



Harikisan Jajoo Education Sanstha's

COLLEGE OF MANAGEMENT AND COMPUTER SCIENCE, YAVATMAL

**13/4-A, Behind Naringe Nagar, Dhamangaon Road,
Yavatmal-445001 (M.S.)**

**Recognized by Govt. of Maharashtra,
Affiliated to Sant Gadge Baba Amravati University
and Approved by AICTE**

ISO Certification : 9001 : 2015

Website :- <https://cmcs.hjes.in>

6.1.2

**The effective leadership is visible
in various institutional practices
such as decentralization and
participative management**



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(Affiliated to Santa Gadgebaba Amravati University, Amravati) College Code 457 / MBA Code 1106

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6.1.2 The effective leadership is visible in various institutional practices such as decentralization and participative management.

Response:

Decentralization

Institute has a mechanism for delegating authority and providing operational autonomy to all the various functionaries to work towards decentralized governance system.

1. Principal Level

The Governing Body delegates all the academic and operational decisions based on policy to the Academic Monitoring Committee headed by the Principal in order to fulfill the vision and mission of the institute. Academic Monitoring Committee formulates common working procedures and entrusts the implementation with the faculty members.

2. HOD Level

Both computer and management departments have Head of the Department. The role of HOD is to provide strong academic leadership. They are supported by faculty from within the department. They organize regular department meetings for smooth conduction of academic activities.

3. Faculty Level

Faculty members are given representation in various committees/cells and allowed to conduct various programs to showcase their abilities. They are encouraged to develop leadership skills by being in charge of various academic, co-curricular, and extracurricular activities. They are given authority to conduct industrial tours and convener for organizing guest lecturers and seminar. For effective implementation and improvement of the institute following committees are formed. Other units of the institute like sports, library, store etc. have operational autonomy under the guidance of the various committees/cells.



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Name of Committee	Roles and responsibilities
College Development Committee (CDC)	To monitor and plans for academic and campus development of college.
IQAC committee	To initiate, plan and supervise various activities that increase the quality of education
Academic Planning & Audit Committee	Includes HODs of departments and works for Academic development and monitoring progress of various teaching/learning process
Admission and Review committee	To finalize on all matters relating to admissions of the students.
Time Table committee	To prepare time table at the beginning of each semester and works for its implementation throughout the semester.
Performance Appraisal committee	To study performance appraisal forms of all employees and forms the Academic report of all employees.
Infrastructure Development & maintenance committee	To ensure college develops and maintains a physical infrastructure appropriate to university standard.
Examination committee	Internal & University examination activities
Remedial Coaching Class Cell	To plan for remedial classes.
MIS Committee	To collect and provide the data of students and staff to Directorate of Higher Education on dhemis.maharashtra.gov.in
NSS Advisory Committee	To work for NSS activities of CMCS
Training and Placement Cell	To work for Training and Placement of students. To arrange for industrial tours and programs.
MOU & Collaboration With Other Institution Committee	Works for strengthening and improving partnership with other organization
IT Cell	To maintain and manage computer resources of institute and website.
Industrial Cell	Works in coordination with T&P cell and helps to maintain relationship with industry resulting in a mutually beneficial partnership.
Student Council	To organize educational and recreational activities for student.
Student Welfare and Development	Planning, execution and supervision of



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	activities of student association
Games/Sports & Cultural Committee	Planning, execution and supervision of cultural and sports activities
Library Advisory Committee	To Manage for proper documentation services and updating the library collection.
Anti-ragging committee	To Prevent and taking action against ragging cases.
Women Development Committee	Attending grievances of female students and staff and organizing programs for empowerment of women
Supportive Set	To work for betterment activities of students
Annual Report Committee	To prepare annual Report of departments.
SC/ST committee	Function as a Grievance Redressal Cell for the grievances of SC/ST students and employees and render them necessary help in solving their academic as well as administrative problems.
Alumni Committee	Maintains relations between the Alumni and the Institute and strengthen the bond between Alumni and current students.
Social Outreach Committee	To arrange and to conduct social outreach programs.
College Magazine Committee	To work for publishing college magazine regularly.
Green Audit Committee	To keep environment of campus pollution free, clean and neat.
Staff Council Committee	To help principal in academic matters and in the maintenance of discipline
Parent Teachers Association	To promote participation of parents and teachers toward education of students.
Ombudsman/ Grievance Committee	Attending the grievances of students and to help students in solving their problems assisting college to maintain discipline.
Feed Back Committee	Collecting and analyzing feedbacks of students, staff, parents and employer
Discipline Committee	To maintain the overall discipline in college campus.



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4. Student level


Students are empowered to play an active role as a coordinator of co-curricular and extracurricular activities, and social service group coordinator. These activities are carried out through GS (General secretary) ,class Representatives and core team of students .

Participative management

The institute promotes a culture of participative management by involving the staff and students in various activities. All decisions of the institution are governed by management of facts, information and objectives. Both students and faculties allowed expressing themselves of any suggestions to improve the excellence in any aspect of the Institute.

Important Links




Principal
College Of Management And
Computer Science, Yavatmal.