SIES College of Management Studies (SIESCOMS)

Institutional Perspective Plan – 2026 to 2031

Name of the Committee Members and Designation

Name of the Committee Members	Designation
Dr. Madhavi Dhole	Director I/C and Planning Mentor
Dr. Ramnath Subramaniam	Managing Committee Observer
Ms. Kartika Rane	Registrar I/C
Dr. Shilpa Mahale	Convenor IQAC
Dr. Pankaj Srivastava	Convenor Entrepreneurship Cell
Dr. Neha Chopde	Member Research Cell
Dr. Shalini Gulecha	Head, Marketing
Dr. Rajesh Chouksey	Head, Operations
Dr. Nitin Vazirani	Head, HR
Prof. Manoj Bagesar	Head, Finance
Dr. Christina Shiju	Batch Coordinator-MMS
Dr. Anup Palsokar	Head, Computer Applications
Prof. Snigdha Ramesh	Batch Coordinator-MMS
Ms. Rachana Jadhav	Member Non-Teaching Staff
Mr. Subodh Dukhande	Member Non-Teaching Staff
Mr. Tanaji	Member Non-Teaching Staff

1. SIESCOMS Today

The SIES College of Management Studies (SIESCOMS) was established in 1995 and has, over the last plan period (2018-2023), consolidated its position as a leading business school in Mumbai and Navi Mumbai. SIESCOMS continues to draw on the legacy of the South India Education Society (SIES), one of the oldest and most respected value-based educational trusts in the region. Located at Nerul, Navi Mumbai, the institute has strengthened its physical and digital infrastructure considerably in the previous plan cycle.

Building on the gains of the 2018-2023 plan, the institute now looks to the next five years (2026-2031) with a sharper focus on technology-enabled learning, deeper industry integration, global exposure, and research output, while continuing to reinforce the fundamentals that have made SIESCOMS a trusted name in management education.

The institute continues its deliberate policy of mapping performance through:

- A committed, qualified faculty team drawing on academic depth and industry experience.
- Research and innovation as a continuing core of institutional identity.
- A strong and expanding placement and corporate networking record, supported by MDPs and consultancy assignments.

Key Stakeholders

Building a strategic plan requires clear identification of stakeholders at the outset. The stakeholders considered for this plan include:

Internal	External
Students	Alumni
Faculty	Recruiters
Non-teaching staff	Corporate at large
	NGO's / Society
	Industry 4.0 / AI Ecosystem Partners

This plan has been drafted incorporating discussion and inputs from all stakeholder groups, primarily through the members of the planning committee constituted to prepare the institute's strategic plan for 2026-2031.

2. PEST Analysis in Brief

a. Political

India's higher education policy landscape has shifted meaningfully with the roll-out of the National Education Policy (NEP) 2020, which pushes for multidisciplinary education, flexible credit structures, and greater institutional autonomy. While this creates opportunity for innovation in curriculum design, implementation continues to vary across states and regulatory bodies, and management education remains subject to overlapping oversight from AICTE, UGC, and state authorities. Political continuity in education policy, along with the pace of NEP implementation, will remain an important external variable for management institutes over the next five years.

b. Economic

India's economy remains among the fastest growing globally, with the services sector continuing to be the largest contributor to GDP and the largest employer of MBA graduates. However, hiring cycles in the services and technology sectors have become more volatile, influenced by global economic conditions, automation, and shifts in corporate hiring due to AI adoption. This volatility affects placement outcomes and, in turn, admission trends, making financial prudence and diversified revenue streams important priorities for the institute.

c. Social and Legal

Indian society remains diverse and pluralistic, and management graduates must be equipped to manage this diversity in the workplace. Education continues to fall under the Concurrent List of the Constitution, resulting in a layered regulatory environment governed by both central and state authorities. Positively, regulatory focus has been gradually shifting toward accreditation, outcome-based education, and quality assurance (NAAC, NBA), which should benefit well-run institutes such as SIESCOMS over the plan period.

d. Technological

Technology remains the single most transformative driver of change in higher education. The emergence of generative AI, adaptive learning platforms, and data analytics tools is reshaping both the content of management education and the way it is delivered. Institutions that build AI and analytics fluency into their curriculum, and use technology meaningfully in teaching, assessment, and operations, are likely to gain a durable competitive advantage over the next five years.

Taken together, this analysis suggests that the external environment will continue to evolve rapidly, and management education will face the full force of these changes, since it directly prepares the managers who must navigate them in the corporate sector.

3. SWOT Analysis of SIESCOMS

Strengths

- Reputation: Established parent brand (SIES) with 30 years of SIESCOMS legacy and strong recall in Mumbai.

- Faculty Quality: Experienced, qualified faculty base built and upgraded over the previous plan period.
- Infrastructure & Digital Backbone: Modern classrooms, ERP-enabled teaching-learning systems, and improved bandwidth from prior investments.
- Industry Connections: Deepened corporate ties yielding internships, placements, and guest engagements.
- Alumni Network: A larger, more active alumni base now spanning senior industry roles, useful for mentorship and hiring.
- Track Record in Research & MDPs: Established base of publications, consultancy assignments and MDPs built over the last plan period.

Weaknesses

- Location: Campus location outside central Mumbai continues to affect ease of access for some prospective students.
- National Recognition: Brand strength remains regional; visibility outside Maharashtra is still limited.
- Competition: Continued proliferation of management institutes and university departments intensifies competition for enrolment.
- Global Exposure: International tie-ups exist but are not yet extensive enough to give all students meaningful global immersion.
- Pace of Technology Adoption: Adoption of AI-enabled and analytics-driven pedagogy has been incremental rather than transformational.

Opportunities

- AI & Technology-Enabled Learning: Generative AI, analytics platforms and adaptive learning tools can reshape both pedagogy and operations.
- Hybrid & Online Formats: Continuing demand for blended and online-enabled delivery can widen the addressable student base.
- Industry 4.0 Collaborations: Deeper partnerships with industry on curriculum co-creation, live projects, and certifications.
- Global Partnerships: Expanding MOUs with foreign universities for exchange, dual-certification, and faculty collaboration.
- NEP 2020 Alignment: Multidisciplinary, credit-based structures under India's National Education Policy open scope for flexible, modular programs.
- Entrepreneurship & Incubation: Growth of the start-up ecosystem supports incubation cells and entrepreneurship-focused electives.
- Research Ecosystem: A maturing PhD/research base can be scaled into a stronger centre for applied management research.

Threats

- Regulatory Changes: Evolving AICTE/UGC/NEP-linked accreditation norms could require rapid compliance shifts.
- New Entrants & Online Platforms: Domestic institutes, foreign university campuses in India, and global online providers increase competitive intensity.
- Technological Disruption: Rapid evolution of AI tools requires continuous reinvestment to avoid obsolescence in teaching methods.
- Changing Industry & Skill Needs: Fast-shifting employer expectations (AI literacy, data skills) could outpace curriculum updates.
- Talent Retention: Competitive market for experienced, research-active faculty makes retention harder.
- Economic Uncertainty: Fluctuations in hiring markets can affect placement outcomes and, indirectly, admissions.

4. Strategic Roadmap Ahead for Next 5 Years (2026-2031)

The core competency achieved over the previous plan period — that of being a reasonably good and well-regarded institute, built on a strong faculty base — remains intact. The task ahead is to build on this foundation through continued innovation, deeper technology integration, and sustained incremental improvement, so that SIESCOMS stays ahead of an increasingly competitive and fast-changing field.

In view of the above, short-term and long-term goals and plans of the institute for the 2026-2031 period have been identified below.

Short-Term Academic Objectives (up to 1 year)

Sr. No.	Action Plans	Objectives
1	Integrate AI/GenAI tools and analytics platforms into pedagogy across core and elective courses (ongoing basis)	Building AI and data fluency as a core employability skill
2	Expand experiential and project-based learning through live industry projects and case competitions	Strengthening applied problem-solving ability among students
3	Recruit / develop additional academically and professionally qualified faculty, with focus on emerging tech and analytics	Upgrading faculty qualification and future-readiness
4	Conduct at least 3 Faculty Development Programs (FDPs) and 2 Staff Development Programs (SDPs) per year, in association with SIES School of Learning and Leadership	Continuously upgrading skills of faculty and staff
5	Redesign select courses to align with NEP 2020 multidisciplinary and credit-based framework	Ensuring regulatory alignment and curricular flexibility
6	Strengthen research culture through structured mentoring for faculty publications and paper presentations	Building intellectual capital and research output

Long-Term Academic Objectives (5 years)

Sr. No.	Action Plans	Objectives
1	Continue up-gradation of faculty qualifications and recruit further academically qualified faculty	Sustaining and improving the academically-to-professionally qualified faculty ratio beyond 70:30
2	Expand publication output in national and international journals, ensuring every specialization area sustains active research output	Building a stronger research and intellectual footprint for the institute
3	Establish structured global partnerships for student exchange and faculty collaboration with at least 3-5 international universities	Providing students meaningful global exposure
4	Scale the PhD Research Centre (affiliated to University of Mumbai) in scholar intake and guided output	Building a sustainable pipeline of research scholars and publications
5	Grow MMS and MCA intake in a calibrated manner in line with demand and placement capacity	Responsible enrolment growth aligned to quality and outcomes
6	Introduce new-age specializations / electives (e.g. business analytics, AI for management, sustainability & ESG)	Keeping programs aligned with evolving industry and societal needs

Short-Term Non-Academic Objectives (up to 1 year)

Sr. No.	Action Plans	Objectives
1	Conduct at least 2 national/international conferences, 1 CEO conclave, 1 business plan competition, and 1 corporate/student-centric event per year	Improving visibility of the institute and its programs
2	Further upgrade internet bandwidth and digital infrastructure (Wi-Fi coverage, cloud-based systems)	Providing a seamless digital experience to faculty and students
3	Continue upgrading the institute website and digital presence, including social media outreach	Making the institute's digital footprint more attractive and current
4	Strengthen the grievance redressal mechanism with tracked turnaround within 48 hours	Sustaining and improving response time on stakeholder complaints

Long-Term Non-Academic Objectives (5 years)

Sr. No.	Action Plans	Objectives
1	Complete automation of backend processes and digitization of historical records	Ensuring full accessibility and availability of institutional information in digitized format
2	Fully automate and digitize the end-to-end admission process	Improving efficiency and transparency of the admission process
3	Formalize tie-ups with local housing colonies / residential premises for hostel purposes	Developing reliable hostel accommodation options for outstation students
4	Continue improving quality of placement effectiveness through deeper recruiter engagement	Improving average placement salary by at least 20 per cent over the plan period

Short-Term Financial Objectives (up to 1 year)

Sr. No.	Action Plans	Objectives
1	Sustain near-full intake capacity utilization across programs	Achieving continued financial viability of the programs
2	Diversify revenue through MDPs, consultancy assignments, and certification programs	Building non-fee revenue streams to support long-term investments