YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	PUNE INSTITUTE OF BUSINESS MANAGEMENT
• Name of the Head of the institution	Dr. Ajit Sane
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02066575045
• Mobile no	8411887070
• Registered e-mail	pibmpune@pibm.in
• Alternate e-mail	director@pibm.in
• Address	Gut No. 605/1, Mukaiwadi Road, PIRANGUT
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	412115
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	**Self-financing**
• Name of the Affiliating University	**Savitribai Phule Pune University**
• Name of the IQAC Coordinator	**Poornima Sehrawat**
• Phone No.	**02066575036**
• Alternate phone No.	**02066575045**
• Mobile	**9971001639**
• IQAC e-mail address	**poornima@pibm.in**
• Alternate Email address	**pibmpune@pibm.in**
3.Website address (Web link of the AQAR (Previous Academic Year)	http://www.pibm.in/images/pdf-doc/AQAR-2019-20.Pdf
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.pibm.in/pdf/Academic%20Calendar_%202020-21%20MBA.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B++**	**2.90**	**2019**	**14/06/2019**	**13/06/2024**

6.Date of Establishment of IQAC	**11/05/2017**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
PIBM	**Central Govt**	**UBA**	**2019**	**50000**

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**
• Upload latest notification of formation of IQAC	View File

9.No. of IQAC meetings held during the year	4	
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	Yes	
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
• If yes, mention the amount		

11.Significant contributions made by IQAC during the current year (maximum five bullets)

Significant contributions made by IQAC during the Academic Year 2020-21 External review of all the subjects is improved in terms of linkage of the review scores with the faculty PMS.

The implementation of the certification program has been ensured by IQAC.

Teaching pedagogy improvement and adopting Online Mode. Adaptability to attend seminars, workshops, FDPs, etc. in Online Mode. Conduct of PIBM International Conference 2020 in Virtual Mode. Conduct of SDP programs. PIBM conducts Faculty's Application-oriented and Student-centric Training for Employment Readiness (FASTER) program to faculty teaching BBA and B.Com courses from colleges across India in an online mode

More CSR activities are implemented regarding COVID Vaccination, on Swachh Bharat Abhiyan, providing oxygen facilities during second COVID wave to faculties, staff, and nearby village areas.

The encouragement is given to students to complete additional credit courses through NPTEL(Swayam) and other online courses like Coursera, LinkedIn, Udemy, and Google Analytics to enhance employability. The Implementation of NEP pilicy in the academic curriculum has been ensured.

12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year

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Plan of Action	Achievements/Outcomes
Summer Internship Program during COVID	The SIP has been offered in an online mode during COVID, the projects has been suggested by the faculties and suggested to corproate panel for implemeting it, which helped companies with a different business strategies during covid.
Managed Online academic session through Zoom	Immediate actions has been taken by the institue by purchasing Zoom account and conducted the sessions through Zoom which helped students in learning.
Sensitize faculty, staff and students for Pandemic	The staff, faculties and students have been motivated during the Pandemic and informed about the do's and dont's. It kept them physically and mentally healthy.
NIRF Ranking Participation	PIBM was among top 100 management institute in India as per NIRF.
Conduct of Online Teaching & Non Teaching Staff Meetings on Zoom or other Platform during Pandemic	Conduct of Online Teaching & Non Teaching Staff Meetings on Zoom or other Platform during Pandemic has helped institute to remain connected to carry out tasks
Conduct of PIBM Virtual International Conference 2020, Theme - Business Intervention & Technology in Virtual Mode	Successfully organised PIBM International Conference 2020 on Virtual mode on theme Business Intervention & Technology Dates- 11th & 12th December 2020
Conduct of various corporate events in Virtual Mode	PIBM successfully conducted several corporate events in Virtual Mode

13.Whether the AQAR was placed before statutory body?	Yes

- Name of the statutory body

Name	Date of meeting(s)
Governing Body	19/11/2021

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2020-21	24/02/2022

15.Multidisciplinary / interdisciplinary

PIBM ensures the overall development of the students. To ensure the overall development the institute focuses to provide multidisciplinary and interdisciplinary education to the students. The institute provides a platform for the students to choose subjects from different disciplines such as; if a student chose marketing as a specialization can take analytics or operations subjects from another discipline. The institute focuses to develop problem-solving, critical thinking, research skills, communication skills, etc.

PIBM has different clubs such as; the Entrepreneurship Club, Research and Innovation Club, Marketing Club, HR Club, Finance Club, Digital Marketing Club, Social Media Club, Creative Club, Swachh Bharat Club, and different committees like; the Academic Committee, Administration Committee, Food & Mess committee, Sports committee, IQAC Committee, Media committee, IRC committee, and Placement committee. The student gets the chance to choose and work for any of the clubs and get the opportunity to develop different skills by handling the club and committee work by themselves.

The students are also encouraged to involve themselves in writing research papers with different faculties and groups of students with multidisciplinary topics.

16.Academic bank of credits (ABC):

The institute has registered with NAD Digilocker and onboarded with Academic Bank of Credits.

17.Skill development:

The institute is focusing on skill development by providing short-term courses in Fin-tech, Agri-Tech, Edu-Tech, and Insure-Tech. PIBM

also focuses on skills development through delivering the courses with program outcomes and course outcome alignment. Every course is designed with a competency-based outcome. The institute focuses to provide skill-based education by developing communication skills, aptitude skills, logical reasoning skills, excel and advance Excel, python, analytical tools, problem-solving skills by using simulations, critical thinking skills, and different specialization-based skills and competency development.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

The institute focus on appropriate integration of Indian Knowledge system. PIBM provides the lectures in Sanskrit language for basic understanding of the language.

The students perform different cultural events at the institute and represents the different state's culture at the institute.

The students also host and take part in different cultural event in the annual fest named GLORY.

The students are encouraged to take part in social activities in nearby villages. PIBM focus on holistic development of the students.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

PIBM focus on Outcome based education and follows a OBE model which includes the development of program outcome and course outcome. The process of reviewing the courses aligned with program outcome. Each course has course outcome aligned with the topics planned for the subject.

The evaluation plans are explained with course outcome and aligned with program outcome. PIBM follows the matrix of attainment of POCO through every course in each semester.

PIBM follows the regular course review mechanism and course development on the basis of the feedback received from the reviewers.

Every Program outcome defines few competencies such as; Cross border business acumen, Anticipation & Communication, Domain & Application knowledge, Interpersonal skill, Critical thinking, Research oriented, Sustainable, Culture sensitivity, Social responsibility, Ethical oriented, Integrity, Positive attitude, Global Perceptive,

Analytics skill, Data driven decision making, Leadership skill, Analytics & Business tools, Conceptual skill, Problem solving, Strategic thinking, Technology oriented, Productivity tools.

20.Distance education/online education:

PIBM provides the options to the students to opt for online MOOC courses offered by NPTEL/SWAYAM. The students have to finish the courses and credits are transferred on the completion certificate. PIBM also provide the option to the students to finish the courses through Udemy, Google analytics, LinkedIn etc. The students are majorly motivated to take courses which add value in their specialization and resume.

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	**327**

File Description	Documents
Data Template	[View File](#)

2.Student

2.1 Number of students during the year	**232**

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	**60**

File Description	Documents
Data Template	[View File](#)

2.3 Number of outgoing/ final year students during the year	**110**

File Description	Documents
Data Template	View File

3.Academic

3.1	**27**
Number of full time teachers during the year	

File Description	Documents
Data Template	View File

3.2	**27**
Number of sanctioned posts during the year	

File Description	Documents
Data Template	View File

4.Institution

4.1	**21**
Total number of Classrooms and Seminar halls	

4.2	**736.06**
Total expenditure excluding salary during the year (INR in lakhs)	

4.3	**135**
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

PIBM ensures effective curriculum delivery through a well-planned and documented process by introducing a need-based curriculum and delivering employment-centric training and development of students of MBA programs delivered as University Syllabus & guidelines. PIBM adheres to a robust planning and delivery process which is

systematically documented to ensure effective delivery of curriculum. Regular interaction with CEOs, CFOs, CHROs, Operations head, and Analytics experts are ensured for faculty to effectively design a curriculum that is competency-focused.

1. Faculty are allotted subjects as per their competencies, educational qualifications, industry background & feedback

2. A Detailed Course plan is prepared covering each topic & learning outcome in the topic.

3. Pre-reading assignments are given.

4. Continuous Internal evaluations & assessments are carried out by Individual Presentations, Class Tests, Surprise quizzes, Group presentations, Viva voce, field study report presentations, etc.

5. Case studies are integrated intothe learning system.

6. Slow learners are identified and remedial sessions are given.

7. The institute has its own LMS system, which has been used for students' intellectual engagement. The LMS system has been made user-friendly with easy accessibility given for Web users and M-App users. Zoom platform is also used for online delivery.

8. Internships in Winter and summer and live projects are also integrated into the curriculum.

9. All the evaluations are outcome-based and aligned with program outcomes.

File Description	Documents
Upload relevant supporting document	[View File]()
Link for Additional information	https://www.pibm.in/NAAC-Academic%20Advisory%20Council.html

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

To ensure rigor and frequency of continuous evaluation for the MBA

program, the academic calendar is drawn up keeping evaluation requirements in mind. Every faculty allocated with MBA subjects for delivery submits a detailed evaluation plan to the academic team. This plan is indicative of –

1. Type of assessment, weightage (detailed instructions and desired learning outcome)

2. Major competencies assessed through the evaluation, resources required 3.

3. Date and duration of the assessment

4. The date for feedback of performance (subject-wise)

5. Tentative dates of commencement of CIE

6. Unguided sessions topics and dates which is exclusive to the MBA course.

7. Topics and dates for individual and group presentations for MBA students.

8. Topics, chapters, and dates for class tests and viva voce for MBA students

9. Duration and tentative commencement dates for live projects and field studies

10. This detailed assessment plan is verified and approved by the respective Director(MBA), upon which the CIE is organized in the academic calendar.

11. Monthly subject completion reviews and evaluation process reviews ensure that the planned assessments were conducted on time and within the desired parameters & degree of competencies achieved. The report cards are given to the students on time.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in | B. Any 3 of the above

following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

01

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

03

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

232

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

In order to develop an understanding of Gender diversity, Environment and Sustainability, Human Values, and Professional Ethics, the institution organizes several activities and creates platforms for students to develop as holistic individuals and managers. These include initiatives like

- NGO committee at PIBM: The NGO committee is solely responsible for engaging students in several CSR activities.
- Cultural tolerance: Yoga, and guided meditation sessions are organized every semester to create a coherent environment and respect for the individual.
- Environmental education and maintenance: Students at PIBM engage in community services and campaigns like tree plantation, 'Swaccha Bharat Abhiyaan',
- Corporate Governance, Business Ethics, Human Rights, and Managing Sustainability course modules are delivered for MBA students, and special workshops are organized for MBA students to ensure learning parity.

Additional awareness Sessions like road safety, cybersecurity, PWD, Gender Sensitivity, and female safety.

- **Make In India Campaign Awareness –**
- **Protsaahan: This is an Institutional Social Responsibility recognizing the efforts of police personnel.**
- **Personality Development Module on the principles of Swami Vivekananda is also offered to students during the BOP sessions.**
- **Subjects incorporated: Human Rights, Life Skills lab, and Emotional Intelligence incorporated in MBA courses to make students understand human values and encourage ethics in the workplace.**
- **AICTE Universal Human Values Induction Program sessions for faculty training.**

Courses on Indian cultural language:

PIBM organizes lectures on the Sanskrit language to provide a platform where students can learn the Indian languages. The basic understanding of the Sanskrit language is given by the institute.

File Description	Documents
Any additional information	**No File Uploaded**
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	[View File](#)

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

03

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	**No File Uploaded**
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

192

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	**A. All of the above**

File Description	Documents
URL for stakeholder feedback report	https://www.pibm.in/NAAC-Feedback.html
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	**No File Uploaded**
Any additional information	**No File Uploaded**

1.4.2 - Feedback process of the Institution may	**A. Feedback collected, analyzed**

be classified as follows	and action taken and feedback available on website

File Description	Documents
Upload any additional information	**No File Uploaded**
URL for feedback report	https://www.pibm.in/NAAC-Feedback.html

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

121

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

05

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

To identify and respond to the special learning needs of advanced learners as well as slow learners, we undergo the following process –

Method of Identification of Learner Types: Initial student profiling exercise of the Business Orientation program to determine what existing skills and competencies are in students and what needs to be developed for effective learning progression. Logical reasoning, data identification, processing and inference, business communication, problem-solving, Critical thinking & domain skills of students are assessed to identify student learner levels.

Furthermore, semester-wise competency development goals are defined. Through continual internal assessments in semester specific timeframe, the learner levels are reviewed and revised to take appropriate actions -

Activities for advanced learners:

1. Additional extra-curricular & co-curricular opportunities platforms provided

2. Advanced MS Office and Project Management training:

3. Live Projects

4. Peer Learning

5. Research paper and book writing is also done by advanced learners under the guidance of faculty.

6. Special Projects offered to students

Steps for Slow Learners:

1. Peer Learning: Peer learning is beneficial for both advanced and slow learners.

2. Remedial Sessions: Remedial sessions are organized on a weekly basis for specific subjects.

3. MS Office: Training given

4. Individual mentoring: slow learners are also provided with individual sessions with mentors to guide them.

5.Research paper and book writing is also done by advanced learners under the guidance of faculty.

6. Special Projects offered to students

Steps for Slow Learners:

1.Peer Learning:2. Remedial Sessions:3. MS Office:

File Description	Documents
Paste link for additional information	https://www.pibm.in/training-for-mba-pgdm-courses.html
Upload any additional information	**No File Uploaded**

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
232	**27**

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

As we aim to develop certain competencies in students in every semester, innovative teaching and learning process is adopted to improve experiential learning and achievement of Course Outcomes. These are -

Industry Representation Center was establishedto give students the opportunity to apply domain concepts and competencies.

Industry Consultancy Projects and Live Projects: Students work in several domains within companies to experience problem-solving and critical thinking in live scenarios.

Industry visits and field studies Students presenton various industry visits and field study assignments to understand the application of management concepts.

Comparative Business Information & Learning Triangle Students are first introduced to the 'Why, Where, and Purpose' behind each session before proceeding to discuss the subject matter.

JD-based training faculty derive learning objectives from Job Descriptions of significant profiles to which the subject is aligned. Students are thus able to develop specific skills which are in demand in the job market.

Case Study Discussions & Role Plays: Case Study Discussion & Role Play helps students to understand the problem and ask questions relevant to problem-solving. & critical thinking ability of students.

Summer Internship Program and Winter Internship Process provided to students as per their domain specialization

NPTEL Courses were introduced tosupplement the teaching methods

File Description	Documents
Upload any additional information	**No File Uploaded**
Link for additional information	https://www.pibm.in/training-and-development-program-for-mba-pgdm.html

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

Faculty at PIBM use ICT tools to make learning more engaging and student-friendly.

- Each classroom has an LCD projector; Screens, Sound System. Three classrooms have been provided with Smartboard.
- The institute is using the Learning Management System Classroomplus extensively.
- PIBM is Wi-Fi Wi-Fi-enabled campus. Students can access the internet for their Mobile, Laptop, and other electronic gadgets to access eBooks and e-databases within the campus & hostel
- The institute has subscribed to twenty-five Zoom links for students & staff for the smooth functioning of academic activities during the pandemic & post-pandemic period.
- Library knowledge resources enable remote accessibility to e-books and e-resources 24X7 for students and staff.
- The institute has a Computer lab and digital Library working with internal LAN with 300 Mbps internet speed.
- NPTEL Swayam and other online courses like Coursera, LinkedIn Learning, Udemy, and Google Analytics, are offered to

- supplement classroom instruction.
- During the COVID-19 pandemic lockdown, Virtual classrooms were created using platforms such as Zoom to support regular academic activities.
- Students are encouraged to use MS Office and other ICT applications to create presentations, assignments, projects, and field reports.
- Teachers use social media platforms to engage the students individually/ collectively to provide information and support.
- Faculties have developed new modules that develop employability which imbibes digital skills with an understanding of digital tools like Powoon, Mind map, Website making, SEO, and,digia marketing activities.
- International Conferences and corporate interactions have been organized for students in virtual mode.

File Description	Documents
Upload any additional information	[View File](#)
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	[View File](#)

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

14

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	**No File Uploaded**
Circulars pertaining to assigning mentors to mentees	[View File](#)
Mentor/mentee ratio	[View File](#)

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

27

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	[View File](#)
Any additional information	**No File Uploaded**
List of the faculty members authenticated by the Head of HEI	[View File](#)

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

7

File Description	Documents
Any additional information	**No File Uploaded**
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	[View File](#)

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

121

File Description	Documents
Any additional information	**No File Uploaded**
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	[View File](#)

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

For the MBA program, the institute adheres to the norms defined by

the Savitribai Phule Pune University for the completion of continual internal assessment for the academic year. 30 marks Internal weightage remains with institute & University conduct online internal exam for 20 marks. The institute utilizes class tests, presentations, assignments, viva, projects, and quizzes to complete the internal assessment of all full-credit, half-credit, and quarter-credit courses.

To ensure complete transference of knowledge and concept development in students, a robust internal assessment mechanism is adopted.

To begin with, an advanced evaluation schedule is shared with every student before the commencement of every semester, to maintain complete transparency. The following measures have enabled us to manage assessment frequency and variety, as well as transparency of process –

1. Application based assessments. Case and scenario-based questions are posed to students.
2. Use of various assessment tools like presentations, viva, class tests, GD and PI, MCQ tests, group discussions, research projects, etc. for each subject.
3. Regular evaluation frequency: Weekly Monthly evaluation plan is prepared to complete internal evaluations on time
4. Result sharing with students: Internal assessment results are formally shared with students via notice board, email, and ERP (classroomplus).
5. Feedback session by subject faculty & mentor: Subject faculty provides detailed feedback for the internal evaluation conducted to identify topics for need of remedial sessions.
6. Counselling for slow learners: Post every assessment, student performance details are also shared with concerned faculty mentors to address their performance gaps and learning needs.

File Description	Documents
Any additional information	**No File Uploaded**
Link for additional information	https://pibm.in/Code-Conduct.html

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

In order to deal with examination-related grievances, the institute has to follow the process defined by Savitribai Phule Pune University for MBA. The Controller of Examination appointed ensures

the address of all exam-related grievances of students.

For MBA

Process timelines and charges are defined by the University and the institute serves as a mediator to facilitate the process completion.

University's Revaluation and rechecking process areas follows.

The student has to file for a revaluation request as per the process on the University website within 10 days of the result declaration & submit it with the requisite fees.

Rechecking and revaluation results are available once the process is completed.

File Description	Documents
Any additional information	**No File Uploaded**
Link for additional information	https://www.pibm.in/code-of-conduct.html

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

The Institution has set Programme Outcome and Course Outcomes and ensured that PEOs and POs were aligned with the institution's Vision and Mission. In total, we have Four Educational Programme Objectives (PEOs) and nine Program Outcomes (POs) apart from Course Outcomes (COs)of respective subjects. These Program Objectives are required to develop competencies in students that will help them perform well in a dynamic national and international environment and strive for excellence.

We have displayed Institution Vision Mission PEOs and POs on the college website and have communicated to faculty & students. The institute has regular meetings with all faculty to discuss the progress of PEOs, POs & Cos.

The institution conducts a session for all students beginning of each semester and explains the Programme Outcomes (POs). Each respective subject teacher will prepare a Course Plan booklet

including Course Outcomes(COs) and the CO-PO mapping for the students.

The Institution also communicates to all the students and other stakeholders, including Alumni, regarding Programme and Course Outcomes for all Programmes.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	https://www.pibm.in/best-mba-course-pune.html
Upload COs for all Programmes (exemplars from Glossary)	View File

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The attainment of Course and Programme Outcomes happens only after considerable data is gathered from several stakeholders, identifying the maximum attainment of CO and another for the PO process. To attain maximum output out of a subject, the following method is considered to choose the best subject:

Attainment of Course Outcome:

1. Monthly Faculty review to determine whether the planned course outcomes are being achieved or not.
2. Student's performance identifies which subjects found very essential when they start facing the outside world through SIP/ WIP/ Dissertation
3. Internal Evaluation and Final Exam results to understand which subject requires more attention after the declaration of the final result MBA
4. Alumni feedback: Alumni feedback is an important factor regarding subjects that helped or are being used in their job-related tasks.
5. Employer feedback: Corporate house feedback can help choose subjects for the institutions.
6. Trainer Feedback: Corporate Trainers and professional trainers provide feedback related to subjects as per industry demand & suited for job profiles.

Attainment of Programme Outcome:

1. **Analysis of feedback:**The Director of the institute analyses the data gathered from all the stakeholders. A course outcome thus prepared considering the scope of its subjects.
2. **PO attainment:** When the course attainment report is generated, reckoning the Programme Outcome becomes the next step considering all the scopes of the courses. The Programme Outcome is presented to the government body, and a further decision is taken.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.pibm.in/best-mba-course-pune.html

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

110

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://www.pibm.in/pdf/Student%20Satisfaction%20Survey%202020-21.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

34.54

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

4

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

4

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Being a higher education institution the ecosystem for innovation and knowledge transfer is our priority. Several initiatives have already been taken place, and several others are in progress. The Governing Body and Academic Advisory council encourage an environment of research, knowledge creation, and innovation through these initiatives. These initiatives have helped in the development of students as well as faculties, boosting application orientation –

1. Entrepreneurship Cell : The Entrepreneurship Cell was established in 2013 to help students to learn business acumen, team handling, application orientation, marketing, sales and distribution, and operational excellence.
2. Development of Learning Material prepared by faculty in domain specific learning material and training manuals, this innovative knowledge sharing idea helped students.
3. Institution Innovation Council: The 'Institution Innovation Council' has been established with the help of MHRD Innovation Cell in the year 2018 to encourage entrepreneurial behaviour among the students.
4. Industry Incubation Centre: This initiative involved establishment of industry incubation centres in the campus, giving faculty and students the platform to develop business processes and solutions as intrapreneurs for collaborating companies.
5. Centre for Management of Urban Areas (CMUA): Projects taken up under CMUA focus on exploring socio economic areas and innovating scientific solutions with social implications.
6. New product based Value Chain Research (NPCCR): This research is undertaken to develop innovative business perspective in students and faculty members. The outcome of this research will be monographs and research papers.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://www.pibm.in/research-development.html

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual

Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

5

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

File Description	Documents
URL to the research page on HEI website	https://www.pibm.in/research-development.html
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

112

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

30

File Description	Documents
Any additional information	**No File Uploaded**
List books and chapters edited volumes/ books published (Data Template)	[View File](#)

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

A holistic development of students while sensitizing them to social issues, following awareness of extension activities have been organized by the institution –

1. Swachh Bharat Campaign: Initiatives are taken by institute for Swachh Bharat Campaign during Covid lockdown period to spread awareness of hygiene and cleanliness among the citizen of India. Students should make cleanliness not an act, but make it a habit.
2. Blood donation: Awareness of blood donation camps that are being organised in the campus. Students should think about society and execute their share of responsibilities as a responsible human being. Awareness to donate blood to hoospitals & collection centres at their home towns was done
3. PIBM Train India Campaign awareness amongst students was made by PIBM so that students can help needy children at their home towns during Covid period
4. Students were briefed about visit of senior students to Mamta Foundation for debunk the common misconceptions about AIDS and spread awareness. An ideal leader should not discriminate between people based on their race, ethnicity, culture or any other traits.
5. Tree plantation: Students sensitized about student-driven exercise to contribute to the efforts to reduce the carbon footprint from our environment awareness was created amongst students.
6. Students sensitized about Unnat Bharat activities Food

prepared from mess & ration packets was distributed to needy in villages nearby and migrant labour during lockdown

7. Students sensitized about arranging jumbo oxygen cylinders to Covid Care Centres at Mulshi. Dist Pune

File Description	Documents
Paste link for additional information	http://www.pibm.in/news-events.html
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

2

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

2

File Description	Documents
Reports of the event organized	View File
Any additional information	**No File Uploaded**
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

5

File Description	Documents
Report of the event	View File
Any additional information	**No File Uploaded**
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

2

File Description	Documents
e-copies of related Document	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

19

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	**No File Uploaded**
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The institution has following facilities for teaching-learning, viz. classrooms, laboratories, computing equipment, etc. -

1. Classrooms: 21 classrooms, with a seating capacity of 60 students each. Each of these classrooms is equipped with the following facilities:

1. **1. Overhead projectors for presentation and video display purposes**
2. **2. Audio-video system (including the microphone and speaker)**
3. **3. CCTV camera**
4. **4. White board and podium**

2. Seminar Hall: We have one seminar hall with the seating capacity of 120 students. Other facility included: Projectors ,AV system,CCTV camera.

3. Library: PIBM has one library with a media centre that projects the current status of the books.

4. Reading room: A reading room is established adjacent to the library with a seating capacity of 60 students.

5. Computer room: PIBM has a computer room with 120+ functional

computers and a Bloomberg terminal.

6. Auditorium: An auditorium with 500+ seating capacity is in place. Other facility including:

   1. High definition surround sound system
   2. Overhead projects
   3. CCTV
   4. Air conditioning system

7. Smart classroom: PIBM has three smart classrooms. Apart from the facilities that a normal classroom has, these smart classrooms have digital boards.

8. . Lecture capturing facility: PIBM has 5 high-resolution digital video cameras that can record lectures. One DSLR camera for capturing high-quality pictures of seminars and events.

9Tutorial rooms: PIBM has two tutorial rooms with a seating capacity of 30 students each for conducting remedial, special tutorial sessions, and mentoring sessions.

10. LED monitors have been fixed in academic blocks which serve as a Digital Notice Board facility for students & faculty

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://www.pibm.in/NAAC-Infrastructure.html

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

PIBM focuses on the holistic approach when it comes to the overall growth of a student. Not only a strong analytical and management skills, but PIBM is dedicated to producing leaders with high physical fitness and agile minds. The institution has the following facilities for sports, games and cultural activities – Students utilize these facilities on daily basis.

   1. Outdoor Sports Facilities: PIBM has a cricket ground football ground, badminton court and a volleyball court.
   2. Indoor Sports Facilities: The indoor sports facility room has 3 Table Tennis tables, 2 Carrom boards, 4 Chess boards.

3. **Gymnasium:** The floor is covered with thick but soft carpets. 6 spinning bikes, 7 treadmills, 2 incline-decline benches, dumbbells, 1 Cable crossover, 1 Lat Pulldown with rowing, 1 Leg Curl/ Extension combo, 1 Functional max rack, 1 Vertical Plate Tree, and 1 Super bench are the equipment of the gymnasium. There are several slots to accommodate students. A professional trainer is appointed to guide students accordingly.

4. **Auditorium:** The auditorium is equipped with a seating capacity for 500 students, with 12 channel multimedia system, 1 projector and 2 screens.Alternatively, this auditorium is used for the yoga and aerobic sessions. The professional trainer guides this programme.

5. **Music Room:** All the modern music amenities, such as 6 Bass Guitars, 2 Electric Guitars, 1 Drum set, 2 Amplifiers, 1 Congo, 1 Guitar stand, 2 Microphones are provided. In Indian culture, it is quite common to have music as a hobby, and PIBM's effort to provide students with a music room is a gesture of encouraging them to pursue their hobby and to become creative leaders.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.pibm.in/NAAC-Infrastructure.html

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

21

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.pibm.in/NAAC-Infrastructure.html
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

38.71

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	No File Uploaded
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

PIBM library is equipped with the integrated library management software. The automation facility of this software reduces the manual tasked formed earlier to a great number. The details of the software are provided below:

Name of the software: SLIM

Nature of Automation: Full automation

Version: 21

Year of installation: 2016

Tasks automated: Cataloguing system, circulation metrics, acquisition facility of new books, serial control, web OPAC, automated message generation etc. Institute is having AMC with vendor to keep the software updated.

Other software in use:

1.DellNet (e-resources)

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	Nil

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	A. Any 4 or more of the above

File Description	Documents
Upload any additional information	[View File](#)
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	[View File](#)

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

14.89

File Description	Documents
Any additional information	[View File](#)
Audited statements of accounts	[View File](#)
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	[View File](#)

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

95

File Description	Documents
Any additional information	**No File Uploaded**
Details of library usage by teachers and students	[View File](#)

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

The institution has a robust IT infrastructure and policy guideline which helps in maintaining the normal functionality of daily IT operations. The guidelines are formulated keeping in mind the flexibility and speed of operation, maintenance procedure to get maximum benefits of the software and hardware, and legal and appropriate usage of the facilities.

The following procedures are followed while updating the IT facilities:

1. AMC Policies; Replacement and Disposal Policies:

Desktops & Laptops maintained by in-house experienced IT team

AMC is given for CCTV setup, UPS, EPBAX for keeping the equipment maintained

Other equipment (Firewall, Wi-Fi Controller Devices etc.) undergo annual renewal for continued usage.

Annual Maintenance Contract is signed with the vendor who shall provide services in shortest possible time, do preventive maintenance of computers every 6 months & check for flawless connections.

2. Maintenance Check and Audit of Assets - frequency and calibration carried out per 6 months by IT departmentfunctioning of devices, cables, LAN connectivity, Wi-Fi devices, system cleaning status, de fragment files etc.

3.. Maintenance of Deadstock register

A dead stock register shall be maintained by IT department which contains a description of each unit, coding, dates checked etc.

4. Hardware stock maintenance process:

The hardware stock including Wi-Fi devices is audited on a quarterly basis and the maintenance process is reviewed on a monthly basis.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://www.pibm.in/pdf/Maint%20Policies%20&%20Procedures.pdf

4.3.2 - Number of Computers

135

File Description	Documents
Upload any additional information	**No File Uploaded**
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution	**A. ? 50MBPS**

File Description	Documents
Upload any additional Information	**No File Uploaded**
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

583.22

File Description	Documents
Upload any additional information	**No File Uploaded**
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

The institution has initiated Standard Operating Procedure (SOP) for managing all the facilities related to the institution.

In the scope of the facility management, the facilities like Classrooms, Library, Computer laboratory, Canteen, Hostel/Guest house, Transportation, Sports, Gymnasium, Music room, Sick room, CCTV, housekeeping are considered for the utilization and maintenance:

The frequency of the facility management review process are divided into four parts.

1. **Daily check: Daily maintenance of all the facilities are carried out by the ground staff and checklists are maintained to keep records of all the activities. Admin Supervisor inspects work in progress and quality of work.**
2. **Weekly check: A weekly review of all the facilities is carried out by the facility management team, and reviewed by the supervisors and the facility managers (transportation, hostel, mess, and general administration)**
3. **Monthly check: A monthly review of all the facilities happens where the admin manager, all the facility managers, supervisors, and the ground staff gather together and discuss the issues, requirements and plan for the next month's activity.**
4. **Yearly review: Yearly review meeting is most important all the facilities. The facility managers prepares a year-end report considering all the aspects existing and requirement for a new facility. The report is then submitted to the General Manager, Administration and then presented to the Director. On approval of the Director the further action plans are taken and executed accordingly.**

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for additional information	https://www.pibm.in/pdf/Maint%20Policies%20&%20Procedures.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

25

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

17

File Description	Documents
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	**A. All of the above**

File Description	Documents
Link to Institutional website	https://www.pibm.in/training-to-build-confidence.html
Any additional information	**No File Uploaded**
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

111

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

111

File Description	Documents
Any additional information	**No File Uploaded**
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent	**A. All of the above**

mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	**No File Uploaded**
Details of student grievances including sexual harassment and ragging cases	**No File Uploaded**

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

110

File Description	Documents
Self-attested list of students placed	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

0

File Description	Documents
Upload supporting data for student/alumni	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of student progression to higher education	View File

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

0

File Description	Documents
Upload supporting data for the same	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

0

File Description	Documents
e-copies of award letters and certificates	**No File Uploaded**
Any additional information	**No File Uploaded**
Number of awards/medals for outstanding performance in sports/cultural activities at univer sity/state/national/international level (During the year) (Data Template)	[View File](#)

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

Student representatives are present on various academic and administrative bodies to provide important inputs from the student body as well as act as facilitators of change. Student representations is on the following bodies at PIBM –

1. **Students Welfare & Discipline Committee**
2. **Hostel Committee**
3. **Mess Food Committee**
4. **Placements and Corporate Relations Committee**
5. **Anti-Ragging Committee**
6. **Anti-Sexual Harassment Committee**
7. **CSR Committee**
8. **SC-ST Committee**
9. **Institution Innovation Council**
10. **IQAC Committee**
11. **Academic Program & Research Committee**
12. **Conference & Event Committee**
13. **Media, Public Relations& IT Committee**
14. **Alumni Relation Committee**
15. **Extra-Curricular Committee**
16. **Sports Committee**
17. **Entrepreneurship & Innovation Cell**
18. **Decoration Committee**
19. **Student Training & Development Committee**

File Description	Documents
Paste link for additional information	https://www.pibm.in/student-clubs-and-committees.html
Upload any additional information	**No File Uploaded**

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

8

File Description	Documents
Report of the event	View File
Upload any additional information	**No File Uploaded**
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

The Alumni Association of Pune Institute of Business Management has been formally registered in year 2019. The first graduating batch from PIBM joined in industry in 2010. These students have successively grown to middle and senior management over the last 8 years. With the formal registration process of out alumni association we will now be able to accept any financial support from the alumni.

However, PIBM is proud of the non-financial support it is getting

over the last 8 years from the alumni. In a broad sense, the non-financial support can be divided into three categories. They are:

1. Academic Support
2. Placement Support
3. Institutional Branding:

1. Academic Support

Alumni visit our campus on a regular basis. They are more than willing to interact with their juniors.They help PIBM with the internal evaluation such as presentation for WIP, SIP and Live Projects.

2. Placement Support

Alumni help junior students to secure opportunities for Winter Internship, Summer Internship, and Live Projects in their respective organisations.This initiates a strong and long-term relationship with the organisation.

3. Institional Branding

When alumnus represents their organisation in an event, they also represent PIBM. A few of them host various national and international events. This is an indirect opportunity for PIBM to spread its name across the border.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	[View File](#)

5.4.2 - Alumni contribution during the year (INR in Lakhs)	E. <1Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

Pune Institute of Business Management strives to skill the youth of our country as well as the whole of Asia & the World to make them employable so that they can either join A COMPANY OR

START YOUR OWN COMPANY THEREBY CREATING MORE JOBS

We want to achieve global identity through our innovative and unconventional methods by producing a skilled workforce with values, dynamism, and entrepreneurial skills. Our vision is to become the hallmark of professional excellence by adopting a holistic approach to learning.

The mission of PIBM is to become the finest Institute in Management Education where equal emphasis is laid upon both personal and academic development, create role models & to develop action-oriented leaders.

Nature of Governance:

PIBM follows a scientific leadership and democratic governance approach where all internal and external stakeholders are involved in the decision-making process. Feedback from all Stakeholders like faculties, heads of departments, corporate panel members, and advisory boards are considered as inputs in AGM Meetings.

The advisory board facilitates the decision-making process for the changes in the academic and non-academic processes.

The decision-making process follows a bottom-up approach. Ground-level staff suggestions are considered. All the departments work cohesively; however, they take their own decision for most of the day-to-day operations. All the PIBM committees formed consist of at least one faculty member to conduct the operational process in a smooth and consistent manner.

It can be observed that the whole process is not driven by management, but by faculties.

File Description	Documents
Paste link for additional information	http://www.pibm.in/vision-mission.html
Upload any additional information	**No File Uploaded**

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

The institution follows a decentralization management process. At the same time, the institution encourages a participative management process irrespective of hierarchy. A collaborative effort from all the stakeholders improves the overall management functionality of the institute.

The best example in the form of a case study is provided below.

The Director of the institute, all the faculties, and students participate in a collaborative environment of academic, administrative, and auxiliary processes. In the case of the academic research process, the participative management process has marked its prominent mark.

The research process is initiated, managed, and improved by the faculties. The Head of the Departments provides guidance to the research process, whereas the Director takes care of the overall research process functionality. These research processes are also open for the students. They can either initiate their own projects or can assist any faculties in their research process.

The authority is provided to each faculty to pursue their research in the field of their choice. Faculties and students are also rewarded for the efforts they put in for research purposes.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

PIBM follows a rigorous process of involving recruiters and

corporate panelists in curriculum design, delivery, and evaluation. This strategic approach has helped the institute to develop students with a stronger employability perspective and prepare them for performing in managerial roles across sectors or setting up their own businesses.

Over the years, recruiter and corporate panel feedback collected after student interaction revealed that certain training tools and skill focus were lacking from our course delivery and evaluation practices resulting in students being ready for entry-level executive job profiles but not for more rewarding middle management roles

A strategic shift was then adopted for the identification and appointment of sector experts as Domain Training Managers & impaneling corporate experts with PIBM to train and develop students for the industry to supplement our training efforts and narrow the gap between industry and academics.

Key sectors were identified; Specialization elective modules were developed in order to prepare students for employment opportunities in these sectors. These modules had a core focus on developing sector-specific functional skills and giving practical exposure to students.

Over the years, since we started such intensive sector-specific training, we have achieved the following strategic objectives –

- Identification and management of talent in the student pool.
- Development of employment-focused skills in students mapped to specific sectors
- Development of strong industry-academic connect
- Delivering specialization-specif elective modules with strong application-based content
- Faculty development with application orientation
- Improved placement performance with students getting placed in managerial profiles
- Sustained improvement in placement packages of successive batches

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	http://www.pibm.in/corporate-feedback.html
Upload any additional information	No File Uploaded

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

Institutional bodies Governing Body, Academic & Administrative setup is effective and efficient as visible from policies, administrative setup, appointment and service rules, and procedures.

The Organization structure is designed keeping various institutional tasks and roles in mind. Top management is part of the Governing body, but beyond that, all committees, councils, and internal auxiliary bodies are run by the Director and the team of academicians and students.

Service rules and Performance review policies are duly shared with the concerned stakeholders via a defined Employee code of conduct document. All staff undergoes an induction program at the time of on- boarding to understand the organization structure, service requirements and the grievance redressal mechanism. An HR department is also maintained within the institute to manage all employee related functions. HR manual is updated every year.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	http://www.pibm.in/images/pdf-doc/Organisation%20Structure%20PIBM.pdf
Upload any additional information	No File Uploaded

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	**No File Uploaded**
Screen shots of user inter faces	View File
Any additional information	**No File Uploaded**
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

Institution has effcetively implemented following welfare measures for teaching and non- teaching staff.

- Subsidized meal facility for teaching and non-teaching staff.
- Accommodation facility for teaching staff and Non Teaching (opted as part of the package by the concerned employee).
- Free Transport Facility
- Subsidized higher education (MBA) program for children of employees.
- Employee engagement activities like birthday celebration, anniversary of service.
- Provision for emergency financial assistance for all staff
- Gymnasium facility for staff with training facility
- Creche facility for women employees
- Group medical insurance to all employees and the sum insurance is INR 3,00,000.00 per employee
- Paid Leaves are available to all the teaching staff members for Research purpose on a case to case basis.
- Diwali gifts provided to all employees
- Future Genereli Life Insurance Term Insurance information session.
- Medical hospitalization & consultancy arrangements as required in COVID-19gency situations provided to employees & their family members.
- Monetary educational help to children orphaned during the COVID-19 pandemic.
- Full and Timely Salary is paid to all staff members even during COVID-19
- During lockdown work from home facility provided to employees to ensure uninterrupted work & to look after their family

      members.
- Pradhaan MantriJeevan Bima Yojna for ground staff with 2.0 lacs of life cover sponsored by the institute.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

2

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	No File Uploaded

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

17

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	**No File Uploaded**
Reports of Academic Staff College or similar centers	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

12

File Description	Documents
IQAC report summary	**No File Uploaded**
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

PIBM has effectively implemented a robust performance appraisal system for teaching and non-teaching staff which happens once a year. The differentiating factor is in the Key Result Area. The process is as follows:

- **Upon joining, all the teaching and non-teaching staff are**

familiarised with their job responsibilities, and information about KRAs is provided.

- Once KPIs that are linked with the KRAs are also described during the induction period of the employees.
- Based on the experience level of an employee, the duration of the probation period is determined.
- During the training/probation period, the performance of the employees is carefully observed by the trainer/immediate supervisor.
- Based on the performance the duration of the probation period may be modified and the employee is given freedom to perform their tasks at their own.
- Upon completion of one year, the employee and immediate supervisor sit together to review the yearly activities. Some of the parameters for teaching staff are:

1. Student feedback
2. Placement performance of the mentees
3. The average score of the mentees and class
4. Teaching pedagogy and behavioral aspects

For a non-teaching staff, these parameters depend on the functions an employee is performing. The parameters are different for admin staff, placement staff, support staff, and all other staff for miscellaneous work.

Upon reviewing the activities, in the case of teaching staff the Head of the Department and non-teaching staff the supervisor/manager provides a review of the employees using the PMS

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The institute maintains a strict policy of carrying out an audit process. As per the standard practices, both internal and external audit team check the processes for standardisation of practices on a regular basis.

Generally, the expenditure process follows a straight line process of sanction expenses limits Head of Department, Chief Accounts Officer, Director & finally Governing Body.

A brief process is provided below:

Internal Audit:

1. The internal audit committee formation consists of Director, Member of the Governing Body, Head of Departments (Academic, IT, Library, Mess etc.)
2. Quarterly audit
3. Interim budget for Financial Year is proposed on the AGM.
4. The internal audit process tries to identify the difference between the proposed budget and the actual expenses. Reason is identified & measures taken to control expenses.
5. Surplus funds areas are diverted to requiring more funds

External Audit:

1. The external audit process is carried out by the MGAM & Company.
2. The CA appointed by the MGAM & Company is Mr M R Gupta.
3. As per the financial law of the institutions and standard guidelines, all the financial, academic, and other non-academic processes are audited.

Handling Audit Object:

1. In case of any objection the Chief Account Officer submit the escalated matter to the Director.
2. Director submits the reports to the governing body.
3. The members governing body sit together for a resolution of the issue.
4. Upon arriving at a solution, the same is communicated to the CAO and executed immediately.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

File Description	Documents
Annual statements of accounts	**No File Uploaded**
Any additional information	**No File Uploaded**
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	[View File]

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The objective of having a resource mobilization policy is to clearly define the sources of funds and types of resources required for the desired functioning of the institution. This policy also installs resource mobilization strategies in place for execution and review.

Resource Mobilization Mechanism

Source of Funds:

Fees from MBA Program

Revenue from MDPs and Consultancies

Sponsorship from research grants

Funds from Government and Non-Government Organisations

Resource Mobilization Strategy of PIBM involves the following steps -

1. A forecast report of Resource requirement from all department heads to be prepared one month prior to the commencement of new Academic Year

2. Preparation of an annual budget for institutional operations in consideration of the resource requirement submitted by department heads

3. Approval of annual budget by the Governing Council of Pune

Institute of Business

Management

4. The authority of allocation of the capital resource is vested in Chairman of the Institute

5. The monthly budget prepared from the annual budget by the accounts department

6. Non-capital resource requirement is fulfilled as per the Academic calendar and institutional requirement

7. Internal audit and review of resource mobilization at the Institute

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The Internal Quality Assurance Committee was established in 2017. The objectives of the IQAC is to streamline the quality assurance focus for academic and non-academic purposes.

The IQAC team:

The IQAC team is comprised of both internal and external stakeholders as per NAAC guidelines.

Functionalities:

The responsibilities of the IQAC ream is not only limited to only quality control but also guidelines toward new initiatives. The team members meet quarterly and review functionalities on various academic and non-academic purposes. The team discusses current quality standards and suggests improvements in various areas where improvement is necessary.

Areas improved after formation of IQAC:

1. Academic Operations improvement
2. Academic and industry relationship improved
3. Administrative operations improvement
4. Examination Operations improvement
5. Improvement on the consolidation of action plans and execution plan
6. Improvement in research operation, high quality research work papers published in Scopus & ABDC index & increased faculty participation.
7. Initiation of faculty development programmes for innovative training methods and developing research acumen among students
8. Work engagement sheet for faculty engagement
9. Application orientation course plan development
10. Job description based training for better employability of students
11. Green initiatives inside campus & surroundings, CSR, ISR , Swachh Bharat & UBA initiatives
12. Workshops for student confidence and content building
13. Fast process of review audits

File Description	Documents
Paste link for additional information	http://www.pibm.in/iqac.html
Upload any additional information	No File Uploaded

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The IQAC team from its inception in 2017, conducts a semester-wise review of the teaching-learning method. This review process includes teaching pedagogy, the structure of the lecture delivery and knowledge dissemination process and identification of the learning outcome by means of the feedback and performance.

Guidelines provided have prominently improved the institutional performance in the training of teaching and learning methods. These incremental improvements have been recorded. Here are two areas that have excelled most are:

1. Development of Application based course delivery for peer learning and class activities:

More than the application of theory, the IQAC team has suggested faculties to concentrate on developing a strategy & teaching pedagogy through which students understanding is actually applied to resolve a situation or problem through Mock situation activities, simulations, case study discussion etc. Students & faculty have benefited from this initiative.

2. Incubation Centre:

The concept of incubation centre is to identify the hidden business ideas and entrepreneurial traits among students and nourish them until the idea is executed and the business has started operating. With the suggestion of the IQAC team, the incubation centre, Institution Innovation Council, was formed with the associated of MHRD Innovation Cell in October 2018. Few of the other corporate houses are also associated with the institutional incubation centre.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	**Nil**
Upload e-copies of the accreditations and certifications	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Upload details of Quality assurance initiatives of the institution (Data Template)	[View File](#)

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

Pune Institute of Business Management applies strict norms toward safety, security, and gender sensitivity toward all its staff and students. No discriminatory policy is tolerated when it comes to the safety, security, and well-being of a stakeholder. The following measures were taken by the PIBM authority to deal with the measures of gender sensitivity, safety, and security:

1. A special transportation system is in place to provide a pickup and drop facility for all the teaching and non-teaching staff & students from hostels. Transport is also provided for students & staff needing immediate medical attention.
2. If any staff is especially required to stay back for job completion purposes, then pick and drop facility from home is provided.
3. An internal counsellor is appointed for all the staff and students. Apart from personal counselling service to both staff and students, career counselling service is also provided to students by the counsellor.
4. If any femalestudents need assistance from a lady counsellor, an external lady counsellor extends her service for counselling purposes.
5. A Standard Operating Procedure encompassing all the guidelines for gender sensitivity issues was created and followed carefully.
6. International Women's Day is celebrated on campus online & offline mode.
7. Self-defence training session forgirl students is arranged on campus.

8. **Cyber Safe WomenSession by 'Maharashtra Cyber Cyber Police Cyber has been arranged to sensitize girl students for safety.**
9. **A sensitisation Workshop on sexual harassment & issues has been arranged.**

File Description	Documents
Annual gender sensitization action plan	https://www.pibm.in/pdf/Annual-Gender-Sensitization-Action-Plan-Report-Pune-Institute-of-Management-2020-21.pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	**Nil**

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

C. Any 2 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	**No File Uploaded**

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Pune Institute of Business Management has a proper waste management plan for solid, liquid, e-waste management &waste recycling system.

The waste management process was carried out by the following process:

1. Solid Waste Management:

   1. Recyclable Material: Solid waste that is recyclable is directly given to a local waste management plant. A vehicle collects all recyclable materials from the campus and recycles

them for further use.

2. **Reusable Material:** Reusable material such as wooden structure, metal is used for various support works carried out at the institution and hostels.
3. Sanitary waste is disposed through incinerator installed in campus.
4. **Food waste:** Food waste is supplied to a local pig farmer in the Bhugaon area. A vehicle collects all the food waste daily from the institution canteen and all the hostelsLiquid waste management

2. Liquid Waste Management

Liquid waste management from institute buildings is collected in STP plant for recycling.

3. E-waste Management:

Obsolete but functional: According to the routine upgradation of IT Policy, a few part and peripherals are discarded from further use. Functional parts are donated to Government School in Bhugaon area and nonfunctional parts are disposed through vendor listed with the institution.

4. Waste recycling system

STP –Liquid Waste Treatment Plant –an in-house STP system is installed on campus with a capacity of 30 kld.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	**No File Uploaded**
Geo tagged photographs of the facilities	<u>View File</u>

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	[View File](#)
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. **Restricted entry of automobiles** 2. **Use of bicycles/ Battery-powered vehicles** 3. **Pedestrian-friendly pathways** 4. **Ban on use of plastic** 5. **Landscaping**	A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	[View File](#)
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	C. Any 2 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	**B. Any 3 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

Pune Institute of Business Management has made institutional effort to emphasize on creating an inclusive environment.

The college organizes and conducted several activities to build and promote an environment for ethical, cultural, and spiritual values

among the students and staff.

To develop the emotional and religious feelings among the students
and the faculty, commemorative days are celebrated on the campus
with the initiative and support of the management for not only
recreation and amusement but also to generate the feeling of oneness
and social harmony.

The college and its teacher and staff jointly celebrate the cultural
and regional festivals like Glory & Aarmbha, Fresher Party,
Teacher's day, Induction program, CSR activities, Tree plantation,
Women's Day, Swami Vivekanand Birth Anniversary, Shiv Jayanti , Yoga
day, festivals celebrated like Ganesh Chaturthi, Durga Puja, Diwali,
Holi, Guru Purab, Lohri celebrations, etc. religious ritual
activities are performed in the campus.

Motivational lectures of eminent persons of the field are arranged
for all-round development of the students for their personality
development and to make them responsible citizens following the
national values of social and communal harmony and national
integration.

Besides academic and cultural activities, variety of sports
activities are arranged for the physical development of the
students.

In this way the institute's efforts/initiatives in providing an
inclusive environment for everyone with tolerance and harmony
towards cultural, regional, linguistic, communal socioeconomic, and
other diversities.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View File]()
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

Pune Institute of Business Management has made institutional efforts
to sensitize the students and the employees of the institution to
the constitutional obligations about values, rights, duties, and
responsibilities of citizens which enables them to conduct as a

responsible citizen.

India, as a country, includes individuals with different backgrounds viz., cultural, social, economic, linguistic, and ethnic diversities governed and guided by the Constitution irrespective of caste, religion, race sex.

To equip students with the knowledge, skill, and values that are necessary for sustaining one's balance between a livelihood and life by providing an effective, supportive, safe, accessible, and affordable learning environment. These elements are inculcated in the value system of the college community.

The students are inspired by participating in various programs on culture, traditions, values, duties, and responsibilities by inviting prominent people.

The institute conducted awareness programs on the ban on single-use plastics, community service, cleanliness drive, tree plantation, Unnat Bharat Abhiyan, Swachh Bharat, etc. involving students. The college establishes policies that reflect core values. A code of conduct is prepared for students and staff and everyone should obey the conduct rules.

Corporate Governance, Business Ethics, Human Rights, and Managing Sustainability course modules are delivered for students and special workshops are organized for students to ensure learning parity & as a small step to inculcate constitutional obligations among the students.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	https://www.pibm.in/code-of-conduct.html

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students,	A. All of the above

teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized	

File Description	Documents
Code of ethics policy document	[View File](#)
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	**No File Uploaded**
Any other relevant information	[View File](#)

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

Yes, Pune Institute of Business Management celebrates national festivals and birth anniversaries of great Indian personalities.

Swami Vivekananda Birthday: Each year PIBM celebrates Vivekananda Jayanti on 12th January. This day is also known as Youth Day. Special events were organised on this day.

Republic Day: Every year PIBM celebrates republic day on 26th January.

Shivaji Jayanti: Every year PIBM celebrates Shivaji Jayanti on 19th February. The event is celebrated with various cultural programmes.

Independence Day: On 15th August, the Independence Day was celebrated with flag hoisting and several other cultural programmes.

Ganesh Chaturthi: Ganesh Chaturthi was celebrated during September each year.

Durga Puja: It is a student driven programme which is celebrated at the campus during the

September/October month. Various cultural programmes were arranged during this time.

Diwali: The colour of light is celebrated with decorating the whole campus with lights. Soundless firecrackers were lighted at the

evening to celebrate Diwali with all the family members of PIBM teaching and non-teaching staff.

Guru Nanak Jayanti: Every year in November on Guru Nanak Jayanti , PIBM staff and student visit the Gurudwara at Pune to celebrate Guru Nanak Jayanti.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	[View File](#)
Geo tagged photographs of some of the events	**No File Uploaded**
Any other relevant information	**No File Uploaded**

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual.

Best Practice 1

1. Title of the Practice: Learning Outcome Based Training Delivery and Assessment

2. Objectives of the Practice

Achievement of 100% employability for our students & prepare them for all professional challenges with sound domain & conceptual understanding.

3. The Context-

The institution recognized that, 'Learning Outcome based Delivery and Assessment' can significantly improve student's skills & competencies.

4. The Practice

The practice started taking shape with identification of learning outcomes & aligning them with various academic activities for programs.

5. Evidence of Success

Learning Outcome based training and assessment has proved to be a best practice, added significant value to the academic and placement process of the institute. Clear evidence of success.

6. Problems Encountered and Resources Required

A complete re-orientation of faculty approach required.

7. Notes

Best Practice 2

1.Title of the Practice: Application Oriented Research & Development

2. Objectives of the Practice

The objective of establishing an application-oriented research culture for both students and faculty at PIBM.

3. The Context

Over the years, as we developed our training pedagogy and focused on making students employable; research remained an under-developed area.

4. The Practice

With increasing focus on Application Oriented Research and Development, the institution laying emphasis on quality research being conducted by the faculty and students.

5. Evidence of Success

Research in view of industry and societal application, the quality of research output has significantly improved.

6. Problems Encountered and Resources Required

A complete re-orientation of faculty & students required for understanding thisapproach.

7. Notes

File Description	Documents
Best practices in the Institutional website	https://www.pibm.in/pdf/Best%20Practices%20Implemented%20by%20PIBM.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

The institute has achieved good placements in spite of the challenges of the COVID-19 pandemic period.

The institute has made great efforts to place all the students in spite of challenges in conducting online academic sessions, virtual examinations, online mentoring, conferences, seminars workshops in virtual mode & inviting corporates for final placements & internships by virtual mode. The institute has overcome all the challenges placed all the students with good packages and provided 100 percent internships.

The institute has organized the Third International Conference in Virtual Mode, with renowned international researchers and corporates.

The institute has encouraged faculties to conduct research and as an outcome of research faculty members and students have published in SCOPUS-indexed journals.

Faculty attended FDPs, seminars, workshops training programs in virtual mode

More attention has been given to the analytics specialization as a minor has been started considering the industry need.

The institute has contributed to the society by helping rural areas. Migrants & needy people have been provided ration kits & also food prepared from mess supplied to the needy. The institute also arranged Jumbo Oxygen Cylinders for Covid Care Centres at Taluka Place Mulshi during the second wave of the pandemic. This initiative was appreciated by Tehsildar Mulshi.

The institute has started involving more alumni in curriculum

development and mentoring students.

File Description	Documents
Appropriate web in the Institutional website	[View File](#)
Any other relevant information	**No File Uploaded**

7.3.2 - Plan of action for the next academic year

- **The institute focus on the curriculum development in the next academic year.**
- **The institute has planned to do more reviews with academic and subject matter expertsfor the courses and its evaluation.**
- **The new emerging area courses like MBA Fintech & MBA Project Management will be introduced in the next academic year as per the industry need.**
- **The focus will be increased on the alumni visits and their involvement in the different functions.**
- **The institute will focus on more MDPs and sponsored research where faculties will be getting the chance to develop different projects. The faculties will be involved to write more research papers and the outcome would be in a more SCOPUS indexed research papers. The faculties will be involving more students in writing research papers. More sponsored research and consulting will be planned by the faculties.**
- **The institute will plan the international conference and will provide the better platform to the researchers to interact with international researchers which will help individuals to develop research skills.**
- **More FDPs will be planned for the faculties to provide them better platform to develop their skills. More emphasis will be given on the competency development as per the industry demand.**
- **In terms of infrastructure the grounds will be provided to the students for sports and more indoor and outdoor games will be provided to the students for their overallbetterment.**
- **Improvement of admission process planned.**
- **The upgradation of library is planned as per the requirement of faculties.**