ISSN: 2348-2397
17	Consumer Resistance to Innovations in Ornamental Gold Jewellery	Ms. Shalini Kakkar & Dr. Pradyna Chitrao	Academy of Marketing Studies Journal (AMSJ)	2021 Volume 25 Issue 1	Print ISSN: 1095-6298; Online ISSN: 1528-2678
18	Study of Impact of Demographic Factors Over Retail Banking Facilities with Specific Survey During Pandemic Situation	CA Rajul Murudkar, Ms. Sanjeevani Patade	SHODH SARITA	Jan-March 2021	ISSN: 2348-2397
19	Employee Retention strategies adopted by organizations	Mrs. Trupti Gupte and Dr Swati Sabale	SHODH SARITA	Mar-21	ISSN: 2348-2397



Beshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

	during lock down in organized apparel retail sector				
20	Impact of COVID-19 on Supply Chain & Logistics	“Mrs. Aparna L. Patil & Dr. Bhupesh V. Rane”	Psychology and Education	Mar-21	ISSN NO: 0033 3077
21	A Study on Post-Pandemic Investment Behaviour with reference to Vasai-Virar city	“Mr. Lalit Patil, Mr. Ketan Rabadiya & Mrs. Aparna L. Patil”	SHODH SARITA	Mar-21	ISSN: 2348-2397
22	An Empirical Study of Online Consumer Behaviour for Apparel and Electronics Segment	Dr. Harish Kumar S. Purohit and Mr. Abhishek Deokule	Bioscience Biotechnology Research Communications	Special Issue Volume 14 Number (5) 2021 on Innovative Research on Management, Sciences and Technology	P-ISSN 0974-6455, E-ISSN 2321-4007
23	Electric Vmay Vehicles and Attitude of Metropolitan Consumer	Dr. Harish Kumar S. Purohit	PalArch’s Journal of Archaeology of Egypt/Egyptology	2021	E-ISSN 1567-214X
24	An Analytical Study on Post Pandemic Economic Challenges and Opportunities in India	Dr. Harish Kumar S. Purohit	Bioscience Biotechnology Research Communications	Special Issue Volume 14 Number (5) 2021 on Innovative Research on Management, Sciences and Technology	P-ISSN 0974-6455, E-ISSN 2321-4007
25	Stress Faced by Homemakers due to Online Mode of Education and Work from Home by Family Members during COVID-19 Pandemic	Dr. Harish Kumar S. Purohit, Dr. Tejashree Deshmukh and Mr. Jigar Patel	Bioscience Biotechnology Research Communications,	Special Issue Volume 14 Number (5) 2021 on Innovative Research on Management, Sciences and Technology	“P-ISSN 0974-6455, E-ISSN 2321-4007”
26	“Factors influencing online impulse buying of	Mr. Abhishek Deokule & Dr. Hemant Katole	Elementary Education Online	Dec-20	ISSN: 1305-3515



	grocery products.”				
27	Online Impulse Buying with reference to Online Grocery: A Literature Review	Mr.Abhishek Deokule & Dr.Hemant Katole	International Journal of Management	Dec-20	“ISSN Print : 0976-6502 ISSN Online : 0976-6510. Volume 11, Issue 12, December 2020, pp.2832-2837”
28	The Impact of Technology on Work and Employment	Mrs. Manali Patil	Journal of Shanghai Jiaotong University	Nov-20	ISSN: 1007-1172
29	Employee Retention strategies adopted by organizations in the organized apparel retail sector	Mrs. Trupti Gupte and Dr Swati Sabale	Journal of Xidian University	Nov-20	ISSN NO: 1001-2400, VOLUME 14, ISSUE 11, 2020.
30	Awareness about personal taxation in the middle class population of Mumbai	Dr. CA Ajit Joshi, CA Rajul Murudkar	Journal of Xidian University	Sep-20	ISSN NO: 1001-2400 VOLUME 14, ISSUE 9
31	Bell Curve Method of Performance Management	Dr. Tejashree Deshmukh & Mr. Jigar Patel	“International Journal of Electrical Engineering and Technology”	Sep-20	0976-6502 / 0976-6510 IAEME Publication Source ID: 00000011 Volume 10, Issue 1, 2019.
32	The Impact of “Industry 4.0” on Supply Chain Management & Its Implementation in Manufacturing Industries	Prof. Aparna L. Patil & Dr. Bhupesh Rane	TEST Engineering & Management	Aug-20	ISSN – 0193-4120
33	Analysis of purchase behaviour in ornamental gold industry in India	Prof. Shalini Kakkar & Dr. Pradyna Chitrao	Journal of Xidian University	Aug-19	ISSN NO: 1001-2400
34	Role of Emotional Intelligence in	Dr. Tejashree Deshmukh & Dr. Harish Kumar Purohit	International Journal of Advance and	April-June 2019	Vol. 06, Issue 2, Part -3 ISSN: 2394-7780



Deshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

	Performance of a Salesperson		Innovative Research		
35	Relevance of Maslow's Hierarchy of Needs to Entrepreneurs	Dr. Tejashree Deshmukh & Dr. Sucheta Pawar	Pramana Research Journal	Jun-19	Vol. 9, Issue 6, ISSN: 2249-2976
36	Relevance of Johari Window In Enhancing Emotional Intelligence	Dr. Tejashree Deshmukh & Dr. Harish Kumar Purohit	International Journal of Research and Analytical Reviews	Jun-19	Vol. 6, Issue 2, E-ISSN 2348-1269, P- ISSN 2349-5138
37	Politics at Workplace: A Cause of Psychological Stress for an Employee	Dr. Tejashree Deshmukh	International Journal of Research in Engineering, IT and Social Sciences	Jun-19	ISSN-2250-0588 (Online), Volume-9, Issue-6, page 422-423
38	Inclusion of LGBT community at Workplace in India	Dr. Tejashree Deshmukh	Journal of Emerging Technologies and Innovative Research	Jun-19	ISSN : 2349-5162, UGC Approved (Journal No: 63975) Published in Volume 6 Issue 6
39	Challenges faced by the H.R dept. for retaining talent in the organised retail sector	Mrs. Trupti Gupte	International Journal of Human Resource Management & Research	Jun-19	ISSN (P): 2249-6874 & ISSN (E)2249-7986
40	Review of selective Literature in the subject of Financial Literacy and Women Empowerment	CA Rajul Murudkar, Dr. CA Ajit Joshi, Miss Urvashi Vadodaria	International Journal of Advance & Innovative Research	April-June 2019	ISSN 2394-7780 Volume 6, Issue 2
41	Role of Emotional Intelligence in Performance of a Salesman	Dr. Harish Kumar, S. Purohit & Dr. Tejashree Deshmukh	International Journal of Advance & Innovative Research	Apr-19	ISSN 2394-7780
42	Cost Effectiveness of Human Resource Management in small and	Mrs. Manali Patil	Hi-tech research analysis	Mar-19	ISSN 2231-6671



Tejashree Deshmukh

Director
PTVA's Institute of Management
Chitrakar Kotkar Marg,
Behind M. L. Dhanukar College,
Vile Parle (E), Mumbai-400 057.

	medium enterprises				
43	Research Paper on Bell Curve Method of Performance Management	Dr. Tejashree Deshmukh & Jigar Patel	International Journal of Management (IJM)	Feb-19	ISSN Print: 0976-6502 ISSN Online: 0976-6510
44	Impact of Human Resources Strategy towards SME growth	Mrs. Manali Patil	Indo Western Research Journal	Jan-19	ISSN 2454-3292
45	Work Balance Concerns and Quality of Life	Ms. Manali Patil	An International Multidisciplinary Quarterly Research Journal – Ajanta	Oct-18	ISSN 2277-5730, Vol VI, Issue 4, impact factor 5.5
46	A Study on Financial Investment Decision of Female Entrepreneurs of Mumbai District	Dr. Sucheta Pawar	An International Multidisciplinary Quarterly Research Journal – Ajanta	Oct-18	ISSN 2277-5730, Vol VI, Issue 4, impact factor 5.5
47	Women employees in retail sector	Mrs. Trupti Gupte	Journal of Management Research & Analysis	Sep-18	ISSN 2394-2770, Vol V, Issue 3



Tejashree Deshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

5. STRATEGIES

A) Broad Strategies: (As Adopted from UGC NAAC Guidelines)

IQAC shall evolve mechanisms and procedures for-

1. Ensuring timely, efficient and progressive performance of academic, administrative and financial tasks;
2. Relevant and quality academic/ research programmes;
3. Equitable access to and affordability of academic programmes for various sections of society;
4. Optimization and integration of modern methods of teaching and learning;
5. The credibility of assessment and evaluation process;
6. Ensuring the adequacy, maintenance and proper allocation of support structure and services;
7. Sharing of research findings and networking with other institutions in India and abroad.

Functions: (As Adopted from UGC NAAC Guidelines)

1. Development and application of quality benchmarks
2. Parameters for various academic and administrative activities of the institution;
3. Facilitating the creation of a learner-centric environment conducive to quality education and faculty maturation to adopt the required knowledge and technology for participatory teaching and learning process;
4. Collection and analysis of feedback from all stakeholders on quality-related institutional processes;



Handwritten signature

Director
PTVA's Institute of Management
Chitraker Kulkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

5. Dissemination of information on various quality parameters to all stakeholders;
6. Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles;
7. Documentation of the various programmes/activities leading to quality improvement;
8. Acting as a nodal agency of the Institution for coordinating quality-related activities, including adoption and dissemination of best practices;
9. Development and maintenance of institutional database through MIS for the purpose of maintaining /enhancing the institutional quality;
10. Periodical conduct of Academic and Administrative Audit and its follow-up
11. Preparation and submission of the Annual Quality Assurance Report (AQAR) as per guidelines and parameters of NAAC.



Handwritten signature in blue ink.

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

6. TECHNICAL DETAILS RELATED TO INSTITUTE'S INFRASTRUCTURE AND FACILITIES

PTVA's Institute of Management

A. ADMINISTRATIVE AREA

Room No.	Room type (mention Class Room/Laboratory/Toilet, etc.)	Carpet area (in m ²)
0.1	Security	10
009	Board Room	20
010	Principal Directors Office	30
1	Office All Inclusive	173
1.1	Faculty Room	9.61
1.10	Faculty Room	9.61
1.11	Faculty Room	9.61
1.12	Faculty Room	9.61
1.13	Faculty Room	9.61
1.14	Cabin for Head of Dept	12
1.15	Department Office	13
1.2	Faculty Room	9.61
1.3	Faculty Room	9.61
1.4	Faculty Room	9.61
1.5	Faculty Room	9.61
1.6	Faculty Room	9.61
1.7	Faculty Room	9.61
1.8	Faculty Room	9.61
1.9	Faculty Room	9.61
203	Placement Office	30
203 A	Central Store	30
203 B	Maintenance	14
205	Exam Control Office	31.25
3.4	Other	5
303	Housekeeping	8.7
404.1	Housekeeping	2.5
405	Pantry for Staff	10



H. Deshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

B. AMENITIES AREA

Room No.	Room type (mention Class Room/Laboratory/Toilet, etc.)	Carpet area (in m2)
003	Toilet- Auditorium-Ladies	09
003	Toilet- Auditorium-Gents	10
004	Others	19
005	First aid cum Sick Room	16
006	Toilet- Ladies	16
007	Toilet- Gents	17
011	Sports Club	132
105	Toilet- Ladies	16
106	Toilet- Gents	17
11/406	Cafeteria	150
208	Girls Common Room	75
209	Boys Common Room	78
210	Toilet- Ladies	16
211	Toilet- Gents	17
305	Toilet- Ladies	16
306	Toilet- Gents	17
403	Stationery Store	8.7
404	Stationery Store	2.5

C. INSTRUCTIONAL AREA

Room No.	Room type (mention Class Room/Laboratory/Toilet, etc.)	Carpet area (in m2)
002	Seminar Hall	283
101	Classroom	152
102	Classroom	151
201	Classroom	66
202	Classroom	81.45
204	Tutorial Room	73.15
206	Classroom	66
207	Classroom	66
301	Tutorial Room	39
302	Classroom	102
401	Tutorial Room	39
402	Classroom	102



H. Deshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dhanukar College,
Vile Parle (E), Mumbai-400 057.

D. INSTRUCTIONAL AREA - COMMON FACILITIES

Room No.	Room type	Carpet area (in m2)
103	Computer Center	170
104	Library & Reading Room	132

With reference to the University of Mumbai, circular no. Aff./ICC/(2018-19)/36 dated 24th September 2018, regarding installation of “Sakhi” Box in the Institute premises, to take into consideration the grievances /complaints of the Female students, the “Sakhi” Box is installed at two places in the Institute premises, i.e. at Girls Common Room and at the Reception / opposite to Reception counter.



The lady’s washroom on the first floor is equipped with sanitary napkins vending machine, with the aim of providing basic sanitation facilities to female students and staff.



B. B. B. B.
Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.



Debmukh

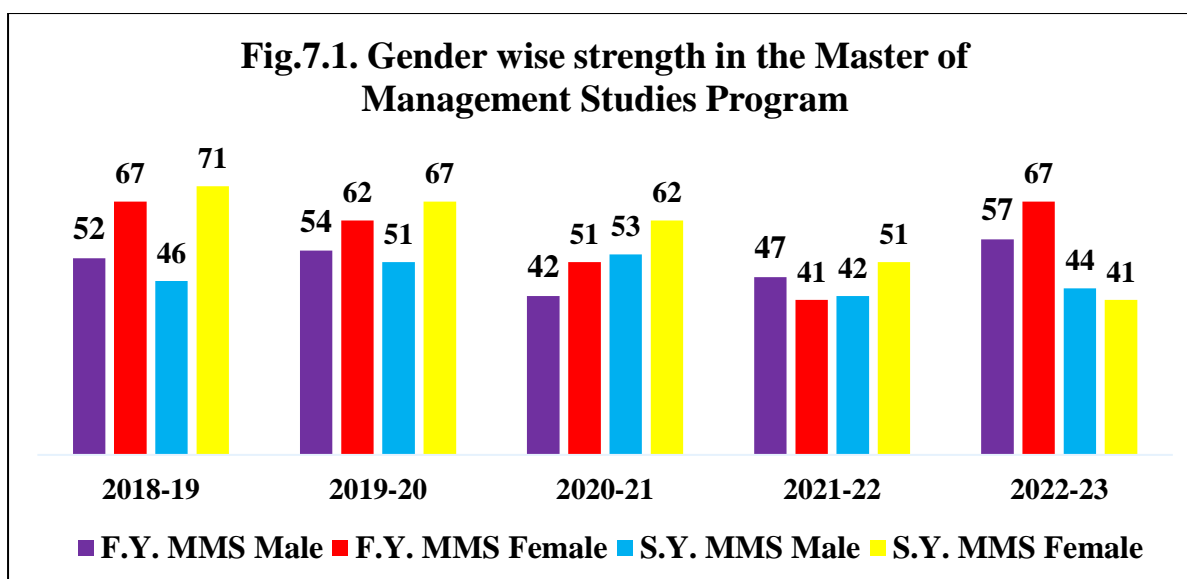
Director
PTVA's Institute of Management
Chitrakar Ketkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

7. GENDER-WISE STRENGTH OF THE STUDENTS

Gender Wise Strength – Program-wise

A. Master of Management Studies (MMS)

Year	F.Y. MMS		S.Y. MMS		Total	
	Male	Female	Male	Female	Male	Female
2018-19	52	67	46	71	98	138
2019-20	54	62	51	67	105	129
2020-21	42	51	53	62	95	113
2021-22	47	41	42	51	89	92
2022-23	57	67	44	41	101	108



In the academic year 2018-19, under the program Master of Management Studies, the ratio of male students to female students was 0.71:1. In the academic year 2019-20, the ratio of male students to female students was 0.81:1. In the academic year 2020-21, the ratio of male students to female students was 0.84:1. In the academic year 2021-22, the ratio of male students to female students was 0.97:1. In the academic year 2022-23, the ratio of male students to female students was 0.94:1. It has been observed that there was more enrolment of female students compared to male students.

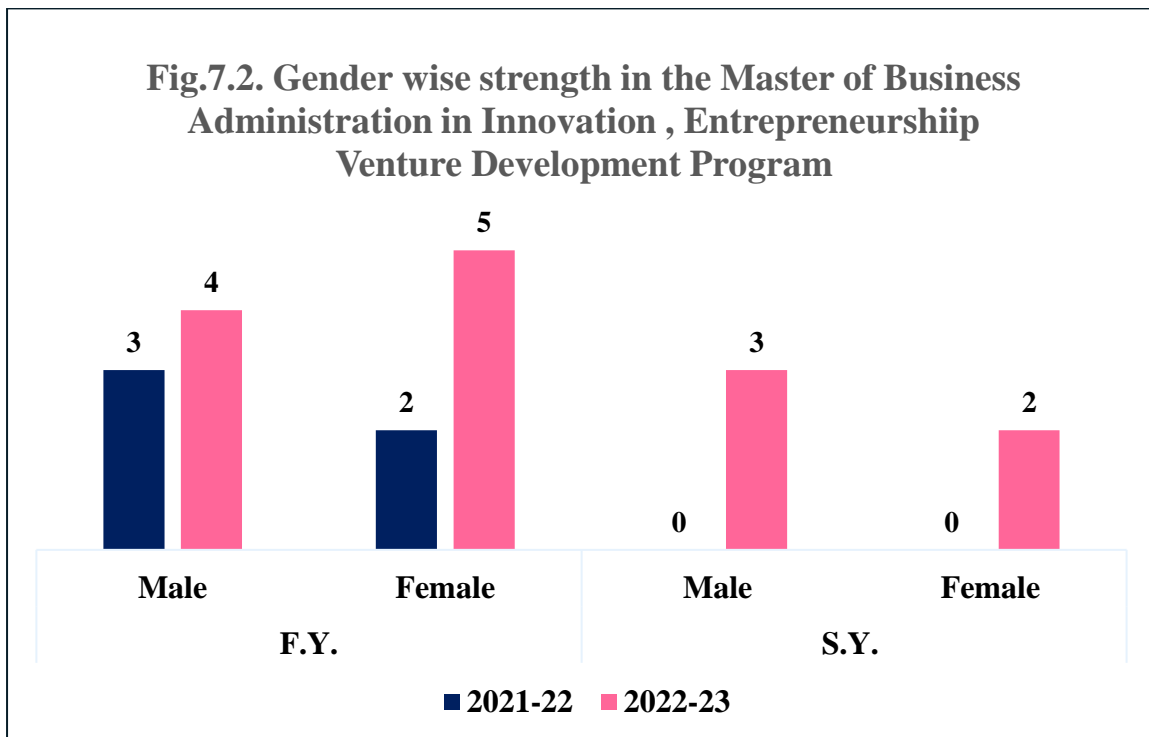


Beshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dhanukar College,
Vile Parle (E), Mumbai-400 057.


B. Master of Business Administration in Innovation, Entrepreneurship and Venture Development (MBA-IEV)

Year	F.Y.		S.Y.		Total	
	Male	Female	Male	Female	Male	Female
2021-22	3	2	0	0	3	2
2022-23	4	5	3	2	7	7



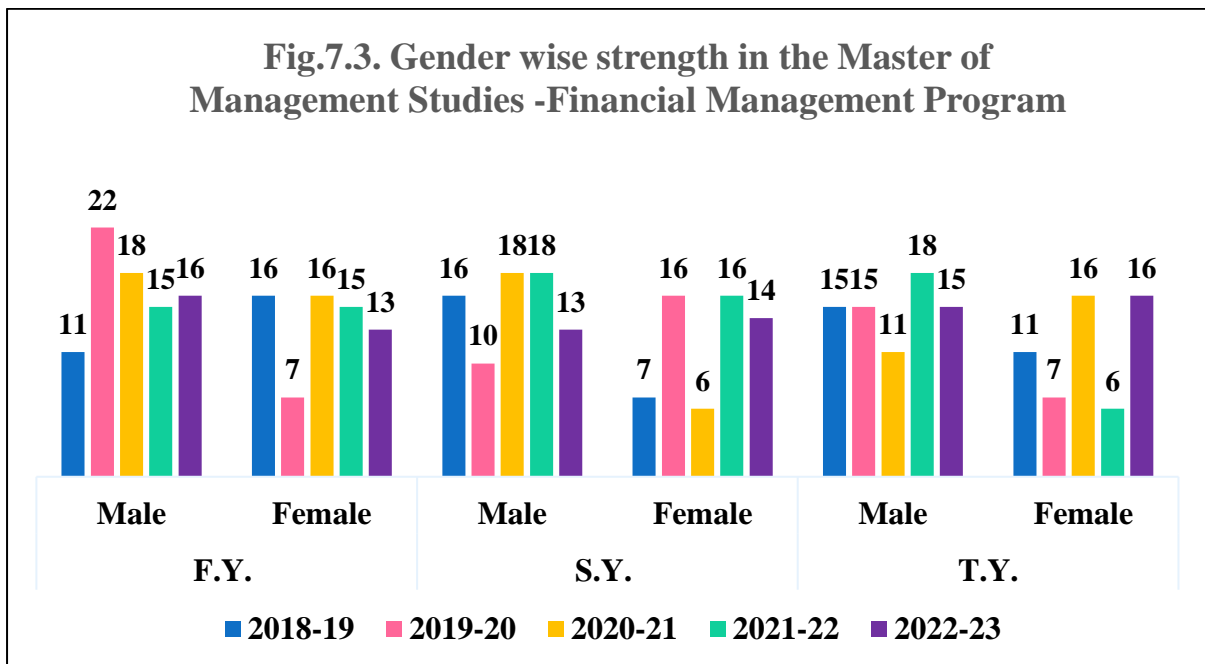
Master of Business Administration in Innovation, Entrepreneurship and Venture Development (MBA-IEV) was launched in the academic year 2021-22. In the academic year 2021-22 under this program, the ratio of male students to female students was 1.5:1. In the academic year 2022-23 under this program, the ratio of male students to female students was 1:1. The ratio was balanced.




 Director
 PTVA's Institute of Management
 Chitraker Kerkar Marg,
 Behind M. L. Dahanukar College,
 Vile Parle (E), Mumbai-400 057.

**C. Part-Time Master of Management Studies-Financial Management
[MMS (FM)]**

Year	F.Y.		S.Y.		T.Y.		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
2018-19	11	16	16	7	15	11	42	34
2019-20	22	7	10	16	15	7	47	30
2020-21	18	16	18	6	11	16	47	38
2021-22	15	15	18	16	18	6	51	37
2022-23	16	13	13	14	15	16	44	43



In the academic year 2018-19, under the program Master of Management Studies-Financial Management, the ratio of male students to female students was 1.24:1. In the academic year 2019-20, the ratio of male students to female students was 1.57:1. In the academic year 2020-21, the ratio of male students to female students was 1.24:1. In the academic year 2021-22, the ratio of male students to female students was 1.37:1. In the academic year 2022-23, the ratio of male students to female students was 1.02:1. It has been



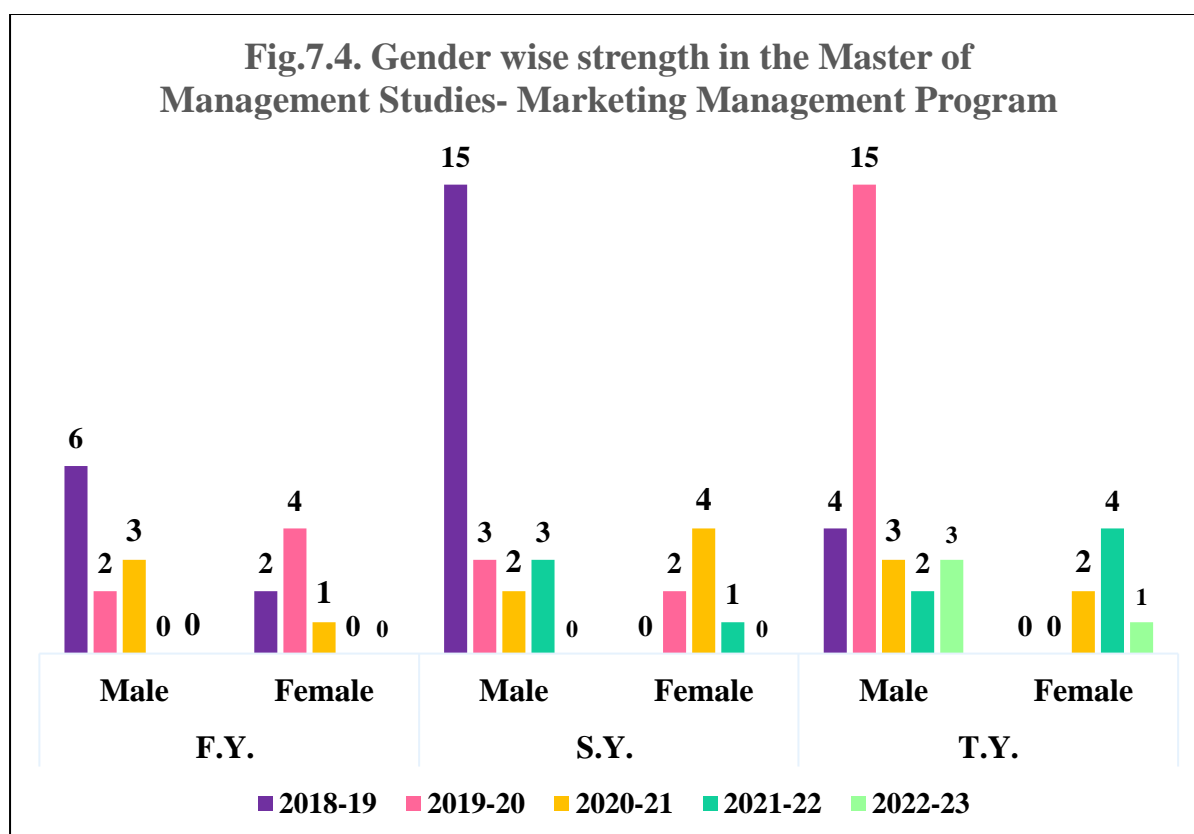
B. B. B. B.

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

observed that there was more enrolment of male students compared to female students.

D. Part-Time Master of Management Studies-Marketing Management [MMS (MM)]

Year	F.Y.		S.Y.		T.Y.		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
2018-19	6	2	15	0	4	0	25	2
2019-20	2	4	3	2	15	0	20	6
2020-21	3	1	2	4	3	2	8	7
2021-22	0	0	3	1	2	4	5	5
2022-23	0	0	0	0	3	1	3	1



In the academic year 2018-19, under the program Master of Management Studies- Marketing Management, the ratio of male students to female



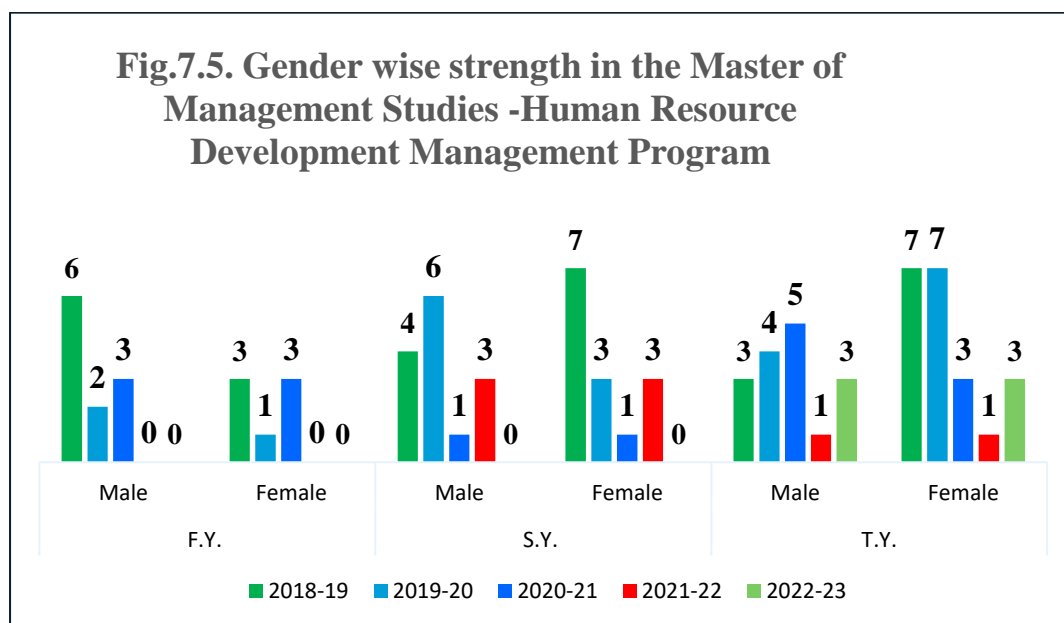
B. Chmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

students was 12.5:1. In the academic year 2019-20, the ratio of male students to female students was 3.33:1. In the academic year 2020-21, the ratio of male students to female students was 1.14:1. In the academic year 2021-22, the ratio of male students to female students was 1:1. In the academic year 2022-23, the ratio of male students to female students was 3:1. It has been observed that there was fall in the number of male students and female students.

E. Part-Time Master of Management Studies-Human Resource Development Management [MMS (HRDM)]

Year	F.Y.		S.Y.		T.Y.		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
2018-19	6	3	4	7	3	7	13	17
2019-20	2	1	6	3	4	7	12	11
2020-21	3	3	1	1	5	3	9	7
2021-22	0	0	3	3	1	1	4	4
2022-23	0	0	0	0	3	3	3	3



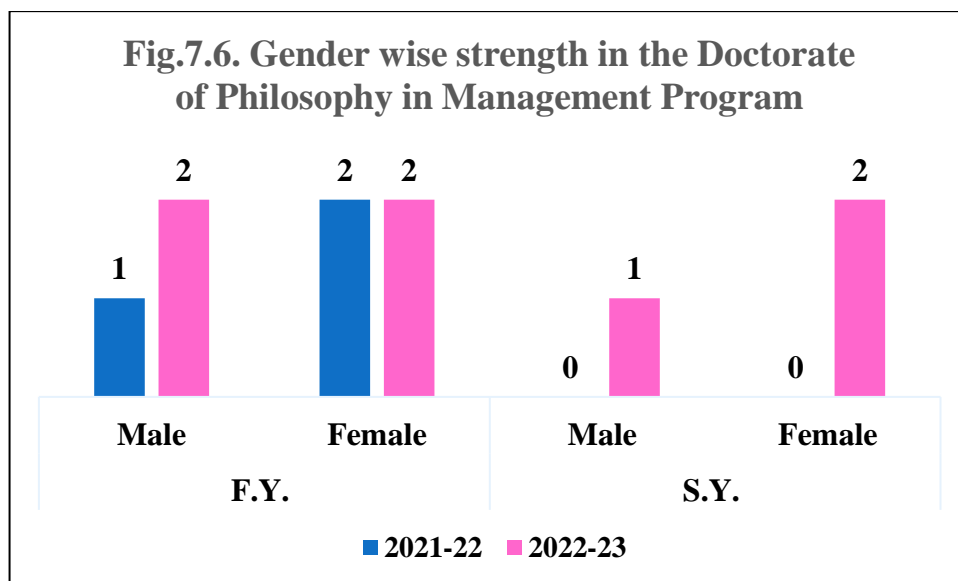
Debmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

In the academic year 2018-19, under the program Master of Management Studies- Human Resource Development Management, the ratio of male students to female students was 0.76:1. In the academic year 2019-20, the ratio of male students to female students was 1.09:1. In the academic year 2020-21, the ratio of male students to female students was 1.29:1. In the academic year 2021-22, the ratio of male students to female students was 1:1. In the academic year 2022-23, the ratio of male students to female students was 1:1.

F. Doctorate of Philosophy in Management [Ph.D]

Year	F.Y.		S.Y.		Total	
	Male	Female	Male	Female	Male	Female
2021-22	1	2	0	0	1	2
2022-23	2	2	1	2	3	4



For the Doctorate of Philosophy-Management Program, in the academic year 2021-22 which was the first year of launching this program, the ratio of male to female was 1:2. In the academic year 2022-23, the ratio of male to female in the first year was 1:1 and in the second year the ratio of male to female was 1:2.



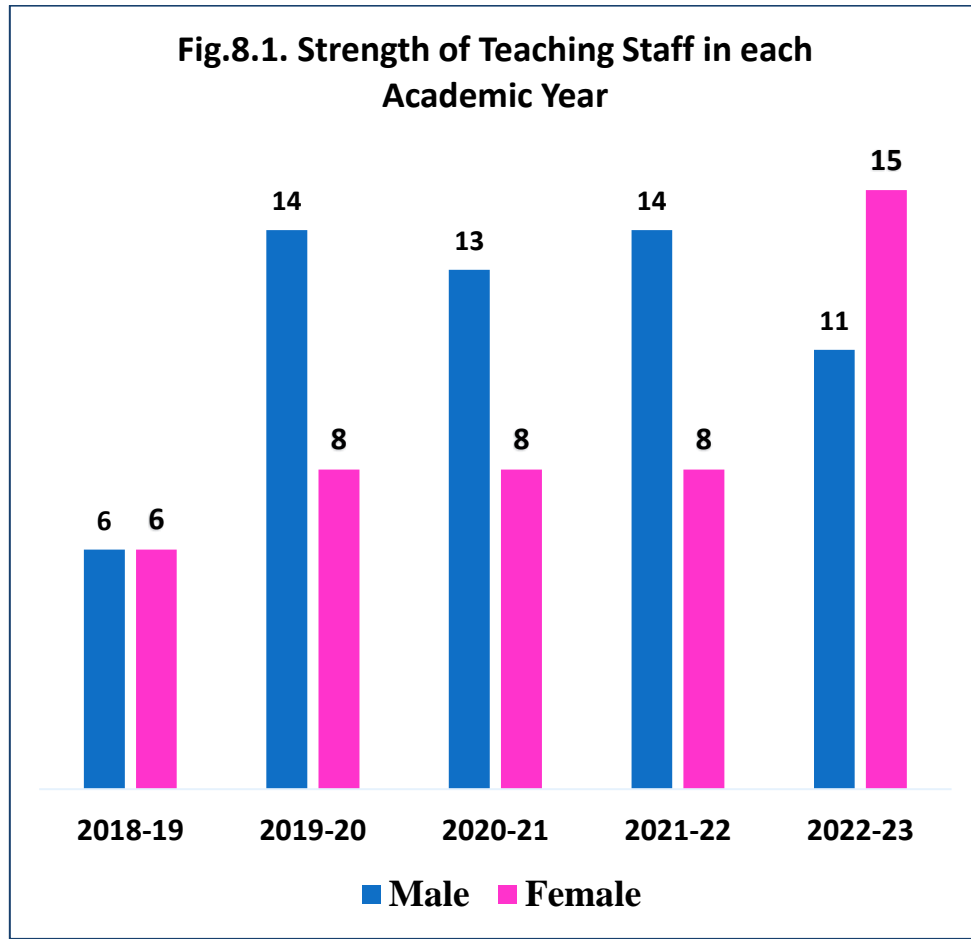
Dehmulik

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

8. EMPLOYEE DETAILS

STRENGTH OF TEACHING STAFF IN EACH ACADEMIC YEAR

Academic Year	Male	Female	Total
2018-19	6	6	12
2019-20	14	8	22
2020-21	13	8	21
2021-22	14	8	22
2022-23	11	15	26



In the academic year 2018-19, the ratio of male teaching staff to female teaching staff was 1:1. In the academic year 2019-20, the ratio of teaching staff- male and female was 1.75:1. In the academic year 2020 -21, the ratio of teaching staff- male and female was 1.63:1. In the academic year 2021-22, the ratio of teaching staff-

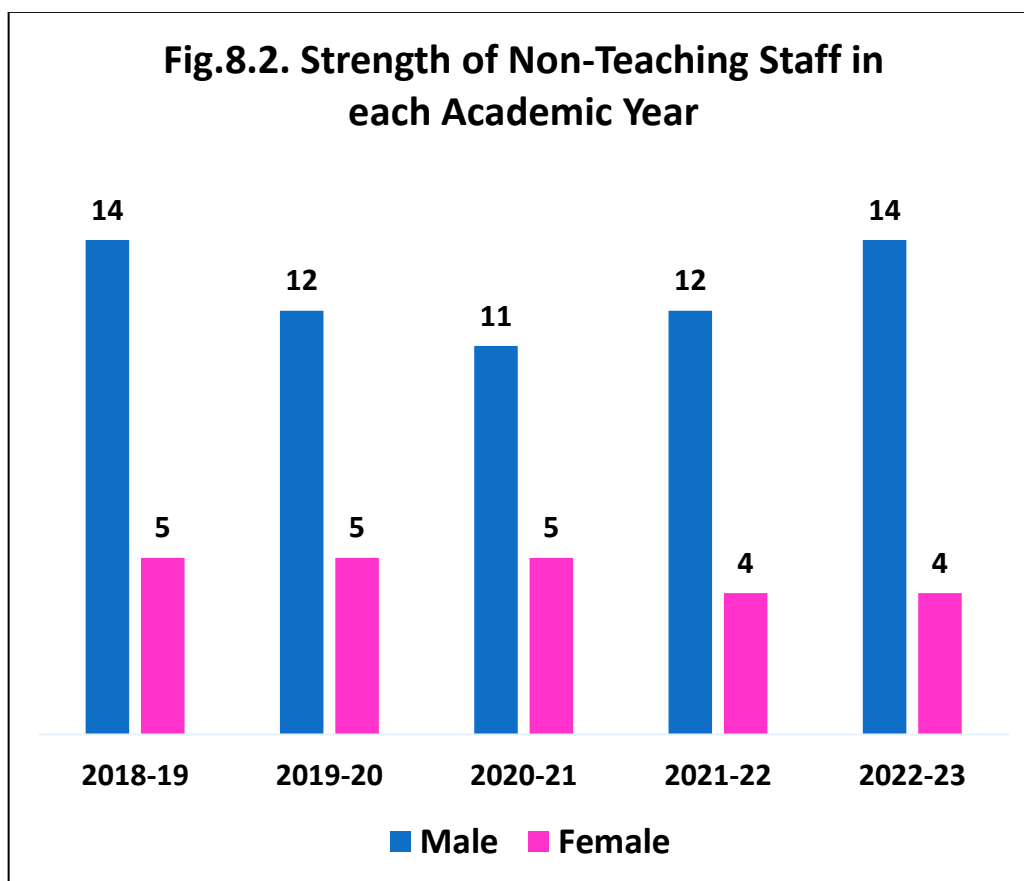


B. Schmuck
Director
PTVA's Institute of Management
Chitraker Kotkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

male and female was 1.75:1. In the academic year 2022-23, the ratio of teaching staff- male and female was 0.73:1. From constant female ratio, gradually there has been a rise in female ratio.

STRENGTH OF NON-TEACHING STAFF IN EACH ACADEMIC YEAR

Academic Year	Male	Female	Total
2018-19	14	5	19
2019-20	12	5	17
2020-21	11	5	16
2021-22	12	4	16
2022-23	14	4	18



In the academic year 2018-19, the ratio of male non- teaching staff to female non-teaching staff was 2.8:1. In the academic year 2019-20, the ratio of non- teaching staff- male and female was 2.4:1. In



H. Deshmukh
 Director
 PTVA's Institute of Management
 Chitraker Kerkar Marg,
 Behind M. L. Dahanukar College,
 Vile Parle (E), Mumbai-400 057.

the academic year 2020 -21, the ratio of non- teaching staff- male and female was 2.2:1. In the academic year 2021-22, the ratio of non- teaching staff- male and female was 2.4:1. In the academic year 2022-23, the ratio of non- teaching staff- male and female was 2.8:1. From constant female ratio, gradually there has been a small fall in the female ratio. Equality should be there in the recruiting male and female non-teaching staff members.



Debmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

9. ACTIVITIES UNDER TAKEN UNDER WOMEN DEVELOPMENT CELL

Sessions conducted to celebrate the International Women's Day

Sr. No	Academic Year	Date	Activity	Male Participants	Female Participants	Total Participants
1	2018-19	12 th March, 2019	Passion Knows No Age and Gender- Chitra Nadkarni, Marathan Winner	51	67	118
2	2019-20	07 th March, 2020	Session by Justice Vijaya Tahilramani, Former Chief Justice of Madras High Court.	57	110	167
3	2020-21	-----	-----	-----	-----	-----
4	2021-22	19 th March, 2022	Gender Sensitization - Asha Kulkarni, Trustee of Anti- Dowry Movement, Bombay	42	42	84
5	2022-23	01 st April, 2024	Every woman at every place and in every situation deserves to be treated respectfully by Mr.Sameer Joshi, Founder & Chairman of Trascender Services Pvt Ltd (iTransform Group	58	110	168



B. Ch. Mule

Director
PTVA's Institute of Management
Chitraker Kotkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

Self-Defence Workshop

Sr. No	Academic Year	Date	Male Participants	Female Participants	Total Participants
1	2018-19	13 th November, 2018	-----	55	55
2	2019-20	12 th February, 2020	-----	62	62
3	2020-21	17 th March, 2021	21	32	53
4	2021-22	08 th March, 2022	20	16	36
5	2022-23	11 th December, 2023	18	41	59



Debmukh

Director
PTVA's Institute of Management
Chitrakar Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

10. GENDER POLICY

Parle Tilak's Vidyalaya Association's PTVA's Institute of Management has always been considerate of gender matters. The institute has a gender policy in place to address gender-related concerns. The institute welcomes participation in all organization-related activities from all members of the student population, professors, and administrative staff, regardless of gender. All employees are guaranteed a gender-sensitive work environment by the institute's gender policy. The institute's internal and external stakeholders are covered by the gender policy.

Objectives of the Policy are to:

- Provide equal opportunity to all employees and students, regardless of gender;
- Establish a work atmosphere that is sensitive to gender issues,
- Grant all students, regardless of gender, equal access to the institute's resources, responses, and services,
- End harassment and discrimination based on gender at the institute,
- Guarantee equitable treatment for all as a fundamental right.

Major Elements of the Policy:

1. Ensuring that all employees, regardless of gender, have equal chances for advancement, training, and working conditions.
2. Ensuring a gender balance in the representation and involvement of women in the institute's numerous functional committees.
3. Creating a safe and secure campus environment and stopping any instances of sexual harassment.
4. Bringing attention to the part that women play in the socioeconomic advancement of the nation and its society.



H. B. Chavhan

Director
PTVA's Institute of Management
Chitrakar Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

5. Increasing awareness of women's contributions to the socio-economic advancement of the nation and society at large.
6. Using extension services to raise awareness of issues pertaining to women.
7. Raising awareness of and inspiration for gender equality among various societal segments.
8. Giving female pupils life skills instruction, counselling, and advice.
9. Encourage female students to take on entrepreneurial endeavours and to help them to develop self-confidence.

Definition of terms

GENDER

In this policy framework, refers to the social positions that are assigned to men and women, respectively, in specific societies and historical periods in this policy framework document. Inequal power relations characterise most societies, and these roles and their distinctions are shaped by a multitude of political, economic, ideological, and cultural forces. Different from sex, which is determined by biology, is gender. It can also refer to the socially and culturally constructed distinctions between boys and girls, as well as men and women, that offer them different possibilities, worth, and life chances. It also refers to traits, skills, and expectations about how men and women should act in public that are traditionally associated with masculine and feminine identities. These traits are malleable and limited by time.

POLICY: The guiding principles of a decision-makers' plan of action for dealing with a specific issue or concerns.

SEX: The biological state of being male or female is known as "sex."
Gender and sex are not equal.



Debmukh

Director
PTVA's Institute of Management
Chitrakar Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

EMPOWERMENT: The "conscientization" process that develops critical thinking abilities so that a person can become self-assured and take charge of their life. Because it tackles the systemic and root reasons of discrimination and subordination, women's empowerment is a crucial step in the reform of gender relations.

GENDER AWARENESS: Being aware of how men and women behave differently and how this affects power dynamics, position, privileges, and needs is known as gender awareness. It also involves acknowledging how the needs, interests, and functions of men and women in society differ from one another and how those distinctions affect privilege, power, and position. It also refers to the capacity to recognise issues brought on by discrimination and gender inequality.

GENDER DISCRIMINATION: Gender discrimination refers to the practice of treating people differently based on their gender.

GENDER EQUITY: The equitable and just allocation of opportunities and resources, between men and women, is known as gender equity.

GENDER GAP: The distinction between men and women's socioeconomic status in any area that results from the societal responsibilities that are assigned to them differently.

GENDER ISSUES: These are problems that come up when roles, privileges, status, and positions of men and women are examined and studied. When disparities and inequalities between individuals are demonstrated to exist solely on the basis of their gender, gender issues result. One of the main issues to address is the social construction of gender and gender inequalities.

GENDER PERSPECTIVE: An approach where the creation of equity and equality between men and women is the ultimate goal. An method



B. Deshmukh

Director
PTVA's Institute of Management
Chitraker Kotkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

like this provides a set of instruments and guidelines for determining the influence on the

evolution of the roles and relationships between men and women.

GENDER POLICY: A program's policy of an organisation that incorporates gender into the core of its activities; it also specifies the roles and duties of the management team, institutional setup, and tools and guidelines for mainstreaming.

The term "**GENDER RESPONSIVE**" describes a planning process wherein policies and programmes are created to address issues resulting from socially built distinctions between men and women.

GENDER SENSITIVE: The understanding of the socially constructed distinctions between men and women, including variations in their needs; also, the use of this understanding to recognise and comprehend the issues resulting from these distinctions and to take deliberate action to resolve them.

GENDER STEREOTYPING: The continual representation of men and women in the media, press, or educational system filling specific roles in accordance with the socially created gender division of labour and behavioural expectations.

GENDER TRAINING: Providing structured learning opportunities and competencies to enhance gender analysis and awareness abilities, which help identify and handle gender-related concerns during the programming process. The political dimension of training can involve presenting gender concepts and analysis; the professional dimension involves teaching staff "how-to" skills; and the personal dimension involves questioning an individual's gender attitudes and preconceptions.



H. Deshmukh

Director
PTVA's Institute of Management
Chitrakar Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

10. SWOC ANALYSIS OF PTVAIM

A. STRENGTHS

1. NAAC Accreditation
2. ISO 9001:2015 Certification
3. Permanently Affiliated to the University of Mumbai
4. Appointed as Lead College – Cluster 4 by the University of Mumbai
5. Ph.D. Research Centre
6. Incubation Centre
7. Students securing among top three positions in the University of Mumbai
8. Only Institute in Maharashtra to get an approval from AICTE to start MBA-IEV from the academic year 2021-22
9. Among top ranking IICs in India for three consecutive years
10. Universal Human Values Cell as per the directives of AICTE.
11. One of the highest activities performing Green Club in Mumbai established as per the guidelines of the DTE as a part of MoU between United Nations and Government of Maharashtra
12. Purchase and use of Licensed softwares including MS Office, SPSS, Kasperski
13. Implementation of NEP 2020
14. Commitment to Quality evident through use of Turnitin, an anti-plagiarism software for all research related activities of the staff and students
15. Global Citizens' Club in accordance with the sustainable goals of the United Nations
16. Strong alumni connect
17. Environmental friendly initiatives including the solar panels, plastic waste disposal, rainwater harvesting
18. Intra-Library facility for the sister concerns including the access to Turnitin
19. Representation of the faculty members on the University bodies
20. Conveniently located in the busy suburbs of Mumbai
21. Value-added certificate courses offered to all our students in the emerging areas of business at no extra cost.



B. Chmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

B. WEAKNESSES

1. Institute is not a degree awarding body as it is affiliated to the University of Mumbai
2. Less flexibility in admitting International students to degree programs
3. Hostel facility not available

C. OPPORTUNITIES

1. To get accreditation from National Board of Accreditation (NBA)
2. To enter into collaboration with the foreign universities
3. To increase the intake of MMS program
4. Scope for interdisciplinary and sponsored projects.
5. More collaboration with industry bodies
6. Establishing more campuses
7. Applying for Autonomy

D. CHALLENGES

1. No control over intake of students.
2. Motivating increasing number of our current students to opt for entrepreneurial venture.
3. Limited physical space for expansion and growth of the Institute.
4. 100% placement for our students.
5. No control over Admission Process



H. Deshmukh

Director
PTVA's Institute of Management
Chitrakar Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

12.AUDIT FRAMEWORK AND DETAILED FINDINGS

The following audit framework is used for conducting Gender Audit. The framework also lists the findings and observations for every criterion. Total Responses =212

Female = 115 and Male = 97, Other =Nil)

Table. Survey on Gender related information

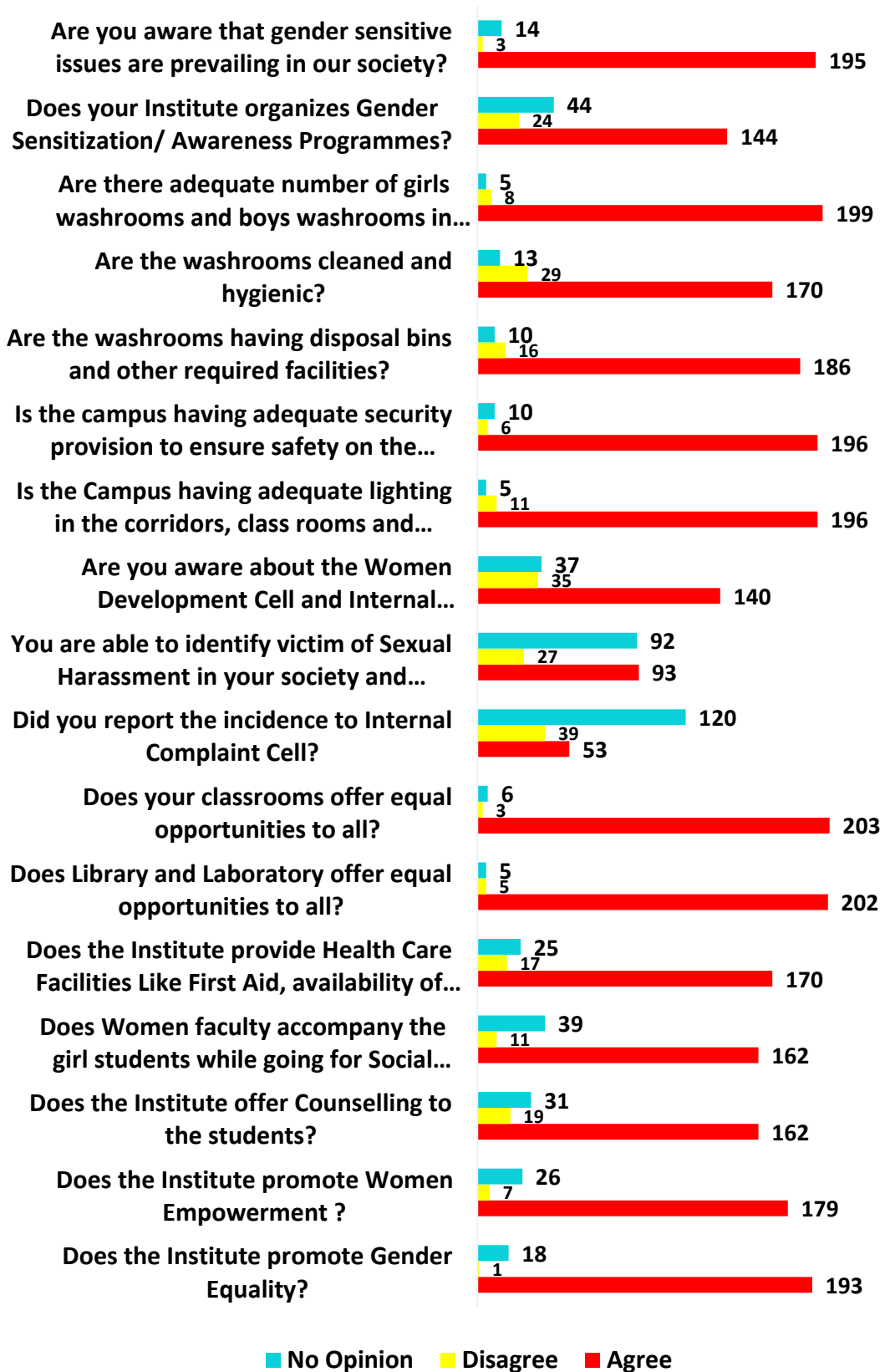
Questions	Agree	Disagree	No Opinion
Are you aware that gender sensitive issues are prevailing in our society?	195	03	14
Does your Institute organizes Gender Sensitization/ Awareness Programmes?	144	24	44
Are there adequate number of girls washrooms and boys washrooms in the campus?	199	08	05
Are the washrooms cleaned and hygienic?	170	29	13
Are the washrooms having disposal bins and other required facilities?	186	16	10
Is the campus having adequate security provision to ensure safety on the Institute Campus?	196	06	10
Is the Campus having adequate lighting in the corridors, class rooms and common rooms?	196	11	05
Are you aware about the Women Development Cell and Internal Complaint Cell in the Institute?	140	35	37
You are able to identify victim of Sexual Harassment in your society and surroundings?	93	27	92
Did you report the incidence to Internal Complaint Cell?	53	39	120
Does your classrooms offer equal opportunities to all?	203	03	06
Does Library and Laboratory offer equal opportunities to all?	202	05	05
Does Institute provide Health Care Facilities Like First Aid, availability of sanitary napkins?	170	17	25
Does Women faculty accompany the girl students while going for Social events, Sports and Cultural Competitions?	162	11	39
Does the Institute offer Counselling to the students?	162	19	31
Does the Institute promote Women Empowerment ?	179	07	26
Does the Institute promote Gender Equality?	193	01	18



Beshmukh

Director
PTVA's Institute of Management
Chitrakar Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

Fig.12.1. Analysis of Survey on Gender related information



Beshmukh

Director
 PTVA's Institute of Management
 Chitrakar Kerkar Marg,
 Behind M. L. Dahanukar College,
 Vile Parle (E), Mumbai-400 057.



राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद

विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

An Autonomous Institution of the University Grants Commission

Certificate of Accreditation

*The Executive Committee of the
National Assessment and Accreditation Council
on the recommendation of the duly appointed
Peer Team is pleased to declare the
PTVA's Institute of Management
Vile Parle (E), Mumbai, affiliated to University of Mumbai,
Maharashtra as
Accredited
with CGPA of 2.79 on four point scale
at B⁺⁺ grade
valid up to June 13, 2024*

Date : June 14, 2019



*S. C. Desai
Director*

EC(SC)/41/A&A/MHCOGN102627



Beshmukh

Director
PTVA's Institute of Management
Chitraker Kerkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

Draft Minutes of the IQAC meeting held at PTVA's Institute of Management on Saturday, December 2, 2023

List of attendees:

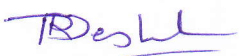
1. CA Anil Ganu
2. Dr. Snehalata Deshmukh
3. Mr. Dilip Pethe
4. CA Pramod Lele
5. CA Mukund Chitale
6. Mr. Mohan Tanksale
7. Dr. Dinesh Harsolekar
8. Dr. Tejashree Deshmukh
9. Dr. Neha Bhatia
10. Mrs. Preeti Kaushik
11. Dr. Manali Patil
12. Mr. Ajinkya Kumawat
13. Mrs. Trupti Gupte
14. Mr. Bhavesh Vaity
15. Mrs. Sukruta Pethe
16. Dr. Aparna Patil
17. Ms. Gargi Gothe
18. Ms. Sunita Shringarpure
19. Mr. Pankaj Godse

Leave of Absence was granted to:

1. Dr. Kavita Laghate
2. CA Sushrut Chitale
3. Mr. Sagar Shah

Information Items:

- Minutes of the last IQAC meeting held on August 19, 2023, were confirmed.
- Low and average performance indicators of each criterion of the NAAC SSR last cycle were discussed.
- Mrs. Sukruta Pethe informed members about Khel-Urja including number of participants and sponsorship in cash and kind.
- Mrs. Sukruta Pethe informed about the plans of Wings to Vision 2024.
- Mr. Bhavesh Vaity apprised members about the Tagline for UHV Program "Nurturing Values and Shaping Future" which was finalised by taking a poll.
- He also informed that FYMMS students have completed their training for 30 hours of UHV Program.


Director
PTVA's Institute of Management
Chitrakar Ketkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai - 400 057.




Pending Items from the last Meeting:

Sr. No.	Item	Ownership	Timeline
1.	Green audit for the Institute to be conducted	Mrs. Preeti Kaushik	December 2023

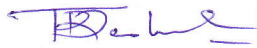
Decision Items:

Sr. No.	Item	Ownership	Timeline
1	Number of MOUS signed by the Institute with outside agencies should increase.	Director	January 2024
2	In Green club, students working in social work should be awarded a certificate	Mrs. Preeti Kaushik	Start immediately
3	Presentation of IQAC meeting should be mailed 2 days before the meeting	IQAC Coordinator	Next IQAC meeting
4	Gender audit to be conducted for PTVAIM	Dr. Neha Bhatia	Next IQAC meeting
5	In UHV Program short movies by Mr. Kabra should be shown to students and people from outside the institute should be invited for conducting the lectures	Mr. Bhavesh Vaity	January ,2024
6	A detailed bifurcation of extension activities is to be mailed	IQAC Coordinator	January, 2024


Director
PTVA's Institute of Management
Chitrakar Ketkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai - 400 057.



7	A detailed study on the parameters required to sign MOU in criteria 5 of NAAC to be mailed to the members	IQAC Coordinator	January, 2024
8	To find the benchmark of Quantitative metrics, towards scoring 4 grade points	IQAC Coordinator	January, 2024

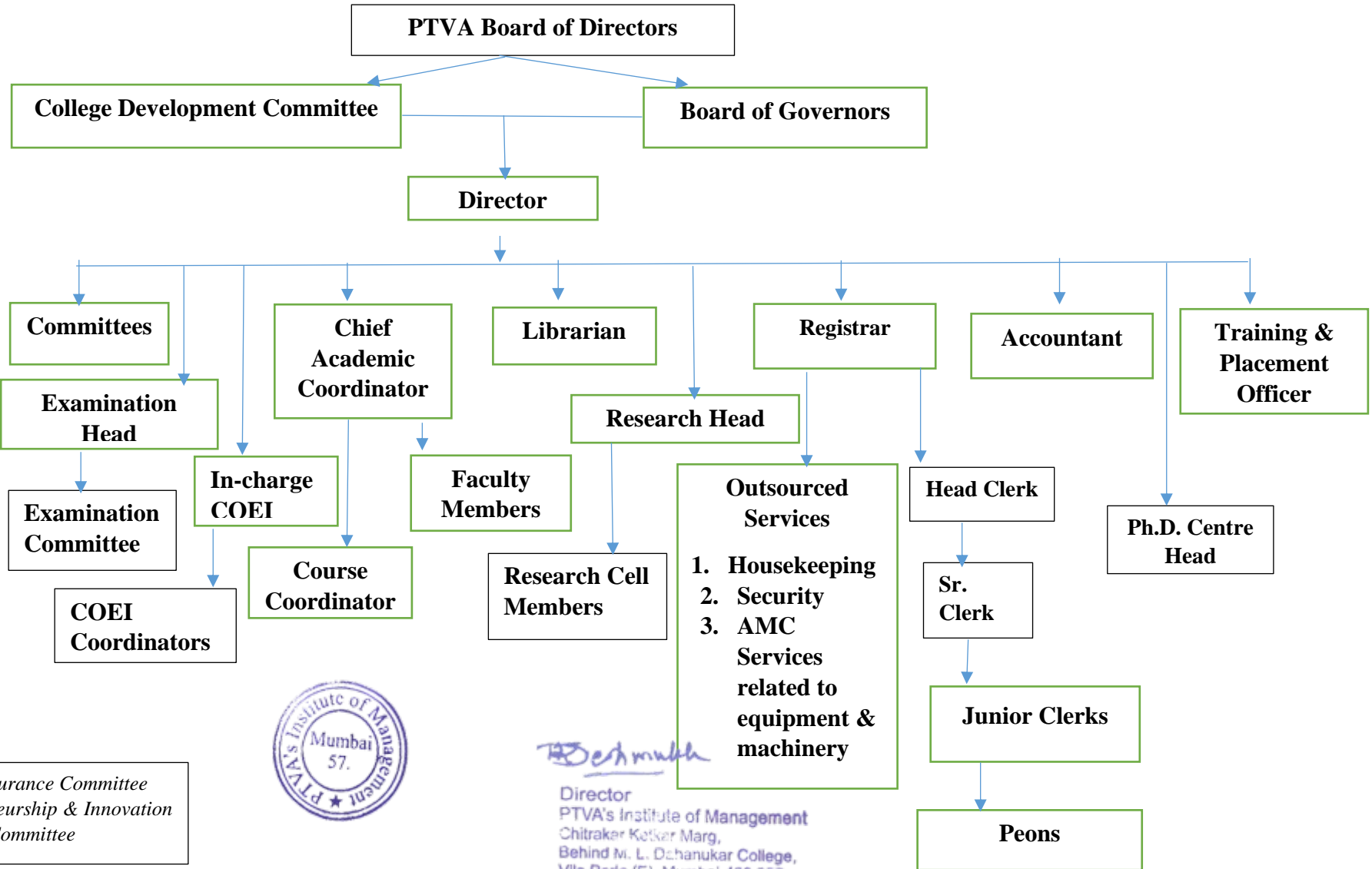


Director
PTVA's Institute of Management
Chitrakar Ketkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai - 400 057.





PTVA's Institute of Management ORGANOGRAM



Committees:

- 1. IQAC
- 2. Anti-Ragging
- 3. WDC
- 4. ICC
- 5. Maitri Sangh
- 6. Grievance Redressal
- 7. Building, Maintenance & Repairs Committee

***IQAC:** Internal Quality Assurance Committee*
***COEI:** Centre of Entrepreneurship & Innovation*
***ICC:** Internal Complaints Committee*



Tejashree Deshmukh
 Director
 PTVA's Institute of Management
 Chitraker Kerkar Marg,
 Behind M. L. Dahanukar College,
 Vile Parle (E), Mumbai-400 057.

PRIZES WON BY THE STUDENTS

A. Academic Excellence

Academic Year	Male	Female	Details of the Awardees
2018-19	2	0	1. Darshan Pandit- May 2019-MMM- 1st in University Exam 2. Kaustubh Helekar-May 2019-MFM 1st in University Exam
2019-20	1	2	1. Asavari Mehendale- May 2020-MHRDM- 3rd in University Exam 2. Viresh Sachdeva- May 2020-MMM -3rd in University Exam 3. Richa Agarwal- October 2020-MMS -2nd in University Exam
2020-21	0	0	—
2021-22	0	0	—
2022-23	0	2	1. Ushma Meghani- May 2023-MMM- 2nd in University Exam 2. Pooja Joshi- May 2023-MHRDM -2rd in University Exam

B. Scholarship received

Year	FY		SY		Total		Total
	Male	Female	Male	Female	Male	Female	
2018-2019	20	17	20	16	40	33	73
2019-2020	25	25	16	12	41	37	78
2020-2021	16	20	23	16	39	36	75
2021-2022	18	13	13	12	31	25	56
2022-2023	26	25	8	8	36	33	69



B. Chmukh

Director
PTVA's Institute of Management
Chitraker Kothkar Marg,
Behind M. L. Dhanukar College,
Vile Parle (E), Mumbai-400 057.

C. Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the last five years:

Academic Year	Male	Female	Name of the student
2018-19	—	—	—
2019-20	—	—	—
2020-21	1	—	Mr. Ravi Ravaria
2021-22	—	—	—
2022-23	1	—	Mr. Shreyas Sonawane




Handwritten signature in blue ink.

Director
PTVA's Institute of Management
Chitraker Ketkar Marg,
Behind M. L. Dahanukar College,
Vile Parle (E), Mumbai-400 057.

LIST OF EXTENSION AND OUTREACH PROGRAMMES

Sr. NO.	Name of the activity	Organising unit/ agency/ collaborating agency	Year of the activity	Number of students participated in such activities
1	Clean-a-thon	BMC Waste Management Team	2018-19	12
2	Road Safety Walk	Maharashtra Model United Nations (Maha MUN)		18
3	Blood Donation Camp	HDFC Bank and Mahatma Gandhi Blood Bank		59
4	Project SETU	Learning Space Foundation		4
5	Blood Donation Camp	HDFC Bank and Mahatma Gandhi Blood Bank	2019-20	56
6	Project Saksham	PTVAIM's COEI and Research Cell		13
7	World Social of Justice Day	PTVAIM's Global Citizen's Club	2021-22	296
8	International Mother Language Day	PTVAIM's LIRC		248
9	World Nature Conservation Day	PTVAIM's Global Citizen's Club		148
10	International Human Rights Day	PTVAIM's Global Citizen's Club		74
11	International day for Elimination of violence against women	PTVAIM's Global Citizen's Club		9
12	Azaadi ka Amrit Mahotsav	PTVAIM's LIRC		80
13	Versova Beach cleanup drive	PTVAIM's Global Citizens Club	2022-23	105
14	Biodiversity visit to Gaurkamath, Bhivgad	PTVAIM's Green Club		23




 Director
 PTV's Institute of Management
 Chitraker Kerkar Marg,
 Behind M. L. Dahanukar College,
 Vile Parle (E), Mumbai-400 057.