



EXCELSSIOR EDUCATION SOCIETY'S
K.C. College of Engineering & Management Studies & Research
MithBunder Road, Kopri, Thane (E)

MMS Department
INNOVATION IN TEACHING LEARNING
(Year 2024-25)

SUBJECT: Fundamentals of Management Theory and Practices
Class : FYMMS SEM I

ACTIVITY: Vision Board Activity

ACTIVITY REPORT:

The vision board activity conducted in class involved students creating visual representations of their aspirations and goals through a collage of paper cutouts. This engaging exercise allowed them to articulate their ideas about a hypothetical company, including its name, product offerings, vision, mission, and core values.

The vision board activity conducted in class is effectively linked to the teaching concepts related to a company's **vision, mission, goals, and values**. This hands-on exercise provided students with a practical understanding of these fundamental management principles.

Objectives of the Activity

1. Understanding Vision Statements:

In management, a vision statement articulates the long-term aspirations of an organization. During the activity, students created vision boards that included their company's vision, allowing them to explore what they aspire their hypothetical business to achieve in the future.

2. Defining Mission Statements:

The mission statement defines the core purpose of a company—its reason for existence. As students developed their boards, they articulated mission statements that captured the essence of their hypothetical enterprises.

3. Establishing Goals:

Setting clear and measurable goals is crucial in management. The vision board activity encouraged students to outline specific objectives for their companies, reinforcing the *importance of goal-setting in achieving organizational success*. By visualizing their goals, students learned to create actionable plans that align with both their mission and vision.

4. Identifying Core Values:

Values represent the principles and beliefs that guide a company's behavior and culture. Students were tasked with identifying values that would underpin their businesses, fostering discussions about ethical practices and corporate culture. This aspect is vital in management as it influences how organizations operate and interact with stakeholders.



Outcomes Related to Management Learning

1. Enhanced Comprehension of Strategic Planning:

The activity provided students with a practical framework for understanding strategic planning processes. By creating vision boards, they learned how to integrate vision, mission, goals, and values into a cohesive strategy for business success.

2. Development of Collaborative Skills:

Working on vision boards in groups fostered collaboration among students, mirroring how teams within organizations must work together to achieve shared objectives. This experience highlighted the importance of teamwork in executing a company's vision and mission effectively.

3. Increased Motivation and Ownership:

By visualizing their aspirations, students felt more motivated and personally connected to their projects. This sense of ownership is crucial in management, as engaged employees are more likely to contribute positively to an organization's goals.

In summary, the vision board activity served as an effective educational tool within the context of Fundamentals of Management by helping students grasp essential concepts related to a company's vision, mission, goals, and values while fostering creativity and collaboration.



Prepared by,
Dr. Diya Udasi



MMS Department
INNOVATION IN TEACHING LEARNING
(Year 2024-25)

SUBJECT: Compensation and Benefits
Class : SYMMS SEM III

ACTIVITY: In-tray Exercise

ACTIVITY REPORT:

Activity Brief

The in-tray exercise was conducted as part of the Competency-Based Human Resource Management (HRM) subject in our class. This interactive activity aimed to simulate real-world HR scenarios, allowing students to apply theoretical concepts in a practical context. Each student received a set of documents representing various HR-related tasks and challenges that they had to prioritize and address within a limited timeframe.

Objectives

The main objectives of the in-tray exercise were:

1. **Application of Competency Frameworks:** To enable students to apply competency-based HRM principles in real-life scenarios, enhancing their understanding of how competencies influence HR decisions.
2. **Decision Making Skills:** To develop critical decision-making skills by requiring students to prioritize tasks and make informed choices under time constraints.
3. **Problem Solving Abilities:** To encourage students to think critically and creatively when addressing complex HR issues.

Outcomes

The in-tray exercise resulted in several significant outcomes:

1. **Practical Understanding:** Students gained a deeper understanding of how competency frameworks can be applied in various HR situations, enhancing their theoretical knowledge with practical experience.
2. **Improved Decision-Making:** Participants reported increased confidence in their decision-making abilities, as they learned to assess situations quickly and prioritize effectively based on competency requirements.
3. **Enhanced Problem-Solving Skills:** The exercise challenged students to think critically about HR challenges, leading to innovative solutions and approaches that they shared during discussions.

In summary, the in-tray exercise was an effective educational tool that successfully met its objectives, providing students with valuable insights into competency-based HRM while enhancing essential skills that are crucial for their future careers in human resources.

Prepared by


Dr. Diye Udasi





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SUBJECT: Compensation and Benefits
Class : SYMMS SEM III

ACTIVITY: Using Groww Salary Calculator

ACTIVITY REPORT:

Activity Description

The salary calculator activity was conducted as part of the Compensation and Benefits subject in our class. The primary goal of this activity was to provide students with a understanding of salary structures, deductions, and net pay calculations. Students were tasked with using an online salary calculator to input various hypothetical scenarios, including different salary levels, tax rates, and benefit deductions.

During the session, students explored how various factors such as gross salary, tax brackets, social security contributions, and health insurance premiums affect CTC.

Objectives

The main objectives of the salary calculator activity were:

1. **Understanding Salary Components:** To familiarize students with the different components that make up a salary package, including gross salary, deductions, and net pay.
2. **Practical Application:** To provide hands-on experience in using tools that are relevant in real-world financial planning and compensation management.
3. **Critical Thinking:** To encourage students to analyze how changes in salary or deductions can impact overall compensation.

Outcomes

The activity yielded several positive outcomes:

1. **Enhanced Understanding:** Students demonstrated a clearer understanding of how salaries are structured and the impact of various deductions on net pay.
2. **Engagement and Participation:** The interactive nature of the activity increased student engagement.

In conclusion, the salary calculator activity was successful in meeting its objectives and provided students with practical knowledge that will benefit them in their academic and professional journeys.

Prepared by


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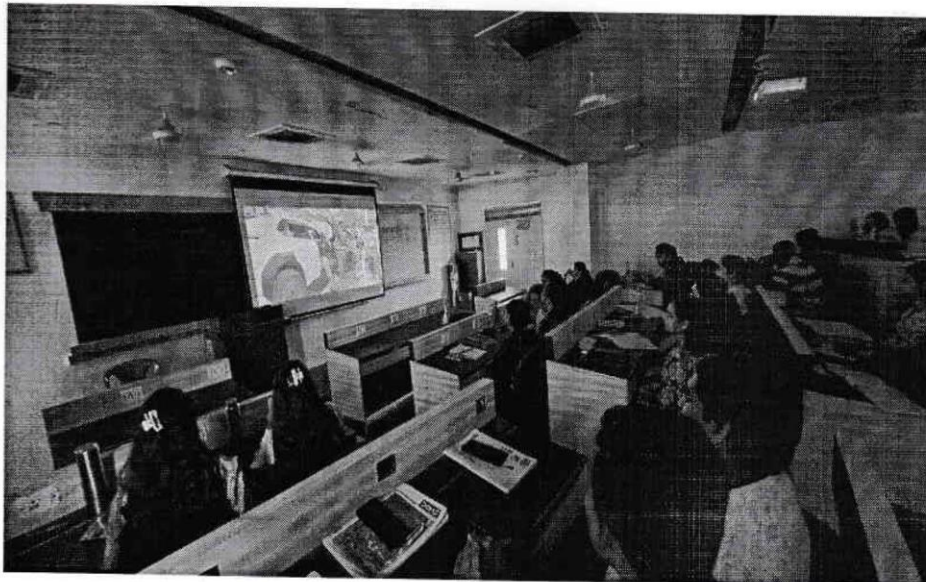
MMS Department
INNOVATION IN TEACHING LEARNING
(Year 2024-25)

SUBJECT: Operations Management

ACTIVITY: Live Examples from Industry

ACTIVITY REPORT:

The activity consisted of incorporating live industry examples by means of videos for teaching different production processes and layout- such as Job Shop Production, Batch Production, Mass Production, Continuous Production and Project Production.



OUTCOME:

1. A clear understanding of the production processes.
2. Understanding the difference between these types became clear.
3. Better concept clarity with reference to their applications.



Prepared by,

Anjali M. Kulkarni



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MMS Department
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SUBJECT: Operations Management

ACTIVITY: Live Project on Inventory Management

ACTIVITY REPORT:

The activity consisted of assigning different organizations to students in groups to understand and learn their inventory management process.



Current Inventory Challenges

Excess Inventory

Excessive inventory ties up capital and increases storage costs.

Stockouts

Insufficient inventory leads to lost sales, frustrated customers, and potential damage to brand reputation.

Inaccurate Forecasting

Ineffective forecasting methods result in misaligned inventory levels and can lead to either overstocking or stockouts.

OUTCOME:

1. A clear understanding of the basics of inventory management.
2. Understanding the different methods followed by different organizations.
3. Better concept clarity with reference to their applications.



Prepared by,
Anjali M. Kulkarni

Photos of Activity:



OUTCOME:

1. Developed a clear understanding of the interplay between the 4Ps in creating an effective marketing strategy.
2. Gained hands-on experience in aligning marketing decisions with customer preferences and market trends.
3. Recognized the importance of flexibility and adaptation in response to competitive and environmental changes.



Prepared by,
Prof Surendra Pratap Mourya



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MMS Department
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SUBJECT: Operation Analytics
Class: SYMMS SEM III

ACTIVITY: Decision Making: Resource Management

Objective:

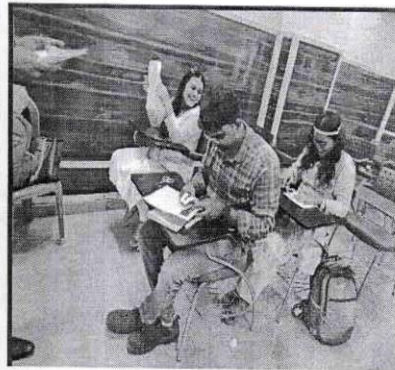
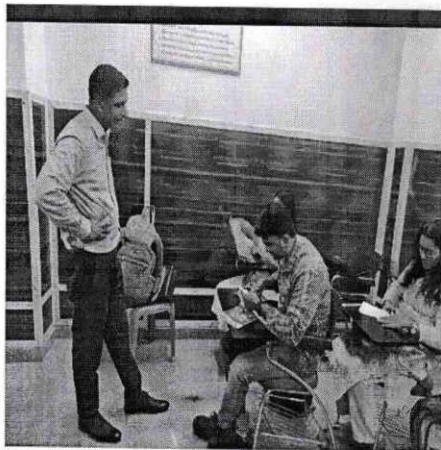
Activity focused on taking decision for optimum utilization of resource.

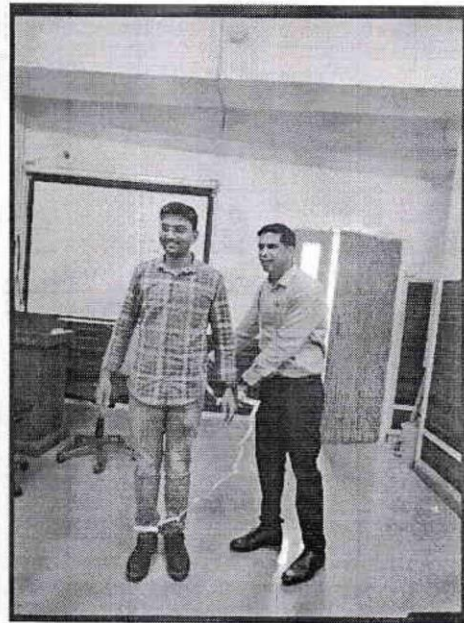
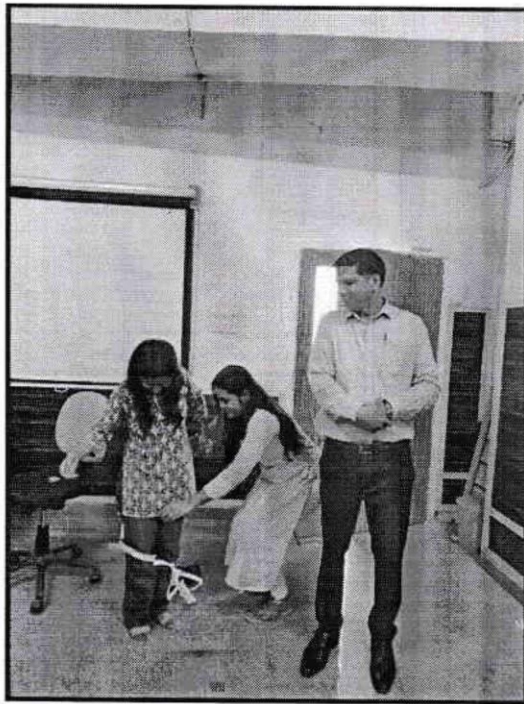
Activity Overview

- Participants use A4 sheet. Participants cut a sheet into circle so that two or three people can pass through that circle.
- Design it into the form of Garland.

Scissors were used for this activity.

Photos of Activity:





OUTCOME:

1. Resource Management
2. Optimum utilization of resource.
3. Take right decision at complex situation.


Prepared by,
Dr Sankalp Singhai





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MMS Department
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(Year 2024-25)

SUBJECT: Fundamentals of Marketing
Class : FYMMS SEM I

ACTIVITY: Designing the Marketing Mix of the Product
Activity Date : 17/10/2024

Objective:

The FYMMS classroom activity focused on understanding and applying the concept of the Marketing Mix (4Ps) to create an effective strategy for a hypothetical product.

Activity Overview:

Students were tasked with designing a marketing mix for a chosen product, incorporating the core elements: Product, Price, Place, and Promotion. The exercise aimed to bridge theoretical concepts with practical application.

Key Insights from the Activity:

○ **Product:**

1. Students identified key features, benefits, and unique selling propositions (USPs) to make the product stand out.
2. Focus was placed on understanding customer needs and ensuring quality, design, and branding align with market demands.

○ **Price:**

1. Pricing strategies were developed based on factors such as production costs, competitor pricing, and perceived value.
2. Methods like penetration pricing and premium pricing were explored to align with target market segments.

○ **Place:**

1. Distribution channels were discussed, including online platforms, retail stores, and direct sales.
2. Emphasis was placed on ensuring product availability in locations preferred by the target audience.

○ **Promotion:**

1. Strategies included social media campaigns, influencer marketing, and traditional advertising to raise awareness.
2. Students also analysed the role of discounts, partnerships, and public relations in enhancing visibility.



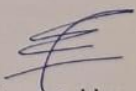
Photos of Activity:



OUTCOME:

1. Developed a clear understanding of the interplay between the 4Ps in creating an effective marketing strategy.
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SUBJECT: Financial Markets and Institutions
Class : SYMMS SEM III

ACTIVITY: Movie Analysis "Scam 1990"

ACTIVITY REPORT:

Objective:

The analysis of *Scam 1990* focused on understanding its depiction of financial concepts, practices, and systemic vulnerabilities, using the narrative as a case study for classroom learning.

Key Financial Contexts Explored

1. Money Market Operations

- The show depicts Mr. Harshad Mehta's manipulation of the *Ready Forward* (RF) deal, a short-term money market instrument, to exploit liquidity gaps in the banking system.
- Analysis revealed how financial instruments can be used beyond their intended purposes, often exposing regulatory oversights.

2. Banking System Loopholes

- The series highlights the lack of real-time reconciliation in banks during the 1990s, enabling Mr. Mehta to misuse fake Bank Receipts (BRs) for personal gains.
- Students learned about the importance of robust auditing, checks, and balances to prevent such fraud.

3. Stock Market Manipulation

- Mr. Mehta artificially inflated stock prices by injecting huge funds sourced through fraudulent practices.
- This illustrated concepts like *pump-and-dump schemes*, market speculation, and insider trading.

4. Systemic Risks in Financial Regulation

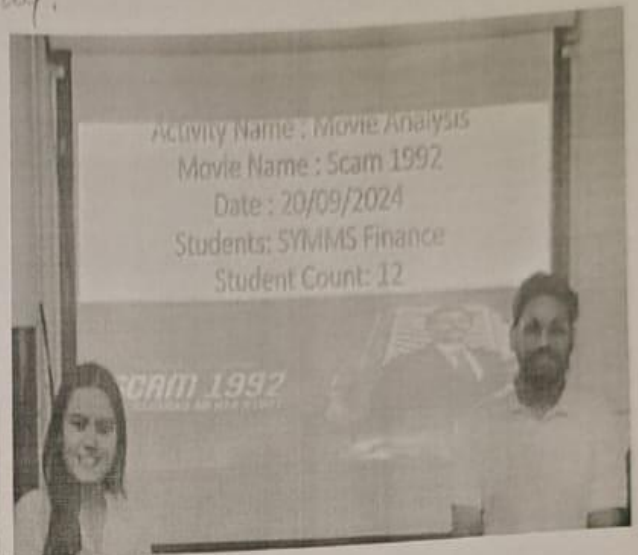
- The absence of integrated oversight between financial institutions, such as the Reserve Bank of India (RBI), banks, and stock markets, was a recurring theme.



- Students discussed the role of regulatory bodies like SEBI (Securities and Exchange Board of India) in preventing market abuse.

5. Ethics and Corporate Governance

- Harshad Mehta's story raises questions about ethical practices in finance, illustrating the thin line between ambition and greed.
- The importance of ethical behaviour and transparency in corporate governance was a major takeaway.



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Photos of Activity:

OUTCOME:

1. Application of Financial Concepts
2. Understanding Financial Fraud
3. Relevance of Regulatory Reforms
4. Ethical Implications in Finance

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Excelssior Education Society's
K. C. College of Engineering and Management Studies and Research
(Affiliated to the University of Mumbai)
MithBunder Road, Near Hume Pipe, Kopri, Thane (E)

Subject: Human Resource Management

Class: FYMMS SEM II

ACTIVITY: Talent Acquisition Mock Session

Activity Report

Activity Brief:

The Talent Acquisition Mock session was designed as a practical simulation to help students understand and experience the recruitment and selection process. Students were divided into interview panels and candidate groups, with rotating roles to ensure active involvement in various stages of talent acquisition.

The main objectives of the Activity:

1. To provide hands-on experience in conducting job interviews and evaluating candidates.
2. To enhance understanding of the end-to-end recruitment process—from job posting to final selection.
3. To build interviewing and decision-making skills relevant to real-world HR functions.
4. To develop team collaboration and professional communication abilities.



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Outcomes:

The outcomes of the talent acquisition mock session were as follows:

- Students improved their interviewing, evaluation, and communication skills.
- Gained real-time understanding of selection dynamics, bias minimization, and structured interviewing.
- Fostered collaboration and professional conduct in a simulated workplace scenario.
- Enhanced self-awareness of strengths and areas for improvement in talent acquisition roles.

In summary, The Talent Acquisition Mock Session provided valuable experiential learning, bridging theoretical knowledge with practical applications. It reinforced key HR competencies and encouraged reflective practice essential for successful talent management.

Dr. Trupti Desai

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