



MSNIM
MANEL SRINIVAS NAYAK
INSTITUTE of MANAGEMENT

MSNIM Besant Campus, Bondel, Mangaluru – 575 008, D.K. District, Karnataka State, India
(Affiliated to Mangalore University, Approved by AICTE)
(Sponsored by: Women's National Education Society)

Criterion 6- Governance, Leadership and Management (100)

Key Indicator- 6.3 Faculty Empowerment Strategies (33)



6.3.1 *The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression (6).*

MANEL SRINIVAS NAYAK INSTITUTE OF MANAGEMENT

WOMEN'S NATIONAL EDUCATION SOCIETY

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LIST OF SUPPORTING ENCLOSURES

Sl. No	Documents Tittle	Page No
1.	Teacher Performance Evaluation by Students	Click Here
2.	Academic Performance Indicators (API)	Click Here
3.	Welfare Policy of the Trust	Click Here
4.	Attendance and Leave Policy of the Trust	Click Here
5.	Research Centre Circular	Click Here
6.	Avenues for Career Development or Progression in terms of Attending Conferences/ FDPs For Teaching Staff	Click Here
7.	Avenues for Career Development or Progression through organizing in house trainings for Non- Teaching Staff	Click Here
8.	Employee Recognition	Click Here

Institutional Perspective Plan and Deployment Documents on

The Institute Website

Manel Srinivas Nayak Institute of Management, always believes that the education is the catalyst for personal and societal

Transformation. It is the crucible where dreams are forged into realities, where individuals are shaped into visionary leaders and where ideas are nurtured into groundbreaking innovations. Our rich heritage, built upon the pillars of academic excellence and ethical values, has brought us to this moment – a moment of reflection, vision and strategic planning.

The perspective plan is not just a document, it is our compass, guiding us through the uncharted waters of the future, It encapsulates our aspirations, our goals, and our commitment to stay ahead of the curve in a ever evolving landscape of education. It is a testament to our unwavering dedication to providing our students with an education that is not only relevant but also transformative. Our perspective plan serves as a dynamic blueprint, outlining the strategies and initiatives that will position us as pioneers in management education, ensuring that we produce graduates who are not only proficient but also poised to lead in the fast paced, competitive world.

We invite all members of our academic community, to embark on this journey with us. Together we will shape the future of our institution.

Institution Perspective Plan covers:

1. Teaching and Learning
2. Research and Development
3. Students Development and Participation
4. Facilities Upgradation
5. Placement Opportunities and Industry Interaction and Collaboration.
6. Alumni Interaction
7. Infrastructure and Maintenance

8. Accreditation and Ranking

Perspective Plan of the Institute 2018 – 2023:

1. Teaching and Learning:

1. Intake Enhancement from 60 to 120
2. Introducing quality enhancement initiatives through Teaching
3. Introduction of more market Relevant and futuristic skill based add on certificate courses etc.
4. Use of more teaching aids and adopt more ICT
5. Effective E- resources Management in Teaching
6. Follow a transparent and fair feedback system

2. Research and Development

1. Recognition of the institute as research Centre to pursue Ph.D. program in management under Mangalore University.
2. Encouraging the members of faculty to pursue Ph.D Programs, attend Faculty Development Programme in research and publish quality research articles.
3. Encourage the students and faculty to involve in field survey activities.
4. Infrastructure augmentation in research centre
5. Starting the institute journal with ISSN number
6. Installation of new software and tools for quality enhancement in research work conducted by faculty and students
7. Developing suitable of research policy at the institute

3. Student's Development and Participation

1. Budget enhancement for student centric programs.
2. Introduction of new programs for student development and participation.
3. Involvement of students in sensitizing students towards Community based programs
4. Encouraging the students to participate in fest and programs organized by other institutions.
5. Focusing more on skill-based activities and programs
6. Involvement of Students in clubs and associations of the Institute

4. Library, ICT and Computer Lab

1. Replacing New Systems and Devices in The Computer Lab
2. Adding More E-Books and Journals.
3. Strengthening Library Management Software.
4. Converting the library into fully automated.

5. Infrastructure and Maintenance

1. Installation of CCTV surveillance in the campus for the safety and security of the st
2. Updating of ICT tools in the classroom and conference hall.

6. Alumni Interaction and Engagement

1. Registering Alumni Association of the institute
2. Data base creation, Regular interactions with alumni and networking.
3. Involving more alumni in the conduct of expert lecture, workshops,

7. Collaboration and Placement Activities

1. Signing of MOUs with the industry for the Add on certificate programmes, internship etc
2. Inviting industry professionals as guests and resource persons for expert lecture/ seminar, national conferences, management fests, annual day celebration and other events.
3. Nominating more industry professionals in the Internal Quality Assurance Cell (IQAC) of the institute
4. Involving industry for skill development training and certification programme.
5. Strengthening the placement Cell and training department of the institute.
6. Building strong network with the industry and alumni members for knowledge sharing, internships and placements.

8. Accreditation and Ranking

1. Apply for NBA Accreditation
2. Applying for Autonomous Status
3. Applying for NIRF Ranking

