



Microtek Group of Institutions
www.microtek.ac.in
Teaching for Future

Vill/Po-Murtzabad, Tehsil-Kerakat, Dist-Jaunpur (U.P.)
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Governed By Microtek Educational Society, Approved By AICTE, MHRD Govt. of India, New Delhi

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**MICROTEK COLLEGE OF
MANAGEMENT & TECHNOLOGY**
(An ISO 9001:2000 Certified College)

Institutional Development Plan (IDP) 2023-2033

Microtek College of Management & Technology, Jaunpur Section 1:

Institutional Profile and Vision

1.1 About the Institution

Microtek College of Management & Technology (MCMT), Jaunpur, established in 2014, is part of the Microtek Educational Society founded in 2000. The institution is approved by AICTE, recognized by UGC, and affiliated with Veer Bahadur Singh Purvanchal University (VBSPU) Jaunpur. The college offers undergraduate and postgraduate programs in management, technology, sciences, commerce and humanities, including BBA, BCA, B.Com, B.Sc., M.Sc. and M.Com.

1.2 Vision Statement

To emerge as a center of excellence in management and technical education, nurturing globally competent, ethically grounded professionals who contribute meaningfully to industry and society.

1.3 Mission Statements

1. To provide industry-relevant education through continuous curriculum upgradation and experiential learning.
2. To foster research, innovation, and entrepreneurial thinking among faculty and students.
3. To create an inclusive learning environment that supports holistic development.
4. To strengthen industry-institution partnerships for enhanced employability.
5. To promote ethical values, social responsibility, and sustainable practices.

Section 2: SWOC Analysis

Strengths	Weaknesses
Veer Bahadur Singh Purvanchal University Permanent affiliation, offering diverse programs	Limited NAAC accreditation status as compared to peer institutions
Established brand presence in Jaunpur since 2014	Research and consultancy portfolio needs strengthening
AICTE approval and UGC recognition	Infrastructure modernization required for competitive positioning

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Strengths	Weaknesses
Focus on career-oriented training and placements	Faculty qualification upgradation and retention
Opportunities	Challenges
NEP 2020 implementation for multidisciplinary education	Competition from established institutions like SMS Varanasi (NAAC A)
Growing demand for skill-based professional education	Changing regulatory landscape
Digital transformation in teaching-learning	Student expectations for modern infrastructure
Industry partnerships for internships and placements	Regional economic constraints affecting placements

Section 3: Strategic Goals and Thrust Areas

3.1 Phase I: Foundation Strengthening (Years 1-3)

Focus: Building quality infrastructure, academic systems and positioning for NAAC accreditation.

Thrust Area	Specific Objectives	Measurable Targets
Academic Excellence	Introduce CBCS across all programs	100% programs under CBCS by 2 Year
	Implement learning outcome-based curriculum	POs, PSOs, COs mapped for all courses
Faculty Development	Enhance faculty qualifications	30% faculty with Ph.D. by 5 Year
	Pedagogical training for all faculty	Annual FDP participation for 70% faculty
Infrastructure	Smart classroom upgradation	80% classrooms ICT-enabled by 4 Year

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Thrust Area	Specific Objectives	Measurable Targets
	Library automation and digitization	Online Catalogue and e-resources by 4 Year
Student Support	Already Established Career Counselling Cell	Operational
	Mentorship system for all students	1:20 mentor-mentee ratio
Quality Assurance	Established IQAC	Functional
	Prepare for NAAC accreditation	SSR submission by 3Year

3.2 Phase II: Growth and Expansion (Years 4-7)

Focus: Research enhancement, new program introduction, and industry integration.

Thrust Area	Specific Objectives	Measurable Targets
Research & Innovation	Establish Innovation & Research Cell	Research policy and funding by 5 Year
	Faculty research output	50 publications in peer-reviewed journals by 5 Year
	Student research participation	40% students in research projects
Program Expansion	New PG programs	MBA From AKTU by 5 Year
	Add-on certificate courses	5 skill-based certification programs
Industry Linkage	MOU expansion	40 active MoUs by 5 Year
	Industry advisory board	Functional for each department
Placement Enhancement	Placement rate improvement	80% placement for eligible students
	Internship integration	100% programs with internship component
Digital Learning	LMS implementation	Complete course delivery support
	Blended learning adoption	30% courses with online components

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All programs will define and publish:

- **Program Outcomes (POs):** Discipline-specific competencies
- **Program Specific Outcomes (PSOs):** Specialized program outcomes
- **Course Outcomes (COs):** Course-level learning objectives

Mapping and attainment tracking will be conducted annually through the IQAC.

4.3 Value-Added Courses

Category	Courses to Introduce	Target Students
Skill Development	Active as per NEP 2020 which includes Digital Marketing, Data Analytics, Tally, Advanced Excel, O-level	50% of students
Professional Certification	NSE Certified programs, Microsoft certifications	30% of students
Soft Skills	Personality Development & Communication Skill development, Leadership Skill development through role playing,	100% of students
Entrepreneurship	Business Plan Development, Start-up Fundamentals	Optional

Section 5: Teaching, Learning, and Evaluation

5.1 Teaching-Learning Enhancement

Initiative	Description	Implementation Year
ICT Integration	Smart classrooms, LMS, audio-visual content	Year 1-3
Experiential Learning	Case studies, simulations, live projects	Year 1 onwards
Flipped Classroom	Pre-class content, in-class activities	Year 2-4
Peer Learning	Group projects, peer tutoring, Group discussion	Year 1 onwards
Industry Experts	Guest lectures, adjunct faculty	Ongoing

5.2 Student Evaluation

Component	Weightage	Description
Continuous Internal Assessment	5-10%	Assignments, quizzes, presentations, attendance

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3.3 Phase III: Excellence and Sustainability (Years 8-10)

Focus: Achieving autonomous status readiness, research excellence, and national recognition.

Thrust Area	Specific Objectives	Measurable Targets
Autonomy	Apply for autonomous status	Submission by 7 Year
Research Excellence	Establish research centers	2 research centers of excellence
	Consultancy projects	5 funded projects by 10 Year
Internationalization	Student exchange programs	Partnerships with 2 international institutions
Community Engagement	Extension activities	10 outreach programs annually
Sustainability	Green campus initiatives	Solar installation, waste management
Accreditation	NAAC accreditation	Working with Team

Section 4: Curricular Aspects

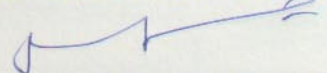
4.1 Curriculum Design and Development

The institution will adopt a structured curriculum design process aligned with NEP 2020 and UGC guidelines:

Action Area	Strategy	Timeline
CBCS Implementation	Complete Choice Based Credit System across programs	Ongoing
Multidisciplinary Approach	Introduce interdisciplinary electives	Ongoing
Skill Integration	Embed vocational skills in curriculum	Ongoing
Credit Transfer	Align with National Credit Framework (NCrF)	*
Academic Bank of Credits	Register students with ABC	Ongoing
Industry Input	Curriculum revision with industry feedback	As Per NEP

4.2 Program Learning Outcomes

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Component	Weightage	Description
Mid-Semester Examinations	20-25%	Written examinations
End-Semester Examinations	70-75%	University examinations
Practical/Project Evaluation	Program-specific	Lab work, projects, internships

5.3 Faculty Development Plan

Activity	Target	Frequency
Ph.D. Completion	30% faculty by Year 3; 50% by Year 7	Continuous
FDP Participation	70% faculty annually	Annual
Refresher Courses	All faculty every 3 years	Cyclical
Industry Immersion	20% faculty annually	Annual
Research Paper Presentation	Minimum 1 per faculty annually	Annual

Section 6: Research, Innovation, and Extension

6.1 Research Development Plan

Initiative	Action Steps	Timeline
Research Policy	Formulate and adopt research policy	Year 1
Research Cell	Establish dedicated research coordination	Year 2
Seed Funding	Allocate institutional seed grants for faculty research	Year 2 onwards
Research Publications	Incentivize publications in UGC-CARE listed journals	Ongoing
Conference Organization	Host national conferences annually	Year 3 onwards
Research Collaborations	Partner with universities for joint research	Year 4 onwards

6.2 Innovation and Entrepreneurship

Component	Strategy
Entrepreneurship Cell	Establish E-Cell with student leadership

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Component	Strategy
Start-up Incubation	Create incubation space for student ventures
Workshops	Regular entrepreneurship workshops and boot camps
Mentorship	Connect students with successful entrepreneurs
Funding	Facilitate access to government start-up schemes

6.3 Extension and Community Engagement

Activity	Description	Target
NSS Unit	National Service Scheme activities	100+ volunteers
Blood Donation	Annual camps in collaboration with health authorities	2 camps annually
Tree Plantation	Green campus and community plantation drives	500 trees annually
Digital Literacy	Training for community members	100 persons annually
Swachh Bharat	Cleanliness drives	Monthly

Section 7: Infrastructure and Learning Resources

7.1 Physical Infrastructure Development

Facility	Current Status	Target (Year 5)	Target (Year 10)
Classrooms	Conventional	80% smart classrooms	100% ICT-enabled
Computer Labs	Existing	Upgraded with latest software	State-of-the-art
Library	Functional	Automated, e-resources	Digital library Functional
Seminar Hall	Available	Modernized with AV, Conference facility	-
Sports Facilities	Basic	Expanded indoor/outdoor	Comprehensive
Hostel	Limited	Enhanced capacity	

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7.2 Library and Learning Resources

Resource Type	Development Plan
Print Collection	300 new titles annually
Journals	Subscription to 20+ national and international journals
E-Resources	Access to N-LIST, DELNET, and other consortia
Digital Repository	Institutional repository for publications and theses
Library Automation	RFID, OPAC, remote access

7.3 Technology Infrastructure

Component	Target
Internet Connectivity	High-speed broadband (100 Mbps+)
Wi-Fi Campus	Complete campus coverage
LMS	Full-featured learning management system
CCTV Surveillance	Comprehensive campus security
Computer-Student Ratio	1:10 or better

Section 8: Student Support and Progression

8.1 Student Support Services

Service	Description	Target
Career Counselling	Professional guidance for career paths	All students
Placement Cell	Industry connections, job fairs	90% placement Support/ Placement Assistance
Mentorship	Faculty mentor for each student	1:20 Ratio
Remedial Classes	Support for academically weak students	As needed



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Service	Description	Target
Bridge Courses	Orientation for new students	All first-year students & as per UGC Norms
Health Services	First aid, health check-ups	Regular
Anti-Ragging Cell	Prevention and redressal	Active
Grievance Redressal	Online and offline mechanisms	100% resolution

8.2 Student Progression

Outcome	Current	Target (Year 5)	Target (Year 10)
Placement Rate	Baseline	70%	90%
Higher Education	Baseline	20%	25%
Entrepreneurship	Minimal	5%	10%
Alumni Engagement	Informal	Formal network	Active contributions

8.3 Inclusivity and Diversity

The institution will implement policies for:

- **Differently-abled students:** Ramps, accessible facilities, scribe support
- **Gender equity:** Women's development cell, safety measures
- **Socio-economic inclusion:** Scholarships, fee concessions
- **First-generation learners:** Additional mentoring and support

Section 9: Governance, Leadership, and Management

9.1 Governance Structure

Body	Composition	Functions
Governing Body	Management representatives, educationists, industry	Policy direction, resource allocation
Academic Council	Principal, HODs, faculty representatives	Academic decisions, curriculum



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Body	Composition	Functions
IQAC	Coordinator, faculty, industry, student representatives	Quality assurance, audits
Finance Committee	Management, Principal, accounts	Budget, financial oversight

9.2 Administrative Reforms

Reform	Description	Timeline
E-Governance	Digital administration, paperless office	5 Year for fully functional
MIS	Management information system for student data	2 Year
Website Upgrade	Dynamic, information-rich website	Active progress
Transparency	Public disclosure of information	Ongoing

9.3 Strategic Planning and Monitoring

Activity	Frequency	Responsibility
SWOC Analysis	Annual	IQAC
Strategic Plan Review	Biannual	Governing Body
Academic Audit	Annual	IQAC
Green Audit	Biennial	Environmental Committee
Energy Audit	Biennial	Infrastructure Committee
Feedback Analysis	Annual	IQAC

Section 10: Quality Assurance and NAAC Preparation

10.1 IQAC Functions

The Internal Quality Assurance Cell will:

- Develop and monitor quality benchmarks
- Conduct academic and administrative audits

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- Collect and analyze stakeholder feedback
- Prepare Annual Quality Assurance Reports (AQAR)
- Coordinate NAAC accreditation processes

10.2 NAAC Accreditation Roadmap

Phase	Activity	Timeline
Preparation	IQAC establishment, data collection	2-3 Year
SSR Preparation	Compile evidence, write SSR	2-3 Year
First Cycle	Submit for NAAC accreditation	3 Year
Post-Accreditation	Implement recommendations	4-5 Year
Reaccreditation	Higher grade preparation	8-10 Year

10.3 Quality Parameters Alignment

The IDP aligns with NAAC's seven criteria:

1. Curricular Aspects
2. Teaching-Learning and Evaluation
3. Research, Innovations and Extension
4. Infrastructure and Learning Resources
5. Student Support and Progression
6. Governance, Leadership and Management
7. Institutional Values and Best Practices

Section 11: Implementation and Monitoring Framework

11.1 Implementation Structure

Level	Responsibility
Governing Body	Overall policy and resource approval
Principal	IDP implementation coordination
IQAC	Monitoring and quality assurance
HODs	Department-level implementation

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Level	Responsibility
Committees	Specific initiative execution

11.2 Annual Planning and Review

Activity	Timeline
Annual IDP action plan preparation	March-April
Budget allocation	April-May
Implementation	June-March
Mid-year review	September-October
Annual review and reporting	March-April

11.3 Key Performance Indicators

Indicator	Baseline	Year 5 Target	Year 10 Target
NAAC Grade	Not accredited	A grade	A+ grade
Faculty with Ph.D.	Baseline	40%	60%
Placement Rate	Baseline	65%	75%
Publications (annual)	Baseline	20	40
MoUs with Industry	Baseline	15	30
Smart Classrooms	0%	80%	100%
Student-Faculty Ratio	Baseline	20:1	18:1

Section 12: Budgetary Framework (Indicative)

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Category	Year 1-3 (Foundation)	Year 4-7 Growth)	Year 8-10 (Excellence)
Infrastructure	₹1.5 Cr	₹2.0 Cr	₹1.5 Cr
Library & Resources	₹30 L	₹40 L	₹30 L
Faculty Development	₹25 L	₹40 L	₹35 L
Research & Innovation	₹15 L	₹50 L	₹75 L
Student Support	₹20 L	₹30 L	₹30 L
Technology	₹40 L	₹50 L	₹40 L
Extension Activities	₹10 L	₹15 L	₹20 L
Contingency	₹10 L	₹15 L	₹20 L
Total (Approx.)	₹3.0 Cr	₹4.4 Cr	₹4.0 Cr

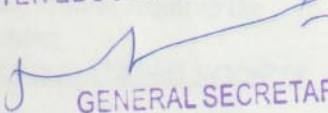
Section 13: Conclusion

This Institutional Development Plan charts a ten-year transformational journey for Microtek College of Management & Technology, Jaunpur. By systematically addressing academic quality, research enhancement, infrastructure modernization, faculty development and student support, the institution aims to emerge as a premier center of higher education in the Jaunpur region.

The plan's phased approach ensures realistic implementation, with clear milestones and measurable targets. Alignment with NEP 2020, NAAC parameters, and UGC guidelines ensures relevance and compliance. Successful implementation will position MCMT as an institution of choice for students, a preferred partner for industry and a contributor to regional and national development.

The commitment of the Management, faculty, staff and all stakeholders will be crucial to realizing this vision. Through collective effort and sustained focus on quality, Microtek College of Management & Technology will achieve its aspiration of academic excellence and social impact.

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