Yearly Status Report - 2018-2019

Part A	
Data of the Institution	
1. Name of the Institution	**PRATIBHA INSTITUTE OF BUSINESS MANAGEMENT**
Name of the head of the Institution	**Dr. Sachin Borgave**
Designation	**Director**
Does the Institution function from own campus	**Yes**
Phone no/Alternate Phone no.	**09975580300**
Mobile no.	**9975580300**
Registered Email	**director@pratibhagroup.org.in**
Alternate Email	**sachinborgave@gmail.com**
Address	**Block D-III Plot No.3, Behind Mehta Hospital, off Mumbai-Pune Old Highway, Chinchwad, Pune-411019**
City/Town	**Pune**
State/UT	**Maharashtra**

Pincode	411019

2. Institutional Status

Affiliated / Constituent	Affiliated
Type of Institution	Co-education
Location	Urban
Financial Status	private
Name of the IQAC co-ordinator/Director	Dr. Shweta Jain
Phone no/Alternate Phone no.	020860100942
Mobile no.	7709582969
Registered Email	director@pratibhagroup.org.in
Alternate Email	shweta.pibm@pratibhagroup.org.in

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	http://pibmpune.org.in/

4. Whether Academic Calendar prepared during the year	Yes
if yes,whether it is uploaded in the institutional website: Weblink :	http://pibmpune.org.in/Welcome/Institute_Academic_Calender

5. Accrediation Details

Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
1	B+	2.75	2018	02-Nov-2018	01-Nov-2023

6. Date of Establishment of IQAC	11-Dec-2016

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries

Feedback from students	30-Nov-2018 1	361
Orientation session to encourage faculty members to pursue doctoral programme	06-Jul-2018 1	18
Timely submission of AQAR report to CDC	18-Dec-2019 1	17
Regular meeting of IQAC	14-Jun-2019 1	17
Regular meeting of IQAC	02-Dec-2018 1	17
Conducted FDP on Literature Review by Dr. Santosh Dastane	06-Dec-2018 1	27
Conducted FDP on Cognitive Thinking by Dr. Sachin Borgave	15-Dec-2018 1	27
Conducted FDP in campus by Dr. Basavraj Kudachimath on innovative teaching practices, CO-PO mapping and AQAR report	16-Jul-2018 1	27
Organised National Conference on	17-Aug-2018 2	424
Administrative training programme for Administrative and non teaching staff	19-Nov-2018 2	21
[View File](#)		

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

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
MCA	State Level Seminar under QIP	SPPU	2019 2	50488
MBA	National Level Conference	SPPU	2019 2	124232
[View File](#)				

9. Whether composition of IQAC as per latest NAAC guidelines:	Yes
Upload latest notification of formation of IQAC	[View File](#)

10. Number of IQAC meetings held during the year :	**2**
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	**Yes**
Upload the minutes of meeting and action taken report	View File
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**

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

Informing faculties about the FDPs organised in other institutes and funding them to attend the same Conducted FDP on 'Literature Review' on 6th December 2018 by Dr. Santosh Dastane and on 'Cognitive thinking' on 15th December 2018 by Dr. Sachin Borgave Conducted FDP in campus on 16th July by Dr. Basavraj Kudachimath on innovative teaching practices, COPO mapping and AQAR report Organised National Conference on 'Leadership Summit' ,17th and 18th January 2019 Placement improvement by arranging pre placement training sessions for final year students Collected views from faculties regarding new syllabus to be formed and four faculties namely Dr. Sachin Borgave, Dr. Shweta Jain, Dr. Madhavi Deshpande and Prof. Sapna Ramani had represented and actively participated in syllabus revision at the university level. Motivated faculty to start and initiate industrial consultancy for live projects.

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

Plan of Action	Achivements/Outcomes
Orientation for PhD enrollment of faculties	Five faculty members enrolled for the PhD programme
Finding slow and advance learners	By use of psychometric test identified slow and fast learners. Remedial sessions arranged for slow learners. Fast learners were encouraged to write research papers and also guided for entrepreneurship
Improvements in the students' learning capabilities	Arrangement of foundation courses for MBA first year students on subjects; Accounting, Economics, Business Law
Placement Improvement	Pre placement training sessions were conducted for final year students
Improvement in Infrastructure	Addition in computer systems, E learning resources and increase in the books in the library, Tree plantation

	to add on more greenery in the campus
	[View File](#)

14. Whether AQAR was placed before statutory body ?	**Yes**

Name of Statutory Body	Meeting Date
College Development Committee(CDC)	**18-Dec-2019**

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	**Yes**

Date of Visit	**25-Sep-2018**

16. Whether institutional data submitted to AISHE:	**Yes**

Year of Submission	**2019**

Date of Submission	**30-Jan-2019**

17. Does the Institution have Management Information System ?	**Yes**

If yes, give a brief descripiton and a list of modules currently operational (maximum 500 words)	**The institution adopts a full fledged Management Information System (MIS) which facilitates a systematized and channelized information flow enabling easy decision making for effective administration. The MIS is widely implemented in the administration of the institution facilitating easy retrieval of the information regarding academics, examination, finance and Human Resource (HR) of the institution. The academic processes like the internal marks, conduct of end semester examination and publication of the results are computerized. An extensively computerized finance section supports activities like admission, fees collection and accounting. The HR department records the details of the pay roll management, etc. with the support of the MIS. User friendly software for the purpose of library management is in place facilitating the maintenance of records relating to the availability of books, books issue/return, etc.**

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

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

To help students to achieve their learning goals, the institution is following four dimensional approach for an effective curriculum delivery. The planning for curriculum delivery is done keeping in mind university prescribed syllabus, inputs received through feedback forms, insights gained from our Annual activity 'Corporate Week' where we get inputs through industry academia interface in terms of current trends, industry outlook, latest technology trends, practical applications. The institute also conducts Diagnostic Tests so as to assess Student Performance Learning needs so that teachers can plan accordingly and can uplift week students along with giving support to strong students by way of giving guidance so that they can utilize their full potential. Along with that the organisation also gets inputs through discussions held during National Conference and State Level Seminars. Feedback forms received during these programmes help us to understand the requirements of industry. For example this academic year we had introduced course on 'Python' for MCA students &course on 'Advance Excel' for MBA students. Even we had incorporated more case studies as part of teaching pedagogies for MBA students and more hands on experiences for MCA students. IQAC cell along with both the HODs of MBA & MCA departments do academic year planning well in advance after a thorough brainstorming. They also undertake semester wise planning, subject allocations and preparation of Time Tables, allocation of infrastructure and evaluation plan for the semester. The faculty members prepare detailed lesson plan and outline pedagogy implementation which is reviewed weekly by HOD and monthly by Director. Weekly meetings take cognizance of progress and discuss the effectiveness. These meetings are productive in terms of guidance and exchange of ideas. The IQAC cell also undertakes 'Internal Quality Audit' once in a semester so as to take timely actions for enhancing quality of the academics in the institute. Feedback is used as an essential tool to understand the efficiency of pedagogy methods used. Mentoring system is used in the institute so as to find out the learning needs of the students by the mentors as well as help them to grow by strengthening their strong points and helping them in working upon their weak points. Learning outcomes are mapped and assessed by using diverse assessment techniques such as group discussions, group presentations, case studies, internal end term examinations, quizzes, report writing and presentations etc. Faculties are encouraged to use innovative pedagogies to teach their subject effectively. For example this year they learnt selling and marketing skills through competition on product launch where they used various ways to create market for their product. Similarly analytical skills of students sharpened through assigning one company each to a group of students, where they have to use various techniques learnt in syllabus for doing financial analysis of company through analyzing original annual reports. The management skills are taught to them effectively by involving them fully in planning and organisation of various activities such as Job fair, inter & intra-college competitions. Guidance on entrepreneurship is also being imparted to students.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entreprene urship	Skill Development

| Advanced Excel | Advanced Excel | 03/09/2018 | 6 | Employability | Advance Computing Skills |
| Python | Python | 24/05/2018 | 2 | Employability | Latest programming skills |

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
No Data Entered/Not Applicable !!!		

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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Management	01/07/2018
MCA	Management	01/07/2018

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

	Certificate	Diploma Course
Number of Students	67	0

1.3 – Curriculum Enrichment

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

Value Added Courses	Date of Introduction	Number of Students Enrolled
Leadership Team Building (PIBM 13)	01/08/2018	180
Stress Management(PIBM 42)	01/01/2018	166

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1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Summer Internship Project	104
MBA	Dissertation	108
MCA	Summer Internship	25

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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

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

Feedback Obtained
Continued feedback is important across the entire organization in order to remain aligned to goals, create strategies, services improvements and much more. Organization believes that well-implemented feedback systems can improve teacher effectiveness. Effective feedback, both positive and negative, is very helpful. PIBM's feedback mechanism has focus based on feedback from across the entire organization through all stakeholders: students, teachers, employees, parents and alumni. Google forms are used to get feedback from the stakeholders. Parents feedback is also taken during the annual parents meet through filling up of feedback form. Along with the regular annual feedback through survey, the stakeholders are also encouraged to report one to one to their respective class teachers/mentors/TPO/HOD/Director, so that they don't have to wait for the needed actions to be taken at the end of the year. Organization had also started to take exit interview of just pass out final year students so that organization can get honest opinion. Stakeholders are approached to give feedback through well designed feedback forms. The filled up responses are well documented. After that these responses are analyzed by the IQAC cell and detailed report is generated. The feedback report is kept before the College Development committee (CDC) for review. Actions are taken in the meeting of CDC. Actions taken are properly recorded in the Minutes of Meetings of the CDC and also uploaded on the institute website. This year's Action taken report which will be implemented from Academic year 2019-20 includes: • Based upon new syllabus introduced from the university, • On the basis of students feedback and employer's suggestions, it is being decided to guide students for online domain courses freely or on paid basis available on different E learning sites • New Add on courses such as BEC certification, certified courses from NSE, Digital Marketing and Business Analytics will be introduced. • New certified enrichment courses imparting life skills will likely to be introduced. • New MoUs will be signed with the corporate sector for getting their support in internships and placement offers for students • New MoUs will also be signed with the corporate sector for getting their support in undertaking extension activities for social work. • Campus pool drives will be organised for better placements. • More FDPs will be organised in the campus

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	Management	120	123	120
MCA	Management	60	60	60
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2.2 – Catering to Student Diversity

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

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

| 2018 | 0 | 361 | 0 | 27 | 0 |

2.3 – Teaching - Learning Process

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

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used
27	27	8	8	3	8

View File of ICT Tools and resources

View File of E-resources and techniques used

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

PIBM has a strong mentoring process. Each student of PIBM is attached to faculty mentors for personal guidance, career advancement and development. Faculty members continue to be the mentors with the students allocated to them for their entire career development process at PIBM till their course tenure. Every faculty member is expected to create a rapport with the student mentee, encourage her to ask questions, attempt to clarify doubts and facilitate counselling on several issues (if/when required). The essence of mentorship is a sustained human relationship a one to one developmental relationship that ensures a student that he is a valued person. A mentor is expected to focus on the mentee's holistic development by guiding her in areas like academics, summer internship, comprehensive viva, comprehensive projects/dissertation, career choices, final placements etc. Mentors are also required to focus on developing the following Employability Skills of their mentees towards academic progression: • Continuous and lifelong learning orientation • Communication and Verbal Skills • Attitude, Confidence and Self Motivation • Self Management-Planning and Organizing • General Awareness and Business Awareness • Adaptability and Flexibility Every week 1 hour is dedicated in Academic time table towards the Mentoring Sessions. A Separate file of every mentee is prepared by the mentor and the updates like academic progress, co-curricular, extracurricular, achievements are recorded. Towards the personal issues a record is also been kept. Mentors could/should suggest/undertake corrective/remedial actions for problems faced by their mentees and include it in their reports. The HOD may write to the faculty mentor (cc to Director) with his observations/suggestions regarding the same. The effectiveness of such corrective measures should be documented in the term wise progress report table. A mentor is expected to maintain professional standards, improve mentoring skills and exercise good judgment when engaged in every activity involving her/his mentee and work with mentee to establish mutual respect, friendship, motivation, and measurable goals. Once the journey of course of mentorship is on the verge of completion, mentor is expected to ensure that his/her mentee has become self-reliant and self-managed person.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
361	27	1:13

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
27	27	0	0	10

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

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
No Data Entered/Not Applicable !!!			

2.5 – Evaluation Process and Reforms

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

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
MBA	1	SEM II	14/05/2019	06/07/2019
MBA	2	SEM IV	10/05/2019	06/07/2019
MCA	3	SEM II	11/05/2019	04/07/2019
MCA	4	SEM IV	11/05/2019	04/07/2019
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Some of the components for Concurrent Internal Evaluation (CIE) adopted at PIBM(MBA) depending upon the weightage of each subject are as follows- • Case Study / Caselet • Class Test • Field Visit • Small Group Project Internal Viva-Voce • Learning Diary • Group Discussion • Written Home Assignment • Industry Analysis Research Projects • Simulation Exercises There are minimum three concurrent evaluation components per full credit course and five concurrent evaluation components for each half credit course. The faculty announces in advance the units based on which each concurrent evaluation shall be conducted. Each component shall ordinarily be of 10 marks or in some cases 5 Marks. The faculty however has the liberty to conduct additional components (beyond three/five). However the total outcome is been scaled down to 30 marks for full credit and 50 Marks for half credit courses respectively. Below is the internal mark distribution agreed with the Teaching staff(For MCA) Sr. No Method Weightage () Marks out of 30 1 Assignment 16.6 5 2 Attendance (Lectures) 16.6 5 3 Unit Test (Subjective) 16.6 5 4 Attendance Events 16.6 5 5 End-Term 33.6 10 Practical (Out of 50) Sr. No Method Weightage () Marks out of 50 1 Assignment 20 10 2 Attendance 10 5 3 Practical Exam – Viva 20 10 4 Practical Exam 50 25 Mini Project(Out of 50) Sr. No Method Weightage () Marks out of 50 1 Project Report 20 10 2 Attendance 10 5 3 Viva 20 10 4 Project Demonstration 50 25

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

The institute adheres to the Guidelines of Academic Calendar of Savitribai Phule Pune University and the Institute prepares their own academic calendar which follows the timelines/guidelines and academic schedule of the affiliating University institution academic calendar for the conduct of CIE Academic calendar. This is prepared by HOD's in consultation of Faculties and Director. Every year the academic calendar is prepared for the institute and also a department wise activity schedule for smooth functioning of each department. In the beginning of the academic session the students are apprised of academic calendar and same is displayed on Notice board and at strategic locations. The HOD and Director of the institution can incorporate minor changes in academic calendar which he may deem fit considering the unforeseen circumstances. The Schedule of All Examinations is given in academic calendar and accordingly executed. The detailed Examination schedule of University exams is announced and displayed in advance by Chief Examination Officer of the Institute. The academic calendar ensures that the curriculum is enriched through related activities like, Induction, Orientations, Foundation course, Test to analyze the Fast and Slow Learners, Remedial Sessions, Industrial Visits, Workshops,

Guest lecture, Extension Series, Industry Interaction, End Term Exams, Viva, Seminar, Conference, Extra and Co-curricular activities, Sports, Cultural Fest, Vacation and Holiday Schedules.

2.6 – Student Performance and Learning Outcomes

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

http://pibmpune.org.in/Welcome/MBA_Course_Outcomes

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
1	MBA	Management	110	91	82.72
2	MCA	Management	24	17	70

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2.7 – Student Satisfaction Survey

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

http://pibmpune.org.in/Welcome/Student_satisfaction_survey_MBA

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

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

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Major Projects	0	NIL	0	0
Minor Projects	0	NIL	0	0
Interdisciplinary Projects	0	NIL	0	0
Industry sponsored Projects	0	NIL	0	0
Projects sponsored by the University	0	NIL	0	0
Students Research Projects (Other than compulsory by the University)	0	NIL	0	0
InternationalProjects	0	NIL	0	0
Any Other (Specify)	0	NIL	0	0

View File

3.2 – Innovation Ecosystem

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

Title of workshop/seminar	Name of the Dept.	Date
Corporate Week	MBA, MCA	14/01/2019
National Conference	MBA, MCA	17/01/2019
State Seminar	MBA, MCA	22/02/2019

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

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
No Data Entered/Not Applicable !!!				
View File				

3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
NIL	NIL	Institution	BARFII-Khamang Bhajji	Eating joint	21/04/2019
View File					

3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

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

Name of the Department	Number of PhD's Awarded
NA	0

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

Type	Department	Number of Publication	Average Impact Factor (if any)
National	MBA	4	5
International	MBA	4	5
View File			

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

Department	Number of Publication
MBA	14
MCA	4
View File	

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

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as	Number of citations

					mentioned in the publication	excluding self citation

No Data Entered/Not Applicable !!!

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

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication

No Data Entered/Not Applicable !!!

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

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	8	16	17	0
Presented papers	8	15	0	0
Resource persons	1	8	1	0

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3.4 – Extension Activities

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

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Breast Cancer Awareness	Brahm Chaitanya Super Speciality Hospital Pvt Ltd	2	87
Women Health Check up	Aastha Group with Lions Club of Talegaon	2	45
Cyber Safety	Rotary Club with Pune Police	2	127

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

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
Spreading Happiness in Diwali	Appreciation letter	Yash Foundation	0
Spreading Happiness in Diwali	Appreciation letter	Mother Teresa Home, Kalbhornagar	0

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

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activites	Number of students participated in such activites
NA	Institute with Lions Club	Kerala Relief Fund	3	83
NA	Mother Teresa Home	Spreading happiness in diwali	2	78
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3.5 – Collaborations

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

Nature of activity	Participant	Source of financial support	Duration
NIL	NIL	NIL	0
View File			

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

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Internship, on the job training	Students Placements	SINCE Techno logies, Pune, Mr. Sachin Patil CEO- Office No-6, Building No-2, 2nd Floor, Prestige Complex,, Telco Road, Opposite MIDC Office, Near Chinchwad Station Chowk, Chinchwad,, Pune, Maharashtra 411019	29/12/2018	29/12/2018	MCA III Year students
Training	Technical Training	AI Analytics ,Mr. Prakash Nehete CEO, 807, White Square Hinjawadi, Pune 411057	04/11/2019	04/11/2019	MBA, MCA students

Training	Interview and Aptitute Skill training	Rubicon Skill Development Pvt. Ltd.,Pune , Mr. Pravir Kumar CEO,World Trade Center, 801, 8th Floor, Tower 1, Kharadi, Pune, Maharashtra 411014	30/05/2019	30/05/2019	MBA students
Training	Technical Trainings	M/s Corecode IT Solutions Pvt. Ltd., Delhi, Shubhangi Hoddan	03/09/2018	03/09/2018	MBA, MCA students

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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
M/S Corecode IT Solutions Pvt. Ltd.	03/09/2018	Training of students	20
Vineo Technologies Pvt. Ltd.	15/05/2019	Live projects	8

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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

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

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
550000	815551

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Campus Area	Existing
Class rooms	Existing
Laboratories	Existing
Seminar Halls	Existing
Classrooms with LCD facilities	Existing
Classrooms with Wi-Fi OR LAN	Existing
Seminar halls with ICT facilities	Existing

Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Newly Added
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added

No file uploaded.

4.2 – Library as a Learning Resource

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

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
Vriddhi Library Management Software	Fully	2	2008

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	9061	2805565	0	0	9061	2805565
Reference Books	3556	1225078	0	0	3556	1225078
e-Books	8200	67260	2000	9440	10200	76700
Journals	25	62224	0	0	25	62224
e-Journals	0	0	568	19470	568	19470
Digital Database	1	67260	0	0	1	67260
CD & Video	860	0	0	0	860	0
Library Automation	1	91520	0	0	1	91520
Weeding (hard & soft)	0	0	0	0	0	0
Others(specify)	0	0	0	0	0	0

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

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
No Data Entered/Not Applicable !!!			

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4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others

Existing	149	3	0	3	3	1	2	45	0
Added	0	0	0	0	0	0	0	0	0
Total	149	3	0	3	3	1	2	45	0

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

<div align="center">

45 MBPS/ GBPS

</div>

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
No Data Entered/Not Applicable !!!	

4.4 – Maintenance of Campus Infrastructure

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

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurredon maintenance of physical facilites
3875000	3586089	900000	861172

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

The Institute has defined infrastructure policy as follows: Policy: 1] To provide necessary infrastructural facilities so as to facilitate teaching learning environment for the staff and students. 2] To ensure optimal utilization of the Infrastructural resources. 3] To ascertain the timely inspection and maintenance of the Infrastructure 4] To take timely decision about allocation and utilization of the available financial resources. 5] To ensure systematic planning and implementation about capital expenditure and disposal of fixed assets for creating and maintaining infrastructure 6] To set ground rules about proper usage of equipment by all stakeholders and to observe its effective implementation. PROCEDURE (Process details):- 1)Need analysis of the infrastructural requirements from stakeholders 2) Approval for procurement by Governing Council 3) Preparing annual budget for infrastructural expenses 4) Actual procurement 5) Quality assurance and testing of procured material / infrastructural items 6) Entering the procured material in dead stock register 7) Preventive maintenance plan for specific equipment 8) Repair and maintenance of damaged equipment 9) Analysis of infrastructural facilities available and feedback from stakeholders 10) Update and upgrade the infrastructural facilities depending upon stakeholder feedback. Extra – curricular activities sports Sr. No Details Facilities 1 Boys Common room Indoor games like carom, chess, table tennis for recreation 2 Girls common room Table, chair, bed 3 Auditorium 200 seating with Audio Visual Facility mounted LCD , for public speaking 4 Gymnasium All Gymnasium equipments 5 OPD facility in campus First aid treatment facility with medical assistance 6 Cafeteria Tables, Chairs, wash basin, refrigerator, kitchen equipment 7 Sports ground Volley ball court , basketball court No. Special Units Space Available 1 IQAC Room with Round table, chairs, white board 2 Grievance Redressal unit Syndicate room Cubicle, table, chair, notice board 3 Women's Cell Syndicate room Cubicle, table, chair, notice board 4 Counseling, Career Guidance Syndicate room Cubicle, table, chair, notice board 5 Placement Unit Industry interaction room with four tables, chairs, Computer, with internet connection, phone, printer, notice board 6 Health Centre O. P. D. in the campus as common facility 7 Canteen

canteen with pantry is available on ground floor for staff students 8 recreational spaces for staff and students 1] Sports ground with basketball volleyball courts 2] Common rooms for students with play equipments like table tennis, carom boards 3] Television and movie screening in the auditorium 9 safe drinking water facility 1] Water Filters and coolers with water purification facility is provided on every floor. 2] Water filters and Water tanks are cleaned on regularly intervals. Water samples are tested yearly by testing lab 10 Auditorium 1] State of art Audiovisual set up with Seating-capacity of 200 and excellent audio visual facility

http://pibmpune.org.in/assets/Disclosures/Process_manual_Final.pdf

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	KESFreeship and scholarship	95	1579297
Financial Support from Other Sources			
a) National	Director of Technical Education(EBC)	88	2920532
b)International	Social District Welfare Office	74	3878642
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
1. A. Soft Skill Development : Grooming	30/08/2018	70	MBA faculties
B. Soft Skill Development : GD,PI TM	10/09/2018	113	MBA faculties
C. Soft Skill Development : Personal Branding	12/09/2018	98	MBA Faculties
2. Language Lab	07/08/2019	120	Biyani Language Lab
3.Bridge Course	10/08/2018	120	Dr. Asita Pawar,Dr. Rakesh Bhati,Dr. Vilas Kulkarni,Prof. Soni,Mr. Sudindra Sarnobat
4. Aptitude Techniques and Interview Techniques	11/10/2018	48	Faculties
5 . A. Remedial	26/11/2018	35	Dr. Shweta Jain

coaching for subject Accounting for Business Decisions			
B. Remedial coaching for subject Economic analysis for Business Decisions	27/11/2018	23	Prof. Gururaj Dangare
C. Remedial coaching for subject Legal Aspects of Business	28/11/2018	45	Prof. Niji Shajan
D. Remedial coaching for subject Business Research Methods	29/11/2018	25	Dr. Mahima Singh

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

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passedin the comp. exam	Number of studentsp placed
2019	Career Guidance- CS	53	91	0	0

View File

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

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
1	1	7

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed
HCL,TechMahindra,Sopra S teria,Wipro, Jayashree Po lymers,TATA Consultancy Services Ltd ,Faurecia,WN S Global,SKP eSolution,Ba	105	87	Mahindra Log istic,Elasti c Run,Source One Management Services Pvt Ltd,S.M.Auto Engineering, Cognizant,Sr i Services,M	47	44

jaj Finance Ltd,Kanaka Software,Neeyamo Enterprise Solution PVT Ltd,Just Dial,Jaya Hind India Ltd,Enpro India,Capgemini,Mphasis L		anapooram Gold,Consolidated Hoist Pvtltd,Ecentric Infotech,Gallagher Services Center,Greenland Pvt Ltd,Barclays,JR Finance,Samarth Ente	

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

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
2018	0	NA	NA	NA	NA
2019	0	NA	NA	NA	NA

View File

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

Items	Number of students selected/ qualifying
NET	0
SET	0
SLET	0
GATE	0
GMAT	0
CAT	0
GRE	0
TOFEL	0
Civil Services	0
Any Other	0

View File

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

Activity	Level	Number of Participants
Badminton	Institutional	16
Tug of War	Institutional	64
Cricket	Institutional	36
Celebration of teacher's day	Institutional	56
Celebration of Birth Anniversary of Mahatma	Institutional	89

Gandhi and Lal Bahadur Shastri			
Celebration of Constitution Day	Institutional		68
P 2 L Competition	Institutional		152
PIBMs Annual Day	Institutional		356
	View File		

5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	National Men's Physique and Body Building	National	1	0	NA	Shanuk Sapkal
2019	Akhil Bhartiya S anskriti's 15th Cultural Forum of Performing Arts 'Bhav Rag Tal Season 2019'	National	0	1	NA	Abhishek Rana
			View File			

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

PIBM has a unique culture of student driven activities and committees. The students are a part of planning, implementation and execution of all cultural, sports, admission and placement activities. The institute has student participation in Placement activities, Cultural Activities and various clubs like CSR, Startups, sports committee etc. After commencement of every academic year, fresh committees for Clubs and committees are formed on voluntary basis. Each committee has to decide their activity calendar, resources required and execute. Non-academic includes Sports, Cultural, and CSR. The Institute also has a Student Committee Of Placement (SCOP) team. The team is involved in placement process of the Institute. They maintain the database of companies, CVs of all students, connect with industry and coordinate in placement process with faculty Incharge. The students are chosen on the basis of PI by Placement head. Every academic event like Seminar, Conference, Guest Session and Alumni meet has a systematic manner of involving students at various stages of event. The students are selected by the HOD, trained and work under the supervision of faculty. In Sports and Cultural Committees, students from both the batches are selected on the basis of their interest. These students make an event calendar starting from Freshers Meet till Unify every year. Unify is an annual fest with a mix of sports, literary and cultural activity. This activity extensively showcases their managerial skills in designing the advertisements, sponsorship,

inviting other institutes, preparing their own teams, celebrity guests from outside and forming various committees. The sports team organises Cricket, Football tournament and various indoor games. CSR Committee is keen in food distribution, cloth disdribution, blood donation, orphanage, oldage visit etc. Startup Committee is an initiative to nurture the entrepreneurial mindset of students through exposure to various B-Plan competitions, activities and Case study. Students create their idea, build a plan and present it in various Inter-Institute competitions. Students have participated in National Level Men's physique and body building competition National Level Belly dancing competition

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

Name of the Association -Alumani Association of Pratibha Institute of Business Management Every year we conduct the annual meeting. During the meeting we take review as well as feedback. Alumni exchange their experiences during sessions. During a final time of sum up tea refreshment was given to alumni..

5.4.2 – No. of enrolled Alumni:

39

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

0

5.4.4 – Meetings/activities organized by Alumni Association :

1

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

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

Job Fair The Pratibha job fair is a mega event which is taking place from the past 10 years. The secretary and the management of the education society act as a consultant only of the event and give free hands to the responsibility centers for smooth functioning of the event and do not interfere in their working style. It is the Training and placement office and faculty who are the actual decision makers of the event. Each and every responsibility from the registration process, hospitality of companies HR to normal flow of candidates is decided in the open forum in the presence of top management, faculty and students. Every responsibility center is headed by group of faculty and the students were volunteered for the smooth running of the center. The volunteer students of (marketing responsibility center) are also encouraged to generate sponsorship for successful completion of this event. Generating sufficient financial help the event to be well organised and well conducted by the students volunteer by taking timely advised from the concern responsibility heads. The students are guided in overall scheduling, planning and financial needs of this event. In the same way all the responsibility centers works in harmony in the team of faculty and students without interference from the top management. Training Placement The role of the Training and Placement Cell is of a facilitator and councilor for placement related activities. The whole process of Training Placement at Pratibha Institute of Business Management is driven by the participation of members from Training and placement cell (TPC). The members include the TPO and the students who worked in the cell on the voluntary basis. The job profiles are opened and all terms and conditions are discussed among the members and once there is unanimity the students registered

under the cell for the jobs are given the links to get registered for the job interview. Student members are an integral part of the process wherein they are part of the entire process. Industry connect is done by the members of TPC and the TPO who is part of the same. Grievance or concern if any is dealt with according to the placement policy circulated with the students during joining of the program

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

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Curriculum Development	The curriculum is developed by keeping in mind university prescribed syllabus, inputs received through feedback forms, insights gained from our Annual activity 'Corporate Week' where we get inputs through industry academia interface in terms of current trends, industry outlook, latest technology trends, practical applications. Along with that the organisation also gets inputs through discussions held during National Conference and State Level Seminars. Feedback forms received during these programmes help us to understand the requirements of industry. For example this academic year we had introduced course on 'Python' for MCA students course on 'Advance Excel' for MBA students.
Teaching and Learning	At PIBM, the faculty members have adopted teaching methodologies, such as case studies, role-play, problem-solving exercises, group discussion, simulation games during the programme delivery. Use of technology like Video, PPT and innovative techniques like self assignment, group projects, practical learning's is also implemented. The students who are little slow in their grasping as compared to their counterparts are identified on the basis of a Aptitude Test their class participation, pass percentage, classroom performance, and regularity in submission of assignments, punctuality and personal interactions. The institute through its teachers handles it sensitively, and pays required attention to learners with various paces.
Examination and Evaluation	There are minimum three concurrent evaluation components per full credit course and five concurrent evaluation

		components for each half credit course. The faculty announces in advance the units based on which each concurrent evaluation shall be conducted. Each component shall ordinarily be of 10 marks. The faculty however has the liberty to conduct additional components (beyond three/five). However the total outcome is been scaled down to 30 marks for full credit and 50 Marks for half credit courses respectively. Marks for the concurrent evaluations are communicated by the Institute to the University as per the schedule declared by the University
	Research and Development	Research policy encouraged faculty to indulge in Active research work. Faculties as well as students are encouraged to write research papers and articles in Journals and periodicals. All types of support is provided for research and development work. All the faculties who are pursuing Phd from various universities are provided official leave for doing their course work as well as any other work related to their research. The faculties are always encouraged to attend faculty development programme, seminar and conference for which institute reimburse all the cost incurred by them. Faculty was encouraged to take up collaborative research with students, industry and other academicians.
	Library, ICT and Physical Infrastructure / Instrumentation	The library of the college is a repository of a vast number of learning resources including textbooks, reference books, national and international journals, digital resources, online journals, etc., all of which are enriched every year and software for tracking resource availability and an automated system for book/journal transactions. Library has been updated immensely during the year with Pathfinder intranet Based E-library consist of Syllabus, question papers, lecture notes. Wi-Fi facilities and broad band internet facilities are given in the premises of the college. All the computer labs, language lab provide opportunities for hands-on training in ICT modules.
	Human Resource Management	A diverse workforce which includes industry practitioners, academicians with rich experience is maintained in PIBM institute. A very high focus is

	given on research, overall employee wellness and healthy environment was built so that each can give more than 100 of their capacity. The various welfare schemes are there to take care of the needs of the employees in the normal as well as during the emergency.
Industry Interaction / Collaboration	Industry Interaction / Collaboration – The role of the industry and the academia has always been indispensable to each other. This year MOUs is signed between industries for the identified mutual areas of interest. The MOU is with M/s Corecode IT Solutions Pvt. Ltd., A Microsoft –AEP , which will give its expertise in the field of Advance excel with Business Analytics certification , IOT Certification at minimum charges to the students of PIBM for the next three years. This training will help the students of PIBM as such interaction helps to build knowledge platform for students to develop required skill sets to survive in the competitive world.
Admission of Students	The Directorate of Technical Education in Maharashtra, has been established to ensure that technical institutions catering to Management courses across the State of Maharashtra confirm with the policies, rules, guidelines and strategies formulated by the Central and State governments. The DTE conducts the Document Verification rounds and then CAP rounds to allocate students to the Institute. At PIBM we have conducted the CET Awareness Programs to the different colleges in Maharashtra and Karnataka. We have also delivered various sessions on Career development and accordingly guided students to qualify the CET Exam by providing free guidance seminars.

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

E-governace area	Details
Planning and Development	ERP Tally
Administration	ERP Tally
Finance and Accounts	ERP Tally
Student Admission and Support	ERP Tally
Examination	University Support

6.3 – Faculty Empowerment Strategies

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

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2018	Prof. Archana kale	Workshop- Library Readiness for NAAC Accrediati on500/-	International Institute of Management Sciences, Chinchwad , Pune	500
2018	Prof. Pallavi Chugh	FDP on Research Methodology and Data Analysis	JSPMs Rajarshi Shahu College of Engineering, Tathawade Pune	500
2018	Prof. Gururaj Dangare	FDP on Research Methodology and Data Analysis	JSPMs Rajarshi Shahu College of Engineering, Tathawade Pune	500
2019	Dr. Shweta Jain	Conference- Industry 4.0 : Ecological, Ethical, Social and Cultural Concerns	Poona Institute of Management Sciences Entrep reneurship, Camp,Pune	1000
2019	Prof. Bhupanli Shah	A Comprehensive Outlook for Management Information Technology	ASM group of Institutes, Chinchwad Pune	2500
[View File](#)				

6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2018	FDP on Cognitive Thinking	NIL	06/12/2018	06/12/2018	27	0
2018	FDP on Literature Review	NIL	15/12/2018	15/12/2018	27	0
2018	NIL	ATP by BAHAI	19/11/2018	20/11/2018	0	21
[View File](#)						

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

Title of the	Number of teachers	From Date	To date	Duration

professional development programme	who attended			
Faculty Development Programme	2	28/09/2018	29/09/2018	2
Institute and industry interface	4	15/09/2018	15/09/2018	1
Faculty Development Programme	1	15/04/2019	20/04/2019	6
National Conference	6	12/01/2019	13/01/2019	2
National Conference	1	15/02/2019	16/02/2019	2
Leadership Summit	19	17/01/2019	18/01/2019	2
State Seminar	16	22/02/2019	23/02/2019	2
Corporate Week	18	14/01/2019	16/01/2019	3
State Seminar	1	14/12/2018	15/12/2018	2
National Conference	1	15/02/2019	16/02/2019	2

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

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
27	27	21	21

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
• Financial support for research paper presentation. • Every year 10 Duty leaves for research work • Felicitation of staff for special achievements in curricular, co curricular and extracurricular • Inter calling Facility • The facility of Personal Loan, Salary in Advance • Felicitation of faculties on Diwali, • Teachers day • woman's day • Pratibha Health Care centre • Fee concession for their son/daughter. • Higher education for staff is	• Felicitation of staff for special achievements • Inter calling Facility • The facility of Personal Loan, Salary in Advance • Felicitation on Diwali, • woman's day • Pratibha Health Care centre • Fee concession for their son/daughter. • Higher education for staff is promoted and fee concession is also provided. • Gym facilities • Uniform is provided	Student's Mentorship (Counseling) • Annual Prize Distribution (Culture /Sports) • Anti ragging Cell • Rubella vaccination (For girls) • Central Placement Cell • Soft Skills Programme • Career Guidance lectures •Student related Seminar/ Conferences/Workshops etc. • Scholarships and Fee Concession for financially weak student • Sport facilities

promoted and fee concession is also provided. • Gym facilities • Uniform is provided to all i.e teaching staff, non teaching staff, supporting staff and security

6.4 – Financial Management and Resource Mobilization

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

It is the policy of the institute to maintain an independent and objective internal audit which ensures the financial and management information integrity, internal control which monitors and evaluates the efficiency of the Colleges internal control environment and processes, operational improvements which is concerned with evaluating operations to identify process-improvement and cost-savings opportunities for management action, and assists in communicating and implementing best practices within departments on campus and audit coordination. In carrying out its duties and responsibilities, Internal Audit had free and unrestricted access to all activities, records, property and personnel. Internal audit reports with findings, recommendations and suggestions. The external audit is done in all the financial years by Mehta Shah Co. The external audit is done to evaluate the adequacy of internal control systems, management of funds also to ensure the compliance of the laid down policies and procedures. It is takes in to consideration the vouching of all bank and cash transactions, Ledger scrutiny, analysis of fixed assets register, cash book, advance register, checking of bank reconciliation statement, scrutiny of all documents relating to purchase of fixed assets. The objections raised by the audit team had been settled down in that particular year only.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
NA	0	NA
[View File](#)		

6.4.3 – Total corpus fund generated

0

6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	NA	Yes	IQAC
Administrative	No	NA	Yes	IQAC

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

• Yearly conduct of Parents Teacher Meet • Active Participation of parents in students academic development through active interaction • Parents participation in promoting rich heritage of India through CSR activities

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

- **2 days workshop by BAHAI Academy • Medical check-up of staff • Free Uniform to staff**

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

- **Formation of Institute Innovation Council • Industrial Lab for MCA students to handle live projects • Applied for NIRF**

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	**Yes**
b)Participation in NIRF	**Yes**
c)ISO certification	
d)NBA or any other quality audit	

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2019	Timely submission of AQAR report to CDC	18/12/2019	18/12/2019	18/12/2019	17
2019	Regular meeting of IQAC	14/06/2019	14/06/2019	14/06/2019	17
2018	Conducted FDP on 'Cognitive thinking' by Dr. Sachin Borgave	15/12/2018	15/12/2018	15/12/2018	27
2018	Conducted FDP on 'Literature Review' by Dr. Santosh Dastane	06/12/2018	06/12/2018	06/12/2019	27
2018	Regular meeting of IQAC	02/12/2018	02/12/2018	02/12/2018	17
2018	Feedback from students	30/11/2018	30/11/2018	30/11/2019	361
2018	Administrative training programme for Administrative and non teaching staff	19/11/2018	19/11/2018	20/11/2018	21
2018	Organised	17/07/2018	17/08/2018	18/08/2018	424

2018	National Conference on 'Leadership Summit' ,				
2018	Conducted FDP in campus by Dr. Basavraj Kudachimath on innovative teaching practices, CO-PO mapping and AQAR report	16/07/2018	16/07/2018	16/07/2018	27
2018	Orientation session to encourage faculty members to pursue doctoral programme	06/07/2018	06/07/2018	06/07/2018	18

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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

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

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Breast Cancer Awareness	20/10/2018	20/10/2018	77	0
Woman's Day Celebration	08/03/2019	08/03/2019	94	67

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

Percentage of power requirement of the University met by the renewable energy sources

• The College has solar lights as initiatives for energy conservation and use of renewable energy. Installations of solar panels have reduced the average consumption of the year . • Replaced Tube lights by LEDs and maximum usage of Day Light have reduced the dependency on conventional energy resources. • Infrastructure of classrooms and passage have made in the way to reduce the maximum usage of electricity. • Solid Waste Management: For the collection of regular solid waste (Dry and Wet) garbage bins are kept at different places in the campus and in laboratories. The collected solid waste is picked up by Municipal Corporation, PCMC time to time for proper disposal and recycling. • Liquid Waste is disposed off safely as per standard methods. • Routine checking and repairing of Taps, Drainage and water pipelines is done. • The institute has rain water harvesting system in place to conserve and reuse water. The collected rainwater from the rooftop through pipelines are directed and

collected in underground Tank for various in-house purposes.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	0
Provision for lift	Yes	0
Ramp/Rails	Yes	0
Braille Software/facilities	No	0
Rest Rooms	Yes	0
Scribes for examination	Yes	0
Special skill development for differently abled students	No	0
Any other similar facility	No	0

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2019	1	1	08/02/2019	2	Job Fair	Unemployment	150
2019	1	1	05/05/2019	1	AME CET	Exam Centre convenience	460
2019	1	1	10/12/2019	1	CET for (Shivaji University)	Exam Centre convenience	123
2018	1	0	25/08/2018	1	Kerala Relief Fund	Social welfare	83
			View File				

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

Title	Date of publication	Follow up(max 100 words)
PIBM Code of Conduct Handbook	02/07/2018	Proper communication about code of conduct is done through e mail to students at the start of academic session. Handbook of code of conduct for teaching and nonteaching has been displayed on notice board

of each staffroom and office. For this purpose different committees have been formed such as Discipline, Student Grievance Cell, SC ST, Anti Ragging, Anti sexual, Sports, Examination etc. Code of conduct for them had been properly framed in the PIBM Process Manual , which has been shared on the institute website also

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Kerala Relief Fund	10/08/2018	17/08/2018	110
Cloth Distribution to Needy	17/10/2018	20/10/2018	15
Food Distribution to Needy	21/10/2018	21/10/2018	15
diwali Celebration at Orphanage	03/11/2018	03/11/2018	73

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

• Tree Plantation Drive by planting 50 trees • Keeping in between some days as "No Vehicle Day" • Rain water harvesting measures are ensured in the campus • Solar lighting facility • Regular Shramadana in the campus to maintain hygiene under Swachh Bharat programme • Re use of waste papers for printing • Plastic free campus

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

BEST PRACTISE: 1 1. Title of the Practice Enhancing Entrepreneurial Skills leading to Student Start ups 2. Goal: 1. To inculcate Entrepreneurial Spirit in the students 2. To make them job givers instead of Job Seekers 3. To inculcate business Analysis and Risk Taking ability 4. To be able to apply domain Skills and creating practical business applications 3. The Context Primary research is important for creating new products and offering new services, but primary research alone isnt enough to create items people use. A common example is early computers. While computer theory has a long history, it took entrepreneurs offering products users enjoy to spark practical computing. Many of these computers flopped, but many led to technological breakthroughs that still guide modern computer use. Entrepreneurship is often credited with sparking modern capitalism. Because the rewards of launching a successful product are so great, people are more likely to risk the money needed to bring products to the market. While few of these products succeed, those that do can have profound effects on society as a whole. Without this innovation, science, research and culture would not be as advanced as they are. Entrepreneurship is a key driver of our economy. Wealth and a high majority of jobs are created by small businesses started by entrepreneurially minded individuals, many of whom go on to create big businesses. People exposed to entrepreneurship frequently

express that they have more opportunity to exercise creative freedoms, higher self esteem, and an overall greater sense of control over their own lives. As a result, PIBM believe in fostering a robust entrepreneurial culture will maximize individual and collective economic and social success on a local, national, and global scale. It is with this in mind that the Entreprenuership Cell was established : to prepare PIBM students to succeed in their start ups.

4. The Practice PIBM has started an "Entrepreneurship Cell" which dedicated strives to create the spirit of entrepreneurship. The Cell is headed by HOD, Mr. Gururaj Dangare, every year with the new entrants of PIBM are included in this cell and Brainstorming sessions of entrepreneurship, importance, workshops are conducted. This stimulates the students to be creative, independent and eager to start up their ventures. The brainstorming sessions invites ideas of the startups from the students. These ideas are then discussed for their feasibility and motivation of the students to take up further actions. The shortlisted ideas are tested by preparing secondary data search and primary research. If the results are positive, the team moves ahead for preparing the business proposal. Expert help in form of faculty guidance is available to students at this point. The business proposal brings forth the clarity of the business concept and business feasibility. The students are assisted to raise finance, sometimes institute also offers the finance for deserving and needy students. The students are then guided to prepare a business model and register their business . These businesses are formally launched in Annual Program of the institute 5. Evidence of Success Student Projects that have resulted into startups : 1.Pandit On Click : Mr. Hanumant Pandey and Mr.Vikas Jha students of PIBM(MBA) had started Pandit On Click It is an online portal where booking Panditji is just on your finger click away and also there are lots of choices made for category like Maharastrian, North Indian, Bengali, South Indian, Gujrathi and also Nepali peoples etc. Not only types of Panditji and Saamagri but POC also organise and make all arrangement of the various events and functions. 2.DAAS Infotech Pvt Ltd : Mr.Dadasaheb Narale,Mr.Shahrukh Khan and Mr.Ajay Swami students of PIBM(MBA) are running DAAS Infotech Pvt. Ltd. engaged in Website Development and in Hosting Services,Web Design,SEO(Search Engine Optimization) . It is a group of committed professional to provide the better IT solutions. The company is a multidisciplinary consulting organization rendering value-added services in Information Technology. 3. Alarity IT Solutions Pvt Ltd. : Mr.Irfan Kazi (MCA) and Ms.Sayali Nathi (MBA) students of PIBM has started Alarity IT Solutions Pvt Ltd. The startup provides business consultancy, technology, engineering and outsourcing services along with complete range of IT services extends from Enterprise Application Services (CRM, ERP, e-Procurement and SCM) to e-Business solutions. The company has also started the business process outsourcing services in areas Finance Accounting, Procurement, HR Services, Loyalty Services and Knowledge Services. 4. Plastic Waste Management: Mr.Hanumant Pandey and Mr.Vikas Jha (MBA) has invented and developed the recycle process of plastic waste to make the paving blocks and bricks. In a competition on Innovations in Business held at Delhi organized by Haywards 5000 Hauslay Ki Udaan' (India's first startup reality program that aims to support the entrepreneurial spirit of Indians) they won the third price in india and first price in Pune. They also filed an application for the patent towards the innovation in waste management. 5. The Pink Laundry The Pink Laundry started by Ms. Seema Yadav student of PIBM -MBA is a startup which is wholly driven by women's. The startup provides the integrated services right from receiving the online order till distribution of cloths at customer doorstep. The business will be managed by the women's only as this is an endeavor towards the women empowerment. 6. Integrated Services in Logistics Pacemove Integrated Services in Logistics Pacemove is started by Mr.Manoj Kaushik and Mr.Aman Tayal students of Pratibha College. Pacemove focuses on services of transportation and logistics towards the household materials, industry goods, vehicles, etc. This is also an online service portal. All the

above are the six startups started by the students of PIBM which thus encourages the other students for the same, thus developing new entrepreneurs and developing bright careers for the students. Start up Projects in Pipeline a). Institute Canteen managed by students:-Institute Canteen is the most happening place for the students. Who can understand, better the need liking of the students than the students themselves? A group of girls from MBA second year are examining the feasibility of managing the canteen all by themselves. b). AK Nankeens: - Prof Gururaj Dangare has guided another MBA student Mr Nagesh Kuskar for opening manufacturing plant for namkeen at Ahmednagar. c). Driver on Call:- Three students of MBA second year are being guided by Prof Gururaj Dangare for yet another start up named Driver on Call which will enable people to call drivers as per their requirement. d).KPEC:- Many Educational Institutions still has paper based system with tremendous scope for digitization. Hence Kishan Panchal , a student of MBA second year has been guided by Prof Gururaj Dangare for openin a strat up company in Mumbai. The registration process is on. e).Pet Care:-Two students from BBA B Com are planning a start up under the guidance of Prof Gururaj Dangare named Pet Care for taking care of all the requirements of pets ,right from food, dress, medicine to matrimony. 6. Problems Encountered and Resources Required Problems Encountered : 1. First Problem is getting the support of the parents of the students who sometimes are reluctant to take risk and want their wards to be well paid jobs. This challenge is sought to be overcome by parent counseling 2. Getting Financial Support – many a times students are not in a position to invest with even the startup capital. Here the institute plays its role by offering financial assistance 3. Risk: Students are afraid of taking risk which is an essential for starting any startup and sometimes lack the consistency and discipline required to sustain. Resources Required: 1. Entrepreneurs' Skill Training Resources 2. Knowledge of Finance schemes and Technical Know How 3. Physical and Managerial resources like infrastructure 4. Experts in Finance, Marketing, HR , IT, Business Domain 7. Notes (Optional) Where there is a will, there is a way. Normally the B-schools try to place their students in good companies, with good salaries. These efforts need to be complimented by creating entrepreneurship spirit and values. With right direction and efforts small start ups are definitely possible. Strong Management support and will and dedicated faculty resource are the pillars to make these attempts successful. BEST PRACTISE NO 2 1] Title of the Practice: - "Teaching by Demonstration" 2] Goal – To make students understand the technical subjects and topics conceptually 3] The Context: "Cloud Computing" module is a theory based with no laboratory as per university syllabus Being the latest technology, it is absolute essential for students to understand how "cloud" works and the difference between traditional computing and cloud computing - Cloud Service providers like Amazon Web Services, Google Apps and Microsoft Azure were discussed / studied online (over the internet) in the class - "Account" on Amazon Web Services was opened and "FREE TIER" instance was set up - On procuring FREE TIER instance, it was accessed through terminal emulation software WinScp and Gest - "Python" programs thought and developed as part of curriculum were executed on procured instance as well as local machine - To demonstrate "type-2" hypervisor, VMWare (Player) was installed on laptop along with Ubuntu on VMWare - This exactly provided an excellent visibility and differentiation between Cloud, VMWare and local environment 5] Evidence of Success : Pratibha Institute of Business Management conducted a "Big Data – Hadoop" training of 20 hours in collaboration with Scholar's university (US) Faculty conducted the session over the internet from California Students were exactly able to understand "Cloud" aspect as a part of environment creation They prepared environments on their laptop either on cloud or using VMWare-Player6] Problems Encountered and Resources Required: No problems encountered Resource required: 1] Laptop (8GB preferable) with Internet access in the class room 2] Overhead projector

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link
http://pibmpune.org.in/Welcome/Best_Practices

7.3 – Institutional Distinctiveness

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

Performance of the institution in one area distinctive to its vision, priority and thrust Our Vision: To become a leading business school for its excellence in technology driven management education that caters to the management development capabilities and entrepreneurship development of the aspirants, in the collaboration with business organization and provides the platform for business development. Our Mission: To provide quality management and technical education to the young generation having capabilities to provide ethical and professional business leadership in the practicing environment and continuously evolving learning systems that focus on promoting entrepreneurship To fulfil these aims the institute has started with following actions: Start -ups @ PIBM:The institute has offered certification on "Start-up Labs". This has resulted into kindling the entrepreneurial spirit and resulted into business start-ups by the students. Faculty members ardently support and are on advisory board of this start-ups for mentoring and business advise Incubation Centre: Taking forward its thrust on developing management capabilities the institute has established an incubation centre for Business Innovation. To take the initiative further the institute has a collaboration with Scholars University, facilitating the identification of industries and providing them the platform developing innovative products and commercializing them Corporate Interactions: The institute continuouslyorganizes corporate interactions to facilitate dissemination of emerging business trends and industry performance. This quenches the learning thirst of the learners enabling an application-oriented mind-set exploring corporate platforms. The event also facilitates corporate mentoring necessary for building confidence and conviction in learners. Industry Collaborations and Linkups The institute has collaboration with academic as well as corporate institutes to facilitate experiential learning in form of internship, employment programs as well as research collaboration. Group learning through winter projects: The students are given winter projects in groups in order to build group dynamics and team working skills. Student Research papers in National Conference: The students are able to study and analyse and research on contemporary issues, confidently present the research ideas and get evaluated, handle questions raised by the jury and audience. Show and Tell: Programming language classroom lectures are delivered using a method of Show and Tell. Each concept is explained in the class by developing programs Realtime on a laptop Experiential Learning Cloud Computing course is taught by making students open an AWS account and procure a free tier offer of Ubuntu server. Students were made to use / practice Python programming on AWS Server. This introduced students to terminal emulators like PuTTY, WinSCP PIBM Process Manual The institute has developed process manual which outline the governance, working structure, and Human resource policies. It also outlines the roles and responsibilities of the faculty members as well as the student. The detailed standard operating procedures are also drafted for ensuring quality management

Provide the weblink of the institution
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8.Future Plans of Actions for Next Academic Year

Following activities has been planned and approved by College Development Committee (CDC) for the upcoming academic year • The institute is planning to

apply under NBA (MBA, MCA) Margdarshak Programme so as to get services of a Mentor for preparing towards NBA. • National Conference will be organized in 28th, 29th Feb. 2020 within the scope of Innovation Eco System • Unify, our Annual Day is scheduled on 14th March 2020 • Corporate Week is scheduled for 16th, 17th and 18th Jan. 2020. Overall 10 esteemed speakers from different fields will share their knowledge with us. • Training on Dhrupal on 4 Sundays which will be 12 hour training. PIBM's MCA deptt. will host it and it will cater to BCA students of our Sister concern and of other colleges. Assessment will be done by Corecord and on successful completion will be certify by the same • State Seminar on Content Management Framework will be conducted by MCA deptt. in January 2020 • Industrial Visits for students are planned from 2nd-9th Feb. 2020 • MCA Deptt. will focus this year on participating in Hackathon competition. Two teams had been already formed for the same purpose , will be trained and sent to various competitions • Under MBA Deptt.'s 'Corporate Adaption' Initiative, services of Ms. Swapna Menon will be hired again for sharpening MBA students' aptitude skills. She will interact with students once in 2-3 weeks. Mr. Bhushan Adhe (HR Specialist) will interact with students every Saturday and will cover domain specific sharing, General Aptitude, Soft skill placement etiquettes and Industry specific knowledge • Value added courses will be offered to MBA students this term includes Tally ERP, Business Analytics, Digital Marketing, Payroll Management, French Language and NSE Certifications • Expert session on IPR for MBA students is scheduled for 23rd January 2020. • Expert session on Budget Anaysis for MBA students was scheduled for 2nd March 2020. • Faculty Development Programs will be organised with a view of giving clarity on various concepts useful in effective teaching and learning processes. • Collaborations and Academic Partnerships with industries and educational institutes respectively will be initiated • Number of titles and number of journals in the library will be increased • More activities for career guidance and placements will be organised • It is decided that from the coming academic year Academic and Administrative Audit (AAA) will be conducted by the External Agency • Efeedback system for all stakeholders will be initiated