



**D Y PATIL INTERNATIONAL UNIVERSITY, AKURDI, PUNE –
411044**

**SCHOOL OF COMMERCE & MANAGEMENT
INTERNSHIP POLICY**



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1. PREAMBLE

The National Education Policy (NEP) 2020 recognizes experiential learning as a fundamental pillar of higher education and strongly advocates for integrating practical exposure, vocational engagement, multidisciplinary understanding, and real-world problem-solving into academic curricula. It emphasizes that students must be equipped not only with conceptual knowledge but also with the ability to apply, analyse, innovate, and contribute meaningfully to society and industry. The policy further promotes internships as structured mechanisms to bridge the divide between classroom instruction and professional practice.

In alignment with this vision, the School of Commerce & Management (SoCM), D Y Patil International University (DYPIU), has institutionalized a progressive internship framework as an integral academic component of its undergraduate and postgraduate programmes. The internship ecosystem of SOCM is designed as a developmental continuum, where students gradually transition from community immersion to industry observation, professional engagement, and strategic specialization.

At the undergraduate level, the internship framework consists of three structured interventions spread across three academic years. The first-year Rural Internship introduces students to the socio-economic realities of rural and semi-rural India, encouraging community immersion, grassroots problem identification, and social empathy. This stage aligns directly with NEP 2020's emphasis on societal engagement and value-based education.

The second-year Business Trend Seminar is designed to expose students to emerging industry trends, business transformations, and contemporary organizational challenges. Through direct observation, interaction, and analytical reflection, students develop critical thinking and market sensitivity.

The third-year Summer Internship Programme (SIP) serves as the culminating professional internship where students engage with organizations to undertake structured business assignments, research projects, and domain-specific problem-solving. This internship acts as the principal bridge between academic preparation and employability.

At the postgraduate level, the Summer Internship Programme is positioned as an advanced strategic immersion aligned with specialization-specific managerial domains. It aims to strengthen strategic thinking, research orientation, leadership capability, and professional readiness.

A distinctive institutional feature of SoCM's internship ecosystem is the formal integration of **Industry Mentor Feedback** in the advanced internship stages. This structured mechanism ensures that student learning is evaluated not only through academic supervision but also through professional industry assessment, thereby creating a dual-validation model of competency development. This is regarded as a major academic and employability differentiator of SoCM.

The internship framework of SoCM is therefore not merely a compliance requirement but a pedagogically structured model intended to develop socially responsible, professionally competent, ethically grounded, analytically skilled, and innovation-oriented graduates.

This policy governs all internship-related academic, administrative, operational, evaluative, and ethical aspects under the School of Commerce & Management.

2. PHILOSOPHY OF THE INTERNSHIP FRAMEWORK

The internship architecture of SoCM is built upon the principle of progressive experiential learning. Each stage of internship corresponds to a distinct layer of cognitive and professional development.

The Rural Internship emphasizes social consciousness and environmental understanding. The Business Trend Seminar builds observation and analytical capabilities. The Summer Internship Programme develops industry integration and application-based competence. At the postgraduate level, internships evolve into specialization-driven strategic problem-solving and research-based intervention.

This layered design ensures alignment with the spirit of NEP 2020, which advocates learning by doing, interdisciplinary exposure, practical skill-building, and innovation-driven education.

The internship progression may be understood as follows:

BBA Year I	Community Immersion
BBA Year II	Business Observation and Trend Analysis
BBA Year III	Professional Corporate Integration
MBA	Advanced Strategic and Specialized Engagement

This progression ensures that students are not introduced abruptly to industry, but are systematically prepared through academic and experiential scaffolding.

3. OBJECTIVES OF THE INTERNSHIP POLICY

The internship policy of SOCM seeks to achieve multiple academic and professional objectives.

- ❖ The primary objective is to facilitate the application of classroom learning in practical environments. Students are expected to translate theoretical concepts into workable insights through direct observation, participation, and execution.
- ❖ The policy also seeks to cultivate analytical thinking, research capability, communication competence, professional ethics, and entrepreneurial orientation.
- ❖ Another important objective is to enhance employability by exposing students to industry expectations, organizational culture, workplace discipline, and professional accountability.
- ❖ The internship structure further aims to create awareness about social realities, sustainability challenges, policy implications, and emerging business transformations.
- ❖ By integrating faculty mentorship and industry mentorship, the policy ensures both academic rigor and practical relevance.

4. SCOPE OF THE POLICY

This policy shall apply to all students enrolled under the following programmes:

- Bachelor of Business Administration (BBA)
- Master of Business Administration (MBA)

The policy specifically governs:

- Rural Internship
- Business Trend Seminar
- Summer Internship Programme (BBA)
- Summer Internship Programme (MBA)

It shall apply to all internship activities undertaken under the academic supervision of SOCM, whether conducted in industry, NGOs, research institutions, government bodies, startups, or approved business establishments.

5. INTERNSHIP STRUCTURE UNDER SOCM

The internship structure under SoCM shall be organized as follows:

- ❖ For the BBA programme, students shall complete three internships as mandatory academic requirements.
- ❖ The Rural Internship shall be undertaken after the first year and shall carry three credits. This internship shall focus on rural exposure, social problem identification, and field-based observation.
- ❖ The Business Trend Seminar shall be undertaken in the second year and shall carry three credits. It shall involve sector-specific trend analysis, organizational observation, and business environment interpretation.
- ❖ The Summer Internship Programme shall be undertaken in the sixth semester and shall carry six credits. It shall be a full-fledged industry internship focused on business application and professional integration.
- ❖ For the MBA programme, students shall undertake one Summer Internship Programme in the third semester carrying five credits. This internship shall be specialization-driven and strategic in nature.

The Internship structure is recognised as follows:

Year	Name of Internship	Course Code	Credits
BBA Year I	Rural Project	RP 2006	3
BBA Year II	Business Trend Seminar	BTS 2106	3
BBA Year III	Business Exploration	SIP 3104	6
MBA	Summer Internship Project	SIP 6006	5

6. GOVERNANCE OF INTERNSHIP

The governance of internships under SOCM shall be managed through a three-tier mechanism.

1. At the first level, the **Faculty Mentor** shall serve as the academic guide, evaluator, and supervisor.
2. At the second level, the **Internship Coordinator** shall facilitate operational management, communication, compliance, and coordination with organizations.
3. At the third level, the **Director, School of Commerce & Management**, shall function as the Competent Authority for all approvals, policy exceptions, escalations, and final decisions.

For advanced internships under BBA SIP and MBA SIP, the **Industry Mentor** shall form an additional layer of supervision.

The role of the Industry Mentor shall include workplace guidance, task allocation, performance feedback, and final professional evaluation.

7. PROCEDURE FOR COMMENCEMENT OF INTERNSHIP

Before commencement of any internship, every student must complete the formal registration process.

- ❖ Students shall identify suitable internship opportunities in consultation with the Faculty Mentor and Internship Cell. For Rural Internship, students may work with NGOs, rural institutions, farmer producer organizations, local businesses, social enterprises, or government bodies.
- ❖ For Business Trend Seminar, students shall identify sectors, industries, or organizations relevant to their analytical study.
- ❖ For BBA SIP and MBA SIP, students shall secure formal internship opportunities in approved organizations.
- ❖ No internship shall be considered valid without prior approval of the Faculty Mentor and Internship Coordinator.
- ❖ A Joining Report must be submitted within the prescribed time.
- ❖ Failure to submit the Joining Report shall result in delayed registration and may affect academic evaluation.

8. ATTENDANCE, DISCIPLINE AND PROFESSIONAL CONDUCT

The following code of conduct need to followed strictly:

- ❖ Internship attendance shall be treated as mandatory academic engagement.
- ❖ Punctuality, professional dress, workplace discipline, and institutional representation shall be strictly observed.
- ❖ Students shall maintain professional communication standards at all times.
- ❖ All official communication shall be conducted only through the university email system.
- ❖ Students shall not use informal communication channels for official internship-related communication.

- ❖ Any act of misconduct, absenteeism, workplace indiscipline, data misuse, misrepresentation, or breach of professional ethics shall be treated seriously.
- ❖ SoCM reserves the right to terminate, repeat, or invalidate an internship in such cases.

9. ACADEMIC INTEGRITY AND PLAGIARISM

- ❖ All internship reports, field observations, and final dissertations must reflect original work.
- ❖ Plagiarism in any form shall be treated as academic misconduct.
- ❖ All final reports must undergo plagiarism screening.
- ❖ The permissible similarity index shall be less than 10%.
- ❖ Reports exceeding the prescribed limit shall be returned for revision.
- ❖ Repeated violations may result in academic penalties, including rejection of the report.
- ❖ Students must ensure proper citation, referencing, and acknowledgement of all sources.

10. INTERNSHIP SPECIFIC ACADEMIC GUIDELINES

The School of Commerce & Management follows a structured internship progression model under which each internship is designed with specific academic intent, learning expectations, reporting mechanisms, and evaluation standards. Each internship stage is developmental in nature and progressively builds the student's academic maturity, analytical ability, professional discipline, and industry readiness.

The student shall be required to complete all stages of internship as prescribed in the curriculum.

10.1 BBA SEMESTER II RURAL INTERNSHIP

The Rural Internship shall serve as the first formal experiential learning component under the BBA programme. It is designed to introduce students to the realities of rural and semi-rural India through direct engagement, observation, and field immersion.

This internship is intended to sensitize students towards socio-economic inequalities, developmental challenges, sustainability concerns, and community-based problem-solving. The student shall be expected to engage with local communities, institutions, organizations, or development agencies to understand practical issues affecting rural ecosystems.

The internship shall carry **three academic credits** and shall be conducted over a minimum duration of **four weeks (90 hours minimum)**.

The student shall identify one specific rural problem or developmental challenge as the central area of study. The identified issue may relate to agriculture, water management, sanitation, livelihood generation, women empowerment, healthcare access, rural entrepreneurship, education, waste management, financial inclusion, local governance, or similar domains.

The student shall conduct primary observation, stakeholder interaction, and secondary data collection for understanding the selected issue. The Rural Internship shall be completed in the following structured phases:

Phase I: Identification and Approval

Before commencement, the student must identify the location, institution, or rural ecosystem where the internship will be conducted. The selected area must be approved by the Faculty Mentor. The student shall submit a Joining Report within eight days from the commencement date.

Phase II: Field Immersion

During the internship, the student shall:

- undertake field visits;
- interact with stakeholders;
- collect observations;
- document evidence;
- and study local conditions.

Students shall maintain a field diary recording daily observations. The Faculty Mentor may review this periodically.

Phase III: Weekly Reporting

Students shall submit weekly progress reports to the Faculty Mentor detailing:

- work completed,
- findings observed,
- challenges faced,
- and the plan for the next phase.

Failure to submit weekly reports shall affect continuous assessment.

Phase IV: Final Rural Thesis

At the completion of the internship, the student shall prepare a structured thesis covering:

- Introduction to the rural area
- Demographic profile
- Problem statement
- Need for study
- Objectives
- Stakeholder observations
- Key findings
- Root cause analysis
- Recommendations
- Reflection on learning
- Conclusion

The report must contain documentary evidence in annexures.

10.2 BBA SEMESTER IV – BUSINESS TREND SEMINAR

The Business Trend Seminar shall function as the second level of experiential learning under the BBA programme. It is an application-oriented analytical internship conducted parallel to the fourth semester.

This internship is intended to expose students to real-time business transformations and contemporary market disruptions.

It shall carry **three academic credits**. Students shall be required to select a business sector, industry, organization, or market domain for detailed observation and analysis. The chosen topic must reflect relevance to contemporary business realities.

Areas may include:

- digital transformation,
- AI integration,
- consumer behaviour shifts,
- ESG compliance,
- sustainability transitions,
- government regulations,
- startup ecosystems,
- globalization effects,
- financial disruptions,
- or geopolitical influences.

The internship shall be completed through the following phases:

Phase I: Topic Finalization

The student shall identify the sector and submit a concept note containing:

- title,
- objective,
- justification,
- scope and,
- expected outcomes.

Approval from Faculty Mentor shall be mandatory.

Phase II: Industry Observation

The student shall conduct visits, interviews, observational studies, and secondary research. Students are expected to gather authentic data from business organizations.

Phase III: Analytical Framework Application

The student shall compulsorily apply at least two strategic analytical tools such as:

- SWOT,

- PESTEL,
- Porter's Five Forces,
- Value Chain Analysis,
- Competitor Benchmarking,
- Trend Mapping, or
- Sustainability Matrix.

This stage is mandatory. Reports without analytical frameworks shall not be accepted.

Phase IV: Seminar Dissertation

The final report shall contain:

- Sector profile
- Business overview
- Emerging trend analysis
- Data interpretation
- Strategic implications
- Sustainability implications
- Risks and opportunities
- Future predictions
- Conclusion

The student shall make a seminar presentation before the evaluation panel.

10.3 BBA SEMESTER VI SUMMER INTERNSHIP PROGRAMME (SIP)

The BBA SIP shall be the final and most critical internship component of the undergraduate programme. It is intended to provide direct professional exposure and practical integration of business knowledge.

The internship shall carry **six credits** and shall be completed over a duration of **three months**.

Students must undertake the internship in an approved company, organization, startup, consultancy, financial institution, marketing firm, HR agency, logistics organization, or equivalent business establishment.

The student is expected to work on a specific business assignment, project, operational challenge, or managerial function assigned by the organization.

The internship shall follow the following structure:

Phase I: Joining and Registration

The student shall secure formal internship confirmation. Joining Report must be submitted within fifteen days. Failure to submit shall result in delayed recognition.

Phase II: Orientation and Understanding

The first stage shall involve understanding:

- organizational structure,
- business model,
- market position,
- operational systems,
- departmental functioning, and
- reporting hierarchy.

This understanding must form part of Chapter 1 of the thesis.

Phase III: Problem Identification

The student shall identify a specific business problem, managerial challenge, or operational gap. The problem must be clearly defined and approved by the Faculty Mentor. Generic reports without a defined problem statement shall not be accepted.

Phase IV: Research and Execution

The student shall:

- collect data,
- observe processes,
- interact with employees,
- analyse systems, and
- propose practical recommendations.

Students are expected to apply managerial tools, frameworks, and analytical methods wherever relevant.

Phase V: Monthly Reporting

Students shall submit one progress report every month. Each report shall include:

- work undertaken,
- progress achieved,
- deviations,
- mentor remarks,
- and next-stage plan.

Phase VI: Industry Mentor Evaluation

This is mandatory. The Industry Mentor shall evaluate:

- professional conduct,
- punctuality,
- task ownership,
- adaptability,
- communication,
- and contribution.

This feedback shall form an official evaluation component.

Phase VII: Final Dissertation

The final dissertation shall compulsorily contain:

Chapter 1: Introduction and Company Profile

Chapter 2: Industry Overview and Literature Review

Chapter 3: Problem Statement and Methodology

Chapter 4: Data Analysis and Interpretation

Chapter 5: Findings, Recommendations, and Conclusion

Without all five chapters, the report shall be considered incomplete.

10.4 MBA SUMMER INTERNSHIP PROGRAMME (SIP)

The MBA SIP shall be treated as an advanced strategic internship. It shall carry **five credits** and shall be completed over **fifty days**. This internship must align with the student's specialization.

The student shall work on advanced managerial assignments involving strategic analysis, market evaluation, digital transformation, business modelling, policy analysis, financial systems, or operational improvements. The internship shall follow the same structure as BBA SIP but with higher academic depth.

Students shall be expected to:

- define a managerial problem,
- review literature,
- conduct structured analysis,
- derive strategic implications,
- and provide managerial recommendations.

The dissertation must be more analytical than descriptive. Purely descriptive reports shall not be accepted. Industry Mentor feedback shall be mandatory. The final viva shall be conducted before an academic panel which shall also involve an external member.

11. SUBMISSION OF INTERNSHIP THESIS

All internship reports submitted under SOCM shall be treated as formal academic submissions and must comply with institutional academic standards.

- All reports shall be submitted in both hardbound and softcopy formats.
- The dissertation must be typed in Times New Roman, font size 12, 1.5 spacing, justified alignment, with proper pagination.
- The dissertation must include:
 - Title Page
 - Certificate

- Declaration
- Acknowledgement
- Abstract
- Table of Contents
- Chapters
- References
- Annexures

11.1 RULES OF SUBMISSION

The following submission rules shall be strictly binding:

- The student shall submit the final dissertation only after approval from the Faculty Mentor.
- No report shall be accepted without:
 - Joining Report
 - Progress Reports
 - Completion Certificate
 - Attendance Proof
 - Industry Mentor Feedback (where applicable)
- Reports submitted after the deadline without prior written approval shall attract penalty or rejection.
- Any report found incomplete, improperly formatted, plagiarized, fabricated, or lacking documentary evidence shall be summarily rejected.
- Reports with plagiarism exceeding **10% similarity** shall not be evaluated and shall be returned for correction.
- Repeated plagiarism violations may result in disqualification from evaluation.
- No student shall be permitted to appear for viva voce unless the final report has been formally accepted.
- Any false declaration, fabricated data, forged signatures, or manipulated certificates shall invite strict disciplinary action, including failure in the internship component.
- Failure to submit the dissertation within the stipulated academic calendar may lead to withholding of credits and delay in academic progression.
- The decision of the Director, SoCM in all matters of submission compliance shall be final and binding.

12. EVALUATION FRAMEWORK

Evaluation shall be based on continuous performance, mentor feedback, final report quality, and viva voce. The total evaluation marks are as follows:

Year	Name of Internship	Total Marks
BBA Year I	Rural Project	100
BBA Year II	Business Trend Seminar	100
BBA Year III	Business Exploration	500
MBA	Summer Internship Project	200

Industry Mentor Feedback shall constitute a mandatory component only for BBA SIP and MBA SIP. This institutional dual-evaluation model serves as SoCM's academic differentiator.

13. NON-COMPLETION OF INTERNSHIP

In cases where students fail to complete the internship due to genuine and documented reasons, SOCM may permit extension, alternative project work, or deferred completion. Such cases shall be reviewed by the Director, SoCM.

Non-completion without valid reason shall result in withholding of credits. Since internships form core components of the curriculum, non-completion may delay progression or degree award.

14. POLICY REVIEW AND AMENDMENT

This policy shall be reviewed annually.

SOCM reserves the right to modify the structure, timelines, submission requirements, and evaluation criteria in alignment with:

- NEP 2020
- UGC regulations
- University statutes
- Industry expectations
- Academic reforms

Any amendments approved by the Competent Authority shall be binding on all students.

15. FACULTY MENTOR GUIDELINES

The Faculty Mentor shall function as the primary academic supervisor for all internships undertaken under the School of Commerce & Management. The Faculty Mentor shall be responsible for ensuring academic rigor, institutional compliance, ethical conduct, and successful completion of the internship in accordance with the prescribed policy framework.

The Faculty Mentor shall act as the first point of academic contact for the student and shall maintain continuous supervision from the commencement of the internship until the final evaluation and submission of the internship dissertation.

The role of the Faculty Mentor is not merely administrative but developmental, evaluative, and regulatory. The Faculty Mentor shall be expected to maintain a balance between academic guidance and institutional compliance while ensuring that the student derives meaningful learning from the internship.

The Faculty Mentor shall perform the following functions:

15.1 Pre-Internship Responsibilities

Before the commencement of the internship, the Faculty Mentor shall orient the student regarding the structure, objectives, expectations, deliverables, and academic requirements of the internship.

The Faculty Mentor shall guide the student in selecting an appropriate organization, area of study, or business domain relevant to the learning objectives of the internship.

In the case of Rural Internship and Business Trend Seminar, the Faculty Mentor shall verify that the selected topic or field area has academic relevance, practical significance, and feasibility of execution.

For BBA SIP and MBA SIP, the Faculty Mentor shall ensure that the organization selected by the student is legitimate, professionally relevant, and aligned with the course objectives.

The Faculty Mentor shall formally review and approve the Joining Report and the proposed work plan before the internship begins.

No internship shall be considered valid without the approval of the Faculty Mentor.

15.2 Academic Guidance During Internship

During the internship period, the Faculty Mentor shall maintain regular academic supervision and monitor the progress of the student through structured review mechanisms.

The Faculty Mentor shall guide the student in formulating objectives, identifying problem statements, selecting appropriate methodologies, collecting relevant data, and applying analytical tools.

The Faculty Mentor shall ensure that the internship remains academically meaningful and does not become a mere attendance-based exercise.

- ❖ For Rural Internship, the Faculty Mentor shall ensure that the student is engaging meaningfully with the selected rural issue and documenting observations systematically.
- ❖ For Business Trend Seminar, the Faculty Mentor shall ensure that the student applies appropriate strategic frameworks and analytical tools in studying the chosen business trend.
- ❖ For BBA SIP and MBA SIP, the Faculty Mentor shall ensure that the student identifies a clearly defined organizational problem, functional challenge, or business opportunity for deeper analysis.

Descriptive and generic internship reports lacking analytical depth shall not be encouraged.

15.3 Review of Progress Reports

The Faculty Mentor shall review all progress reports submitted by the student at regular intervals.

The review process shall include evaluation of:

- the nature of work undertaken
- quality of engagement
- progress against objectives
- seriousness of effort
- and adherence to deadlines.

The Faculty Mentor shall provide feedback and suggestions for improvement after each review.

Where progress is found unsatisfactory, the Faculty Mentor may direct the student to revise the work plan, intensify fieldwork, or revisit the scope of study.

Repeated negligence, delay, or poor engagement may be escalated to the Internship Coordinator.

15.4 Coordination with Industry Mentor / Project Mentor

For internships involving external professional supervision, particularly BBA SIP and MBA SIP, the Faculty Mentor shall maintain regular coordination with the Industry Mentor. The Faculty Mentor shall interact with the Industry Mentor to review student performance, verify task execution, monitor attendance, and understand workplace behaviour. This communication may be conducted through email, telephonic conversations, virtual meetings, or in-person visits where feasible.

The Faculty Mentor shall ensure that formal Industry Mentor Feedback is collected as part of the final assessment. In the absence of Industry Mentor feedback, the internship shall not be considered complete.

15.5 Ensuring Ethical and Academic Compliance

In order to ensure proper ethical compliance the following need to be followed stringently:

- ❖ The Faculty Mentor shall ensure that students maintain academic honesty and professional ethics throughout the internship period.
- ❖ The Faculty Mentor shall verify that all data collected by the student is authentic and obtained with due permission from the concerned organization or stakeholders.
- ❖ The Faculty Mentor shall ensure that confidentiality obligations are maintained wherever applicable.
- ❖ Before forwarding the final dissertation for evaluation, the Faculty Mentor shall verify the plagiarism report.
- ❖ Reports exceeding the prescribed similarity threshold shall be returned to the student for revision.
- ❖ Such reports shall not be accepted for final evaluation unless they comply with institutional plagiarism norms.

15.6 Dissertation Review and Approval

The dissertation and final review are a crucial step and the following need to be considered before providing any written approval:

- ❖ The Faculty Mentor shall review the final dissertation in detail before submission.
- ❖ The review shall include verification of:
 - ❖ academic structure, chapter flow, quality of content, methodological appropriateness, analytical rigor, referencing standards, annexures, and formatting compliance.
- ❖ The Faculty Mentor shall ensure that the dissertation reflects serious academic effort and meaningful learning.
- ❖ No dissertation shall be accepted by the School without the formal approval of the Faculty Mentor.
- ❖ Incomplete, poorly structured, or non-compliant dissertations may be rejected and returned for correction.

15.7 Evaluation Responsibilities

The Faculty Mentor shall perform the following duties as a part of evaluation:

- ❖ The Faculty Mentor shall be an integral part of the formal evaluation process.
- ❖ The Faculty Mentor shall assess the student based on:
 - consistency of work
 - seriousness of engagement
 - quality of reporting
 - academic discipline
 - analytical depth, and
 - overall performance.
- ❖ The Faculty Mentor shall participate in viva voce and presentations wherever applicable.
- ❖ The Faculty Mentor shall maintain fairness, transparency, and objectivity while assigning marks.
- ❖ The Faculty Mentor shall ensure that evaluation standards are aligned with the prescribed internship rubrics of SoCM.

15.8 Reporting Non-Compliance

If the student demonstrates absenteeism, misconduct, academic dishonesty, falsification of data, forged documents, workplace indiscipline, or repeated negligence, the Faculty Mentor shall report the matter to the Internship Coordinator and Director, SOCM.

The Faculty Mentor shall have the authority to recommend disciplinary actions including:

- warning
- deduction of marks
- repeat internship
- rejection of dissertation, or
- withholding of evaluation approval.

Such recommendations shall be reviewed by the Competent Authority.

15.9 Institutional Representation

The Faculty Mentor shall ensure that all communication and interactions with external organizations are conducted professionally and uphold the institutional values of SoCM and DYPIU.

The Faculty Mentor shall serve as the academic representative of the School in all internship collaborations and shall protect the institutional reputation in all external engagements.

Any issue affecting institutional credibility or partnership integrity shall be immediately escalated to the Competent Authority.

16. POLICY REVIEW

Policy shall be reviewed annually by competent Authority. This review mechanism ensures that the policy remains relevant and aligned with current industry trends, regulatory requirements, and academic best practices.



Dr. Pooja Dasgupta
Internship Coordinator
SoCM, DYPIU



Dr. Madhavi Deshpande
Director, SoCM
Dean, Faculty Non-Engineering
DYPIU