

7.1.13

Core values in the institution

Vision & Mission of the Institute :

Vision : To be a distinguished institute aspiring to excel in the field of management education to support ethical and modern business practices.

Mission : To participate in the development process by impacting modern and ethical management education to students, executives and others in the society who strive for individual organizational and social development.

Elements of Mission:

M1: Development Process

It is essential for management Institutes to participate in the development activities carried out in the field of business, society. The journey of Institute in future will encompass the more meaningful contribution to the development of organizations that are directly or indirectly connected with the Institute, It is the need of time to establish center of excellence and serve the stakeholders while preparing students for taking up further challenges in the life as well as in the outside world.

M2: Modern Management Education

Management education has remained dynamic in nature. It is ever changing. The Institute attempts to provide basic as well as contemporary management education to students by way of updating library, upgrading faculty by providing them opportunity for research and inviting guest from industry to share their experiences with students. The use of MOOCs can also upgrade the existing base line management education.

M3: Ethics

In corporate world it is essential to combine ethics with business practices. Institute by its functioning exhibits ethical practices in academic and administration. ERP helps in bringing transparency in these activities. Attempt is made to make students aware of the ethical values like honesty, truth, dependability while conducting various curricular and extracurricular activities, Events like community Job fair brings in social sensitivity regarding unemployment issue, among students.

M4: Individual Development

The primary aim of the course is to bring overall development among students. Institute sees that the students are thoroughly involved in the learning processes. Attempt is made to conduct all lectures to complete the course successfully. Every student is taken care of by faculty. His strengths & weaknesses are identified and efforts are made for his individual development. Institute's overall approach is student centric.

M5: Organizational Development

The Institute's major stakeholder is the organization where the students of this institute go to work. It is taught to students that individual development goes hand in hand with organizational development; organizational interests should be of prime importance to the students over his individual interests.

M6: Social Development

While studying the management course, students are made sensitive to the social environment. They are asked to get involved in the Social problems by way of 1) Organizing blood donation camps 2) Visiting old age homes, orphan houses. 3) Organizing skits, street plays on the subjects of Social importance. Some students take up summer placement on social issues like stress in police, agricultural project etc.

M7: Other Beneficiaries.

Besides students, Institute attempt to help industry by undertaking project on the issues they are facing by way of I to I endeavor. Institute organizes farm visits for the students to make them aware about the problem of farming community.

Core Values:

The core values are a set of principles that are aligned with our mission and vision and guide our actions.

1. **Ethics:** D.E. Society fosters the value of honesty, conviction of providing affordable quality education, democratic and transparent governance. CIMDR promotes the values and ethics nurtured by D.E. Society. We impart business knowledge based on ethical considerations while adapting modern business practices in the corporate world.
2. **Diversity and inclusion:** CIMDR endorses inclusive policy while admitting students from various cross sections of the society. The environment of the institute is free from discriminations and promotes the principle of unity in diversity.
3. **Excellence:** CIMDR strives for excellence in academics, administration and in the area of creation and dissemination of knowledge. It makes endless efforts to peruse the excellence in the field of management education.
4. **Experiential learning:** CIMDR holds student centric approach; it provides them opportunities to get hands on experience gained through various research activities, projects and event organization. With this they learn to apply theory into practice.
5. **Humility and social sensibility:** At CIMDR students are made to understand the value of humility in getting success in career. They are also exposed to various social issues and efforts are made to develop their social sensitivity at large.

Culture: it is the way of institutional life set and maintained for years together.

1. **Open door policy:** CIMDR follows principles of flat organization. There are no barriers of communication between students, teachers, administrative staff and head of the institution. Students can access anyone by checking the availability of the concern person easily. Similarly there is open door access to all stakeholders including visitors.
2. **Harmony, warmth and friendliness:** CIMDR attempts to maintain an atmosphere of harmony. There is a considerable amount of warmth in the overall relationships at the institute. The institute is known to have friendly relationship between staff and students and employer- employee. Institute believes the atmosphere with harmony, warmth and friendliness enhances efficiency and productivity of the people within.
3. **Unity:** Motto of DES is 'unity is strength'. CIMDR shares the culture set by the great founders of DES. It also believes that unity overcomes all the impediments in the process of smooth functioning of the organization.
4. **Transparency:** CIMDR holds that the transparency in academic, administrative and financial matter is essential for sustainable development of the institute. It is imperative to run the institution on democratic principles.
5. **Efficiency and effectiveness:** All above values and culture result in operational efficiency and functional effectiveness. It is evident in academic, financial and administrative performance of the institute.
6. **Freedom with Accountability:** CIMDR endorses freedom in various areas of working. It is reflected in flexi time and general work culture. However, it is meticulously followed by every one that this freedom is associated with the accountability and expected results.

Quality Policy:

“We work as a team of learning people and educators and are committed to impart the knowledge gained from various sources and created by the way of research, to the students to enable them to be effective executives and citizens. “