

# **INSTITUTIONAL DEVELOPMENT PLAN (IDP)**



**ST. JOSEPH'S INSTITUTE OF HOTEL MANAGEMENT &  
CATERING TECHNOLOGY, PALAI**

**2024 – 2034**



**NAAC ACCREDITED &  
WACS RECOGNIZED HOTEL MANAGEMENT COLLEGE**

**PREPARED BY  
STRATEGIC PLANNING COMMITTEE**

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## 1. Introduction

St. Joseph's Institute of Hotel Management & Catering Technology (SJHMCT), Palai, is committed to providing quality hospitality education rooted in values, professional excellence, innovation, and social responsibility. The Institutional Development Plan (IDP) serves as a strategic roadmap for the next decade, outlining the institution's vision, priorities, and growth strategies to achieve academic excellence, global recognition, research advancement, and sustainable development.

## 2. Institutional Profile

- Institution: St. Joseph's Institute of Hotel Management & Catering Technology (SJHMCT), Palai
- Management: Diocesan Technical Education Trust, Palai
- Affiliation: Mahatma Gandhi University, Kottayam
- Discipline: Hotel Management
- Accreditation and Recognition: A NAAC Accredited and WACS Recognized Hotel Management Institution
- Focus Areas: Academic Excellence, Research, Innovation, Industry Collaboration, Internationalization, and Student Development

## 3. Strategic Planning Committee

Sl. No.	Name & Designation	Position
1	Msgr. Dr. Joseph Maleparambil, Chairman, Diocesan Technical Education Trust, Palai	Chairman
2	Fr. Joseph Vattappillil, Director, SJHMCT, Palai	Member
3	Dr. Sheri Kurian, Principal, SJHMCT, Palai	Member / Convener
4	Prof. Dr. Peter A. Jones, Project Director, Edge Hotel School; Dean, E-Hotelier Academy; Visiting Professor, University of Derby, UK	Member
5	Mr. Ravi Nischal, General Manager, Green Cove Resort & Spa, Kovalam	Member
6	Dr. Babu Michael, Professor & Syndicate Member, Mahatma Gandhi University, Kottayam	Member
7	Mr. Varghese Johnson, Head of the Department, SJHMCT, Palai	Member
8	Mr. Jobit Siby, F&B Manager, The Lalit Golf & Spa Resort, Goa	Member

## 4. Vision

To develop into a leading and pace-setting provider of professional courses and programmes to develop and train suitable manpower for the hospitality industry.

## 5. Mission

- To develop young men and women into professional experts to manage the hospitality industry in general and hotels in particular.
- To equip youngsters with conceptual and interpersonal skills for managerial decision-making and its execution in hospitality and related industries.
- To develop and encourage the entrepreneurial capabilities of the young generation to become effective change agents.

## 6. Quality Policy

The institution is committed to providing quality education and holistic development through a learner-centric approach. Our quality policy is guided by the following principles:

- Strategic planning approach to development
- Commitment to Continuous Improvement
- High quality faculty and infrastructure
- Teamwork and consultation at all levels
- Computerized services.
- Most effective and efficient teaching - learning process
- Learning skills development programmes
- Personality development programmes
- Absolutely clean and eco-friendly campus

## 7. Value System

The institution upholds a strong value system that guides its academic and social responsibilities. Our core values include:

- Abiding faith in the Almighty
- Integrity and openness
- Respect for the individual
- Gender and social equality
- Recognition for creativity and innovation
- Total quality and market relevance
- Service to mankind
- Accountability to society
- Positive approach to everything

These values form the foundation of our institutional culture and inspire us to nurture competent professionals, responsible citizens, and compassionate human beings

## 8. SWOC Analysis

### Strengths

- Value-driven institution.
- State-of-the-art infrastructure.
- Experienced faculty.
- Strong industry rapport.
- Global exposure through partnerships.
- Excellent placement assistance.
- Disciplined academic ambience.

### Weaknesses

- Limited student diversity.
- Limited academic autonomy.

### Opportunities

- Multidisciplinary institution.
- Patents and innovation.
- Research journal publication.
- Enhanced global exposure.
- Increased research publications.

### Challenges

- Academic flexibility.
- Distance from major hospitality hubs.
- University academic calendar constraints.
- Language proficiency enhancement.

## 9. Strategic Direction

Based on the SWOC analysis, the institution shall focus on academic excellence, research and innovation, internationalization, multidisciplinary growth, enhanced industry collaboration, improved student diversity, communication skill development, sustainability, and quality enhancement.

## 10. Deployment of Strategic Plan (2018–2024)

Sl. No.	Strategic Plan	Achievements / Outcomes
1	Attain UGC recognition	IIQA submitted and approved in June 2024
2	Compose College Anthem	College Anthem released in 2024
3	Construct open canteen	Constructed in 2024
4	Increase ICT-enabled classrooms	Increased from 3 to 8 classrooms
5	Implement Outcome-Based Education	Implemented in 2022
6	Enhance Value Added Programmes	27 VAPs introduced
7	Sign MoUs	6 industry MoUs, 2 international MoUs, 1 research consultancy MoU
8	Renovate Advanced Training Restaurant	Renovated in 2022
9	Student parking facility	Separate parking established in 2023
10	Personalized student support	Strengthened through IEDC, Placement Cell, Mentoring
11	Enhance campus security	Campus covered by CCTV surveillance
12	Establish NSS Unit	NSS Unit 272 established in 2022
13	Improve health and sports facilities	Gym facilities introduced in 2023

## 11. Perspective Plan (2024–2034)

### Short-Term Goals (2024–2029)

1. Achieve Autonomous College Status.
2. Transform into a Multidisciplinary Institution.
3. Improve academic results from 75% to 85%.
4. Introduce a PG Programme in Tourism and Aviation Management.
5. Launch NEP-aligned certificate and skill development programmes.
6. Strengthen OBE and experiential learning.
7. Publish an ISSN-numbered SJHMCT Research Journal.
8. Increase faculty and student publications.
9. Secure additional patents, copyrights, and innovation outputs.

10. Organize annual national and international conferences.
11. Strengthen placement opportunities.
12. Increase international internships and placements.
13. Introduce advanced industry certification programmes.
14. Expand collaborations with overseas institutions.
15. Increase student and faculty exchange programmes.
16. Promote collaborative international research.
17. Upgrade smart classrooms, training kitchens, and laboratories.
18. Strengthen ERP-enabled administration.
19. Enhance personality development and communication skills.
20. Improve student diversity through wider outreach.

### Long-Term Goals (2029–2034)

1. Establish a Centre of Excellence in Hospitality and Tourism.
2. Become a recognized hub for hospitality research and consultancy.
3. Sustain and leverage WACS Accreditation.
4. Establish dual-degree and international academic collaborations.
5. Increase international student enrolment.
6. Become a leading institution in hospitality research and innovation.
7. Develop incubation and entrepreneurship initiatives.
8. Strengthen green campus initiatives.
9. Expand community outreach programmes.
10. Continuously improve quality in academics, research, and placements.
11. Position SJHMCT among the leading Hospitality and Tourism institutions in India.

## 12. Action Plan and KPIs

Strategic Area	KPI	Target Year
Academic Excellence	Academic results above 85%	2031
PG Programme	Tourism & Aviation PG Programme launched	2026
Research Journal	ISSN Journal operational	2027
Publications	Significant increase in research publications	2031

Innovation & IPR	Additional patents/IPR registrations	2031
Internationalization	Minimum 5 new international collaborations	2031
Student Mobility	Increased international internships and exchanges	2031
Placements	Enhanced quality placements and global opportunities	Annual
Skill Development	Minimum 10 new NEP-aligned programmes	2031
Centre of Excellence	Centre established and operational	2036
Multidisciplinary Growth	New academic programmes introduced	2036
Autonomy	Autonomous status achieved	2026

### 13. Monitoring and Review Mechanism

The implementation of the Institutional Development Plan shall be monitored through:

- Annual review by the Governing Body.
- Periodic assessment by IQAC.
- Department-wise progress reviews.
- KPI-based performance evaluation.
- Stakeholder feedback analysis.
- Annual Action Taken Reports.
- Corrective and preventive measures based on review outcomes.

### 14. Conclusion

The Institutional Development Plan (2024–2034) provides a comprehensive roadmap for the sustainable growth and transformation of SJIHMCT. Through academic excellence, innovation, research, internationalization, industry collaboration, and value-based education, the institution aims to emerge as a leading centre for Hospitality and Tourism education, nationally and globally.



*[Handwritten Signature]*  
**PRINCIPAL**  
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