

INSTITUTIONAL DEVELOPMENT PLAN

Submitted

to

B.R.A Bihar University, Muzaffarpur (Bihar)

for

as per UGC guidelines for conferment of Autonomous status to College



L.N.Mishra College of Business Management, Muzaffarpur

NAAC Accredited B++ Grade (1st cycle)

Affiliated and Approved UGC & AICTE

Bhagwanpur Chowk Muzaffarpur-842001 (Bihar)

www.lnmcbm.org

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Director
L.N. Alshra College of Business Management
Muzaffarpur

1. Executive Summary

L.N.Mishra College of Business Management, Muzaffarpur is situated at the gateway of North-eastern region of the country and well connected through Railway and roadways. The college offers professional courses like BBA, BCA, MBA and MCA to the students coming from diversified region. The college has been accredited by NAAC with B++ grade securing 2.77 CGPA in the year 2023. It is an affiliated unit of B.R. Ambedkar, Bihar University, Muzaffarpur. It comes under section 2f and 12B of UGC and registered to NITI AYOOG bearing unique ID – BR/2017/0175294.

The college is equipped with the indispensable progressive infrastructure and learning resources such as educational software, audio-visual aids, Wi-Fi facility and access to the libraries through N-LIST, INFLIBNET, e-shodhganga, e-shodhsindhu in order to meet the advanced demands of the students.

The college is committed to transparent administration, teaching learning and evaluation system and placement. With education, the college supplicates the involvement of all its stakeholders – students, parents, teachers and the staff members. Our aim is to make the institution a centre of excellence in education and research.

The College takes pride in its competent, experienced and committed faculty with doctoral qualifications and encourages research-related activities. They are proactive in upgrading their knowledge by participating in Orientation Programmes, Refresher Courses and organizing national seminars, completing MOOCs. The faculty is also engaged in mentoring the student's community in every academic affair, sports etc.

Further the institution aim to promote the culture of publishing research papers in reputed journals and also to conduct FDPs on academic and administrative issues of higher education institution and on the framework of NEP 2020.

The alumni of the college have carved a niche and have established themselves in various disciplines. The college has established close linkage with its Alumni Association to engage their alumni in various college activities and events for moral boost-up and motivational counseling of existing students as well as their placement and internship programmes.

The college has constituted multiple committees for smooth functioning of different departments with intent to inculcate a strong belief in hard work, human values and social ecology in order to make them socially responsible.

The college also plans to involve the students through NSS and other forums, in collection of data regarding government schemes and facilities. This information in turn will be disseminated through students in their respective areas so that the awareness about the college, skill education can be created amongst the neighbouring communities. This will provide opportunities to the students to support the needy ones.

As an important mandate of the college are Collaborations with institutions in the form of industry academia linkages and MOUs.

Furthermore to build a rapport with industry experts and invite top personnel from nearby firms and companies.

The institution also has a plan to impart computer skills to its administrative staff and students and make them techno savvy and reachable.

The institution has plans to create functional subject wise forums in each of its departments, wherein every department is asked to conduct outreach to benefit society at large.

2. About the College

L. N. Mishra College of Business Management, Muzaffarpur, the pioneer business school in Eastern region of India, catering to the needs of the students, researchers, business enterprises and other stakeholders of the state and country was established in the year 1973. A dream to uplift the society through quality and pragmatic education was the true vision of Pt. Lalit Narayan Mishra, Former Minister of Railways, Government of India. After his unfortunate demise, the vision got shape of Mission by Late Dr. Jagannath Mishra, Former Chief Minister, Bihar and Former Union Minister and came in reality for new generation institutes of national importance in Management Studies at par with national and international excellence. The college is located at Bhagwanpur Chowk, Muzaffarpur, which is spread over an area of 5.47 acres with state-of-the-art infrastructure having hefty number of under graduate and post graduate students professionally and technologically superior and ethically strong. The College has constantly been evolving policies and programmes which make this institution as an addition to the national resources in higher education. Courses offered by the college play vital role in national progress and development. The aim is to impart meaningful education, to conduct research of the highest standard and to provide leadership in technological innovation for the industrial growth of the country leading to BBA, MBA, BCA and MCA degrees. To the untiring journey towards becoming globally competitive, the College has become an authorized examination centre of Cambridge English Language Assessment (a part of Cambridge University, U.K.). Our students are serving multinational companies in various capacities across the globe. Apart from the business, our alumni also contribute a lot consistently giving their valuable contribution and support to every sphere of life. The institution strongly focuses on entrepreneurship development with the objective of self-employment. For the purpose, required skill and approach are deeply embedded in course participants with the help of committed management, faculty members and support staff.



3. Mission & Vision

Mission

Aims to achieve and endorse excellence in every area of its teaching and maintain and develop its position as a world-class College, to enrich International, National and Regional communities through 'skills with ethics' of its graduates.

Vision

- To offer affordable education of International Standard to all students.
- To continuously improve the quality of academic programmers.
- To implement the best academic practices to satisfy every stakeholder.
- To actively participate in making a developed India and promote universal brotherhood by nurturing its talented youth.



4. Institutional SWOC Analysis

Institutional Strength

Location: The College is located at Bhagwanpur Chowk, Muzaffarpur, spread over an area of 5.47 acres and having a state-of-the-art infrastructure.

Student Pool: The College is having good number of under graduate and post graduate students professionally and technologically superior and ethically strong.

Courses: The aim is to impart meaningful education to conduct research of the highest standard and to provide leadership in technological innovation for the industrial growth of the country through BBA, MBA, BCA and MCA degrees.

Discipline: The College gives due importance to maintain discipline in and outside campus. Academic Calendar is being adhered by the College in every session.

Admission: The College follows a systematic and transparent admission process. Admission committee takes initiative in making admission process smooth for the prospective students.

Faculty: The College has well qualified and dedicated faculty. Most of them have doctorate degrees along with NET in their respective subjects.

Library: With the help of ERP facilities our library is under process of computerization and Automation to save the time and resources. College is having 50000+ Books in hard bound and around 1.2 Lacs E-Books with more than 50 National & International Journals and E-Journals.

Assistance and Aid: The College has a well defined process for providing financial assistance to the needy students and they are informed through the College Prospectus and scholarship committee about various scholarship programmes.

Women empowerment: The College has been encouraging the female students to come forward in every sphere of life through a number of ways and means. The safety of female students is given due importance and priority with the creation of Women Development Cell to redress any concerns of female students.

Institutional Weakness

Curriculum: Offering flexibility in curriculum design and courses to students is the basic problem being faced by all the affiliated colleges of the University. There is no formal provision for flexibility in courses to be offered to students.



Financial Constraints: There is a financial constraint as more students come from a rural economic background as well as the Bye-Laws provided by the regulatory authority restricts the college for financial status.

Student Progression: There is a need for formal mechanism in place for tracking student progression after completion of academic session.

Institutional Opportunity

Aid of ICT: With increasing role of Information & Communication Technology in our daily life, the College encourage on more implementation and utilization of ICT optimally with virtual interaction.

Innovation and Research: The College has great possibility to increase the innovation and research in rural area and harness local talents.

Renewable energy: Although the College has initiated the process to replace conventional energy with solar energy by installing required number of Solar panels on the spacious rooftop of the college for Energy harvesting. There is still much scope for increase in use of sustainable energy.

Paradigm changes: The College recognizes the fact that evolution is a natural process and it is perpetual in nature. To keep pace with changing time and compete in today's cut throat competition the need has been felt to impart soft skills, socialization and proficiency based learning to students. The College has taken several small steps in this direction and more practical steps need to be taken to make students highly skilled and employable.

Vocational Courses: There is a huge scope of introducing new vocational courses, add on courses and self employment training programs.

Institutional Challenge

Infrastructural constraints: Adoption of CBCS Courses in last two years has taken a heavy toll on the existing infrastructure to accommodate students. Meeting the infrastructural requirement in future continues to pose as a constraint.

Student progression: The College has a challenge before it to strengthen alumni base and track student progression at the end of every academic session.

Brain drain: With the mindset and hope of greater exposure, meritorious and talented students of this region generally migrate to big city colleges with the expectations of better education



5. Goals & Objectives of IDP

For any institution the development plan is most important for the growth and establishment in line with the vision and mission statement. Institutional development plan laid down by the college shows its growth path and helps in self-analysis about their objectives/goals laid down aligned with the vision and mission statement.

L.N.Mishra College of Business Management has taken efforts to develop itself as highly impactful college adopting the following goals and objectives to achieve within the time period of coming 5 years.

Goals	Objectives
<ul style="list-style-type: none"> Impart education of the highest standard through value based holistic teaching and learning by integrating traditional and innovative practices. 	<ul style="list-style-type: none"> Sharpen knowledge and skills of the students. Holistic development of the students and faculty
<ul style="list-style-type: none"> To inculcate innovative practices and research attitude amongst all the stakeholders 	<ul style="list-style-type: none"> Contribution to new knowledge Contribution to innovative ideas Enhance creativity and critical thinking
<ul style="list-style-type: none"> To build industry-academia linkages to provide access to multiple career opportunities. 	<ul style="list-style-type: none"> Supplement classroom learning through industry exposure. Short term internship programme. Better placement opportunities.
<ul style="list-style-type: none"> To empower the students with knowledge, skills, competencies and values boost them to face global challenges. 	<ul style="list-style-type: none"> Professional development. Enhance employability of the students.
<ul style="list-style-type: none"> To create a platform for youth for exploring their creative potential and nurturing the spirit of critical thinking. 	<ul style="list-style-type: none"> Creating Independent, self-reliant individuals. Entrepreneurship development.
<ul style="list-style-type: none"> Inculcate a strong belief in hard work and core values of gender equality, human rights and social ecology in order to make them socially responsible citizens. 	<ul style="list-style-type: none"> Sensitization on human rights, gender equality, social ecology, physical and mental wellbeing. Awareness about relevant laws. Citizens with civic sense.



6. Institutional Profile

- *Type of the college*– Private
- *College Name* – Lalit Narayan Mishra College of Business Management, Muzaffarpur
- *Affiliating University* – Babasaheb Bhimrao Ambedkar Bihar University, Muzaffarpur
- *Name of Society* – Lalit Narayan Mishra college of Business Management, Muzaffarpur
- *Registration No.* - 157/1976-77
- *Registration Date* – 14/02/1977
- *URL of the website* - www.lnmcbm.org
- *Contact Us* - 9431013368, 7542023011
- *Email ID:* info@lnmcbm.org
- *Phone No. of Principal* – 6206804759
- *Email ID of Principal* – directorlnmcbm@gmail.com
- *Included in Section 2(f)* - Yes
- *Included in Section 12(B)* - Yes
- *Category* – Co-education
- *NAAC accreditation* – Yes
- *Courses offered* – MBA,BBA,MCA,BCA
- *Level of course* - Undergraduate / Postgraduate
- *Intake Capacity* - BBA - 240, BCA -234, MBA-120 , MCA-30
- *Number of student placed* - 100

Details of Members of Faculty

Category	Sanction	Working	Vacant
Professor	6	1	5
Associate Professor	15	0	15
Assistant Professor	32	34	00
Total	53	35	20

Qualification of Faculty

Category	Ph.D.	PG	Other
Professor	1	0	0
Associate Professor	0	0	0
Assistant Professor	25	7	2
Total	26	7	2



- *Internal Quality Assurance Cell - Yes*
- *internal Complaint Committee - Yes*
- *Student Grievance Redressal Committee - Yes*
- *Registered with Academic Bank of Credit - Yes*
- *Non - Teaching Staff - Sanctioned -70 , Working - 53 Vacant - 17*
- *Total Land Available in Acres - 5.47 Acres*
- *Total Built up Area – 8548 sq. Meters*
- *Barrier free for Divyangjan - Yes*
- *Total number of classrooms - 40*
- *Number of laboratories – 4*
- *Reading room in central library - Yes*
- *Total number of books - 44614*
- *Total number of print journals - 62*
- *Total number of e journal - 4*
- *Computers exclusively available for students - 275*
- *Internet band with in MBPS - 100*
- *No. of licensed application software- 5*
- *Canteen - Yes*
- *Medical facilities - Yes*
- *Number of nurses available - One*
- *Hostel facility is available - No*
- *Common rooms for boys - 2*
- *Common rooms for girls- 2*
- *Transport facilities - No*
- *Sports facilities in college campus (indoor / outdoor) - yes*
- *No. of playgrounds - 4*
- *Having gym facilities - yes*



7. Developmental Objectives

The Strategic Plan of the institution is divided under three heads: Academic, Administrative and Infrastructure. The plan intends to connect its various departments and operational units to steer the institution towards achieving its goals.

A. Academic

- # Introduction of new courses
- # Inspiring Faculty towards quality teaching delivery.
- # Availability of best E-learning resources.
- # Facilitate supervised internships for students in industry.
- # Counselling & Placement cell.
- * Financial support for participating as well as organising seminars and conferences with increased frequency.
- * Filling out the vacant position of Teaching Staff through internal promotion and direct recruitment.
- * Conduct interactive sessions department-wise for sharing knowledge particularly when a new course is introduced.
- * Encourage faculty for sponsored research projects.
- * Preparedness for NEP 2020.
- * Ensure more Scholarships for students.
- * Conduct remedial classes for repeaters.

B. Administrative

- # Automation of Administrative and Financial offices.
- # Decentralization of administrative and financial powers.
- # Organizing students cultural and technical fest.
- # Solar light Systems for sustainable energy conservation.
- # Green Campus programme

C. Infrastructure

- # Web enabled Modern Class rooms with audio visual facility and interactive boards.
- # Maintenance of infrastructure.



8. Monitoring and Evaluation

For assessment of institutional needs, monitoring of planned activities and evaluation of outcomes, the details of committees as follow:

Sl.No.	Committee	Nodal Officer	Concern	Contact
1	Institutional Development Council	Director	Policy-making, Review & Evaluation of Committees, Term-end Examination, IQAC, Grievance Redressal, Compliance to statutory bodies	Email: directorlnmcbm@gmail.com Mobile: 6206804759
2	Executive Council	Registrar	Civil Works, Finance, Employees welfare, Procurement, General Administration	Email:lnmcbmreg@gmail.com Mobile: 9431013368/9934220060
3	Academic Council	Director	Curricular Activities, Preparedness for NEP2020, Training & Placement, Library,	Email: directorlnmcbm@gmail.com Mobile: 6206804759
4	Research & Faculty Development Council	Dr. S.A. Jha	IPR, Publications, Laboratories, Research Projects, Academic Enhancement, Seminar/ Webinar, Add-on learning	Email: j.shyamanand@gmail.com Mobile: 6206804704
5	Equity Assurance Council	Dr. I.B.Lal	Alumni, Environment, Sports & Culture, Social Outreach, Student support and progression, Media & Social Connect, Start-up & Incubation	Email: iblal.lnmcbm@gmail.com Mobile: 6206804719

The above mentioned council will further constitute committees to work upon the task for timely disposal.



9. Assessment of Need

Based on present status, the following needs in different spheres of the college is assessed.

Academic

- ✓ New courses of Undergraduate level and short-term Vocational courses to be commenced.
- ✓ Financial support for members of faculty to participate in seminars and conferences of repute.
- ✓ Filling out the vacant position of Associate Professor and other vacant faculty position through internal promotion and direct recruitment.
- ✓ Flipped classrooms including seminar hall.
- ✓ Organizing events like Seminar, FDP and webinar at International/National Level.
- ✓ Preparedness for NEP 2020
- ✓ Focus on enrollment of students in add-on courses through NPTEL, SWAYAM, and other AICTE driven courses.
- ✓ Scholarships for more students through college or govt. agencies.
- ✓ Student of the year award in each academic session.
- ✓ Separate time table for Remedial classes for repeaters.
- ✓ Extended hours of library for students and mandatory disclosure of their attendance to members of faculty on fortnight basis.
- ✓ Facilitate paid internships for meritorious students.
- ✓ Feedback collection from parents and students before semester examination.
- ✓ Organising Guest lecture/Quiz/Tech event regularly.

Administrative

- ✓ Total automation of ERP solution and centralized database of admission, examination, academics, infrastructure, placement, library, events etc.
- ✓ Reconstitution of departments/ sections with judicious no. of staff with defined responsibilities.
- ✓ Amendment in budgetary policy considering institutional development plan require new building, laboratories, high maintenance, bulk procurement, ISR, frequent academic activities.



- ✓ Implementation of policies for Recruitment/Promotion / Development /Welfare of employees as well as students.
- ✓ Policy for MOUs with institute/industry and embellishment of Incubation centre, encourage research activities.
- ✓ Compliance to statutory bodies.
- ✓ To obtain potential for excellence status from NAAC.
- ✓ To obtain autonomy from UGC.
- ✓ Registered Alumni Association.

Infrastructure

- ✓ Construction of new buildings facilitating Incubation centre, Research lab, Centre of Vocational studies, Meeting hall, Training centre, space for Job fairs, classrooms for new courses, capability Centers like ATAL Academy, HRDC, JSS etc. .
- ✓ Construction of Auditorium.
- ✓ Focus on use of renewable energy resource.
- ✓ Maintenance of physical, digital and academic infrastructure.
- ✓ Improved medical facility within the campus.



10. Target and Timeline

I. Timeline – April '2025-March'26

Target - *Academic*

- * 2 UG courses and 4 short-term vocational courses to be commenced as early as possible.
- * At institution level a major research project will be occupied / completed sponsored by UGC / NAAC / ICSSR/ NITI AYOOG /AICTE.
- * Workshop on Outcome based education (OBE).
- * Workshop on use of statistical software for research purposes
- * Every member of faculty will be engaged in collaborative study/ minor research project and occupied/ submit their project report within the stipulated time period.
- * Organising a minimum of 2 FDP/ Workshop/ National Webinar in the year.
- * Organise regular event of Guest lecture/ Expert talk/ Quiz/ Tech events.
- * Each mentor will ensure that a minimum of their 10 mentees are enroll and completed 1 add-on course in each semester.
- * Student of the year award in each academic session
- * Facilitate paid internship for meritorious student.

Target - *Administrative*

- * Generation of **APAAR ID** of students and record keeping.
- * Reconstitution of departments/ sections/ Committees with judicious number of staff/ members with defined responsibilities.
- * Financial support to minimum 4 members of faculty to participate in seminar and conference of repute to present their papers and attain research exposure every year.
- * Amendments in Policy for promotion of sports, culture, environmental awareness and physical wellness of students as well as ISR.
- * Feedback from students parents on teaching pedagogy and coverage of syllabus before semester examination.
- * Availability of Statistical software for research purposes.



* ISR through NSS.

* Total automation of ERP solution and centralised database of admission examination academics infrastructure placement library events etc.

* MOU with industries/institution to promote entrepreneurship and startup among students.

* Organising National Seminars.

* Compliance to the statutory body.

* Registration of Alumni Association.

Target - Infrastructure

*Maintenance of physical digital and academic infrastructure.



II. Timeline –April '2026-March'27

Target - Academic

- * Faculty will ensure their achievements in terms of research project, publication, IPR, authorship as per preset standards at the end of the year.
- * 2 short-term vocational courses to be commenced.
- * Separate time table for repeaters/ slow learners.
- * Establishing network for Management and Technical consultancy.
- * Commencement of Institutional journal with ISSN no.

Target - Administrative

- * To continue with policies for enrichment of academic infrastructure, digital facilities and overall institutional development.
- * Preparedness for NEP2020
- * Recruitment of Teaching and Non-teaching staff for vacant posts.
- * Placement of atleast 70% students of final year postgraduate students.
- * Management of patronage of Alumni for financially weak students.

Target - Infrastructure

- * Construction of 1 new building.



III. Timeline – April '2027- March'28

Target - Academic

- * Continuous effort will be made to meet minimum benchmark of publication, IPR etc. as per pre-set standard in current year also and maintenance of high score in API through membership in editorial board/BOS/ Expert Committee, Examination board.
- * Newly inducted teachers will undergo Orientation, MOOCs courses.
- * Special thrust on Tutorial classes for NET /Higher studies.
- * Exploring Management/Technical consultancy.
- * Obtaining Sponsored Major Research Project.

Target - Administrative

- * To continue with institutional policies
- * Evaluation of academic, placement and ISR activities to chalk out plans for achieving NIRF ranking within 100.
- * Appointment of Professor of Practice.
- * Organizing International Seminar.
- * Establishment of capability centre like MMTC, ATAL Academy etc.
- * Program wise/ Coursewise scholarship scheme sponsored by the college for students.

Target - Infrastructure

- * Focus on full dependency to renewable energy generation for the college.



IV. Timeline – April 2028 - March'29

Target - *Academic*

- * Commencement of 1 UG and 4 short term vocational courses in addition to existing courses.
- * Achieving Award for Institution in the field of academics.

Target - *Administrative*

- * Branding of Institution as Centre of Excellence.
- * Sponsorship of National Award for the Change-maker towards Viksit Bharat.
- * Establishment of Incubation Centre.

Target - *Infrastructure*

- * Construction of 1 new building facilitating classrooms for new courses, Centre of Vocational studies, Training centre, space for Job fairs etc.



V. Timeline –April '2029 - March'30

Target - Academic

- * The aspiring team of faculty will command honour of 400 research papers, authorship of 250 books,150 IPR alongwith 50 contribution as chapter authorship in the books with ISBN.
- * Consolidate to inclusion of a doctoral course, 3UG courses and 10 short term vocational courses to academic programme.
- * 100% of final year student obtain certification of minimum 2 add-on courses alongwith their degree.
- * Student of the year award for each courses at undergraduate and postgraduate level.
- * Total implementation of NEP 2020.

Target - Administrative

- * Commendable social outreach reflecting contribution in regional as well as national development.
- * Transformation of the college to be Deemed University.

Target - Infrastructure

- * Auditorium of 1000 capacity be made.
- * Maintenance of physical, digital and academic infrastructure



11. Project Budget and Resource Mobilization

Timeline	Sources of Fund	Project Budget
<i>April 2025- March '26</i>	<ul style="list-style-type: none"> • <i>Student's fee</i> • <i>Revenue from new courses</i> • <i>Interest on Bank deposit</i> • <i>Sale of Prospectus</i> • <i>Loan from Bank</i> 	<i>As per project estimate</i>
<i>April 2026- March '27</i>	<ul style="list-style-type: none"> • <i>Student's fee</i> • <i>Revenue from new courses</i> • <i>Interest on Bank deposit</i> • <i>Sale of Prospectus</i> • <i>Loan from Bank</i> • <i>Grant from UGC</i> 	<i>As per project estimate</i>
<i>April 2027- March '28</i>	<ul style="list-style-type: none"> • <i>Student's fee</i> • <i>Revenue from new courses</i> • <i>Interest on Bank deposit</i> • <i>Sale of Prospectus</i> 	<i>As per project estimate</i>
<i>April 2028- March '29</i>	<ul style="list-style-type: none"> • <i>Student's fee</i> • <i>Revenue from new courses</i> • <i>Interest on Bank deposit</i> • <i>Sale of Prospectus</i> • <i>Loan from Bank</i> • <i>Grant from UGC</i> 	<i>As per project estimate</i>
<i>April 2029- March '30</i>	<ul style="list-style-type: none"> • <i>Student's fee</i> • <i>Revenue from new courses</i> • <i>Interest on Bank deposit</i> • <i>Sale of Prospectus</i> • <i>Loan from Bank</i> • <i>Student's fee</i> • <i>Revenue from new courses</i> • <i>Interest on Bank deposit</i> • <i>Sale of Prospectus</i> • <i>Loan from Bank</i> • <i>Grant from UGC</i> • <i>Grant from UGC/NAAC/AICTE</i> 	<i>As per project estimate</i>

Manish

Manish Kumar
Director

Director
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