



S.S.G. PAREEK P.G. COLLEGE



(Affiliated to the University of Rajasthan)
UGC Approved "First Heritage College in Rajasthan"


Estd.- 1906

**STRATEGIC PLANNING &
DEPLOYMENT
DOCUMENT**

Academic Year 2021-25



Kaknti Chandra Road, Baniark, Jaiur-302016 (Raj.)
Tel. : 0141-2202167

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Message from the – President

Welcome to S.S.G. Pareek P.G. College ("Heritage Status" conferred by University Grants Commission, New Delhi) An Institution known for offering most lucrative educational environment for learning. Education is for improving the lives of others. It plays an important role in enabling a person to face a real situation with adequate knowledge. An educational institution is a temple of learning and in our college we make our best effort to give quality education to our students.

S.S.G. Pareek P.G. College is one of the premier college in Rajasthan, Established in 1947. The Heritage Institute, situated in the heart of Pink City of India, cater excellent teaching and conducive learning environment for the students. Our committed faculty is our strength, who ensure healthy learning for the students. One has to achieve merely technical efficiency but also greatness of spirit. So, strive for mobility, moral uprightness and quality.

The Management Committee recognizes the need for a more stringent and competitive roadmap for 2021 to 2025 for maintaining sustainable growth of the College for the coming years. Therefore, it becomes imperative to evaluate and upgrade the previous year's Strategic Planning & Deployment document at the top priority. Nonetheless, I am buoyed to see that the academic teaching fraternity Led by the Principal is committed to taking the College to new heights each year. I am confident that the present strategic plans and its deployment will yield expected success for the betterment of the society and uplift the education standards of the College.

Message from the Secretary:

S.S.G. Pareek P.G. College was established with the sole objective of providing the residents of nearby geographical areas a better Place for higher education. The Journey of this institution had started with a tiny shed planted century ago as a "Chatshala" at Nahargarh Road, Jaipur. This institution has come a long way more than 11 decades. It has witnessed exponential growth over the last 118 years. As it has crossed one milestone, this



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institution has been a crucial platform in career building of thousands of students. Reputed for its high standard in Education, this college is continuously attracting students through its immense progress in the education sector. We believe that no success is possible without discipline, is our aim. It is, therefore my strong belief that every student can build a firm foundation of knowledge and wisdom in this Institution.

Preface

Since its establishment, the College has placed significant emphasis on strategic planning to realize its vision of academic growth and overall success in all areas of its functions and operations.

This document outlines the College's vision, mission, key values, and long and short-term goals. The College has consistently aimed to foster continuous growth by actively involving all stakeholders who are dedicated to contributing with sincerity and dedication. A team of senior faculty members regularly conducts SWOC (Strengths, Weaknesses, Opportunities, and Challenges) analyses.

By implementing the objectives outlined in the "Strategic Planning and Deployment Document 2021-25," the College will be propelled towards its mission of becoming a leading academic institution. It aims to produce well-qualified young and dynamic persons who can contribute to the nation's development in the years to come.

Vision and Mission statement of SSG Pareek P.G. College

Vision: To provide education par excellence and make it accessible to all strata of society.


- To produce leaders and not just the followers by instilling prudent, ingenious and righteous thinking.
- To promote gender, class, caste, creed and religious equality.



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- To bring about a radical change in the society by empowering the spirit of entrepreneurship and innovation in the students.

Mission: To demonstrate a perfect synergy between tradition and modernity; scientific rationality and didactic wisdom.

- To imbibe the spirit of inquiry, professional sagacity and deftness in the students.
- To provide the students with requisite skills set to survive, sustain and succeed in cutting edge competition.
- To catapult their carrier to reach at the top eight the corporate ladder.
- To produce socially responsible global citizen bringing with rich cultural ethos and ethical values.

The Philosophy

SSG Pareek P.G. College Jaipur is committed to upholding the following objectives for the betterment of its stakeholders and students

To focus on analytical and conceptual skills enhancement in all functional areas off Faculty of Arts ,Science &Commerce, Computer Science, Data Science, Artificial Intelligence etc.

To inculcate a sense of strategic perception related to global business and fast changing World.


To prepare employable students with leadership traits in the field of Arts ,Science and Commerce

Core Values

SSG Pareek P.G. College Jaipur is committed to providing high-quality education and innovative teaching methods to its students. The College strongly believes that education and information dissemination are crucial in creating a nation, and therefore, it strives to impart knowledge at par with the best global education standards.



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SSG Pareek P.G. College core values are centered around competence, intellectual character, and community development. The College emphasizes to enhance students' skills, encourages the development of intellectual traits, and fosters a commitment towards serving society. Additionally, SSG Pareek P.G. College values respect, equity, professionalism, teamwork, and healthy competition amongst its students and staff.

The College is dedicated to providing a conducive environment for effective teaching and learning processes by utilizing modern ICT tools and innovative practices. It also promotes equality, honesty, patriotism, social cohesion, and religious tolerance in all aspects of life. Further more, SSG Pareek P.G. College aims to develop the overall skills, personality, and mental quotients of all its students. Overall, SSG Pareek P.G. College is committed to excellence and strives to maintain its high standards of education, fostering a culture of lifelong learning and growth.


Strength, Weakness, Opportunity and Challenges (SWOC)

Institutional Strength

- Positive attitude of the management with an outlook of philanthropic approach towards education.
- Special focus to achieve its Vision and Mission through continuous support and motivation.
- Highly effective Teaching.
- Highly effective mentorship system.
- Incorporation of Value-Added Courses.
- Strong focus on co-curricular and extracurricular facilities.
- Effective Research Promotion Policy.
- Very Supportive Placement Cell.
- Continuous sharing feedbacks with the parents about their ward's performance.
- Students' Supports through Outdoor & Indoor Sports Complex, Gymnasium, Computer Lab.
- Alumni of the College are occupying senior positions in PSUs, R & D organizations, and in eminent national/multinational companies.



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Institutional Weakness

- Curriculum Autonomy.
- There is a need to enhance focus for Research & Development, Consultancy, Trainings through MoUs and collaborations with the other organizations and strengthen industry and academia strengthening.

Institutional Opportunity

- College is situated at Kanti chand Road, Banipark, which is in the Heart of The Jaipur city.
- To boost employability Industry Oriented Training may be imparted.
- Due to availability of reputed educational groups better quality students are available.

Institutional Challenge:

- Placement in the core sector is a big challenge,
- To develop an eco-system to create Entrepreneurs.
- Implementation of VII Pay Commission is a big challenge.

Strategic Objective and Adherence:

The SSG Pareek team has spent considerable time and effort in formulating the College's strategic goals for 2021-25, which have been driven by its Mission and Vision, Stakeholder expectations, and SWOC analysis. The College is determined to achieve these goals in the coming years.

In the area of teaching and learning, the College has identified several key objectives, including effective teaching and learning methods, leadership and participatory management development. internal academic quality assessment, governance of College activities, growth and involvement of students and employees, maintaining strong relationships, promoting entrepreneurship development, encouraging research and development, welcoming alumni participation and outreach activities, and participating extensively in community services and activities.



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The College is committed to continuously undertaking physical infrastructure development to improve the teaching and learning environment. College consistently reviews its policies to ensure academic and administrative excellence, and has a well-structured roadmap for future growth and quality maintenance that is at par with the best higher education Institutions.

Teaching and learning process

Teaching and the continuously adopts the advanced strategies to stain sustainable Learning academic growth in the teaching and learning process.

- Continuous improvement in the existing Academic planning for better academics.
- Preparation of Academic Calendar, Event Calendar and Time Tables as per the norms of UOR for better governance.
- Creating a lesson plan based on important rubrics for better class management.
- POS, PSOs and COs mapping and up to attainment.
- Internal and external evaluation process to ascertain the competence level of the students.
- Further increasing the use of instructional aids and the adoption of ICT.
- Creation of e-learning resources,
- Encourage with more rigorous for the development of a research culture and infrastructure.
- Maintain an open and equitable feedback system.
- Best practices for the development of the students, faculty and society to be implemented.

Leadership and Participative Management

- In the process of decentralization of academic, administrative, and student-related powers and duties.
- Specify tasks, duties, responsibility and accountability to be assigned with proper control and supervision to uphold the academics standard of Continuous



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improvement in the existing Academic planning for better academic administration management,

- More practical Assignments for projects to be put into practice.
- Formation of committees for better coordination and supervision of academic and administration control.

Internal Quality Assurance System

IQAC has been established and in existence and extending assigned responsibilities. College has a well-structured IQAC comprising of all senior persons of the College as per the norms of NAAC. Predominantly, IQAC supervise on the following areas which are needed to maintain quality teaching and learning in the College:

- Defining a strategic policy for keeping the Vision of the college for each subsequent academic session.
- To develop a system for conscious, consistent and catalytic action to improve the academic and administrative performance of the college
- Ensuring timely, efficient and progressive performance of academic. Administrative and financial tasks.
- Adoption of relevant and quality academic/ research programmes.
- Undertake parameters for various academic and administrative activities of the College
- Creation of a learner-centric environment.
- Collection and analysis of feedback from all stakeholders.
- Dissemination of information on various quality parameters to all stakeholders.
- Documentation of the various programmes/activities leading to quality education related activities, including adoption and dissemination of best practices.
- Development and maintenance of institutional database.
- Conduct Monthly audit of Classes as per the Time Table.
- Proper maintenance of Events reports as per the format.
- Allocation and distribution of the work on NAAC Criteria wise among the faculty members.



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- Formation of Placement and admission Strategies.
- Preparing and submitting annual reports.
- To ensure that faculty members maintain their respective course files as per the instructions of the Principal.
- To ensure that minimum Seventeen Value Added and Thirteen Add-On courses are to be offered to the students for minimum 30 hours each year.
- To organize seminars, guest lectures and conduct other events for the promotion of the students' confidence.
- To celebrate the important days of national and international importance with the commemorative days of high importance.
- To conduct counseling sessions for the students for their professional and personal growth.
- To organize internal session to sensitize faculty members on NAAC and with its various facet especially Blooms Taxonomy, OBE, POS, PSOs and COs mapping with attainment.

College's Governance Module

- Every programme of the College essentially defines a vision and mission and articulate it in their own teaching and learning process.
- Setting new targets and goals and Strategic development plan for its achievements.
- Monitoring and putting Quality Management Systems in place.
- Establishing e- governance and smooth operation of statutory committees
- Decentralization as a means of developing leadership
- Formation an internal audit committee
- Formulation, approval, and implementation of a code of conduct and policies establishing a fair and transparent performance appraisal system



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- Student centric development programmes such as Value Added and Add On Courses and activities which shall be supervised by student representatives.
- Extensive Training & Placement Activities for Students for their better placement will be made each year.
- Students' participation in contests and competition will be planned.
- Skills and personality development programmes and each year new innovative ideas would be added into it.
- College encourages every staff member and students to be involve in social and welfare activities.

Staff Selection and Development & Welfare

College places on records a well-structured HR policy in practice as under.

College has a system for improving employees' quality performance through professional and Faculty development Programmes and shall maintain record of its employees Which shall be required, such as - Copy of the resume, Address Proof with PAN and Aadhar Card copy.

- College maintains proper HR facilities which creates adequate ambience.
- College maintains staff selection and recruitment policy, Staff Promotion policy, welfare policy, code of conduct, service regulations, and leave rules.
- College has career advancement schemes for staff.
- College invites speakers for seminars, conferences, and workshops,
- College welcomes support for research, consultation, and new ideas in future.

Industry Interaction

- College puts all out efforts to establish connect with the industries of repute to explore benefits from them.
- College always looks forward to sign progressive Memorandums of Understanding (MOUs) with industry and put them into action for the betterment of the students.



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- College always explores opportunities for industry visits, trainings, and guest lecturers.
- College encourages in improving training and placement activities.

Incubation & Entrepreneurship Development

- College has to develop Incubation and Entrepreneurship Development center.
- College is exploring possibilities to signing Memorandums of Understanding (MOUs) with entrepreneurial development organizations providing enterprise development training and guidance.
- College endeavors to invite more professionals for entrepreneurial seminars, lectures, and workshops in the campus.
- College in order to promote this cell committed to extend all help in the development of this cell.

Research and Innovation

- College has taken initiative for a well-structured Research Promotion Policy.
- College is committed to create a dedicated facilitation center in future for research.
- College explores opportunities for collaborations with public and private College, universities, and research organizations.
- College encourages faculty members to involve more in research activities in their respective domains and file patents to enhance their owa capabilities and reputation of the College.

Alumni Interaction

- College has a registered Alumni Association. The College conducts Alumni meet each year to establish a strong connect with its previous students.
- College has a proven mechanism to remain connected with the alumni through a dedicated registered Alumni Association.



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- College Alumni Association creates a database of alumnus and interact with them on a regular basis.

Community Services and Outreach Activities

- College encourages community services and provides resources for such activities which are beneficial for the betterment of the society.
- College explores its resources in Identifying community and social development work.
- College provides educational support to village people through organizing public awareness campaigns / regular legal awareness camps etc.

Physical Infrastructure

- College is constantly undertake construction and renovation of infrastructure to maintain its art of the infrastructure.
- College is committed to make best use of smart ICT enabled classrooms, tutorials, and seminar halls, laboratories, language lab etc. to make teaching and learning more effective.
- College is upgrading library infrastructure, e-learning functionalities, and safety and security measures.
- College is committed to ensure continuous pure water supply.
- College upgrades its existing and future (indoor/outdoor) sports facilities within the campus.
- College is regularly conducting from time to time plantations drives in the campus and outside of the campus to maintain the green eco-environment system.
- College is making best use of rainwater harvesting system and the use of renewable energy.
- College ensures to prioritize zero-waste and to maintain green campus.



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Effective Teaching Learning Process

- College has a well-defined and structured syllabus provided by affiliating university ie UOR, to teach in all programmes.
- College frequently conducts counseling/mentoring /training sessions and organizes seminars, workshops by the experts for the benefits to the students.
- After every event proper feedback is taken to evaluate the benefits of the event to the students.
- College issues proper calendars for the academic events in each academic session and conducts events accordingly and declares results within stipulated time after ascertaining the outcomes of the event.
- College has adequate infrastructure for teaching and learning process.


1. Total number of classrooms - 53
2. ICT Enabled classrooms - 17
3. Smart class Rooms - 01
4. Books in the library - 41,646
5. Seminar hall - 01
6. Conference Room – 01
7. Counseling Room – 01
8. Total LCD Projectors -17
9. National Journals in library - 05
10. Total Computers - 550
11. Solar Power Plant - 02

Leadership and Participative Management

- College frequently conducts FDP, seminars, workshops and related workshops on leadership for the students and faculty members.
- College conducts professional development workshops for non-teaching staff regularly.



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College's Governance Strategies

- College conducts Management committee (MC) Meetings to discuss the strategic planning for the growth of the college.
- Management committee discusses achievements and next course of actions while reviewing organization structure of the College and further requirements.
- Management committee discusses the latest needs of resource mobilization and its utilization policies. Following facilities are available in the college:
 - Water Harvesting -01
 - Cycle Stand -01
 - Cricket Ground -01
 - Herbal park -01
 - Play ground – 01
 - Volleyball court – 01
 - Open gym – 01
 - Table tennis room – 01
 - NCC Unit - 01
 - NSS Units -02
- Under the outreach programme one village adopted for its upgradation.

Student's Development and Participation

- College conducts orientation programmes at the time of the admission of the students at the beginning of the session.
- College has number of sports, technical and cultural events forums which are managed by the students.

Staff Development & Welfare

- College conducts FOP For Teaching Staff at the time of joining.
- College conducts Professional Orientation Programmes for the development of the non-teaching staff members.



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- College conducts research FDPs to create a sense for research activities in the campus.
- College confers number of employee awards, recognitions, and incentives for the motivation of the staff members each year.

Institute – Industry Interaction

- College explores all possible opportunities to make MOUs with the industry for the benefit to the students.
- College encourages regular industry visits to its students to make them aware from the corporate culture.

Students Development

- College initiates number of career advice counseling and trainings sessions to make students ready for the corporate world, and have different modules of Ability and Skill Enhancement (ASE) short term courses for two credits.
- College organizes number of skill development events to make students self-sufficient to lead a more dignified professional and independent career.
- College conducts number of placement drives.
- College ensures good placement to its students in reputed organization.

Enriching Library

- College from time to time enriches its library resource by adding number of volumes and titles in the library; number of national and international periodicals.
- College subscribes regularly for national and international journals/ magazines etc.
- College maintains a proper digital Library.
- College has a ERP system to management its affairs.


Monitoring of strategic plan

The College maintains regular monitoring of the teaching and learning process through periodic reviews principles. This ensures the effective implementation of the strategic plan and adherence to its objectives. The IQAC is responsible for



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independently benchmarking quality standards, monitoring their progress, and evaluating the attainment of these standards. Any findings or observations are reported to the principal. Based on a thorough study of the report submitted to the principal for corrective measures.

In conclusion the Strategic Planning & Deployment Document represents the college commitment to achieving its goals since its establishment. While drafting a strategic plan does not guarantee success, it provides a guiding framework that is developed through a participatory brainstorming process involving all stakeholders. Success and long-term sustainability are achieved through the appropriate implementation of initiatives with a positive attitude and a dynamic approach. It is crucial to continuously evolve and integrate the lessons learned during implementation, highlighting the essential role of the IQAC in ensuring the quality of implementation.



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