



VISION DOCUMENT OF AIMT

ARMT INSTITUTE OF MANAGEMENT & TECHNOLOGY
Greater Noida

Contents

About the Institute	2
Vision , Mission, Objectives	3
Quality Policy	3
SWOC Analysis of the Institute.....	4
Perspective Planning	6
Quantifiable Objectives	8
Plans for future Expansion.....	11
New Education Policy.....	12
AIMT Financial Projections (Five Year Period)	13
Five years income over expenditure.....	14

1. About the Institute

Army Institute of Management & Technology (AIMT, Greater NOIDA) was established in August 2004 under the aegis of Army Welfare Education Society (AWES). The Institute is located at Plot No M-1, Pocket P-5, Greater NOIDA adjacent to the AWHO Township (GurjinderVihar) of Greater NOIDA. Other residential colonies in vicinity are NTPC Colony, NSG Colony, IFS Officers Colony and Jal-Vayu Vihar. Yamuna Expressway is in the very close vicinity of the Institute. Gautam Buddha University is at a distance of about three kilometers from the Institute. The sprawling campus of AIMT is spread over 15.34 acres and has been designed to create a stimulating educational environment. It provides separate and self-contained spaces for Academic and Administrative Blocks, Sports Complex and Residential Areas with wide open aesthetically landscaped green spaces promoting an ambience conducive to learning and self-development towards achievement of the full potential by each resident of the Campus.

2. AIMT is affiliated to **Guru Gobind Singh Indraprastha University, Dwarka, New Delhi**, and conducts **two year full time MBA Programme in Marketing, Finance, Human Resource, IT and International Business and three years BBA Programme** for the wards of Army Personnel. The Institute strives to impart value-based and character-centric management education to foster and refine perseverance, leadership, integrity and positive attitude skills **AIMT is a self financed and an unaided Institution.**

- (a) **Affiliating University:** Guru Gobind Singh Indraprastha University, Dwarka, New Delhi.
- (b) **Governing Body:** Army Welfare Education Society (AWES), New Delhi.
- (c) **Recognized by :** All India Council for Technical Education (AICTE)

3. Vision

Strive to achieve a unique blend of academic excellence and managerial skills to address the needs of the business environment in a manner that lets each participant achieve his potential in a value-based character-centric mould fostering holistic development of youth

4. Mission

To transform students through generating and propagating new ideas of significance into dynamic leaders-managers who are adequately empowered to effect change in managerial and administrative practices to enhance performance of Organisation.

5. Objectives

- (a) To impart value based education in the fields of management and develop the required skill sets in our participants to make them 'industry ready' to assume their responsibilities in the corporate sector from day one.
- (b) Strong interaction with the industry and corporate sector within Delhi/Greater Noida and outside, to provide an insight into management theories at work.
- (c) Recruitment and retention of a strong, capable and motivated faculty in relevant disciplines.
- (d) Enlarge the scope of management training by including Management Development Programmes, In-company training, short and medium duration courses and consultancy services.

6. Quality Policy

Army Institute of Management & Technology is committed to provide quality education to the Wards of Army Personnel in the field of Management through

- (a) Major thrust on creativity, innovation, entrepreneurship and motivating environment towards holistic growth of individuals
- (b) Maintaining utmost standards of excellence in teaching, research, consultancy and continuing education
- (c) Ensuring the process of self-evaluation and continuous improvement.

7. SWOC Analysis of the Institute

(a) Strengths

- (i) NAAC Accredited ,ISO 9001:2015 Certified
- (ii) An Institute run, managed, supervised and led by serving and retired officers of Indian Army.
- (iii) Involvement of Institute Management Committee in overall development and supervision.
- (iv) Institute with a pious and noble mission that is to impart management education to the wards of Army personnel at an affordable cost
- (v) All students are the wards of Indian Army Personnel who bring a diverse but united culture to the Institute.
- (vi) Students carry some unique and inbuilt qualities with them as they come from Army background. These qualities are biggest strengths of the Institute. These include :-
 - (aa) Unconditional commitment to work
 - (ab) Adaptability to changing environment
 - (ac) Discipline
 - (ad) Effective communication skills
- (vii) Excellent performance of Alumni in the corporate world
- (viii) A pool of learned, experience, dynamic and committed faculty members
- (ix) AIMT has successfully conducted 2 years training for Judicial Officers of Uttar Pradesh wherein 1000 Judicial Officers were trained over 2 years. Further AIMT conducted MDP for 60 newly appointed Court Managers of Uttar Pradesh.
- (x) AIMT provides training support to Axis Bank employees from Junior to Senior level executives. The training support includes design, conduct and deliver of technical as well as non-technical modules.
- (xi) AIMT has a rich faculty resource with a blend of Corporate & Academic Experience in all the areas of Marketing, Finance, Human Resources, Information Technology and International Business. Nearly 80 % of the faculty members are doctorate having rich research experience.
- (xii) Active participation and contribution of faculty members in meaningful research and publication.
- (xiii) A student centric and contemporary teaching pedagogy adopted by faculty members.
- (xiv) Quick response of faculty members to the changing expectations of corporate world by offering value added courses to the students
- (xv) Students active participation and achievements in extracurricular and co curricular activities.
- (xvi) Transparent and effective Human Resource policies for the employees
- (xvii) A world-class infrastructure spread over 15.34 acres, having the residential facilities for students, faculty members and staff members.
- (xviii) A campus equipped with all modern technologies to facilitate management teaching and learning.

- (xix) Excellent performance of students in university results
- (xx) A Proactive Placement cell driven by students of both the batches and supervised by CTPO, and faculty members
- (xxi) Harmonious relationship among the all the stakeholders of the Institutes.

(b) **Weaknesses**

- (i) Lack of Autonomy by GGSIP University in Admissions
- (ii) Availability of limited financial resources
- (iii) Lack of autonomy in course curriculum development and revision to keep a pace with changing requirement of corporate world
- (iv) Lack of mentorship for faculty
- (v) Lack of Student engagement and alumni engagement

(c) **Opportunities**

- (i) Advantage of being located in NCR which helps in establishing industry linkage and further strengthening the relationship.
- (ii) Presence of Premier Business Management Institute in NCR to learn, adopt and exchange best teaching and learning processes for management students.
- (iii) Availability of top corporate executives in the nearby area for sharing their corporate experience with the students and guiding them accordingly
- (iv) Presence of retired Army officers in corporate world which may be a useful link to access big corporate houses for students.

(d) **Challenges**

- (i) Meeting the changing expectation of corporate world from management students.
- (ii) Upgrading the overall personality of academically weaker students to match the expectations of employers
- (iii) Meeting the expenditure with a highly subsidized tuition fees from students.
- (iv) Exploring option for additional sources of revenue generation
- (v) Exploring new techniques and methods to enhance the employability skills of students from a diverse and unequal education background.

8. Perspective Planning

<u>Sr. No.</u>	<u>Key Area</u>	<u>Immediate (0-6 Months)</u>	<u>Short Tem (6months – 24 months)</u>	<u>Medium Term (2 months - 4 years)</u>
(a)	ACADEMICS – CURRICULUM	Engaging varied industry professionals to deliver sessions relevant to their current job role and student/curriculum requirement	Developing a target competency framework/curriculum for the programme would focus faculty and students on achievable and meaningful development outcomes critical to success of the institute and the students	Focus on development of competencies, building perspective and providing relevant exposure and knowledge
		Enhancing the Quantity and quality of live projects by making them Industry relevant		Engaging reputed and effective external providers to conduct formative and summative assessments on key competencies and industry readiness
(b)	FACULTY	Production of Individual Faculty Development Plan (IFDP)	Performance Management systems set for faculty and other staff.	Institute a separate focused Research and Publication Cell with revenue targets, etc.
		Orientation sessions for faculty on teaching and training skills, learning and development, etc.	Engage external experts to focus on developing teaching and training skills amongst faculty.	
			Developing a structured standardized Faculty Induction programme including awareness, orientation, feedback and training objectives for all new joining faculty	

<u>Sr. No.</u>	<u>Key Area</u>	<u>Immediate (0-6 Months)</u>	<u>Short Tem (6months – 24 months)</u>	<u>Medium Term (2 months - 4 years)</u>
(c)	CO-CURRICULAR STUDENT ENGAGEMENT	Option to engage students in practical management activities on Campus	Focus on revenue generation activities	Students expression through activities using popular media, sports, music and theatre, business innovation and small scale relevant social interventions, writing, developing products, etc
(d)	INDUSTRY ENGAGEMENT	Option to engage industry experts with regards to subject areas and relevant topics	Students and faculty encouraged to see how to cut costs and innovate to engage industry meaningfully.	Offer a MDP for industry professionals to develop teaching and training skills.
		Option to engage students and teachers to increase engagement with Industry	Encourage Faculty, Management and Students to be part of professional networks, provide support and incentives for effective utilization of these networks	Use professional networks to increase visibility of the institute and derive value through accessing opportunities and expertise inherent in these networks
(e)	PLACEMENTS	Option to engage students in managing placements (summer/project and final)	A student Curriculum to be developed to train students in presenting self and organisation, sales, relationship management, etc.	Engage maximum Established Corporate houses for Placements

<u>Sr. No.</u>	<u>Key Area</u>	<u>Immediate (0-6 Months)</u>	<u>Short Tem (6months – 24 months)</u>	<u>Medium Term (2 months - 4 years)</u>
(f)	STUDENTS	Business Communication / Personality Development pgmes for students	Developmental programmes like courses on language, quantitative ability, presentation skills, accounts and finance focused, etc	Increasing intake of the institute with nonarmy background students
(g)	ALUMNI ENGAGEMENT	A Registered Alumni cell as an ongoing integral unit of the Institute	Formal appointment of Alumni Manager.	Engage senior alumni for mentorship
		Development of a clear strategy and plan with short term, medium term and long-term objectives		
(h)	INFRASTRUCTURE & FACILITIES	Place adequate public signages , upkeep and maintenance.	Plan for Revenue generation schemes for higher utilisation of Infrastructure and facilities	Consider adding another programme to utilise capacities and increase yield and revenue

9. Quantifiable Short/ Medium & Long Term Objectives

<u>Ser No</u>	<u>Criteria</u>	<u>Short Term (0-6 months)</u>	<u>Medium Term (6-24 months)</u>	<u>Long Term (2-5 years)</u>
(a)	Curricular Aspects	20% of students to get enrolled in subject related Certificate or Diploma or Add-on programs year wise	Add one certificate/diploma program introduced per semester	20% of teachers to participate in various bodies of the Institution, such as BoS and Academic Council
		Introduce one value added course imparting transferable and life skills per Semester	100% students to undertake field projects/ research/ internships	Introduce Choice Based Credit System (CBCS)
		Get Structured feedback from Students	Collect feedback from Students, Teachers, Employers, Alumni & Parents	80% of full-time teachers with Ph. D.

<u>Ser No</u>	<u>Criteria</u>	<u>Short Term (0-6 months)</u>	<u>Medium Term (6-24 months)</u>	<u>Long Term (2-5 years)</u>
		Case study approach to be maximized	100% of teachers to use ICT for effective teaching with Learning Management Systems (LMS), E-Learning resources etc.	80% of students to get distinction
(b)	Research, Innovations and Extension	Collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc for extension and outreach Programmes	One Workshop/ seminar to be conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices	20% of teachers recognized as research guides
			Publish one research paper/ faculty in Journals notified on UGC website	2 research projects per teacher funded by government and non-government agencies
				Create an ecosystem for innovations including Incubation centre and other initiatives for creation and transfer of knowledge
			At least One linkage for National Faculty / Student exchange, Internship, Field trip, On-the- job trg, research etc	1 linkage for International Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc
(c)	Infrastructure and Learning Resources	100% of classrooms and seminar halls with ICT-enabled facilities such as smart class, LMS, etc. (current year data)	Library automation using Integrated Library Management System (ILMS)	100% of campus power requirements met through LED bulbs and other energy saving devices

<u>Ser No</u>	<u>Criteria</u>	<u>Short Term (0-6 months)</u>	<u>Medium Term (6-24 months)</u>	<u>Long Term (2-5 years)</u>
			Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment	Waste Management & Rain water harvesting
			Have membership of e-ShodhSindhu, Shodhganga membership	Plastic-free campus Paperless office Green landscaping with trees and plants
(d)	Student Support and Progression		10% of students to be benefited by scholarships and freeships provided by the Government	15 % of students to get awards/medals for outstanding performance in sports/cultural activities at national / international level
		Provide capability enhancement and development schemes 1. Guidance for competitive examinations 2. Career counselling 3. Soft skill devp 4. Remedial coaching 5. Language lab 6. Bridge courses 7. Yoga and meditation 8. Personal Counselling		Have Alumni contribution from 2-5 lakhs through creation of Alumni Association
		Transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases		100 % students to get placed in avg salary of 6 lakhs pa

<u>Ser No</u>	<u>Criteria</u>	<u>Short Term (0-6 months)</u>	<u>Medium Term (6-24 months)</u>	<u>Long Term (2-5 years)</u>
(e)	Governance, Leadership and Management	Performance Appraisal System for teaching and non-teaching staff	SOP on Faculty Awards	100% of teachers to be provided with financial support to attend conferences/workshops and towards membership fee of professional bodies
		Engage with and contribute to local community	Conduct internal quality audits	

10. Plan for Future Expansion

- (a) Enhancement of Infrastructure including Solar power plant
- (b) Increase BBA Intake to 120 seats
- (c) Conduct MBA Specialization courses (Data Analytics/ Operations Management/ AI) based on GGSIP guidelines.
- (d) Induction of maximum Army wards and filling balance by Defence (Navy/AirForce) and 10-15 percent civilian students
- (e) Fully Digital Campus
- (f) MoU with Colleges for faculty and student exchange
- (g) Providing of Consultancy for Projects
- (h) Conduct of Courses for Officers on Study Leave
- (i) Exploration of more EDP
- (j) Alignment with Indian National Defence University for Degrees.
- (k) Develop a (long term) self-sustaining model for salaries of faculty to enable recruiting the best.

11. Measures to be initiated aligning new National Education Policy-2019

The National Education Policy-2019 has made several recommendations with the aim of bringing about fundamental changes in the education system, especially with regard to autonomy, governance, and quality of learning experience. Notable among them for AIMT are as follows:

- (a) Stimulating learning experiences will be offered through effective pedagogical practices; all students will also be offered meaningful opportunities for social engagement. Students will be assessed not only on academic aspects but also on broad capacities and dispositions.
- (b) Open and distance learning will be expanded. Measures such as online digital repository funding for research, improved student services, credit-based recognition of MOOCs, etc. will be taken to ensure it is at par with the highest quality in-class programmes.
- (c) Undergraduate programme will be characterized by a liberal education approach. This will develop important life capacities, rigorous disciplinary understanding and an ethic of socialmoral engagement.
- (d) Internationalization of education will be facilitated through both institutional collaborations, and student and faculty mobility.
- (e) Institution will have adequate faculty, ensuring that all programme, subject and field needs are met, a desirable student-teacher ratio (not more than 30:1) will be maintained and diversity is ensured.
- (f) The prevalent approach of ad hoc, contractual appointments will be immediately stopped.
- (g) Faculty recruitment will be based on academic expertise, teaching capacities and dispositions for public service.
- (h) An appropriately designed permanent employment (tenure) track system for faculty will be introduced.
- (i) Institution will develop a continuous professional development plan for faculty and determine the process for its implementation. The plan should include capacity development in the field/discipline, pedagogical capacities, research and contribution to practice. e.g. Faculty recruitment and development, career progression, compensation management to be part of the Institutional Development Plan .
- (j) Faculty will have academic freedom and curricular empowerment, including on pedagogical approaches, student assessment and research.
- (k) Institution will be degree-granting autonomous college. Institution will be developed truly into autonomous, independent and self-governing entities.
- (l) Institute will become multidisciplinary institutions, with teaching programmes across disciplines and fields.¹².

FIVE YEARS INCOME OVER EXPENDITURE

Ser No	Particulars	Fee	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	Remarks
		(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	
A 1	<u>Tuition Fees</u>							
	Receipts of Fee MBA	86200	12757600	13016200	20688000	20688000	20688000	
	Receipts of Fee BBA	44400	621600	3285600	5949600	7992000	7992000	
	Tuition Fees Rec (A1)		13379200	16301800	26637600	28680000	28680000	
A 2	<u>Salary Expdr</u>							
	Teaching Staff		9000000	9900000	12000000	12360000	12730000	3% annual increment & revision of salary
	Non Teaching Staff		6325000	6514750	6710195	6911500	7118850	
	EPF Expenditure		325000	335000	340000	345000	350000	
	Total Expenditure (A2)		15650000	16749750	19050195	19616500	20198850	
	Net (A1-A2) Saving/Loss		-2270800	-447950	7587405	9063500	8481150	
B 1	<u>Income From Students</u>							
1	Library Fee	3500	567000	787500	1099000	1470000	1470000	
2	Computer & Internet Fee	4000	648000	900000	1256000	1680000	1680000	
3	Development Fee MBA	5000	740000	755000	1200000	1200000	1200000	
4	Operational Expdr Fee MBA	15000	2220000	2265000	3600000	3600000	3600000	
5	Development Fee BBA	2000	28000	148000	268000	360000	360000	
6	Operational Expdr Fee BBA	6000	84000	444000	804000	1080000	1080000	
7	Sports Fee	1000	162000	225000	314000	420000	420000	
8	University Fees	12000	1944000	2700000	3768000	5040000	5040000	
9	Admission Fee	2000	90000	360000	360000	360000	360000	Onetime Fee
10	Value Added Courses MBA	10000	310000	1200000	1200000	1200000	1200000	Onetime Fee
11	Value Added Courses BBA	4000	56000	240000	240000	240000	240000	Onetime Fee
12	Exam Conveyance	3000	486000	675000	942000	1260000	1260000	
13	Alumni Fee MBA	1000	31000	120000	120000	120000	120000	Onetime Fee
14	Alumni Fee BBA	500	7000	30000	30000	30000	30000	Onetime Fee
15	I-Card Fee	100	4500	18000	18000	18000	18000	Onetime Fee
16	VSK Fee	120	19440	27000	37680	50400	50400	
17	Rent & Allied Fees	1797	2566120	3471800	5391000	6037920	6037920	Income from only Boys (AIMT & AIE) for 12 months
18	Messing Fees	3150	5358150	7441875	12370050	13891500	13891500	Income for AIMT Boys & Girls for 10.5 months
19	Power Backup Fees	1211	1513145	2047196	3178875	3560340	3560340	Income from only Boys (AIMT & AIE) for 12 months

Ser No	Particulars	Fee	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	Remarks
		(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	
20	Laundry Fees	355	603855	838690	1394085	1565550	1565550	Income for AIMT Boys & Girls for 10.5 months
	Total Other Income (B1)		17438210	24694061	37590690	43183710	43183710	
B 2	Expenditure Heads							
1	Vis/Guest Faculty/Experts		300000	315000	330800	347300	365000	
2	Expenditure for Gratuity/leave encash		0	250000	265000	275000	285000	
3	Staff Welfare Expdr		200000	210000	220500	231500	243000	
4	Library Books, Periodicals		100000	100000	100000	100000	100000	Remaining from GIA
5	Expdr for Lib		0	100000	100000	100000	100000	Remaining from GIA
6	News papers & Magazines		50000	51000	52000	53000	54000	Remaining from GIA
7	Internet/Leased Line/LAN Maint		125000	130000	140000	150000	160000	Remaining from GIA
8	Institute website		30000	32500	35000	40000	45000	
9	Electricity Expenditure		3750000	4000000	6500000	7000000	7200000	
10	Water Expenditure		125000	130000	150000	200000	225000	
11	Security Services		1360000	1425000	1500000	1550000	1625000	
12	Housekeeping		1190000	1300000	1530000	1683000	1851300	
13	Arboriculture		630000	690000	760000	836000	920000	
14	Genrs Running & Maint Expdr		450000	460000	640000	700000	720000	Remaining from GIA
15	Insurance Expenditure		150000	155000	200000	215000	245000	
16	Repairs & Maint		1600000	1760000	3200000	3800000	4200000	
17	Vehs Running & Maint Expdr		350000	365000	465000	525000	555000	
18	Tele Charges		80000	90000	140000	175000	210000	
19	Printing/Sty		250000	262500	420000	480000	560000	
20	Postage Charges		30000	31000	50000	65000	70000	
21	Traveling/ Cony Expdr		150000	165000	200000	250000	275000	
22	Advertisement Expdr		300000	345000	500000	600000	650000	
23	Festival Expdr		150000	156000	250000	300000	350000	
24	Audit Fee		40000	45000	60000	70000	80000	
25	Legal Expenditure		400000	400000	400000	400000	400000	
26	Alumni Meet Expenditure		70000	77000	150000	200000	250000	
27	Affiliation/University Expenditure		1944000	2700000	3768000	5040000	5040000	
28	AICTE/Univ Payments		200000	200000	200000	200000	200000	
	NAAC Fee/Preparation		200000	200000	0	0	0	

Ser No	Particulars	Fee	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	Remarks
		(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)	
29	Value added courses and academic activity fee		250000	265000	500000	600000	680000	
30	Conveyance for Students		600000	630000	1200000	1500000	1800000	
31	Seminar/Confs/Academic Events		300000	330000	500000	600000	700000	
32	Convocation		150000	160000	200000	250000	280000	
33	Sports Expenditure		250000	255000	350000	400000	450000	
34	Misc Academic Expdr		125000	137500	180000	250000	275000	
35	Expdr on major repairs addition of Infrastructure		750000	1250000	1800000	2400000	3000000	
36	Misc Adm Expdr		140000	154000	200000	250000	300000	
37	Messing Expdr		4400000	5920000	9900000	11000000	11000000	
38	Laundry Services		600000	670000	1115000	1250000	1250000	
	Total Other Expenditure (B2)		21789000	25916500	38271300	44085800	46713300	
	Net B1-B2 Saving/Loss		-4350790	-1222439	-680610	-902090	-3529590	
C 1	<u>Other Income</u>							
1	Int from Bank Bal, FFD, FDRs		4910000	4910000	5200000	5500000	5650000	
2	Other Income		525000	550000	575000	600000	625000	
	Total Intrest & Other Income		5435000	5460000	5775000	6100000	6275000	
C 2	<u>Expenditure Heads</u>							
1	Expdr on major renovation/additions/Property		700000	900000	6000000	5200000	1400000	Expdr for infrastructure in 2021-22 & Purchase of New Genset in 2022-23
2	Depreciation		0.00	2000000	3000000	4000000	4500000	
	Total Other Expenditure		700000.00	2900000	9000000	9200000	5900000	
	Net C1-C2 Saving/Loss		4735000	2560000	-3225000	-3100000	375000	
	Total Income A1+B1+C1		36252410	46455861	70003290	77963710	78138710	
	Total Expenditure A2+B2+C2		38139000	45566250	66321495	72902300	72812150	
	Overall Net Profit/Loss		-1886590	889611	3681795	5061410	5326560	
			FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	

Note :- There will be reduced fee receipt for 2019-20 , 2020-21 for the present MBA batch of 31 students and reduced fee receipt for 2019-20, 2020-21 and 2021-22 for BBA 01 for 14 students . It is assumed that there will be full admissions for MBA and BBA junior batches in the next 5 years . Profit is likely to be generated from FY 2020-21