



Evaluative Report of the Department

1. Name of the Department: **Department of Management & Commerce**
2. Year of establishment: 2004
3. School/Faculty: School of Commerce & Business Management.
4. Programmes offered: MBA (Master of Business Administration)
M.Com (Master of Commerce)
M.Phil (Management)
PhD (Management)
5. Interdisciplinary programmes and departments involved : -
6. Courses in collaboration with other universities, industries, foreign institutions, etc. : -
7. Details of programmes discontinued, if any, with reasons: -
8. Examination System: Annual/Semester/Trimester/Choice Based Credit System
 - Semester System
 - Internal Assessment
 - Note: M.Phil Programme is of 18 Months duration.
9. Participation of the department in the courses offered by other departments :
 - 1) Polytechnic,
 - 2) UGC- Academic Staff Colleges
 - 3) Civil Services Coaching Academy
 - 4) NET Coaching
 - 5) Remedial Coaching Centre for Minorities

The Faculty of the Department Participates in Teaching programmes of the above.

10. Number of teaching posts sanctioned, filled and actual (Professors/Associate Professors/Asst. Professors/others) :

Posts	Sanctioned	Filled	Actual including CAS & MPS
Professor	01	01	01+01 CAS
Associate Professors	02	02	---
Asst. Professors	06	06	---

11. Faculty profile with name, qualification, designation, area of specialization, experience and research under guidance

Sl.No.	Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D./ M.Phil. students guided for the last 4 years
1.	Prof. Mohd. Abdul Azeem	MBA, PhD	Professor & Dean	Marketing	18	M.Phil 02 PhD 04
2.	Dr. Saneem Fatima	MBA, PhD	Assoc. Prof. & Head	HRM	14	M.Phil 02
3.	Prof. Dastgeer Alam	MBA, PhD	Professor	HRM	35	----
4.	Dr. Badiuddin Ahmed	MBA, M.Com, M.Phil,PhD	Associate Prof	Marketing	22	MPhil 26 PhD 02
5.	Dr. Syed Khaja Safiuddin	MBA, M.Phil, PhD	Assistant Prof.	Finance	10	-
6.	Dr. Shaik Kamruddin	MA.,MBA, M.Phil.,PhD	Assistant Prof.	HRM	18	-
7.	Ms. Kavita Meena	MBA,(PhD)	Assistant Prof.	HRM	03	-
8.	Mr. Saidalvi	MBA, M.Phil	Assistant Prof.	Marketing	1	-
9.	Ms. Reshma Nikhat	MBA, M.Phil, (PhD)	Assistant Prof.	Marketing	20	-
10.	Dr.Md.Rashid Farooqi.	MBA, PhD	Assistant Prof.	Marketing	9	-

12. List of senior Visiting Fellows, adjunct faculty, emeritus professors : -
13. Percentage of classes taken by temporary faculty – programme-wise information : -
14. Programme-wise Student Teacher Ratio – 1:12
15. Number of academic support staff (technical) and administrative staff: sanctioned, filled and actual :
- Lower division clerk – 01
 - Office attendant – 01
16. Research thrust areas as recognized by major funding agencies
UGC is the Major funding agency. The thrust area of research is Marketing, Finance & Human Resource Management.



17. Number of faculty with ongoing projects from a) national b) international funding agencies and c) Total grants received. Give the names of the funding agencies, project title and grants received project-wise.

S.No.	Name of the Faculty	Title of Major Research Project	Funding Agencies	Grant in Rs.
1.	Prof.M.A.Azeem	Online Delivery of Management Education in India –Challenges & Opportunities	UGC	6,10,000.00
2.	Dr.Saneem Fatima	A study of Performance Management Practices in IT Sector in Hyderabad.	UGC	6,88,700.00

18. Inter-institutional collaborative projects and associated grants received : -

a) National collaboration b) International collaboration

19. Departmental projects funded by DST-FIST; UGC-SAP/CAS, DPE; DBT, ICSSR, AICTE, etc.; total grants received.

20. Research facility / centre with

1. State recognition: -
2. National recognition : -
3. International recognition : -

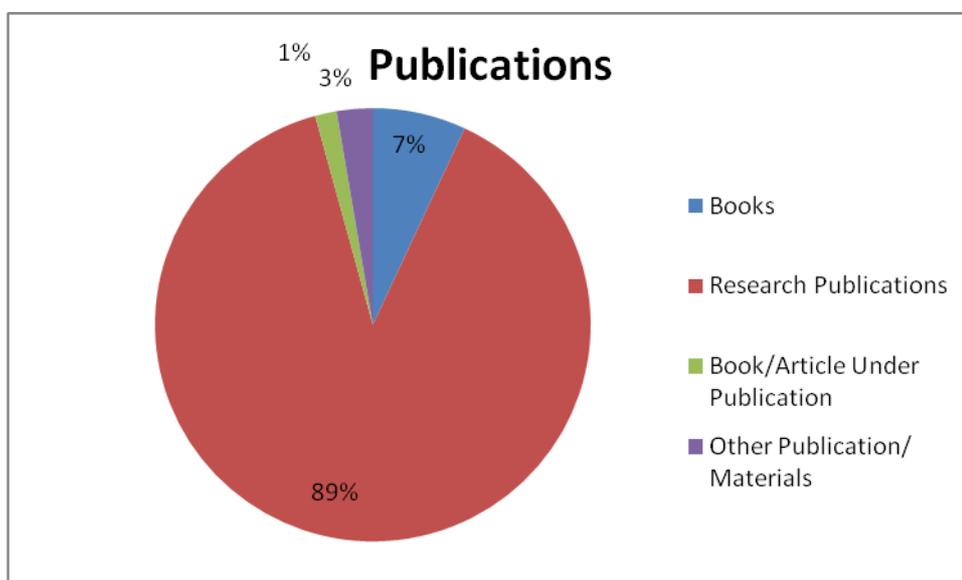
21. Special research laboratories sponsored by / created by industry or corporate bodies : -

22. Publications:

- Number of papers published in peer reviewed journals (national/International): 102/54
- Monographs: NIL
- Chapters in Books: 12
- Books: 11
- Edited Books: 01
- Books with ISBN with details of publishers:
- Number listed in International Database (For e.g. Web of Science/Scopus/Humanities International Complete/Dare Database -International Social Sciences Directory/ EBSCO host/etc. Citation Index – range /average/SNIP/SJR – Nil
- Impact Factor – 5.42, 3.115

Faculty Publications

Faculties Names	Books	Research Publications	Book/Article Under Publication	Other Publication/ Materials
Pro. Mohd Azeem	7	21	3	4
Dr. Saneem Fatima	5	16		1
Prof. Dastgeer Alam		11		
Dr. Badiuddin Ahmad		65		
Dr.SyedKhajaSafuddin	1	20	2	
Dr. Shaik Kamaruddin		8		
Dr.Rashid Farooqi		11		
Mr. Saidalavi K		7		
Ms. Kavitha Meena		7		
Mrs. Reshma Nikhat		12		
Total	13	178	3	5



1. Dr. Mohammed Abdul Azeem , Professor and Dean

Books Published -- 5, Under Publication – 1

- Marketing Management (Urdu) ‘Published by Himalaya Publishing House. Pvt. Ltd.
- Mumbai- 400 004 Website: www.himpub.com (First book of Marketing published in Urdu)



- Advertising and Sales Management, Text and Cases: Published by Mangalam Publications.
- New Delhi-110053.
- FDI in Service Sector, Opportunities & Challenges (Edited Book): Published by Paramount
- Publishing house-Hyderabad & New Delhi
- Fundamentals of Marketing, Published by Himalaya Publishing House. Pvt. Ltd. Mumbai - 400 004 Website: www.himpub.com
- Business Communication, Published by Himalaya Publishing House. Pvt. Ltd. Mumbai- 400 004 Website: www.himpub.com

Research Publications: Nine

Study Material:

- Study Material written for MBA programme offered by Centre for Distance Education Osmania University in the following Subjects:
- Marketing Research
- Product Management
- International Management
- Promotion and Distribution Management

2. Dr. Saneem Fatima, Head & Associate Professor

Books:

- Hand Book of Human Resource Management for Students and Practicing Managers in Urdu published by Deccan Publishers, ISBN No : 978-81-920532-0-2
- Cases in Human Resources Management, Paramount Publishers, ISBN No: 978-93-82163-37-4
- Banking and Insurance, Paramount Publishers, ISBN No: 978-93-82163-25-1
- International Marketing, Paramount Publishers, ISBN No: 978-93-82163-44-2
- Edited Book – “FDI in Service Sector - Opportunities and Challenges”, Paramount Publishers, ISBN No: 978-93-82163-31-2

Research Publications : 16

Other Publications:

- Self Instructional Material (SIM) in Human Resource Management for PGRRCDE, Osmania University, Hyderabad.

3. Prof. Dastgeer Alam, Professor

Research Publications : 8

4. Dr. Badiuddin Ahmed, Associate Professor

International Publications: 31

National publications: 30

Book Articles Published:

Article Title	Year of Publishing	Name of the Book, ISBN No. and Publisher's Detail	Status
Liquidity and Profitability Performance of APTDC	2011	1. Micro-finance in India Emerging trends Challenges, with ISBN 978-81-8387-444-1) published by Serials Publications	Published
Secondary Market of Insurance Products- Dawn of New Asset Class	2011	2. Micro-finance in India– Emerging trends Challenges, with ISBN 978-81-8387-444-1) published by Serials Publications	Published
“E-Commerce Trends Organizational Advancement”	2011	Emerging Trends in E-Commerce-Volume-2 with ISBN: 978-93-80890-27-2 by NEITHAL PATHIPPAGAM PUBLISHERS, Chennai.	Published
“Islamic Banking – An Emerging Banking Model”	2014	Emerging Trends in Finance and Banking Vol.1 with ISBN:978-93-5142-515-1 by Himalaya publishers.	Published
“Financial Inclusion – A Tool for Inclusive Growth in India”	2014	Emerging Issues and Challenges in Management Vol.1 with ISBN: 978-93-5142-515-1 by Himalaya publishers	Published

5. Dr. Syed Khaja Safiuddin, Assistant Professor (Senior Scale)

International /National Publications: 16 research papers

Books Published/Under-Print:

1. Trends of FDI Inflows In India and IPI in Post-Liberalization Period, published by Lambert Academic Publishers, Germany (A Leading International Publisher), ISBN: 978-3-659-16572-6 (June, 2012)
2. Managerial Finance and Research (Macro and Micro Perspective), published by Lambert Academic Publishers, Germany (A Leading International Publisher), ISBN: 978-3-659-29841-7 (November, 2012)
3. Basic Accounting for Management in Urdu published by TIJ Publishers- Singapore ISBN:978-981-07-8499-7 (Published)

Chapters Edited in Books: 04

6. Dr. Shaik Kamruddin, Assistant Professor



Chapters in books: 08

7. Dr. Saidalavi K, Assistant Professor

Chapters in books: 07

8. Ms. Kavita Meena, Assistant Professor

Research papers: 07

9. Ms. Reshma Nikhat, Assistant Professor

Research papers: 12

10. Dr. Md. Rashid farooqi, Assistant Professor

Research papers: 11

23. Details of patents and income generated : Nil

24. Areas of consultancy and income generated: Nil

25. Faculty selected nationally / internationally to visit other laboratories / institutions industries in India and abroad

26. Faculty serving in

Dr. Saneem Fatima:

- National committees: (Member - selection committee for srilankan scholarship.
- Editorial Boards: (Reviewer – Asia Pacific Business Review)
- Advisor – No paper forms.com
- Consultant – Nidthi consultancy pvt.limited.

27. Faculty recharging strategies (UGC, ASC, Refresher / orientation programs, workshops, training programs and similar programs):

S.No.	Name of the Faculty	Programme Attended	Programme Co-ordinated
1.	Prof. M A Azeem	Workshop on Research Writing & Publication - 2009.	Refresher course in Commerce & Business Management – 2009
2.	Dr.Saneem Fatima	1.Refresher Course in Business Management & Commerce 2009 2. Workshop on Research Writing & Publication - 2009 3. UGC- Capacity Building Workshop on	(i) Refresher course in Business Studies – 2014 (ii) UGC Sponsored 5 day workshop on Sensitivity, Awareness & Motivation(SAM) - 2012



		Sensitivity, Awareness & Motivation(SAM) 2010 4. Workshop on Training of Trainers (ToT) 2012 5. Management Skills Enhancement Module(MSEM) 2012	
3.	S.K.Khaja Safiuddin	1. Refresher Course Business Management & Commerce 2009 2. Orientation Programme 2013 3. Refresher Course in Research Methodology 2014	Refresher course in Commerce & Management - 2012
4.	Dr.Zia ul Haque	1. Refresher Course Business Management & Commerce 2009 2. Orientation Programme 2011	Refresher course in Commerce & Management - 2010
5.	Dr.S.K.Khamruddin	Workshop on SPSS in Research Methodology 2014	-

28. Student projects :

- percentage of students who have done in-house projects including inter-departmental projects : 100%
- percentage of students doing projects in collaboration with other universities/ industry / institute :-

29. Awards / recognitions received at the national and international level by Faculty:

S.No.	Name of the faculty	Award	Year
1.	Prof.Mohd.Abdul Azeem	Young Talent Award	2013
2.	Dr Syed Khaja Safi Uddin	Madina Gold Medal	2014

Awards / recognitions received at the national and international level by Students

S.No	Name of the Student	Award	Prize
1.	Abdur Raheem	Democracy & Interfaith Relation	2nd Prize
2.	Mohammad Ahmad	Carrom	1st Prize
3.	Irfan Mohammad Khurram	Badminton	Runner



			Prize
4.	Saidurrahman	Inter University Debate Competition (In Hindi)	1st Prize
		Inter University Debate Competition (In Hindi)	1st Prize
5.	Shahadat hussain	Tarang <ul style="list-style-type: none"> • Democracy & Interfaith Relation • Youth is the Ultimate solution for Politics 	Special Prize Special Prize
6.	Syed Manzoor Ahmed	Azad Tech Quiz	1st Prize
7.	S.M. Muneer Ali	C K Pralad National Memorial Quiz	2nd Runner Up
8.	Mohammed Mehboob Ali	<ul style="list-style-type: none"> • Intach Heritage Quiz • Economic Times Quiz • Bussiness Quiz 	2nd Prize 2nd Prize 2nd Prize
9.	Sharafat Hussain	Bussiness Quiz	Young Manager Award
10.	Saidalvi	Best Paper Award in Intertational Conference on Islamic Banking & Finance@Kochin	
11.	Jamaluddin	Bussiness QIU13, 11MK	RunnerUp
12.	Mohammed Mehboob Ali	Nvision 2014-Business quiz MARQUEE	IIT Hyd. Runner
13.	S.M. Muneer Ali	Nvision 2014-Business quiz MARQUEE	IIT Hyd. Runner

The Prize winners of Azad Day Celebrations 2013

S.NO	Items & Prize	winners
1.	English- Elocution 1st prize	Muhammed Shafi. MK (M.Phil)
2.	Tech-Debate 1 st prize	Muhammed Jamaludeen (M.Phil)
3.	C Debugging	Md.Shuaib Ahmad (MBA 2 nd year)



	1st	
4.	Technical Quiz 1 st Prize	Salman Tarique Sayed Manzoor Ahmed Mukhtar –Ullah Kumar D Abdul Rasheed
5.	Table Tennis 1 st Prize	Salman Tarique
6.	Flag making& painting 1 st prize	Mir Nisar Ali Hashimi(M.com-1 st yr)
7.	Technical Debate 2 nd	Md.Shuaib Ahmad Md.Ashraf Hussain Md Amir Hussain
8.	Technical Quiz 2 nd prize	Md.Shuaib Ahmad Md.Ashraf Hussain Md.Amir Hussain Md.Kashif Hussain Md. Dilshad
9.	Anthyakshari 2 nd prize	Abdul Saleh Md Aamir Hussain MD Dilshad Ahmad
10.	Carrams 3 rd prize	Dilshad Ahmmed

30. Seminars/ Conferences/Workshops organized and the source of funding (national/ International) with details of outstanding participants, if any
- Two Day National Seminar on “FDI in Service Sector – Opportunities & Challenges” 22nd - 23rd May 2012
 - UGC Sponsored five day residential Sensitization, Awareness & Motivation (SAM) Workshop from 3rd -7th December 2012
 - Two Day National Seminar on “Management of Higher Education – Perspectives, Strategies & Challenges” 5th - 6th March 2014.
 - National Seminar on “Global Financial Crisis – Myth or Reality” 9th February 2009.

31. Code of ethics for research followed by the departments :

- Simulated, Transferred data and approximation are discouraged.
- Referencing and Acknowledgement techniques are taught
- Planning to acquire Anti-plagiarism Software.
- Research scholars are encouraged to follow in APA style in referencing.

32. Student profile programme-wise:

Name of the Programme (refer to question no.	Applications Received	Selected		Pass percentage	
		Male	Female	Male	Female



4)					
MBA (2009-2011)	315	56	2	56/58-100%	2/58 - 100%
MBA (2010-2012)	277	55	3	55/58-100%	3/58 - 100%
MBA (2011-2013)	280	56	5	56/61-100%	5/61 - 100%
MBA (2012-2014)	235	62	NIL	62/62-100%	NIL
MBA (2013-2015)	279	55	7	55/62-100%	7/62-100%
MBA (2014-2016)	265	57	3	57/60-100%	3/60 - 100%
M.Com(2011-2012)	25	05	NIL	5/5 - 100%	NIL
M.Com(2012-2013)	22	05	01	5/6 - 100%	1/5 - 100%
M.Com(2013-2014)	34	18	02	18/20-100%	2/20-100%
M.Com(2014-2016)	30	15	03	15/18-100%	3/18-100%
M.Phil(2012-2013)	54	01	NIL	1/1 - 100%	NIL
M.Phil (2013-2014)	59	03	NIL	3/3 - 100%	NIL
M.Phil(2014-2015)	52	06	NIL	6/6 - 100%	NIL
Ph.D(2012-2013)	15	04	NIL	4/4- 100%	NIL
Ph.D (2013-2014)	42	04	NIL	4/4- 100%	NIL
Ph.D (2014-2015)	58	05	NIL	5/5 - 75%	NIL

33. Diversity of students

Number of Programs	% of the students from same University	% of the students from other Universities and within the Universities	% of the students from outside the state	% of the students from other countries
PhD 14-15	1/3 33%	2/3 66.6%		
PhD 13-14	2/4 50%	1/4 25%	1/4 25%	
PhD 12-13	2/3 66%6	1/3 333%	-----	-
PhD 11-12	0/4 -0-	2/4 50%	2/4 50%	
M.Phil14-15	6/6 100%	-		
M.Phil 13-14	2/3 66%	1/3 33.3%		
M.Phil 12-13	1/1 100%	-		-
M.Phil 11-12	6/6 100%	-	-	
MBA 14-15	-----	47%	56.93%	
MBA 13-14	5/60 8%	3/60 5%	52/60.87%	
MBA 12-13	1/62.2%	8/62.13%	63/62.85%	-
MBA 11-12	3/62.5%	4/62.6%	55/62.89%	
M.Com 14-15	13/18.72%	1/18.5%	4/18.22%	
M.Com 13-15	15/20.1%	2/20.%	3/20%	
M.Com 12-14	10/18.55%	1/18.5%	7/18.38%	-
M.Com 11-13	1/5.20%	3/5.60%	-	

34. How many students have cleared Civil Services and Defense Services examinations, NET, SET, GATE and other competitive examinations? Give details category-wise:

- SET - 02
- NET & JRF:

NET QUALIFIED STUDENTS		
S.NO	NAME	YEAR
01	Saidalavi	2010
	Rasheed.K.P (JRF)	2010
02	Jamal	2011
	Shafi. MK	2011
	Rasheed(JRF)	2011
03	Ubaidullah .N.K	2012
	Tousif	2012
04	Sharafat Hussain	2013
	Tausif Iqbal	2013
	Noufal .M	2013
	Asif	2013
	Fayaz	2013
	Naseem	2013

35. Student progression :

Student progression	Percentage against enrolled
UG to PG	-----
PG to M.Phil	70%
PG to Ph.D.	33%
Ph.D. to Post-Doctoral	-----
Employed	
<input type="checkbox"/> Campus selection	70%
<input type="checkbox"/> Other than campus recruitment	10%
Entrepreneurs	20%

36. Diversity of staff:

Percentage of faculty who are graduates	
of the same university	01
from other universities within the State	06
from universities from other States from	01+01+01
Universities outside the country	-----

37. Number of faculty who were awarded

M.Phil : 01
Ph.D : 02

38. Present details of departmental infrastructural facilities with regard to

- Library : Department has developed reading room by contributing reference books by faculty members for the benefit students / scholars
- Internet facilities for staff and students :WIFI enabled
- Total number of class rooms :05
- Class rooms with ICT facility: 01
- Students' laboratories: -
- Research laboratories: -

39. List of doctoral, post-doctoral students and Research Associates



a) from the host institution/university: 06

S.No.	Name of the Candidate
1.	Md Wasim Akhtar
2.	Md Razi Anwar
3.	Khatib Ur Rub
4.	Muzammil Ahmed Baba
5.	Md Rafiuddin
6.	Sharafat Hussain

b) from other institutions/universities : 05

S.No.	Name of the Candidate
1.	Syed Moiz
2.	Khaliqur Rahman
3.	S.K.Wajahat Ali
4.	Md Irfan Uddin
5.	Mohd. Aijaz Khan

40. Number of post graduate students getting financial assistance from the university: 160

41. Was any need assessment exercise undertaken before the development of new programme(s)? If so, highlight the methodology.

A Departmental committee involving Faculty members and the HoD was constituted to discuss the need for starting of new courses and Course Design.

42. Does the department obtain feedback from :

a. Faculty on curriculum as well as teaching-learning-evaluation? If yes, how does the department utilize the feedback?

- A Departmental committees is constituted by the HoD to discuss the teaching learning and evaluation and accordingly teachers are encouraged to review the syllabus and adopt innovative teaching learning's & evaluation methodologies

b. Students on staff, curriculum and teaching-learning-evaluation and how does the department utilize the feedback?

- Each faculty member (Mentor) including HoD of the Department are allotted a group of 6-8 students (Mentees) who are encouraged by the mentor to give feedback about Teaching-learning Methodologies, Evaluation. The feedback received from students is helpful in Syllabus Revision and Assessment.

c. Alumni and employers on the programmes offered and how does the department utilize the feedback?

- Meetings are arranged on a regular basis with alumni & students on the



programmes offered and the feedback is utilised in Syllabus Revision, personality Development, Communication Skills, counselling and in organising campus placement as well as internships.

43. List the distinguished alumni of the department (maximum 10)

Sl.No.	Name	Organization
1	Saidalavi. K	Assistant Professor, MANUU
2	Sharafat Hussain	Doctus Pvt. Ltd.
3	Md. Mubeenuddin	ICICI Bank
4	Naiyar Azam	Google.com
5	Javed Parsa	Amazon.Com
6	Aamir Hussain	Cognizant Technologies
7	Dilshad Ahmed	Patna Advertising Agency Ltd.
8	Arshad Alam	WBEL West Bengal
9	Md Aftab Alam	HDFC Bank
10	Irfanul Haque	Delhi Construction Company

44. Give details of student enrichment programmes (special lectures / workshops / seminar) involving external experts.

- Entrepreneurship Development Programmes.
- Seminars on Project Management, Mentorship, Career Counseling and Guidance, Communication Skills are organized semester wise.

45. List the teaching methods adopted by the faculty for different programmes.

- Assignment method, Lecture Method, Case method, Seminars, Project Based Methods,
- Brainstorming, Management Games

46. How does the department ensure that programme objectives are constantly met and learning outcomes are monitored?

- Feedback from Employers, students, parents & other stake Holders is received on a continuous basis and the large number of campus placement made by the department ensure that the programme objectives are met as a result of monitoring of learning outcomes.

47. Highlight the participation of students and faculty in extension activities.

- The students and faculty members of the department participate in the extension activities through the NSS unit of the campus.
- The Department organised a 3 K Run for Education & Urdu in collaboration with Maulana Azad chair on the eve of National Education Day to create awareness of education to the masses.

48. Give details of “beyond syllabus scholarly activities” of the department.

- Students are encouraged to participate in Workshops, Seminars, Debates, Essay Competitions, Elocutions, Quiz etc.
- Students are offered soft skills training and personality development and communication skills to increase the employability factor.



49. State whether the programme / department is accredited/ graded by other agencies? If yes, give details.

- The Department is a part of Universities and the university has been accredited by NAAC.

50. Briefly highlight the contributions of the department in generating new knowledge, basic or applied.

- The Department is imparting management education and training managers a prime work force in the job market to the Urdu Learners.

51. Detail five major Strengths, Weaknesses, Opportunities and Challenges (SWOC) of the department:

52.

Sl.No.	Strengths	Weaknesses	Opportunities	Challenges
01	Infrastructure	Industry Collaboration is not Satisfactory	Scope for Research & Development	Communication skills of learner are poor.
02	National Representation (Students from All States)	Consultancy Practises yet to be developed	Consultancy and Industry – Institute collaboration	Students from Poor socio-economic background(Majority are First Generation Learners)
03	Industry Oriented Syllabus for Employability	Advanced reading material Reference book in Urdu in to support research programme is lacking	All India Jurisdiction	Visibility of the programme and validity of ventures is yet to be established
04	Distinguished Faculty	-----	Location of the university in special economic zone (SEZ)	Get the Urdu speaking learners into Main Stream
05	Mentorship	-----	Inter Disciplinary Courses can be introduced	Tapping the job market potential to absorb Urdu Qualify professional graduates
06	Continuous Evaluation & Assessment	-----	-----	Professional Development of Urdu speaking population



53. Future plans of the department:

- Adding Specialization
- Job Oriented Courses
- Industry Collaboration
- Training & Consultancy
- Enhancement of Student Intake
- Publish peer reviewed International Journal