



SRBS

Sheila Raheja

School of Business

Management & Research

(Bombay Suburban Art & Craft Education Society)



SHEILA RAHEJA SCHOOL OF BUSINESS MANAGEMENT AND RESEARCH

PERSPECTIVE PLAN (2015-2020)

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Preamble

The Institute head takes initiative to prepare a perspective plan toward incremental achievement of the vision and mission of the institute. The framework of the plan is inclined towards the sustainable development of the institution and enrichment. It intends to cover areas such as curriculum enrichment, teaching, learning and evaluation, research and publication, learning recourses, student support, governance and institutions values.

In addition to the broad range of activities that the Institute carries out in pursuit of its mission, the following goals have been identified to be given special emphasis in the strategic plan:

Vision

Sheila Raheja School of Business Management & Research is committed to being an internationally acclaimed management institute which focuses on quality education and innovative research.

Mission

- To be an internationally acclaimed management institute for all stakeholders.
- To impact quality management education for all students and unleash their high potential.
- To ensure cutting edge technology and state of the art infrastructure that will enable teachers to nurture innovative pedagogy and learning methods for students.

Core Values

The core values adopted by the Institute are

Academic Distinction

The Institute strives for the uncompromising quality and highest standard of excellence in teaching, learning, research and scholarship across various disciplines.

Veracity & Integrity

Institute upholds the highest integrity, values and Veracity and a steadfast commitment to academic sovereignty, transparency and accountability.

Diversity & Mutual Respect

Institute nurtures an environment of care, conviction & mutual respect and embeds equality in its Strategy assuring the strategic plans are fair and inclusive.

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Mutual Governance

The institute encourages shared decision-making through a process that rests upon collaborative consultation, open flow of information, diverse involvement and collective deliberations of all stakeholders.

Social Responsibility

Institute ensures everyone to develop their full potential by creating a comprehensive environment and contribute towards the interest of the society.

Service

The Institute seeks to serve the diverse, personal and professional development needs of its constituents and encourage habit of engagement, caring, and civic responsibility by emphasizing a connect between service, excellence, and career growth.

In addition to the broad range of activities that the Institute carries out in pursuit of its mission, the following goals have been identified to be given special emphasis in the strategic plan:

1. Academic Augmentation
2. Broaden Instructive Domain
3. Research and Publication
4. Knowledge Resources & Infrastructure
5. Enhance Student Experience
6. Governance
7. Innovative Practices
8. Community Engagement
9. Enhance alumni engagement

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1. Academic Augmentation

The college follows the prescribed curriculum of University of Mumbai. Following add on courses are recommended to be considered for augmentation of the academic input and making students' industry ready.

- a. Spanish Language
- b. Digital Marketing
- c. Advanced Statistics
- d. Advanced Excel
- e. Personal Finance
- f. Personality Development
- g. Team Building Modules

The endeavor of the college is to augment academic experience of the students. Towards this end the college will explore specialized programs to address the needs of the students. The college will introduce in stages specialized courses in finance, data science, corporate law etc.

The college has strengths in some of these areas but needs to build faculty expertise in others. The college will in due course explore the possibility of new academic programs related to the pharma sector.

2. Broaden Instructive Domain

There is always a scope for development of the instructional environment and making it competitive at National and Global level. The instructional environment must respond to and respect a variety of learners' needs and abilities and be conducive to the incorporation of a range of strategies that encourage and support learning.

Keeping this perspective in mind, the following areas for broaden instructive domain for development are proposed.

- a. To incorporate the use of advance ICT technologies in teaching, evaluation and assessment. It is recommended to use the National program on technology Enhance Learning (NPTEL) resources provided by the consortium of IIT in day to day teaching
- b. To develop the network with social organizations to promote traditional Indian values in management education
- c. To develop partnership with higher education organizations of global reputation
- d. To conduct National and International conferences
- e. To conduct exchange programs for students and teachers
- f. To form various student forums
- g. To develop question bank
- h. The college is committed to provide the diverse needs of students by the means of Buddy groups, Mentoring, Counseling and Special Coaching
- i. To conduct Field Visits, Educational Tours and Study Tours on a regular basis
- j. To enhance learning resources like I.T. Labs, software and other digital resources
- k. To motivate faculty members to apply for patents

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3. Research and Publication

Research is the core activity for a college and forms the basis of the ability of the college to advance knowledge and to address the challenges of industry and society. Research also links directly to the quality of education and the reputation of the Institute across the world. The college will continue its efforts to enhance major and minor research projects.

In order to enhance academic quality of teachers and students, the following action points are endeavored to be taken up:

- a. To start a Ph.D center
- b. To motivate faculty members to publish research paper in reputed journals
- c. To motivate students to publish and present research papers in conferences
- d. To employ research associates
- e. To undertake the publishing of the institute's research journal
- f. To conduct research paper reading sessions
- g. To encourage teachers to undertake research projects
- h. To start research and consultancy cell
- i. To organize guest lectures of eminent researchers and authors

The college will provide support to students and faculty to present their research papers at international and national conferences. Steps will be taken up for holding of conferences with a strong research focus in the campus.

4. Knowledge Resources & Infrastructure

The focus of the college is to build intellectual rigor that results in high quality managers, turning into entrepreneurs, who are well prepared to succeed in the global workspace and are socially relevant. Library resources are to be continuously made robust.

To augment the existing infrastructure and learning resources the following initiatives are recommended.

- a. To undertake digitalization of the library in phased manner
- b. To increase the number of digital books and journals
- c. To convert classrooms into smart classrooms (in phase manner)
- d. To acquire more online resources
- e. To provide online access to library resources in WAN (Wide area Network)
- f. To provide CCTV's for improvement in the safety of students, staff and property
- g. To add more indoor game facilities
- h. To provide advanced hardware and software facilities

It is envisaged that Library resources and Computer facilities will be upgraded. Efforts will be made to enhance usage of library resources by faculty and students.

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5. Enhance Student Experience

To develop a strong bonding with present students who are the ambassadors of the institute. Hence, they should be provided with strong support system in terms of academic, professional and personal arena.

The College endeavors to maintain high academic standards and before runner in the space. Opportunities are given to the students to display talent both artistic and cultural. The college supports progress and personality development of students through various initiatives. Incremental efforts will be taken to consolidate the mechanism to use student feedback for quality enhancement and student satisfaction. Students are supported through Career guidance, placement, counseling etc. It is observed that the students are lacking the proficiency in communication. Therefore this will be taken up on priority.

The following action points are recommended:

- a. To strengthen mentoring and counseling
- b. To provide medical support
- c. To provide group insurance
- d. To strengthen placement cell
- e. To strengthen interaction with alumni
- f. To organize grooming session
- g. To strengthen remedial programs
- h. To provide financial and material support to economically backward students
- i. To develop a book bank
- j. To provide yoga & wellness training to students and staff
- k. To increase the number of MOU's with industry and academia
- l. To create an entrepreneurship cell (ECell) for the promotion of outgoing students to use the resources to start any industry.

6. Governance

The leader needs to be more proactive in order to realize the vision and mission of the institute. In this regard following suggestions are recommended.

- Vision and mission of the institution will be communicated effectively to all stake holders by printing in Prospectus and by placing it in prominent places in the college premises.
- The management and employees work together towards progress of college
- Democratic and transparent organizational structure will be maintained
- Innovation and idea generation will be encouraged

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The following are some action outcomes recommended:

- a. To create and strengthen IQAC
- b. To empanel eminent educationist and administrators from different walk of life
- c. To strengthen the relationships with NGO's
- d. To strengthen the relationship with reputed colleges and academic organizations
- e. To benchmark and adopt the academic, administrative and social practices
- f. To upgrade ERP and MIS systems
- g. To develop networking between the institutions
- h. To develop and maintain cordial relationships among the stakeholders
- i. To encourage faculty members to enrich and enhance academic achievements
- j. Further develop a continuous feedback system and appraisal mechanism
- k. To assist government/local bodies in an NGO in community projects
- l. To popularize the institute among reputed education institute of other states and amongst engineering colleges.

7. Innovative Practices

To practice and strengthen the institutional values, the following points are recommended.

- a. To provide value added services to students and the community
- b. To facilitate off campus learning through extension work
- c. To strengthen community services through NSS activities
- d. To equip students and staff for social inclusion through cultural and social activities

Best Practices

The college will continue the Best practices of

1. Taking faculty with doctorate degree/ pursuing doctorate on board.
2. Encouraging research among faculty and students
3. Mutual help offered by teaching and non-teaching staff to cope up with work pressure whenever required.
4. Reimbursement of registration fee for all faculties to present research papers in conferences
5. Continuing with responsible social outreach activities.

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8. Community Engagement

The institute will engage with the outside world for community engagement through various mode. To begin with Institute is establishing a NSS cell in association with University of Mumbai.

Through such an arrangement the Institute expects to understand needs and issues as well as to inform, educate and share best practices and community engagement. This also helps to build perspective and awareness among students and is a source of creativity and innovation in faculty also. The engagement makes research and teaching more relevant and often results in direct benefits to society.

The college will continue to conduct following activities

- a. To organise cleaning awareness drives in vicinity of bandra
- b. To educate people environmental awareness through Tree plantation drives
- c. To create awareness drive about need of child education and female health
- d. To adopt a village and contribute to the social uplifting of the villagers
- e. To carry out blood donation camp
- f. To celebrate "Joy of Giving" week
- g. To educate people about drawbacks of open defecation and importance of hygiene

9. Develop Alumni Engagement

Alumni have been key stakeholders in the Institute's development. The SRBS is planning to establish and register Alumni Association. Alumni achievements are of pride for the Institute. Contribution from the alumni in cash and kind will result in development of new infrastructure (convention centre, sports facilities, innovation centre, refurbishment and creation of new Department buildings) and support towards student facilities and counseling.

The Institute has successfully produce three batches and having more than 300 alumni. The Institute will make exertions to boost the engagement with all alumni. The focus will be on a two way interaction. The Institute will build its engagement on adding value and support to the alumni in their careers and professions with specialised training, lectures, access to the latest research and help with networking.



For Sheila Raheja School of Business
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Director