



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution		PUNE INSTITUTE OF BUSINESS MANAGEMENT
• Name of the Head of the institution	Dr. Rajasshrie Pillai	
• 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	Gat No. 605/1, Mukaiwadi Road, Pirangut, Pune Tal-Mulshi, Dist Pune	
• 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))	https://www.pibm.in/images/pdf-doc/PIBM%20AQAR%20MBA%202020-21_12130%20Appr.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_%202021-22%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	
Nil	Nil	Nil	Nil	Nil	
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	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> 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	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<p>Significant contributions made by IQAC during the Academic Year 2021-22 in</p> <ul style="list-style-type: none"> Improvement in Academic Operations in Hybrid mode and adaptability towards Online Mode during the continued pandemic period, Upgrade of LMS System during the Pandemic for Online Mode, and ensuring continued operations in offline mode for adaptability for PIBM Academic Operations 		
<ul style="list-style-type: none"> Improvement in Administrative Operations and adaptability of the teaching-learning process in Hybrid Mode, Teaching pedagogy improvement, and adopting to Online Mode as well as offline mode. Free Vaccination of staff & students activity undertaken by PIBM. Various implications of NEP need to be implemented in the academic process and existing processes need to be revamped in alignment with NEP 		
<ul style="list-style-type: none"> Improvement in Research Operations and publishing of high quality research papers. Adaptability of attending seminars, workshops, FDPs etc. in Online Mode and Offline mode. Conduct of PIBM International Conference 2021 in Virtual Mode. Conduct of various events & extracurricular activities for students and staff in Offline as well as Online Mode, More Students club activities and organizing & participating in competitive events. Conduct of SDP programs 		
<ul style="list-style-type: none"> Introduction of Certificate programs on Edutech, AgriTech, Healthtech, and Fintech Real Estate to enhance employability Encouragement given to students to complete additional credit courses through NPTEL(Swayam), and other online courses like Coursera, LinkedIn, Udemy, Google Analytics to enhance 		

employability.

- Financial support given to family for employee expired due to Covid -19. Work from Home facility extended to staff members during pandemic period as per requirement.

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

Plan of Action	Achievements/Outcomes
Semester-wise review of the teaching-learning process, structures & methodologies of operations and learning outcomes	Semester wise review have prominently improved the institutional performance in the training of teaching and learning methods
Research operation improvement	Increasing participation from faculties for the research work in publishing papers in Scopus and ABDC Index
Development of Application based course delivery for peer learning and class activities	Application oriented teaching pedagogy was implemented from October 2018 and has benefitted student
Conduct of Online Academic Sessions on Zoom and other platforms with updated LMS system & Online examinations during Covid Pandemic	Conduct of Online Academic Sessions on Zoom and other platforms with updated LMS system& Online examinations during Covid Pandemic has helped institute to run academic operations smoothly in pandemic
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 task
Conduct of PIBM International Conference 2021, Theme - Innovation and Resilience in Virtual Mode	Successfully organised PIBM International Conference 2021 on Virtual mode on theme Innovation and Resilience dates 29th & 30th October 2021
Conduct of various corporate events in Online as well as Offline mode	PIBM successfully conducted several corporate events in Virtual Mode and Offline mode
13. Whether the AQAR was placed before statutory body?	Yes
<ul style="list-style-type: none"> Name of the statutory body 	

Name	Date of meeting(s)
Governing Body	08/11/2022

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2021-22	15/02/2023

15. Multidisciplinary / interdisciplinary

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

16. Academic bank of credits (ABC):

The institute has registered with National Academic Depository (NAD) Digilocker & Academic Bank of Credits (ABC) for implementation of New Education Policy 2020. Onboarded with Academic Bank of Credits (ABC).

17. Skill development:

The institute is focusing on skill development by providing short-term courses on 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 on providing skill-based education by developing communication skills, aptitude skills, logical reasoning skills, excel and advanced Excel, python, analytical tools, problem-solving skills by using simulations, critical thinking skills, and different specialization-based skills and competency development.

The other minor programs are offered to the students for developing skills as per the market requirement. The students are provided the opportunity to develop global skills which will help them to make themselves globally employable. The main focus of the institute is to make the students multidisciplinary.

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 an OBE model which includes the development of program outcome and course outcome. The process of reviewing the courses aligned with the program outcome. Each course has a course outcome aligned with the topics planned for the subject.

The evaluation plans are explained with course outcomes and aligned with program outcomes. 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 a few competencies such as; Cross border business acumen, Anticipation and communication, Domain & Application knowledge, Interpersonal skills, Critical thinking, Research oriented, Sustainability, Cultural sensitivity, Social responsibility, Ethical oriented, Integrity, Positive attitude, Global Perceptive, Analytics skills, Data-driven decision-making, Leadership skills, Analytics and business tools, Conceptual skills, 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	378
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	352
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	150
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Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	
File Description	Documents
Data Template	View File
2.3	120
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	25
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	25
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	1254.59
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. For the MBA program, the institution refers to AICTE guidelines and syllabus. Subjects are allocated to faculties based on their qualifications, industry background, and student feedback. Faculties develop a detailed course plan, including time distribution, sub-topics, competencies, teaching methods, and evaluation. Regular interactions with industry professionals help in designing a competency-focused curriculum. The curriculum is reviewed by the Board of Studies, consisting of visiting professors and industry experts.

The MBA program, PIBM follows SPPU guidelines and syllabus. Subject allocation considers faculty qualifications, experience, student feedback, and industry demand. The course plan includes time distribution, sub-topics, competencies, teaching methods, and evaluation. A well-structured timetable is prepared for each subject. Internal evaluations assess students' competencies through presentations, tests, quizzes, and more. PIBM offers summer and winter internships and integrates them into the curriculum.

In summary, PIBM's curriculum delivery process includes referring to guidelines, allocating subjects to faculties, developing course plans, industry interactions, curriculum review, and comprehensive evaluation methods. The institution ensures curriculum alignment with regulatory standards, industry expectations, and student feedback. The curriculum delivery process is designed to provide employment-centric training and development for students, fostering their competencies and practical skills.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.pibm.in/images/pdf-doc/MoM-Academic-council-MBA-2021.pdf

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

PIBM implemented a robust evaluation framework for the MBA program, focusing on rigorous and frequent continuous assessment. The

evaluation process followed the following steps:

1. **Detailed Evaluation Plan:** Faculty members assigned to MBAsubjects submitted comprehensive evaluation plans, including assessment type, competencies assessed, description, weightage, dates, resources, instructions, evaluation parameters, model answer keys, feedback dates, CIE commencement, unguided session topics, individual/group presentation topics, class tests, viva-voce, and live project/field study duration.
2. **Verification and Approval:** The evaluation plans were verified and approved by the respective Director,MBAt to ensure alignment with program objectives and learning outcomes.
3. **Integration into Academic Calendar:** Approved assessment plans were incorporated into the academic calendar, providing a structured timeline for evaluation activities.
4. **Monthly Reviews:** Regular reviews were conducted to monitor timely and accurate execution of assessments, ensuring adherence to parameters.
5. **Student Progression:** At semester-end, comprehensive assessments of students' competencies were conducted to evaluate their learning progression.

This evaluation framework facilitated continuous monitoring of student progress, identification of learning gaps, and enhancement of program effectiveness. By adhering to this process, PIBM ensured rigorous and frequent evaluation for the MBA program in the academic year 2021-2022, contributing to the overall quality and effectiveness of the education provided.

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

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/or are represented on the

B. Any 3 of the above

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

3

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)

3

File Description	Documents
Any additional information	No File Uploaded
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

352

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

PIBM prioritizes the holistic development of its students by implementing various initiatives focused on gender diversity, environment and sustainability, and professional ethics.

1. **NGO Committee at PIBM:** The institution has an active NGO committee responsible for engaging students in Corporate Social Responsibility (CSR) activities. This includes providing free education to underprivileged children and raising awareness about sanitation in rural areas.
2. **Cultural Tolerance:** To foster a harmonious environment and respect for individual differences, PIBM organizes yoga and guided meditation sessions each semester, promoting cultural tolerance and personal well-being.
3. **Environmental Education and Maintenance:** PIBM students actively participate in community services and campaigns such as tree-plantation drives, 'Swaccha Bharat Abhiyaan' (Clean India campaign), sanitation awareness programs, and effective waste management.

4. **Course Modules on Ethics and Sustainability:** The curriculum for students includes specialized modules on corporate governance, business ethics, human rights, and sustainability management.
5. **Additional Awareness Sessions:** PIBM conducts sessions on road safety with police personnel, cybersecurity, inclusivity for persons with disabilities, and gender sensitivity and safety, equipping students with essential knowledge and skills.
6. **Protsaahan:** PIBM recognizes and appreciates the efforts of local police personnel through Protsaahan, aiming to inspire future generations and meet their expectations.
7. **Harvesting Green Energy:** To reduce the institution's carbon footprint, PIBM supports the use of solar energy in one wing of its academic building.

Through these initiatives, PIBM fosters the holistic development of its students, emphasizing social responsibility, environmental consciousness, and ethical practices.

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

3

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
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

291

File Description	Documents
Any additional information	No File Uploaded
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	http://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	http://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		
232		
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		
39		
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		
At PIBM, we prioritize meeting the distinct learning needs of our students, including both advanced learners and slow learners. Here is our process:		

Identification of Learner Types:

1. **Initial Profiling Exercise:** During the Business Orientation Program, we conduct an assessment to determine the existing skills and competencies of students. This helps us identify their learning levels and areas that require development.
2. **Competency Assessment:** We evaluate logical reasoning, data processing, business communication, problem-solving, critical thinking, and domain skills to identify learner levels.

Support for Advanced Learners:

1. **Additional Opportunities:** Advanced learners are involved in placements and academic committees, gaining practical exposure. They present B-Plans, case studies, and research papers to industry and academic experts.
2. **Advanced Training:** They receive specialized training in advanced MS Office tools and project management from professional trainers.
3. **Live Projects:** Advanced learners participate in live projects with corporates to apply their knowledge in real-world scenarios.
4. **Research Opportunities:** Advanced learners write research papers and books under faculty guidance.

Support for Slow Learners:

1. **Peer Learning:** Slow learners benefit from peer learning sessions where they can ask questions and clear doubts comfortably.
2. **Remedial Sessions:** We organize weekly remedial sessions for specific subjects to ensure progress and provide additional support in English communication and aptitude proficiency.
3. **Individual Mentoring:** Slow learners receive one-on-one mentoring to address their specific challenges and guide their learning journey.

By implementing these strategies, PIBM creates an inclusive learning environment that caters to the needs of both advanced and slow learners, supporting their academic progress and overall development.

File Description	Documents
Paste link for additional information	https://www.pibm.in/training-for-mba-pgdmcourses.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
352	25

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 established to 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 were sent on 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 to supplement the teaching methods

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	https://www.pibm.in/training-and-developmentprogram-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 uses 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.
- Institute is using the Learning Management System Classroom + extensively.
- PIBM is Wi-Fi enabled campus. Students can access internet for their Mobile, Laptop, and to other electronic gadgets to access eBooks and e-databases within the campus & hostel
- Institute has subscribed twenty-five Zoom links for students & staff for smooth functioning of academic activities during pandemic & post pandemic period.
- Library knowledge resources enables the remote accessibility to e-books and e-resources 24X7 for students and staff.
- The institute has Computer lab, Digital Library working with internal LAN with 300 Mbps internet speed.
- NPTEL Swayam and other online courses like Coursera, LinkedIn learning, Udemy, 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 in order to provide information and support.
- Faculties have developed new modules which has developed the online employability which imbibe digital skills with understanding of digital tools like, PowToon, Mind map, Website making, SEO and digital 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

18

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
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

25

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

6

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

132

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 MBA program, the institute adheres to the norms defined by the Savitribai Phule Pune University for 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 begin with, advanced evaluation schedule is shared with every student prior to commencement of every semester, to maintain complete transparency. Following measures has enabled us to manage assessment frequency and variety, as well as transparency of process

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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 (classroom +).
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 addressal 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.

Revaluation and rechecking processes 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://pibm.in/Code-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 institution Vision Mission. In total we have Five Educational Programme Objectives (PEOs) & Ten Program Outcome (POs) apart from Course Outcomes (COs) of respective subjects. These Program Objectives are basically required to develop competencies in students which will help them to perform well in dynamic national and international environment and strive for excellence

We have displayed Institution Vision Mission PEOs and POs on college website and has been communicated to faculty & students. Institute has regular meeting with all faculty to discuss progress of PEOs, POs & Cos.

The institution conducts session for all students beginning of each semester and explain the Programme Outcomes (POs). Each respective subject teacher will prepare Course Plan booklet including Course Outcomes (COs) and the CO-PO mapping to 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	View File
Paste link for Additional information	http://www.pibm.in/best-mba-course-pune.html
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

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

The attainment of Course and Programme Outcome happens only after considerable data gathered from several stakeholders, identifying 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 identify in 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 require more attention after final results declaration MBA
4. Alumni feedback: Alumni feedback is an important factor regarding subjects that helped or being used in their job related tasks.
5. Employer feedback: Corporate house feedback can help choosing subjects for the institutions.
6. Trainer Feedback: Corporate Trainers and professional trainers provide feedback related to subjects as per industry demand & suited for job profile.

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 all 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 with the government body, and a further

decision is taken.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	http://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

112

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	View File
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/Students%20Satisfaction%20Survey%202021-22.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)

30.10

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/member-certificate.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

8

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

6

File Description	Documents
URL to the research page on HEI website	https://www.pibm.in/researchdevelopment.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	View File

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

109

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

42

File Description	Documents
Any additional information	View File
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 the institute for Swachh Bharat Campaign during the 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 campus. Students should think about society and execute their share of responsibilities as responsible human beings. Awareness to donate blood to hospitals & 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 the 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

7

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

654

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

1

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

24

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 picture of seminar and events.

9 Tutorial rooms: PIBM has two tutorial rooms with 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/NAACInfrastructure.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/NAACInfrastructure.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/NAACInfrastructure.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)

115.44

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	View File
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-

A. Any 4 or more of the above

books Databases Remote access toe-resources

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)****30.89**

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****150**

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 department to check proper functioning of devices, cables, LAN connectivity, Wi-Fi devices, system cleaning status, de-fragment files etc.

3.. Maintenance of Dead stock register

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

4. Hardware stock maintenance process:

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

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	http://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)**

1012.31

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	http://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

49

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	No File Uploaded
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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

65

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-buildconfidence.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

120

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

120

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

5.1.5 - The Institution has a transparent 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

A. All of the above

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**

120

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 university/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

7

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 our 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. Institutional 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 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 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.

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 Stakeholder like faculties, heads of departments, corporate panel members, and advisory board 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 consists of at least one faculty member to conduct the operational process on 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	https://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 of 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 provide 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 on the field of their choice. Faculties and students are also rewarded for the efforts they put in for the 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 panellists 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 set up their own businesses.

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

A strategic shift was then adopted for identification and appointment of sector experts as Domain Training Managers & empanelling corporate experts with PIBM to train and develop students for 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 of 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 student pool
- Development of employment-focused skills in students mapped to specific sectors
- Development of strong industry-academic connect
- Delivering specialization specific elective modules with strong application based content
- Faculty development with a strong application orientation
- Improved placement performance with students getting placed at 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	https://www.pibm.in/pdf/Strategic_Perspective_plan.pdf
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 set up is effective and efficient as visible from policies, administrative setup, appointment and service rules, 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 (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 hospitalisation & consultancy arrangementsas required in Covid 19 emergency situation provided to employees & their family members.
- Monetary educational help to children orphaned during Covid 19 pandemic.
- Full and Timely Salary is paid to all the 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 coversponsored 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

1

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

28

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 are 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 of performing 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 parameter 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 behavioural 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 works.

Upon reviewing the activities, in case of teaching staff the Head of the Department and for 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 team 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	https://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	https://www.pibm.in/iqac.html
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)

A. All 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, 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, security:

1. A special transportation system is in place to provide pickup and drop facility of 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 girl students need assistance from a lady counsellor, an external lady counsellor extends her service for the counselling purpose.
5. A Standard Operating Procedure encompassing all the guidelines for gender sensitivity issues was created and followed carefully.
6. International Women Day is celebrated on campus online & offline mode.
7. Self Defense training session to girl students is arranged on campus.

8. **Cyber Safe Women' Session by 'Maharashtra Cyber' Cyber Police**
Cyber has been arranged to sensitize girl students for safety.
9. **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-2021-22.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

B. Any 3 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 hostels.
- Liquid 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 parts and peripherals are discarded for further use. Functional parts are donated to the Government School in the Bhugaon area and nonfunctional parts are disposed of through vendors 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	View File

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

B. Any 3 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	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

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

A. Any 4 or all 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	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	View File

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	View File

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 MBA 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	https://www.pibm.in/code-of-conduct.html
Any other relevant information	Nil

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 is required for understanding this approach.

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 challenges of Covid Pandemic period.

Institute has taken 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. Institute has overcome all the challenges and placed all the students with good package and provided 100 percent internships.

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

The institute has encouraged faculties to conduct research and as 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 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 needy. Institute also arranged Jumbo Oxygen Cylinders to Covid Care Centres at Taluka place Mulshi during second wave of 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 curriculum development in the next academic year.
- The institute has planned to do more reviews with academic and subject matter experts for courses and its evaluation.
- The new emerging area courses like MBA Fintech & MBA Project Management 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 overall betterment.
- Improvement of admission process planned.
- The upgradation of library is planned as per the requirement of faculties.