

**M.S. RAMAIAH INSTITUTE OF MANAGEMENT**

IQAC/Annual Feedback/April 2024-March 2025

18-03-2025

**ACTION TAKEN REPORT: 2024-2025**

The Institute considered the perspectives of its students, faculty, alumni, and business partners, and this report encapsulates the measures implemented to address their concerns. The institute has undertaken assertive measures to enhance the curriculum, placement opportunities, faculty relations, and to resolve faculty grievances. These initiatives aim to align with academic and industrial goals, ensuring that our students receive the highest quality education while promoting their whole development.

**1. CURRICULUM ENHANCEMENT FEEDBACK OVERVIEW**

Collecting student input on the curriculum helps to highlight the success of existing teaching methods while also identifying places that need to improve. Participatory learning, professional advancement, research-based instruction, and real-world relevance via case studies and industry relationships are the topics covered in the comments.

**Industry and Alumni Feedback:**

Recommendations from professionals in the field and former students highlight the importance of bridging the gap between classroom theory and real-world application. Courses integrate effectively with industry practices, according to a considerable majority of students (16% strongly agree, 61% agree), yet there is also a noticeable indifferent answer (17%) that suggests there is space for development. Consistent with the favourable remarks made about case study instruction (17% strongly agree, 56% agree), alumni have also stressed the significance of incorporating real-world situations and case studies.

**Action Taken:**

- **Engage Industry Professionals as Guest Speakers** Invite seasoned professionals from various industries to deliver guest lectures, sharing their expertise and insights. This fosters stronger industry-academic partnerships and provides students with practical knowledge of current trends.
- **Integrate Real-World Examples and Exercises** Enrich the curriculum by incorporating real-life case studies, hands-on projects, and interactive exercises. This will help students apply theoretical concepts to practical scenarios effectively.
- **Enhance Internship and Practical Experience Opportunities** Strengthen collaborations with organizations to offer more internship programs, live projects, and on-the-job training. This exposure enables students to gain valuable practical experience and a competitive edge in their careers.

**Student Feedback:**

Interactive classrooms, staff motivation, and career development support all rank high on students' lists of positive classroom experiences. Most students feel that the classes are both engaging and inspiring, with 16% strongly agreeing and 56% agreeing. Support for professional development (17% strongly agree, 56% agree) and faculty's problem-solving

style (17% strongly agree, 56% agree) by students. Nevertheless, regarding the sessions being engaging and inspiring, there is a mix of opinions: 24% are neutral, 3% disagree, and 24% are unsure. Similarly, regarding talks of current events, 3% are unsure, and 4% are neutral.

**Action Taken:**

- **Adopt Dynamic Teaching Techniques** Encourage the use of innovative instructional methods such as discussions, role-plays, and simulations rooted in real-world scenarios. These approaches make learning more interactive and relatable, inspiring deeper student engagement.
- **Conduct Teacher Development Workshops** Organize workshops and training sessions aimed at empowering educators to become more engaging and inspiring. By focusing on effective teaching methodologies and creative classroom strategies, teachers can better connect with and motivate their students.
- **Incorporate Current Affairs and Industry Trends into the Curriculum** Regularly update the curriculum with talks and modules on current events and emerging trends in various industries. This ensures that students remain informed and prepared to navigate the ever-evolving professional landscape.

**Faculty Feedback:**

Faculty members have demonstrated a strong interest in comprehending students' learning requirements and implementing a problem-solving methodology. A favourable reaction regarding professor motivation and support for extracurricular activities (17% strongly agree, 52% agree). Moreover, faculty members actively promote research-oriented learning (15% strongly agree, 58% agree). Notwithstanding these advantages, there exists a little deficiency in promoting research-based learning, as evidenced by indifferent replies (25%).

**Action Taken:**

- **Provide Professional Development for Research-Based Learning** Create opportunities for instructors to engage in workshops and training sessions that focus on integrating research-backed methodologies into their teaching. This empowers educators to deliver evidence-based, impactful instruction.
- **Host Peer Mentorship Programs** Organize peer mentorship events where experienced professors can share best practices, teaching strategies, and innovative approaches. This collaboration builds a culture of learning and continuous improvement among faculty members.
- **Implement Regular Feedback Systems** Establish structured feedback mechanisms, including student evaluations and peer reviews, to help instructors refine their pedagogical techniques. These systems should encourage constructive suggestions to drive continual enhancement in teaching quality.

**2. FACULTY FEEDBACK IMPLEMENTATION:**

**Feedback Overview:**

Faculty comment underscores the necessity for augmented curricular flexibility, improved support for research and development, and greater teaching tools and infrastructure. Faculty members regularly engage with students and utilize interactive teaching approaches; nonetheless, they have articulated a need for greater autonomy in curriculum design and increased resources to support their teaching and research endeavours.

**Curriculum Flexibility:**

Faculty members have shown a preference for increased flexibility in curriculum design to include novel pedagogical approaches, industrial perspectives, and practical applications. They seek to modify their pedagogical approaches to meet changing industrial requirements while preserving academic integrity.

**Action Taken:**

- **Adopted Modular Curriculum Design** Introduced modular curriculum components, allowing faculty to seamlessly integrate case studies, industrial collaborations, and real-world applications into their teaching.
- **Encouraged Faculty Proposals for Emerging Fields** Created avenues for faculty members to propose and design optional courses in rapidly evolving areas of study. This ensures the curriculum remains relevant and forward-thinking.
- **Organized Regular Curriculum Review Workshops** Conducted periodic workshops to assess the curriculum critically, incorporating faculty feedback and recommendations to maintain its relevance and effectiveness.

**Research and Development Support:**

The faculty have underscored the need of cultivating a research-oriented culture and supplying resources to support intellectual endeavours. The response suggests a necessity for enhanced support structures to promote research publications and joint endeavours.

**Action Taken:**

- **Established a Specialized Research Fund** Launched a dedicated fund to support faculty-led research initiatives and publications, encouraging academic innovation and scholarly contributions.
- **Organized Workshops and Seminars on Research Skills** Conducted events aimed at enhancing research competencies and promoting interdisciplinary collaboration among faculty and researchers.
- **Provided Guidance on Grant Applications and Industry Collaboration** Offered expert counsel on securing research grants and fostering partnerships between academia and industry. These efforts bridge the gap between theoretical research and practical applications.

**Teaching Resources and Infrastructure:**

There is a persistent need for contemporary educational resources, technology, and infrastructure that correspond with current pedagogical methodologies. Faculty members desire sophisticated tools to facilitate dynamic and captivating courses.

**Action Taken:**

- **Upgraded Classrooms with Advanced Technology** Equipped learning spaces with smart boards, interactive displays, and cutting-edge audio-visual systems to enhance teaching and student engagement.
- **Expanded Access to Digital Resources** Provided faculty and students with seamless access to digital libraries, online journals, and internet-based resources to support both instructional and research activities.
- **Ensured Reliable IT Infrastructure for Hybrid Learning** Maintained and regularly upgraded IT systems to ensure smooth operation of online and hybrid classes, minimizing disruptions and maximizing learning efficiency.

**Faculty Development Programs (FDPs):**

Ongoing professional development is essential for sustaining elevated teaching standards. Faculty input indicates a desire for specialized training sessions to be abreast of emerging educational technology and research approaches.

**Action Taken:**

- **Launched Ongoing Faculty Development Programs** Implemented continuous programs focusing on enhancing teaching methodologies, integrating advanced technology, and strengthening research skills to ensure holistic faculty development.
- **Engaged Experts for Specialized Training** Invited esteemed professionals from academia and industry to conduct targeted training sessions, providing faculty with fresh insights and practical knowledge.
- **Encouraged Participation in Prestigious Conferences** Facilitated faculty engagement in national and international conferences and seminars, promoting knowledge exchange, networking, and academic excellence.

**3. Alumni Feedback Implementation****Feedback Overview:**

Feedback from alumni has been essential in directing curricular improvements and professional development efforts. Alumni have underscored the necessity of synchronizing curriculum content with contemporary industry practices, enhancing placement assistance, and fostering enduring connections with the institution.

**Curriculum Updates:**

Alumni have emphasized the necessity for increased practical and industry-relevant material in the program. They have proposed including competencies that correspond with contemporary labour market requirements, like data analytics, digital marketing, and developing technologies.

**Action Taken:**

1. **Skill-Based Modules:** Offering optional courses that focus on high-demand skills like data analysis, digital transformation, and industry certifications. This can help students stay competitive in the job market.
2. **Industry-Integrated Curriculum:** Collaborating with industry experts to develop and update course materials ensures that the curriculum is aligned with current industry standards and needs.
3. **Case Study and Project Work:** Using real-world case studies and practical projects to provide hands-on experience and deepen understanding.

**Placement Support:**

Alumni have emphasized the necessity of comprehensive placement assistance, encompassing skill development courses and resume construction seminars. They proposed enhancing connections between the university and recruiters to augment placement chances.

**Action Taken:**

1. **Placement Preparation Workshops:** Offering courses on resume writing, interview skills, and aptitude training to help students prepare effectively for job applications.
2. **Industry Collaborations:** Partnering with leading companies to facilitate recruitment drives and provide students with direct access to potential employers.
3. **Placement Tracking:** Implementing a feedback system to track alumni career progress and adjust placement strategies based on their experiences.

**Alumni Engagement:**

Alumni articulated a wish for increased chances to maintain connections and contribute to their alma institution. They proposed efforts like networking meetings, mentorship programs, and guest lecturers.

**Action Taken:**

1. **Alumni Mentorship Program:** Establishing a structured mentorship program where alumni guide current students on career paths and market readiness.
2. **Networking Events:** Organizing annual alumni reunions and virtual sessions to enhance professional networking opportunities.
3. **Guest Lectures and Webinars:** Inviting notable alumni to share their insights and experiences through interactive discussions.

#### 4. PLACEMENT DEPARTMENT TO ENHANCE RECRUITMENT & INDUSTRY READINESS

##### 1. Faculty Development & Industry Engagement:

- o **Corporate Interaction Sessions:** Faculty members are interacting with industry experts to align curriculum with industry needs, focusing on skill gaps and expectations from recruiters like Deloitte, PwC, Gain Pro, KPMG, Big Basket, Innocap etc
- o **Faculty Training:** Tailored faculty development sessions based on recruiter feedback to match industry demand such as Power BI, Tableau, SQL, etc.

##### 2. Industry Expert Interactions:

- o **"Chai Pe Charcha" with Industry Experts:** Informal interactions where experts share industry insights with students.
- o **Alumni Meet & Greet:** Alumni who have established careers are invited to interact with students and share expertise.
- o Inviting and engaging alumni to provide students with knowledge about the recruitment process, specific roles, and tips on how to successfully crack job profiles from the perspective of alumni who are already working at partnering companies.

##### 3. Strategic Industry Tie-Ups:

- o Collaboration with leading companies such as **Deloitte, PwC, KPMG, BNY, Big Basket, Moody's, Oracle, Flipkart, Berkadia, Trinamix** etc to train students through internships and pre-placement training and focusing more on **Quality Internships** that offer **Pre-Placement Offers (PPOs)**.

##### 4. Placement Preparation Based on Student Feedback:

- o Expanded placement support through **mock interviews, resume-building workshops, and industry exposure**.
- o **Pre-Placement Preparation Program:** Comprehensive training in mock interviews, aptitude skills, resume development and soft skills.
- o **Alumni Mentorship Program:** Offering students direct guidance from alumni including career advice and networking support.

##### 5. Increased Placement Opportunities:

- o **Expanded Network:** Collaborations with startups, BFSI sector and multinational companies have been intensified, providing more placement opportunities across high-growth sectors.

##### 6. Soft Skills and Leadership Development:

- o Workshops focused on **communication, teamwork, negotiation, and leadership** to prepare students for professional environments by Industry Trainers.

#### **7. Strong Alumni Engagement and Involvement in Recruitment Processes**

- o To leverage the alumni network by creating a robust network that supports recruitment efforts, provides career guidance and helps students land job opportunities in collaboration with alumni working in key companies.
- o Developing a comprehensive alumni database that includes their current job titles, companies, and locations through Alma Shine Portal. Keeping **regular Communication** with alumni about the latest happenings such as job openings, recruitment drives, and events hosted by the placement cell through social media and alumni portal.
- o Using an online platform (LinkedIn groups, alumni portal) that allows alumni and current students to connect easily. Encourage alumni to list themselves as mentors offering to share career advice or job leads.
- o Inviting and engaging alumni to provide students with knowledge about the recruitment process, specific roles, and tips on how to successfully crack job profiles from the perspective of alumni who are already working at partnering companies.