



YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	PUNE INSTITUTE OF BUSINESS MANAGEMENT FOR PGDM
• Name of the Head of the institution	Dr. Manish Godse
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone No. of the Principal	02066575045
• Alternate phone No.	02066575036
• Mobile No. (Principal)	8411887070
• Registered e-mail ID (Principal)	director@pibm.in
• Address	Gat No. 605/1, Mukaiwadi Road, Pirangut, Tal - Mulshi, Dist - Pune
• City/Town	PUNE
• State/UT	MAHARASHTRA
• Pin Code	412115
2.Institutional status	
• Autonomous Status (Provide the date of conferment of Autonomy)	13/07/2010
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Self-financing				
• Name of the IQAC Co-ordinator/Director	Poornima Sehrawat				
• Phone No.	02066575036				
• Mobile No:	9971001639				
• IQAC e-mail ID	poornima@pibm.in				
3.Website address (Web link of the AQAR (Previous Academic Year)	http://www.pibm.in/images/pdf-doc/AQAR-2019-20.Pdf				
4.Was the Academic Calendar prepared for that year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.pibm.in/pdf/Academic%20Calendar_%202020-21%20PGDM.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 Special Status conferred by Central and/or State Government on the Institution/Department/Faculty/School (UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC, etc.)?					
Institution/ Department/Faculty/School	Scheme	Funding Agency	Year of Award with Duration	Amount	
PIBM	UBA	UBA	01/11/2019	50000	
8.Provide details regarding the composition of the IQAC:					
• Upload the latest notification regarding the composition of the IQAC by the HEI	View File				
9.No. of IQAC meetings held during the year	4				
• Were the minutes of IQAC meeting(s) and	Yes				

compliance to the decisions taken uploaded on the institutional website?		
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10. Did IQAC receive funding from any funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11. Significant contributions made by IQAC during the current year (maximum five bullets)		
<p>Significant contributions made by IQAC during the Academic Year 2020-21:- Improvement in Academic Operations in regular Offline Mode and adaptability towards Online Mode during the pandemic period, Upgrade of LMS System during the Pandemic for Online Mode. Improvement in Administrative Operations and adaptability of teaching learning process in Online Mode</p>		
<p>Improvement in Research Operations and publishing of high quality research papers. Introduction of Certificate programs on Edutech, AgriTech, Healthtech, Fintech Real Estate to enhance employability .</p>		
<p>Improvement in teaching pedagogy and adopting Online Mode. Adaptability to attend seminars, workshops, FDPs, etc. in Online Mode. Conduct of PIBM International Conference 2020 in Virtual Mode. Conduct of SDP programs. PIBM PGDM conducts of Faculty's Application-oriented and Student-centric Training for Employment Readiness (FASTER) programme to faculty teaching BBA and B.Com courses from colleges across India in online mode</p>		
<p>Conduct of various events & extracurricular activities for students and staff in Online Mode. Under CSR provided ration & meals to the needy during Covid-19 outbreak & facilitated the supply of Oxygen cylinders to nearby villages' Covid Care Centres. Vaccination of staff & students activity to be undertaken by PIBM PGDM. More Student club activities and organizing & participating in competitive events</p>		
<p>To enhance employability, students are encouraged to complete additional credit courses through NPTEL(Swayam) and other online courses like Coursera, LinkedIn, Udemy, and Google Analytics. Various implications of NEP need to be implemented in the academic</p>		

process and existing processes need to be revamped in alignment with NEP

12. Plan of action chalked out by IQAC at 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
Research operation improvement	Increasing participation from faculties for the research work in publishing papers in Scopus and ABDC INDEX
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
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
Conduct of Online Academic Sessions on Zoom and other platforms with updated LMS system & Online examinations during Covid Pandemic	Conduct of Online Academic Sessions on Zoom and other platforms with updated LMS system & Online examinations during Covid Pandemic has helped institute to run academic operations smoothly in pandemic
Conduct of Online Teaching & Non Teaching Staff Meetings on Zoom or other Platform during Pandemic	Conduct of Online Teaching & Non Teaching Staff Meetings on Zoom or other Platform during Pandemic has helped institute to remain connected to carry out tasks
Conduct of PIBM International Conference 2020, Theme - Business Intervention & Technology in Virtual Mode	Successfully organised PIBM International Conference 2020 on Virtual mode on theme Business Intervention & Technology Dates- 11th & 12th December 2020
Conduct of various corporate events in Virtual Mode	PIBM PGDM successfully conducted several corporate events in Virtual Mode

13. Was the AQAR placed before the statutory body?	Yes				
<ul style="list-style-type: none"> Name of the statutory body 					
<table border="1"> <tr> <td>Name of the statutory body</td> <td>Date of meeting(s)</td> </tr> <tr> <td>Governing Body</td> <td>19/11/2021</td> </tr> </table>		Name of the statutory body	Date of meeting(s)	Governing Body	19/11/2021
Name of the statutory body	Date of meeting(s)				
Governing Body	19/11/2021				
14. Was the institutional data submitted to AISHE ?	Yes				
<ul style="list-style-type: none"> Year 					
<table border="1"> <tr> <td>Year</td> <td>Date of Submission</td> </tr> <tr> <td>2020-21</td> <td>21/03/2022</td> </tr> </table>		Year	Date of Submission	2020-21	21/03/2022
Year	Date of Submission				
2020-21	21/03/2022				
15. Multidisciplinary / interdisciplinary					
<p>PIBM PGDM ensures the overall development of the students. To ensure the overall development the institute focus to provide multidisciplinary and interdisciplinary education to the students. The institute provide a platform to the students to choose subjects from different disciplines such as; if a student chooses marketing as a specialization can take analytics or operations subjects from other disciplines. The institute focus on developing problem solving, critical thinking, research skills and communication skills etc.</p> <p>PIBM PGDM 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; Academic committee, Administration committee, Food & Mess committee, Sports committee, IQAC Committee, Media committee, IRC committee and Placement committee. The student gets the chance to choose and work for any of the club and get the opportunity to develop different skills by handling the club and committee work by themselves.</p>					
16. Academic bank of credits (ABC):					
The institute has decided to go onboard with the Academic Bank of					

Credits (ABC).

PIBM for PGDM registered for Digilocker NAD and got onboarded under the Academic Bank of Credits (ABC). Necessary steps are being taken as an autonomous standalone institute under the 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 PGDM also focus on skills development through delivering the courses with program outcome and course outcome alignment. Every course is designed with the competency based outcome. The institute focuses to provide the skill based education by developing communication skill, aptitude skill, logical reasoning skills, excel and advance excel, python, analytical tools, problem solving skills by using simulations, critical thinking skills and different specialization based skills and competency development.

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

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

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

The students also host and take part in different cultural events 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 PGDM 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 and application knowledge, Interpersonal skills, Critical thinking, research-oriented, Sustainability, Culture sensitivity, Social responsibility, Ethical oriented, Integrity, Positive attitude, Global Perceptive, Analytics skill, 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 PGDM allows students to opt for online MOOC courses offered by NPTEL/SWAYAM. The students finish the courses and credits are transferred on the completion certificate. PIBM PGDM also allows the students to finish the courses through Udemy, Google Analytics, LinkedIn, etc. The students are majorly motivated to take courses that add value to their specialization and for future jobs. The institute motivates the students to develop the skills to perform well in their jobs.

Extended Profile

1.Programme

1.1 02

Number of programmes offered during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.Student

2.1 578

Total number of students during the year:

File Description	Documents
Institutional data in Prescribed format	View File

2.2

356

Number of outgoing / final year students during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

2.3

356

Number of students who appeared for the examinations conducted by the institution during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.Academic

3.1

235

Number of courses in all programmes during the year:

File Description	Documents
Institutional Data in Prescribed Format	View File

3.2

51

Number of full-time teachers during the year:

Extended Profile

1. Programme

1.1	02
Number of programmes offered during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File

2. Student

2.1	578
Total number of students during the year:	
File Description	Documents
Institutional data in Prescribed format	View File

2.2	356
Number of outgoing / final year students during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File

2.3	356
Number of students who appeared for the examinations conducted by the institution during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File

3. Academic

3.1	235
Number of courses in all programmes during the year:	
File Description	Documents
Institutional Data in Prescribed Format	View File

3.2	51
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Number of full-time teachers during the year:		
File Description	Documents	
Institutional Data in Prescribed Format	View File	
3.3	51	
Number of sanctioned posts for the year:		
4.Institution		
4.1	0	
Number of seats earmarked for reserved categories as per GOI/State Government during the year:		
4.2	21	
Total number of Classrooms and Seminar halls		
4.3	135	
Total number of computers on campus for academic purposes		
4.4	736.06	
Total expenditure, excluding salary, during the year (INR in Lakhs):		

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

PIBM PGDM ensures effective curriculum delivery through a well-planned and documented process by introducing a need-based curriculum and delivering employment-centric training and development of students of the PGDM Programme. PIBM PGDM adheres to a robust planning and delivery process which is systematically documented to ensure the effective delivery of curriculum. Regular interaction with CEOs, CFOs, CHROs, Operations head, and Analytics experts are ensured for faculty to effectively design a curriculum that is competency focused.

1. Faculty are allotted subjects as per their competencies, educational qualification, industry background & feedback
2. Detailed Course plan is prepared to cover each topic & learning outcome of the topic.
3. Pre-reading assignments are given.
4. Continuous Internal evaluations & assessments are carried out by Individual Presentations, Class Tests, Surprise quizzes, Group presentations, Viva voce, field study report presentations, etc.
5. Case studies are integrated into the learning system.
6. Slow learners are identified and remedial sessions are given.
7. The institute has its own LMS system, which has been used for students' intellectual engagement.

The LMS system has been made user-friendly with easy accessibility given for Web users and M-App users. Zoom platform is also used for online delivery.

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

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

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://www.pibm.in/best-pgdm-course-pune.html

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

02

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	No File Uploaded

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

59

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	No File Uploaded
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

2

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

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

02

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

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

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

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

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

faculty training.

Courses on Indian cultural language:

PIBM organizes lectures on the Sanskrit language to provide a platform for students to learn Indian languages. The institute gives a basic understanding of the Sanskrit language.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	No File Uploaded

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

19

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

570

File Description	Documents
List of students enrolled	View File
Any additional information	No File Uploaded

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

214

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni **A. All 4 of the above**

File Description	Documents
Provide the URL for stakeholders' feedback report	https://www.pibm.in/naac-feedback.html
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	No File Uploaded
Any additional information	No File Uploaded

1.4.2 - The feedback system of the Institution comprises the following **A. Feedback collected, analysed and action taken made available on the website**

File Description	Documents
Provide URL for stakeholders' feedback report	https://www.pibm.in/naac-feedback.html
Any additional information	No File Uploaded

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

222

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

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

00

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 students' learning levels and organises special programmes for both slow and advanced learners.

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

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

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

Activities for advanced learners:

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

2. Advanced MS Office and Project Management training:

3. Live Projects:

4. Peer Learning:

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

6. Special Projects offered to students

Steps for Slow Learners:

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

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

3. MS Office: Training given

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

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

6. Special Projects offered to students

Steps for Slow Learners:

1. Peer Learning

2. Remedial Sessions

3. MS Office

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

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/08/2020	578	51

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

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

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

Industry Representation Center was established to allow students to apply domain concepts and competencies.

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

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

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

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

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

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

NPTEL Courses wereintroduced to supplement the teaching methods

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 including online resources for effective teaching and learning

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

- Each classroom has an LCD projector; Screens, Sound System. Three classrooms have been provided with Smartboard.
- The institute is using the Learning Management System Classroom + extensively.
- PIBM is Wi-Fi Wi-Fi-enabled campus. Students can access the internet for their Mobile, Laptop, and other electronic gadgets to access eBooks and e-databases within the campus & hostel
- The institute has subscribed to twenty-five Zoom links for students & staff for the smooth functioning of academic activities during the pandemic & post-pandemic period.
- Library knowledge resources enable remote access to e-books and e-resources 24X7 for students and staff.
- The institute has a Computer lab, Digital Library working with internal LAN with 300 Mbps internet speed.
- NPTEL Swayam and other online courses like Coursera, LinkedIn Learning, Udemy, and Google Analytics, are offered to supplement classroom instruction.
- During the COVID-19 pandemic lockdown, Virtual classrooms were created using platforms such as Zoom to support regular academic activities.
- Students are encouraged to use MS Office and other ICT applications to create presentations, assignments, projects, and field reports.
- Teachers use social media platforms to engage the students individually/ collectively to provide information and support.
- Faculties have developed new modules which have developed online employability which imbibe digital skills with an understanding of digital tools like PowToon, Mind map,

Website making, SEO, and, digital marketing activities.

- International Conferences and corporate interactions have been organized for students in virtual mode.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://www.pibm.in/naac-infrastructure.html
Upload any additional information	View File

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

30

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The institution's dedication to a well-structured academic calendar and adherence to teaching plans are clear indicators of its commitment to quality education. The calendar encompasses a wide range of activities, from induction programs to final examinations, showcasing a meticulously planned educational journey.

The induction program, foundation courses, and classroom segments are thoughtfully spaced throughout the year, ensuring students receive a comprehensive and in-depth education. Furthermore, extracurricular events and club activities, like UMANG and Entrepreneurship Club, enrich students' experiences beyond the classroom.

Internship projects, with their precise start and end dates, bridge the gap between theory and practice, demonstrating the institution's commitment to preparing students for real-world challenges.

The academic calendar's culmination with final presentations and examinations reflects the institution's dedication to evaluating students' progress and maintaining academic rigor.

In sum, the institution's meticulous preparation and adherence to the academic calendar underscore its commitment to offering a structured and holistic education, equipping students with knowledge, skills, and experiences for their future success. It fosters discipline, punctuality, and a commitment to excellence.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

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

51

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

21

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	No File Uploaded

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

241

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	No File Uploaded

2.5 - Evaluation Process and Reforms

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

66

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	No File Uploaded

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

58

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	No File Uploaded

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

For the completion of continual internal assessments for the academic year. The institute utilizes class tests, presentations, assignments, viva, projects, and quizzes to complete the internal assessment of all courses.

To begin with, an advanced evaluation schedule is shared with

every student prior to the commencement of every semester, to maintain complete transparency. The following measures have enabled us to manage assessment frequency and variety, as well as transparency of process -

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

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

2.6 - Student Performance and Learning Outcomes

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

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

We have displayed Institution Vision Mission PEOs and POs on the college website and have communicated to faculty & students.

Institute has regular meetings with all faculty to discuss the progress of PEOs, POs & Cos.

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

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

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://www.pibm.in/best-pgdm-course-pune.html

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as 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	View File
Paste link for additional Information	https://www.pibm.in/best-pgdm-course-pune.html

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

355

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

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

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

[pdf](#)

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The research focus of the institution has shaped steadily over the past academic years.

- While in the previous years, more research has been published in UGC-indexed journals, over the last two Academic years, faculty Development and faculty rewards have been shaped around producing application-oriented research, that gets published in Scopus-indexed and ABDC journals.
- The institute has also steadily improved its focus on industry-sponsored research and consultancy projects encouraging the involvement of both faculty and students in such projects. Dedicated Faculty Development Programs and workshops have been organized to promote academic and industrial research of high impact.
- The institute follows a strict anti-plagiarism policy and utilizes international software TURNITIN to ensure the quality of research.
- The institute has set up several Industry Representation centers on-premises to promote industry research and consultancy.
- A Centre of Management of Urban Areas (CMUA) has also been established and working toward producing sustainable research insights for the Government of India and State Governments, w.r.t. management of urban centers.
- An IPR cell is also active within the institute, to promote the development of original research and Intellectual Property. Under the IPR cell, the institute has also established an Institution Innovation Council (per the norms of the Ministry of HRD) to promote start-up culture and provide incubation grounds for new businesses and innovations.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	http://www.pibm.in/research-policies.html
Any additional information	View File

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

0.65

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	No File Uploaded
Any additional information	No File Uploaded

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

4

File Description	Documents
e-copies of the award letters of the teachers	No File Uploaded
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research

3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)

34.54

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	No File Uploaded
Any additional information	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

22

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

02

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

4

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	Nil
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

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

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

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

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

5

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

A. All of the above

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the year

3.4.2.1 - Number of PhD students registered during 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 details like name of the guide, title of thesis, and year of registration	View File
Any additional information	View File

3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year

112

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

3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year

30

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

3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed

3.4.5.1 - Total number of Citations in Scopus during the year

543

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	No File Uploaded

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

14

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
Any additional information	No File Uploaded

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

63.36

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	No File Uploaded
Any additional information	No File Uploaded

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

218750

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

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

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

6. Students sensitized about Unnat Bharat activities
7. Food prepared from mess & ration packets were distributed to needy in villages nearby and migrant labour during Covid Pandemic Lockdown period
8. Students sensitized about arranging jumbo oxygen cylinders to Covid Care Centres at Mulshi. Dist Pune.

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

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

2

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	View File
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

2

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

5

File Description	Documents
Reports of the events	View File
Any additional information	View File

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

2

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	No File Uploaded

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

19

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

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 equipments, etc.

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

-

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

1. Overhead projectors for presentation and video display purposes
2. Audio-video system (including the microphone and speaker)

3. CCTV camera
4. Whiteboard and podium

2. Seminar Hall: We have one seminar hall with a seating capacity of 120 students. Other facilities included: Projectors, AV systems, and CCTV cameras.

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

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

5. Computer room: PIBM has a computer room with 120+ functional computers and a Bloomberg terminal.

6. Auditorium: An auditorium with 500+ seating capacity is in place. Other facilities include:

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

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

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

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

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

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

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

PIBM PGDM focuses on the holistic approach when it comes to the overall growth of a student. Not only a strong analytical and management skills but PIBM PGDM 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 PGDM 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, 1 projector, and 2 screens. 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 set, 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
Geotagged pictures	View File
Upload any additional information	No File Uploaded
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

21

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

38.71

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

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: 21

Year of installation: 2016

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

Other software in use:

- DellNet (e-resources)
- CMIE
- Jgate,
- Euro Monitor,
- NDL

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

4.2.2 - Institution has access to the following: A. Any 4 or more of the above e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

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

14.89

File Description	Documents
Audited statements of accounts	View File
Any additional information	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 - Usage of library by teachers and students (footfalls and login data for online access)

4.2.4.1 - Number of teachers and students using the library per day during the year

95

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

4.3 - IT Infrastructure

4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities

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

The following procedures are followed while updating the IT facilities:

1. AMC Policies; Replacement and Disposal Policies:

Desktops & Laptops maintained by in-house experienced IT team

AMC is given for CCTV setup, UPS, and 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 the 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 the IT department to check Proper functioning of devices, cables, LAN connectivity, Wi-Fi devices, system cleaning status, defragment files, etc.

3.. Maintenance of Deadstock register

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

4. Hardware stock maintenance process:

The hardware stock including Wi-Fi devices is audited every quarter and the maintenance process is reviewed every month.

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 - Student - Computer ratio

Number of Students	Number of Computers
578	135

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus A. ?50 Mbps

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

4.3.4 - Institution has facilities for e-content development: **A. All four of the above Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing**

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

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

583.22

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, 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, Sickroom, CCTV, and housekeeping are considered for utilization and maintenance:

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

1. **Daily check:** Daily maintenance of all the facilities is 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 for all the facilities. The facility managers prepare a year-end report considering all the aspects existing and requirements 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, 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 freeships provided by the Government during the year

0

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	No File Uploaded

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

18

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

A. All of the above

File Description	Documents
Link to Institutional website	https://www.pibm.in/training-to-build-confidence.html
Details of capability development and schemes	View File
Any additional information	No File Uploaded

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

356

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 adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

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

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

355

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded

5.2.2 - Number of outgoing students progressing to higher education

0

File Description	Documents
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	View File
Any additional information	No File Uploaded

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

0

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	No File Uploaded

5.3 - Student Participation and Activities

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

0

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

Student representatives are present in various academic and administrative bodies to provide important inputs from the student body as well as act as facilitators of change. Student representations are 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
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.pibm.in/student-clubs-and-committees.html

5.3.3 - Number of sports and cultural events / competitions organised by the institution

8

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and 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 the year 2019. The first graduating batch from PIBM joined the industry in 2010. These students have successively grown to middle and senior management over the last 9 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 9 years from the alumni. In a broad sense, 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 internal evaluation such as presentations 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 organizations. This initiates a strong and long-term relationship with the organization.

3. Institutional Branding

When alumnus represents their organization 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
Upload any additional information	View File
Paste link for additional Information	Nil

5.4.2 - Alumni's financial contribution during the year

E. <2 Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

Pune Institute of Business Management for PGDM strives to skill the youth of our country as well as the whole of Asia & the World to make them employable so that they can either join a company or start their own company thereby creating more jobs.

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

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

Nature of Governance:

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

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

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

smoothly and consistently.

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

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

6.1.2 - Effective leadership is reflected 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 research purposes.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	https://www.pibm.in/images/pdf-doc/Organisation%20Structure%20PIBM.pdf

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

PIBM PGDM 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 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 students being ready for entry-level executive job profiles but not for more rewarding middle management roles

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

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

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

- Sustained improvement in placement packages of successive batches

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.pibm.in/training-for-mba-pgdm-courses.html
Upload any additional information	No File Uploaded

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

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

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

Service Rules and Performance Review Policies are duly shared with the concerned stakeholders via a defined Employee Code of Conduct document. All staff undergo an induction program at the time of onboarding to understand the organization's structure, service requirements, and 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 to Organogram on the institution webpage	https://www.pibm.in/images/pdf-doc/Organisation%20Structure%20PIBM.pdf
Upload any additional information	No File Uploaded
Paste link for additional Information	https://www.pibm.in/code-of-conduct.html

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 interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

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 (MBA/PGDM) program for children of employees.
- Employee engagement activities like birthday celebrations, and anniversaries of service.
- Provision for 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 insured

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 Covid 19 emergency situations provided to employees & their family members.
- Monetary educational help to children orphaned during Covid 19 pandemic.
- Full and Timely Salary is paid to all staff members even during COVID-19
- During lockdown work from home facility is 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
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

0

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

6.3.3 - Number of professional development / administrative training programmes organized by the Institution for its teaching and non-teaching staff during the year

17

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

10

File Description	Documents
Summary of the IQAC report	No File Uploaded
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
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

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

- Upon joining, all the teaching and non-teaching staff are familiarised with their job responsibilities, and information about KRAs is provided.
- Once KPIs that are linked with the KRAs are also described during the induction period of the employees.
- Based on the experience level of an employee, the duration of the probation period is determined.
- During the training/probation period, the performance of the employees is carefully observed by the trainer/immediate supervisor.
- Based on the performance the duration of the probation period may be modified and the employee is given the freedom of performing their tasks on their own.
- Upon completion of one year, the employee and immediate

supervisor sit together to review the yearly activities.
Some of the parameters of teaching staff are:

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

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

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

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

0

File Description	Documents
Annual statements of accounts	No File Uploaded
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation 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 PGDM Program

Revenue from MDPs and Consultancies

Sponsorship from research grants

Funds from Government and Non-Government Organisations

The resource Mobilization Strategy of PIBM PGDM 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 for PGDM

4. The authority to the allocation of the capital resource 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
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

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

The IQAC team:

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

Functionalities:

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

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

1. Academic Operations improvement
2. Academic and industry relationships improved
3. Administrative operations improvement
4. Examination Operations improvement
5. Improvement in 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 for innovative training methods and developing research acumen among students
8. Work engagement sheet for faculty engagement
9. Application orientation course plan development
10. Job description-based training for better employability of students
11. Green initiatives inside campus & surroundings, CSR, ISR,

Swachh Bharat & UBA initiatives

12. Workshops for student confidence and content building

13. Fast process of review audits

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

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

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 the identification of the learning outcome using feedback and performance.

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

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

More than the application of theory, the IQAC team has suggested faculties concentrate on developing a strategy & teaching pedagogy through which students' understanding is 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 center, Institution Innovation Council, was formed with the association of MHRD Innovation Cell in October 2018. Few of the other corporate houses are also associated with the institutional incubation center.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.pibm.in/training-for-mba-pgdm-courses.html

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	Nil
Upload e-copies of accreditations and certification	No File Uploaded
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	No File Uploaded

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 For PGDM applies strict norms toward safety, security, and gender sensitivity toward all its staff and students. No discriminatory policy is tolerated when

it comes to the safety, security, and well-being of a stakeholder. The following measures were taken by the PIBM PGDM authority to deal with the measures of gender sensitivity, safety, and security:

1. A special transportation system is in place to provide a pickup and drop facility for all the teaching and non-teaching staff & students from hostels. Transport is also provided for students & staff needing immediate medical attention.
2. If any staff is especially required to stay back for job completion purposes, then pick and drop facility from home is provided.
3. An internal counsellor is appointed for all the staff and students. Apart from personal counselling service to both staff and students, career counselling service is also provided to students by the counsellor.
4. If any girl students need assistance from a lady counsellor, an external lady counsellor extends her service for 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-defence training session for girl students is arranged on campus.
8. Cyber Safe Women' Session by 'Maharashtra Cyber Police Cyber has been arranged to sensitize girl students for safety.
9. A Sensitisation Workshop on sexual harassment & issues has been arranged.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://www.pibm.in/pdf/Annual-Gender-Sensitization-Action-Plan-Report-Pune-Institute-of-Management-2020-21.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy

B. Any 3 of the above

**conservation: Solar energy Biogas
plant Wheeling to the Grid Sensor-based
energy conservation Use of LED bulbs/
power-efficient equipment**

File Description	Documents
Geotagged 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 a maximum of 200 words)

Pune Institute of Business Management for PGDM 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 of through an incinerator installed on 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 the STP plant for recycling.

3. E-waste Management:

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

vendors listed with the institution.

4. Waste recycling system

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

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge 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
Geotagged 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
Geotagged 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 undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

C. Any 2 of the above

1. Green audit
2. Energy audit
3. Environment audit
4. Clean and green campus recognitions/awards
5. Beyond the campus environmental promotional activities

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

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms and centres Disabled-friendly washrooms Signage including tactile path lights, display boards and signposts Assistive technology and facilities for persons with disabilities: accessible website, screen-reading software, mechanized equipment, etc. Provision for enquiry and information: Human assistance,

B. Any 3 of the above

reader, scribe, soft copies of reading materials, screen reading, etc.

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

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

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

The college organizes and conducted several activities to build and promote an environment for ethical, cultural, and spiritual values among the students and staff.

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

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

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

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

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

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File

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

Pune Institute of Business Management for PGDM 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 PGDM 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 transform students into responsible citizens	View File
Any other relevant information	No File Uploaded

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization 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 Annual awareness programmes on the 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 programmes, etc. in support of the claims	No File Uploaded
Any other relevant information	View File

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

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

Swami Vivekananda Birthday: Each year PIBM PGDM 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 PGDM celebrates Republic Day on 26th January.

Shivaji Jayanti: Every year PIBM PGDM 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 by decorating the whole campus with lights. Soundless firecrackers were lighted at the evening to celebrate Diwali with all the family members of PIBM PGDM teaching and non-teaching staff.

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

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

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 students' skills & competencies.

4. The Practice

The practice started taking shape with the 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, and 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 the faculty approach is 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 an increasing focus on Application Oriented Research and Development, the institution lays emphasis on quality research being conducted by the faculty and students.

5. Evidence of Success

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

6. Problems Encountered and Resources Required

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

7. Notes

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

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

The institute has achieved good placements in spite of the challenges of the Covid Pandemic period.

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

The institute has organized Third International Conference in

Virtual Mode, with renowned international researchers and corporates.

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

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

More attention has been given to the analytics specialization as a minor has been started considering the industry need. PGDM Marketing Program was added to the existing PGDM program.

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

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

Part B

CURRICULAR ASPECTS

1.1 - Curriculum Design and Development

1.1.1 - Curricula developed and implemented have relevance to the local, national, regional and global developmental needs which are reflected in Programme Outcomes (POs), Programme Specific Outcomes (PSOs) and Course Outcomes (COs) of the various Programmes offered by the Institution.

PIBM PGDM ensures effective curriculum delivery through a well-planned and documented process by introducing a need-based curriculum and delivering employment-centric training and development of students of the PGDM Programme. PIBM PGDM adheres to a robust planning and delivery process which is systematically documented to ensure the effective delivery of curriculum. Regular interaction with CEOs, CFOs, CHROs, Operations head, and Analytics experts are ensured for faculty to effectively design a curriculum that is competency focused.

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

2. Detailed Course plan is prepared to cover each topic & learning outcome of the topic.

3. Pre-reading assignments are given.

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

5. Case studies are integrated into the learning system.

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

7. The institute has its own LMS system, which has been used for students' intellectual engagement.

The LMS system has been made user-friendly with easy accessibility given for Web users and M-App users. Zoom platform is also used for online delivery.

8. Internships in Winter & Summer and live projects are also

integrated into the curriculum.

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

File Description	Documents
Upload additional information, if any	View File
Link for additional information	https://www.pibm.in/best-pgdm-course-pune.html

1.1.2 - Number of Programmes where syllabus revision was carried out during the year

02

File Description	Documents
Minutes of relevant Academic Council/BOS meeting	View File
Details of syllabus revision during the year	View File
Any additional information	No File Uploaded

1.1.3 - Number of courses focusing on employability/entrepreneurship/ skill development offered by the Institution during the year

59

File Description	Documents
Curriculum / Syllabus of such courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approval for these courses	View File
MoUs with relevant organizations for these courses, if any	No File Uploaded
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of new courses introduced across all programmes offered during the year

2

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

1.2.2 - Number of Programmes offered through Choice Based Credit System (CBCS)/Elective Course System

02

File Description	Documents
Minutes of relevant Academic Council/BoS meetings	View File
Any additional information	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates cross-cutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability, and Human Values into the curriculum

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

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

students to ensure learning parity.

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

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

Courses on Indian cultural language:

PIBM organizes lectures on the Sanskrit language to provide a platform for students to learn Indian languages. The institute gives a basic understanding of the Sanskrit language.

File Description	Documents
Upload the list and description of the courses which address issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics in the curriculum	View File
Any additional information	No File Uploaded

1.3.2 - Number of value-added courses for imparting transferable and life skills offered during the year

19

File Description	Documents
List of value-added courses	View File
Brochure or any other document relating to value-added courses	View File
Any additional information	View File

1.3.3 - Number of students enrolled in the courses under 1.3.2 above

570

File Description	Documents
List of students enrolled	View File
Any additional information	No File Uploaded

1.3.4 - Number of students undertaking field work/projects/ internships / student projects

214

File Description	Documents
List of programmes and number of students undertaking field projects / internships / student projects	View File
Any additional information	View File

1.4 - Feedback System

1.4.1 - Structured feedback and review of the syllabus (semester-wise / year-wise) is obtained from 1) Students 2) Teachers 3) Employers and 4) Alumni

A. All 4 of the above

File Description	Documents
Provide the URL for stakeholders' feedback report	https://www.pibm.in/naac-feedback.html
Upload the Action Taken Report of the feedback as recorded by the Governing Council / Syndicate / Board of Management	No File Uploaded
Any additional information	No File Uploaded

1.4.2 - The feedback system of the Institution comprises the following	A. Feedback collected, analysed and action taken made available on the website
---	---

File Description	Documents
Provide URL for stakeholders' feedback report	https://www.pibm.in/naac-feedback.html
Any additional information	No File Uploaded

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment of Students

2.1.1.1 - Number of students admitted (year-wise) during the year

222

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

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

00

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 students' learning levels and organises special programmes for both slow and advanced learners.

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

Method of Identification of learner types: Initial student profiling exercise of the Business Orientation program to

determine what existing skills and competencies are in students and what needs to be developed for effective learning progression. Logical reasoning, data identification, processing and inference, business communication, problem-solving, Critical thinking & domain skills of students are assessed for identifying student learner levels.

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

Activities for advanced learners:

1. Additional extra-curricular & co-curricular opportunities platforms provided
2. Advanced MS Office and Project Management training:
3. Live Projects:
4. Peer Learning:
5. Research paper and book writing is also done by advanced learners under the guidance of faculty.
6. Special Projects offered to students

Steps for Slow Learners:

1. Peer Learning: Peer learning is beneficial for both advanced and slow learners.
2. Remedial Sessions: Remedial sessions are organized weekly for specific subjects.
3. MS Office: Training given
4. Individual mentoring: slow learners are also provided with individual sessions with mentors to guide them.
5. Research paper and book writing is also done by advanced learners under the guidance of faculty.
6. Special Projects offered to students

Steps for Slow Learners:

1. Peer Learning

2. Remedial Sessions

3. MS Office

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

2.2.2 - Student – Teacher (full-time) ratio

Year	Number of Students	Number of Teachers
01/08/2020	578	51

File Description	Documents
Upload any additional information	View File

2.3 - Teaching- Learning Process

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

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

Industry Representation Center was established to allow students to apply domain concepts and competencies.

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

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

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

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

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

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

NPTEL Courses were introduced to supplement the teaching methods

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

2.3.2 - Teachers use ICT-enabled tools including online resources for effective teaching and learning

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

- Each classroom has an LCD projector; Screens, Sound System. Three classrooms have been provided with Smartboard.
- The institute is using the Learning Management System Classroom + extensively.
- PIBM is Wi-Fi Wi-Fi-enabled campus. Students can access the internet for their Mobile, Laptop, and other electronic gadgets to access eBooks and e-databases within the campus & hostel
- The institute has subscribed to twenty-five Zoom links for students & staff for the smooth functioning of academic activities during the pandemic & post-pandemic period.

- Library knowledge resources enable remote access to e-books and e-resources 24X7 for students and staff.
- The institute has a Computer lab, Digital Library working with internal LAN with 300 Mbps internet speed.
- NPTEL Swayam and other online courses like Coursera, LinkedIn Learning, Udemy, and Google Analytics, are offered to supplement classroom instruction.
- During the COVID-19 pandemic lockdown, Virtual classrooms were created using platforms such as Zoom to support regular academic activities.
- Students are encouraged to use MS Office and other ICT applications to create presentations, assignments, projects, and field reports.
- Teachers use social media platforms to engage the students individually/ collectively to provide information and support.
- Faculties have developed new modules which have developed online employability which imbibe digital skills with an understanding of digital tools like PowToon, Mind map, Website making, SEO, and, digital marketing activities.
- International Conferences and corporate interactions have been organized for students in virtual mode.

File Description	Documents
Provide link for webpage describing ICT enabled tools including online resources for effective teaching and learning process	https://www.pibm.in/naac-infrastructure.html
Upload any additional information	View File

2.3.3 - Ratio of students to mentor for academic and other related issues

2.3.3.1 - Number of mentors

30

File Description	Documents
Upload year-wise number of students enrolled and full-time teachers on roll	View File
Circulars with regard to assigning mentors to mentees	View File

2.3.4 - Preparation and adherence to Academic Calendar and Teaching Plans by the institution

The institution's dedication to a well-structured academic calendar and adherence to teaching plans are clear indicators of its commitment to quality education. The calendar encompasses a wide range of activities, from induction programs to final examinations, showcasing a meticulously planned educational journey.

The induction program, foundation courses, and classroom segments are thoughtfully spaced throughout the year, ensuring students receive a comprehensive and in-depth education. Furthermore, extracurricular events and club activities, like UMANG and Entrepreneurship Club, enrich students' experiences beyond the classroom.

Internship projects, with their precise start and end dates, bridge the gap between theory and practice, demonstrating the institution's commitment to preparing students for real-world challenges.

The academic calendar's culmination with final presentations and examinations reflects the institution's dedication to evaluating students' progress and maintaining academic rigor.

In sum, the institution's meticulous preparation and adherence to the academic calendar underscore its commitment to offering a structured and holistic education, equipping students with knowledge, skills, and experiences for their future success. It fosters discipline, punctuality, and a commitment to excellence.

File Description	Documents
Upload the Academic Calendar and Teaching Plans during the year	View File

2.4 - Teacher Profile and Quality

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

51

File Description	Documents
Year-wise full-time teachers and sanctioned posts for the year	View File
List of the faculty members authenticated by the Head of HEI	View File
Any additional information	No File Uploaded

2.4.2 - Number of full-time teachers with PhD/ D.M. / M.Ch. / D.N.B Super-Specialty / DSc / DLitt during the year

21

File Description	Documents
List of number of full-time teachers with PhD./ D.M. / M.Ch. / D.N.B Super-Specialty / D.Sc. / D.Litt. and number of full-time teachers for 5 years	View File
Any additional information	No File Uploaded

2.4.3 - Total teaching experience of full-time teachers in the same institution: (Full-time teachers' total teaching experience in the current institution)

241

File Description	Documents
List of teachers including their PAN, designation, Department and details of their experience	View File
Any additional information	No File Uploaded

2.5 - Evaluation Process and Reforms

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

66

File Description	Documents
List of Programmes and the date of last semester-end / year-end examinations and the date of declaration of result	View File
Any additional information	No File Uploaded

2.5.2 - Number of students' complaints/grievances against evaluation against the total number who appeared in the examinations during the year

58

File Description	Documents
Upload the number of complaints and total number of students who appeared for exams during the year	View File
Upload any additional information	No File Uploaded

2.5.3 - IT integration and reforms in the examination procedures and processes including Continuous Internal Assessment (CIA) have brought in considerable improvement in the Examination Management System (EMS) of the Institution

For the completion of continual internal assessments for the academic year. The institute utilizes class tests, presentations, assignments, viva, projects, and quizzes to complete the internal assessment of all courses.

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

1. Application-based assessments. Case and scenario-based questions are posed to students.
2. Use of various assessment tools like presentations, viva, class tests, GD and PI, MCQ tests, group discussions, research projects, etc. for each subject.
3. Regular evaluation frequency: Weekly Monthly evaluation plan is prepared to complete internal evaluations on time
4. Result sharing with students: Internal assessment results are formally shared with students via notice board, email and ERP (classroom +).

5. Feedback session by subject faculty & mentor: Subject faculty provides detailed feedback for the internal evaluation conducted to identify topics for need of remedial sessions.
6. Counselling for slow learners: Post every assessment, student performance details are also shared with concerned faculty mentors to address their performance gaps and learning needs.

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

2.6 - Student Performance and Learning Outcomes

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

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

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

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

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

File Description	Documents
Upload COs for all courses (exemplars from the Glossary)	View File
Upload any additional information	View File
Link for additional Information	https://www.pibm.in/best-pgdm-course-pune.html

2.6.2 - Attainment of Programme Outcomes and Course Outcomes as 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	View File
Paste link for additional Information	https://www.pibm.in/best-pgdm-course-pune.html

2.6.3 - Pass Percentage of students

2.6.3.1 - Total number of final year students who passed in the examinations conducted by Institution

355

File Description	Documents
Upload list of Programmes and number of students appear for and passed in the final year examinations	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

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

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

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Promotion of Research and Facilities

3.1.1 - The institution's research facilities are frequently updated and there is a well-defined policy for promotion of research which is uploaded on the institutional website and implemented

The research focus of the institution has shaped steadily over the past academic years.

- While in the previous years, more research has been published in UGC-indexed journals, over the last two Academic years, faculty Development and faculty rewards have been shaped around producing application-oriented research, that gets published in Scopus-indexed and ABDC journals.
- The institute has also steadily improved its focus on industry-sponsored research and consultancy projects encouraging the involvement of both faculty and students in such projects. Dedicated Faculty Development Programs and workshops have been organized to promote academic and industrial research of high impact.
- The institute follows a strict anti-plagiarism policy and utilizes international software TURNITIN to ensure the quality of research.
- The institute has set up several Industry Representation centers on-premises to promote industry research and consultancy.
- A Centre of Management of Urban Areas (CMUA) has also been established and working toward producing sustainable research insights for the Government of India and State Governments, w.r.t. management of urban centers.
- An IPR cell is also active within the institute, to promote the development of original research and Intellectual Property. Under the IPR cell, the institute has also established an Institution Innovation Council (per the norms of the Ministry of HRD) to promote start-up culture and provide incubation grounds for new businesses and innovations.

File Description	Documents
Upload the Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	View File
Provide URL of policy document on promotion of research uploaded on the website	http://www.pibm.in/research-policies.html
Any additional information	View File

3.1.2 - The institution provides seed money to its teachers for research

3.1.2.1 - Seed money provided by the institution to its teachers for research during the year (INR in lakhs)

0.65

File Description	Documents
Minutes of the relevant bodies of the institution regarding seed money	No File Uploaded
Budget and expenditure statements signed by the Finance Officer indicating seed money provided and utilized	View File
List of teachers receiving grant and details of grant received	No File Uploaded
Any additional information	No File Uploaded

3.1.3 - Number of teachers who were awarded national / international fellowship(s) for advanced studies/research during the year

4

File Description	Documents
e-copies of the award letters of the teachers	No File Uploaded
List of teachers and details of their international fellowship(s)	View File
Any additional information	No File Uploaded

3.2 - Resource Mobilization for Research**3.2.1 - Grants received from Government and Non-Governmental agencies for research projects, endowments, Chairs during the year (INR in Lakhs)**

34.54

File Description	Documents
e-copies of the grant award letters for research projects sponsored by non-governmental agencies/organizations	View File
List of projects and grant details	No File Uploaded
Any additional information	No File Uploaded

3.2.2 - Number of teachers having research projects during the year

22

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil
List of research projects during the year	View File

3.2.3 - Number of teachers recognised as research guides

02

File Description	Documents
Upload copies of the letter of the university recognizing teachers as research guides	View File
Institutional data in Prescribed format	View File

3.2.4 - Number of departments having research projects funded by Government and Non-Government agencies during the year

4

File Description	Documents
Supporting document from Funding Agencies	View File
Paste link to funding agencies' website	Nil
Any additional information	No File Uploaded

3.3 - Innovation Ecosystem

3.3.1 - Institution has created an ecosystem for innovations and creation and transfer of knowledge supported by dedicated centres for research, entrepreneurship, community orientation, incubation, etc.

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

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

perspectives in students and faculty members. The outcome of this research will be monographs and research papers.

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

3.3.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR), Entrepreneurship and Skill Development during the year

5

File Description	Documents
Report of the events	View File
List of workshops/seminars conducted during the year	View File
Any additional information	No File Uploaded

3.4 - Research Publications and Awards

3.4.1 - The Institution ensures implementation of its Code of Ethics for Research uploaded in the website through the following: Research Advisory Committee Ethics Committee Inclusion of Research Ethics in the research methodology course work Plagiarism check through authenticated software

A. All of the above

File Description	Documents
Code of Ethics for Research, Research Advisory Committee and Ethics Committee constitution and list of members of these committees, software used for plagiarism check	View File
Any additional information	No File Uploaded

3.4.2 - Number of PhD candidates registered per teacher (as per the data given with regard to recognized PhD guides/ supervisors provided in Metric No. 3.2.3) during the

year	
3.4.2.1 - Number of PhD students registered during 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 details like name of the guide, title of thesis, and year of registration	View File
Any additional information	View File
3.4.3 - Number of research papers per teacher in CARE Journals notified on UGC website during the year	
112	
File Description	Documents
List of research papers by title, author, department, and year of publication	View File
Any additional information	No File Uploaded
3.4.4 - Number of books and chapters in edited volumes / books published per teacher during the year	
30	
File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
3.4.5 - Bibliometrics of the publications during the year based on average Citation Index in Scopus/ Web of Science/PubMed	
3.4.5.1 - Total number of Citations in Scopus during the year	
543	

File Description	Documents
Any additional information	No File Uploaded
Bibliometrics of the publications during the year	No File Uploaded

3.4.6 - Bibliometrics of the publications during the year based on Scopus/ Web of Science – h-Index of the University

3.4.6.1 - h-index of Scopus during the year

14

File Description	Documents
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	No File Uploaded
Any additional information	No File Uploaded

3.5 - Consultancy

3.5.1 - Revenue generated from consultancy and corporate training during the year (INR in lakhs)

63.36

File Description	Documents
Audited statements of accounts indicating the revenue generated through consultancy and corporate training	View File
List of consultants and revenue generated by them	No File Uploaded
Any additional information	No File Uploaded

3.5.2 - Total amount spent on developing facilities, training teachers and clerical/project staff for undertaking consultancy during the year

218750

File Description	Documents
Audited statements of accounts indicating the expenditure incurred on developing facilities and training teachers and staff for undertaking consultancy	View File
List of training programmes, teachers and staff trained for undertaking consultancy	No File Uploaded
List of facilities and staff available for undertaking consultancy	No File Uploaded
Any additional information	No File Uploaded

3.6 - Extension Activities

3.6.1 - Extension activities carried out in the neighbourhood sensitising students to social issues for their holistic development, and the impact thereof during the year

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

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

carbon footprint from our environment awareness was created amongst students.

6. Students sensitized about Unnat Bharat activities
7. Food prepared from mess & ration packets were distributed to needy in villages nearby and migrant labour during Covid Pandemic Lockdown period
8. Students sensitized about arranging jumbo oxygen cylinders to Covid Care Centres at Mulshi. Dist Pune.

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

3.6.2 - Number of awards and recognition received by the Institution, its teachers and students for extension activities from Government / Government-recognised bodies during the year

2

File Description	Documents
Number of awards for extension activities in during the year	View File
e-copy of the award letters	View File
Any additional information	No File Uploaded

3.6.3 - Number of extension and outreach programmes conducted by the institution through NSS/NCC/Red Cross/YRC, etc. during the year (including Government-initiated programmes such as Swachh Bharat, AIDS Awareness, and Gender Sensitization and those organised in collaboration with industry, community and NGOs)

2

File Description	Documents
Reports of the events organized	View File
Any additional information	View File

3.6.4 - Number of students participating in extension activities listed in 3.6.3 during the year

5

File Description	Documents
Reports of the events	View File
Any additional information	View File

3.7 - Collaboration

3.7.1 - Number of collaborative activities during the year for research/ faculty exchange/ student exchange/ internship/ on-the-job training/ project work

2

File Description	Documents
Copies of documents highlighting collaboration	View File
Any additional information	No File Uploaded

3.7.2 - Number of functional MoUs with institutions of national and/or international importance, other universities, industries, corporate houses, etc. during the year (only functional MoUs with ongoing activities to be considered)

19

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

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 equipments, etc.

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

1. Classrooms: 21 classrooms, with a seating capacity of 60

students each. Each of these classrooms is equipped with the following facilities:

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

2. Seminar Hall: We have one seminar hall with a seating capacity of 120 students. Other facilities included: Projectors, AV systems, and CCTV cameras.

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

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

5. Computer room: PIBM has a computer room with 120+ functional computers and a Bloomberg terminal.

6. Auditorium: An auditorium with 500+ seating capacity is in place. Other facilities include:

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

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

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

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

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

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

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

PIBM PGDM focuses on the holistic approach when it comes to the overall growth of a student. Not only a strong analytical and management skills but PIBM PGDM 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 PGDM 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, 1 projector, and 2 screens. 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 set, 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
Geotagged pictures	View File
Upload any additional information	No File Uploaded
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

21

File Description	Documents
Upload any additional information	View File
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

38.71

File Description	Documents
Upload audited utilization statements	View File
Details of Expenditure, excluding salary, during the years	View File
Any additional information	No File Uploaded

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: 21

Year of installation: 2016

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

Other software in use:

- DellNet (e-resources)
- CMIE
- Jgate,
- Euro Monitor,
- NDL

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

4.2.2 - Institution has access to the following: e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources

A. Any 4 or more of the above

File Description	Documents
Details of subscriptions like e-journals, e-books, e-ShodhSindhu, Shodhganga membership	View File
Upload any additional information	View File

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

14.89	
File Description	Documents
Audited statements of accounts	View File
Any additional information	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 - Usage of library by teachers and students (footfalls and login data for online access)	
4.2.4.1 - Number of teachers and students using the library per day during the year	
95	
File Description	Documents
Upload details of library usage by teachers and students	View File
Any additional information	No File Uploaded
4.3 - IT Infrastructure	
4.3.1 - Institution has an IT policy covering Wi-Fi, cyber security, etc. and has allocated budget for updating its IT facilities	
<p>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.</p> <p>The following procedures are followed while updating the IT facilities:</p> <p>1. AMC Policies; Replacement and Disposal Policies:</p> <p>Desktops & Laptops maintained by in-house experienced IT team</p> <p>AMC is given for CCTV setup, UPS, and EPBAX for keeping the equipment maintained</p> <p>Other equipment (Firewall, Wi-Fi Controller Devices, etc.)</p>	

undergo annual renewal for continued usage.

Annual Maintenance Contract is signed with the vendor who shall provide services in the 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 the IT department to check Proper functioning of devices, cables, LAN connectivity, Wi-Fi devices, system cleaning status, defragment files, etc.

3.. Maintenance of Deadstock register

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

4. Hardware stock maintenance process:

The hardware stock including Wi-Fi devices is audited every quarter and the maintenance process is reviewed every month.

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 - Student - Computer ratio

Number of Students	Number of Computers
578	135

File Description	Documents
Upload any additional information	View File

4.3.3 - Bandwidth of internet connection in the Institution and the number of students on campus

A. ?50 Mbps

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

4.3.4 - Institution has facilities for e-content development: Facilities available for e-content development Media Centre Audio-Visual Centre Lecture Capturing System (LCS) Mixing equipments and software for editing

A. All four of the above

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
List of facilities for e-content development (Data Template)	View File

4.4 - Maintenance of Campus Infrastructure

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

583.22

File Description	Documents
Audited statements of accounts	View File
Upload any additional information	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities – classrooms, laboratory, library, sports complex, computers, 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, Sickroom, CCTV, and housekeeping are considered for utilization and maintenance:

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

1. **Daily check:** Daily maintenance of all the facilities is 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 for all the facilities. The facility managers prepare a year-end report considering all the aspects existing and requirements 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, 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 freeships provided by the Government during the year

0

File Description	Documents
Upload self-attested letters with the list of students receiving scholarships	View File
Upload any additional information	No File Uploaded

5.1.2 - Number of students benefitted by scholarships and freeships provided by the institution and non-government agencies during the year

18

File Description	Documents
Upload any additional information	View File
Institutional data in prescribed format	View File

5.1.3 - The following Capacity Development and Skill Enhancement activities are organised for improving students' capabilities Soft Skills Language and Communication Skills Life Skills (Yoga, Physical fitness, Health and Hygiene) Awareness of Trends in Technology

A. All of the above

File Description	Documents
Link to Institutional website	https://www.pibm.in/training-to-build-confidence.html
Details of capability development and schemes	View File
Any additional information	No File Uploaded

5.1.4 - Number of students benefitted from guidance/coaching for competitive examinations and career counselling offered by the institution during the year

356

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 adopts the following mechanism for redressal of students' grievances, including sexual harassment and ragging: Implementation of guidelines of statutory/regulatory bodies Creating awareness and implementation of policies with zero tolerance Mechanism for submission of online/offline students' grievances Timely redressal of grievances through appropriate committees

A. All of the above

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

5.2 - Student Progression

5.2.1 - Number of outgoing students who got placement during the year

355

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded

5.2.2 - Number of outgoing students progressing to higher education

0

File Description	Documents
Upload supporting data for students/alumni	No File Uploaded
Details of students who went for higher education	View File
Any additional information	No File Uploaded

5.2.3 - Number of students qualifying in state/ national/ international level examinations during the year

5.2.3.1 - Number of students who qualified in state/ national/ international examinations (e.g.: IIT-JAM/NET/SET/JRF/ GATE /GMAT /CAT/ GRE/ TOEFL/Civil Services/State government examinations) during the year

0

File Description	Documents
Upload supporting data for students/alumni	View File
Any additional information	No File Uploaded

5.3 - Student Participation and Activities

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

0

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	No File Uploaded

5.3.2 - Presence of an active Student Council and representation of students in academic and administrative bodies/committees of the institution

Student representatives are present in various academic and administrative bodies to provide important inputs from the student body as well as act as facilitators of change. Student representations are 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
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.pibm.in/student-clubs-and-committees.html

5.3.3 - Number of sports and cultural events / competitions organised by the institution

8

File Description	Documents
Report of the event	View File
List of sports and cultural events / competitions organised per year	View File
Upload any additional information	No File Uploaded

5.4 - Alumni Engagement

5.4.1 - The Alumni Association and its Chapters (registered and functional) contribute significantly to the development of the institution through financial and 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 the year 2019. The first graduating batch from PIBM joined the industry in 2010. These students have successively grown to middle and senior management over the last 9 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 9 years from the alumni. In a broad sense, 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 internal evaluation such as presentations 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 organizations. This initiates a strong and long-term relationship with the organization.

3. Institutional Branding

When alumnus represents their organization 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
Upload any additional information	View File
Paste link for additional Information	Nil

5.4.2 - Alumni's financial contribution during the year

E. <2 Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the Institution

Pune Institute of Business Management for PGDM strives to skill the youth of our country as well as the whole of Asia & the World to make them employable so that they can either join acompany or start their own company thereby creating more jobs.

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

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

Nature of Governance:

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

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

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

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

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

6.1.2 - Effective leadership is reflected 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 research purposes.

File Description	Documents
Upload strategic plan and deployment documents on the website	View File
Upload any additional information	No File Uploaded
Paste link for additional Information	https://www.pibm.in/images/pdf-doc/Organisation%20Structure%20PIBM.pdf

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ Perspective plan has been clearly articulated and implemented

PIBM PGDM 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 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 students being ready for entry-level executive job profiles but not for more rewarding middle management roles

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

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

- Identification and management of talent in the student pool
- Development of employment-focused skills in students

mapped to specific sectors

- Development of strong industry-academic connect
- Delivering specialization-specific elective modules with strong application-based content
- Faculty development with a strong application orientation
- Improved placement performance with students getting placed in managerial profiles
- Sustained improvement in placement packages of successive batches

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.pibm.in/training-for-mba-pgdm-courses.html
Upload any additional information	No File Uploaded

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

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

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

Service Rules and Performance Review Policies are duly shared with the concerned stakeholders via a defined Employee Code of Conduct document. All staff undergo an induction program at the time of onboarding to understand the organization's structure, service requirements, and 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 to Organogram on the institution webpage	https://www.pibm.in/images/pdf-doc/Organisation%20Structure%20PIBM.pdf
Upload any additional information	No File Uploaded
Paste link for additional Information	https://www.pibm.in/code-of-conduct.html

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) Documen	No File Uploaded
Screen shots of user interfaces	View File
Details of implementation of e-governance in areas of operation	View File
Any additional information	No File Uploaded

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

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 (MBA/PGDM) program for children of employees.
- Employee engagement activities like birthday celebrations, and anniversaries of service.
- Provision for 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 insured 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 Covid 19 emergency situations provided to employees & their family members.
- Monetary educational help to children orphaned during Covid 19 pandemic.
- Full and Timely Salary is paid to all staff members even during COVID-19
- During lockdown work from home facility is 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
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

0

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

6.3.3 - Number of professional development / administrative training programmes

organized by the Institution for its teaching and non-teaching staff during the year

17

File Description	Documents
Reports of the Human Resource Development Centres (UGC HRDC/ASC or other relevant centres)	View File
Upload any additional information	View File

6.3.4 - Number of teachers who have undergone online/ face-to-face Faculty Development Programmes during the year: (Professional Development Programmes, Orientation / Induction Programmes, Refresher Courses, Short-Term Course, etc.)

10

File Description	Documents
Summary of the IQAC report	No File Uploaded
Reports of the Human Resource Development Centres (UGC ASC or other relevant centers)	View File
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**

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

- Upon joining, all the teaching and non-teaching staff are familiarised with their job responsibilities, and information about KRAs is provided.
- Once KPIs that are linked with the KRAs are also described during the induction period of the employees.
- Based on the experience level of an employee, the duration of the probation period is determined.
- During the training/probation period, the performance of the employees is carefully observed by the trainer/immediate supervisor.

- Based on the performance the duration of the probation period may be modified and the employee is given the freedom of performing their tasks on their own.
- Upon completion of one year, the employee and immediate supervisor sit together to review the yearly activities. Some of the parameters of teaching staff are:

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

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

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

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, and philanthropists during the year (not covered in Criterion III and V) (INR in lakhs)

0

File Description	Documents
Annual statements of accounts	No File Uploaded
Details of funds / grants received from non-government bodies, individuals, philanthropists during the year	View File
Any additional information	No File Uploaded

6.4.3 - Institutional strategies for mobilisation of funds and the optimal utilisation 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 PGDM Program

Revenue from MDPs and Consultancies

Sponsorship from research grants

Funds from Government and Non-Government Organisations

The resource Mobilization Strategy of PIBM PGDM 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 for PGDM

4. The authority to the allocation of the capital resource 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
Upload any additional information	No File Uploaded
Paste link for additional Information	Nil

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing quality assurance strategies and processes visible in terms of incremental improvements made during the preceding year with regard to quality (in case of the First Cycle): Incremental improvements made during the preceding year with regard to quality and post-accreditation quality initiatives (Second and subsequent cycles)

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

The IQAC team:

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

Functionalities:

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

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

1. Academic Operations improvement
2. Academic and industry relationships improved
3. Administrative operations improvement
4. Examination Operations improvement
5. Improvement in 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 for innovative

training methods and developing research acumen among students

8. Work engagement sheet for faculty engagement
9. Application orientation course plan development
10. Job description-based training for better employability of students
11. Green initiatives inside campus & surroundings, CSR, ISR, Swachh Bharat & UBA initiatives
12. Workshops for student confidence and content building
13. Fast process of review audits

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

6.5.2 - The institution reviews its teaching-learning process, structures and methodologies of operation and learning outcomes at periodic intervals through its IQAC as per norms

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 the identification of the learning outcome using feedback and performance.

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

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

More than the application of theory, the IQAC team has suggested faculties concentrate on developing a strategy & teaching pedagogy through which students' understanding is

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 center, Institution Innovation Council, was formed with the association of MHRD Innovation Cell in October 2018. Few of the other corporate houses are also associated with the institutional incubation center.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.pibm.in/training-for-mba-pgdm-courses.html

6.5.3 - Quality assurance initiatives of the institution include Regular meeting of the IQAC Feedback collected, analysed and used for improvement of the institution Collaborative quality initiatives with other institution(s) Participation in NIRF Any other quality audit recognized by state, national or international agencies (such as ISO Certification)

A. Any 4 or all of the above

File Description	Documents
Paste the web link of annual reports of the Institution	Nil
Upload e-copies of accreditations and certification	No File Uploaded
Upload details of quality assurance initiatives of the institution	View File
Upload any additional information	No File Uploaded

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

1. A special transportation system is in place to provide a pickup and drop facility for all the teaching and non-teaching staff & students from hostels. Transport is also provided for students & staff needing immediate medical attention.
2. If any staff is especially required to stay back for job completion purposes, then pick and drop facility from home is provided.
3. An internal counsellor is appointed for all the staff and students. Apart from personal counselling service to both staff and students, career counselling service is also provided to students by the counsellor.
4. If any girl students need assistance from a lady counsellor, an external lady counsellor extends her service for 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-defence training session for girl students is arranged on campus.
8. Cyber Safe Women' Session by 'Maharashtra Cyber Police Cyber has been arranged to sensitize girl students for safety.
9. A Sensitisation Workshop on sexual harassment & issues has been arranged.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional Information	https://www.pibm.in/pdf/Annual-Gender-Sensitization-Action-Plan-Report-Pune-Institute-of-Management-2020-21.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation: 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
Geotagged 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 a maximum of 200 words)

Pune Institute of Business Management for PGDM 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 of through an incinerator installed on 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 the STP plant for recycling.

3. E-waste Management:

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

4. Waste recycling system

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

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geotagged photographs of the facilities	View File
Any other relevant information	No File Uploaded

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
Geotagged 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
Geotagged 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 undertaken by the institution

7.1.6.1 - The institution's initiatives to preserve and improve the environment and harness energy are confirmed through the following:

- 1. Green audit**
- 2. Energy audit**
- 3. Environment audit**
- 4. Clean and green campus recognitions/awards**
- 5. Beyond the campus environmental promotional activities**

C. Any 2 of the above

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

7.1.7 - The Institution has a disabled-friendly and barrier-free environment: Ramps/lifts for easy access to classrooms

B. Any 3 of the above

and centres Disabled-friendly washrooms
Signage including tactile path lights,
display boards and signposts Assistive
technology and facilities for persons with
disabilities: accessible website, screen-
reading software, mechanized equipment,
etc. Provision for enquiry and information:
Human assistance, reader, scribe, soft
copies of reading materials, screen reading,
etc.

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

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

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

The college organizes and conducted several activities to build and promote an environment for ethical, cultural, and spiritual values among the students and staff.

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

The college and its teacher and staff jointly celebrate cultural and regional festivals like Glory & Aarmbh, Fresher Party, Teacher's Day, Induction program, CSR activities, Tree plantation, Women's Day, Swami Vivekanand Birth Anniversary, Shiv Jayanti, Yoga Day, festivals celebrated like Ganesh

Chaturthi, Durga Puja, Diwali, Holi, Guru Purab, Lohri celebrations, etc. religious ritual activities are performed in the campus.

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

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

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

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File

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

Pune Institute of Business Management for PGDM 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 PGDM 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 transform students into responsible citizens	View File
Any other relevant information	No File Uploaded

7.1.10 - The institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic sensitization 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 Annual awareness programmes on the 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 programmes, etc. in support of the claims	No File Uploaded
Any other relevant information	View File

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

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

Swami Vivekananda Birthday: Each year PIBM PGDM 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 PGDM celebrates Republic Day on 26th January.

Shivaji Jayanti: Every year PIBM PGDM 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 by decorating the whole campus with lights. Soundless firecrackers were lighted at the evening to celebrate Diwali with all the family members of PIBM PGDM teaching and non-teaching staff.

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

File Description	Documents
Annual report of the celebrations and commemorative events for during the year	View File
Geotagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

7.2 - Best Practices

7.2.1 - Provide the weblink on the Institutional website regarding the Best practices as per the prescribed format of NAAC

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 students' skills & competencies.

4. The Practice

The practice started taking shape with the 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, and 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 the faculty approach is 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 an increasing focus on Application Oriented Research and Development, the institution lays emphasis on quality research being conducted by the faculty and students.

5. Evidence of Success

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

6. Problems Encountered and Resources Required

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

7. Notes

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

7.3 - Institutional Distinctiveness

7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust (within a maximum of 200 words)

The institute has achieved good placements in spite of the challenges of the Covid Pandemic period.

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

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

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

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

More attention has been given to the analytics specialization as a minor has been started considering the industry need. PGDM Marketing Program was added to the existing PGDM program.

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

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

File Description	Documents
Appropriate link in the institutional website	Nil
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

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