Yearly Status Report - 2019-2020

Part A	
Data of the Institution	
1. Name of the Institution	**PUNE INSTITUTE OF BUSINESS MANAGEMENT**
Name of the head of the Institution	**AJIT SANE**
Designation	**Director**
Does the Institution function from own campus	**Yes**
Phone no/Alternate Phone no.	**020-66575045**
Mobile no.	**8411887070**
Registered Email	**pibmpune@pibm.in**
Alternate Email	**director@pibm.in**
Address	**Gut No. 605/1, LAVASA ROAD, PIRANGUT**
City/Town	**PUNE**
State/UT	**Maharashtra**
Pincode	**412115**

2. Institutional Status

Affiliated / Constituent	**Affiliated**
Type of Institution	**Co-education**
Location	**Urban**
Financial Status	**private**
Name of the IQAC co-ordinator/Director	**Poornima Sehrawat**
Phone no/Alternate Phone no.	**02066575036**
Mobile no.	**9971001639**
Registered Email	**poornima@pibm.in**
Alternate Email	**pibmpune@pibm.in**

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	https://www.pibm.in/AQAR.html

4. Whether Academic Calendar prepared during the year

	Yes
if yes,whether it is uploaded in the institutional website: Weblink :	https://www.pibm.in/pdf/Academic%20Calendar%20-%202019-20%20-%20PGDM%20&%20MBA.pdf

5. Accrediation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity	
				Period From	Period To
1	**B++**	**2.90**	**2019**	**14-Jun-2019**	**13-Jun-2024**

6. Date of Establishment of IQAC

	11-May-2017

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
Conduct of Online Teaching & Non Teaching Staff Meetings on Zoom or	**16-Mar-2020** **105**	**125**

other Platform during Pandemic		
Conduct of Online Academic Sessions on Zoom and other platforms with updated LMS system& Online examinations during Covid Pandemic	16-Mar-2020 105	1010
Conduct of Jal Shakti and Swacchta Pandharwada Activities	14-Sep-2019 1	220
Participation in NIRF Ranking 2020	01-Nov-2019 1	30
Draft National Education Policy (NEP) 2019 dissemination to staff & students and encourage contribution by articles	01-Jul-2019 1	255
Conduct FDPs on Innovative training methods & developing research acumen	01-Oct-2018 1	33
Conduct of Unnat Bharat Abhiyan activities as a partcipating institute and adoption of cluster of villages	01-Jul-2019 1	75
Conduct of Second International Conference on Applications and Research of Artificial Intelligence and Cognitive RPA in various business areas of emerging economies	01-Jul-2019 1	305
Developing Application based course delivery for peer learning & class activities	01-Oct-2018 1	48
Increasing participation of faculty & students in industry projects & research work	01-Jun-2018 1	20
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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Pune Institute of Business	Unnat Bharat Abhiyan 2.0	Unnat Bharat Abhiyan	2019 127	50000

| Management | | | | | |

9. Whether composition of IQAC as per latest NAAC guidelines:	**Yes**
Upload latest notification of formation of IQAC	[View File](#)
10. Number of IQAC meetings held during the year :	**4**
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	**Yes**
Upload the minutes of meeting and action taken report	[View File](#)
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**

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

Significant contributions made by IQAC during the Academic Year 2019 2020 in • Improvement in Academic Operations in regular Offline Mode and adaptability towards Online Mode during pandemic period, Upgrade of LMS System during Pandemic for online mode • Improvement in Administrative Operations • Improvement in Research Operations and publishing of high quality research papers • Teaching pedagogy improvement • Initiation of various extracurricular activities for students and staff

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

Plan of Action	Achivements/Outcomes
Development of Application based course deliver for peer learning and class activities	Application oriented teaching pedagogy was implemented from October 2018 and has benefitted students.
Conduct of Internal Audits for various academic, administrative and auxiliary functions	Continual process improvement noticed in academic, administrative and auxiliary functions
SOP for managing all the facilities related to the institution	Facilities of institution maintained & optimised in entire academic year
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
Formation of Incubation Centre & Institution Innovation Council	Students got exposure to having hands-on experience of formulating a business from the grass- root level & encouraged to work on new ideas and innovation and promote them to create start-ups and entrepreneurial ventures
To register institute as participating institute in Unnat Bharat Abhiyan and conduct activities	Institute registered as participating institute in Unnat Bharat Abhiyan and activities started
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14. Whether AQAR was placed before statutory body ?	Yes

Name of Statutory Body	Meeting Date
Governing Body	14-Jan-2021

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	Yes
Date of Visit	27-May-2019

16. Whether institutional data submitted to AISHE:	Yes
Year of Submission	2020
Date of Submission	22-Jan-2020

17. Does the Institution have Management Information System ?	Yes
If yes, give a brief descripiton and a list of modules currently operational (maximum 500 words)	PIBM has Management Information System in place and has integrated several modules. PIBM uses CLASSROOM a unique, AI enabled, Smart Learning Management System designed, meeting the requirements of institution assuring quality reports to IQAC for Monetary, Administrative and Educational tasks. It improves faculty efficiency by • Robust Engagement Planning • Digitized Curriculum Designing Execution • Intensive Session Planning Ensuring Effective Content Delivery • Rubrics Integrated Online Evaluations Ensuring Standardization • Realtime Session

Feedback Ensurability of learning by • Developing Competencies Aligned with Course Objectives • Continuous Assessments Feedback • Workload Management Enhancing Learning Quality • Online Performance Monitoring Effective Mentorship • Content Sharing Platform Open Discussion Forums Benefits of Using this MIS to different stakeholders is: To HOD/TOP Management enables firm control of academics and other support processes, Realtime updates for strong governance of campus, Comprehensive reports for better decision making, To Faculty, Indepth session planning, Effortless online Assessments, Simplified task management, Informative dashboard To students, Smart elearning platform, managing assessments, deadline reports, facilitate selfgrowth tracking, learning competency development, enables continuous mentoring, Enhances practical learning To Admin Manual work minimized, Reducing redundancy of data information, Effective management of Faculty and Student details, Better coordination with the stakeholders, Digital Notice boards. To Parents, Access to essential information of their ward(s), Can view the performance growth chart, Direct communication platform between mentor parents. Reports From planning to execution reports of all the activities within the institute is auto generated. Information for better decision making. MIS Modules • Admission Fee Management module • Academics • Feedback • Mentorship • Leave management • Internship • Placements • Time table • Examination • Grievance Handling • Institute HR Admin • Institute Finance Accounts Management • Pay Roll Management

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

PIBM offers AICTE approved PGDM & Savitribai Phule Pune University's MBA program For PGDM program apart from curriculum delivery, PIBM is responsible for curriculum planning and development. Industry expectations from management graduates change as per the changing market trends. So PIBM developed a need-

based curriculum for the PGDM course for an employment-centric training and development of students. Regular interaction with CEOs, CFOs, CHROs, Operations head and Analytics experts are ensured for faculty to effectively design a curriculum that is competency focused. PIBM adheres to a robust planning and delivery process which is systematically documented to ensure effective delivery of curriculum for the MBA Program by referring to the Savitribai Phule Pune University guidelines and approved syllabus. Savitribai Phule Pune University has revised syllabus in 2019 going forward with Choice Based Credit System (CBCS) and Grading System Outcome Based Education Pattern, MBA I effective from AY 2019-20, MBA II effective from AY 2020-21 The curriculum development & delivery steps are described below; 1. Referring to the AICTE guidelines and approved syllabus & SPPU syllabus for MBA Program. 2. Allocation of subject to respective faculties based on the following parameters: Faculty background in terms of qualification and industry background & faculty feedback. 3. A detailed course plan is developed by the faculties, which encompasses the following parameters: Time distribution for each topic, Sub-topics to be covered for each topic, Competencies matrix for each session, Knowledge skills and attitude, Teaching pedagogy, Date of topic delivery. Similarly, a detailed course plan is developed by the faculties using the University guidelines for MBA program. 4. Covering of each topic & learning outcome in the topic. Case study or Pre-reading for the session Assignment or evaluation. 5. A time table, devoting 2.5 hours for each subject every week, is prepared. 6. Internal evaluations of 30 marks, on the basis of competencies are conducted for each subject which includes Individual Presentation, Class Test, Group Presentation, Viva, field study report presentation, etc. For MBA program as per SPPU guideline internal evaluations of 30 marks are conducted for each subject which includes Individual Presentation, Class Test, Surprise Quiz, Group Presentation, Viva voce, field study report presentation, etc. 7. Apart from prescribed compulsory internship program by AICTE, PIBM also offers a winter internship and live projects to students. These internships and projects are also integrated into the curriculum.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
MS Project	Nil	05/08/2019	3	Focus on employability	Skill development
Quality Management	Nil	05/08/2019	3	Focus on employability	Skill development
SAP	Nil	05/08/2019	3	Focus on employability	Skill development
Cians Analytics	Nil	05/08/2019	3	Focus on employability	Skill development
CISI for Capital Market (Mid end Investment Banking)	Nil	05/08/2019	3	Focus on employability	Skill development
Bloomberg Market Concept (BMC)	Nil	05/08/2019	3	Focus on employability	Skill development
Basics in	Nil	05/08/2019	3	Focus on e	Skill

Business Analytics		mployability development

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
MBA	SPPU - MBA Revised Curriculum 2019 CBCGS & OBE Pattern, 2 year, 4 Semester Full time Programme Choice Based Credit System (CBCS) and Grading System Outcome Based Education Pattern MBA I effective from AY 2019-20 MBA II effective from AY 2020-21	01/07/2019
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Marketing, Finance,HR	05/08/2019
PGDM	Marketing, Finance,HR	05/08/2019

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	467	Nil

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Global Information Awareness	05/08/2019	356
Aptitude - Logical Reasoning and Data Interpretation-1	05/08/2019	113
Business Communication Enhancement and Application-1	05/08/2019	356
Aptitude - Logical Reasoning and Data Interpretation-2	22/01/2020	113
Aptitude - Logical Reasoning and Data Interpretation-3	01/08/2019	114
Business Communication Enhancement and Application-3	01/08/2019	353
Aptitude - Logical	10/01/2020	353

Reasoning and Data Interpretation-4		
Business Communication Enhancement and Application-2	22/01/2020	356

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1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Marketing, Finance,HR	113
PGDM	Marketing, Finance,HR	356

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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	No

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
Feedback obtained from all 4 key stakeholders i.e. Students, Faculty, Alumni and Employers is analysed for improving teaching learning processes and other processes for overall development of institution. Learning experience of students is improved by having structured feedback mechanism in place for all 4 key stakeholders i.e. Students, Faculty, Alumni and Employers. Over the past academic years, as the institution has received significant inputs from these stakeholders, curriculum enrichment and delivery has been refined with it. The head of the institution present to the Governing Body the requisites for each Academic Year on the basis of feedback received from students, employers, faculty and alumni. The social values and commitment towards community development which the institute wishes to instill in students, is also discussed by the management and internal academic stakeholders for developing annual institutional strategy. Upon the approval of Governing Body, the academic process planning is mapped out by the Academic. Students feedback is taken for all batches at the end of the semester by the Batch-in-Charge to get a student perspective on the requirements in the class, subject and the curriculum in general as it helps the faculty to design their teaching methods in a way that can be more helpful and beneficial to students as well as it helps the organization to better plan the subjects offered, faculties to be allotted, add on trainings to be given besides getting their views on the different departments of the organization. The feedback contains questions on the prime parameters that a student can identify with to evaluate the teaching of a subject like teaching pedagogy, interaction with students, content and examples. Students feedback is received on their understanding of the subject or the teaching methodologies. Feedback also helps in assessing faculty s communication ability, confidence, depth of knowledge and understanding of the subject, explanation of subject matter by faculty. Feedback, is an imperative tool for growth. The feedback was taken specialization wise as subjects are

different for different specializations. Analysis Interpretation results are prepared for Management review decision making. Students suggestions about changes required in curriculum new subjects introduction are also encouraged. Students feedback regarding provision of facilities like infrastructure facilities, transport, hostel etc also helps institute analyse and resolving them.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
PGDM	Marketing, Finance, HR	360	526	356
MBA	Marketing, Finance, HR	120	252	113
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2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2019	Nill	936	Nill	70	70

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used
70	70	8	20	3	12
View File of ICT Tools and resources					
View File of E-resources and techniques used					

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

Mentoring System Robust Student mentorship System : Every student is mentored from day 1 to develop their strengths, identify potential and talent, improve on weak areas and prepare for a rewarding professional career. With such acute focus and mentoring, every student gets guidance for making career choices and perform exceedingly well in their internships as well as final placements. Individual mentoring: In addition to group mentoring activities, slow learners are provided with individual sessions with mentors to guide them. The institute offers support to all students at various stages of the program to facilitate progression to employment and higher studies. Faculty mentors offer Mentoring support to students for 1. Improving domain understanding 2. Developing life skills such as data analysis, logical reasoning and communication 3. Selecting the appropriate specialization for specific competency development 4. Research and book writing by students which requires market study product understanding as well as written communication skills 5. Post Placement support upto first six months by way of faculty mentors guiding students through various tasks and challenges they may be facing in the companies 6. Training and building future life skills in students such as design thinking, data analytics, working with AI and machine learning, etc. An internal counselor is present on premises for offering personal

counseling to students as well, to ensure total body and mind development of each and every student. Over the past five academic years, the institute has adopted several learning practices such as Profile based training modules, industry research and field study, live projects as well as weekly corporate interface to strengthen student application ability. With these efforts, the median salary package has consistently improved for students with placement in challenging profiles. Mentor guides students for in corporate interface programs industry research filed studies live projects The institute has also made conscious efforts towards developing students for starting their own companies and become entrepreneurs. In addition to formal entrepreneurship training and mentoring, students are also given exposure to several platforms for meeting Angel Investors to help them raise funds for their startups.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
936	70	1:13

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
70	70	Nill	8	31

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2019	Dr. Chetna Mehta	Assistant Professor	Academic Excellence Award, AMP
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2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
PGDM	Nill	IV (Online)	07/05/2020	10/07/2020
PGDM	Nill	III (Regular)	21/12/2019	22/02/2020
PGDM	Nill	II (Online)	07/06/2020	10/08/2020
PGDM	Nill	I (Regular)	14/12/2019	15/02/2020
MBA	Nill	I (Regular)	30/12/2019	07/02/2020
MBA	Nill	II (Passing based on Internal Marks	20/06/2020	24/07/2020
MBA	Nill	III (Regular)	10/12/2019	07/02/2020
MBA	Nill	IV (Online)	01/11/2020	14/12/2020
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Reforms in CIE for MBA: Continuous Internal Evaluation, by SPPU is consistently developed by our internal evaluation processes and shifted the focus to tools which can better develop skill and concept in students. Following are reforms in CIE – 1. Preparation of advanced weekly evaluation schedule: Evaluation type, topics assessed, weightage, etc. is well planned to ensure timely completion of internal evaluation parameters. 2. Presentation and viva assessments: Strong communication and articulation of domain understanding is a key requirement of most recruiters, and this reform in CIE has helped in developing the same. 3. External evaluators from industry: For various presentations, like SIP and WIP, or viva for live projects, we invite evaluators form industry. Senior Management level executives, assess the students and give feedback for improvement of student. Reforms in CIE for PGDM: PGDM course follows guidelines provided by AICTE. PIBM follows the following reforms for the CIE process of PGDM: 1. Advance scheduling for evaluations: Concern subject faculties are instructed to prepare a weekly evaluation schedule well in advance, the time table with all the essential details is prepared accordingly. 2. Presentation and Viva: Along with communication, confidence, knowledge and subject understanding, explanation of subject matter instant feedback can be administered by the evaluator. The shift from pen paper based assignment to verbal assessments has helped in student's overall development. 3. Research being integrated into course internal assessment by way of Market Research, Financial research, Industry research and desk research. 4. Unguided-sessions Class-Participation contribute to problem solving and critical thinking. 5. Research Projects and Live projects contribute to overall student internal assessment.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

The academic calendar is a very useful document, which contains the most important dates to guide the teachers and students. Our academic calendars provide important information about teaching dates, examination dates, extra co-curricular activities dates, CIE dates like midterm or live project etc, internship dates like WIP, SIP and all such important information to students, teachers and concerned staff of the Institute. Before the commencement of every semester respective departments prepare a detailed Course plan, evaluation plan and all assignments for the individual subject / teachers and the number of classes allotted to each subject are also designed as per the subject's requirement. On the basis of this the Academic team prepares a detailed timetable and academic calendar for the entire semester. Finally, this is distributed to the departmental teachers and the students. The effectiveness of the process is maintained through effective monitoring by the Director / Chairman. The Director/ Chairman sees to it that all departments follows academic calendar. Examination department follow all the Academic calendar dates and adhere to the same. The dates of Examination are always kept by considering syllabus coverage and semester completion dates as per academic calendar. Continuous internal assessment dates are also planned by considering academic calendar and keeping engagement of students in mind.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

https://www.pibm.in/mba&pgdm.html

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the	Number of students passed in final year	Pass Percentage

			final year examination	examination	
Nill	MBA	Marketing Finance HR	114	114	100
Nill	PGDM	Marketing Finance HR	356	352	98.87

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2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

https://www.pibm.in/pdf/Students%20Satisfaction%20Survey-2019-20.pdf

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Industry sponsored Projects	300	Industry	35.44	35.44
Minor Projects	127	Unnat Bharat Abhiyan	0.5	0.5

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3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Estate Ground Understanding the Changing Landscape of Indian Real Estate Sector	Management	27/07/2019
International Conference Applications and Research of Artificial Intelligence and Cognitive RPA in various business areas of emerging economies.	Management	23/08/2019
PIBM Innovation Cell - Dexterior (The Invincible Warrior) by Mr. Bibhas Basumatary	Management	17/04/2019
Insure Quest Symposium on Insurance Industry trends and innovations	Management	27/04/2019
CEO Charisma – Season Four, Navigating Business economic Challenges 2020	Management	10/08/2019

Pioneer Convergence An HR Conclave	Management	21/09/2019	
Microtom 2 for understanding of issues related to economic growth, organizational change, innovation, entrepreneurship, and leadership	Management	10/10/2019	
FMCG Day Omnikart The FMCG Tailwind	Management	19/10/2019	
Workshop on Design Thinking by Mr. Bibhas Basumatry	Management	12/11/2019	
E-NOVUS 2019 Consumer Durables Electronics Unboxed	Management	16/11/2019	

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
How to Run succesful NBFC	Team PIBM	Bajaj Finance EON Season 2	01/10/2019	1st Prize Three teams in Top Ten
Best Sales Officer	Vishal Sinha	Bajaj Finance EON Season 2	01/10/2019	Top 20
Best Sales Officer	Shatanu Rajpurohit	Bajaj Finance EON Season 2	01/10/2019	Top 20
Best Credit Officer	Ajay Kumar Thota	Bajaj Finance EON Season 2	01/10/2019	Top 10
Academic Excellence award	Dr Chetna Mehta	AMP (Academy of Management Professionals) IDMBA (Institute of Digital Marketing Business Analytics) Hyderabad	16/06/2019	Top 25 faculty
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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
AICTE MHRD Institute Innovation Council (IIC	AICTE MHRD Institute Innovation Council (IIC)	AICTE – MHRD , New Delhi	IIC	Innovation and Entrepre neurship Development	30/10/2018
Star Agri Finance Limited,	Star Agri Finance Limited,	Joint Initiative PIBM and	Star Agri Finance Limited,	Innovation and Entrepre neurship	06/07/2018

India	India	Industry	India	Development	
Right Management India	Right Management India	Joint Initiative PIBM and Industry	Right Management India	Innovation and Entrepreneurship Development	13/07/2018
Atom Technologies	Atom Technologies	Joint Initiative PIBM and Industry	Atom Technologies	Innovation and Entrepreneurship Development	07/12/2018
Karvy	Karvy	Joint Initiative PIBM and Industry	Karvy	Innovation and Entrepreneurship Development	24/08/2018
Muthoot Housing Finance Company Ltd.	Muthoot Housing Finance Company Ltd.	Joint Initiative PIBM and Industry	Muthoot Housing Finance Company Ltd.	Innovation and Entrepreneurship Development	13/07/2018
Narnolia	Narnolia	Joint Initiative PIBM and Industry	Narnolia	Innovation and Entrepreneurship Development	06/07/2018
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3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
NA	Nill

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
National	Management	9	4.26
International	Management	17	1.24
[View File](#)			

3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Management	33
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3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation

Please see attachment	Attached	Attached	2020	2	Attached	31

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3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
Please see attachment	Attached	Attached	Nill	8	31	Attached

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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	58	2	Nill	Nill
Presented papers	30	11	Nill	Nill

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3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Blood Donation	Poona Serelogical Blood Bank	10	82
Community Service	Gurudwara	28	235

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3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
Swachh Bharat	Community Contributor Award, Gram Panchayat , Bhugaon, Pune	Gram Panchayat , Bhugaon, Pune	85
Train India	Dynamic Faculty Award, Gram Panchayat , Bhugaon, Pune	Gram Panchayat , Bhugaon, Pune	30

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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agen	Name of the activity	Number of teachers	Number of students

	cy/collaborating agency		participated in such activites	participated in such activites
Cyber Security Cell	Maharashtra Police	Cyber Security	10	85
Swachh Bharat	Bhugaon Pirangut Panchayat	CSR-Swachh Bharat	8	95
Fire Safety	Cease Fire	Fire Safety Awareness	6	65
Cyber Security Cell	Maharashtra Police	Cyber Safe Women	35	245
Swachh Bharat	PIBM	Jal Shakti and Swacchta Pandharwada Activities	10	210
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3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
Industry Sponsored Research Projects	Industry	Industry	300
No file uploaded.			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Industry Visit	Industry Visit	Industry	29/05/2019	14/03/2020	467
Winter Internship	Internship	Industry	16/12/2019	15/01/2020	465
Summer Internship	Internship (Virtual)	Industry	15/05/2020	17/07/2020	465
Live Project	Live Project	Industry Projects work	05/08/2019	30/11/2019	465
Short Selling	Short Selling	Marketing Industry Project	05/08/2019	28/12/2019	73
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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of

			students/teachers participated under MoUs
California State University, USA	03/09/2019	Faculty Exchange , Student Exchange, Faculty Development, Joint Research Activities, Academic Collaboration	22
East India Institute of Management, Singapore	14/09/2019	Faculty exchange , Student Exchange, Faculty Development, Joint Research Activities, Academic Collaboration, Academic Cooperation, Infrastructure Support	18
University of Bridgeport, USA	28/09/2019	Faculty Exchange , Student Exchange, Faculty Development, Joint Research Activities, Academic Credit Transfer, Academic Collaboration, Exchange of Educational Material , Library Resources Research Projects, Publications, Joint Conferences, Seminars	15
Indo Japan Business Council (IJBC), Pune	10/10/2019	Joint working together for mutual interests, helping University tie ups, help build Japan Industry relationships, conduct of FDPS MDPs progrms on mutual agreed terms, helping PIBM for industry university tie ups, supporting activities of Indo Japa	20
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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
1596.92	634.4

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Others	Existing
Campus Area	Newly Added
Class rooms	Existing
Laboratories	Existing
Seminar Halls	Existing
Classrooms with LCD facilities	Existing
Seminar halls with ICT facilities	Newly Added
Video Centre	Newly Added
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
Classrooms with Wi-Fi OR LAN	Existing
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Newly Added
No file uploaded.	

4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
SLIM	Fully	21	2016

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Reference Books	24491	5101228	668	432655	25159	5533883
e-Books	10000	75000	546	5000	10546	80000
Journals	30	79204	Nill	Nill	30	79204
e-Journals	820	50000	300	30000	1120	80000
Digital Database	4	2384662	Nill	Nill	4	2384662
Digital Database	400	40000	Nill	Nill	400	40000
Library Automation	1	145500	Nill	Nill	1	145500

No file uploaded.	

4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
Nil	**Nil**	**Nil**	**Nill**

No file uploaded.

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others
Existing	**270**	**2**	**1**	**5**	**2**	**2**	**10**	**155**	**0**
Added	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Total	**270**	**2**	**1**	**5**	**2**	**2**	**10**	**155**	**0**

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

155 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
Media Centre	https://www.youtube.com/watch?v=EY_O1BYY79Y
Media Centre	https://www.youtube.com/watch?v=qPUIHpu04a0
Media Centre	https://www.youtube.com/watch?v=LXqnEVdACIc
Media Centre	https://www.youtube.com/watch?v=-RW_nx7kxV8
Media Centre	https://www.youtube.com/watch?v=CdQuOHwBDM0
Media Centre	https://www.youtube.com/watch?v=RBIT19bmYUI
Media Centre	https://www.youtube.com/watch?v=u_vk8sXn-Wo
Media Centre	https://www.youtube.com/watch?v=76I4D3eVwz4

Media Centre	https://www.youtube.com/watch?v=cOfJBzAalaQ
Media Centre	https://www.youtube.com/watch?v=X59WLyq8FXU
Media Centre	https://www.youtube.com/watch?v=ba4PvLEXito
Media Centre	https://www.youtube.com/watch?v=LKDOCBxVWrQ
Media Centre	https://www.youtube.com/watch?v=T716HTtXGdU
Media Centre	https://www.youtube.com/watch?v=Fp8CuY2YICY
Media Centre	https://www.youtube.com/watch?v=dvC5Zj3tBXo
Media Centre	https://www.youtube.com/watch?v=dPYdAFVUQu0
Media Centre	https://www.youtube.com/watch?v=_Nkd3tLLQz4
Media Centre	https://www.youtube.com/watch?v=M7QiHmws1_Y
Media Centre	https://www.youtube.com/watch?v=UVI2OjqUTAQ
Media Centre	https://www.youtube.com/watch?v=HB0hI0VyOSQ
Media Centre	https://www.youtube.com/watch?v=MDrp-lRVgaA
Media Centre	https://www.youtube.com/watch?v=L1uv1f1nbOw
Media Centre	https://www.youtube.com/watch?v=LzipCsCJlrw
Media Centre	https://www.youtube.com/watch?v=gtV0a2-MiEM
Media Centre	https://www.youtube.com/watch?v=byobRhn5414

Media Centre	https://www.youtube.com/watch?v=NjHbRoBTlW4
Media Centre	https://www.youtube.com/watch?v=JEukW6rQ0nc
Media Centre	https://www.youtube.com/watch?v=MmNp-1ixOTo
Media Centre	https://www.youtube.com/watch?v=w79ArxYAem4
Media Centre	https://www.youtube.com/watch?v=COymcm0FK_o
Media Centre	https://www.youtube.com/watch?v=VH58V7X-rmg
Media Centre	https://www.youtube.com/watch?v=rdflJl-yv50
Media Centre	https://www.youtube.com/watch?v=aPliFqWKpsE
Media Centre	https://www.youtube.com/watch?v=BYeKr8dDNZE
Media Centre	https://www.youtube.com/watch?v=R46exSu7grI
Media Centre	https://www.youtube.com/watch?v=Oj3U7bDdrJA
Media Centre	https://www.youtube.com/watch?v=_HlLgrrsIkg
Media Centre	https://www.youtube.com/watch?v=KcmYgoAiZKw

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurredon maintenance of physical facilites
723	374.12	1012.69	780.7

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

Maintenance of facilities is reviewed and updated on a daily, weekly, monthly and quarterly basis by way of administration checklists. Checklists include housekeeping activities to keep the entire campus clean. Administration department conducts regular internal audits on facility status and initiate maintenance activities on continual intervals. All software licenses and hardware and other electronic equipment maintenance is subject to Annual Maintenance Contracts with specifically defined vendors. Classrooms, tutorial rooms, seminar halls auditorium, SMART classrooms, computer labs supplemented with audio-visual sessions through Multimedia Projection System, speaker/Amplifier System, Internet facility are maintained by Administration Technical Team. IT Infrastructure Maintenance The institution has a robust IT infrastructure and policy guidelines 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. Desktops Laptops are maintained by in- house qualified IT team. CCTV EPBAX are maintained though AMC contracts. Firewall, Wi-Fi Controller, etc. undergo annual renewal. PIBM provides 24/7 155 MBPS leased line internet connectivity to PIBM Institute campus PIBM's Boy's and Girl's hostels, this greatly enables the students to extend their online learning activities beyond the class hours. IT team carries out regular maintenance of internet devices for uninterrupted leased line internet connectivity. Signage Smart Display Digital Notice Board is maintained by IT team. ERP system Classroom developed for use by PIBM students staff is regularly updated with new features. Quarterly hardware stock audit is done monthly maintenance process is reviewed. Electrical Power supply is maintained by regular technical staff and backup Generator set installed in campus is maintained by AMC vendors. RO water filtration plants are installed in premises mess hostels for pure drinking water are maintained regularly through company vendors. Library Library as a learning resource serves as the centre of all learning and research. Physical and digital copies of reference books, text books, journals, magazines and newspapers are duly maintained in the Library. Students staff can access the library anytime between 8:00 AM and 8:00 PM to avail various learning sources. Online databases like JGate, Ebesco, AceAnalyser, Bloomberg Terminal, Digital Library and OPAC also facilitate the user experience for utilizing library as a learning resource. Maintenance activities are made periodically to keep library clean. The activities like fumigation, preservation of books from insects, dusts and shelving of reading materials promptly on regular basis by the housekeeping /Library Staff. Sports Gym Facility The institution has the facilities for sports, games and cultural activities. Institute provides maintains facilities for outdoor sports like football, volleyball, cricket and indoor sports table tennis, carrom chess. A fully equipped gymnasium facility is provided maintained by institute to students staff for usage. Garden A full-time gardener is on campus to take care of the trees flower plantation in campus ensures garden maintenance at all times.

https://www.pibm.in/pdf/Maint%20Policies%20&%20Procedures.pdf

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Institution Freeship	46	1807500
Financial Support			

from Other Sources			
a) National	Govt Schlorships MBA	26	2553700
b)International	Nil	Nill	0

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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Yoga and Meditation	01/08/2019	467	Mr. Prem Apte
Bridge Course	01/08/2019	155	Inhouse Faculties
Language lab	01/08/2019	467	Ms. Fatema- HOD Communication and Team
Remedial coaching	01/08/2019	113	Subject Faculty
Soft Skills Development,Communication Training	01/08/2019	467	Ms. Fatema- HOD Communication and Team
Mentoring and career counselling	01/08/2019	467	In house mentors
NCFM/ NISM prep training	01/08/2019	116	Mr. Bharat Dalal- HOD Finance and Team
Aptitude Training	01/08/2019	467	Mr. Brij Mishra- HOD Aptitude and team

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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passedin the comp. exam	Number of studentsp placed
2019	Career Counselling	Nill	467	Nill	463

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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
Nill	Nill	Nill

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed
72	467	349	44	467	114

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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
Nill	Nill	Nil	Nil	Nil	Nil

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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	Nill
SET	Nill
SLET	Nill
GATE	Nill
GMAT	Nill
CAT	Nill
GRE	Nill
TOFEL	Nill
Civil Services	Nill

No file uploaded.

5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Trekking (Sinhagad Lohagad fort)	College Level	170
Aarambh	College Level	290
Independance Day	College Level	255
Ganpati Festival	College Level	222
Teachers Day Celebration	College Level	270
Durga Festival	College Level	280
Sewa at Gurudwara on Gurupurab parv	College Level	235
Republic Day	College Level	266
Shiv Jayanti	College Level	225

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5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	Nil	National	Nill	Nill	Nill	Nil
2020	Nil	National	Nill	Nill	Nill	Nil
No file uploaded.						

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

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. The institution ensures participation of faculty and students in various committees and decision making bodies who make contribution to defining budgetary requirements. Active student participation in academic, co-curricular, extracurricular and placements related activities. Every important student activity is spearheaded and monitored by active student committees and clubs such as Food Committee, Discipline Committee, Anti-ragging committee and Anti-ragging squad, Placements committee, CSR Committee, HR Club, Marketing Club and Finance club. NGO committee is solely responsible for engaging students in several CSR activities. The aim of the initiative is to create awareness. A few of the initiatives are providing free-of-cost education to underprivileged children, and develop sanitation awareness programs for the rural population. Students are also represented in Institution Innovation Council Entrepreneurship cell Students at PIBM engage in community services and campaigns like tree-plantation, 'Swaccha Bharat Abhiyaan', Swastha Bharat campaign, sanitation awareness projects, and dry waste management projects.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

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. As several Alumni have grown to senior management positions, as well as set up their own businesses, the institute has made efforts towards developing stronger alumni engagement with the institute and new students. With the formal registration process of out alumni association we will now be able to accept any financial support from the alumni. However, PIBM is proud of the non-financial support it is getting over the last 9 years from the alumni. In a broad sense, the non-financial support can be divided into three categories. They are Academic Support, Placement Support, Institutional Branding Alumni visit our campus on a regular basis. They are more than willing to interact with their juniors. Alumni share their corporate experience, the journey they had with PIBM, how did PIBM help on achieving a holistic education, and their learning from their jobs and corporate world. Alumni take sessions on various technical and non-technical subjects. They help PIBM with the internal evaluation such as presentation for WIP, SIP and Live Projects. Alumni help junior students to secure opportunities for Winter Internship, Summer Internship, and Live Projects in their respective organisations. Alumni also train juniors based on the job description of a company. When alumnus represents their organisation in an event, they also represent PIBM. Those who are promoted to handle a prestigious project,

business vertical, or overseas projects, they also bring with them the success stories from the PIBM days. A few of them host various national and international events. This is an indirect opportunity for PIBM to spread its name across the border.

5.4.2 – No. of enrolled Alumni:

70

5.4.3 – Alumni contribution during the year (in Rupees) :

0

5.4.4 – Meetings/activities organized by Alumni Association :

Alumni Committee is an integral part of the institution as it not only plays the role of maintaining positive alumni relations but is also dedicated to capturing changing market trends from alumni and contributing towards an upgrade of academic activities. The effectiveness of cells and committees at PIBM is evident in a progressive development made in our course planning and delivery process, based on the inputs received from the Alumni committee. Alumni meetings are conducted regularly. As several PIBM Alumni have grown to senior management positions, as well as set up their own businesses, the institute has made efforts towards developing stronger alumni engagement with the institute and new students. Alumni appreciate the exposure they got from the college for interactions with corporates as it helps give them an edge once they join the corporate world. Every year, the Alumni committee organizes annual alumni meet. While it is a platform for our alumni to reconnect with the institute, it is also an excellent opportunity for our current batches of students and faculty to meet with these alumni. This interaction often leads to brainstorming of ideas, discussion of industry trends and identification of ways in which training at PIBM can be further improved.

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

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.

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):	
Strategy Type	Details
Admission of Students	The following strategies are being adopted to enhance the admission quality For MBA (Sanctioned seats 120) is as per the norms of Savitribai Phule Pune University taking into consideration the student academic qualification eligibility, scores in entrance test and CAP round. For the PGDM (Sanctioned seats 360) program the student enrollment process follows the phases of selection through admission application process by considering scores of CAT/MAT/XAT/CET/ATMA or any other equivalent entrance test, GD and PI round Psychometric Assessment round As per the AICTE guidelines, students are admitted to the PGDM program purely on the basis of merit, with no special reservations. For the MBA program, however, reservations norms are followed as per the Savitribai Phule Pune University. The institution has strived towards maintaining a Faculty student ratio above the norms of 1:15, in order to improve the overall learning experience of students and offer mentoring support to every student.
Industry Interaction / Collaboration	PIBM has strived towards improving learning experience for students, exposure to industry and develop a rich culture for research and development for both faculty and students. A robust industry interface with weekly corporate interactions, live projects, internships at the end of each semester and corporate mentorship programs. Industry Incubation Centers established on the campus have brought versatile exposure to our students and faculty by way of research projects and consulting opportunities. This has also contributed to creating a dynamic culture of knowledge development and dissemination. Institute has developed a larger corporate network, inviting senior management professionals to engage our students in live projects, on-job trainings, internships and mentorship. There is a better chance of developing clarity in vision and career planning with strong industry connect The institute has set up several Industry Representation centers on premises to promote industry research

	and consultancy. A Centre of Management of Urban Areas (CMUA) has also been established and working towards producing sustainable research insights for the Government of India and State Governments, w.r.t. management of urban centers
Human Resource Management	As a part of Quality Improvement programme, review and enhancement of HR policies and procedures of the institution has been completed and an updated and comprehensive HR Handbook has been released. Several staff welfare measures have been initiated like Pradhaan Mantri Jeevan Bima yojna for ground staff with 2.0 lacs of life cover, Group Mediclaim policy for all staff was introduced by HR deot. Employee engagement activities like birthday celebration, anniversary of service, Additional accommodation facility for teaching and non-teaching staff, In addition several short term and intermittent welfare initiatives like Annual eye check-up camp, Movie Day, AngelBee Mutual Fund investment campaign, Axis Bank personal finance management was organised by HR Department To increase faculty efficiency engagement Work Engagement Sheet (WES) model developed for faculty engagement. HR Dept conducted FDPs on Innovative training methods developing research acumen amongst faculty. Faculty are encouraged to increase their participation in industry projects research work.
Library, ICT and Physical Infrastructure / Instrumentation	Library as a learning resource serves as the centre of all learning and research. Apart from physical copies, Online databases like JGate, Ebesco, AceAnalyser, Bloomberg Terminal and OPAC also facilitate the user experience for utilizing library as a learning resource. PIBM Library IT team designed a new URL based OPAC sysyem for user benefit. Institute has received membership of NDL National Digital Library of India (NDLI) a virtual repository of learning resources DELNET major resource sharing library network in India for faculty students benefit in 2019. Reference services and access to several ebooks, periodicals journals are provided by DELNET. IT Infrastructure at the institute includes the IT lab, laptop/

	desktops allocated to staff, highspeed wi-fi and LAN network as well as Smart Classroom facilities. Every student is allocated personal laptops to access electronically shared assignments, progress reports and academic material. All classrooms are ICT enabled with 3 Smart Classrooms and all faculty uses these facilities for curriculum delivery. Lease line bandwidth of 155 MBPS and LAN of 100 MBPS is available on campus Physical infrastructure of the institute is developed to eep pace with the needs of the internal stakeholders and enable efficient conduct of the educational programs. There are 21 classrooms, 1 Auditorium (500 seating capacity), a gym facility, sports facility, Girls common room, IT lab, Library, Tutorial rooms and seminar halls available on campus for several curricular, co-curricular and extra-curricular activities. Separate Administrative offices are maintained for effective functioning of the institute and include Accounts, Academic Administration and Operational Administration. Special facilities for PWD are also ensured on campus for the benefit of PWD students, staff and guests
Curriculum Development	PIBM adheres to a robust curriculum development, planning and delivery process which is systematically documented to ensure effective delivery of curriculum for the PGDM MBA Program. Industry expectations from management graduates change as per the changing market trends. So PIBM developed a needbased curriculum for the PGDM course for an employment-centric training and development of students. Regular interaction with CEOs, CFOs, CHROs, Operations head and Analytics experts are ensured for faculty to effectively design a curriculum that is competency focused. The curriculum is reviewed by Academic Advisory Council which includes visiting professors from top education institutions and Industry experts. Changes in Syllabus are discussed approved in Governing Body Meeting for implementation for PGDM programme. For MBA Program curriculum designed approved by Savitribai Phule Pune University is effectively delivered to students as per University guidelines

Teaching and Learning	Over the past seven academic years, the institute has adopted several learning practices such as Profile based training modules, industry research and field study, live projects as well as weekly corporate interface to strengthen student application ability. Innovation in teaching-learning begins at the curriculum design stage itself whence the faculty identify specific competencies to be developed as course outcomes in specific time frame. Faculty to concentrate on developing a strategy that enhances students to apply the knowledge they have gathered through the lecture. Application oriented teaching pedagogy was implemented from October 2018. Mock situation activities, simulations, case study discussion are also part of teaching learning process by faculty thereby students can apply their understanding of knowledge and apply those understanding to solve a problem. Customized teaching learning content is developed for each session to provide experiential learning experience and ensure that students progress towards competency development. Following innovative methods like are adopted SCPS training pedagogy, Peer Learning, Live projects and Industry Representation center, JD based modules, Sessions by corporate experts, Online Courses and Certifications, Business Model Development, Live Projects, MHRDA Innovation Cell, Simulations etc.
Examination and Evaluation	The institute meticulously follows all the examination and syllabus related reforms and the timeline laid down by Savitribai Phule Pune University for MBA program and follow examination manual, code of conduct and SOP laid down for PGDM program. The evaluation process is transparent and well- organized, with automation achieved so far to improve process efficiency. Various formative and summative assessment tools aiming at multifaceted development of students are implemented regularly. End of semester analysis of Program Objectives (PO) achievement through Course Outcomes has also been adopted as an academic efficiency enhancement practice since AY 2017-18. Internal

	evaluations of 30 marks, on the basis of competencies are conducted for each subject which includes Individual Presentation, Class Test, Group Presentation, Viva , field study report presentation, etc. Research being integrated into course internal assessment by way of Market Research, Financial research, Industry research and desk research. Unguided sessions Class Participation contribute to total internal evaluation, building communication skills, problem solving and critical thinking
Research and Development	Application Oriented Research Development was introduced as the research practice at PIBM for both students and faculty. Not only was this approach expected to develop research ability in faculty, but also achieve a core learning outcome of problem solving in students. With increasing focus on Application Oriented Research and Development, the institution started laying emphasis on quality research being conducted by the faculty and students. Over the years, the institute also started incentivizing quality research publications to encourage contributing faculty members and promoting research culture in the institution. Following measures were taken to achieve this organizational goal Publishing research in Scopus indexed journals with high impact factor, Center for Management of Urban Areas (CMUA), Industry sponsored research, New Product Market Development research projects, Industry Incubation Centers, International conference with corporate exposure.

6.2.2 – Implementation of e-governance in areas of operations:

E-governace area	Details
Planning and Development	PIBM has introduced its own ERP Smart Learning Management Software - CLASSROOM which ensures the all-round growth of an institute -Learning, Absorption Productivity. This tool has been customized to PIBM needs to disseminate information collect information from all stake holders. With CLASSROOM students can access all the information and study materials shared by faculty anytime. Teachers can communicate with their students more easily and guide the students in the

	shortcomings of their work, re?ne it and provide their students with the best. PIBM students can view all the information Attendance, Timetable, Assessments, Fees, Exams, Results, Reports and so on in one place. The institute also relies on digital technologies to convey information to all its stakeholders. The web portal remains a principal source of information about the institute. The institute also relies on ICTs such as social media groups email to effectively share information among the stakeholders process of planning college-events and activities, important notices and reports are also circulated via e-mails social media.
Administration	PIBM has introduced its own ERP Smart Learning Management Software - CLASSROOM which ensures the all-round growth of an institute -Learning, Absorption Productivity. This tool has been customized to PIBM needs to disseminate information collect information from all stake holders. PIBM students can view all the information - Attendance, Timetable, Assessments, Fees, Exams, Results, Reports and so on in one place. Faculty other staff attendance management, alumni, classroom management, HR Management, is also customized by use of computer-based systems. The institute also relies on digital technologies to convey information to all its stakeholders by emails social media for effective information dissemination.
Finance and Accounts	Fee Management Module is part of ERP Smart Learning Management Software CLASSROOM . Students can access the fees records and pay the fees as per schedule given. Students can pay the fees by online as a mode of payment. The institution uses computer-based accounting softwares such as Tally for e- governance enabling transparent functioning of Finance and Accounts department. This helps in efficient book keeping of records that increases further financial analysis and decision making. The institution also conducts regular audit of annual books of accounts. The administrative office keeps the all-financial records separately as per the events and

		transactions made for. The administrative office maintains the Books of Accounts properly which helps in auditing procedure.
	Student Admission and Support	PIBM uses ERP for admission support activities. Students can apply online. Online fee payment and other facilities too have been extended to them. The web portal remains a principal source of information about the institute. All information pertaining to admission such as eligibility criteria, admission policy, admission process, infrastructure and institutional facilities, academic year plan etc are made digitally available to the students to support their admission process. Scholarships Free ships are provided to meritorious needy students as per policy of institute.
	Examination	PIBM has introduced its own ERP Smart Learning Management Software - CLASSROOM which ensures the all-round growth of an institute -Learning, Absorption Productivity. Examination module has been integrated for use of all stakeholders. Planning the schedule of Internal Term end examinations, communicating the schedule of internal term end examinations, maintenance of internal evaluation marks transferring them to the concerned authorities for further process is done electronically. Outcome based education (OBE) is a student-centered instruction model that focuses on measuring student performance through outcomes. Outcomes include knowledge, skills and attitudes. PIBM uses CLASSROOM plus which helps to evaluate the outcomes of the program by stating the knowledge, skill and behavior a student is expected to attain upon completion of a program. Accordingly, students of PIBM are evaluated for all the required parameters (Outcomes) during the course of the program. Competency-based learning refers to systems of instruction, assessment, grading, and academic reporting that are based on students demonstrating that they have learned the knowledge and skills they are expected to learn as they progress through their education. With the help of CLASSROOM, PIBM ensures that every student acquires the right knowledge and skills that are deemed to be

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2019	Krishan Gopalkrishna	SHRM Conference	SHRM	2970
2019	Vinay Nandre	Outcome Based Education	Wadia College	200
2019	Ankit Bajaj	FDP	AIMA - ALL INDIA MANAGEMENT ASSOCIATION	4955
2019	Vaibhav Agarwal	Conference AGBA 16th World Congress	AGBA 16th World Congress	10000
2019	Amresh Nath	Conference AGBA 16th World Congress	AGBA 16th World Congress	10000
2019	Amresh Nath	Conference at IIM Indore	IIM Indore	9937
2019	Dr Riddhiman Mukhopadhyay	FDP	India Food Forum	22420
2019	Dr. Bhuvanesh Kumar Sharma	International Conference IIM Trichinapalli	IIM Trichinapalli	14195
2019	Manik Hendre	International Conference FICT 2020 NIT Karnataka	NIT Karnataka	24655
2019	Dr. Yachan Gharde	International Conference, Sinhgad College	Sinhgad College Pune	2100
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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for	Title of the administrative training programme organised for	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)

	teaching staff	non-teaching staff				
2019	Research and Publishing Strategies in Academic Journals with High Impact Factors, By Dr Jay Kandampully, Professor of Service Management at The Ohio State University, USA.	-	05/07/2019	05/07/2019	39	4
2019	Writing Effective Introduction and Literature Review of Research Paper, by Dr Angappa Gunasekaran, Dean and Professor of Operation Management at the School of Business and Public Administration, California State University, Bakersfield.	-	30/07/2019	30/07/2019	45	4
2020	AACSB Accrediation Training	-	02/01/2020	03/01/2020	15	2
2019	Nill	Fire Safety Training	15/06/2019	15/06/2019	Nill	20
2019	Nill	Use of MS Excel	29/06/2019	29/06/2019	Nill	25

		for data management				
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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
FDP Centre UGC HRDC SPPU Pune,Seminar on New Education Policy draft	1	29/06/2019	29/06/2019	1
PUNE UNIVERSITY, SPPU FDP on Outcome Based Education (OBE) CO PO attainment	1	17/07/2019	17/07/2019	1
Pune University, SPPU FDP on GE IL (Generic Elective – Institute Level)	4	10/07/2019	10/07/2019	1
PUNE UNIVERSITY, SPPU FDP on Outcome Based Education (OBE) (General)	3	22/06/2019	22/06/2019	1
IIT Mumbai, Continuing Education- Advance Research Method	1	03/06/2019	07/06/2019	05
AIMA, Case Teaching and Writing for University/B School Faculty and Research scholars	2	27/06/2019	28/06/2019	02
Goa Inst of M anagement,Summe r School Workshop On Time Series and Panel Data Modeling and Forecasting:	1	16/05/2019	18/05/2019	03

Using Eviews and STATA				
GOVERNMENT OF INDIA MHRD, POC Mentoring Orientation sessions on idea validation, business opportunity identification and business model development	1	26/07/2019	26/07/2019	1
PUNE UNIVERSITY, SPPU FDP on Marketing subjects	2	29/06/2019	29/06/2019	1
Pune University, SPPU FDP on HR subjects	1	03/07/2019	03/08/2019	1

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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
70	70	115	115

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
•Subsidized meal facility for teaching staff • Accommodation facility for teaching staff (opted as part of the package by the concerned employee). • Free Transport Facility • Subsidized higher education (MBA/PGDM) 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	• Pradhaan Mantri Jeevan Bima yojna for ground staff with 2.0 lacs of life cover, sponsored by the institute • Subsidized meal facility for Non-teaching staff • Accommodation facility for non-teaching staff (opted as part of the package by the concerned employee). • Free Transport Facility • Subsidized higher education (MBA/PGDM) program for children of employees. • Employee engagement activities like birthday celebration, anniversary of service. • Provision for emergency financial	• Student Insurance • Scholarship Freeships • Fee Waivers for financially weak students • Medical facility for students

| 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. • Annual 3-day meditation camp for all staff • Annual eye check-up camp • Annual Medical check-up camp: • Annual dental check-up camp • Movie day • AngelBee Mutual Fund investment information session • Axis Bank personal finance management information session • Future Genereli Life Insurance Term Insurance information session • Diwali gifts provided to all employees | 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 • School Fees for 2 children is paid by the Organization for Admin staff • Diwali Bonus – Diwali bonus as decided by management is provided to Admin staff upto gross salary of Rs 15000 pm Diwali gifts provided to all employees • Annual 3-day meditation camp for all staff • Annual eye check-up camp • Annual Medical check-up camp: • Annual dental check-up camp • Movie day • AngelBee Mutual Fund investment information session • Axis Bank personal finance management information session • Future Genereli Life Insurance Term Insurance information session | |

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

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. All the Department are authorised to spend a certain amount of money. If the amount is beyond the limit, then a request is submitted to the Chief Accounts Officer by the Head of Department. Chief Accounts Officer then submits the request to the Director. Director is authorised to sanction expenses of a certain limit. If the request is above the limit, the Director submits the request to the Governing body for final approval. A brief of both internal and external audit process is provided below: Internal Audit: 1.The internal audit committee consists of Director, Member of the Governing Body, Head of Departments (Academic, IT, Library, Mess etc.) 2. The internal audit process happens quarterly. 3. On the Annual General Meeting, an interim budget is proposed for a financial year. 4. The internal audit process tries to identify the difference between the proposed budget and the actual expenses. 5. If an area found which happens to exceed the proposed budget, then the reason behind the same is identified, and measures are taken so that the expenses do not become uncontrollable. 6. If any area is found to be generating surplus amount, then the extra amount is divided among the areas

which require more funds. External Audit: 1. The external audit process is carried out by the MGAM Company. 2. As per the financial law of the institutions and standard guidelines, all the financial, academic, and other non-academic processes are audited.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
NIl	0	NA

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6.4.3 – Total corpus fund generated

0

6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	Nill	Yes	PIBM Academic Administrative Committee
Administrative	No	Nill	Yes	PIBM Academic Administrative Committee

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

College organises function to welcome first year students parents are also invited on day of commencement of classes. Slow learners in program are identified and parent teacher interaction is arranged to improve the efficiency of slow learners. Mentors are in constant touch regarding their wards curricular and cocurricular activities. On Convocation Day parents are also invited for function to see their wards receive their degrees.

6.5.3 – Development programmes for support staff (at least three)

Institute organises Development programmes for support staff regularly. Skill development programs in IT like MS Excel Soft Skills are conduced to improve skills, Fire safety drills are carried out regularly. Meditation sessions are conducted for support staff. Institution has encouraged support staff to undergo NPTEL courses of their choice for self-development.

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1) Institution has registered Alumni Association with Charity Commissioner Pune. 2) Institution has submitted proposal to U.G.C to include our college under section 2(f) and 12(b) of U.G.C act of 1956. 3) Institution has submitted application to UBA to as a Participating Institute (PI). Cluster of five villages have been adopted under UBA program for conduct of UBA activities.

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b)Participation in NIRF	Yes
c)ISO certification	Yes

	d)NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2019	Please see details attached	01/06/2019	01/06/2019	31/05/2020	1010

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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Cyber Safe Women' Session by 'Maharashtra Cyber' Cyber Police	03/01/2020	03/01/2020	154	126
Women's day celebration	07/03/2020	07/03/2020	190	55
Sensitisation Workshop on sexual harassment & issues	22/02/2020	22/02/2020	165	Nill

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
Institute presently has Nil percentage of power requirement that is met by the renewable energy sources. However institute has acquired land and is likely to invest in solar energy soon for meeting its partial power requirements through renewable energy sources. Total power requirement of campus is 120000 KW per year.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	Nill
Provision for lift	Yes	Nill
Ramp/Rails	Yes	Nill
Braille Software/facilities	No	Nill
Rest Rooms	Yes	Nill
Scribes for examination	Yes	Nill
Special skill development for differently abled	No	Nill

	students						
Any other similar facility		Yes				Nill	

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2019	Nill	1	14/09/2019	1	Conduct of Jal Shakti and Swacchta Pandharwada Activities	Rain Water Harvesting, single use plastics, waste management, sparrow conservation, pledge on three R (Reduce, Reuse and Recycle) Zero Waste Model 3 way Segregation Collecting, Plastic E-waste Recycling Composting of Organic Garden Waste	220
2019	Nill	1	02/10/2019	1	Conduct of Swachh Bharat Activities	Swachh Bharat	103
2019	Nill	1	01/06/2019	150	Waste food dispensed to Local Pig Farmer	Wastage of food in college mess and hostel	20
2019	1	Nill	01/06/2019	285	Transport facility	Accessability to College	60

| 2019 | 1 | Nill | 01/06/2019 | 365 | Accomodation facility for Staff in Institutes hostels | Lack of good and secure residential options in proximity of the institute | 55 |
| | | | | | | | |

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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Students Hand Book 2019	01/06/2019	Reviewed and revised annually
PIBM Employee Code of conduct	01/06/2019	Reviewed and revised annually
PIBM Research Code of Conduct	01/06/2019	Reviewed and revised annually
PIBM Exam Code of Conduct	01/06/2019	Reviewed and revised annually

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Celebration of Independence Day	15/08/2019	15/08/2019	255
Celebration of Gandhi Jayanthi	02/10/2019	02/10/2019	205
Celebration of Republic Day	26/01/2020	26/01/2020	266
Celebration of Shiv Jayanthi	18/02/2020	18/02/2020	225

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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

Green Practices PIBM campus is located at a scenic and green location of Pirangut area. The authority is very careful about preserving the green environment surrounding the campus. Various initiatives are taken and proper maintenance policy followed for preserving the environment. A full-time gardener is on campus to take care of the trees planted in the campus. 1) Students, staff using Public Transport: To reduce the effect of carbon emission, PIBM provides a bus facility for all the students and staff who wishes to avail the service. The commute to and from the campus is facilitated by the bus service, this reducing the need for individual transport for both staff and students. 2) Pedestrian friendly roads: Though PIBM is located at a hilly region, the administrative authority along with the help of local administrative authority, made the road toward campus a proper one with

drainage facility at the sides and at the same time, it is pedestrian friendly. 3) Plastic-free campus: Keeping up with the Maharashtra Government's initiative of making whole Maharashtra a plastic-free zone, PIBM authority has also complied with the norms and follows a strict guideline against the usage of plastic inside the campus. Most of the plastic products are either replaced by durable material product or recyclable material. The shops inside the campus follow the same rule. 4) Paperless office: To encourage the green initiatives, PIBM has taken a pledge to make the campus a paper-free operation zone except for the academic one. Though a large number of academic operations are carried out paperless. The ERP system is in place that helped the authority greatly reduce the paper consumption in campus. 5) Green landscaping with trees and plants: The campus has housed various trees to maintain the green environment and reduce carbon footprint. An experienced gardener is recruited who takes care of all the trees inside the campus. Around 20 of the total campus area is covered under green landscaping.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Two institutional best practices 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. Objective training activity in PIBM is aimed at achieving sound domain and conceptual understanding in every student, Ensuring assessment of domain and functional skills at regular intervals, Facilitates development of transferable life and functional skills in students 3. The Context- The institution recognized that, 'Learning Outcome based Delivery and Assessment' can significantly improve the way students learn management skills and develop professional competencies. Over the years, both faculty and students submitted feedback about the learning process to the management insights a need for defining clear learning outcomes. Students often address why subjects were being taught alignment with final employability goal, faculty raised concerns about diminished student interest in training and assessments their specialisation or area of interest. In such context, it was determined that emphasizing on Learning Outcome based Delivery and Assessment would resolve the challenges being faced by students and faculty in the learning process streamlining skills and competencies of each course aligning with final program outcome. 4. The Practice The practice started taking shape with the conscious identification of learning outcomes in terms of Program Objectives and Course specific outcomes, aligning them with various academic activities. Core learning outcomes identified for both MBA and PGDM program were – Students should be able to understand domain specific concepts which are relevant to performance in various job profiles Students should be able to apply business concepts in different business scenarios and situations Students should develop basic managerial skills such as information flow, networking, team management, data analysis etc. Students should be able to source, categorize and analyze business data relevant to various business situations Students should be able to solve business problems and take information-based business decisions To achieve these core learning outcomes, in-class on on-field activities were streamlined to continually develop skills and competencies in students. Following training delivery sub-practices are incorporated and strengthened under this practice – 45 day Business Orientation foundation Program – a precursor to the first semester and facilitates in expectation setting and delivery of fundamental management concepts, along with initial industry exposure 'Sector Company Product and Service' (SCPS) specific training delivery and assessment – All subjects are trained with the SCPS training pedagogy, explaining each concept with the use of examples from various sectors and companies. With SCPS method designed, students develop a strong ability to

compare concept application across different sectors by participating in class activities, assignments and projects. Project based learning – Students were engaged in more application-oriented projects such as field studies, industry visit reports, winter and summer internship programs as well as dissertation thus strengthening their managerial competencies. Domain specific corporate interface – Student interaction with industry experts also aligned to provide domain specific exposure and developing employability enhancing skills in students. 5. Evidence of Success Learning Outcome based training and assessment has proved to be a best practice which has added significant value to the academic and placement process of the institute. Clear evidence of success of this practice was observed in – Skill centric training delivery, developing more confident and competent students ~100 placement improvement in average package of students since 2015. students receiving more challenging and rewarding profiles. Pre Placement Offers offered to several students after internships. Increased participation of students in organizing management events co-curricular activities. Increased participation of students in research and other knowledge dissemination activities (training manuals, sector analysis reports) Successful set up and management of Innovation Incubation centers by the students for driving development of entrepreneurial acumen in students 6. Problems Encountered and Resources Required A complete re-orientation of faculty approach towards course design, delivery and assessment was required to move towards Learning Outcome based training approach. Key resources or support required for establishing this best practice were – Faculty training and development for defining specific course learning outcomes Incubation period for designing courses as per desired learning outcomes – with specific training content and assessment tools Increased student engagement hours to develop concept application and achieve learning outcomes Extension activities to be realigned (such as field research, co-curricular programs, Recurring process reviews and alignment was required to ensure achievement of Program objectives and Learning outcomes by all stakeholders involved 7. Notes This best practice is further being improved by documentation and standardization of all finer aspects. 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 was to ensure that research is not done just for the sake of research. The institution wanted to deploy its human capital and supporting resources towards research activity that would have an impact on the community and the industry. 3. The Context Over the years, as we developed our training pedagogy and focused on making students employable research remained an under-developed area. Consequently, the institution started facing roadblocks in developing faculty talent and research acumen. While faculty and students were engaging in academic research, very little of the research output was finding any application in the industry or in the community. To break away from this norm, prevalent in education sector, it was realized that promoting application-oriented research is the only way ahead for faculty achieve a core learning outcome of problem solving in students 4. The Practice With increasing focus on Application Oriented Research and Development, the institution started laying emphasis on quality research being conducted by the faculty and students. Measures Publishing research in Scopus indexed journals with high impact factor: Continual training and development of faculty by organizing workshops seminars, to conduct international standard and high impact research on industrial research and application research approach. Over the years, the institute also started incentivizing quality research publications to encourage contributing faculty members and promoting research culture in the institution. Center for Management of Urban Areas (CMUA): This center was established with the intent of conducting meaningful research for contribution to the community. Industry sponsored research: The institute had developed over the years a large industry network for training and development of students. This same network

was then approached for identifying industry sponsored research opportunities on areas like Performance management, talent management, marketing strategy, distribution strategy, project finance, etc. New Product Market Development research projects: The institution also launched a new product and new market development research initiative for faculty contribution sector specific research aligned with industry experts. Industry Incubation Centers established at the college premises to conduct dedicated research and consulting for the collaborating companies. Market study based projects have helped the incubation center partners in improving their business processes and market understanding, while giving immense exposure to participating students and faculty. Departing from the typical format of an international research conference, International conference with corporate exposure organised with session chairs from both academia and industry. Additionally, an open house discussion was hosted with 4 CEOs as panel members to discuss the need for industry research and application oriented academic research, for the benefit of participating research scholars. 5. Evidence of Success As the overall research climate of the institute shifted towards industry and societal application, the quality of research output has significantly improved over the years. More and more faculty have started representing the institution on national and international platforms, through paper presentation and publication in Scopus indexed journals 30 sponsored research projects have been completed by PIBM faculty for various industry partners Knowledge dissemination improved organically as faculty also started utilizing relevant research in student training Students participation in market information gathering and applicationoriented research also increased, resulting in improved data analysis and problem solving skills 6. Problems Encountered and Resources Required This particular best practice required a complete reorientation on behalf of management, faculty and students. As the focus of the institute primarily remained on student employability, integrating application oriented research into the institutional culture and was a tremulous task. Major challenges in establishing this best practice were – Resistance towards change from faculty and students due to poor understanding of benefits. Lack of research competencies and skills of the research scientific process deriving industry implications from research study by faculty Initial poor acceptance of research output by the industry and thus a time lag in completion The institute invested time, money and human capital in resolving these challenges- Dedicated research workshops were organized to train the faculty on research process and arious statistical tools required for conducting impactful research. Budget was defined for incentivizing quality research effort by faculty. Additionally, steps were taken to cultivate relationship with industry partners for providing research and consulting support. Weekly and monthly research project development reviews also gave an impetus to the organized research activity at the institutional level. 7. Notes Annual revisions in research policy have been made to make this best practice standardized.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link
https://www.pibm.in/pdf/Best%20Practices%20Implemented%20by%20PIBM.pdf

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

The institute has achieved better placement than earlier academic years. Also the institute has organized first international conference, with renowned international researchers and corporates. The institute has started IRC (Industry representation center) with various renowned companies. The institute has encouraged faculties to conduct research and as outcome of research faculty

members and students have published in SCOPUS indexed journals. The analytics specialization as minor has been started considering the industry need. The institute has developed various manuals, and published various books involving students and faculty members. The institute has contributed to the society by helping rural areas. The institute has started IQAC cell, where the committee has been formed. The institute has started involving more alumni in curriculum development and mentoring students.

Provide the weblink of the institution
https://www.pibm.in

8.Future Plans of Actions for Next Academic Year

The institute focus on the curriculum development in the next academic year. The institute has planned to do more reviews with academic and subject matter experts for the courses and its evaluation. The new courses will be introduced in the next academic year as per the industry need. The focus will be increased on the alumni visits and their involvement in the different functions. The institute will focus on more MDPs and sponsored research where faculties will be getting the chance to develop different projects. The faculties will be involved to write more research papers and the outcome would be in a more SCOPUS indexed research papers. The faculties will be involving more students in writing research papers. More sponsored research and consulting will be planned by the faculties. The institute will plan the international conference and will provide the better platform to the researchers to interact with international researchers which will help individuals to develop research skills. More FDPs will be planned for the faculties to provide them better platform to develop their skills. More emphasis will be given on the competency development as per the industry demand. In terms of infrastructure the grounds will be provided to the students for sports and more indoor and outdoor games will be provided to the students for their overall betterment. There will be improvement done in terms of admission process from the last academic year. The more software's will be provided to the faculties for research and teaching and training. The upgradation of library is planned as per the requirement of faculties.