

IES MICRC
INSTITUTE FOR MANAGEMENT AND RESEARCH IN
COMMERCE AND MANAGEMENT

STUDENT HANDBOOK

2026-2028

- PGDM
- PGDM - Pharmaceutical Management



Message from the Director

Dear Students,

Welcome to IES's Management College and Research Centre (IES MCRC), a dynamic institution committed to academic excellence, innovation, and industry relevance in management education. It gives me immense pleasure to welcome you to a learning environment that prepares students not only for careers, but for leadership in an increasingly complex and technology-driven business world.

Today's business environment is evolving rapidly, shaped by digital transformation, artificial intelligence, sustainability concerns, global competition, and changing workforce expectations. At IES MCRC, we recognize these shifts and strive to equip our students with the knowledge, skills, adaptability, and ethical foundation required to succeed in this new era.

Aligned with the principles of India's National Education Policy (NEP) 2020, IES MCRC promotes multidisciplinary learning, skill development, innovation, critical thinking, industry integration, and holistic education to prepare globally competent professionals. Our curriculum integrates academic rigor with practical exposure through industry projects, internships, case studies, certifications, entrepreneurship initiatives, and interactions with corporate leaders. Guided by experienced faculty and industry experts, you will be encouraged to think critically, innovate confidently, and develop solutions to real-world business challenges.

Beyond academics, the Institute offers numerous opportunities for personal and professional growth through student-led activities, research initiatives, social outreach programs, and collaborative learning experiences. We believe that successful managers of the future must combine business competence with social responsibility, emotional intelligence, and a commitment to lifelong learning.

We are delighted to have you as part of the IES MCRC family and look forward to supporting your growth and achievements.

As you begin this important journey, I encourage you to remain curious, disciplined, and open to new experiences. The years ahead will shape your aspirations, values, and professional identity.

“In a world of constant change, the greatest advantage is the
ability to learn, adapt, and lead with purpose.”

Dr. Sapna Modi
Director

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About IES MCRC

IES's Management and Research Centre (IES MCRC) was started in 1998. It is part of Indian Education Society, an educational institution more than 100 years old imparting education in and around Mumbai through its nineteen campuses. It has more than forty thousand students and one million plus strong alumni. IES MCRC is proudly celebrating its 28th year in the field of management education, and it is rated amongst the top 10 leading Business Schools in Mumbai by various ranking institutions.

IES MCRC runs various programs such as:

- Post Graduate Diploma in Management (PGDM) program, approved by AICTE, accredited by NBA and has equivalence to an MBA degree as per AIU.
- Post Graduate Diploma in Management - Pharmaceutical Management (PGDM – PM) program approved by AICTE.
- Ph.D. Program in Management, affiliated with the University of Mumbai.
- Professional Certificate Program in Business Analytics conducted online.

Our faculty members conduct these programs with a rich mix of industry experience, education and research.

Our classroom engagements also include guest lectures, case studies, workshops, simulations, Certifications in Bloomberg and Harvard Business. Our experiential learning include global immersion, international and domestic industry visits, seminars, conferences, corporate tours, live projects and Leadership Development Program. The Experiential program also includes projects in CSR and NGO.

To improve the students' employability, care is taken, by imbining courses in communication, personality development, campus-to-corporate sessions, aptitude tests, and interactions with eminent industry professionals/personnel and senior alumni.

2

Vision

To be an innovative, socially responsive, and values-driven institute of eminence in management education.

3

Mission

To develop and nurture socially responsible business leaders and entrepreneurs through quality management education.

4

Program Educational Objectives (PEOs)

- Our management graduates will demonstrate leadership skills at various levels of professional and societal engagements using ethical practices.
- Our management graduates will be able to understand the local, national and global implications of their actions, considering the cultural, legal and economic aspects.
- Our management graduates will exhibit the diverse intrapreneurial and entrepreneurial skills for managing business.

5

Full-time Programs

- Post Graduate Diploma in Management (PGDM)
- Post Graduate Diploma in Management - Pharmaceutical Management(PGDM–PM)

6

Certificate Program in Business Analytics

- Professional Certificate Program in Business Analytics conducted online.

Doctoral Program

- Ph.D. in Management affiliated to the University of Mumbai

PGDM Journey at IES MCRC

The PGDM journey is a transformative experience that equips students with the knowledge, skills, and the mindset needed to thrive in the dynamic world of business and management. From rigorous academic learning, case-based discussions to industry interactions and leadership development, the program fosters personal and professional growth. It challenges students to step out of their comfort zones, think strategically, and build a strong foundation for a successful career in management.

The key offerings of the program are

I. Self-Learning Courses

Self-Learning courses involve a mix of globally accepted certification courses. These courses have been selected to offer students contemporary domain exposure. They include Bloomberg certifications and Harvard online courses.

a) Harvard Business Certification Courses

IES MCRC offers Harvard Online Courses to prepare students from multiple domains, aiming to develop skills essential for effective decision-making and managerial proficiency. These courses feature highly interactive formats with narrated animations and self-correcting exercises, engaging learners and facilitating rapid comprehension of complex concepts. Suitable for both beginners and experienced individuals, the courses provide a foundational understanding of principles, analytical tools, and knowledge necessary for fostering decision-making skills essential for effective managerial roles. The courses offered are Financial Accounting, Finance, Management Communication, Mathematics for Management, Quantitative Methods and Spreadsheet Modelling.

b) Bloomberg Certifications

The institute offers Bloomberg certifications to help students emerge as holistic managers. This is to enable them to rise in their corporate journey and be well-equipped for strategic decisions.

II. Experiential Learning

Experiential learning bridges the gap between theory and real-world practice, helping management students apply classroom concepts to actual business situations. It builds critical skills like decision-making, leadership, teamwork, and problem-solving through hands-on projects and live challenges. IES MCRC gives a lot of scope for experiential learning through two courses – Introduction to Entrepreneurship and Design Thinking

Experiential Learnings Project 1: One-Day Marketplace (Introduction to Entrepreneurship)

To understand the Introduction to Entrepreneurship course, IES MCRC organizes a dynamic one-day marketplace where students form small teams and run real-time businesses. They conceptualize a brand, design products or services, plan pricing, create marketing strategies, and directly promote/ sell the products/ services to customers. Students handle procurement, budgeting, promotions, negotiations, and customer engagement throughout the day. At the end, they calculate revenue, expenses, and profit to understand real financial outcomes. This hands-on experience gives them practical exposure to risk-taking, market response, teamwork, and business accountability, which is far beyond theoretical learning.

Experiential Learnings Project 2: Design Thinking to Business Model Creation

In the Design Thinking course, student teams identify a real problem they are passionate about and work systematically towards a meaningful solution. They move through Empathy, Problem Definition, Ideation, Prototyping, and Testing Phases. Students experience iterative learning, refining ideas based on customer feedback. This project nurtures innovation, structured thinking, creativity, and the ability to convert ideas into impactful ventures.

III. Leadership and Training Module

The Leadership and Teamwork Module (LTM) is a pioneering initiative by the institute that extends learning beyond the traditional classroom. It is designed to cultivate future business leaders who can navigate intense competition while fostering sustainable collaboration and collective growth. This includes outbound training, leadership lab and leadership bootcamp. Details of which are given in the following sections.

IV. Industry Internship Project

As part of the curriculum, students are expected to undergo a two-month internship (May 2027 and June 2027) in their respective areas of specialisation. The faculty mentors/guides shall assist the students in deriving maximum value during their internship. Depending on the student's performance during the industry internship, pre-placement offers (PPOs) may be possible upon completion.

V. Live projects

The companies may engage students in live projects in consultation with the Placement Cell. The placement cell shall notify interested students about the live projects and allocate a faculty guide for every project. Students are encouraged to bring live projects; however, the placement cell should validate them. Students are expected to do the project without disturbing their lecture schedules and other activities.

VI. Industry Interactions

The institute organises industry interactions through guest sessions, conferences, workshops, panel discussions, etc. Professional bodies like CII, IMC, ISTD, BMA, and NIPM also organise conferences/workshops/talks/seminars/competitions and seek student participation in these activities. The institute encourages the students to do so.

VII. Industry Readiness Report (IRR)

Students are assessed on key parameters designed to develop the skills essential for Industry Readiness, including aptitude, communication, and personal grooming. The evaluation report is a strategic tool for student development, focusing on multiple aspects that enhance their personality and employability.

- **Campus to Corporate (C2C)**

Campus to Corporate training plays a vital role in preparing students for the challenges and expectations of the professional world. It equips them with practical skills, industry knowledge, leadership abilities, and professional etiquette necessary for career success. By participating in such training programs, management students can enhance their employability, confidently transition into the corporate world, and lay a solid foundation for their future careers. Students can significantly improve their chances of securing desired job opportunities and excel in their careers.

Campus to Corporate includes rigorous training on many activities, such as public speaking, interview preparation (via mock interviews), presentation skills, image building, grooming and body language, communication skills, email writing etiquette, aptitude tests, and group discussions.

VIII. Mentoring System

From Trimester I onwards, faculty mentors are allocated to the students. The mentoring system has four layers: Faculty Mentoring, Peer Mentoring, Alumni Mentoring, and Industry Mentoring. Students are continuously assessed on various parameters throughout the program. This structured mentoring approach fosters well-rounded, confident, and industry-ready management professionals.

IX. Sustainable Empowerment Through Understanding (NGO Project)

The purpose of these projects is to provide students with valuable opportunities to engage with and contribute towards the betterment of underprivileged sections of society, in association with non-governmental organisations (NGOs). By engaging with disadvantaged communities through NGOs, students gain a deeper understanding of societal challenges, develop a service-oriented mindset, and enhance their teamwork and leadership abilities to be added highly valued in today's socially conscious business environment.

X. Centre for Innovation and Incubation

IES's Centre for Innovation and Incubation (ICII) provides a vibrant and dynamic environment where ideas are nurtured, refined and transformed into tangible solutions. It will be helpful to students to address real-world challenges by offering resources such as mentorship, funding opportunities and access to cutting-edge technologies. Also, students who wish to develop their ideas into a business plan or apply for Intellectual Property Rights will get all the required handholding. IES MCRC, through its Institutional Innovation Council (IIC), organises many entrepreneurial activities for students. Those students who wish to work on their start-up idea get access to the incubation facility called the IES's Centre for Innovation & Incubation (ICII). ICII is an incubation centre with a Fab-Lab equipped with modern machinery. IES MCRC with the help of partners like CII- Yi, Garje Marathi Global (GMG, California) has started creativity, innovation and entrepreneurship workshops for school kids as well as for ITI students.

Participation in competitions develops the competitive spirit and goes a long way toward building the students' overall personality for better employability. Every year, organisations with which the institute is associated, like AIMS, AIMA, IMC, IDMA, CII, AMDISA, TBIA, The Council of EU Chambers of Commerce in India, NIPM, NHRDN, and DELNET, among others, conduct local / PAN-India competitions in which student teams from IES MCRC participate and win accolades.

XI. External Collaboration

The institute has an MOU signed with Garje Marathi Global, California. Garje Marathi Global has branches in over 20 countries and engages in various activities promoting entrepreneurship and enhancing the skills of Indian youth. Through this MOU, GMG is committed to providing entrepreneurial training to IES students and faculty members, access to investors for IES student start-ups, and international experts in technology, agri-tech, and AI.

Faculty Members at IES MCRC

Sr. No.	Name of Faculty	Designation	Specialization
1.	Dr. Sapna Modi	Director	Marketing
2.	Dr. Neeraj Dixit	Professor	Marketing
3.	Dr. Suhas Pai	Professor	Marketing
4.	Dr. Richa Chaudhary	Professor	Marketing & Business Analytics
5.	Dr. Hufrish Majra	Professor	Marketing
6.	Dr. Chandrakant Varma	Professor	Human Resources
7.	Prof. Siddharth Dabholkar	Associate Professor	Finance
8.	Prof. Deepak M. Ganachari	Associate Professor	Operations
9.	Dr. Mrunal Joshi	Associate Professor	Business Analytics
10.	Dr. Ritu Sinha	Associate Professor	Marketing
11.	Dr. Rashmi Mishra	Associate Professor	Pharma Management
12.	Dr. Sucheta Pawar	Associate Professor	General Management
13.	Dr. Kanaiyalal Parmar	Associate Professor	Finance
14.	Dr. Maithili Dhuri	Assistant Professor	Finance
15.	Prof. Sushma D. Karwa	Assistant Professor	Human Resources
16.	Prof. Priyanka Oza	Assistant Professor	Finance
17.	Dr. Sunil Saxena	Assistant Professor	Marketing & Business Analytics
18.	Dr. Ritika Vohra Kathuria	Assistant Professor	Marketing
19.	Prof. Nicole D'silva	Assistant Professor	Operations & Business Analytics
20.	Prof. Mayuresh Adsul	Assistant Professor	Finance
21.	Prof. Darshana Murkibhavi	Assistant Professor	Human Resources

Administrative Staff at IES MCRC

General Administration

Sr. No.	Name of the Staff Members	Designation	Role and Responsibility	Telephone No. 022 500017 XX Ext. No.
1.	Ms. Pratiksha Mhatre	Jr. Officer	Compliance of Regulatory Authority	783
Coordination				
1.	Mr. Ankush Shinde	Administrative Assistant	Course Coordination	732
2.	Ms. Snehal Keni	Administrative Assistant	Course Coordination	733
Examination				
1.	Ms. Krutika Apraj	Jr. Officer	Examination	738
2.	Mr. Vikas Gangurde	Jr. Clerk	Examination	739
Accounts				
1.	Ms. Sayali Parab	Clerk	Accounts	780
2.	Ms. Shraddha Satam	Clerk	Accounts	782
3.	Ms. Sunita Charya	Accounts & Administrative Assistant	Accounts	781
Admissions				
1.	Mr. Harshal Bhagwat	Head-Administration and Marketing	Admissions	722
2.	Ms. Ruchira Kolte	Assistant Manager - (Administration & Marketing)	Admissions	729
3.	Ms. Rashmi Varma	Assistant Manager - (Administration & Marketing)	Admissions	730
4.	Ms. Hemangi Dalvi	Executive - Administration & Marketing	Admissions	774
5	Ms. Nitu Marathe	Executive - Administration & Marketing	Admissions	773

Computer Centre				
1.	Mr. Kapil Bhaip	Lab. Assistant	Technical Assistance and Services	798
Corporate Interaction Cell				
1.	Dr. Aruna Sonawane	Head – Corporate Relations & Placement	Placement activities	734
2.	Ms.Neha Kadam	Placement Manager	Placement activities	735
3.	Ms. Anuja Masurkar	Placement Manager	Placement activities	736
4.	Mr. Manvandra Thakur	Placement Manager	Placement activities	737
5.	Ms. Sunita Masiwal	Placement Assistant	Placement activities	737
Information Resource Centre				
1.	Dr. Madhura Deodhar	Librarian	Head of Information Resource Centre	726
2.	Mr. Amit Gaikwad	Jr. Officer	Circulation of the library material, assistance in location of documents	728
3.	Mr. Amey Kulkarni	Senior Clerk	Circulation of the library material, assistance in location of documents	728
Peons 1. Mr. Sanjay Thakur 2. Mr.Gangaram Rane 3. Mr.Vivek Gosavi 4. Mr.Suresh Bhagwat 5. Mr.Naresh Kokare 6. Mr.Dyaneshwar Kamble 7. Mr.Kiran Kamble				

Other Facilities		
Name	Floor No.	Contact No.
Dr. Yogesh Kantharia (Doctor)	4 th Floor	+91 9869044355
Dr. Ruta Patwardhan (Counsellor)	4 th Floor	+919757393762
Stationery and Xerox	3 rd Floor	022 50001716 / +91 8767818121
CCD	2 nd Floor	022 50001715
Canteen	Ground Floor	022 50001714 / +91 9820511222 / +91 9820311222
Security	Gate No.4	022 50001700 / +91 9152024114

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Academic Calendar 2026-27 1st year 2026-28 Batch

	PGDM / PGDM (PM) Term I	PGDM / PGDM (PM) Term II	PGDM / PGDM (PM) Term III
Orientation	Friday 12th June, 2026		
Foundation Module	Monday 15th June, 2026 To Monday 29th June, 2026		
Lectures	Wednesday, 1st July, 2026 To Saturday, 12th September, 2026 (11 Weeks)	Monday, 5th October, 2026 To Saturday, 9th January, 2027 (14 weeks including Diwali)	Monday, 1st February, 2027 To Saturday, 10th April, 2027 (10 Weeks)
Study Leave	Monday, 14th September, 2026 To Saturday, 19th September, 2026 (1 Week)	Monday, 11th January, 2027 To Saturday, 16th January, 2027 (1 Week)	Monday 12th April, 2027 To Saturday 17th April, 2027 (1 Week)
Final Examination Tentative Dates	Monday, 21st September, 2026 To Saturday, 3rd October, 2026	Monday, 18th January, 2027 To Saturday, 30th January, 2027	Monday, 19th April, 2027 To Friday, 30th April, 2027
Diwali Vacation		Monday 2nd November, 2026 To Saturday, 14th November, 2026	
Outbound Training		(Batch I Wednesday, 2nd to Thursday, 3rd December, 2026) and (Batch II Friday, 4th to Saturday 5th December, 2026)	
NGO Project		Monday, 23rd November, 2026 To Saturday, 28th November, 2026	
Industry Internship Project			2nd May Onwards 8 Weeks

Note : The above calendar is tentative and may be changed if necessary.

Academic Calendar 2027-28

2nd yr. 2026-28 Batch

	PGDM / PGDM (PM) Term IV	PGDM / PGDM (PM) Term V	PGDM / PGDM (PM) Term VI
Lectures	Thursday, 1 st July, 2027 To Saturday, 11 th September, 2027 (11 Weeks)	Monday, 4 th October, 2027 To Saturday, 8 th January, 2028 (14 weeks including Diwali)	Management Project Presentations, Viva, etc. till March 2028
Study Leave	Monday, 13 th September, 2027 To Saturday, 18 th September, 2027 (1 Week)	Monday, 10 th January, 2028 To Saturday, 15 th January, 2028 (1 Week)	
Final Examination Tentative Dates	Monday, 20 th September, 2027 To Saturday, 2 nd October, 2027	Monday, 17 th January, 2028 To Saturday, 29 th January, 2028	
Diwali Break		Monday, 25 th October, 2027 To Saturday, 6 th November, 2027	

Note: The above calendar is tentative and may be changed if necessary.

Event Calendar

It will be provided to the students separately when Trimester 1 begins.

Post Graduate Diploma In Management (PGDM)

Program Overview

PGDM is a two-year full-time program at IES's Management College and Research Centre (IES MCRC), which is approved by the AICTE. The program is accredited by the National Board of Accreditation (NBA) and has been granted MBA degree equivalence by the Association of Indian Universities (AIU). The program offers a meticulously designed structure divided into six terms, that offer students holistic exposure to contemporary management practices. In addition to academic inputs, the student undergoes rigorous training in personality development to make them industry-ready.

PGDM Program Outcomes

1. Apply management theories and practices to solve business problems.
2. Develop critical and creative thinking skills for decision making.
3. Identify and solve business issues using qualitative and quantitative approaches.
4. Contribute effectively to a team environment for achievement of organizational goals.
5. Demonstrate skills for effective communication with all stakeholders.
6. Exhibit industry readiness.

PGDM Program Design

The PGDM program consists of six terms, three in the first year and three in the second year. In the first year, all the courses are compulsory. The first term consists of introductory courses for all specialisations. The specialisation courses commence from second trimester onwards. On completion of the third term, the student has to undertake an Industry Internship Project for two months. The terms also include SLC, Campus to Corporate, other standard courses, cross-specialisation courses and elective courses; the details of which are provided in the program structure. The specialisations include Finance, Marketing, Human Resources, Operations, Business Analytics and Entrepreneurship.

The students have to keep in mind the following:

- An elective course is offered only if a minimum quorum of 15 students register for that course.
- Students are not allowed to change their electives once the electives are selected in the AEMS (in-house database management system)

Orientation Program 2026–2028

Introduction

IES's Management College and Research Centre conducts Orientation and Induction Program, before the commencement of the academic year. The program is designed explicitly to help students transition smoothly into the PGDM journey. During the program, students familiarize themselves with the academic environment, institutional culture, industry expectations, and professional competencies required during the two-year PGDM course. Students also, interact with peers, faculty members, senior students, alumni, and corporate professionals, thereby helping them build confidence, networks, and a sense of belonging within the institute.

The two-week Orientation Program aims to:

- Introduce students to the structure, curriculum, and expectations of the PGDM program.
- Familiarize students with academic resources, institutional policies, and support systems.
- Prepare students for industry readiness through practical and skill-based learning sessions.
- Promote teamwork, leadership, discipline, and personal growth among students.

Program Highlights

The Orientation Program will include a variety of interactive and experiential learning sessions focusing on academic preparedness, professional development, and holistic well-being. Students will participate in sessions such as:

- Business Communication and Presentation Skills
- Personal Branding and Professional Etiquette
- LinkedIn Profile Building and Networking
- Business Simulation Activities
- Introduction to Statistics and Financial Accounting
- Mental Health, Wellness, and Stress Management
- Team Building and Leadership Activities
- Career Guidance and Industry Expectations
- Interaction Sessions with Alumni and Corporate Professionals

The program will also provide students with exposure to experienced faculty members and industry practitioners, enabling them to gain valuable insights into the corporate world and management education.

PGDM Program Structure 2026-28

Marketing					
	Trimester I (16)		Trimester II (18)		Trimester III (16)
Sr. no.	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	Managerial Economics (1)	1	Business Environment (1)	1	Business Simulation (1)
2	Excel for Managers (1)	2	Campus to Corporate I (1)	2	Campus to Corporate II (1)
3	Communication Skills I (2)	3	Communication Skills II (2)	3	Communication Skills III(1)
4	SLC(Bloomberg/HBP) (1)	4	SLC(Bloomberg/ HBP) (2)	4	SLC(Bloomberg/ HBP) (1)
5	Fundamentals of Marketing (2)	5	Research Methodology (2)	5	Design Thinking (2)
6	Accounting for Management (2)	6	NGO project (1)		Five compulsory specialization courses
7	Managing People at Workplace (2)	7	Operations Research (1)	6	Marketing Research and Analytics (2)
8	Operations Management (2)		Four compulsory specialization courses	7	Sales Innovation and Management (2)
9	Statistics for Analytics (2)	8	B2B Marketing (2)	8	Strategic Brand Management (2)
10	Introduction to Entrepreneurship (1)	9	Negotiation and Selling Skills (2)	9	Retail Excellence and Growth (2)
		10	Consumer Insights and Buying Behaviour (2)	10	Digital Marketing (2)
		11	Advance Marketing Dynamics (2)		
	Trimester IV (21)		Trimester V(13)		Trimester VI (6)
Sr. no.	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	UHV(1)	1	Business Ethics and Corporate Governance (1)	1	Online course 1 (Swayam/ NPTEL/ Coursera) (1)
2	Campus to Corporate III (1)	2	Campus to Corporate IV (1)	2	Management Project (Capstone) Part III (2)
3	Strategic Management (2)	3	Legal Aspects of Business(2)	3	Leadership and Team Work Module (2)

4	Industry Internship (6)	4	Management Project (Capstone) Part II (1)		One compulsory specialization course(1)
5	Management Project (Capstone) Part I (1)		One compulsory specialization course(2) & One Compulsory cross-specialization course (2)	1	Rural Market Dynamics (1)
	Three compulsory specialization courses (6) & One Compulsory cross-specialization course (2)	5	Next Gen MarTech (2)		
6	360 Degree Marketing Communication (2)	6	Logistics and Supply Chain Management 2)		
7	Service Experience Marketing (2)		Two Elective courses to be selected		
8	Strategic E-Commerce Solutions (2)	1	International Marketing (2)		
9	Marketing of Banking and Financial Services (2)	2	Luxury Marketing (2)		
	One Elective course to be selected	3	Sustainable Marketing Practices (2)		
1	Fundamentals of Personal Branding and Storytelling (2)				
2	Media Planning and Execution (2)				

Finance					
	Trimester I (16)		Trimester II (18)		Trimester III (16)
Sr. no.	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	Managerial Economics (1)	1	Business Environment (1)	1	Business Simulation (1)
2	Excel for Managers (1)	2	Campus to Corporate I (1)	2	Campus to Corporate II (1)
3	Communication Skills I (2)	3	Communication Skills II (2)	3	Communication Skills III (1)
4	SLC(Bloomberg/HBP) (1)	4	SLC (Bloomberg/HBP) (2)	4	SLC(Bloomberg/ HBP) (1)
5	Fundamentals of Marketing (2)	5	Research Methodology (2)	5	Design Thinking (2)
6	Accounting for Management(2)	6	NGO project (1)		Five compulsory specialization courses
7	Managing People at Workplace (2)	7	Operations Research (1)	6	Financial Analytics (2)
8	Operations Management (2)		Four compulsory specialization courses	7	Financial Derivatives (2)
9	Statistics for Analytics (2)	8	Corporate Finance (2)	8	Financial Reporting and Analysis (2)
10	Introduction to Entrepreneurship (1)	9	Financial Decision Making (2)	9	Banking Fundamentals(2)
		10	Python and Gen-AI for Finance (2)	10	Security Analysis and Portfolio Management (2)
		11	Strategic Cost Management (2)		
	Trimester IV (21)		Trimester V(13)		Trimester VI (6)
Sr. no	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	UHV(1)	1	Business Ethics and Corporate Governance (1)	1	Online course 1 (Swayam / NPTEL/ Coursera) (1)
2	Campus to Corporate III (1)	2	Campus to Corporate IV (1)	2	Management Project (Capstone) Part III (2)
3	Strategic Management (2)	3	Legal Aspects of Business(2)	3	Leadership and Team Work Module (2)
4	Industry Internship (6)	4	Management Project (Capstone) Part II (1)		One compulsory specialization course (1)
5	Management Project (Capstone) Part I (1)		One compulsory specialization course (2) & One Compulsory	1	Mutual Fund Foundation (1)

			cross-specialization course (2)		
	Three compulsory specialization courses (6) & One Compulsory cross-specialization course (2)	5	Behavioral Finance (2)		
6	Financial Product Distribution (2)	6	Risk Management (2)		
7	Fixed Income Securities (2)		Two Elective courses to be selected		
8	Corporate Valuation (2)	1	Forex and Treasury Management(2)		
9	Mergers and Acquisitions (2)	2	Credit Analysis and Rating(2)		
	One Elective course to be selected	3	Corporate and Investment Banking (2)		
1	International Finance (2)				
2	ML in Finance (2)				

Business Analytics					
	Trimester I (16)		Trimester II (18)		Trimester III (16)
Sr. no.	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	Managerial Economics (1)	1	Business Environment (1)	1	Business Simulation (1)
2	Excel for Managers (1)	2	Campus to Corporate I (1)	2	Campus to Corporate II (1)
3	Communication Skills I (2)	3	Communication Skills II (2)	3	Communication Skills III (1)
4	SLC(Bloomberg/HBP) (1)	4	SLC (Bloomberg/HBP) (2)	4	SLC(Bloomberg/ HBP) (1)
5	Fundamentals of Marketing (2)	5	Research Methodology (2)	5	Design Thinking (2)
6	Accounting for Management (2)	6	NGO project (1)		Five compulsory specialization courses
7	Managing People at Workplace (2)	7	Operations Research (1)	6	Marketing Insights and Analytics (2)
8	Operations Management (2)		Four compulsory specialization courses	7	Data Visualization (2)
9	Statistics for Analytics (2)	8	Database Management with SQL (2)	8	Artificial Intelligence and Machine Learning (2)
10	Introduction to Entrepreneurship (1)	9	Data Driven Decision Making (2)	9	Web Design and Digital Ecosystem (2)
		10	Python for Data science (2)	10	Financial Intelligence and Analytics (2)
		11	Integrated Information Systems Management (2)		
	Trimester IV (21)		Trimester V(13)		Trimester VI (6)
Sr. no.	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	UHV(1)	1	Business Ethics and Corporate Governance (1)	1	Online course 1 (Swayam / NPTEL/ Coursera) (1)
2	Campus to Corporate III (1)	2	Campus to Corporate IV (1)	2	Management Project (Capstone) Part III (2)
3	Strategic Management (2)	3	Legal Aspects of Business (2)	3	Leadership and Team Work Module (2)
4	Industry Internship (6)	4	Management Project (Capstone) Part II (1)		One compulsory specialization course (1)

5	Management Project (Capstone) Part I (1)		One compulsory specialization course (2) & One Compulsory cross-specialization course (2)	1	Data Engineering (1)
	Three compulsory specialization courses (6) & One Compulsory cross-specialization course (2)	5	Emotional Resilience and Well-Being(2)		
6	Project Management (2)	6	Ethics, Privacy and Data Security (2)		
7	Digital Transformation with Cloud and IoT (2)		Two Elective courses to be selected		
8	Big Data Systems and Analytics(2)	1	Healthcare Analytics (2)		
9	Deep Learning (2)	2	Supply Chain Analytics (2)		
	One Elective course to be selected	3	Blockchain for Business(2)		
1	Social Media Analytics (2)				
2	People Analytics(2)				

Human Resource Management					
	Trimester I (16)		Trimester II (18)		Trimester III (16)
Sr. no.	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	Managerial Economics (1)	1	Business Environment (1)	1	Business Simulation(1)
2	Excel for Managers (1)	2	Campus to Corporate I (1)	2	Campus to Corporate II (1)
3	Communication Skills I (2)	3	Communication Skills II (2)	3	Communication Skills III (1)
4	SLC(Bloomberg/HBP) (1)	4	SLC (Bloomberg/HBP) (2)	4	SLC(Bloomberg/ HBP) (1)
5	Fundamentals of Marketing (2)	5	Research Methodology (2)	5	Design Thinking (2)
6	Accounting for Management (2)	6	NGO project (1)		Six compulsory specialization courses
7	Managing People at Workplace (2)	7	Operations Research (1)	6	Advanced Excel for HR (2)
8	Operations Management (2)		Four compulsory specialization courses	7	Compensation and Benefits (2)
9	Statistics for Analytics (2)	8	Human Capital Management (2)	8	Competency-Based HRM (1)
10	Introduction to Entrepreneurship (1)	9	Talent Acquisition, Retention and Engagement (2)	9	Performance Management System(1)
		10	Selling and Negotiation Skills (2)	10	Human Resource Information System (2)
		11	Organizational Structures and Design(2)	11	Self-Management and Personal Branding (2)
	Trimester IV (21)		Trimester V(13)		Trimester VI (6)
Sr. no	Name of the Course	Sr.	Name of the Course	Sr. no	Name of the Course
1	UHV(1)	1	Business Ethics and Corporate Governance (1)	1	Online course 1 (Swayam/ NPTEL/ Coursera) (1)
2	Campus to Corporate III (1)	2	Campus to Corporate IV (1)	2	Management Project (Capstone) Part III (2)
3	Strategic Management (2)	3	Legal Aspects of Business(2)	3	Leadership and Team Work Module (2)
4	Industry Internship (6)	4	Management Project (Capstone) Part II (1)		

5	Management Project (Capstone) Part I (1)		One compulsory specialization course (2) & One Compulsory cross-specialization course (2)		One compulsory specialization course (1)
	Three compulsory specialization courses (6) & One Compulsory cross-specialization course (2)	5	Strategic Human Resource Management and International HRM (2)	1	Diversity Equity and Inclusion (1)
6	HR Analytics (2)	6	Organisational Change and Development (2)		
7	Human Resources Business Partner (2)		Two Elective courses to be selected		
8	Learning and Development (2)	1	Role of HR in Mergers and Acquisitions (2)		
9	Industrial Laws (2)	2	Advanced Workforce Planning (2)		
	One Elective course to be selected	3	Leadership Intelligence (2)		
1	Behavioural Dynamics(2)				
2	Emerging Trends in HR (2)				

Operations Management					
	Trimester I (16)		Trimester II (18)		Trimester III (16)
Sr. no.	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	Managerial Economics(1)	1	Business Environment (1)	1	Business Simulation (1)
2	Excel for Managers (1)	2	Campus to Corporate I (1)	2	Campus to Corporate II (1)
3	Communication Skills I (2)	3	Communication Skills II (1)	3	Communication Skills III (1)
4	SLC(Bloomberg/HBP) (1)	4	SLC (Bloomberg/ HBP) (2)	4	SLC(Bloomberg/ HBP)(1)
5	Fundamentals of Marketing (2)	5	Research Methodology (2)	5	Design Thinking (2)
6	Accounting for Management (2)	6	NGO project (1)		Five compulsory specialization courses
7	Managing People at Workplace (2)	7	Operations Research (1)	6	Operations Analytics (2)
8	Operations Management (2)		Four compulsory specialization courses	7	Project Management(2)
9	Statistics for Analytics (2)	8	Distribution and Logistics (2)	8	Supply Chain Management(2)
10	Introduction to Entrepreneurship (1)	9	Procurement Management (2)	9	Operations in Services(2)
		10	Operational Excellence (2)	10	Operations Planning and Control (2)
		11	Designing Operations Systems (2)		
	Trimester IV (21)		Trimester V(13)		Trimester VI (6)
Sr. no.	Name of the Course	Sr. no.	Name of the course	Sr. no.	Name of the Course
1	UHV(1)	1	Business Ethics and Corporate Governance (1)	1	Online course 1 (Swayam/ NPTEL/ Coursera) (1)
2	Campus to Corporate III (1)	2	Campus to Corporate IV (1)	2	Management Project (Capstone) Part III (2)
3	Strategic Management (2)	3	Legal Aspects of Business(2)	3	Leadership and Team Work Module (2)
4	Industry Internship (6)	4	Management Project (Capstone) Part II (1)		One compulsory specialization course (1)
5	Management Project (Capstone) Part I (1)		One compulsory specialization course (2) & One compulsory	1	Quality Management tools (1)

			cross-specialization course (2)		
	Three compulsory specialization courses (6) & One Compulsory cross-specialization course (2)	5	B2B Marketing (2)		
6	Cost Management and Control (2)	6	Strategic Operations Management (2)		
7	International Logistics Operations (2)		Two Elective courses to be selected		
8	Logistics Operations Management (2)	1	Business Process Management(2)		
9	Strategic Sourcing (2)	2	New Product Development (2)		
	One Elective course to be selected	3	Agile Project Management (2)		
1	Data Science in Operations (2)				
2	Green Supply Chain Management (2)				

Entrepreneurship Management					
	Trimester I (16)		Trimester II (18)		Trimester III (16)
Sr. no.	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	Managerial Economics (1)	1	Business Environment (1)	1	Business Simulation (1)
2	Excel for Managers (1)	2	Campus to Corporate I (1)	2	Campus to Corporate II (1)
3	Communication Skills I (2)	3	Communication Skills II (2)	3	Communication Skills III (1)
4	SLC(Bloomberg/HBP) (1)	4	SLC (Bloomberg/HBP) (2)	4	SLC(Bloomberg/HBP)(1)
5	Fundamentals of Marketing (2)	5	Research Methodology (2)	5	Design Thinking (2)
6	Accounting for Management(2)	6	NGO project (1)		Five compulsory specialization courses
7	Managing People at Workplace (2)	7	Operations Research (1)	6	Rapid Prototyping, prototype testing and MVP(2)
8	Operations Management (2)		Four compulsory specialization courses	7	Unit Economics (2)
9	Statistics for Analytics (2)	8	Entrepreneurship & Socio-cultural environment : Indian and global Perspective (2)	8	Managing Business Operations (2)
10	Introduction to Entrepreneurship (1)	9	Problem Statement Analysis & Market Research (2)	9	Customer acquisition, relationship and engagement (2)
		10	Legal Environment, Regulatory Compliances & IPR Management (2)	10	Marketing Strategies for Business (2)
		11	AI and Tech Entrepreneurship (2)		
	Trimester IV (21)		Trimester V(13)		Trimester VI (6)
Sr. no.	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	UHV(1)	1	Business Ethics and Corporate Governance (1)	1	Online course 1 (Swayam/ NPTEL / Coursera) (1)
2	Campus to Corporate III (1)	2	Campus to Corporate IV (1)	2	Management Project (Capstone) Part III (2)
3	Strategic Management (2)	3	Legal Aspects of Business(2)	3	Leadership and Team Work Module (2)

4	Industry Internship (6)	4	Management Project (Capstone) Part II (1)		One compulsory specialization course (1)
5	Management Project (Capstone) Part I (1)		One compulsory specialization course (2) & One Compulsory cross-specialization course (2)	1	Entrepreneurial Resilience (1)
	Three compulsory specialization courses (6) & One Compulsory cross-specialization course (2)	5	Start-up Valuation & Funding(Pitch Deck) (2)		
6	Financial Modeling (Pricing, Costing & Budgeting) (2)	6	Talent Acquisition(2)		
7	Financial Management and funding opportunities for business (2)		Two Elective courses to be selected		
8	Storytelling and Negotiations (6)	1	Operational excellence (2)		
9	Digital Marketing and Social Media Analytics (2)	2	Data analytics & decision making (2)		
	One Elective course to be selected	3	Scaling and Growth Strategies for Start-ups (2)		
1	Family Managed business & succession planning(2)				
2	Business beyond borders(2)				

Specialisation Elective Rules:

The specialisation must be decided before the completion of the first term of the first year. The schedule will be notified to the students by the Coordination Desk. The student must carefully study the program structure and rules and complete the specialisation form.

The choice of the specialization elective courses for the fourth and fifth terms must be made in the middle of the third term. The Coordination Desk will notify the students of the schedule.

Elective Certificate Course:

A maximum of two extra elective courses can be taken for an additional fee. This is an optional facility for the students who wish to take more electives.

- Only one certificate course can be taken per one term.
- Certificate Courses can be taken only in the fourth and fifth terms.
- The student should submit a separate application to register for a certificate course along with the prescribed fee.
- For lecture attendance rules and all assessment requirements, a certificate course is treated on par with other classes.
- A separate certificate is given to a student for the certificate courses, but the grade is not mentioned on the grade sheet.
- If a student does not score a minimum “C” grade in the certificate course, it does not affect their term result. If the student wishes, they can reappear for the certificate course by paying the re-registration fee. The student is granted the certificate on obtaining a minimum “C” grade.
- Performance in the certificate course is not considered when calculating credits and GPA.

Post-Graduate Diploma in Management (Pharmaceutical Management)

Program Overview

PGDM-PM is a two-year full-time program of IES's Management College and Research Centre (IES MCRC) approved by AICTE. This program has been specially designed to meet the growing needs of the pharmaceutical industry. The syllabus provides students with a complete insight into the functional areas of Pharma and the healthcare industry, like Business Strategy, Marketing, Finance, Sales, Research and Development, Logistics & Supply Chain, Regulatory compliance, OTC drugs, etc. Besides these the program features subjects on emerging areas in healthcare like Healthcare Technology; Allied domains in healthcare like Hospital Management/E-pharmacy/Medical Devices/Diagnostics Business, Healthcare Advertising, Healthcare Insurance, Pharma Regulatory Environment, Healthcare Retail, Pharmaceutical Analytics and Economics.

Apart from the academic subjects, the program facilitates industry-oriented experiential projects and training for the students on leadership, teamwork, creativity, decision-making, problem-solving, business awareness, and sustainability projects.

The program equips students for middle and senior-level positions in the industry. Entry to this program is restricted only to students who have degrees in Pharmacy, B.Sc. Life Sciences, B.Sc. Chemistry, Biotechnology, MBBS, BAMS, etc.

PGDM-PM Program Outcomes

1. Apply management theories and practices to solve business problems.
2. Develop critical and creative thinking skills for decision making.
3. Identify and solve business issues using qualitative and quantitative approaches.
4. Contribute effectively to a team environment for the achievement of organisational goals.
5. Demonstrate skills for effective communication with all stakeholders.
6. Exhibit industry readiness.

PGDM-PM Program

The PGDM-PM program consists of six terms, three in the first year and three in the second year. After completing the first year, the student undertakes the Industry Internship Project for 8-12 weeks.

PGDM-PM Program Structure 2026-28

Pharmaceutical Management					
	Trimester I (16)		Trimester II (18)		Trimester III (16)
Sr. no.	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	Managerial Economics (1)	1	Business Ethics and Corporate Governance (1)	1	Business Simulation (1)
2	Advanced Excel (1)	2	Campus to Corporate I (1)	2	Campus to Corporate II (1)
3	Communication Skills I (2)	3	Communication Skills II (2)	3	Communication Skills III (1)
4	SLC(Bloomberg/HBP) (1)	4	SLC (Bloomberg/HBP) (2)	4	SLC(Bloomberg/ HBP)(1)
5	Introduction to Pharma Marketing (2)	5	Research Methodology (2)	5	Design Thinking (2)
6	Accounting for Management (2)	6	Operations Research (1)	6	Marketing Research and Analytics (2)
7	Managing People at Workplace (2)	7	NGO project (1)	7	Pharma Marketing Strategy (2)
8	Operations Management (2)	8	Brand Strategy (2)	8	Negotiation & Selling Skills (2)
9	Statistics for Analytics (2)	9	Sales Management (2)	9	Pharma International Business (2)
10	Introduction to Entrepreneurship (1)	10	Digital Pharma Marketing(2)	10	Generative AI in Brand Planning (1)
		11	Pharmacology and Disease Management (2)	11	New Product and Division Launch (1)
	Trimester IV (21)		Trimester V (13)		Trimester VI (6)
Sr. no.	Name of the Course	Sr. no.	Name of the Course	Sr. no.	Name of the Course
1	UHV(1)	1	Business Environment (1)	1	Online course 1 (Swayam/ NPTEL / Coursera) (1)
2	Campus to Corporate III (1)	2	Campus to Corporate IV (1)	2	Management Project Part III / (Capstone) (2)
3	Strategic Management (2)	3	Legal Aspects of Business and IPR (2)	3	Leadership and Team Work Module (2)
4	Summer Internship (6)	4	Management Project Part II / (Capstone) (1)	4	Rural Market Dynamics (1)
5	Specialisation Project Part I / (Capstone) (1)	5	Emerging Trends in Healthcare (2)		

6	Project Management (2)	6	Healthcare Analytics(2)		
7	Distribution & SCM (2)		Two Elective courses to be selected		
8	CRM in Pharmaceutical Industry (2)	1	OTC Business (2)		
9	Business Development in Pharma Industry (1)	2	Pharma B2B Marketing (2)		
10	Medical Devices(1)	3	Healthcare Advertising(2)		
	One Elective course to be selected				
1	Hospital Management(2)				
2	Digital Health(2)				
3	Pharma Regulatory Environment (2)				

Self-Learning Courses

Following the philosophy of development through self-learning and experiential learning, IES MCRC offers students the opportunity to complete Self-Learning Courses (SLC).

Self-learning courses do not involve traditional classroom teaching but a mix of globally accepted certifications and experiential courses. The courses in SLC are selected/ curated based on current industry needs and are fixed for every batch. Your batch shall have SLC courses in Term I, II, III, and VI, the credits of which have been detailed in the Program Structure, with the associated credits. SLC courses are structured in the timetable and must be completed to clear the program. These include Harvard Business certifications and Bloomberg certifications.

Leadership and Teamwork Module

The Leadership and Teamwork Module (LTM) is an innovative attempt made by the institute to go beyond formal classroom teaching to nurture business leaders who can balance the demands of cut-throat competition and sustainable collaboration. A person can become a good team player only through experiential learning, for which the student should be put in a situation where they can assess and develop their leadership and teamwork skills. For a person to become a good leader, it is equally essential that they possess interpersonal skills, problem-solving, and decision-making abilities.

This module tries to achieve its objective by making students go through the following components:

1. Outbound Training (30 Marks):

The outbound training camp takes place in specially designed natural surroundings, allowing the students to experience professional and personal growth through self-discovery. Outbound training combines adventure and training to ensure that students have purposeful and fulfilling interaction with themselves, nature, and those around them.

2. Leadership Lab (40 marks):

The leadership lab empowers participants by fostering deeper self-awareness and cultivating essential leadership qualities. By integrating dialogue as a core pedagogical approach, the program encourages reflective thinking, promotes collective insight, and enhances collaboration among participants. Drawing on Peter Senge's '*The Fifth Discipline*', the program introduces systems thinking as a robust framework to help participants understand the interconnectedness of actions, decisions, and outcomes in complex environments. Furthermore, it integrates concepts from Mihaly Csikszentmihalyi's Flow Theory and Otto Scharmer's Theory U to enhance leadership effectiveness and team dynamics. The program aims to elevate leadership effectiveness and self-awareness through theory, dialogue, and practical application.

3. Leadership Bootcamp (30 marks)

The camp focuses on self-transformation, team building, decision-making and problem solving through various activities, experiential learning and management games. The goal is to unlock the leader within each participant. The program emphasises physical endurance, managing emotions and stress, analytical thinking and developing business acumen. It is structured to encourage individual contributions in team-based activities.

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Alumni Events

IES MCRC has a strong alumni association and a dedicated website. The association has been registered under the Societies Registration Act. IES MCRC has around 6,000 alumni. The alumni have a strong bond with the institute and participate in many activities of interest to the students, such as guest lectures, panel discussions, career counselling sessions, student project guidance, conducting project viva, mentoring, conducting practice interviews and group discussions for the students. The institute also organises events for the alumni and gives them various awards to recognise their achievements. By joining this club, the students can develop their association with the alumni who have reached senior positions in the corporate world.

List of AIA Committee Members:

Sr. No.	AIA Member Name	AIA Designation	Profile
1	Mr. Sanket Salvi	President	Head HR, Drager India
2	Mr. Rajesh Kalro	Vice President	Head Finance, Cinestaan Group
3	Ms. Sushma Karwa	Secretary	Assistant Professor, IESMCRC
4	Mr. Devang Parekh	Jt. Secretary	Associate Director, UBS
5	Mr. Vinayak Rao	Treasurer	Admin Officer, IES
6	Mr. Anish Sanghvi	Member	Manager, BNP Paribas
7	Mr. Pankaj Oza	Member	Director, Global Investments Group
8	Mr. Harsh Shah	Member	AVP, Tata Capital
9	Mr. Raj Shah	Member	Sr. Manager, HDFC Bank
10	Mr. Vihit Shah	Member	Senior Associate, PwC

Student-driven Clubs and Activities

The following student-driven activities are conducted by IES MCRC during the academic year by the various clubs/cells :

Insight

Insight is the annual flagship event dedicated to the Pharmaceutical and Healthcare industry, bringing together industry leaders, academicians, alumni, and students on a common platform. The first half of the event focuses on expert sessions addressing current trends, emerging challenges, innovations, and future opportunities, strengthening the industry–academia interface. A felicitation ceremony honors distinguished professionals and alumni, while company-sponsored awards recognize meritorious Pharmaceutical Management students. The second half features student-centric competitions, including a Quiz, Scientific Poster Presentation, Reel-Making Competition, and Patient Awareness Poster Competition, promoting creativity, research skills, and industry awareness.

Pratyush

Pratyush, which means “the rising sun”, is the annual inter-collegiate festival hosted by IES MCRC. The event's objective is to provide a platform for the students of various undergraduate colleges to compete in multiple formal and informal competitions. This event also allows our students to practice different facets of management, such as organising, leading, team building, and others. It thereby leads to the overall development of our students. It also gears up their minds and gives them a platform to explore their capabilities, learn from their experience, and develop their skillset. All this with a zing of fun! Pratyush allows students to exhibit their talents and foster camaraderie between different institutes. It leaves a lasting impression on our students and other participants and contributes to the vibrant campus life.

RYTHM - Raising Youth To Help Mankind

Through the RYTHM club, we strive to bring about the socially responsible side of management education. Institutional Social Responsibility no longer stays in the books of management schools of thought, but is now brought to life by our actions, and the RYTHM club has been meeting its objectives successfully. With a fruitful association with NGOs, helping the minority adolescent youth and annual meetings with destitute homes, use based donation of commodities, relief work during natural disasters, blood donation camps for government hospitals, Thalassema awareness programs, awareness towards the use of rural-based goods and the use

of khadi in daily life are the focus areas of the club. Besides social issues, students at RYTHM propose to generate awareness and benefit from advancement in an all-inclusive manner.

Entrepreneurship Club

IES MCRC's Entrepreneurship cell conducts several short—and long-term activities promoting creativity and innovation. These activities may focus on developing students' problem-solving attitude and entrepreneurial mindset. Well-developed creative ideas generated by students receive further handholding through an incubation centre set up by IES, the parent trust. "Creative Clash" is a flagship event of E-cell done in collaboration IES's College of Architecture. Creative Clash is an intercollegiate event done on the theme of Creativity, Innovation and Entrepreneurship. The E-cell also runs the Institutional Innovation Council of IES MCRC and volunteering team also becomes a part of student IIC council.

Book Readers' Club

People who want to read good books and then talk about these good books with fellow readers always look for a platform where they can do so. The IES MCRC Book Readers' Club will provide the same to serious readers who want to transcend merely reading books to enter a new vista of discussions, talks, and the profound pleasure of collective reading. A specialised reading room has been created for the readers' club to achieve its goals.

Corporate Interaction Cell

Interested students may participate in the functioning of this cell. They get a chance to interact with industry professionals for arranging guest lectures, industry visits, live projects, Industry internship and final placements. These activities are organised with the help of and under the guidance of a Faculty Committee and the Head of Corporate Relations.

Admissions Cell

The students who opt for this activity work with the faculty committee, which is responsible for the admissions of the new batch. They will learn the techniques of media planning, direct marketing, lead generation and managing and organising the admission activities.

Specialisation-wise Clubs

The institute has clubs for each specialisation, and students are encouraged to join clubs that interest them. These clubs organise activities and events regularly.

SETU (Sustainable Empowerment Through Understanding) –

NGO projects

SETU projects involve experiential learning and would include activities like: conducting sessions on various academic or socially relevant topics for the underprivileged children, community outreach, supporting the planning and execution of NGO programs and projects, creating content for social media, newsletters, and the NGO's website, visiting project sites and interacting with beneficiaries, impact assessment of NGO projects, creating awareness in the community on specific issues of societal concern.

Objectives:

1. To foster empathy, positivity, hope and social sensitivity among the students.
2. To give students first-hand experience and general awareness of the social issues.
3. To enhance students' understanding of social issues and community development.
4. To develop leadership skills, communication skills and teamwork among students.

Duration:

These projects are for one week and are of 30 hours in duration. The projects must be completed within the stipulated time, and no extension will be granted.

Monitoring and Reporting:

1. Students will work in groups of 5 students.
2. Each group will be assigned a faculty guide.
3. Students should maintain a daily log of activities.
4. Regular reporting to the faculty guide and the NGO representative.
5. The faculty guide will regularly contact students and NGO representatives.
6. The NGO will award a certificate/letter to the students after successfully completing the project.

Evaluation:

Students are required to submit a detailed report (approximately 15-20 pages) to the institute. A presentation to the panel of examiners will follow this. The report and the presentation will have to be made in groups as assigned. Kindly note that the NGO's feedback will be considered during evaluation.

Sr. No.	Activity	Marks
1	Fieldwork & feedback from NGO	40
2	Preparing a detailed report	30
3	Report Presentation	30
	Total Marks	100

Examination Policy

IES MCRC follows a continuous testing and evaluation system. The system has two components:

- Internal Assessment
- End-Term Examination
 1. The total weightage for the above component will depend on every course.
 - For full credit (2 credits), Total -100 marks
Internal Assessment - 40 marks and
End Term Examination - 60 marks.
 - For half credit (1 credit), Total - 50 marks
Internal Assessment - 20 marks and End Term Examination - 30 marks.
 2. The student must clear both the internal assessment and the End-Term Examinations separately by securing a minimum of 50% in both components.
 3. The internal assessment is based on continuous assessments on, projects, assignments, case studies, presentations, role plays, book reviews, class tests, etc. It shall have four components for full credit and three components for half credit, which shall include class participation and attendance as one of the components. It also includes a class test compulsorily. The faculty member shall adopt appropriate methods for internal assessment for the remaining components.
 4. All Course Outcomes (CO) will be covered under internal and external assessment.
 5. To become eligible to appear for the End-Term Examination, every student must have attended a minimum of 75% of the lectures conducted in every course, including Self-Learning Courses (SLC), Campus-to-Corporate (C2C), Leadership and Teamwork Module (LTM), and NGO Project work. A student not meeting the attendance requirement is declared defaulter and will not be allowed to appear for the End term examinations.
 6. Students having less than 40% attendance (aggregate) in a particular trimester shall not be eligible to appear for End Term examination and following re-examinations, as the term is not granted. In order to become eligible, for that term, the student will have to repeat the term in the preceding year, by paying the fees difference, if any.
 7. If a student is declared defaulter in a particular course, due to a shortfall in attendance (less than 75%), he/she needs to register for 1st re-examination by paying re-registration fees of Rs.3,000/- per course, for both Internal and End Term Examination separately.
 8. Student appearing for 2nd re-examination, a re-registration fees of Rs. 4,000/- per course will be applicable, for both Internal and End Term Examination separately.
 9. All matters related to examination and exemption of re-registration fee will be subject to the decision of Exam Committee. The decision of Exam Committee shall be final and binding.

10. All Re-examinations shall be of 60 marks for full credit and 30 marks for half credit course.
11. All the students must observe the disciplinary rules and regulations during all examinations, as outlined under “General Code of Conduct”.
12. If an examination is conducted online, the students are responsible for ensuring that the complete answer sheet is uploaded. The exam cell will not entertain late or incorrect submissions, and no grievance will be addressed at a later date.
13. To maintain transparency, the institute shows assessed answer sheets to the students’ post moderation for end-term examinations, under Review Process. The student can register to review the paper. The paper shall be reviewed for marks counting error and un-assessed answers (if any) during the review process. There shall be no fees for the review process.
14. If the student is unsatisfied with his/her marks, he/she can apply for revaluation by submitting the application in the prescribed format and paying revaluation fees of Rs.1,000/- per course.
15. Review and Revaluation processes are allowed only for the final examination, not for re-examinations and Project based courses viz: SLCs, Campus to Corporate, NGO Project, Industry Internship Project (IIP) and final term Capstone Project.
16. The representatives nominated by the examination cell shall reevaluate the final examination answer sheets.
17. There will be no further hearing after the revaluation process to address further grievance/s.
18. Students failing in the Internal Assessment will have to re-register for the Internal written re-examination.
19. Students failing in LTM, NGO Projects, Industry Internship Project (IIP), and Capstone (Management) Project must re-register for each course and pay a re-registration fee of Rs.3,000/-.
20. The institute follows the Grade Point System for assessment, as explained below: -
 - For each course, a student will have to appear for all components defined for that course.

Marks Secured	Grade	Grade Points
75 and above	A+	4.00
70 to 74	A	3.67
65 to 69	B+	3.33
60 to 64	B	3.00
55 to 59	C+	2.67
50 to 54	C	2.33
Less than 50	D	FAIL

21. The Grade Point Average (GPA) for each term is determined by dividing the product of the respective course credit and Grade point (secured by the student) for that course, by the total number of credits for that term.

Example:

If a term has 6 courses, and the student gets grade points in each of the courses as mentioned in the table below, the GPA will be calculated as:

Courses	Credit (i)	Grade	Grade Point (GP) (ii)	Multiplication of Credit and GP (iii) =(i) x (ii)
Course- 1	3	A+	4	12
Course- 2	3	A+	4	12
Course- 3	3	B+	3.33	9.99
Course- 4	3	B	3	9
Course- 5	3	A+	4	12
Course- 6	3	A	3.67	11.01
Total	18	--	--	66

GPA of the student for the term = (Total of (iii)) / (Total of (i)) = 66/18 = 3.67

- Second term onwards, the grade sheet of the student will have Cumulative Grade Point Average (CGPA).
1. Gracing Policy: The total number of grace marks for a term equals the number of courses offered in that term. The system automates the gracing process and shall be applicable only if the number of marks required to pass in the course/s is less than or equal to the total number of grace marks applicable for that term. Grace marks are not appropriate for re-examination.
 2. The final term mark sheets shall also include the overall percentage the student obtained for the program.

Program Completion Requirement

- To successfully complete the PGDM and PGDM (PM) Program, a student must secure a minimum “C” grade in all the courses, including the NGO Project, Leadership and Teamwork Module (LTM), Industry Internship Project (IIP), and Capstone (Management) Project, and meet the 90-credit requirement.
- Any student getting a “D” grade in a course is allowed to appear for a maximum of two re-exams. After two re-exams, if he/she does not improve the grade, he/she shall be declared as “Failed” and given a permanent “D” grade. To improve the grade, student will have to apply for the term in the following year, by paying the difference in fees, if any.
- The student must complete the program within 4 years from the original registration date for the first year. If the student opts out of the program or gets a permanent “D” grade, which cannot be improved, then the student will have to re-register for the program in the next year, as per the following rules:

- (a) If a student opts out during the first year of the program or gets a permanent “D” grade in one or more courses, they will have to take re-admission in the first year by paying the difference in tuition fee and appear for the incomplete courses. After clearing these courses, he/she can be given admission in the second year. In case of Syllabus revision, the student will have to appear with the new syllabus (for both the first and the second year). The institute will inform about the equivalent courses to be taken in case the syllabus changes.
- (b) If a student opts out of the program after completing the first year successfully (i.e., they do not take admission in the second year), and wishes to continue the second year after a break, they will have to take re-admission. Such a student will have to pay the tuition fee prevailing at the time of re-admission.
- (c) If a student opts out of the program in the second year after completing the first year of the program successfully or gets a permanent “D” grade in one or more courses in the second year then they can complete the program by re-registering for the second-year courses in which they need to improve the grade. If the syllabus has changed then a specially constituted committee will decide on the courses for which the student should re-register. Such students need not repeat the first year even if the syllabus changes. If the student has paid the tuition fee for the second year before opting out of the program, then they need not pay any difference in the tuition fee.

For the purpose of counting the number of examination attempts, the announcement by the institute for the main or re-examination, is counted as an “Opportunity Given to the Student” and no further examination will be conducted even if the student does not take advantage of the opportunity and remains absent (for any reason including medical problem, attendance default, domestic issues or any other reason).

Instructions to be followed during Examinations:

Following items are not allowed in Examination Hall:

- Mobile phones, Digital watch, Calculators, Electronic gadgets, Written Material, Pouches etc. Mobile phones to be kept in a bag with switched off mode.
- Calculator to be shown to the invigilator before using (if needed).
- Students will not be allowed to appear for examinations without a valid ID card and Hall Ticket.
- Students should occupy their seats 15 minutes before the commencement of the examination.
- Bio break will be given once during the examination of 180 minutes’ duration, wherein first 30 minutes and last 30 minutes’ students will not be allowed for bio break.
- Examination for 90 minutes’ duration no bio break will be given.
- Any medical issue students should get a medical certificate from the physician and submit to the office before one week of the commencement of the examination.
- Invigilators will have full rights to debarred students from the examination hall if they found students misbehave during examination.
- Students must adhere to dressing and grooming norms even during exams.

Please note students without a valid Hall Ticket and Identity Card will not be allowed in the Examination Hall.

Unfair means

- ☐ If a student is found copying or doing any other malpractices during examinations, in the examination hall or in the institute premises, **he/she will be debarred from the entire examination of that term.**
- ☐ He/she will have to appear for **ALL** the exams held for that term, by paying the re-registrations fees for the exams.

Placement Policy

A) Industry Internship Project (IIP) Guidelines

- Students must adhere to the dress code (white shirt and attire provided by the institute) during all stages of interaction, viz., Pre-placement Talks (PPTS), Group Discussions (GDS), and personal Interviews (PIS) on-campus and off-campus.
- It is suggested that students visit the company's website that they are interested in applying to and gather information about the company before they attend the PPT.
- Students need to register for job openings announced by the companies from time to time and attend PPT, GDs and PIs. Once registered, they cannot withdraw their names from any Test/GD/PI.
- Students can attend any number of PPT sessions until they get the internship project.
- After the PPT, the student can decide whether to proceed to the next stages of the selection process.
- Attendance in all interactions with the company is compulsory if the student has registered his/her name with the Corporate Interaction Cell (CIC).
- PPT by companies should be an interactive session and students are required to clarify all doubts about the Job Descriptions (JDs).
- Students will observe discipline and punctuality as defined by the institute and placement. Students must maintain decorum during their company visits and observe the company rules once they accept the offer letter.
- In case of any indiscipline or misbehaviour observed or reported during PPTs / TEST/GDs/ PIs in-campus or off-campus, the matter will be referred to the Disciplinary Committee for further action.
- Submission of the Industry Internship Project Report as per guidelines is mandatory.
- Students must help the Corporate Interaction Cell organise the Industry Internship Guide Meet.
- It is mandatory to submit a copy of the Industry Internship Project Certificate given by the Company along with the guide's visiting card to the Corporate Interaction Cell.

- The detailed guidelines for the industry internship will be shared with the students.
- The students can also find the Industry Internship independently through their contacts. However, if a student obtains the internship independently, they must acquire a No Objection Certificate (NOC) from the institute and adhere to the Project guidelines. Such students should inform the Corporate Interaction Cell that they are not interested in registering for the internship through the campus. A student not following this rule will not be allowed to participate in the final campus placement activities in the second year.

B) Executive Placements

The Corporate Interaction Cell(CIC) guides the students and ensures that the competencies of the students complement the requirements of the corporate. The CIC is responsible for correspondence with prospective employers, arranging pre-placement talks, and looking after the personal interview process. The institute gives all the students equal opportunity to register for the final placement for the companies coming to the campus to provide the students with a greater choice. Starting in July and ending in May, the process progresses smoothly towards completion with the placement of the entire batch. The procedural details and rules are given in the placement policy and shall be communicated to students during orientation programme.

- If a student gets selected by 2 or more companies at the same time, then the student will be given an option to choose one of the companies. Once the student accepts the offer, he/she will not be allowed to participate in further placement.
- A student will be permitted a maximum of 5 attempts during the Placement Season. A resume not shortlisted will not be counted as an attempt, but disqualification after the Aptitude Test, Group Discussion, or interview will be considered an attempt.
- If the student remains unplaced after five attempts (Final Interview), the CIC will arrange a Counselling Session with the student's parent, Chief Mentor, and Mentor. Based on the counselling report, further attempts will be allowed/disallowed with the approval of the Director or Dean.
- It is mandatory for all students to apply for the companies coming for the campus process specialization wise; failing which, they will be liable to disciplinary action.
- An Alumni Mentoring Session will be organised before the company comes to campus, and attendance will be mandatory for all students.

C) Pre-Placement Offers Policy

- All pre-placement offers extended to students must be routed through the CIC. If a student likes the offer, he/she is advised to accept the offer. Students who accept the offer will be deregistered from the on-campus placement process.
- If the candidate rejects the PPO within one week, he/she will be allowed to participate in the campus placement process.
- The candidate can reject the PPO if and only if the CTC offered by the company is less than the average CTC benchmarked by the institute.

D) Student Conduct and Disciplinary Policy regarding placements

- **Absenteeism Rules and Policy**

For absenteeism in any PPT, Aptitude Test, Group Discussion, Interview, or any selection process which an applicant must attend as part of a company's recruiting procedure, the following minimum penal action would be applicable.

Absence of first time: - Debarred from 2 Companies.

Absence of second time: - Debarred from 3 Companies

Absence of third time: - Debarred from Campus Placement.

- Students involved in indiscipline/ Unfair practices/ objectionable behavior at campus may be debarred from appearing for any placement process subject to decision by committee.
- Impersonation in tests or any malpractice is a serious offence. Such students will be deregistered immediately and also referred for disciplinary action.
- Deliberate underperformance during interview process will invite disciplinary action.
- CTC negotiations/Location change or any other unwanted discussion with the interviewer will be viewed seriously, inviting disciplinary action.

E) General

- Students must always carry their identity cards during interviews and screening tests. No one would be allowed to enter the test/interview venue without the I-card.
- The interview date/time/venue will be subject to change, which may occur at short notice. Students must keep themselves informed by checking emails from CIC.
- Students **MUST** carry copies of their resumes in the format given by the institute and submit it to the Company when appearing for interviews.
- Students must carry a complete file with a few copy of their resumes, Industry Internship Project (IIP) Report and other documents (as required), while appearing for the interviews.
- Students should be dressed in formals given by the institute and should be neatly groomed and observe hygiene for appearing for Online/Offline interviews.
- In Online interviews, students should attempt the interview on their laptop, ensuring a working microphone and camera, a silent surrounding environment, and good internet connectivity.
- Location should not be a constraint; students should be willing to apply for positions in PAN India.
- Disciplinary action will be taken if a student is found to indulge in any activity defaming the reputation of the Institute/University.
- Students not interested in placement through institute or otherwise should make an application to institute authorities about his/her interest by submitting a placement undertaking form.

Yuva Raksha Insurance Policy

The bonafide students of PGDM and PGDM (PM) are insured under the group insurance accident policy. This policy is valid for one year and covers the accident risk of Rs.2 lakhs for every student.

Industry Internship Project (IIP)

- After completing the first academic year, the students must do their Industry Internship in an organisation for 8 weeks (May-June).
- The industry internship of the students shall be in the functional specialisation they wish to pursue.
- During the internship, students will have a company guide and a faculty guide, enabling them to complete the internship successfully.
- At the end of the internship, the Corporate Interaction Cell, with the active participation of students, organises an Industry Internship Guide Meet, which serves as an interaction point between IES MCRC faculty and Industry Executives.
- Students will be informed of detailed Industry Internship Project guidelines, including the project format and submission dates, before the start of the Internship.

Capstone Project

The Capstone Project is a comprehensive, application-oriented research project undertaken in the program's final year. It enables students to integrate and apply their knowledge of management theories, tools, and techniques to address real-world business challenges. The project follows a structured process that includes problem identification, literature review, data collection, analysis, and the formulation of meaningful conclusions and recommendations.

Designed to promote independent research, critical thinking, and professional communication, the capstone helps students develop a strategic mind-set and analytical skills essential for managerial decision-making. By engaging in this project, students enhance their ability to evaluate complex business scenarios, derive insights from data, and present their findings effectively through a well-structured report and an external viva.

Throughout the project, students are encouraged to explore innovative solutions, ensuring that their work not only addresses current business needs but also contributes to the advancement of management practices. The capstone experience culminates in presenting a detailed research report and a viva with an external expert, allowing students to demonstrate their subject expertise and its real-world application.

Feedback System

The institute has various feedback systems to gather stakeholders' input for quality improvement. The following feedbacks are elicited:

- Students' feedback for each faculty member (Interim and Final).
- Students' feedback on the Mentoring system.
- Students' feedback on Infrastructural facilities, amenities and services.
- Students' Exit Feedback (end of the second year).
- Student Feedback related to the program.
- Parents' Feedback on overall services.
- Parents' Feedback related to the program
- Employer's Feedback related to the program

Mentoring SOP

- Classroom teaching is complemented by mentoring at IES MCRC.
- Each student is assigned a mentor for guidance.
- Mentees should meet mentors regularly for guidance.
- Besides that, mentors assess students' communication skills, grooming, subject and industry knowledge.
- Evaluation tools include aptitude tests, group discussions, interviews, presentations, and academic scores. This is measured through the Industry Readiness Report (IRR).
- Assessment of IRR continues throughout every trimester till Term IV.
- Mentors convene with the Chief Mentor to bring perspectives and add rigour to mentoring.
- Students undergo three preparatory personal interview rounds handled by faculty mentors, alumni, and industry experts before the executive placement season. The aim is to make students placement-ready.
- As per the guidelines of AICTE, a psychologist serves as a "Student Counsellor," available for appointments every Friday through the Coordination desk.

Student Council

IES MCRC believes in effective governance and total transparency in administration. Students are an integral part of the administrative setup of the institute, in addition to faculty and staff.

The Student Council functions as a representative body of the entire student community. The Student Council comprising of Class Representatives (CRs) of 1st Year and 2nd Year, shall participate in the monthly meetings coordinated by Director's office.

During these meetings, Student Council members can discuss concerns of administrative and academic areas.

General Code of Conduct

Discipline within the premises

1. Students should maintain discipline and decorum in all areas of the campus.
2. Students must display their identity cards throughout the day while on campus. **Students without ID cards will not be allowed entry into the college premises.**
3. Students violating the institute's dress code and the mandatory identity card display rule are liable for disciplinary action.
4. Smoking, E-cigarettes, vaping, alcohol consumption, tobacco chewing, use of any other form of drugs, and carrying any hazardous material are offences and are strictly prohibited within the campus. Any student indulging in the above activities, a disciplinary action shall be initiated against him/her.
5. Students are warned not to engage in any undesirable activities, as per the public standards. Any misconduct will lead to disciplinary action.
6. Students should take care of all institutional infrastructure and assets. Any damage and loss caused to the infrastructure and assets will be viewed seriously resulting into penal action.
7. Students should use the internet facility only for academic purposes.
8. Students should adhere to POSH guidelines.
9. Students are responsible for the upkeep, cleanliness and campus hygiene. Eatables are strictly prohibited in the classroom.
10. Use of mobile phones is **strictly prohibited** in the library, labs, and classrooms.
11. Students are bound by all other rules specifically applicable to the Library and all Labs.
12. Students are advised not to sit on the stairs or in the corridors during their free time. They must use areas like the Library, all Labs, Common Rooms, Cafeteria, or Canteen.
13. Students should use designated areas for eating like canteen and student dining area next to admissions department.

Discipline within the classrooms: (During lectures/in the library/in all Labs or any other formal setting)

1. Students should be seated in the classroom at least 5 minutes before the commencement of the Session.
2. As mentioned above, unauthorised use of mobile phones and laptops is an act of indiscipline, liable to strict action.
3. Students are prohibited from consuming any eatables/snacks/chewing gum/ any beverages while the lectures are in progress.

Discipline during events / workshops / conferences / industrial visits / guest lectures:

1. Students are expected to attend all events/workshops/conferences/summits/guest lectures, etc., organised by the institute unless specified otherwise.
2. Failure to attend such events will call for action as decided by the management.
3. Students should maintain strict discipline during events and maintain decorum, particularly because outside guests and VIPS attend such events.
4. Students are also expected to register and occupy their seats at least 10 minutes before the scheduled time.
5. Students are expected to follow the instructions of the committee members and volunteers handling that particular event.
6. Unless other dress code is explicitly specified before the event/workshop/conference, etc., the students must be dressed in formals.
7. Unauthorised use of mobile phones and laptops is defined as an indiscipline liable to strict action.
8. Students are prohibited from consuming any eatables/snacks/chewing gum/water, or other drinks while the session progresses.

Discipline during Examinations:

1. Students should maintain discipline and decorum during examinations and carry their hall ticket.
2. Students found indulging or resorting to any unfair practices like copying, possessing mobiles, chits, any foreign material, unnecessary talks, or indulging in another mode of cheating, disciplinary action will be taken against such a student.
If any student breaches the above-mentioned disciplinary rules, the matter will be reported to the Examination Committee. The committee's decision will be final and binding on the student.

Examination Instructions:

1. The following items are not allowed in the Examination Hall:
 - Mobile phones, Digital watches, Calculators, Electronic gadgets, Written material, Pouches, etc., should not be carried in pockets during exams.
2. Calculator to be shown to the invigilator before using (if needed).
3. Students cannot enter the Examination Hall without a valid Hall Ticket
4. Students are expected to be seated in the Examination Hall at least 15 minutes before the scheduled time.

5. Students will not be allowed to enter the Examination Hall after 30 minutes from the commencement. They should obtain permission from the Registrar to do this.
6. Students should not leave the examination hall for the last 15 minutes.
7. Students are required to carry their stationery items. Borrowing items from others will not be allowed.
8. Students should read and follow the instructions on the answer book's first page.
9. Students should follow the instructions of the Invigilators.
10. **Bio break** : It will be given once during the examination of 180 minutes' duration, during which students will not be allowed a bio break for the first 30 minutes and last 30 minutes.
11. Examination for 90 minutes' duration, no bio break will be given.
12. **Medical Issue**: For any medical issue, students should get a medical certificate from a physician and submit it to the office before one week before the commencement of the examination.
13. Invigilators will have full rights to debar students from the Examination Hall if found misbehaving during the examination.

Dressing and Grooming:

Acceptable Dress Code for Female Students	
(Weekdays) CLOTHES ✓ Salwar suits ✓ Kurta (should be minimum knee length) and chudidars /leggings/pants - Sarees ✓ Formal shirt/top and trousers (ankle length) ✓ Blazers FOOTWEAR ✓ Covered and peep-toed shoes ✓ Sandals for Indian attire	(Weekends – Saturday/Sunday) CLOTHES ✓ Jeans/jeggings ✓ Kurtis ✓ Semi-formal tops ✓ Plain T-shirts with or without collars FOOTWEAR ✓ Covered and peep-toed shoes ✓ Sandals for Indian attire ✓ Casual / sports shoes
*Note: Sleeveless/ transparent attire, crop tops, shorts, skirts, and torn jeans are strictly prohibited	

Acceptable Dress code for Male Students	
(Weekdays) CLOTHES ✓ Plain full-sleeved formal shirt (light colored) ✓ Light stripes or checks and a subtle self-designed shirt ✓ Formal plain trousers in dark to medium dark colour tones ✓ Suits and blazers ✓ Tie and belt (with formal buckle) with appropriate attire FOOTWEAR ✓ Shoes should be of basic colours (black and brown) and coordinated with the trousers and belt ✓ Shoes should be worn with socks ✓ Shoes should be polished	(Weekends – Saturday/Sunday) CLOTHES ✓ Plain T-shirts with or without collar ✓ Jeans/cotton trousers FOOTWEAR ✓ Shoes should be of basic colours (black and brown) and coordinated with the trousers and belt ✓ Casual / sports shoes
* Note: Sleeveless t-shirts, torn Jeans and short pants are strictly prohibited Students should be in formals dress code for all examinations	

Fee and refund

- 1) Full fees will be paid by the admitted student before the start of the academic year.
- 2) On any cancellation of admission by the student refund will be made as per AICTE Norms.
- 3) No fees will be refunded in case of cancellation or non-completion of course after the expiry of AICTE admission cutoff date.
- 4) In case of 2nd year student the fees once paid is not refundable.

General instructions

- During the monsoon season, you may carry your formal footwear in a bag and enter the campus with comfortable rainy shoes, chappals, floaters, etc. However, please make it a point to change into your formal shoes before you begin your lectures.
- For female students, the makeup must be simple and have minimal accessories.
- No extra piercings will be allowed.
- Hair should be well-groomed.
- Male students' beards and hair should be well-cut, neat, and trimmed.

- Non-adherence to the dressing and grooming code (including non-display of Identity Card) will attract a fine as applicable.
- **FORMALS:** On some days, you must wear formal attire, which means that you must wear the institute blazer with the badge and trousers, a white shirt (and tie for male students) and black formal shoes.
- The dress code for some events, workshops, conferences, industry visits, guest lectures, etc. will be specified, and you must follow it (even if it is a Saturday).
- The dressing and grooming code applies on **ALL DAYS**, not just on lecture days. Ensure that you follow the dressing and grooming code whenever you come to the institute (during exams, to meet a faculty member/mentor, to return a library book, to collect a railway concession form, to study, or for other such reasons).

Attendance Rules

1. Students must attend a minimum of 75% of the lectures in every course. Any student not meeting this attendance requirement is declared a defaulter and cannot write the final examination in that course.
2. The exemption of 25% in attendance includes Sickness, personal exigency and family events
3. To get an exemption beyond 25% the following will be taken into considered:
 - Participating/managing institute and intercollegiate events
 - Attending re-examinations

For events the faculty in charge will convey, in advance, the list of participating students to the program coordinator. Based on this communication, the students will be granted the exemption. The students must check in AEMS (the institute's software system) and ensure they have been given the exemption. If the faculty in charge does not authorise the students' names for an event, then the student(s) will not get any attendance exemption for it.
4. If the institute authorities feel that a competition organised by an external professional body is useful for the students, they may recommend that the students participate in such competitions.
5. The shortlisted students who participate in such competitions will get special leave, and this leave will also be in addition to the 25% exemption limit. Such competitions and special provisions for leave will be announced by the institute in advance before inviting entries from the students for every such competition.
6. If the absence from lectures is for more than 5 consecutive days due to chronic medical reasons, including accidents, then a special leave can be granted to students. However, the parents/guardians of the student should inform the institute authorities if the student is not able to attend lectures for a longer period.

7. After recovering from sickness, when the student resumes attending lectures, he/she must submit a medical leave application through AEMS within 7 days and submit the print copy along with a medical certificate of a registered medical practitioner, prescription, and all medical reports to the Coordination Department. The Director/Senior Faculty, nominated by the Director, only after being convinced, will sanction the said leave. If these formalities are not completed within the stipulated time, the leave will not be sanctioned.
8. If the students apply for frequent medical leave of 5 days or more in a trimester, the matter would be handled by Director/Senior Faculty nominated by Director.
9. When the institute declares the defaulter's list before the final examination for the term, the students should keep checking their attendance status regularly in AEMS through their login account throughout the term to maintain the required attendance norms.
10. After the attendance defaulter's list is declared, no leave application will be entertained.
11. A student who is declared a defaulter in one or more courses will have to take the re-examination in those courses after paying re-registration fees as applicable. Any student not attending at least 40% of the lectures in the overall trimester will have to re-register for all the courses of that trimester by paying re-registration fees.

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Infrastructure and Amenities

- **IES MCRC Building**

IES MCRC is a six-storey building that provides adequate instructional, administrative, and amenities areas. All essential amenities have been provided in the building. Two elevators are installed, and two staircases are available for the smooth movement of students and others. The building is well-equipped with firefighting equipment and also has a Stationery and Xerox Centre for IES MCRC staff and students. The entire campus is Wi-Fi enabled.

- **Bloomberg Lab**

The Bloomberg lab is “a global provider of 24-hour financial news and information, including real-time and historic price data, financial data, trading news, analyst coverage, general news, and sports.” The Bloomberg Lab at IES MCRC gives students access to a world-renowned financial, regulatory, and market database used by virtually all major financial firms and organisations worldwide.

Key highlights

One of the largest Bloomberg Labs in Mumbai

IES MCRC has 12 Bloomberg Terminals and can house up to 48 students at a time.

Research and Curriculum Integration

Bloomberg Intelligence and data are used extensively for cutting-edge research. Courses like Financial Derivatives, Fundamental Analysis, Security Analysis, and Portfolio Management will be integrated with the Bloomberg Terminal.

Program workshops, Certifications, and Competitions

Students can participate in the Bloomberg Trading Challenge, where they make and manage their investment portfolios. All students are required to do the certification courses provided by Bloomberg, which are Bloomberg ESG and Bloomberg Market Concepts.

Bloomberg Lab Opportunities

- Provide students with an experience as close as possible to a real financial organization
- Work on a broad range of financial, economic, and accounting activities, including portfolio management, risk management, derivatives markets, currency markets, financial engineering, and corporate finance
- Be adept with analytical and decision-making skills
- Promote personal & professional development
- Overnight Global Market Movement Analysis and its Impact on different markets

Analytics Lab

- The institute has a dedicated **Analytics Lab** to provide students with hands-on learning in data analysis, business intelligence, and research analytics.
- The lab enables students to work with real-world datasets and develop data-driven decision-making skills.
- It is equipped with industry-relevant tools such as Microsoft Power BI, Tableau, SQL, Python, R (programming language), NVivo, IBM SPSS Statistics and more to support data visualization, statistical analysis, and qualitative research.
- The lab facilitates practical learning in analytics, preparing students for data-driven roles in industry and research across all domains.

- **Classrooms**

The classrooms are trendy, air-conditioned, spacious, and equipped with the latest technological facilities, such as smartboards, computers, sound systems and Wi-Fi connectivity.

- **Recreational facility**

IES MCRC believes in the balanced and holistic development of the students. We provide various recreational facilities, such as indoor games (table tennis, chess, carom), cable TV in the sports room, and a business news channel on the ground floor. In addition, students are also encouraged to participate in outdoor games like volleyball, football, badminton, and inter-college cricket tournaments.

- **Playground**

The institute playground has a cricket pitch, basketball, and football court, which can be booked in advance for practice.

- **Canteen and Cafeteria**

The IES canteen is located on the ground floor (behind Manik Sabhagriha), where students can enjoy a variety of South Indian, North Indian, and Chinese delicacies. Tea/coffee and snacks are also available in the second-floor cafeteria; which Café Coffee Day operates exclusively for IES MCRC. There is a dedicated Student's dining area next to Admission cell.

- **Incubation centre and Fab-lab**

IES's Centre for Innovation & Incubation (ICII) is on the ground floor. The facility has a well-equipped fab lab and office space for pre-incubatees and incubates to use to develop their start-up idea.

- **Suggestions and complaints**

Students can mail their suggestions/complaints to mrcrcinfra@ies.edu. All complaints are taken care of by the authorities.

Information Resource Centre

Vision:

Empowering the Information Resource Centre with technologically advanced digital services will allow it to be recognized as a 21st-century Academic and Research Hub that provides updated knowledge in all formats.

Mission:

To provide extensive information resources and innovative services to meet the research, teaching and learning needs of academia.

The Information Resource Centre(IRC) is a state-of-the-art facility that supports faculty members, students, research scholars, and other patrons in their academic endeavours. Situated on the first floor of the building, this air-conditioned and Wi-Fi-enabled space comfortably accommodates up to 120 students.

The IRC operates on a fully automated system integrated with barcode technology, streamlining circulation processes to enhance speed, accuracy, and reliability. An open-access system allows users to freely browse the stack area, increasing the visibility and utilization of resources.

The IRC has an extensive collection of books covering subjects like, Business and Management, Economics, IT, Law, Psychology, Finance, Marketing, HR, Operations, Entrepreneurship and Analytics. The IRC subscribes to more than 60 National & International Journals and periodicals in print form. It has access to more than 10,000 E-Journals through aggregated e-journal databases.

The IRC subscribes to a comprehensive range of electronic resources to support its patrons' diverse research and academic needs. These include renowned e- databases such as SCOPUS, ProQuest, EBSCO, and WARC. These platforms provide access to a vast array of scholarly articles, industry reports, Case –Studies, e-books, and other valuable e-materials, enhancing the depth and breadth of research capabilities available to our users.

The IRC maintains a comprehensive digital library to ensure users have seamless access to vast information. This includes an Institutional Digital Repository, a Web-OPAC (Online Public Access Catalogue), and the MyLOFT Remote Access Facility. The Institutional Digital Repository is a knowledge repository of e-books, research papers presented or published by faculty members, and e-learning materials. The Web-OPAC indexes books, CDs, project reports, studies, and e-books, allowing users to search and locate resources efficiently. The MyLOFT Remote Access Facility enables users to access library resources remotely, providing seamless and reliable access to subscribed e-resources and web articles anytime, anywhere.

A dedicated discussion room is available for collaborative learning, allowing students to engage in group studies and discussions.

The IRC is managed by a qualified librarian and an efficient team committed to delivering responsive information services that support teaching, learning, and research. By catering to its users' diverse information needs, the library fosters an environment conducive to academic excellence.

Resources:

Library Resources and E-Resources	
Books (Print)	More than 40,600
E-books	More than 29,000
CDs/DVDs/VCDS	More than 3173
Journals and Periodicals	61
International journals (Print copies)	13
National journals (Print Copies)	32
Periodicals	16
Institutional Memberships	DELNET
E- Journals Databases	ProQuest ABI/INFORM Complete 5354 Total Titles 5100 (Full TextTitles) 6000 (Business Cases) 40(News Papers) 3000 (Full Text Business Dissertations) 7200 (Annual Reports) EBSCO Business Source Elite – Plus 7239 (Total No. of full text publications) 1064 (Full text peer reviewed) 1000 (Case studies) 16000 (company profiles) 147 (Full text Books and monographs) Scopus: Abstract and Citation database - Citations of published works - Names and institutions of contributing authors - Funding sources - Awarded grants - Policy citation
E-Books	ProQuest E-brary Access to 29000 e-books pertaining to Business and Management
E- Databases	WARC: World Advertising Research Centre A comprehensive online database that provides access to a vast collection of marketing and advertising information, including case studies, research papers, conference reports, and forecasts on advertising expenditure across major economies.
Plagiarism Check Software	Turnitin
Remote Access Facility	MyLOFT (Web and Mobile App)

E – Resources

To enhance academic research and access to up-to-date business information, the IRC has subscribed to the following E-Resources:

☐ **ProQuest (ABI/Inform Complete)**

ProQuest database includes 8279 full text titles, 4,324 business cases, 48,667 full text business dissertations and more than 30000 and reports.

☐ **EBSCO Business Source Elite - Plus**

This database provides full text coverage of scholarly business & management and economics journals. It offers more than 7000 business publications, 1055 Full Text journals & magazines and 940 case studies.

☐ **SCOPUS: : Abstract and Citation database**

Scopus provides unparalleled coverage of the scientific literature, with content from over 22,800 peer-reviewed journals and over 150,000 books. The search interface is designed to make it easy to find required information. The database helps to identify emerging trends in research.

☐ **WARC: World Advertising Research Centre**

A comprehensive online database that provides access to a vast collection of marketing and advertising information, including case studies, research papers, conference reports, and forecasts on advertising expenditure across major economies.

☐ **ProQuest E-library (E-books)**

This database provides access to more than 28,000 e-books pertaining to Economics, Business and Management Sciences.

☐ **Turnitin-Similarity (Plagiarism Checker)**

It is a digitalized, fully-automated system for detecting plagiarism. The students need to check their project reports for plagiarism using this software.

SERVICES

☐ **Koha-Integrated Library Management Software**

The IRC is fully automated with a full-featured, modern, integrated Koha Library Management Software. All IRC operations (cataloguing, circulation, acquisition, serials and stock verification) are automated and managed by Koha software. The online library catalogue can be accessed anytime, anywhere. The IRC members get the email on all circulation activities, including overdue notices. The members can check the status of purchase suggestions online. The usage of the library and library resources is also monitored using this software.

The software facilitates different types of reports generation.

- **Library Online Public Access Catalogue (Web-OPAC)**

This catalogue includes an index of books, CDs, project reports, studies and e-books. The online catalogue is highly versatile and user-friendly, with simple and advanced search. The latest titles appear in the carousel and are available in a list. The titles are displayed with cover images. The library members can checklist of current and past checkouts, save search history and make purchase suggestion online. The members can also check the books help virtually using the virtual shelf browser.

- **Remote access facility**

The library has subscribed to My Loft Remote Access Facility. Through this service, students and faculty members get seamless access to the e-resources of the library, and they can access, organize, share and read offline all e-content, anytime, anywhere. The users can access the e-resources remotely through Web App as well as Mobile App. The digital content subscribed to by the library is made available to students.

- **E-learning facilities**

The institute has developed a digital repository using DSpace digital library software. This repository contains e-books, research papers presented or published by faculty members, and e-learning materials like class notes, PPTS, case studies, and other essential learning materials. Students can access and download the learning material through the Myloft Facility.

- **Inter Library Loan Facility (ILL)**

The IRC is a member of the Developing Library Network (DELNET) to meet the ever-growing thirst for knowledge among students and faculty members. The IRC can borrow document from other libraries on an Inter Library Loan basis by filling out the Institutional Membership forms. The Institutional Membership forms are available with library.

- **Reading Room**

The IRC has a fully air-conditioned and spacious reading room on 1st floor. The reading room can accommodate about 120 students and is kept open for 9 hrs.

- **Quick Response (QR) Code**

The QR code facility is available for the list of past project report and other useful library resources is available.

- **Book Alert**

Every month a list of additions to the library collection is made available to the students and faculty members through email.

- **Article Sneak Peek**

Through this service, as and when the journal/periodical (print) is received in the library, the table of contents with the abstract of article is shared with the faculty and students. The articles in PDF format are shared with the users via email on request of users.

- **Rotating Reads**

The library rotates the latest issues of journals and periodicals among faculty members to ensure they stay updated with current research and industry trends. This service allows faculty to review and engage with new publications before they are placed in the library for general access. It also facilitates the identification of potential readings for students and the integration of relevant insights into teaching and research. This initiative enhances academic discourse and promotes the effective utilization of library resources.

- **Business News Alert**

Daily updates on important business news are given to the students and faculty members.

- **Article Alert**

Article Alert is an alerting service where students can discover the latest articles published in select journals/e-journals subscribed by the library. Introducing this service aims to keep the students updated on recent research published in scholarly literature.

- **Business Buzz-Newsletter:**

This monthly newsletter provides relevant and latest information from various business sectors.

- **Leader Speak-Newsletter:**

This monthly newsletter is a compilation of interviews with business leaders published in newspapers and magazines.

- **In-house Book Exhibition**

The library celebrates select events of national/international importance or birthdays of renowned management scholars. Through this services, the library collection (books and other resources) is displayed in the library.

- **In-house publications and material**

The library preserves a collection of IES MCRC publications, IES MCRC events and Activities.

- **Photocopying Facility**

Photocopying facility is available in the library. Students can avail of the service at Rs.3/- copy.

- **Printing Facility**

A printer is available in the library. Students can avail of the service at Rs.3/- per copy.

- **Suggestions and Feedback**

Purchase suggestions from the students and faculty are invited to build the collection of books in the library. To improve the quality of library services, IRC also collects feedback from the students and faculty members.

- **Know your Library- Library Sessions**

The library sessions on the use of library e-resources are conducted by the Librarian for the first-year Students.

- **Overnight Issue**

Back issues of magazines can be borrowed on Reference card for overnight for Borrowing facility is available after 7.00 p.m. The magazines issued on reference card should be returned the next day by 9.00 a.m. Failing which a fine of Rs.100/- is imposed.

- **Past Question papers**

These are available on the Institutional Digital Repository and students can refer to them through MyLoft Remote Access Facility.

Rules and Regulations

Membership and Loan Privilege

1) Students

Student members of IRC are issued 3 library cards and one reference card. Such cards remain in force for the academic year and are non-transferable.

To become a student member,

- Apply in the prescribed form
- Submit a photocopy of fee receipt

Students can borrow 3 books at a time for 10 days. Periodicals, CDs, project reports, reference books are issued against Reference Card for three hours. Audio/Video material is strictly to be viewed in the institute premises only.

2) Alumni

To become a member,

- Apply in the prescribed form of IES MCRC Alumni Library Membership
- Show proof of having been a student of IES MCRC
- Should be a member of the Association of IES Alumni
- Pay the requisite membership Fee

Membership	Entitlement	Loan Period	Refundable Deposit	Annual Fees
Annual	1 Book	1 month	Rs. 2000/-	Rs. 100/-

Library Card

- 1.1 Access to IRC is restricted to Staff, Students and Alumni of IES MCRC.
- 1.2 In case of loss of library cards or reference card, the library will make a duplicate card on filling up of prescribed form with charges of Rs.100/- each.
- 1.3 Members must carry their I-Cards to get entry and use the library.
- 1.4 Members must produce their ID card when asked to do so by an authorized person.
The card must be used only by the member to whom it is issued.

Set of Text-books

The students can borrow a set of textbooks from the library every trimester. The books should be returned within 15 days after the trimester exams are over.

Overdue Charges

The book must be returned to the library on or before the due date, failing which there is an overdue charge of Rs.5/-per day per book after the due date, till the date of return. Before 15 days of the commencement of the examination, this overdue charge will be Rs.10/- per day, per book till the date of return.

Library material issued on a Reference card should be returned on the same day, or else a fine of Rs.100/- will be charged per day till the date of return.

Reservation for book

If the desired book is not available on the shelf, reservation/demand slip can be filled.

Renewal of the books

- a. Students should renew the book personally and only once.
- b. Books will be renewed only if the book is not in demand.
- c. Books will be renewed on or before due date.

Conditions for borrowing books

- The books should be used with utmost care.
- The borrower is personally responsible for safe custody and return for the library books. Books damaged or lost are to be replaced by the borrower.
- Loss of library material must be brought to the notice of the Librarian. The borrower will replace books damaged or lost with latest edition available; else he/she must pay the market price of the book.

- The reader shall not write upon, mark on and stain the library material, disfigure, tear and damage the books.
- The borrower him/herself must satisfy themselves about the physical condition of books at the time of borrowing the books and any defect or damage observed should be brought immediately to the notice of the counter staff.
- Reference books, rare books, periodicals will not be issued for home lending. These must be returned to the library before leaving the library.
- The books may be lent for shorter period if required.
- If a student is found to be in the habit of constantly retaining the books for more than stipulated period, then the library facility shall be suspended for him/her for seven days.
- The removal of any material from the library must be properly authorized and recorded.
- Damage to, or unauthorized removal of material constitutes a serious offence and the nature of fine will depend upon the offence.
- Books or other material taken from the stacks should not be re-shelved by the readers but should be left on the table. Please remember that a book misplaced is a book lost.
- The grade-sheets may be withheld until all library materials have been returned and outstanding fines/charges are paid.
- The library deposit refund should be collected within 3 months from the date of convocation or else the deposit will be forfeited.
- The cost of long-overdue library items will be recovered from the library deposit after six months from the issue of program completion certificate.

Other Rules

- On grounds of security, bags and other personal belongings should not be left unattended.
- The library will not be responsible for damage or theft of personal property.
- Silence is mandatory in study areas. Loud conversation, standing in groups, discussions etc. are not allowed. The use of mobile phones in the library is strictly prohibited. Failure to comply with these requirements may result in suspension of library facilities or exclusion from the library. Smoking, consumption of food and drink (except bottled water) are not permitted in the library.

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Anvesha

Anvesha is a biannual, peer-reviewed academic journal with the ISSN number 09745767, focused on advancing research in management and business practices. It promotes exploring, compiling, and disseminating innovative research that deepens the understanding of management theory, business models, and practices. The journal features original empirical research papers that provide deep insights into the ever-evolving field of business and management. It is also a repository of case studies illuminating real-world business challenges and perspectives. Anvesha is committed to promoting innovative thinking and creating a space for ongoing discussions that go beyond the boundaries of conventional business knowledge. As a recognised publication, Anvesha is indexed in leading global databases, including ProQuest

and EBSCO. This ensures its high-quality research reaches an international audience and contributes to the academic community globally.

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Other facilities

Computer Centre

The Computer Centre (CC) is a facility provided to students to aid their academic activities. The CC has two labs under CC; the fifth-floor lab constitutes 60 workstations, and the second-floor lab has 22 workstations. The Computer Centre is equipped with a contemporary IT set up and applications to aid the student.

- Every student is provided with a laptop by the institute.

The following are some highlights of the Computer Centre:

- Dedicated Servers packaged with QNAP NAS Box.
 - Storage connected with 200 highly compatible workstations and laptops.
 - The entire campus is networked by fibre optic, CISCO CORE SWITCH 4505 and managed switches with mobility controller, ARUBA access points for wireless.
 - The campus is connected to the internet world by Leased Line bandwidth of 100 Mbps and backup 100 Mbps (ratio 1:1).
 - PC with Configuration Core i5, 512 GB SSD, 8 GB Ram
 - 17” Monitor (Total 124 Pcs.)
 - CC provides printing facilities (on a charge basis)
 - CC has a wireless internet connection, which enables students to use the internet even on their laptops.
- Computer Centre Code of Conduct for students:
- There is no restriction on usage of PCs for academic purposes.
 - Students are not allowed to use speakers for games, music or any other entertainment purpose but only for their presentations.
 - Downloading of movies, games, entertainment material or any other objectionable material is not allowed in the CC. Only academic materials can be downloaded.
 - Students are restricted to use the CC during their regular class periods (however, some classes may be conducted in CC)
 - Mobiles should be on “Silent” mode in CC.
 - No eatables are allowed in the CC.
 - Wearing an ID card is mandatory even in the CC.
 - Pen Drives are not to be used in the CC and classrooms.
 - Students can use CC from 9.30 a.m. to 5.30 p.m. from Monday to Saturday. On Sundays, it is available only on approved demand.

Safety and security

The institute has taken all possible measures for the safety and security of the students. However, the students must observe the following rules for their safety and security: -

- a) When entering the campus, students must display their I-card to the security personnel; failing that, they will not be permitted to enter.
- b) Students should not stay on the campus beyond the permitted time. Permission from the Director is required for any stay beyond this time.
- c) Students should immediately report malfunctioning electrical switches, equipment, or accessories to the administrative office if they observe them.
- d) Students must look after their belongings. They should not leave their bags, mobile phones, laptops unattended. The institute is not responsible for any loss due to carelessness. Similarly, students who come across any missing valuable items anywhere on campus should immediately report them to the Administrative Office.
- e) If students find suspicious, unclaimed objects anywhere on the campus, they should immediately report them to the Administrative Office.

Bonafide Certificate

To obtain the bonafide certificate, students need to apply their request along with a reason in a prescribed application form available in the institute's administrative office.

Locker Facilities

Students are allotted lockers for two years after completing the admission process, free of cost. The lockers should be vacated by the students after completion of the program by the end of April (of the final year), failing which the lockers will be broken open after serving a week's notice, and the institute will not be responsible for any loss. The students are advised not to keep valuables or costly items, including a laptop, in the lockers. The institute will not be responsible for any theft from the lockers.

Railway Concession Forms

IES MCRC students up to age 25 years are eligible to get a railway concession for their daily travel by local trains. The Administrative Office issues the concession forms on receipt of a request from the students. To get the concession form for the first time, the students will have to wait for seven working days after they apply, and for subsequent issues of forms, they will have to wait four working days after giving the application. The students must mention the railway station from which their residence is located. The procedure related to obtaining the railway concession form will be explained to students by the concerned staff member in the office. The students are also advised to preserve their expired railway passes as the Administrative Office could require them.

Students' kit

- Admission kit
- Blazers and ties
- laptop

Medical room

A separate first aid room (Room No. 208) is available in the institute. The First Aid Box is also available in the Administrative Office on the 4th floor. The following facilities are available in the first aid room:

Primary Treatment

- First Aid Kit comprising Dettol, Bandage, Bandage, Antiseptic Lotion, Electoral Powder, Cotton, Glucose Powder, painkiller tablets, etc, is available in the admin office.
- Medical room with First Aid box and Wheelchair
- Tie up with Hospital: The institute has a tie-up with Lilavati Hospital, located across the road, for admitting students or staff on a priority basis in case of emergency.
- Consultant Doctor is available on the Campus every Saturday from 11.00 am to 12 noon.

Girls' Common Room

The girl students may use the Girl's Common room. A Sanitary Napkin Vending Machine has been installed in Room No.603 and is available.

Students' Common Room / Recreation Hall

A spacious Students' Common room and recreation hall is available on the Ground floor. The facilities available in the recreation hall are:

- Table Tennis
- Carrom
- Chess

The students can also use this room to rest or relax during their free time.

Student Awards and Scholarships

To encourage students to achieve academic excellence and motivate them to maintain good academics, IES MCRC has awarded various prizes. Students are encouraged to compete for these awards. Some of the essential awards/prizes are as follows: -

Awardee	Nature of Award	Name of Award
PGDM Topper	Rs. 25,000/-	Over All Topper
PGDM (PM) Topper	Rs. 25,000/-	Overall Topper
Toppers of all Specialisations	Trophy and Certificate	SpecializationTopper
PGDM student	Trophy and Certificate	Best Industry Internship Project Award (1 st Rank)
PGDM student	Trophy and Certificate	Best Industry Internship Project Award (2 nd Rank)
PGDM (PM) student	Trophy and Certificate	Best Industry Internship Project Award (1 st Rank)
PGDM (PM) student	Trophy and Certificate	Best Industry Internship Project Award (2 nd Rank)
PGDM student	Trophy and Certificate	Best Capstone Project Award (1 st Rank)
PGDM student	Trophy and Certificate	Best Capstone Project Award (2 nd Rank)
PGDM (PM) student	Trophy and Certificate	Best Capstone Project Award (1 st Rank)
PGDM (PM) student	Trophy and Certificate	Best Capstone Project Award (2 nd Rank)

IES MCRC Alumni Sponsored Awards

Alumni occasionally sponsor various awards for meritorious students of different specialisations.

*The final decision on the awards will remain with management.

Merit Scholarships

Program	Amount	Description
PGDM	INR 1,25,000/- Waiver of the first-year Tuition Fees.	✓ Top 10 candidates in the IES MCRC who secure the 85th percentile in the written aptitude test required for admission (CAT, MAT, CMAT, etc.) ✓ **The fee waiver will continue for the second year, provided the student: • Scores an average of 75% marks in the first year • Has overall good performance in co-curricular and extracurricular activities (internal and external) • Maintains the highest standards of adherence to the General Code of Conduct described in the handbook and shouldn't have any instances of misbehaviour or indiscipline.
PGDM (PM)	INR 1,25,000/- Waiver of the first-year Tuition Fees.	✓ Top 5 candidates in the IES MCRC's Merit List ✓ **The fee waiver will continue for the second year, provided the student: • Scores an average of 70% marks in the first year • Has overall good performance in co-curricular and extra-curricular activities (internal and external) • Maintains the highest standards of adherence to the General Code of Conduct described in the handbook and shouldn't have any instances of misbehaviour or indiscipline.

The institute shall finalise the merit list on completion of the admission process.

The final decision to award the merit scholarship remains with the management and is binding on all scholarship awardees.

**** All scholarships awarded shall be adjusted in the 2nd Year fees.**

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Refund of Caution Deposit

Caution Deposit of Rs.10,000/- paid by the students can be refunded by filling the No Dues Form within 6 months of the program's completion. If they fail to do so, the institute shall not refund the caution deposit.

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Zero Tolerance for Ragging

IES MCRC Strictly Prohibits Ragging. Students must note that the institute treats any incident of ragging (on-campus and off-campus, including hostel) as a grave offence, in line with the notification issued by the Government of India and judgments of the Honourable Supreme Court.

Students indulging in any such act would attract severe penalties/punishment. After admission, students must submit an online undertaking regarding anti-ragging, which goes to the government or the designated authority.

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Statutory Committees

1. Student Grievance Redressal Committee (SGRC)
2. Internal Complaint Committee (ICC)
3. Committee for SC/ST
4. Internal Quality Assurance Committee (IQAC)
5. Anti-Ragging Committee
6. Institute-Industry Cell

1. Student Grievance Redressal Committee (SGRC) (As per new)

Sr. No.	Member	Position
1.	Dr. Sapna Modi	Chairman
2.	Prof. Deepak Ganachari	Convener, Faculty
3.	Dr Chandrakant Varma	Faculty
4.	Prof. Darshana Murkibhavi	Faculty
5.	Ms. Pratiksha Mhatre	Staff

Online Student Grievances Redressal Mechanism

‘Grievances’ may include complaints related to

(i) Admission	(ii) Examination	(iii) Fee payment
(iv) Documents submission	(v) Infrastructure	(vi) Harassment including sexual harassment

Grievances will not be entertained in the following areas:

- 1) Decision of the Board of Governors / Local Managing Committee / Administrative Committees.
- 2) Decisions about the award of Scholarship / Fee Concession / Awards.
- 3) Decisions made by the Disciplinary Committee for misconduct breaking the rules of the institute.
- 4) Decisions of the Competent Authority on assessment and examination results.

Procedure for Grievances:

Receiving online grievances – <https://www.mcrc.ies.edu/about-us/grievances-redressal>

1. Students can fill out the forms through the website and submit them.
2. The Convener shall receive the grievances.
3. The committee convener shall call a meeting every month and upon receipt of any grievance. A hearing will be arranged, and the concerned person will be called if required.
4. The Convener shall minute the Action Taken Report (ATR) of the disposal of grievances.
5. The Convener shall prepare the report on grievance disposal, get the director's approval, and email it to AICTE every month per the guidelines.
6. A reply regarding their grievances will be sent to the concerned person.
7. The institute shall maintain records of all the grievances received and their settlements.

2. Internal Complaint Committee (ICC)

Sr. No.	Member	Position
1	Prof. Deepak Ganachari	Convenor
2.	Dr.Suhas Pai	Faculty
3.	Dr. Sucheta Pawar	Faculty
4.	Mr. Harshal Bhagwat	Admission
5.	Dr. Aruna Sonawane	Placement
6.	Ms. Manasi Pandey	Student
7	Mr. Sarthak Bhor	Student
8	Mr. Sagnik Rudra	Student
9	Ms. Safiya Sorathiya	Student
10	Ms.Ruta Patwardhan	IES COA Member Counsellor)

Functions:

1. Publicly notify of the act's provisions against sexual harassment and ensure its wide dissemination.
2. Displaying the penalties and consequences of sexual harassment.
3. Creating awareness about the provisions to the Institutional community on the mechanism put in place for the redressal of complaints pertaining to sexual harassment.
4. Organising training programs, or as the case may be, workshops for faculty/staff/students to sensitise them and ensure knowledge and awareness of the rights and responsibilities enshrined in the Act.
5. Organising regular orientation or training programs for the members of the ICC to deal with complaints.
6. Uploading the Annual Report on the AICTE site by 30th June of every year.

3. Committee for SC/ST

Sr. No.	Member	Position
1.	Dr. Sapna Modi	Chairman
2.	Dr. Mrunal Joshi	Faculty
3.	Prof. Priyanka Oza	Faculty
4.	Ms. Pratiksha Mhatre	Staff
5.	Mr. Amit Gaikwad	Staff
6	Mr. Vikas Gangurde	Staff

Functions:

1. Receiving online/offline SC/ST faculty/staff/students' grievances.
2. Giving a personal hearing to an aggrieved person if required.
3. Discussing the matter with management if required.
4. Taking a decision/action on the grievance.
5. Responding in writing to the concerned faculty/staff/students.
6. Keeping a record of faculty/staff/students' grievances and Action Taken Report.

4. Internal Quality Assurance Committee (IQAC)

Sr. No.	Member	Position
1.	Prof. Deepak Ganachari	Convenor
2.	Dr. Hufrish Majra	Faculty
3.	Dr.Chandrakant Varma	Faculty
4.	Prof. Nicole D'silva	Faculty
5.	Prof. Darshana Murkibhavi	Faculty
6.	Dr. Madhura Deodhar	Librarian

Functions :

1. Conduct an Internal Audit every Quarter.
2. Recommendations on the desired level of output/performance and improvements in the processes to make them compatible with the national and global accreditation standards.
3. Review of the progress of accreditation work.
4. Review CO/PO/PEO attainment; identify gaps, if any, and recommend corrective actions.
5. Planning and execution of the audit process as per the Academic Audit Manual.
6. Information submission for B-school ranking and suggestions for the improvement of the rank of IES MCRC.
7. Regularly check CID files and records to ensure that all the records are up-to-date.
8. Review the ATR by the respective committees and report deviations to the Director.

5. Anti-Ragging Committee

Sr.No.	Member	Position
1	Dr. Sapna Modi	Chairman/Convenor
2	Dr. Mrunal Joshi	Faculty
3	Prof. Mayuresh Adsul	Faculty
4	Ms. Krutika Apraj	Staff
	<u>Pharma -</u>	
5	Mr.Sunny Roy	Student
6	Ms. Prapti Nagdeve	Student
	<u>PG A –</u>	
7	Ms. Bhavna Singh	Student
8	Ms. Sherel Chittilappilly	Student
	<u>PG-B</u>	
9	Mr. Sagnik Rudra	Student
10	Ms. Safiya Sorathiya	Student
	<u>PG- C</u>	
11	Ms. Ananya Agrawal Mr. Niranjana Deora	Student
	<u>PG – D</u>	
12	Ms. Manasi Pandey	Student
13	Mr. Sarthak Bhor	Student
14	Mr. Harshal Bhagwat	Admissions
15	Dr. Aruna Sonawane	Placement
16	Ms.Ruta Patwardhan	Students' Counsellor

Functions

1. Constitution of Anti-Ragging Squad.
2. Discussing and implementing the measures for eradication/prevention of Ragging from the Institution.

3. Observing the functioning of CCTV cameras.
4. Organising Anti-Ragging Workshops.
5. Updating the Website with Nodal Officers' details.
6. Regular interaction and counselling with the students.
7. Identification of trouble triggers.
8. Mentioning of Anti-Ragging warning in the Institutions' prospectus, student handbook etc.
9. Surprise inspection of hostel, canteen, toilets, and any other measures to prevent ragging.
10. Making sure that all students and parents have submitted the online Anti- ragging undertaking at www.antiragging.in
11. Discussing issues related to anti-ragging and the action taken.
12. Discussing the circulars received from AICTE/UGC and sending the compliances.
13. Keep a record of actions taken to prevent ragging in the institute.
14. Submitting online compliance with the anti-ragging regulations to curb the menace of ragging.

6. Corporate Interaction Committee (CIC)

Sr. No.	Member	Position
1.	Dr Sapna Modi	Chairman
2.	Dr.Aruna Sonawane	Convenor, Head Placement
3.	Dr.Suhas Pai	Faculty
4.	Dr. Neeraj Dixit	Faculty
5.	Dr. Kanaiyalal Parmar	Faculty
6.	Dr.Chandrakant Verma	Faculty
7.	Prof. Siddharth Dabholkar	Faculty
8.	Dr. Hufrish Majra	Faculty

Functions:

1. Placement strategy and performance review
2. Suggestions to improve interaction with the corporate world
3. Grooming students for the placement process
4. Getting assignments from the industry and monitoring the performance in the area of live projects, industry visits, alumni interaction, MDP, consulting, event participation, etc.

Other Committees

Student Affairs Committee

This committee internally looks after the grievances related to student issues.

Sr. No.	Name of the Person	Designation
1.	Prof. Deepak Ganachari	Chairperson
2.	Dr. Chandrakant Verma	Faculty
3.	Dr. Sucheta Pawar	Faculty
4.	Prof. Ritika Vohra Kathuria	Faculty

Note: The committee composition may change as per the requirement.

Women Development Cell

The Women Development Cell at IES MCRC is meant for women's empowerment. It has been undertaking various activities, such as workshops and competitions for gender sensitization. The Women's Development Cell handles any grievances regarding sexual harassment.

Sr. No	Name of the Person	Designation
1.	Dr. Sapna Modi	Chairperson
2.	Dr. Hufrish Majra	Convenor, Faculty
3.	Dr. Sucheta Pawar	Faculty
4.	Ms. Krutika Apraj	Staff
5.	Ms. Sanjana Dan	Student
6.	Mrs. Ranjana Karoor	NGO Representative

Advice to Parents

We strongly believe that the parents/guardians should be actively engaged in a dialogue with their wards and make efforts to update themselves about their progress and happenings in the institute. Parents can access their ward's performance using the AEMS login provided by the institute. Parents/Guardians are welcome to discuss or share the performance of their wards with the faculty mentors. In case of any student indiscipline, the institute authorities communicate with the parents/guardians. The institute expects the wholehearted cooperation of parents/guardians to provide a constructive environment. Parents' feedback related to the program will be given towards the end. The parents are advised to be in touch with the mentors allocated to the students by the institute to monitor the progress of their wards.

Other Charges

Sr. No.	Particular	Amount
1.	Late Payment of Tuition Fees	Rs. 5,000 per day for a delay between one to ten days and thereafter Rs.500 per day
2.	Late submission of the Industry Internship Project (IIP) Registration Form	Rs.250 for the first 15 days and as per notice thereafter.
3.	Late submission of the Industry Internship Project (IIP) Report	After the last date, Rs.1500/- for re-registration fees plus Rs 3000 = Rs 4, 500
4.	Late submission of 2 nd year Capstone Project registration form	Rs.250 for the first ten days and thereafter as per notice issued
5.	Late submission of 2 nd year Capstone Project Report (Soft Copy and Hard Copy)	After the last date, Rs.1500/- for re-registration fees plus Rs 3000 = Rs 4, 500
6.	Non display of I-Card, Violation of Dress Code and Grooming code	Rs.500/- for every offence on a non lecture day. During lecture days students will be marked "ABSENT" for the entire day.
7.	Remaining absent for guest lectures or other events in which attendance is compulsory	Will be marked "ABSENT" for the entire day
8.	Duplicate I-Card	Rs.500/-
9.	Loss of Badge	Rs.200/-
10.	Identity Card Ribbon	Rs.100/-
11.	Duplicate Hall ticket	Rs.100/-
12.	Re-examination fees	1 st Rs.3000/- per course/ 2 nd Rs. 4000/-
13.	Re-evaluation fees	Rs.1000 per course
14.	Indiscipline in exam hall (e.g.: mobile ringing, noise making, etc.)	Rs.500/- per incident
15.	Indiscipline in Class room (e.g.mobile ringing, using mobile phone)	Rs.500/- per incident or as per the instructions of Authorities.
16.	<u>Library:</u> - Overdue books (throughout the year) Overdue books during exam Indiscipline Duplicate library card	Rs.5/- per day Rs.10/- per day Rs.25/- (every act of indiscipline) Rs.100/- (every duplicate card)
17.	Extra elective course (Certificate Course)	Rs.3000/- per course
18.	Duplicate Handbook	Rs.500/-
19.	Duplicate Mark sheet	Rs.1000/- per mark sheet
20.	Duplicate Certificate (Convocation/Program)	Rs.2500/- per course
21.	Fine for lost ID card (while no due submission)	Rs.250/-
22.	NGO Projects	Rs. 500/- per day

Policy on Outbound Visits, Global Immersion, and Industrial Visits

(Domestic and International)

IES MCRC organizes domestic / international study visits, industry immersion programs and global exposure initiatives to enhance academic learning through practical industry and institutional interactions.

Students participating in such programs are required to adhere to the following policies:

Academic and Program Guidelines

- 1. Academic Nature of the Program** - Outbound visits and global immersion programs are part of the Institute's experiential learning framework. Students are expected to participate actively in all scheduled academic and industry engagements.
- 2. Compliance with Institute Regulations** - Students must comply with all policies, instructions, and guidelines issued by the Institute, accompanying faculty, program coordinators, and host organizations.
- 3. Professional Conduct** - Students shall maintain discipline, professionalism, and ethical conduct at all times and represent the Institute responsibly during the program.
- 4. Attendance and Participation** - Participation in all scheduled activities such as including company visits, academic sessions, workshops, and institutional interaction is mandatory unless exempted by the accompanying faculty.
- 5. Program Itinerary Compliance** - Students must strictly follow the approved travel itinerary and accommodation arrangements. Independent travel or deviation from the group itinerary without prior approval is not permitted.
- 6. Host Organization Protocols**- Students must respect the confidentiality, security protocols, and operational guidelines of host organizations. Unauthorized photography, videography, or disclosure of restricted information is prohibited.
- 7. Dress Code and Professional Etiquette** - Students must adhere to the dress code and professional etiquette prescribed by the Institute for official meetings and company visits.

Student Responsibilities

- 8. Compliance with Local Laws** - Students must comply with all applicable laws, regulations, and cultural norms of the host city or country.
- 9. Prohibited Conduct** - Any form of misconduct, including indiscipline, unlawful activities, substance abuse, or behavior detrimental to the reputation of the Institute, may lead to disciplinary action.
- 10. Travel Documentation (International Programs)** - Students are responsible for ensuring possession of valid travel documents including passport, visa, and any other documentation required by authorities.
- 11. Health and Medical Responsibility** - Students must ensure they are medically fit for travel and disclose any relevant medical conditions or medication requirements prior to departure.
- 12. Personal Belongings** - Students are responsible for safeguarding their personal belongings including passports, travel documents, electronic devices, and valuables.
- 13. Financial Responsibility** - Any personal expenses, damages to property, penalties, or fines arising from the student's actions shall be borne by the student.

Program Administration

- 1. Authority of Accompanying Faculty** - Students must follow the instructions and decisions of accompanying faculty members or authorized representatives during the program.
- 2. Emergency Situations** - In case of emergencies, Director and the accompanying faculty member may take necessary decisions in the interest of student safety and program continuity.
- 3. Program Modifications** - The Institute reserves the right to modify the itinerary, schedule, or components of the program due to operational or unforeseen circumstances.
- 4. Post-Visit Academic Requirements** - Students may be required to submit reports, presentations, or assignments related to the visit.
- 5. Disciplinary Action** - The Institute reserves the right to initiate disciplinary action for violation of Institute policies. In serious cases, the student may be required to return from the program at the student's own expense.

Institutional and Legal Provisions

- 1. Institutional Documentation** - Photographs, videos, or recordings taken during the visit may be used by the Institute for academic documentation and institutional communication.
- 2. Social Media and Reputational Conduct** - Students must exercise discretion when posting content on social media during the program. Sharing confidential information or content that may harm the reputation of the Institute, host organizations, or fellow participants is prohibited.

3. **Force Majeure and Travel Disruptions** - The Institute shall not be responsible for delays, cancellations, or disruptions arising from circumstances beyond its control including natural disasters, pandemics, government restrictions, political unrest, or airline disruptions. The Institute may modify or cancel the program if necessary.
4. **Liability for Third-Party Service Providers** - Travel arrangements including flights, accommodation, transportation, and logistics may be facilitated through third-party service providers. The Institute shall not be liable for service deficiencies or disruptions arising from services provided by such parties.
5. **Curfew and Movement Restrictions** - Students must adhere to curfew timings or movement guidelines prescribed by accompanying faculty. Leaving accommodation premises or travelling independently without prior approval is not permitted.

Important: Participation in outbound visits, industrial visits, and global immersion programs is a privilege extended by the Institute as part of experiential learning. Students who fail to comply with Institute policies or demonstrate disciplinary concerns may be restricted from participating in such programs.

------(Perforation)-----

Student & Parent's - Policy Acknowledgement

I acknowledge that I have read and understood the policies outlined in the **IES MCRC Student Handbook**, including the section on **Outbound Visits, Global Immersion, and Domestic Industrial Visits**. I agree to comply with these policies and understand that violations may lead to disciplinary action as per Institute regulations.

Student Name: _____

Program / Batch: _____

Roll No: _____

Contact No: _____

Signature of Student: _____

Date: _____

Parent / Guardian Acknowledgement (*Applicable for Domestic & International Programs*)

I confirm that I have read and understood the Institute's policy on outbound visits and global immersion programs and acknowledge that my ward will comply with the guidelines specified by the Institute.

Parent / Guardian Name: _____

Contact Number: _____

Email-Id: _____

Signature: _____

Date: _____

Undertaking for Student Handbook – Placement Nomination Policy

Undertaking Regarding Placement Nominations

I understand and agree that participation in the campus placement process is a privilege extended by the Institute and is subject to the rules, regulations, and professional standards laid down by the Placement Cell.

I hereby acknowledge and undertake that:

1. I understand that merely meeting the eligibility criteria or expressing interest in a role does not guarantee my nomination or placement with any company.
2. Nominations to recruiting companies will be made based on the company's eligibility criteria and the Institute's internal evaluation parameters, including but not limited to:
 - My overall track record of discipline and professional conduct within the Institute
 - My IRR scores and participation in institutional assessments
 - Faculty recommendations and academic feedback
 - My academic performance and scores
 - My adherence to placement policies, timelines, and code of conduct

Disclaimer:

The Placement Team reserves the full and final right to nominate, recommend, or withhold my candidature for any full-time placement opportunity. The decision of the Placement Team shall be final and binding, based on its assessment and continuous observation of the student's conduct, behaviour, professionalism, and overall performance throughout the programme.

By signing below, I confirm that I have read, understood, and agree to comply with the above conditions as part of the Institute's Placement Policy.

Student Name: _____

Programme & Batch: _____

Roll No.: _____

Signature: _____

Date: _____

Student & Parent

Acknowledgement

We, the undersigned, hereby acknowledge that we have received, read, and understood the Student Manual and the policies, rules, regulations, code of conduct, and disciplinary guidelines of the Institute.

We understand that adherence to the Institute's policies is mandatory and that any violation may result in disciplinary action as per the norms of the Institute.

The student agrees to maintain discipline, uphold academic integrity, attend classes regularly, and conduct themselves responsibly within and outside the campus.

The parent/guardian agrees to support the Institute in ensuring the student's compliance with the rules and regulations.

We further confirm that we shall abide by all decisions, amendments, and instructions issued by the Institute from time to time.

Student Name

Signature of Student

Parent/Guardian Name

Signature of Parent/Guardian

Program/Class

Date

Note:-

- * Management may notify the students of any other charges/penalties depending on any specific requirement.
- * Students should pay the charges mentioned above using the online portal, i.e., via AEMS and email to the concerned department, their reference number, amount, and date of payment with cc to **mcrc.accounts@ies.edu**.

List of Prominent Recruiters	
A N D Firesafety	Cello Group
Aadi Healthcare	CIFDAQ
ACG Group	CITI bank
Acuité Ratings & Research Limited	CMIE
Adonmo	Coffee Day Global Pvt Ltd
AGR Knowledge Services Pvt. Ltd.	Colliers
Ajanta Pharma	Crisil
Alchemist Marketing Solutions	Cunix Infotech
Alkem Laboratories	D Grey Matter
All Cargo Logistics	DCB Bank
Alliance Insurance Brokers	DHL
Anand Rathi Global Finance Ltd	Docfliq
Artson Ltd- A Tata Enterprise	Double Tick
Astaguru	Dr.Reddy Lab
Atomium Labs	Eclerx
Bajaj allianz life insurance	Econship Tech Pvt Ltd.
Bajaj Finance	Edgistify
BAJAJ FINSERV	Epicenter technologies
Bajaj Housing Finance Ltd	Equitas Small Finance Bank
Bandhan AMC	Fab industries
Bayer	FundsAudit and FundsWeb
Bharat Serum	Fusion Practices
Bliss GVS Pharma Ltd	General Mills
BNM solutions	GEP - Procurement and Supply Chain Consulting
Brained	Glowderma
Business Octane Solutions Pvt. Ltd.	Gmetri
Canon (Female only)	GOCOMET

Capgemini	Godrej Enterprises Group
CavinKare	Hager Electro
Cello	HDFC Asset Management Company Limited
HealthNu	Micro-Star INT'L Co. LTD. (MSI India)
Himalaya Wellness Company	Mondelez
Hiranandani Financial Service	Morgan Stanley
Home First Finance Company	MOSL
HostAspire	NGL Fine Chem
IAMAI	Nuvama Wealth
ICICI Prudential	oneinsure
IIFL Home Loans	Orbit Agritech
Infina Finance Pvt Ltd	Pagarbook (Gyankaar Technologies Pvt. Ltd.)
Info Edge	Paper craft
Insignia Communication	Perch technologies
Insync Analytics	Piramal Enterprise Limited
Ion Exchange	Piramal Group
Ion Group	Piramal Realty
IPCA Lab	PNB Metlife
Kalpataru Ltd.	Prescription Pharma Support
Kotak Mahindra Bank Ltd	PUMA energy
L& T Realty	Radiant Cash Management Services Limited
Linedata	RBL
Linit Exports	RecruitCRM
Little Muffet	Regal Rexnord (RRX)
Livlong	Reliance Jio
Loanframe	Reloy
Iodha	Rochem Separation Systems (India) Pvt Ltd.

Logistics Now	Rolling Arrays (RA)
LS Digital	Rustomjee
LSC Lifesciences	Saint Gobain
Magicpin	Samarth Lifesciences
Medley Lab	ShriRam Housing Finance
Micro Labs	SIDBI
Siemens	Travclan
Skant Health Care	Ultima Speciality Chemicals
Skills café	Unity Small Finance Bank Limited
Smollan	Visible Alpha (S & P Global)
Survival Technologies	Vodafone India
Synaegis	Wishup
Synergetics India	Wockhardt
Talent leap	Yasho Industries
Tam Media Research	Zenith Industrial Rubber Products Pvt. Ltd.
TCS	Zensar Technologies
TDF Diamonds & Gold	Zuventus Health Care
Thomas Cook	Zydus Healthcare
Tourism Finance Corporation of India Limited (TFCI)	



Annual Outbound training at Kolad, organised by IES MCRC,
in December 2024

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