



YEARLY STATUS REPORT - 2022-2023

Part A

Data of the Institution

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

• Financial Status	Self-financing				
• Name of the Affiliating University	Savitribai Phule Pune University				
• Name of the IQAC Coordinator	Poornima Sehrawat				
• Phone No.	02066575036				
• Alternate phone No.	02066575045				
• Mobile	9971001639				
• IQAC e-mail address	poornima@pibm.in				
• Alternate Email address	pibmpune@pibm.in				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://www.pibm.in/images/pdf-doc/PIBM%20AQAR%20MBA_2021-22_29145_Apr.Pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.pibm.in/pdf/Academic%20Calendar_%202022-23%20MBA.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B++	2.90	2019	14/06/2019	13/06/2024
6.Date of Establishment of IQAC			11/05/2017		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
Nil	Nil	Nil	Nil	0	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		

9.No. of IQAC meetings held during the year	4	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
Significant contributions made by IQAC during the Academic Year 2022-23 Improvement in Academic Operations for student's betterment.		
Improvement in Administrative Operations, Teaching pedagogy improvement with continuous reviews. Improvement in Research Operations and publishing of high-quality research papers in Scopus ABDC-indexed journals and books.		
Conduct of more seminars, workshops, FDPs, etc. Conduct of PIBM International Conference 2022. Conduct of various Events & extracurricular activities for students and staff in Offline Mode, More Students club activities, and organizing & participating in competitive events. Conduct of SDPs programs		
Encouragement given to students to complete additional credit courses through NPTEL(Swayam)		
Financial support given to the family for employees expired due to COVID-19. Support is extended to the family by way of payment of educational fees of orphaned child.		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		

Plan of Action	Achievements/Outcomes
Semester-wise review of the teaching-learning process, structures & methodologies of operations and learning outcomes	Semester wise review have prominently improved the institutional performance in the training of teaching and learning methods
Research operation improvement	Increasing participation from faculties for the research work in publishing papers in Scopus and ABDC Indexed Journals
Development of Application based course delivery for peer learning and class activities	Application oriented teaching pedagogy was implemented from October 2018 and has benefitted students
Continued use of Zoom for some guest sessions, lectures & conduct of meetings	Continued use of Zoom has benefitted for conducting some guest sessions, lectures and meetings
Conduct of PIBM 5th International Conference 2022, on Navigating the Future of Business in a Turbulent Environment in offline mode	Successfully organized PIBM 5th International Conference 2022, on Navigating the Future of Business in a Turbulent Environment dates 19th November 2022 in offline mode.
Conduct of various corporate events in Offline mode & more of Swachh Bharat Activities	Institute successfully conducted various corporate events in Offline Mode and conducted various Swachh Bharat activities
Establishment of Incubation Centre Power House	PIBM Established Powerhouse: Incubation Cell to build entrepreneurial skills among the MBA students at PIBM Pune
To conduct Hackathon at PIBM Campus	PIBM successfully organised Hackathon 2023 at PIBM Campus to Ignite Innovation and Collaboration Amongst Students
13. Whether the AQAR was placed before statutory body?	Yes
<ul style="list-style-type: none"> Name of the statutory body 	

Name	Date of meeting(s)
Governing Body	15/01/2024

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2022-23	28/02/2024

15. Multidisciplinary / interdisciplinary

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

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

16. Academic bank of credits (ABC):

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

17. Skill development:

The institute is focusing on skill development by providing short- term courses on Fin-tech, Agri-Tech, Edu-Tech, and Insure-Tech. PIBM also focuses on skills development through delivering the courses with program outcomes and course outcome alignment.

Every course is designed with a competency-based outcome. The institute focuses on providing skill-based education by developing communication skills, aptitude skills, logical reasoning skills, excel and advanced Excel, python, analytical tools, problem-solving skills by using simulations, critical thinking skills, and different specialization-based skills and competency development.

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

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

The institute focus on appropriate integration of Indian Knowledge system. PIBM provides the lectures in Sanskrit language for basic understanding of the language. The students perform different cultural events at the institute and represents the different state's culture at the institute. The students also host and take part in different cultural event in the annual fest named GLORY.

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

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

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

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

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

Every Program outcome defines a few competencies such as; Cross

border business acumen, Anticipation and communication, Domain & Application knowledge, Interpersonal skills, Critical thinking, Research oriented, Sustainability, Cultural sensitivity, Social responsibility, Ethical oriented, Integrity, Positive attitude, Global Perceptive, Analytics skills, Data-driven decision making, Leadership skills, Analytics and business tools, Conceptual skills, Problem-solving, Strategic thinking, Technology oriented, Productivity tools

20.Distance education/online education:

PIBM provides the options to the students to opt for online MOOC courses offered by NPTEL/SWAYAM. The students have to finish the courses and credits are transferred on the completion certificate

PIBM also provide the option to the students to finish the courses through Udemy, Google analytics, LinkedIn etc. The students are majorly motivated to take courses which add value in their specialization and resume

Extended Profile

1.Programme

1.1	390
Number of courses offered by the institution across all programs during the year	
File Description	Documents
Data Template	View File

2.Student

2.1	513
Number of students during the year	
File Description	Documents
Institutional Data in Prescribed Format	View File
2.2	150
Number of seats earmarked for reserved category as per GOI/ State	

Govt. rule during the year	
File Description	Documents
Data Template	View File
2.3	223
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	34
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	34
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	25
Total number of Classrooms and Seminar halls	
4.2	2166.80
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	132
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

In the academic year, PIBM has enhanced its curriculum delivery process, elevating the MBA program to new heights. While remaining steadfast to AICTE and SPPU guidelines, the institution has evolved subject allocation by prioritizing faculty qualifications, industry acumen, and real-time student feedback. Faculty members, equipped with updated expertise, engage in continuous development to deliver cutting-edge content.

The course plans have undergone meticulous revision, embracing emerging industry trends and refining competencies crucial for professional success. Time distribution, sub-topics, and teaching methods have been fine-tuned to offer a more immersive and contemporary learning experience.

Intensified interactions with industry professionals have enriched the curriculum, ensuring it reflects real-world insights. The Board of Studies, expanded to include more visiting professors and industry experts, rigorously evaluates and refines the curriculum to maintain its dynamism.

Internship integration has been optimized to provide students with enhanced practical exposure. Internal evaluations now incorporate diverse assessment methods, including innovative approaches to measure practical skills and critical thinking.

In summary, PIBM's curriculum demonstrates a forward-looking approach, incorporating advancements in subject allocation, faculty development, industry engagement, and assessment methodologies. This ensures students receive an education aligned with regulatory standards while staying at the forefront of evolving business and industry demands.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.pibm.in/images/pdf-doc/MoM-Academic-Council-2022.pdf

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous

Internal Evaluation (CIE)

In the academic year, PIBM has meticulously refined its MBA program evaluation framework, introducing advancements for a more nuanced and responsive assessment approach. Faculty members now submit intricately detailed evaluation plans, featuring innovative assessment types, refined competencies, and a broader array of evaluation parameters. The Director of the MBA program provides strategic oversight, ensuring alignment with program objectives and responsiveness to evolving industry demands.

This academic year introduces an enriched and dynamically structured academic calendar, seamlessly incorporating approved assessment plans. Embracing technological strides, PIBM integrates innovative tools and platforms for assessments, fostering an interactive and engaging evaluation experience.

Monthly reviews are now fortified with real-time progress monitoring, enabling swift identification of learning gaps and timely corrective measures. Semester-end assessments offer a more holistic evaluation, integrating industry feedback and real-world scenarios to ensure students are not only academically proficient but also well-prepared for professional challenges.

PIBM's upgraded evaluation framework for the MBA program in the academic year, reflects a commitment to precision, adaptability, and technological integration. These enhancements significantly contribute to the program's overall quality and relevance, ensuring students are well-equipped for the dynamic and evolving professional landscape.

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

1.1.3 - Teachers of the Institution participate in B. Any 3 of the above following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year.
Academic council/BoS of Affiliating University
Setting of question papers for UG/PG programs
Design and Development of

**Curriculum for Add on/ certificate/ Diploma
Courses Assessment /evaluation process of the
affiliating University**

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

1.2 - Academic Flexibility

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

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

3

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

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

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

19

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

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

513

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded

1.3 - Curriculum Enrichment

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

PIBM stands as a paragon of holistic education, seamlessly intertwining crosscutting issues of professional ethics, gender diversity, human values, and environmental sustainability into its academic framework. Specialized modules delve into corporate governance, business ethics, and sustainability management, ensuring graduates possess a robust ethical foundation and environmental consciousness.

Beyond academia, PIBM's commitment extends to engaging awareness sessions, fostering a socially conscious mindset. Topics ranging from road safety to gender sensitivity contribute to shaping students into responsible leaders.

Moreover, PIBM's innovative initiatives go beyond education to community appreciation. "Protsaahan" stands as a testament, recognizing and appreciating the contributions of local police personnel, fostering a sense of community and shared responsibility.

In tandem with these initiatives, the institution actively promotes environmental sustainability. The integration of a Rainwater Harvesting system and Sewage Treatment Plant (STP) reflects PIBM's dedication to responsible water management and efficient wastewater treatment, minimizing its ecological impact.

Complementing these green practices, PIBM actively utilizes solar energy, reducing its carbon footprint. This holistic approach, encompassing academic content, community engagement, and environmental initiatives, ensures that PIBM not only educates professionals but molds socially responsible leaders with ethical acumen, gender sensitivity, and a commitment to environmental stewardship.

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

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

3

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

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

287

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

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students

A. All of the above

Teachers Employers Alumni

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

1.4.2 - Feedback process of the Institution may be classified as follows

A. Feedback collected, analyzed and action taken and feedback available on website

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

TEACHING-LEARNING AND EVALUATION**2.1 - Student Enrollment and Profile****2.1.1 - Enrolment Number Number of students admitted during the year****2.1.1.1 - Number of students admitted during the year**

290

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

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)**2.1.2.1 - Number of actual students admitted from the reserved categories during the year**

83

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

2.2 - Catering to Student Diversity

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

In the academic year 2022-23 at PIBM, we've implemented strategies aligned with international standards to address the diverse needs of our student body:

Identification of Learner Types:

1. **Initial Profiling Exercise:** During the Business Orientation Program, we conduct an assessment to determine the existing skills and competencies of students. This helps us identify their learning levels and areas that require development.

2. **Competency Assessment:** We evaluate logical reasoning, data processing, business communication, problem-solving, critical thinking, and domain skills to identify learner levels.

For Advanced Learners:

1. Enrichment Programs:

- Introduced specialized courses, seminars, and workshops beyond the standard curriculum.
- Established honors and accelerated programs to challenge and stimulate advanced learners.

2. Research Opportunities:

- Facilitated early involvement in research projects, providing mentorship for academic advancements.
- Fostered partnerships with industries for internships and research collaborations.

3. Flexible Learning Paths:

- Allowed for independent study and personalized course design based on individual interests.
- Provided options for accelerated graduation and access to graduate-level courses.

For Slow Learners:

1. Diagnostic Assessments:

- Conducted thorough assessments to identify specific learning challenges.
- Developed personalized learning plans with targeted interventions.

2. Small Group Instruction:

- Implemented small group instruction for personalized attention.
- Utilized peer-assisted learning to encourage collaboration among slow learners.

3. Specialized Support:

- Established tutoring programs focusing on subject areas where slow learners may struggle.
- Offered remedial courses to reinforce foundational skills.

Our commitment to regular progress monitoring, inclusive environments, and collaborative support ensures that all students, regardless of their pace, have the opportunity to thrive and succeed in their academic journey at PIBM.

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

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

Number of Students	Number of Teachers
513	34

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

Innovative Pedagogy: Nurturing Holistic Learning in Academic Year

In the academic year 2022-2023, our educational approach centered around student-centric methodologies, fostering a comprehensive learning experience.

Industry Integration: The establishment of the Industry Representation Center provided a practical platform for students to apply theoretical knowledge in simulated industry settings, facilitating a seamless transition from academia to the professional realm.

Practical Exposure: Live industry projects and consultancy initiatives immersed students in real-world problem-solving, honing critical thinking skills and offering valuable insights into diverse domains. Industry visits and field studies further enriched their understanding of how management principles are applied in various business contexts.

Contextual Learning: A 'Comparative Business Information & Learning Triangle' approach ensured sessions began with an exploration of the 'Why, Where, and Purpose,' fostering a holistic understanding before delving into subject matter discussions.

Skill Alignment: JD-based training aligned learning objectives with industry job descriptions, enabling students to develop practical and in-demand competencies tailored to the job market.

Active Engagement: Case study discussions and role plays encouraged active engagement, refining problem-solving abilities and promoting the practical application of theoretical knowledge.

Internship Immersion: Tailored summer and winter internships provided students with opportunities to apply classroom learning in

real-world scenarios, preparing them for the challenges of their chosen domains.

Supplementary Resources: The introduction of NPTEL courses complemented traditional teaching methods, offering students additional resources for a deeper understanding and diverse perspectives.

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

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

Advancing Pedagogy: ICT-Enabled Excellence at PIBM

Classroom Infrastructure: Our all the classrooms feature Interactive Smart Flat Display Panel System, 75" (IFT Panel Display) for interactive learning, complemented by video conferencing capabilities, fostering dynamic collaboration and inclusive, remote engagement. This integration reflects our commitment to providing a technologically advanced and flexible educational environment.

Digital Learning Hub: The institute maximizes the potential of the Learning Management System (Classroom+) for seamless academic activities, promoting efficient digital interfaces.

Connectivity Beyond Boundaries: A Wi-Fi-enabled campus empowers students to access e-books, databases, and other resources on various devices, fostering continuous learning.

Virtual Collaboration: Twenty-five Zoom links facilitate uninterrupted academic activities, promoting collaboration among students and staff in a digital landscape.

Library of the Future: PIBM's library offers 24x7 remote access to e-books and e-resources, providing an extensive knowledge repository for students and staff.

Tech-Driven Labs: Equipped with a high-speed internal LAN at 300 Mbps, the computer lab and digital library offer cutting-edge resources for comprehensive learning.

Supplementing Classroom Instruction: PIBM embraces online courses like NPTEL, Swayam, Coursera, LinkedIn Learning, Udemy, and Google Analytics, enhancing the traditional curriculum.

Global Perspectives in Virtual Spaces: International conferences and corporate interactions are organized in offline mode, broadening students' global outlook and industry insights.

In essence, PIBM's commitment to ICT integration is a testament to its dedication to fostering a technologically advanced and globally aware learning ecosystem.

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

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

2.3.3.1 - Number of mentors

27

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

34

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

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

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

19

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

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

2.4.3.1 - Total experience of full-time teachers

182

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

2.5 - Evaluation Process and Reforms

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

Transparent Internal Assessment in MBA Program.

1. Norm Adherence:

- The institute aligns its internal assessment practices with the standards set by Savitribai Phule Pune University.

2. Weightage Distribution:

- Internal weightage of 50 marks is managed by the institute, while the university conducts a 50-marks External Exam.

3. Assessment Tools:

- Diverse tools such as class tests, presentations, viva, assignments, projects, and quizzes are employed for comprehensive evaluation.

4. Application-Based Assessments:

- The assessment system emphasizes application-based questions, requiring students to apply theoretical knowledge to real-world scenarios.

5. Structured Evaluation Schedule:

- A well-defined weekly and monthly evaluation plan ensures the timely completion of internal assessments.

6. Result Communication:

- Internal assessment results are formally shared through notice boards, emails, and the institute's ERP (Classroom+), promoting transparency.

7. Feedback and Counseling:

- Detailed feedback sessions by subject faculty and mentors guide remedial efforts, fostering continuous improvement.

8. Individual Performance Insights:

- Performance details are shared with faculty mentors, facilitating personalized counselling to address learning needs and performance gaps.

In conclusion, the institute's approach to internal assessment is not only transparent and aligned with university standards but also emphasizes continuous improvement and individualized support for MBA students in the academic year 2022-23.

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

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

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

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

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

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

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

2.6 - Student Performance and Learning Outcomes

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

Programme and Course Outcomes

In tandem with the institution's Vision and Mission, our Educational Programme Objectives (PEOs) and Program Outcomes (POs) are meticulously crafted to instill holistic competencies in students. This underscores our commitment to excellence and transparency in education.

Communication and Display on College Website: The institution actively communicates its educational goals by prominently displaying Vision, Mission, PEOs, and POs on the college website. This transparent approach ensures accessibility for all stakeholders, showcasing our dedication to clarity in educational objectives.

Regular Faculty Meetings for Progress Evaluation: Fostering a collaborative educational environment, regular faculty meetings are conducted to discuss and assess the progress of PEOs, POs, and Course Outcomes (COs). This ongoing evaluation cultivates a dynamic and responsive approach to education.

Student Orientation Sessions: Proactive measures are taken through orientation sessions at the semester's onset, providing students with clarity on Programme Outcomes (POs). This empowers students to actively engage in and steer their educational journey.

Course Plan Booklets with CO-PO Mapping: Subject teachers play a pivotal role in crafting comprehensive Course Plan booklets. These booklets detail Course Outcomes (COs) and highlight their alignment with overarching Program Outcomes (POs), offering students a clear academic roadmap.

Communication to Stakeholders: Recognizing the significance of stakeholder involvement, the institution actively communicates Programme and Course Outcomes to various stakeholders, including alumni. This engagement fosters valuable feedback, contributing to continuous improvement and refinement of our educational offerings.

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

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

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

Attainment of Course Outcome:

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

Attainment of Programme Outcome:

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

Outcome is presented to the Governing Body, and a further decision is taken.

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

2.6.3 - Pass percentage of Students during the year

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

219

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

2.7 - Student Satisfaction Survey

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

<https://www.pibm.in/pdf/Student%20Satisfaction%20Survey%202022-23.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

33.44

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

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

3.1.2.1 - Number of teachers recognized as research guides

4

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

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

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

4

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

3.2 - Innovation Ecosystem

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

In the academic year 2022-23, our institution is unwavering in its commitment to innovation and knowledge transfer, building upon past

achievements through collaborative efforts between the Governing Body and the Academic Advisory Council.

1. **Entrepreneurship Cell (2013):** The Entrepreneurship Cell has evolved to provide students with a comprehensive experience, extending beyond business acumen to encompass team dynamics, application-oriented learning, and marketing proficiency, ensuring readiness for the dynamic business landscape.
2. **Innovative Learning Materials:** Faculty-generated domain-specific learning materials and training manuals enhance accessibility, ensuring a comprehensive and easily understandable learning experience for students.
3. **Institution Innovation Council (2018):** In collaboration with the MHRD Innovation Cell, the Institution Innovation Council actively fosters entrepreneurial behavior, encouraging innovative thinking beyond traditional boundaries.
4. **Revamped Industry Incubation Centre:** The Industry Incubation Centre has been enhanced to provide an enriched platform for faculty and students, facilitating collaboration with industry partners.
5. **Centre for Management of Urban Areas (CMUA) Initiatives:** CMUA initiatives now specifically address socio-economic areas, innovating scientific solutions with direct social implications, ensuring a meaningful impact on society.
6. **New Product-based Value Chain Research (NPCCR):** NPCCR is advancing, fostering innovative business perspectives among students and faculty, with outcomes contributing to valuable monographs and research papers.
7. **Strategic Global Partnerships:** By forging partnerships with global institutions, we aim to broaden exposure and opportunities for students and faculty, fostering international collaboration and enriching our innovation ecosystem.

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

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

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

14

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

3.3 - Research Publications and Awards

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

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

0

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

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

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

86

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

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

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

9

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

3.4 - Extension Activities

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

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

1. PIBM's Students Scattered Smiles at Zila Parishad Primary School in Nasrapur, Pune
2. PIBM Students Take the Lead in Swachh Bharat Abhiyan, Transforming Diveagar Beach
3. PIBM Family Spreads Smiles and Warmth Through Food Distribution during Palkhi Festival
4. Blood donation Camp at PIBM
5. Tree plantation drive
6. visiting "Z.P. SCHOOL, SHERE GAON" for economically backward students as part of CSR Activity
7. Seva at Gurudwara
8. EDU YOUTH MEET
9. STUDENTS COUNSELLING - CENTER LET US TALK "FEEL BETTER - BE BETTER"
10. PIBM students led by the esteemed faculty members visited 1.

Tara Sofosh Dhahdphale Centre, 2. Saraswati Anath Shikshan Ashram, and 3. Mattruchhayya Balakashram.

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

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

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

2

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

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

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

12

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

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

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

1193

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

3.5 - Collaboration

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

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

2

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

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

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

30

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

PIBM prides itself on a cutting-edge learning environment with an extensive range of facilities:

- **Classrooms:** The institution features 21 well-equipped Advanced IFT Panel DisplaySmart classrooms, each accommodating 60 students, furnished with essential amenities like overhead projectors, audio-video systems, CCTV cameras, whiteboards, and podiums.
- **Seminar Hall:** A spacious seminar hall with a seating capacity of 120 students is equipped with projectors, AV systems, and CCTV cameras, ensuring impactful presentations and discussions.
- **Library:** PIBM's library includes a media center providing real-time updates on book availability, accompanied by a reading room for 60 students.
- **Computer Room:** Housing over 120 functional computers, including a Bloomberg terminal, the computer room ensures students have access to cutting-edge technology.
- **Auditorium:** With a seating capacity exceeding 500, the auditorium boasts high-definition surround sound, Advanced LED

Wall Display Systems Qty 2, 8 Ft x 10 ft Total 80 Sq Ft each LED Display for enhanced viewing experience, CCTV surveillance, and an efficient air conditioning system.

- **Smart Classrooms:** Interactive Smart Flat Display Panel System, 75" IFT Panel Display advanced smart classrooms enhance the learning experience with digital complementing traditional classroom features.
- **Lecture Capturing Facility:** PIBM invests in five high-resolution digital video cameras for recording lectures and a DSLR camera for capturing high-quality images of seminars and events.
- **Tutorial Rooms:** Two tutorial rooms, each accommodating 30 students, are available for remedial, special tutorial sessions, and mentoring.
- **Digital Notice Board:** LED monitors strategically placed in academic blocks serve as a digital notice board, facilitating seamless communication among students and faculty.

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

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

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

1. **Outdoor Sports Facilities:** PIBM has a cricket ground football ground, badminton court, and volleyball court.
2. **Indoor Sports Facilities:** The indoor sports facility room has 3 Table Tennis tables, 2 Carrom boards, and 4 Chess boards.
3. **Gymnasium:** The floor is covered with thick but soft carpets. 6

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

4. Auditorium: The auditorium is equipped with a seating capacity for 500 students, with 12 channel multimedia system, Alternatively, this auditorium is used for yoga and aerobic sessions. The professional trainer guides this program.
5. Music Room: All the modern music amenities, such as 6 Bass Guitars, 2 Electric Guitars, 1 Drum sets, 2 Amplifiers, 1 Congo, 1 Guitar stand, and 2 Microphones are provided. In Indian culture, it is quite common to have music as a hobby, and PIBM's effort to provide students with a music room is a gesture of encouraging them to pursue their hobby and to become creative leaders.

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

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

21

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.pibm.in/NAACInfrastructure.html
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

339.20

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

4.2 - Library as a Learning Resource

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

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

Name of the software: SLIM

Nature of Automation: Full automation

Version:3.8.0.31137

Year of installation: 2016

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

Other software in use: KOHA (Open source software mainly used for ebooks) & DellNet (e-resources)

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

4.2.2 - The institution has subscription for the following e-resources e-journals e- A. Any 4 or more of the above

ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

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

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

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

40.99

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

180

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

The institution has a robust IT infrastructure and policy guideline which helps in maintaining the normal functionality of daily IT

operations. The guidelines are formulated keeping in mind the flexibility and speed of operation, maintenance procedure to get maximum benefits of the software and hardware, and legal and appropriate usage of the facilities.

The following procedures are followed while updating the IT facilities:

- AMC Policies; Replacement and Disposal Policies:
- Desktops & Laptops maintained by in-house experienced IT team
- AMC is given for CCTV setup, UPS, EPBAX for keeping the equipment maintained
- Other equipment (Firewall, Wi-Fi Controller Devices etc.) undergo annual renewal for continued usage.
- Annual Maintenance Contract is signed with the vendor who shall provide services in shortest possible time, do preventive maintenance of computers every 6 months & check for flawless connections.

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

3.. Maintenance of Dead stock register

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

4. Hardware stock maintenance process:

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

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

4.3.2 - Number of Computers

135

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

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

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

4.4 - Maintenance of Campus Infrastructure

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

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

1804.03

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

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

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

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

maintenance:

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

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

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

STUDENT SUPPORT AND PROGRESSION**5.1 - Student Support****5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year****5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year**

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

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

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

2

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

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

A. All of the above

File Description	Documents
Link to Institutional website	https://www.pibm.in/training-to-buildconfidence.html
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

223

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

223

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

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

A. All of the above

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

220

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

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

5.2.2.1 - Number of outgoing student progression to higher education

0

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

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

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

0

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

5.3 - Student Participation and Activities

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

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

0

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

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

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

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

17. Entrepreneurship & Innovation Cell**18. Decoration Committee****19. Student Training & Development Committee**

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

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)**5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year**

11

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

5.4 - Alumni Engagement

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

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

The Alumni Association of Pune Institute of Business Management has been formally registered in year 2019. The first graduating batch from PIBM joined in industry in 2010. These students have successively grown to middle and senior management over the last 11 years. With the formal registration process of our alumni association we will now be able to accept any financial support from

the alumni.

However, PIBM is proud of the non-financial support it is getting over the last 11 years from the alumni. In a broad sense, the non-financial support can be divided into three categories. They are:

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

1. Academic Support

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

2. Placement Support

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

3. Institutional Branding

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

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

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

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

PIBM's commitment to fostering employability prompted a rigorous collaboration with recruiters and corporate panellists in curriculum design, delivery, and evaluation. Feedback revealed a gap in preparing students for middle management roles, necessitating a strategic shift.

To bridge this divide, sector experts were appointed as Domain Training Managers, and corporate experts collaborated with PIBM to enrich training efforts. Key sectors were identified, and specialized elective modules were introduced, focusing on sector-specific functional skills and practical exposure.

Achievements:

1. Talent Identification and Management:

- A strategic shift in talent identification aligned with industry needs.

2. Employment-Focused Skills:

- Development of sector-specific skills through specialized elective modules.

3. Strong Industry-Academic Connect:

- Robust industry-academic connect fostered through sector experts.

4. Application-Based Content:

- Delivery of practical, application-oriented content in elective modules.

5. Faculty Development:

- Faculty equipped with application-oriented teaching

methodologies.

6. Improved Placement Performance:

- Notable improvement in placement with students securing managerial roles.

7. Enhanced Placement Packages:

- Sustained improvement in placement packages for successive batches.

This strategic evolution at PIBM ensures our graduates are not only job-ready but excel in middle management roles. Our commitment to aligning education with industry needs remains unwavering, exemplifying our dedication to producing professionals of exceptional caliber.

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

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

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

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

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

The research process is initiated, managed, and improved by the faculties. The Head of the Departments guides 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 projects or can assist any faculties in their research process.

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

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

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

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

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

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

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

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

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	https://www.pibm.in/pdf/Strategic_Perspective_plan.pdf
Upload any additional information	No File Uploaded

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

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

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

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

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

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

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

6.3 - Faculty Empowerment Strategies

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

The institution has effectively implemented the following welfare measures for teaching and non- teaching staff.

- Subsidized meal facility for teaching and non-teaching staff.
- Accommodation facility for teaching staff (opted as part of the package by the concerned employee).
- Free Transport Facility
- Subsidized higher educationprogram for children of employees.
- Employee engagement activities like birthday celebrations, and anniversaries of service.
- Provision of emergency financial assistance for all staff.
- Gymnasium facility for staff with a training facility
- Creche facility for women employees
- Group medical insurance to all employees and the sum insurance is INR 3,00,000.00 per employee

- Paid Leaves are available to all the teaching staff members for Research purposes on a case-to-case basis.
- Diwali gifts provided to all employees
- Future Genereli Life Insurance Term Insurance information session.
- Medical hospitalization & consultancy arrangements as required in the COVID-19 emergency provided to employees & their family members.
- Monetary educational help to children orphaned during the COVID-19 pandemic.
- Full and Timely Salary is paid to all staff members even during COVID-19
- During lockdown work from home facility provided to employees to ensure uninterrupted work & to look after their family members.
- Pradhan Mantri Jeevan Bima Yojna for ground staff with 2.0 lacs of life cover sponsored by the institute.

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

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

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

05

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

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

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

24

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

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

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

25

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

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

PIBM has successfully implemented a robust Performance Appraisal System for both teaching and non-teaching staff, conducted annually. The distinguishing factor lies in the Key Result Areas (KRAs).

The process begins with the orientation of all staff members, where they are acquainted with their job responsibilities and provided information about their respective KRAs. Key Performance Indicators (KPIs) linked to the KRAs are also elucidated during the employees' induction period. The probation period's duration is determined based on the experience level of each employee. Throughout this period, the trainer or immediate supervisor carefully observes the employees' performance. Depending on their performance, the probation period's duration may be adjusted, granting employees autonomy in executing their tasks.

After one year, an employee and their immediate supervisor engage in a comprehensive review of the year's activities. Specific parameters are considered for teaching staff, including:

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

For non-teaching staff, these parameters vary based on the specific functions each employee performs. Admin staff, placement staff, support staff, and miscellaneous roles each have distinct evaluation criteria. Following the activity review, the Head of the Department assesses teaching staff, while supervisors or managers evaluate non-teaching staff using the Performance Management System (PMS).

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

6.4 - Financial Management and Resource Mobilization

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

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

Generally, the expenditure process follows a straight line process of sanction expenses limits Head of Department, Chief Accounts

Officer, Director & finally Governing Body.

A brief process is provided below:

Internal Audit:

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

External Audit:

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

Handling Audit Object:

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

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

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

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during

the year (INR in Lakhs)

0

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

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

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

Resource Mobilization Mechanism

Source of Funds:

Fees from PIBM MBA Program

Revenue from MDPs and Consultancies

Sponsorship from research grants

Funds from Government and Non-Government Organisations

The resource Mobilization Strategy of PIBM MBA involves the following steps -

1. A forecast report of Resource requirements from all department heads to be prepared one month before the commencement of the new Academic Year
2. Preparation of an annual budget for institutional operations in consideration of the resource requirement submitted by department heads
3. Approval of the annual budget by the Governing Council of Pune Institute of Business

Management

4. The authority to allocate capital resources is vested in the Chairman of the Institute

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

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

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

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

6.5 - Internal Quality Assurance System

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

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

The IQAC team:

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

Functionalities:

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

A special training sessions on Harvard Case Studies done by IIM Faculties to the all faculties.

Areas improved after formation of IQAC & incremental improvements made during preceding year:

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

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

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

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

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

outcome by means of the feedback and performance.

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

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

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

2. Incubation Centre:

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

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

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

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.pibm.in/igac.html
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

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

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

8. Cyber Safe Women' Session by 'Maharashtra Cyber' Cyber Police Cyber has been arranged to sensitize girl students for safety.
9. Sensitisation Workshop on sexual harassment & issues has been arranged.
10. Events Like SheConclave held at PIBM to encourage Women entrepreneurship.

File Description	Documents
Annual gender sensitization action plan	https://www.pibm.in/pdf/Annual-Gender-Sensitization-Action-Plan-Report-Pune-Institute-of-Management-2021-22.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

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

B. Any 3 of the above

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

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

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

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

1. Solid Waste Management:

1. **Recyclable Material:** Solid waste that is recyclable is directly given to a local waste management plant. A vehicle collects all recyclable materials from the campus and recycles them for further use.
2. **Reusable Material:** Reusable material such as wooden structure, metal is used for various support works carried out at the institution and hostels.
3. **Sanitary waste** is disposed through incinerator installed in campus.
4. **Food waste:** Food waste is supplied to a local pig farmer in the Bhugaon area. A vehicle collects all the food waste daily from the institution canteen and all the hostels.

2. Liquid Waste Management

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

3. E-waste Management:

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

4. Waste recycling system

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

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance

B. Any 3 of the above

of water bodies and distribution system in the campus

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

B. Any 3 of the above

- 1.Restricted entry of automobiles
- 2.Use of bicycles/ Battery-powered vehicles
- 3.Pedestrian-friendly pathways
- 4.Ban on use of plastic
- 5.Landscaping

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

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

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

C. Any 2 of the above

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment

Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

A. Any 4 or all of the above

5.

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

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

Pune Institute of Business Management (PIBM) is dedicated to fostering an inclusive environment, placing significant institutional emphasis on ethical, cultural, and spiritual values for both students and staff.

The college actively organizes and conducts a multitude of activities designed to cultivate an atmosphere of inclusivity. Commemorative days, supported by the management, are celebrated on campus not only for recreation and amusement but also to instill a sense of unity and social harmony, fostering emotional and religious sentiments among students and faculty.

Cultural and regional festivals, such as Glory & Aarmbha, Fresher Party, Teacher's Day, Induction Program, CSR activities, Tree Plantation, Women's Day, Swami Vivekanand Birth Anniversary, Shiv Jayanti, Yoga Day, and traditional celebrations like Ganesh Chaturthi, Durga Puja, Diwali, Holi, Guru Purab, Lohri, etc., are joyously observed. The campus actively engages in religious ritual activities as well.

To further enrich the overall development of students, the institute arranges motivational lectures by eminent personalities in various fields. These sessions contribute to personality development, fostering responsible citizenship in alignment with national values of social and communal harmony, as well as national integration.

Beyond academic and cultural pursuits, the institute also provides a diverse range of sports activities to ensure the physical development of its students. In this comprehensive manner, PIBM demonstrates a commitment to creating an inclusive environment that embraces and respects cultural, regional, linguistic, communal, socioeconomic, and other diversities.

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

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

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

India, as a country, includes individuals with different backgrounds

viz., cultural, social, economic, linguistic, and ethnic diversities governed and guided by the Constitution irrespective of caste, religion, race sex.

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

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

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

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

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

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

4. Annual awareness programmes on Code of Conduct are organized

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

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

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

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

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

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

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

Ganesh Chaturthi: Ganesh Chaturthi was celebrated in August/September each year.

Durga Puja: It is a student driven programme which is celebrated at the campus during the September/October month. Various cultural programmes were arranged during this time.

Diwali: The colour of light is celebrated with decorating the whole campus with lights. Soundless firecrackers were lighted at the evening to celebrate Diwali with all the family members of PIBM teaching and non-teaching staff.

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

celebrate Guru Nanak Jayanti.

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

7.2 - Best Practices

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

Best Practice 1

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

2. Objectives of the Practice

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

3. The Context-

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

4. The Practice

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

5. Evidence of Success

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

6. Problems Encountered and Resources Required

A complete re-orientation of faculty approach required.

7. Notes

Best Practice 2

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

2. Objectives of the Practice

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

3. The Context

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

4. The Practice

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

5. Evidence of Success

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

6. Problems Encountered and Resources Required

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

7. Notes

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

7.3 - Institutional Distinctiveness

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

Institute has taken great efforts to place all the students, conducting examinations, mentoring, arranging conferences, seminars workshops & inviting corporates for final placements & internships. Institute has overcome all the challenges and placed all the students with good package and provided 100 percent internships.

The institute has organized Sixth International Conference, with renowned international researchers and corporates.

The Institute has inculcated the Practical In Class Training using Euromonitor & Harvard Simulation.

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

Faculty attended FDPs, seminars, workshops training programs.

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

The institute has started involving more alumni in curriculum development and mentoring students.

The Institute has developed Open Source Platform named Letsgro which provides free practical learning to students from various strata of society.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

In the academic year, PIBM has enhanced its curriculum delivery process, elevating the MBA program to new heights. While remaining steadfast to AICTE and SPPU guidelines, the institution has evolved subject allocation by prioritizing faculty qualifications, industry acumen, and real-time student feedback. Faculty members, equipped with updated expertise, engage in continuous development to deliver cutting-edge content.

The course plans have undergone meticulous revision, embracing emerging industry trends and refining competencies crucial for professional success. Time distribution, sub-topics, and teaching methods have been fine-tuned to offer a more immersive and contemporary learning experience.

Intensified interactions with industry professionals have enriched the curriculum, ensuring it reflects real-world insights. The Board of Studies, expanded to include more visiting professors and industry experts, rigorously evaluates and refines the curriculum to maintain its dynamism.

Internship integration has been optimized to provide students with enhanced practical exposure. Internal evaluations now incorporate diverse assessment methods, including innovative approaches to measure practical skills and critical thinking.

In summary, PIBM's curriculum demonstrates a forward-looking approach, incorporating advancements in subject allocation, faculty development, industry engagement, and assessment methodologies. This ensures students receive an education aligned with regulatory standards while staying at the forefront of evolving business and industry demands.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.pibm.in/images/pdf-doc/MoM-Academic-Council-2022.pdf

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

In the academic year, PIBM has meticulously refined its MBA program evaluation framework, introducing advancements for a more nuanced and responsive assessment approach. Faculty members now submit intricately detailed evaluation plans, featuring innovative assessment types, refined competencies, and a broader array of evaluation parameters. The Director of the MBA program provides strategic oversight, ensuring alignment with program objectives and responsiveness to evolving industry demands.

This academic year introduces an enriched and dynamically structured academic calendar, seamlessly incorporating approved assessment plans. Embracing technological strides, PIBM integrates innovative tools and platforms for assessments, fostering an interactive and engaging evaluation experience.

Monthly reviews are now fortified with real-time progress monitoring, enabling swift identification of learning gaps and timely corrective measures. Semester-end assessments offer a more holistic evaluation, integrating industry feedback and real-world scenarios to ensure students are not only academically proficient but also well-prepared for professional challenges.

PIBM's upgraded evaluation framework for the MBA program in the academic year, reflects a commitment to precision, adaptability, and technological integration. These enhancements significantly contribute to the program's overall quality and relevance, ensuring students are well-equipped for the dynamic and evolving professional landscape.

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

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	B. Any 3 of the above								
<table border="1"> <thead> <tr> <th>File Description</th><th>Documents</th></tr> </thead> <tbody> <tr> <td>Details of participation of teachers in various bodies/activities provided as a response to the metric</td><td>View File</td></tr> <tr> <td>Any additional information</td><td>View File</td></tr> </tbody> </table>	File Description	Documents	Details of participation of teachers in various bodies/activities provided as a response to the metric	View File	Any additional information	View File			
File Description	Documents								
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File								
Any additional information	View File								
1.2 - Academic Flexibility									
1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented									
1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented									
3									
<table border="1"> <thead> <tr> <th>File Description</th><th>Documents</th></tr> </thead> <tbody> <tr> <td>Any additional information</td><td>No File Uploaded</td></tr> <tr> <td>Minutes of relevant Academic Council/ BOS meetings</td><td>View File</td></tr> <tr> <td>Institutional data in prescribed format (Data Template)</td><td>View File</td></tr> </tbody> </table>	File Description	Documents	Any additional information	No File Uploaded	Minutes of relevant Academic Council/ BOS meetings	View File	Institutional data in prescribed format (Data Template)	View File	
File Description	Documents								
Any additional information	No File Uploaded								
Minutes of relevant Academic Council/ BOS meetings	View File								
Institutional data in prescribed format (Data Template)	View File								
1.2.2 - Number of Add on /Certificate programs offered during the year									
1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)									
19									

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

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

513

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded

1.3 - Curriculum Enrichment

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

PIBM stands as a paragon of holistic education, seamlessly intertwining crosscutting issues of professional ethics, gender diversity, human values, and environmental sustainability into its academic framework. Specialized modules delve into corporate governance, business ethics, and sustainability management, ensuring graduates possess a robust ethical foundation and environmental consciousness.

Beyond academia, PIBM's commitment extends to engaging awareness sessions, fostering a socially conscious mindset. Topics ranging from road safety to gender sensitivity contribute to shaping students into responsible leaders.

Moreover, PIBM's innovative initiatives go beyond education to community appreciation. "Protsaahan" stands as a testament, recognizing and appreciating the contributions of local police personnel, fostering a sense of community and shared responsibility.

In tandem with these initiatives, the institution actively promotes environmental sustainability. The integration of a

Rainwater Harvesting system and Sewage Treatment Plant (STP) reflects PIBM's dedication to responsible water management and efficient wastewater treatment, minimizing its ecological impact.

Complementing these green practices, PIBM actively utilizes solar energy, reducing its carbon footprint. This holistic approach, encompassing academic content, community engagement, and environmental initiatives, ensures that PIBM not only educates professionals but molds socially responsible leaders with ethical acumen, gender sensitivity, and a commitment to environmental stewardship.

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

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

3

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

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

287

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

1.4 - Feedback System

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

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

1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
---	---

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

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

290

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

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

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

83

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

2.2 - Catering to Student Diversity

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

In the academic year 2022-23 at PIBM, we've implemented strategies aligned with international standards to address the diverse needs of our student body:

Identification of Learner Types:

1. **Initial Profiling Exercise:** During the Business Orientation Program, we conduct an assessment to determine the existing skills and competencies of students. This helps us identify their learning levels and areas that require development.

2. **Competency Assessment:** We evaluate logical reasoning, data processing, business communication, problem-solving, critical thinking, and domain skills to identify learner levels.

For Advanced Learners:

1. Enrichment Programs:

- Introduced specialized courses, seminars, and workshops beyond the standard curriculum.
- Established honors and accelerated programs to

challenge and stimulate advanced learners.

2. Research Opportunities:

- Facilitated early involvement in research projects, providing mentorship for academic advancements.
- Fostered partnerships with industries for internships and research collaborations.

3. Flexible Learning Paths:

- Allowed for independent study and personalized course design based on individual interests.
- Provided options for accelerated graduation and access to graduate-level courses.

For Slow Learners:

1. Diagnostic Assessments:

- Conducted thorough assessments to identify specific learning challenges.
- Developed personalized learning plans with targeted interventions.

2. Small Group Instruction:

- Implemented small group instruction for personalized attention.
- Utilized peer-assisted learning to encourage collaboration among slow learners.

3. Specialized Support:

- Established tutoring programs focusing on subject areas where slow learners may struggle.
- Offered remedial courses to reinforce foundational skills.

Our commitment to regular progress monitoring, inclusive environments, and collaborative support ensures that all students, regardless of their pace, have the opportunity to

thrive and succeed in their academic journey at PIBM.

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

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

Number of Students	Number of Teachers
513	34

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

Innovative Pedagogy: Nurturing Holistic Learning in Academic Year

In the academic year 2022-2023, our educational approach centered around student-centric methodologies, fostering a comprehensive learning experience.

Industry Integration: The establishment of the Industry Representation Center provided a practical platform for students to apply theoretical knowledge in simulated industry settings, facilitating a seamless transition from academia to the professional realm.

Practical Exposure: Live industry projects and consultancy initiatives immersed students in real-world problem-solving, honing critical thinking skills and offering valuable insights into diverse domains. Industry visits and field studies further enriched their understanding of how management principles are applied in various business contexts.

Contextual Learning: A 'Comparative Business Information & Learning Triangle' approach ensured sessions began with an exploration of the 'Why, Where, and Purpose,' fostering a

holistic understanding before delving into subject matter discussions.

Skill Alignment: JD-based training aligned learning objectives with industry job descriptions, enabling students to develop practical and in-demand competencies tailored to the job market.

Active Engagement: Case study discussions and role plays encouraged active engagement, refining problem-solving abilities and promoting the practical application of theoretical knowledge.

Internship Immersion: Tailored summer and winter internships provided students with opportunities to apply classroom learning in real-world scenarios, preparing them for the challenges of their chosen domains.

Supplementary Resources: The introduction of NPTEL courses complemented traditional teaching methods, offering students additional resources for a deeper understanding and diverse perspectives.

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

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

Advancing Pedagogy: ICT-Enabled Excellence at PIBM

Classroom Infrastructure: Our all the classrooms feature Interactive Smart Flat Display Panel System, 75" (IFT Panel Display) for interactive learning, complemented by video conferencing capabilities, fostering dynamic collaboration and inclusive, remote engagement. This integration reflects our commitment to providing a technologically advanced and flexible educational environment.

Digital Learning Hub: The institute maximizes the potential of the Learning Management System (Classroom+) for seamless academic

activities, promoting efficient digital interfaces.

Connectivity Beyond Boundaries: A Wi-Fi-enabled campus empowers students to access e-books, databases, and other resources on various devices, fostering continuous learning.

Virtual Collaboration: Twenty-five Zoom links facilitate uninterrupted academic activities, promoting collaboration among students and staff in a digital landscape.

Library of the Future: PIBM's library offers 24x7 remote access to e-books and e-resources, providing an extensive knowledge repository for students and staff.

Tech-Driven Labs: Equipped with a high-speed internal LAN at 300 Mbps, the computer lab and digital library offer cutting-edge resources for comprehensive learning.

Supplementing Classroom Instruction: PIBM embraces online courses like NPTEL, Swayam, Coursera, LinkedIn Learning, Udemy, and Google Analytics, enhancing the traditional curriculum.

Global Perspectives in Virtual Spaces: International conferences and corporate interactions are organized in offline mode, broadening students' global outlook and industry insights.

In essence, PIBM's commitment to ICT integration is a testament to its dedication to fostering a technologically advanced and globally aware learning ecosystem.

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

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

2.3.3.1 - Number of mentors

27

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

34

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

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

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

19

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

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

2.4.3.1 - Total experience of full-time teachers

182

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

2.5 - Evaluation Process and Reforms

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

Transparent Internal Assessment in MBA Program.

1. Norm Adherence:

- The institute aligns its internal assessment practices with the standards set by Savitribai Phule Pune University.

2. Weightage Distribution:

- Internal weightage of 50 marks is managed by the institute, while the university conducts a 50-marks External Exam.

3. Assessment Tools:

- Diverse tools such as class tests, presentations, viva, assignments, projects, and quizzes are employed for comprehensive evaluation.

4. Application-Based Assessments:

- The assessment system emphasizes application-based questions, requiring students to apply theoretical knowledge to real-world scenarios.

5. Structured Evaluation Schedule:

- A well-defined weekly and monthly evaluation plan ensures the timely completion of internal assessments.

6. Result Communication:

- Internal assessment results are formally shared through notice boards, emails, and the institute's ERP (Classroom+), promoting transparency.

7. Feedback and Counseling:

- Detailed feedback sessions by subject faculty and mentors guide remedial efforts, fostering continuous improvement.

8. Individual Performance Insights:

- Performance details are shared with faculty mentors, facilitating personalized counselling to address learning needs and performance gaps.

In conclusion, the institute's approach to internal assessment is not only transparent and aligned with university standards but also emphasizes continuous improvement and individualized support for MBA students in the academic year 2022-23.

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

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

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

For MBA Process timelines and charges are defined by the University and the institute serves as a mediator to facilitate

the process completion.

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

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

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

2.6 - Student Performance and Learning Outcomes

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

Programme and Course Outcomes

In tandem with the institution's Vision and Mission, our Educational Programme Objectives (PEOs) and Program Outcomes (POs) are meticulously crafted to instill holistic competencies in students. This underscores our commitment to excellence and transparency in education.

Communication and Display on College Website: The institution actively communicates its educational goals by prominently displaying Vision, Mission, PEOs, and POs on the college website. This transparent approach ensures accessibility for all stakeholders, showcasing our dedication to clarity in educational objectives.

Regular Faculty Meetings for Progress Evaluation: Fostering a collaborative educational environment, regular faculty meetings are conducted to discuss and assess the progress of PEOs, POs, and Course Outcomes (COs). This ongoing evaluation cultivates a dynamic and responsive approach to education.

Student Orientation Sessions: Proactive measures are taken through orientation sessions at the semester's onset, providing students with clarity on Programme Outcomes (POs). This empowers students to actively engage in and steer their educational

journey.

Course Plan Booklets with CO-PO Mapping: Subject teachers play a pivotal role in crafting comprehensive Course Plan booklets. These booklets detail Course Outcomes (COs) and highlight their alignment with overarching Program Outcomes (POs), offering students a clear academic roadmap.

Communication to Stakeholders: Recognizing the significance of stakeholder involvement, the institution actively communicates Programme and Course Outcomes to various stakeholders, including alumni. This engagement fosters valuable feedback, contributing to continuous improvement and refinement of our educational offerings.

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

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

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

Attainment of Course Outcome:

1. Monthly Faculty review to determine whether the planned course outcomes are being achieved or not.
2. Student's performance identify in which subjects found very essential when they start facing the outside world through SIP/ WIP/ Dissertation
3. Internal Evaluation and Final Exam results to understand which subject require more attention after final results declaration.
4. Alumni feedback: Alumni feedback is an important factor regarding subjects that helped or are being used in their job-related tasks.

5. **Employer feedback:** Corporate house feedback can help choose subjects for the institutions.
6. **Trainer Feedback:** Corporate Trainers and professional trainers provide feedback related to subjects as per industry demand & suited for job profiles.

Attainment of Programme Outcome:

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

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

2.6.3 - Pass percentage of Students during the year

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

219

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

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution

may design its own questionnaire) (results and details need to be provided as a weblink)

<https://www.pibm.in/pdf/Student%20Satisfaction%20Survey%202022-23.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

33.44

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

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

3.1.2.1 - Number of teachers recognized as research guides

4

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

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

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

4

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

3.2 - Innovation Ecosystem

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

In the academic year 2022-23, our institution is unwavering in its commitment to innovation and knowledge transfer, building upon past achievements through collaborative efforts between the Governing Body and the Academic Advisory Council.

1. **Entrepreneurship Cell (2013):** The Entrepreneurship Cell has evolved to provide students with a comprehensive experience, extending beyond business acumen to encompass team dynamics, application-oriented learning, and marketing proficiency, ensuring readiness for the dynamic business landscape.
2. **Innovative Learning Materials:** Faculty-generated domain-specific learning materials and training manuals enhance accessibility, ensuring a comprehensive and easily understandable learning experience for students.
3. **Institution Innovation Council (2018):** In collaboration with the MHRD Innovation Cell, the Institution Innovation Council actively fosters entrepreneurial behavior, encouraging innovative thinking beyond traditional boundaries.
4. **Revamped Industry Incubation Centre:** The Industry Incubation Centre has been enhanced to provide an enriched platform for faculty and students, facilitating collaboration with industry partners.
5. **Centre for Management of Urban Areas (CMUA) Initiatives:** CMUA initiatives now specifically address socio-economic

areas, innovating scientific solutions with direct social implications, ensuring a meaningful impact on society.

6. **New Product-based Value Chain Research (NPCCR):** NPCCR is advancing, fostering innovative business perspectives among students and faculty, with outcomes contributing to valuable monographs and research papers.
7. **Strategic Global Partnerships:** By forging partnerships with global institutions, we aim to broaden exposure and opportunities for students and faculty, fostering international collaboration and enriching our innovation ecosystem.

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

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

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

14

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

3.3 - Research Publications and Awards

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

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

0

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

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

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

86

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

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

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

9

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

3.4 - Extension Activities

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

A holistic development of students while sensitizing them to

social issues, following awareness of extension activities have been organized by the institution -

1. PIBM's Students Scattered Smiles at Zila Parishad Primary School in Nasrapur, Pune
2. PIBM Students Take the Lead in Swachh Bharat Abhiyan, Transforming Diveagar Beach
3. PIBM Family Spreads Smiles and Warmth Through Food Distribution during Palkhi Festival
4. Blood donation Camp at PIBM
5. Tree plantation drive
6. visiting "Z.P. SCHOOL, SHERE GAON" for economically backward students as part of CSR Activity
7. Seva at Gurudwara
8. EDU YOUTH MEET
9. STUDENTS COUNSELLING - CENTER LET US TALK "FEEL BETTER - BE BETTER"
10. PIBM students led by the esteemed faculty members visited
 1. Tara Sofosh Dhahdphale Centre,
 2. Saraswati Anath Shikshan Ashram,
 - and 3. Mattruchhayya Balakashram.

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

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

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

2

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

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

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

12

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

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

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

1193

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

3.5 - Collaboration

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

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

2

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

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

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

30

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

PIBM prides itself on a cutting-edge learning environment with an extensive range of facilities:

- **Classrooms:** The institution features 21 well-equipped Advanced IFT Panel DisplaySmart classrooms, each accommodating 60 students, furnished with essential amenities like overhead projectors, audio-video systems, CCTV cameras, whiteboards, and podiums.
- **Seminar Hall:** A spacious seminar hall with a seating capacity of 120 students is equipped with projectors, AV systems, and CCTV cameras, ensuring impactful presentations

and discussions.

- **Library:** PIBM's library includes a media center providing real-time updates on book availability, accompanied by a reading room for 60 students.
- **Computer Room:** Housing over 120 functional computers, including a Bloomberg terminal, the computer room ensures students have access to cutting-edge technology.
- **Auditorium:** With a seating capacity exceeding 500, the auditorium boasts high-definition surround sound, Advanced LED Wall Display Systems Qty 2, 8 Ft x 10 ft Total 80 Sq Ft each LED Display for enhanced viewing experience, CCTV surveillance, and an efficient air conditioning system.
- **Smart Classrooms:** Interactive Smart Flat Display Panel System, 75" IFT Panel Display advanced smart classrooms enhance the learning experience with digital complementing traditional classroom features.
- **Lecture Capturing Facility:** PIBM invests in five high-resolution digital video cameras for recording lectures and a DSLR camera for capturing high-quality images of seminars and events.
- **Tutorial Rooms:** Two tutorial rooms, each accommodating 30 students, are available for remedial, special tutorial sessions, and mentoring.
- **Digital Notice Board:** LED monitors strategically placed in academic blocks serve as a digital notice board, facilitating seamless communication among students and faculty.

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

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor,

outdoor), gymnasium, yoga centre etc.

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

1. **Outdoor Sports Facilities:** PIBM has a cricket ground, football ground, badminton court, and volleyball court.
2. **Indoor Sports Facilities:** The indoor sports facility room has 3 Table Tennis tables, 2 Carrom boards, and 4 Chess boards.
3. **Gymnasium:** The floor is covered with thick but soft carpets. 6 spinning bikes, 7 treadmills, 2 incline-decline benches, dumbbells, 1 Cable crossover, 1 Lat Pulldown with rowing, 1 Leg Curl/ Extension combo, 1 Functional max rack, 1 Vertical Plate Tree, and 1 Super bench are the equipment of the gymnasium. There are several slots to accommodate students. A professional trainer is appointed to guide students accordingly.
4. **Auditorium:** The auditorium is equipped with a seating capacity for 500 students, with 12 channel multimedia system. Alternatively, this auditorium is used for yoga and aerobic sessions. The professional trainer guides this program.
5. **Music Room:** All the modern music amenities, such as 6 Bass Guitars, 2 Electric Guitars, 1 Drum sets, 2 Amplifiers, 1 Congo, 1 Guitar stand, and 2 Microphones are provided. In Indian culture, it is quite common to have music as a hobby, and PIBM's effort to provide students with a music room is a gesture of encouraging them to pursue their hobby and to become creative leaders.

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

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

21

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.pibm.in/NAACInfrastructure.htm <u>1</u>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

339.20

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

4.2 - Library as a Learning Resource

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

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

Name of the software: SLIM

Nature of Automation: Full automation

Version:3.8.0.31137

Year of installation: 2016

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

Other software in use:KOHA (Open source software mainly used for ebooks) &DellNet (e-resources)

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

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

A. Any 4 or more of the above

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

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

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

40.99

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

180

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

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

The following procedures are followed while updating the IT facilities:

- AMC Policies; Replacement and Disposal Policies:
- Desktops & Laptops maintained by in-house experienced IT team
- AMC is given for CCTV setup, UPS, EPBAX for keeping the equipment maintained
- Other equipment (Firewall, Wi-Fi Controller Devices etc.) undergo annual renewal for continued usage.
- Annual Maintenance Contract is signed with the vendor who shall provide services in shortest possible time, do preventive maintenance of computers every 6 months & check for flawless connections.

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

3.. Maintenance of Dead stock register

A dead stock register shall be maintained by IT department which

contains description of each unit, coding, dates checked etc.

4. Hardware stock maintenance process:

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

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

4.3.2 - Number of Computers

135

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

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

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

4.4 - Maintenance of Campus Infrastructure

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

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

1804.03

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

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

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

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

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

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

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

STUDENT SUPPORT AND PROGRESSION**5.1 - Student Support****5.1.1 - Number of students benefitted by scholarships and free ships provided by the Government during the year****5.1.1.1 - Number of students benefitted by scholarships and free ships provided by the Government during the year**

154

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

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year**5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year**

2

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File
5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills	A. All of the above
File Description	Documents
Link to Institutional website	https://www.pibm.in/training-to-buildconfidence.html
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File
5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year	
223	
5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year	
223	
File Description	Documents
Any additional information	No File Uploaded
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File
5.1.5 - The Institution has a transparent	A. All of the above

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

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

220

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

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

5.2.2.1 - Number of outgoing student progression to higher education

0

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

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

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

0

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

5.3 - Student Participation and Activities

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

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

0

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

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

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

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

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

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

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

11

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

5.4 - Alumni Engagement

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

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

The Alumni Association of Pune Institute of Business Management has been formally registered in year 2019. The first graduating batch from PIBM joined in industry in 2010. These students have successively grown to middle and senior management over the last 11 years. With the formal registration process of our alumni association we will now be able to accept any financial support from the alumni.

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

over the last 11 years from the alumni. In a broad sense, the non-financial support can be divided into three categories. They are:

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

1. Academic Support

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

2. Placement Support

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

3. Institutional Branding

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

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

5.4.2 - Alumni contribution during the year (INR in Lakhs)

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

PIBM's commitment to fostering employability prompted a rigorous collaboration with recruiters and corporate panellists in curriculum design, delivery, and evaluation. Feedback revealed a gap in preparing students for middle management roles, necessitating a strategic shift.

To bridge this divide, sector experts were appointed as Domain Training Managers, and corporate experts collaborated with PIBM to enrich training efforts. Key sectors were identified, and specialized elective modules were introduced, focusing on sector-specific functional skills and practical exposure.

Achievements:

1. Talent Identification and Management:

- A strategic shift in talent identification aligned with industry needs.

2. Employment-Focused Skills:

- Development of sector-specific skills through specialized elective modules.

3. Strong Industry-Academic Connect:

- Robust industry-academic connect fostered through sector experts.

4. Application-Based Content:

- Delivery of practical, application-oriented content in elective modules.

5. Faculty Development:

- Faculty equipped with application-oriented teaching methodologies.

6. Improved Placement Performance:

- Notable improvement in placement with students securing managerial roles.

7. Enhanced Placement Packages:

- Sustained improvement in placement packages for successive batches.

This strategic evolution at PIBM ensures our graduates are not only job-ready but excel in middle management roles. Our commitment to aligning education with industry needs remains unwavering, exemplifying our dedication to producing professionals of exceptional caliber.

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

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

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

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

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

The research process is initiated, managed, and improved by the faculties. The Head of the Departments guides 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 projects or can assist any faculties in their research process.

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

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

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

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

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

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

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

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

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	https://www.pibm.in/pdf/Strategic Perspective ive plan.pdf
Upload any additional information	No File Uploaded

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

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

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

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

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

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

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

6.3 - Faculty Empowerment Strategies

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

The institution has effectively implemented the following welfare measures for teaching and non- teaching staff.

- Subsidized meal facility for teaching and non-teaching staff.
- Accommodation facility for teaching staff (opted as part of the package by the concerned employee).
- Free Transport Facility
- Subsidized higher education program for children of employees.
- Employee engagement activities like birthday celebrations, and anniversaries of service.
- Provision of emergency financial assistance for all staff.
- Gymnasium facility for staff with a training facility
- Creche facility for women employees

- Group medical insurance to all employees and the sum insurance is INR 3,00,000.00 per employee
- Paid Leaves are available to all the teaching staff members for Research purposes on a case-to-case basis.
- Diwali gifts provided to all employees
- Future Genereli Life Insurance Term Insurance information session.
- Medical hospitalization & consultancy arrangements as required in the COVID-19 emergency provided to employees & their family members.
- Monetary educational help to children orphaned during the COVID-19 pandemic.
- Full and Timely Salary is paid to all staff members even during COVID-19
- During lockdown work from home facility provided to employees to ensure uninterrupted work & to look after their family members.
- Pradhaan Mantri Jeevan Bima Yojna for ground staff with 2.0 lacs of life cover sponsored by the institute.

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

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

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

05

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

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

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year**24**

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

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)**6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year****25**

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

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

PIBM has successfully implemented a robust Performance Appraisal System for both teaching and non-teaching staff, conducted annually. The distinguishing factor lies in the Key Result Areas (KRAs).

The process begins with the orientation of all staff members, where they are acquainted with their job responsibilities and provided information about their respective KRAs. Key Performance Indicators (KPIs) linked to the KRAs are also elucidated during the employees' induction period. The probation period's duration is determined based on the experience level of each employee. Throughout this period, the trainer or immediate supervisor carefully observes the employees' performance. Depending on their performance, the probation period's duration may be adjusted, granting employees autonomy in executing their tasks.

After one year, an employee and their immediate supervisor engage in a comprehensive review of the year's activities. Specific parameters are considered for teaching staff, including:

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

For non-teaching staff, these parameters vary based on the specific functions each employee performs. Admin staff, placement staff, support staff, and miscellaneous roles each have distinct evaluation criteria. Following the activity review, the Head of the Department assesses teaching staff, while supervisors or managers evaluate non-teaching staff using the Performance Management System (PMS).

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

6.4 - Financial Management and Resource Mobilization

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

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

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

A brief process is provided below:

Internal Audit:

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

External Audit:

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

Handling Audit Object:

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

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

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

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

0

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

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

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

Resource Mobilization Mechanism

Source of Funds:

Fees from PIBM MBA Program

Revenue from MDPs and Consultancies

Sponsorship from research grants

Funds from Government and Non-Government Organisations

The resource Mobilization Strategy of PIBM MBA involves the

following steps -

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

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

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

Management

4. The authority to allocate capital resources is vested in the Chairman of the Institute

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

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

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

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

6.5 - Internal Quality Assurance System

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

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

The IQAC team:

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

Functionalities:

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

A special training sessions on Harvard Case Studies done by IIM Faculties to the all faculties.

Areas improved after formation of IQAC & incremental improvements made during preceding year:

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

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

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

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

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

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

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

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

2. Incubation Centre:

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

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

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

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.pibm.in/igac.html
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

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

1. A special transportation system is in place to provide pickup and drop facility of all the teaching and non-teaching staff & students from hostels. Transport is also

provided for students & staff needing immediate medical attention.

2. If any staff is especially required to stay back for job completion purposes, then pick and drop facility from home is provided.
3. An internal counsellor is appointed for all the staff and students. Apart from personal counselling service to both staff and students, career counselling service is also provided to students by the counsellor.
4. If any girl students need assistance from a lady counsellor, an external lady counsellor extends her service for the counselling purpose.
5. A Standard Operating Procedure encompassing all the guidelines for gender sensitivity issues was created and followed carefully.
6. International Women Day is celebrated on campus online & offline mode.
7. Self Defense training session to girl students is arranged on campus.
8. Cyber Safe Women' Session by 'Maharashtra Cyber' Cyber Police Cyber has been arranged to sensitize girl students for safety.
9. Sensitisation Workshop on sexual harassment & issues has been arranged.
10. Events Like SheConclave held at PIBM to encourage Women entrepreneurship.

File Description	Documents
Annual gender sensitization action plan	https://www.pibm.in/pdf/Annual-Gender-Sensitization-Action-Plan-Report-Pune-Institute-of-Management-2021-22.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-

B. Any 3 of the above

**based energy conservation Use of LED bulbs/
power efficient equipment**

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

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

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

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

1. Solid Waste Management:

1. **Recyclable Material:** Solid waste that is recyclable is directly given to a local waste management plant. A vehicle collects all recyclable materials from the campus and recycles them for further use.
2. **Reusable Material:** Reusable material such as wooden structure, metal is used for various support works carried out at the institution and hostels.
3. **Sanitary waste** is disposed through incinerator installed in campus.
4. **Food waste:** Food waste is supplied to a local pig farmer in the Bhugaon area. A vehicle collects all the food waste daily from the institution canteen and all the hostels.

2. Liquid Waste Management

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

3. E-waste Management:

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

with the institution.

4. Waste recycling system

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

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

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

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

- 1.Restricted entry of automobiles**
- 2.Use of bicycles/ Battery-powered vehicles**
- 3.Pedestrian-friendly pathways**
- 4.Ban on use of plastic**
- 5.Landscaping**

B. Any 3 of the above

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

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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	C. Any 2 of the above
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File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	A. Any 4 or all of the above
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File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	View File
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	View File

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

Pune Institute of Business Management (PIBM) is dedicated to fostering an inclusive environment, placing significant institutional emphasis on ethical, cultural, and spiritual values for both students and staff.

The college actively organizes and conducts a multitude of activities designed to cultivate an atmosphere of inclusivity. Commemorative days, supported by the management, are celebrated on campus not only for recreation and amusement but also to instill a sense of unity and social harmony, fostering emotional and religious sentiments among students and faculty.

Cultural and regional festivals, such as Glory & Aarmbha, Fresher Party, Teacher's Day, Induction Program, CSR activities, Tree Plantation, Women's Day, Swami Vivekanand Birth Anniversary, Shiv Jayanti, Yoga Day, and traditional celebrations like Ganesh Chaturthi, Durga Puja, Diwali, Holi, Guru Purab, Lohri, etc., are joyously observed. The campus actively engages in religious ritual activities as well.

To further enrich the overall development of students, the institute arranges motivational lectures by eminent personalities in various fields. These sessions contribute to personality development, fostering responsible citizenship in alignment with national values of social and communal harmony, as well as national integration.

Beyond academic and cultural pursuits, the institute also provides a diverse range of sports activities to ensure the

physical development of its students. In this comprehensive manner, PIBM demonstrates a commitment to creating an inclusive environment that embraces and respects cultural, regional, linguistic, communal, socioeconomic, and other diversities.

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

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

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

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

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

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

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

Corporate Governance, Business Ethics, Human Rights, and Managing Sustainability course modules are delivered for students and

special workshops are organized for students to ensure learning parity & as a small step to inculcate constitutional obligations among the students.

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

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website. There is a committee to monitor adherence to the Code of Conduct. Institution organizes professional ethics programmes for students, teachers, administrators and other staff. 4. Annual awareness programmes on Code of Conduct are organized.

A. All of the above

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

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

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

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

Special events were organised on this day.

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

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

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

Ganesh Chaturthi: Ganesh Chaturthi was celebrated in August/September each year.

Durga Puja: It is a student driven programme which is celebrated at the campus during the September/October month. Various cultural programmes were arranged during this time.

Diwali: The colour of light is celebrated with decorating the whole campus with lights. Soundless firecrackers were lighted at the evening to celebrate Diwali with all the family members of PIBM teaching and non-teaching staff.

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

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

7.2 - Best Practices

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

Best Practice 1

1. Title of the Practice: Learning Outcome Based Training

Delivery and Assessment

2. Objectives of the Practice

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

3. The Context-

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

4. The Practice

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

5. Evidence of Success

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

6. Problems Encountered and Resources Required

A complete re-orientation of faculty approach required.

7. Notes

Best Practice 2

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

2. Objectives of the Practice

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

3. The Context

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

developed area.

4. The Practice

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

5. Evidence of Success

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

6. Problems Encountered and Resources Required

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

7. Notes

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

7.3 - Institutional Distinctiveness

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

Institute has taken great efforts to place all the students, conducting examinations, mentoring, arranging conferences, seminars workshops & inviting corporates for final placements & internships. Institute has overcome all the challenges and placed all the students with good package and provided 100 percent internships.

The institute has organized Sixth International Conference, with renowned international researchers and corporates.

The Institute has inculcated the Practical In Class Training using Euromonitor & Harvard Simulation.

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

Faculty attended FDPs, seminars, workshops training programs.

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

The institute has started involving more alumni in curriculum development and mentoring students.

The Institute has developed Open Source Platform named Letsgro which provides free practical learning to students from various strata of society.

File Description	Documents
Appropriate web in the Institutional website	No File Uploaded
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

In the forthcoming academic year, Pune Institute of Business Management (PIBM) is poised to embark on an ambitious journey, focusing on an array of strategic initiatives to enhance the overall educational experience. The institute is dedicated to refining its curriculum by engaging academic and subject matter experts for comprehensive reviews, ensuring courses align seamlessly with industry requirements. The introduction of new courses in emerging areas will be strategically driven by industry demand, providing students with cutting-edge knowledge. Most of the courses will be aligned with simulation training.

Furthermore, PIBM aims to fortify its academic ecosystem through heightened alumni engagement, fostering connections between current students and successful graduates. The institute places special emphasis on alumni participation in various functions, offering invaluable insights and networking opportunities.

To enrich the academic environment, an increased focus on Management Development Programs (MDPs) and sponsored research initiatives is planned. Faculty members will be encouraged to lead diverse projects, write research papers, and generate SCOPUS-indexed publications. In parallel, a commitment to global

collaboration is evident with the planning of an international conference, providing a platform for researchers to interact with their international counterparts.

The institute's holistic approach extends to infrastructure improvements, sports facilities, admission processes, and faculty development programs. This comprehensive plan underscores PIBM's dedication to continuous enhancement, ensuring a dynamic and enriching educational experience for both students and faculty in the upcoming academic year.