



Estd 2009

Shri Balasaheb Mane Shikshan Prasarak Mandal's ASHOKRAO MANE GROUP OF INSTITUTIONS

Address : Vathar Tarf Vadgaon, Tal. Hatkanangale, Dist. Kolhapur - 416 112 (Maharashtra)

Phone : (0230) 2407740, 2407760 **Fax :** (0230) 2407750 **Email :** director@amgoi.edu.in **Website :** www.amgoi.org

Approved by : AICTE, New Delhi No. F-No. MS (NewInt) 2009 / 08, Higher & Technical Education Department, Govt. of Maharashtra, Directorate of Technical Education, Mumbai. **Affiliated to :** Dr. Babasaheb Ambedkar Technological University, Lonere - Raigad. (B.Tech. & M.Tech. Programs), Shivaji University, Kolhapur. (MBA Program).

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Founder President
Late Shri. Ashokrao Mane

Director
Dr. A. V. Deshmukh, M.E., Ph.D.

President
Hon. Shri. Vijaysinh A. Mane

Ref. No. :

Date :

Criteria 2 :TEACHING-LEARNING AND EVALUATION

Summary Sheet

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

Sr. No.	Student Centric Methods	Activity
01	Experiential Learning	Laboratory
		Mini and Major Project
		Industrial Training/Field Training
		Industrial Visit/Field Visit
		Hands on Training
		Add on Program
		Guest Lecture/Expert Lecture
		Internship
		Virtual Reality Game Event
		Project Competition
02	Participative Learning	Project Presentations
		Seminar activity
		Mini Project Exhibition
		Flipped Classroom
		Poster Presentation
		Project Competition
		Group Discussion
		Smart Class room
		Snap Talk
		Think Pair And Share
		Chart and Model Based Learning
		Quiz
		Soft Skill Development Program
		Team tracker event

DTE Institute Code : 6217



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President
Hon. Shri. Vijaysinh A. Mane

Date :

Ref. No. :

Criteria 2 : TEACHING-LEARNING AND EVALUATION

Summary Sheet

03	Problem Solving	Tutorial Session
		Brainstorming Sessions
		Hands on Sessions
		Case Study



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Criterion 2 : Teaching-Learning and Evaluation

2.3 - Teaching-Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences.

Innovation Teaching Methods		
Sr. No	Student Centric Methods	Activity
01	Experiential Learning	Add on Program
		Field Visit
		Expert Lecture
		Internship
		Field Training
		Project Work
02	Participative Learning	Soft Skill Development Program
		Flipped Classroom
		Project Presentations
		Mini Project Exhibition
03	Problem-Solving Methods	Tutorial Session
		Brainstorming Sessions
		Hands-on Sessions

H. M. Bhosale

Prepared By:

Prof. H. M. Bhosale



J. M. Shinde

Verified By:

Prof. J. M. Shinde

HOD

Civil Engineering

AMGOI, Faculty of Engineering

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Add on Program on 2D Building Drawing with Auto Cad 2020 Software





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FIELD VISIT TO KOLHAPUR WATER TREATMENT PLANT



FIELD VISIT TO ROAD TRANSPORTATION AT NH-4, SHIYE





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EXPERT LECTURE ON “Mastering Interview Techniques”





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INTERNSHIP CERTIFICATE OF STUDENTS



Regd. No. II - 91 1433

KOLBRO GROUP

215, Satyam Apartment, Wardha Road, Dhantoli, Nagpur-440012

Web: www.kolbrogroup.com | Email: kolbro.group@gmail.com

Offer Letter

Date: 20/12/2023

Dear KUNAL SHANKAR MAGDUM,

Congratulations! We are pleased to confirm that you have been selected to work for Kolbro Group. We are delighted to make you the following job offer.

The position we are offering you is that of *Surveyor* with an annual cost to company of **180000**. Accommodation, food, and travel expenses will be provided as part of the employment package.

As per our discussion, we would like you to start work on **15/01/2024**. Please report to Shailesh Rathod for **documentation and orientation** at Ulhasnagar office. If this date is not acceptable, please contact us immediately. If you have any questions or require further clarification, please feel free to contact Rohit Kulkarni at rohitkul78@gmail.com / 8600078578.

Please sign the enclosed copy of this letter and return it to me by 15/01/2024 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Kolbro Group. We look forward welcoming you on board.

Anish Sunny

For Kolbro Group



Accepted by
Employee Name





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4:54

480 MB 51%



HR Manager... Nov 3

to me, Nilesh, Ta...



Dear Mrudula,

We are excited to offer you a full-time position of 'Relationship Manager Trainee' at 'Magic Stone Prop Consultants LLP'.

After several interviews with different candidates, we believe you are the best one for the position.

As discussed, you will start on 06-02-2024 and directly report to our Kharadi - Office no-519, Floor no-5th, Gera Imperium Alpha, Opposite Side of EON IT Park, Kharadi, Pune, 411014.

Your Reporting time will be 10:00 am.

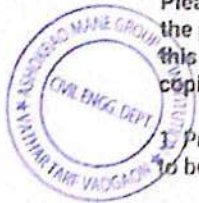
Weekly off - Monday

Kindly revert with your acceptance within a week, failing which this offer stands automatically canceled. Also, in the event of your acceptance, we need you to join our services on 6th February 2024

Please carry your documents mentioned below for the process and feel free to discuss any issues in this regard. And also share your document's scanned copies to the same email id for further process.

1. Proof of Age / Education / Experience Certificates to be shown in original for reference.

2. Believing letter or acceptance of your resignation





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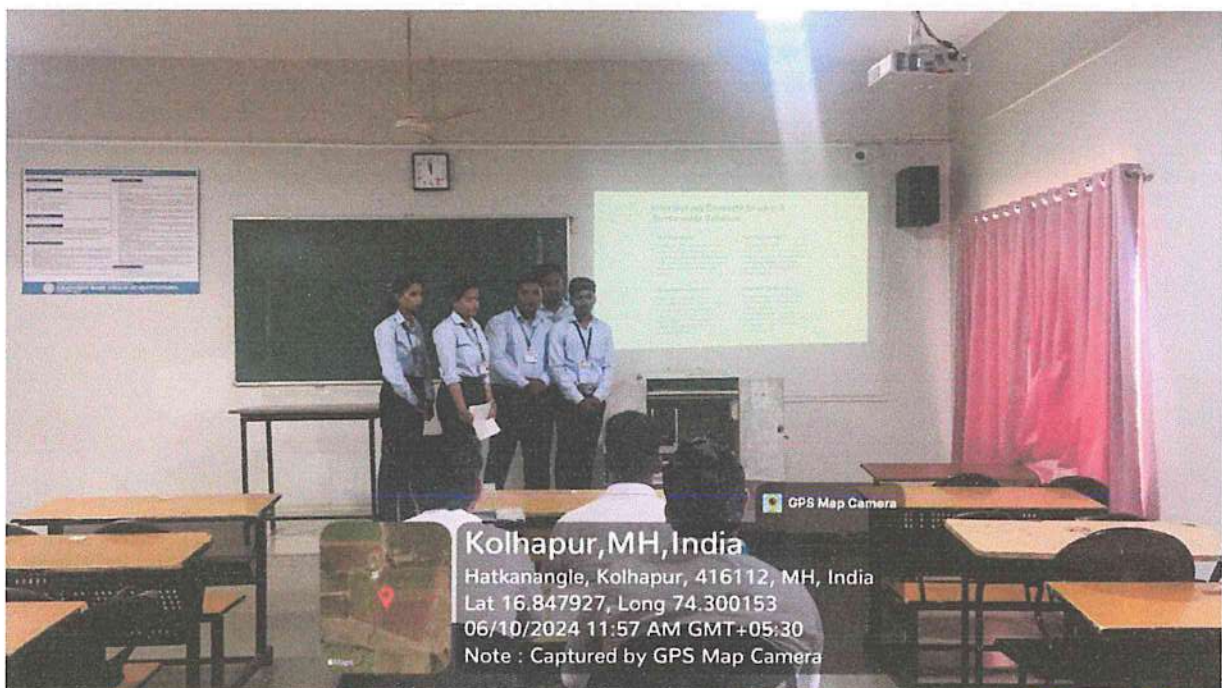


Department of Civil Engineering

SOFT SKILL DEVELOPMENT PROGRAM



PROJECT PRESENTATIONS





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MINI PROJECT EXHIBITION





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HANDS-ON SESSION ON IOT & ITS APPLICATIONS IN CIVIL ENGINEERING





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Department of Computer Science & Engineering

Criterion 2: Teaching-Learning and Evaluation

2.3 - Teaching-Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences.

Innovation Teaching Methods		
Sr.No	Student Centric Methods	Activity
01	Experiential Learning	Industrial Visit
		Hands on Training
		Guest Lecture
		Internship
02	Participative Learning	Flipped Classroom
		Poster Presentation
		Project Competition

Prepared By: Prof. S. J. Vibhute

Verified By: Prof. S. S. Redekar

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Computer Science & Engineering
AMGOI, Faculty of Engineering
Vathar Tarf Vadgaon, Dist. Kolhapur



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Use of Experiential Learning

Experiments in Computer Science and Engineering (CSE) play a vital role in providing students with the necessary skills and expertise to thrive in this dynamic field. They form the foundation for developing technical proficiency and improving problem-solving capabilities.





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“A One Day Industrial visit to SoftMusk Info. Pvt. Ltd, Belgavi”



Belgavi, Karnataka, India
RGM4+PQ2, GSS Gogte College Rd, Bhagya Nagar, Angol, Belgavi, Karnataka 590011, India
Lat 15.834273°
Long 74.506701°
06/04/24 01:16 PM GMT +05:30

GPS Map Camera



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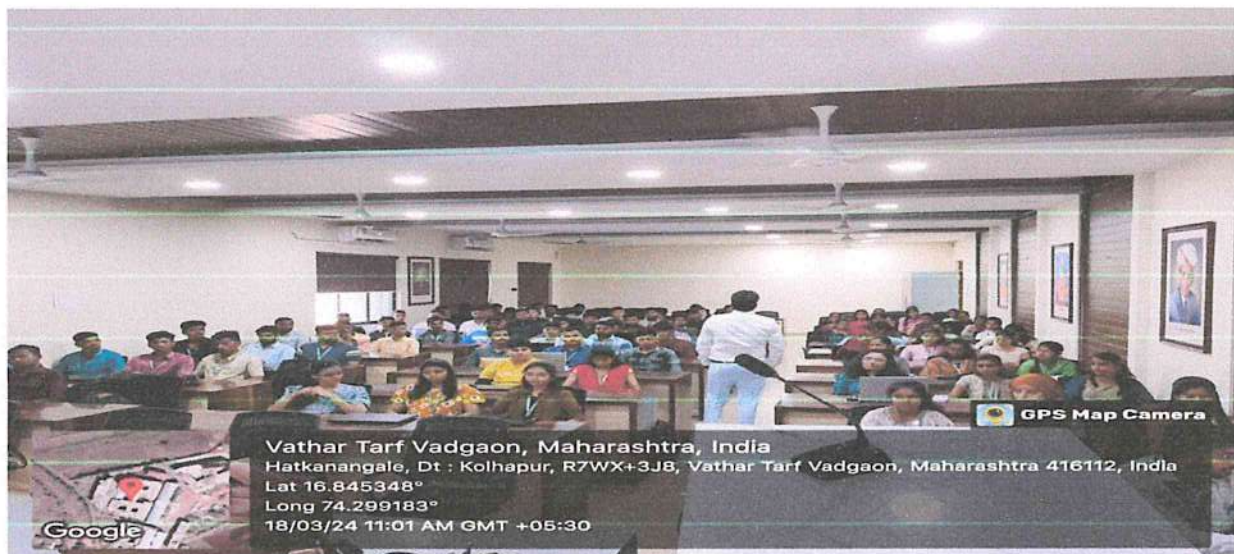


Department of Computer Science & Engineering

“A Guest Lecture on How to prepare for gate exam by Dr. H.T. Jadhav”



Internships enhance practical experience, develop skills, boost confidence, explore careers, improve resumes, and often lead to job opportunities, bridging the gap between academic learning and professional success.





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Use of Participative Learning

Flipped Classroom methodology help in active participation of students in learning.





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Project Competitions to enhance innovative ideas sharing, Hands-on skills, Presentation and communication, Entrepreneurial skills etc.



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Department of Electrical Engineering

Criterion 2 : Teaching-Learning and Evaluation

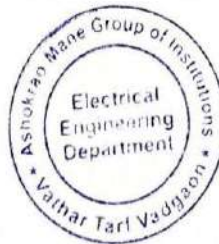
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2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences.

Innovation Teaching Methods		
Sr.No	Student Centric Methods	Activity
01	Experiential Learning	Industrial Visit
		Hands on Training
		Guest Lecture
		Internship
02	Participative Learning	Flipped Classroom
		Poster Presentation
		Project Competition

Dred

Prepared By : Prof. D. D. Ved



Shu

Verified By : Prof. S. H. Shete



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Use of Experiential Learning

Electrical engineering experiments play a crucial role in enhancing the skills of students in this field. These experiments provide hands-on experience with electrical components, circuits, and systems, and they contribute to both technical and practical skill development.





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“A One Day Industrial visit to Schneider Electric Innovation Yatra, Kolhapur”



“A One Day Industrial visit to Electrosai Hi-Tech Pvt. Ltd., Nipani”





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“A Guest Lecture on Opportunities and Placement in Foreign Countries by Mahalakshmi Academy, Kolhapur”



Vathar Tarf Vadgaon, Maharashtra, India

Hatkanangale, Dt : Kolhapur, R7WX+3J8, Vathar Tarf Vadgaon,
Maharashtra 416112, India

Lat 16.845388°

Long 74.299274°

Plus Code : 7J8PR7WX+5P

02/11/23 12:36 PM GMT +05:30

Internships can indeed enhance students in Practical Experience, Skill Development, Resume Enhancement, Career Exploration, Confidence Building, Job Opportunities





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Use of Participative Learning

Flipped Classroom methodology help in active participation of students in learning.



Poster presentation encourages student's creative thinking.





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Project Competitions to enhance innovative ideas sharing, Hands-on skills, Presentation and communication, Entrepreneurial skills etc.





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Criterion 2: Teaching-Learning and Evaluation

2.3 - Teaching-Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences.

Innovation Teaching Methods		
Sr. No.	Student Centric Methods	Activity
01	Experiential Learning	Laboratory
		Hands on Training
		Extension Activity at Kagal (Project Work)
		Virtual Reality Game Event
		Project Competition
		Industrial Visit
		Final Year B. Tech Project
02	Participative Learning	Flipped Classroom
		Poster Presenting Activity
		Quiz
03	Problem Solving	Group Activity Brainstorming Session
		Seminar representation





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Teaching Methods & student-centric approach ensures engaging and effective learning experiences. Methods such as experiential learning through laboratory work and add-on programs provide hands-on exposure to concepts, enhancing practical understanding. Participative learning is promoted through interactive seminars, group discussions, and technical events, fostering collaboration and critical thinking. Problem-solving methodologies are integrated into the curriculum through technical paper presentations, project competitions, and innovative technical events, encouraging analytical skills and creativity.

1. Experiential Learning

1. Experiential Learning at Laboratory



2. Experiential Learning through Hands on Training



3. Experiential Learning Extension Activity at Kagal (Project Work)





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4. Experiential Learning through Virtual Reality Gaming





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5. Experiential Learning through Project Competition



6. Industrial Exposure for Experiential Learning





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7. Project Based Experiential Learning



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2. Participative Learning

1. Flipped Classroom





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Flipped Classroom



2. Participative Learning Through Poster Presenting Activity





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3. Participative Learning through Quiz





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3. Problem Solving

1. Group Activity Session on Brainstorming



2. Learning through Seminar representation by students.





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Vathar Tarf Vadgaon.



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Department of Mechanical Engineering

Criterion 2 : Teaching-Learning and Evaluation

2.3 - Teaching-Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences.

Sr. No.	Student Centric Methods	Activity
01	Experiential Learning	Industrial Training
		Industrial Visits
		Hands on Training
		Guest Lecture
		Internship
		Project-Mini and Minor Project
02	Participative Learning	Flipped Classroom
		Poster Presentation
		Project Competition
		Group Discussion
		Smart Class room
		Snap Talk
		Think Pair And Share
		Chart and Model Based Learning
03	Problem Solving	Tutorial Session
		Brain Storming Sessions
		Hands on Sessions

Patil

Prepared By: Prof. R.P.Patil

Hch

Verified By: Prof. M.A.Sutar





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Industrial Training

Academic Year	Name of Department	Name of Program	Name of Companies
2023-24	Mechanical Engineering	Industrial Training	DBS Industries, Hatkanagale
			Hind Gear Industries, Shirol
			Inspire Industries, Aurangabad ,
			S. S. Enterprises, shirol,
			kolhapur Sound Casting pvt. Ltd. Shirol,
			Kolhapur,
			CU-BUILT Engineering Pvt. Ltd., Ahire



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Industrial Visit

Industrial Visit	04
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Academic Year	Name of Department	Name of Program	Name of Company
2023-24	Mechanical Engineering	Industrial Visit	Sharad Sugar Factory Narande
2023-24	Mechanical Engineering	Industrial Visit	Sharad Sugar Factory Narande
2023-24	Mechanical Engineering	Industrial Visit	Mahalaxmi Ispat Pvt.Ltd,Gokul Shirgaon
2023-24	Mechanical Engineering	Industrial Visit	Maharashtra Forge

Sharad Sugar
Factory
Narande



Sharad Sugar
Factory
Narande





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Mahalaxmi
Ispat Pvt.Ltd.



Maharashtra
Forge





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B.Tech Project 2023-24

Sr No	B.Tech Project	Schedule
2023-24	Project Synopsis Presentation	25/09/2023 to 28/09/2023
2023-24	Project Progress Presentation-I	19/10/2023 to 21/10/2023
2023-24	Project Progress Presentation-II	16/11/2023 to 18/11/2023
2023-24	Internal Final Presentation	06/12/2023 to 08/12/2023
2023-24	Project) External Final Presentation	25/12/2023 to 26/12/2023



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Incubation Centre

1 Day workshop on “3D Printing Technology”

Activity title: 3 D printing (In association with Mechanical Engineering Department)

Activity type: Innovation Activity

Mode of conduction: Offline

Date: 03rd Nov. 2023

Time: 10.00 AM to 3.00 PM

Venue: Incubation centre (GR 08)

Objective:

To learn about the technological processes in 3D printing, developing skills necessary to manage 3D printing, needs, hands on training of 3D printer.

Resource person: Prof. Ganesh R. Gaikwad, 3D Printer coordinator, AMG, Vathar



Printer hand on workshop practical session



3 D Printerhand on workshop practical session



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Actual work output from 3D Printer



Actual work output from 3D Printer



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Department of Mechanical Engineering

5-Days Workshop on PLC and SCADA

Workshop Activities The workshop offered a comprehensive learning experience that covered the following key aspects:

1. **Introduction to Automation without PLC:** Participants began their journey into automation by understanding the basics of logical operations and control mechanisms without the use of PLCs. This foundational knowledge enhanced their logical thinking and problem-solving skills.
2. **Hands-On Tasks:** The students engaged in practical exercises involving star, delta, and latching connections. These activities provided a strong grasp of industrial wiring and control logic.
3. **Project-Based Learning:**
 - o **PLC-Based Washing Machine Mechanism:** Students designed and implemented control logic for washing machine operations using PLCs, which deepened their understanding of programming and automation.

SCADA-Controlled Water Pumping Station: This project focused on real-time monitoring and control using SCADA, enabling students to gain hands-on experience with industrial automation systems.





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Cooperative Teaching/ Peer learning

Students share knowledge or discuss topics in a small group or peer mode as shown in figure. The students are taught to work as a team to improve their knowledge and working skills. Solving assignments/question papers in groups usually during coaching classes/whenever required. The bright students of the class are helping the weak students to solve the problems under the guidance of the course coordinator.



Think, Pair and Share conducted in FY (Engineering Graphics)



Think, Pair and Share conducted in FY (Engineering Graphics)



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Snap Talk

Faculty members conduct a five minutes snap talk during their lecture hour and review it to help students understand where they stand. Snap talk is a technique that helps the students to improve their English communication and to overcome stage fear.



Snap Talk conducted in TY (Fluid Mechanics & Machinery)



Snap Talk conducted in TY (Heat Transfer)



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Department of Mechanical Engineering

Smart Classroom

Almost all faculty members follow advanced lecture methods besides conventional teaching and learning processes. However, chalk and talk methods have traditionally occupied a pivotal place in teaching the students with lucid illustrations. All classrooms are provided with LCD projector and internet facility. Faculty members are using SMART classrooms to provide interactive sessions through video lectures, PPT, Animated videos, and lectures by eminent Professors.

Availability of the internet in the classroom has taken the teaching-learning processes to newer heights as shown in figure. The students make the best use of this facility during the lean times for downloading the latest information/ PowerPoint study materials/ YouTube lectures. Thus, this facility made students listen to lectures of eminent teachers and Nobel laureates across the globe.



Smart Class room providing LCD projector with ppts, videos on screen etc



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Seminars

Seminar is **an event where individuals gather to discuss a specified topic**. Generally, these meetings are interactive experiences led by one or two presenters whose role focuses on guiding the conversation along a delineated path.



Seminars on "career opportunities in product and tool design (Final Year)



Seminars on "Energy conservation(AllFinal Year Students)



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Quiz competitions

It is a contest in which participants test what they know by answering questions on one or more topics. Teachers can organize quiz competition to test the knowledge of students apart from studies or about any topic of syllabus. Students who win the quiz competition should be appreciated by the teachers. The quiz can be used to test the knowledge of students, it is like a quick assessment tool. The quiz culture in schools and colleges must be revived to revamp the education system and provide students with a break from regular classroom learning.



Providing Quiz Competitions of First Year students for Gain knowledge of general Knowledge



Quiz Competitions of First Year students



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Presentation of papers/posters at various technical events

Poster presentations offer researchers and scholars a unique opportunity to disseminate the findings of their work. While formal paper presentations involve verbal sharing with large groups, poster presentations rely on visual impact to communicate with viewers on a more informal, individual basis.





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Group Discussion

Group discussion (GD) is a comprehensive technique to judge the suitability of an individual and his appropriateness for admission, scholarship, job, etc. GD assesses the overall personality – thoughts, feelings and behaviour - of an individual in a group.



Group Discussion By Final Year Students(Today's advance Technology)



Group Discussion By Final Year Students(Software Coding and Decoding)



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Flipped Class

The department always believes in innovating the teaching pedagogy & thus from 2017 onwards introduced flipped classrooms for the students. Flipped Learning is a pedagogical approach in which direct instruction moves from the group learning space to the individual learning space and it ensures that this blended learning approach is used against the traditional learning approach. Here in the **flip class**, students watch online lectures on Laboratory experimental procedures (delivered by our faculty) and carry out the experiments in the laboratory with the guidance of a Lab In charge.



Flip Class conducted in FY (Energy Environment Engineering)



Flip Class conducted in FY (Energy Environment Engineering)



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Chart and Model-based teaching

The faculty use working models and visual charts in the classrooms which creates an interest in the course among the students as shown in figure.



Model based practical conducted to final year student(Mechatronics)



Patil

Prepared By: Prof. R.P.Patil

Hch

Verified By: Prof. M.A.Sutar





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Department of Applied Science & Humanities

Criterion 2: Teaching-Learning and Evaluation

2.3 - Teaching-Learning Process

2.3.1 Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences.

Innovation Teaching Methods		
Sr. No.	Student Centric Methods	Activity
01	Experiential Learning	Industrial Visit
		Guest Lecture
02	Participative Learning	Team Tracker event
		Group Discussion
		Seminar Activity

Prof.R.A.Pasale

HoD

(Applied Science & Humanities)





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Department of Applied Science & Humanities

Experiential Learning: Industial Visit at Hydro Power Plant Radhanagari Dam on
28th March 2024





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Department of Applied Science & Humanities

Experiential Learning: Expert lecture on Goal Setting, Self-Assessment & Time Management by Shrikant Sir & Leena Madam on 26th Septmeber 2023





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Participative Learning: “Group Discussion”: For orthographic projection topic problems are asked to discuss within a group of 4 to 5 students, and that answers are discussed with all students.





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Participative Learning: “Team Tracker” at Reflex 2K24 on 23th Novmber 2023



Galaxy A34 5G
24 November 2023 3:57 pm



Galaxy A34 5G
24 November 2023 3:46 pm





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Participative Learning: Group Discussion under Communication Skill subject





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Participative Learning: Seminar under Engineering Chemistry subject





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Criterion 2: Teaching – Learning and Evaluation

2.3 – Teaching – Learning Process

2.3.1 – Student centric method such as experimental learning, participative learning and problem solving methodologies are enhancing learning experiences.

Innovation Teaching Method		
Sr. No.	Student Centric Method	Activity
1	Experimental Learning	Industrial Visit
		Guest Lecture
		Internship
2	Participative Learning	Quiz
		Group Discussion
3	Problem Solving Methods	Case Study




H/C Director

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Ashokrao Mane Group of Institutions
Faculty of Management Studies (MBA)
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Experimental Learning:

“A One Day Industrial visit to Ramkrishna Agros, Warana, Kolhapur on 30/10/23”





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“A One Day Industrial visit to Chakote, Chipri on 10/04/24”





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“A Guest Lecture on Effective Communication”





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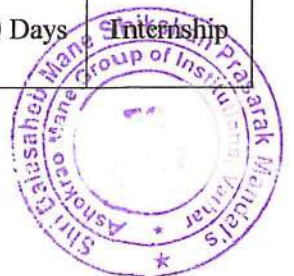
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Sl. No.	Title of the collaborative activity	Name of the collaborating agency with contact details	Name of the participant	Year of collaboration	Duration	Nature of the activity
1	A study on comparative analysis of home loan and gold loan	Shree warana sahakari bank Ltd. Shahu market yard Kolhapur	ARANDE VAISHNAVI ASHOK	2023-2024	50 Days	Internship
2	A Study of employee Motivation	Warana Bazar, Warananagar	BANDGAR RUTUJA BABASO	2023-2024	50 Days	Internship
3	A study on impact of stress on employee progress	Aditi Foods, Pvt. Ltd. Nerla	BHOSALE MANALI PRAKASH	2023-2024	50 Days	Internship
4	A study on Employee Engagement	Aditi foods (India) Pvt. Ltd., Nerle	CHAVAN VAISHNAVI BHAGWAN	2023-2024	50 Days	Internship
5	A study of product mix	Aditi foods pvt. Ltd, nerla	CHAVAN YASH SURESH	2023-2024	50 Days	Internship
6	A Study on Recruitment & Selection	Samyak Industries Pvt Ltd , Shirol	DESAI VARDHAMAN RAJENDRA	2023-2024	50 Days	Internship
7	Study on problem faced by customer their expectation and opinion regarding hero bike	Mohite Auto ,palus	DHERE MANOJ SAHEBRAO	2023-2024	50 Days	Internship
8	A Study of Employee Relationship Management	Bold Industri Pvt Ltd, Kagal MIDC	DURGE SAYALI SANTOSH	2023-2024	50 Days	Internship
9	A study on recruitment process	Dattakrupa Industries	GADKAR SWATI ANANDA	2023-2024	50 Days	Internship





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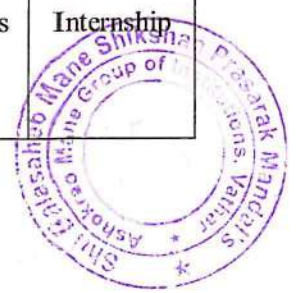
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10	A Study of Human Resource Practices	Aira& Airmax Euromatic Ltd Kolhapur	GAIKWAD ANIRUDHA NISHIKANT	2023-2024	50 Days	Internship
11	Dairy Milk & milk Products	Shri Warana Sahakari Dudh Utpadak Prakriya Sangh Ltd, Warana	GAVADE PRATIK VIJAY	2023-2024	50 Days	Internship
12	A study on Training Need Analysis.	Fattesinghrao Naik (Appa) Sah Dudh Utpadak Sangh Ltd, Shirala	GAWADE TRUPATI KASHINATH	2023-2024	50 Days	Internship
13	A study on Impact of promotion on buying behaviour of consumer residing in Biur villages	Fattesinghrao Naik sah dudh utpadak sangh ltd ,shirala	GHEVARI SHRIKAR SHRIKANT	2023-2024	50 Days	Internship
14	A Syudy on Finacial Statement & ratio	Shri Ram Foundry, Shirol Kolhapur	GHORPADE ARUNDHATI ASHOK	2023-2024	50 Days	Internship
15	A Study on Ratio Analysis	Laxmi Cotspin Ltd, Jalana	HAJARE MAYURESH MANOJKUMAR	2023-2024	50 Days	Internship
16	A Study on Awareness about Mutual Fund as an Investment Vehical	Sharekhan Ltd, Kolhapur	JADHAV SANYOGITA SANJAY	2023-2024	50 Days	Internship
17	A comparative Study on Cridit appraisal system of loans & advances	Yadrav Co-oprative Bank Narande	KHADE ROHIT KRUSHNAT	2023-2024	50 Days	Internship





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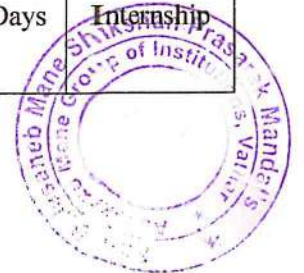
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18	A study of Role played by Parent in selection of E-learning application and various factors affecting decision making process	Wisdom education	KHOT PRUTHVIRAJ SWARAJYA	2023-2024	50 Days	Internship
19	"A study on channel of distribution"	Rajarambapu patil. Sahkari dudh sangh Ltd.	KHOT SHRADDHA SUBHASH	2023-2024	50 Days	Internship
20	A Study on Performance appraisal	Mayura steels pvt. Ltd. shiroli, kolhapur	KOSHTI SFURTI VIRBHADRA	2023-2024	50 Days	Internship
21	Study of Organizational Culture & development	Mahindrta Trendywheels,Kolhapur	KULKARNI SAKSHI SANJIV	2023-2024	50 Days	Internship
22	A study on workers health hazards and precautionary measures	Mayura steels pvt. Ltd. Shiroli, Kolhapur.	KUMBHAR SAYALI SANJAY	2023-2024	50 Days	Internship
23	A study on employee health and safety	Tulip casting private limited	KURNE ROHINI SURESHBHAI	2023-2024	50 Days	Internship
24	A Study on Retailer Satisfaction towards ultratech Cement	Trimurti Agencies. Savalaj	MALI RUSHIKESH VASANT	2023-2024	50 Days	Internship
25	A Study on job Satisfaction of Employees	Shri Ram Foundry, Shiroli Kolhapur	MANE ANIKET VIJAY	2023-2024	50 Days	Internship





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26	A Study on Ratio Analysis	Salunkhe paper products MIDC Islampur	MIRAJKAR RUTUJA SATISH	2023-2024	50 Days	Internship
27	Study of customer preference and satisfaction towards john deere tractors	Bharat Tractors and Motors ,Shiroli	MOHITE PATIL SHUBHAM SANDIP	2023-2024	50 Days	Internship
28	A study on Consumer Satisfaction Towards Prachitee Milk	Fattesingrao Naik Sah Dudh Utpadak Sangh Ltd	PANGE AMIT VIJAY	2023-2024	50 Days	Internship
29	A Study of Technical Analysis Share Price Movement of Selected Companies of FMCG Sector	Profitmart Securities Pvt Ltd, Ichalkaranji	PARIT ASHUTOSH BALASO	2023-2024	50 Days	Internship
30	A Study on Employee Health & Safety	Kasturi Foundry Pvt LTD,Ashta.	PATIL ABHIJEET SOPAN	2023-2024	50 Days	Internship
31	A study on Inventory Management	Shri Ram Foundry, Shiroli Kolhapur	PATIL AMARJIT MAHAVIR	2023-2024	50 Days	Internship
32	A Study on Impact of Welfare Measures/ Facilities on motivation of the employees	Shri Warana Sahakari Dudh Utpadak Prakriya Sangh Ltd, Warana	PATIL JYOTI HOUSERAO	2023-2024	50 Days	Internship
33	A Study on Risk & Return Analysis of Seleted Mutual Fund	Hirematrh Investment pvt ltd kolhapur	PATIL NITIN KALYAN	2023-2024	50 Days	Internship





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34	A study on employee retention	Mayura steels Pvt Ltd shiroli, kolhapur	PATIL PRANOTI RANGRAO	2023-2024	50 Days	Internship
35	A Study of Fixed Assets Management	Ashta Liners Pvt Ltd, Ashta	PATIL SHUBHANGI SANJAY	2023-2024	50 Days	Internship
36	A study of cash flow statement	Shree warana sahakari Dudh utpadak prakriya sangh Ltd. Warananagar, kolhapur.	PAWAR POOJA SAYAJI	2023-2024	50 Days	Internship
37	A Study on Impact of Consmer Behaviour towards on Bakari Products	Abhiyanta Foods Prop., Bhadole	POWAR ONKAR JAYSING	2023-2024	50 Days	Internship
38	A Study on Working capital Management	Aira & Airmax Valvotech	SHAIKH NASIR IQBAL	2023-2024	50 Days	Internship
39	A Study on Loans & Deposites	Yadrav Copertive Bank Ltd, Yadrav	SHINDE AKASH HANUMANT	2023-2024	50 Days	Internship
40	A Study on Supply Chain Management	Transcendent Beyond Limits	SHINDE PRATIK BALASO	2023-2024	50 Days	Internship
41	A Study on Loan & Advance	State Bank of India, Ichalkaranji	SHINGADE RUTUJA PARASHARAM	2023-2024	50 Days	Internship
42	A Study of Working capital Management	Mahindrta Trendywheels, Kolhapur	SUTAR PRATIK PRADIP	2023-2024	50 Days	Internship
43	A Study of Agricultural Inpute Banana tissue culture	Seema Biotech, Talsande	TAWAR DHANRAJ SATAPPA	2023-2024	50 Days	Internship





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44	A Syudy of working Finance Management	Muthoot Fincornp Ltd , Islampur	TODKAR SIDDHIVINAYAK SAMBHAJI	2023-2024	50 Days	Internship
45	A Study On Training Need Analysis	Chetan Motors Ltd, kolhapur	VADAR AMOL DILIP	2023-2024	50 Days	Internship
46	To Study of Employee motivation	Balaji Industry Ltd. Shirol	\$ JADHAV POOJA MARUTI	2023-2024	50 Days	Internship





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YADRAV CO-OPERATIVE BANK LTD., YADRAV
यदव को-ऑपरेटिव्ह बँक लिमिटेड, यदव

CERTIFICATE
TO WHOM SOEVER IT MAY CONCERN

This is to certify that Mr. Akash Hanuman Shinde (P/o. Ichalkaranji) (Tal-Hatkanangale) Student of Ashokrao Mane Group of Institutions has satisfactorily completed His project on "Study on Deposits and Loans" for M.B.A Course in our Organization for the period of 50 days from 25th July-2023 to 13th September 2023. He has shown keen interest and has taken efforts in collecting related information through Discussion with our Organization of Officials and staff during the said period.

We wish best for his future under taking and carrier.

This certificate is issued on requested

Date: 07/11/2023

Yadav Co-operative Bank Ltd. Yadav
Chief Executive Officer

kasturi foundry pvt. ltd.
Regd. Office - 47, Shivaji Park, Kolhapur - 416 001
Phone No. 0231 - 2537395, 2537191 Fax. 0231 - 2537395
E-mail: shrinamo@kasturigroup.com Web: www.kasturigroup.com

DATE/PLINED 16/11/2023 - 24

Date - 16/09/2023

CERTIFICATE

This is to certify that Mr. Abhijeet Sopan Patil of M.B.A-II Student of Ashokrao Mane Group Of Institutions, Faculty of Management Studies (MBA), Vathar Tarf-Vadgaon. He had successfully completed the project Work of "A Study on Employees Health and Safety" with special reference to "KASTURI FOUNDRY PVT.LTD.ASHITA" from 20th July 2023 to 08th September 2023 in our organization.

During the period of summer internship work we found him to be sincere, hardworking and appreciate excellent performance in the work assigned to him.

We wish to his all the best for his future endeavors.

For Kasturi Foundry Pvt. Ltd.


Authorised Signatory
(H.R. Incharge)



FACTORY : Survey No-374 - Plot No. 12,13,16,17,19,20,22,23,25,26 Loknanyas Audyogik Vasthuk, At & P/o. Ashra, Taluka - Wakra, Dist.- Sangli. Pin - 418 301. Telefax - (02342) 241325



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Participative Learning:

“Quiz Competition on Management and Leadership”





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Faculty of Management Studies (MBA)

Group Discussion on “Impact of COVID-19 on Education”





Shri Balasaheb Mane Shikshan Prasarak Mandal's

ASHOKRAO MANE GROUP OF INSTITUTIONS

NH – 4, Vathar Tarf Vadgaon, Tal: -Hatkanangale, Dist: - Kolhapur-416112

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Problem Solving Methods:

Case Study: HRM Challenges in a Manufacturing Company

A large manufacturing company, with over 1,000 employees, was struggling with multiple HR challenges, leading to a decline in employee satisfaction and productivity. The company's HR practices were outdated and reactive, contributing to a range of issues including low employee morale, high turnover, poor communication between management and staff, and an inefficient recruitment process. Employees often voiced concerns about limited opportunities for professional development, lack of recognition, and an inadequate approach to performance management. Meanwhile, managers complained about difficulties in managing diverse teams, dealing with disengaged employees, and addressing performance-related issues effectively.

The company's recruitment process was slow and cumbersome, leading to unfilled roles for extended periods and placing added strain on existing employees. Additionally, the company had not updated its performance management system in years, relying on annual appraisals that were disconnected from daily operations. This created a lack of alignment between employee objectives and company goals, further fueling dissatisfaction. Furthermore, there was no clear system for employee feedback or recognition, which left workers feeling undervalued and disengaged. As a result, turnover was on the rise, particularly among skilled workers, and the company was losing its competitive edge in an increasingly challenging market.

Solution:

The HR department, in collaboration with senior leadership, initiated a comprehensive overhaul of their human resources management practices. The first step was to assess the company's HR needs through surveys and focus groups involving both management and staff. This revealed that employees were particularly concerned about career development opportunities, lack of recognition, and the outdated performance management system. Managers expressed frustration with the lack of structure in providing feedback and support to their teams.

1. Recruitment Overhaul:

To address the slow recruitment process, the company partnered with external recruiting agencies to streamline hiring and reduce time-to-fill. They also adopted an applicant tracking system (ATS) to better organize job applications, track candidate progress, and facilitate communication between HR and hiring managers. These improvements helped the company fill vacancies more quickly and with better-fit candidates, reducing the workload on existing employees.



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2. Performance Management Redesign:

The company implemented a new performance management system that included continuous feedback and quarterly performance reviews instead of annual appraisals. The new system emphasized setting clear, measurable goals at the beginning of each quarter, with regular check-ins to assess progress and provide feedback. This approach helped managers address performance issues in real time, making feedback more relevant and actionable. Additionally, employees were given the opportunity to set their own development goals, which fostered a sense of ownership over their growth.

3. Career Development Programs:

Recognizing the need for professional development, the company introduced mentorship programs, skill-building workshops, and leadership training. These initiatives not only empowered employees to advance in their careers but also helped them feel valued and supported by the organization. Clear career pathways were established, enabling employees to see a roadmap for their progression within the company.

4. Recognition and Rewards System:

A new recognition program was introduced, where employees could receive both peer and manager recognition for their hard work and achievements. This was complemented by a performance-based rewards system, which included financial incentives, as well as non-monetary rewards such as additional time off and public acknowledgment at company meetings. This approach helped employees feel more appreciated and motivated to contribute to the company's success.

5. Communication and Employee Engagement:

To address the communication breakdowns, the company established regular town hall meetings, where senior leadership could directly engage with employees and provide updates on company goals and performance. A new employee survey system was also put in place, allowing employees to provide anonymous feedback on various aspects of the workplace, which HR and management used to make improvements. Regular pulse surveys were conducted to gauge employee sentiment and identify emerging concerns before they escalated.

Results:

Within the first year of implementing these changes, the company experienced significant improvements in employee satisfaction, retention, and overall performance. Employee turnover decreased by 25%, with particularly strong retention among high-performing employees. The recruitment process became more efficient, reducing the average time-to-hire by 40%.



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Employees reported feeling more engaged, with a 30% increase in participation in the newly introduced career development programs and mentorship initiatives.

The revamped performance management system also resulted in better alignment between individual and company goals. Managers found it easier to address performance issues in real time, leading to a 15% increase in overall productivity. Furthermore, the recognition and rewards system led to improved morale and a stronger sense of community within the organization.

Overall, the company's HR overhaul not only addressed its immediate challenges but also laid a foundation for sustained growth, employee engagement, and long-term success. By aligning HR practices with the needs and expectations of both employees and the organization, the company transformed its workplace culture and enhanced its competitive position in the industry.



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Power Point Presentations:



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I/C Director

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