



Yearly Status Report - 2019-2020

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.		020-8600100942
Mobile no.		9975580300
Registered Email		director@pratibhagroup.org.in
Alternate Email		shweta.pibm@pratibhagroup.org.in
Address		Block D-III, Plot No. 3, Behind Mehta Hospital, Chinchwad, Pune
City/Town		Pune
State/UT		Maharashtra
Pincode		411019

2. Institutional Status	
Affiliated / Constituent	Affiliated
Type of Institution	Co-education
Location	Urban
Financial Status	Self financed
Name of the IQAC co-ordinator/Director	Dr. Shweta Jain
Phone no/Alternate Phone no.	020860010094
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)	https://www.pibmpune.org.in/assets/Disclosures/IOAC/AOAR%202018-19.pdf
4. Whether Academic Calendar prepared during the year	Yes
if yes,whether it is uploaded in the institutional website: Weblink :	https://www.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	02-Nov-2023

6. Date of Establishment of IQAC	11-Dec-2016
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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
Formation of Industry Lab	16-Aug-2019	15

	1	
Establishment of Institute Innovation Council	19-Aug-2019 1	72
Organised FDP on Tips and techniques for writing International Quality Research Papers and their publication in journals	12-Sep-2019 1	25
Stock verification audit	10-Dec-2019 1	5
Academic audit	15-Dec-2019 1	27
Reach to industries as solution providers for their problems. MoUs had been signed with the Samruddha Surbhi India Producer Company Ltd. for providing marketing expertise for creating specific marketing plan for them(A2 milk)	16-Jan-2020 1	5
Organised Corporate week for promoting industry academia interactions	16-Jan-2020 3	122
Subscribed for HBR case studies and conducted these case studies in classroom	27-Jan-2020 45	127
Organised State level workshop on	03-Feb-2020 2	280
Organised Inter college cultural and sports competitions through	05-Mar-2020 2	950
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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NIL	0	NIL	2020 0	0
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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 :	3
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)

Clubbing and naming of all activities in few specific categories. Hence forth all activities will be conducted on these broad five initiatives heads: • Udyoug Sahyog(Help to and from industry)For providing and taking help from Industry • Srijana(Creation) For Technological Innovation and Start up • Satkriya(Doing Good) For doing Charity work • Sachetana(Conciuousness) For spreading Awareness in public • Gyansagar(Ocean of knowledge)For Knowledge Sharing by faculties Conducted 6 FDPs and 2 ATPs in campus by eminent resource persons on diverse topics such as Financial management, Hypothesis formulation testing, Application of statistics in research, Mudra Abhyas for good health, Financial literacy and investor awareness, Tips and techniques for writing International Quality Research Papers and their publication in journals. Organised online classes for students due to lockdown period and brought significant changes in teaching learning system Placement improvement by arranging pre placement training sessions for final year students Organised State level workshop on Content Management System

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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
Establish innovation culture in the organisation	Establishment of Institute Innovation Council and Industry lab
Preparation of Annual report	Prepared and successfully uploaded to AICTE
Collection of data and reports for AISHE,AQAR,NIRF for various purposes of accreditation	Successfully conducted collection of data and assimilation for that towards uploading for AISHE,AQAR,NIRF
Clubbing and naming of all activities in few specific categories	• Udyoug Sahyog(Help to and from industry)-For providing and taking help from Industry • Srijana(Creation)- For Technological Innovation and Start up •

	Satkriya(Doing Good)- For doing Charity work • Sachetana(Conciuousness)- For spreading Awareness in public • Gyansagar(Ocean of knowledge)-For Knowledge Sharing by faculties
Inter college Sports and cultural competition named 'Aarambh" to be organised	Successfully Organised Inter college Sports and cultural competition named 'Aarambh" an Annual Cultural Competition starting from Academic year 2019-20
More intensive and case based pedgogy	MOU with Harvard Business School Publishing was done to get their cases for effective teaching learning
Improvements in the students' learning capabilities	Arrangement of foundation courses for MBA first year students on subjects; Accounting, Economics, Business Law
Find slow and advance learners for proper teaching learning	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
Improvement of library services	Books amounting Rs. 38217, e books worth Rs. 14160 and E journals of Rs. 13570 had been purchased during the year
Conduct FDPs for growth of faculties	Conducted 6 FDPs and 2 ATPs in campus by eminent resource persons on diverse topics such as Financial management, Hypothesis formulation testing, Application of statistics in research, Mudra Abhyas for good health, Financial literacy and investor awareness, Tips and techniques for writing International Quality Research Papers and their publication in journals.
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14. Whether AQAR was placed before statutory body ?	Yes
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Name of Statutory Body	Meeting Date
College Development committee	25-Mar-2021

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	Yes
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Date of Visit	25-Sep-2018
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16. Whether institutional data submitted to	Yes
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AISHE:	
Year of Submission	2020
Date of Submission	21-Jan-2020
17. Does the Institution have Management Information System ?	Yes
If yes, give a brief description and a list of modules currently operational (maximum 500 words)	<p>Softwares integrated on MIS are Vrudhhi for Library, Tally ERP for accounts and administration and Ms Teams for Learning Management system. Management Information System has been used in practice to store student data such as personal data, Fee, Exam records and library details. Student's attendance will be marked in software system by the respective subject teachers after every hour. At End of every month, attendance report will be generated and the students who have below 75 attendance called for counseling by the respective HOD for corrective measure. Continuous Internal Assessment Test marks will be stored in MIS and further students performance will be analyzed. It also helps track of faculty data such as attendance, and performance. But, more importantly, an MIS reduces the workload on teachers by providing quick access to data on any student or a group of students which can be drilled down, filtered, and arranged accordingly within a few clicks. It also helps to view fee category wise student data, admission status for all class, cast category wise statistical report, admission fee summary report, Library status details etc. Apart from this it let you know exact status of admitted and vacant seats of any class. Details of fee collected, class wise, cast category wise, and Fee category</p>

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

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

Academic monitoring committee comprising respective HoDs and IQAC continuously monitors the schedule of classes, practicals and tutorials. Institution has enabled class rooms with LCD projector and internet access. NPTEL videos,

contents from online courses and webinars are used by faculty members for effective curriculum delivery. Each faculty is provided with Laptops to be tech savvy. Each department assigns mentors to all the students in a batch of 15-20 students. They regularly take feedback from students and try to solve their problems by counseling them and keeping record of the university examination marks and extra-curricular activities in respective mentor mentee form.

Performance and attendance of all the students is regularly communicated to parents through teacher guardian by telephonic conversation, SMS and through e-mail communications. Action plan for effective implementation of the curriculum includes various initiatives such as students are informed about the curriculum at the beginning of the term and duly provided with departmental calendar through mail and Institute Academic calendar on website. Teaching plans are prepared by individual teachers for the allotted subjects within the sphere of the academic plan. Comprehensive course files are prepared by the faculty which includes all-inclusive class notes, Question bank, case studies, CIEs, teaching material. The progress of syllabus coverage is monitored periodically at various levels. Each department frequently evaluates the students through continuous assessment system, class test, mock practical/orals, assignments, tutorials, surprise tests, quizzes, group discussions etc. Subject teacher monitors the performance of each student and conducts remedial classes for further improvement. In addition to the curriculum, expert guest lectures on content beyond syllabus and industrial visits are arranged. Industrial visits are set to link the gap between theoretical knowledge and real life scenario.

To improve the employability skills of the students, institute is offering Advance Excel course as an Add on to students. The Institution has taken initiatives to initiate Value-added courses comprising Team building & leadership and Stress Management to pass on transferable skills in order to generate required professional and personal skills. For academically weak students, remedial classes are conducted for different subjects. For advanced learners guidance is given to enroll them for additional certifications, industry live projects and research papers. Remedial teaching is an idea to address the weak points of below-average students and reinforce their learning skills. Cognitive teaching methods like peer teaching, discussion, questioning method and field trips are also implemented. For encouraging team spirit and other skills various cultural and sports competitions are also organized. This year the institute had organized an intercollegiate sports and cultural competitions. An excellent response encouraged institute to continue it in future every year. The organization takes efforts to built innovation culture in the organization by organizing various activities around innovation theme. Students are guided for entrepreneurship and startups. In future organization is planning to start new certification courses, online interaction sessions with our Alumni, interactive sessions with various HR managers of the companies.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
Advance Excel	NA	01/09/2019	30	Employability	Technical
Data Analytics	NA	14/12/2019	17	Skill Development	Technical

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
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MCA	MCA (2019 Pattern)	01/07/2019
MBA	MBA (2019 Pattern)	01/07/2019
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Management	01/07/2019
MCA	Management	01/07/2019

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

	Certificate	Diploma Course
Number of Students	65	Nil

1.3 – Curriculum Enrichment

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

Value Added Courses	Date of Introduction	Number of Students Enrolled
Leadership Team Building(PIBM 13)	01/08/2019	176
Stress Management (PIBM 42)	01/01/2020	165
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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	109
MBA	Dissertation	109
MCA	Internship	38
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	No

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

Feedback Obtained
Along with this mandatory feedback, periodical feedbacks are also taken from the students on aspects of teaching-learning during each semester. Feedback collected from the experts, project examiners about the students is used to enhance the quality of projects. Feedback from parents is collected during

every departmental parents meeting. Suggestions given are discussed in faculty meetings and corrective actions are initiated. Feedback given by the participants during the conferences, workshops, State National level programs is utilized for organizing future programs. The director conducts a meeting with HODs and suitable measures are taken to improve quality of teaching learning activity based on the feedback analysis report. In the academic year 2019-20 due COVID -19 we were not able to organize parents meet and Alumni meet. So feedback form was sent through Google link to alumni. Besides to 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. 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. Feedback collected from the stakeholders is represented time to time at various levels during the syllabus setting and detailing workshops organized by the University and Board of Studies (BoS) meetings. This year's Action taken includes:

- Technologies like Dhrupal, Github, Digital Marketing Word press which are not part of syllabus was taught by conducting on weekend sessions in lab.
- Demonstrated the use of VMWare encourage student to conduct practical on AWS.
- External industrial Expert conducted Mobile app Development sessions.
- Revised teaching plan with rubrics has been introduced for better teaching learning and assessments.
- More frequent Alumni interactions conducted online so as to find out new requirements of the industry
- As started this year from now on feedback will be conducted online. Feedback form had also been redesigned from next year to include more curriculum related questions
- For students convenience we had become NPTEL local chapter so that timely and direct help can be given to students. 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 Digital Marketing has been introduced for MBA
- New MoUs will be signed with the corporate sector for getting their support in internships and placement offers for students

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	56
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2.2 – Catering to Student Diversity

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

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

2019	Nil	387	Nil	24	Nil
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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	Number of smart classrooms	E-resources and techniques used
24	24	10	11	2	21
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). 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. 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. Every faculty member is allocated students as mentees for stipulated time period. The Institute has a program to assess learning levels of students who have been newly enrolled. The aim is to classify students as “slow” and “advanced” learners based on certain pre-determined parameters. Allocation of mentors is initiated after the identification of slow and advanced learners. Objective of mentor-mentee process is explained to students in Induction programme. During Induction programme, Students fill the mentor-mentee forms and as a part of that, they are expected to provide certain inputs like their strengths, weaknesses, likings, hobbies, fears, career objectives etc. These filled forms and inputs from assessments to identify slow and advance learners help mentors to initiate discussions with mentees. Mentors conduct one on one discussions with mentees based on agreed frequency between mentor and mentee. Mentors maintain the mentor-mentee diary for every mentee. Mentors would seek HoD / Director’s intervention in certain cases where there are acute and critical problems shared by mentee and sought help. In normal cases mentors provide a listening ear and helping hand to all mentees based on the request made. Current mentor would hand-over the diary to new mentor whenever there is a change of mentor after stipulated time.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
387	24	1:16

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
24	24	Nil	Nil	9

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

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2019	NIL	Nil	NIL
2020	NIL	Nil	NIL

[View File](#)

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
MCA	Pattern 2015	Sem VI	22/09/2020	Nil
MCA	Pattern 2015	Sem IV	13/08/2020	13/08/2020
MCA	Pattern 2019	Sem II	30/07/2020	30/07/2020
MCA	Pattern 2015	Sem V	09/12/2019	21/01/2020
MCA	Pattern 2015	Sem III	26/11/2019	21/01/2020
MCA	Pattern 2019	Sem I	26/11/2019	21/01/2020
MBA	Pattern 2016	Sem IV	06/11/2020	14/12/2020
MBA	Pattern 2019	Sem II	24/07/2020	24/07/2020
MBA	Pattern 2016	Sem III	23/01/2020	28/02/2020
MBA	Pattern 2019	Sem I	30/12/2019	07/02/2020

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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Continuous Internal Evaluation is rigorously followed with an objective to get a feedback on teaching learning process. The feedback after being analyzed is passed on to the concerned student for implementation and subsequent improvement. As a part of concurrent evaluation, the learners are evaluated on a continuous basis by the Institute to ensure that student learning takes place in a graded manner. The grades achieved by students in concurrent evaluation are used to arrive at final internal marks. The percentage spread across all assessments is communicated to students during the start of academic year/semester. Every subject teacher has flexibility to device subject specific Tutorials and Assignments. Subject Teacher is expected to be detailed out Tutorials and Assignments planned for every subject in their respective Teaching Plan, which is approved by HoD and Director. Type of Tutorial and Assignment is based on subjects which could be core technical or theoretical like Mathematics (PC, Discrete Mathematics). Certain activities could be class activities (individual or group). Subject teachers will grade students based on their contributions observed during the activities. Unit test conducted in previous Academic year (2018-19) were MCQ type unit tests In AY-2019-20, it was conducted one Unit test (Subjective) and further due to COVID19 switched to online evaluations It was decided that every faculty member should plan tutorials and assignments well in advance and should include them in online teaching plan of the subject. Faculty members from other management institutes are involved to enhance transparency and authenticity of concurrent evaluation.

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

The institute prepares the Academic calendar by understanding the PO's and CO's so that the activities are planned accordingly. Academic Calendar lays down a very strong foundation of the academic delivery Preparation of the Academic Calendar begins well before the commencement of the academic year. The Academic calendar is designed in line with the affiliating Savitribai Phule Pune University's Academic calendar and takes into consideration the holidays and vacation. The academic calendar is communicated to the students by displaying it on a website, notice board, . The institute has built in mechanisms to ensure syllabus completion and conduct of CIE within the time frame and accordingly the various measures are taken. Academic year 2019-20 commenced with MCA-II (semester - III) and MCA-III (Semester-V) starting from 8th July 2019. New batch of MCA-I (Semester-I) started from 6th August 2019. Induction, Foundation course, Assessment to identify slow and advance learners was conducted in subsequent week.

2.6 – Student Performance and Learning Outcomes

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

https://www.pibmpune.org.in/Welcome/Institute_Academic_Calender

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
NA	MBA	Computer	105	104	99
NA	MCA	Management	38	38	100

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2.7 – Student Satisfaction Survey

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

<https://www.pibmpune.org.in/Welcome/NAAC>

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	NA	0	0
Minor Projects	0	NA	0	0
Interdisciplinary Projects	0	NA	0	0
Industry sponsored Projects	0	NA	0	0

Projects sponsored by the University	0	NA	0	0
Students Research Projects (Other than compulsory by the University)	0	NA	0	0
International Projects	0	NA	0	0
Any Other (Specify)	0	NA	0	0
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3.2 – Innovation Ecosystem

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

Title of workshop/seminar	Name of the Dept.	Date
Corporate week	MBA	18/01/2020
State Level Seminar on Content Management System	MCA	04/02/2020

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

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
NA	NA	Pratibha Institute of Business management	Oxygen Exotics Nursery	Planting and decoration of outdoor location	20/02/2020
NA	NA	Pratibha Institute of Business management	Hotel Fish Point	Eating joint focusing on sea food	06/02/2020
NA	NA	Pratibha Institute of Business management	Shri Morya Graphics	Designing printing	05/07/2019
NA	NA	Pratibha Institute of Business management	Color Hunt	Wholesale retail in Mens wear	03/10/2019
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3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

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

Name of the Department	Number of PhD's Awarded
MBA	1

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 and MCA	16	5.67
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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	3
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 mentioned in the publication	Number of citations excluding self citation
Impact of Artificial Intelligence on Human Resources	Prof. Sapna Ramani	Springer	2019	1	NIL	1
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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	2	37	7	Nil
Presented papers	1	Nil	Nil	Nil
Resource	1	6	13	3

persons

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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
Diwali Celebration	Yash Foundation	2	140
Diwali Celebration	Vatsalya divyang, Dehugaon	2	140
No Food wastage Campaign	Robinhood Army	1	90
Kolhapur Relief Fund	Alphonsa Church	6	56
Women Health Check up	Aastha Group with Lions Club of Talegaon	2	45
Seminar on HIV- AIDS and Impact on Youth	Mahindra Vehicle Manufacturing and YashFoundation.	2	130

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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
Mangal Maitri	Appreciation from Yash Foundation	Yash Foundation	25
Spreading Happiness in Diwali	Appreciation from Mother Teressa Home	Mother Teresa Home, Kalbhornagar	60

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

Name of the scheme	Organising unit/Agen- cy/collaborating agency	Name of the activity	Number of teachers participated in such activites	Number of students participated in such activites
NA	Mahindra Vehicle Manufacturing and YashFoundation.	Seminar on HIV-AIDS and Impact on Youth	2	142
NA	Police Department	Gender Equality	2	140
NA	Alphonsa Church	Kolhapur Relief Fund	3	95

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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
E-access to master copies of HBSP materials	Course Material Procurement	Harvard Business Publishing	06/01/2020	31/12/2020	MBA MCA students
Knowledge sharing and Placement	Academic collaboration	Samruddha Surbhi India Producer Company Limited	16/01/2020	31/12/2020	MBA MCA students
Training	Interview and Aptitude Skill training	Rubicon Skill Development Pvt. Ltd., Pune , Mr. Pravir Kumar CEO, World Trade Center, 801, 8th Floor, Tower 1, Kharadi, Pune, Maharashtra 411014	30/09/2019	31/12/2020	MBA MCA students
Training	Technical Training	AI Analytics, Mr. Prakash Nehete CEO, 807, White Square Hinjawadi, Pune 411057	04/05/2019	31/12/2020	MBA, MCA students
Skill development Training Placement	Training	Ethnus Consultancy Services Pvt Ltd., Rgst. Off.	08/09/2019	07/09/2020	MBA, MCA students

151/17/1,SST
Chambers,
Second
Floor, 36
Cross Road,
Jayanagar 5
Block,
Bengaluru-
560041

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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
Harvard Business Publishing	06/01/2020	Course Material Procurement	97
Rubicon Skill Development Pvt. Ltd.,Pune	30/09/2019	Interview and Aptitude Skill training	50
Ethnus Consultancy Services Pvt Ltd	08/09/2019	Skill development Training Placement	18
AI Analytics	04/05/2020	Training	52

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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
500000	1286850

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
Seminar halls with ICT facilities	Existing
Classrooms with Wi-Fi OR LAN	Existing

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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 partially)	Version	Year of automation
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Vriddhi Library Management Software	Fully	2	2008
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4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
	Text Books	9063	2805565	67	38217	9130
Reference Books	3581	1227079	Nil	Nil	3581	1227079
e-Books	8200	62540	2000	14160	10200	76700
Journals	25	62234	Nil	Nil	25	62234
e-Journals	Nil	Nil	568	13570	568	13570
Digital Database	1	62540	Nil	Nil	1	62540
CD & Video	860	Nil	Nil	Nil	860	Nil
Library Automation	1	91520	Nil	Nil	1	91520
Weeding (hard & soft)	Nil	Nil	Nil	Nil	Nil	Nil
Others(s pecify)	Nil	Nil	Nil	Nil	Nil	Nil

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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	202	4	1	4	4	1	2	45	0
Added	0	0	0	0	0	0	0	10	0
Total	202	4	1	4	4	1	2	55	0

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

55 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
NIL	Nil

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 incurred on maintenance of physical facilities
2640000	1985813	791000	824717

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 - State of art Audiovisual set up with Seating-capacity of 200 and excellent audio visual facility

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	KES Freeship and Scholarship	63	531226
Financial Support from Other Sources			
a) National	Director of Technical Education (EBC)/Samajkalyan, OBC, SC/VJNT	218	8712888
b) International	NIL	Nil	0
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Soft Skill Development	30/08/2019	70	MBA Faculties
Workshop on Softskill and Business Ettique	25/09/2019	67	MBA Faculties
Skill Enhancement for Budding Professionals	21/01/2020	85	Mr. Rigved Hebbalkar HR Capgemeni
Workshop on Leadership	25/01/2020	83	Mr. Niranjan Kale, HR Kanka Software
Personal Counselling mentoring	21/09/2020	181	MBA MCA faculties
Remedial session -I- Economics Analysis for Business Decision	11/11/2019	67	Prof.Gururaj Dangare
Remedial session Sem -I-Managerial Accounting	13/11/2019	72	Dr. Shweta Jain
Remedial session Sem-I -Legal Aspects Of Business	14/11/2019	69	Prof. Niji shajan
Remedial session Sem-II Probability Combinatorics	13/11/2019	19	Dr. Jayashree Muley
Remedial session Sem-II Adv. Data Structure CPP	14/11/2019	19	Prof. Kavita Divekar

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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 passed in the comp. exam	Number of students placed
2020	MCA-CET Preparation	40	Nil	Nil	Nil
2020	MBA-CET Preparation Session	310	Nil	Nil	Nil
2020	To bridge the gap between a Corporate Fresher and College Fresher	Nil	97	Nil	Nil
2020	Pre placement Evaluation & Testing	Nil	130	Nil	Nil
2020	Becoming an Expert	Nil	80	Nil	Nil

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

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
5	5	5

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
Editech Network Pvt Ltd, eClerx Limited, Sonara Software Pvt Ltd, HCL Limited, Mahindra CIE Automotive Ltd,	49	11	Aloha Technology, TVS Logistics Services Limited, Ozone Tech Solution, Amira Consultants LLP, Torch	90	14

Siddhalaxmi
Engineering

properties
Pvt Ltd,
Syntel,
Catholic
Syrian Bank
Ltd, Just
dial,
Vrushali
Infotech Pvt
Ltd,
Capgemini ,
Kaldin
Solutions,
GameCloud

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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
2020	Nil	0	0	0	0
2019	Nil	0	0	0	0

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

Items	Number of students selected/ qualifying
NET	Nil
SET	Nil
SLET	Nil
GATE	Nil
GMAT	Nil
CAT	Nil
GRE	Nil
TOFEL	Nil
Civil Services	Nil
Any Other	3

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

Activity	Level	Number of Participants
National Sports Day	Institutional	80
Tug of War	Institutional	48
Kho-Kho	Institutional	53
Celebration of teacher's day	Institutional	123
Celebration of Birth	Institutional	47

Anniversary of Mahatma Gandhi and Lal Bahadur Shastri (Song, Skit)		
Freshers Day Celebration	Institutional	181
Independence day Cultural	Institutional	67
Christmas Day Celebration	Institutional	62
Arambh (MBA-Annual Fest)	Inter collegiate	750
PIBM Annual Day Unify	Institutional	323
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5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	Kaveri Hackathon-1.0	National	Nil	Nil	NA	Dev Thakur, Rohan Shelar, Badal Chauhan, Vivek Thakur, Virendra Vishwakarma
2019	ZEAL HACKATHON-a (National Level Student Competition) for students	National	Nil	Nil	NA	Nikita Joshi, Priyanka Bhor
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5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

PIBM is a student-driven institute, with MBA MCA candidates encouraged to participate in the decision-making process that shapes their future as well as that of the institute. The Students' Council at PIBM Pune is the student body responsible and accountable for Student driven activities conducted on campus throughout the year. The teams consist of students from the first and second year led by coordinators. These coordinators, along with the President of the Students' Council, form an executive body to oversee all activities. The teams work in the interest of PIBM Pune, the student community, industry and alumni in keeping the vision of the institute and striving towards excellence. The executive council has been provided the independence to plan and set goals for

their respective teams. The Director and Faculty Chairperson offer their guidance and support. The Institute has established the Student Welfare Council to look after the welfare of the students. The student's council promotes and co-ordinates various activities related to the welfare of the students. The council has nine members as per the provisions of Section 40(1) of Maharashtra University Act, 1994. Under Student Welfare Council, a student Club is established to explore the hidden potential of the students through various extracurricular activities and to understand and support the student's voice. This club actively contributes in organizing and executing various programs of the institute. The details of the students club and its constitution are as follows:- At PIBM, for the welfare of students, the student council formation is done in the following manner

1. The Selection Process: Election is conducted for selection of General Secretary, President and members. The elected representatives design the activities to be carried out semester wise.
2. Tenure of council is one Year.
3. Committee comprises of two faculty coordinators nominated by the management, One General secretary elected by students, One President elected by student members of club and Two Sports coordinators appointed by department.
4. Objectives of student council are as follows:
 - To find out the hidden talent in the students.
 - To provide platform to develop various skills.
 - To help in developing management technical traits
 - To imbibe various qualities such as commitment, confidence, creativity.
 - To carry out various tasks in effective efficient manner

Various academic and administrative bodies that have student representatives on them. Institute involves student representatives in various academic and administrative bodies to ensure student participation in the process and thereby leading to their involvement, to successfully implement various activities. Students actively participate in all these bodies and give their feedbacks and inputs.

Representation of Students in Institutional Committees: Sr. No Name of the Committee

- 1 IQAC
- 2 Student Welfare Council
- 3 College development committee
- 4 Alumni committee
- 5 Anti-Ragging Committee
- 6 Library Management Committee
- 7 Sports club
- 8 Academic Student Committee(CR)
- 9 Cultural Committee

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

The Alumni association name is "Alumni Association of Pratibha Institute of Business Management" which was registered under the Societies Registration Act 1860 in the year of 2018. The Association managing Committee consist of total 09 members. They will be hold office for 5 years. It consist of President, Vice President, Secretary, Treasurer 5 members. Currently President is Dr.Sachin Borgave, Vice President is Mr.Nitesh Achhra, Secretary is Mr.Krutrath Shah, Treasurer Mr.Sumit Bagal.

5.4.2 – No. of enrolled Alumni:

38

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

0

5.4.4 – Meetings/activities organized by Alumni Association :

Conducted 2 meetings of alumni association during the year.

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

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

words)

The PIBM has the philosophy of decentralization of governance and Participative management. Title of the Activity: Organization of Intercollegiate Event- Aarambh 5 6 March 2020 Process Followed: • The institute for the first time decided to organize the intercollegiate event and the decision was taken in the institutional meeting. • All the faculties were informed to participate in the discussion about the event through circular and asked to give their consent to join the discussion. • In the meeting, the faculties actively participated through brainstorming deciding the name of the event, theme, and number of activities to be there. • The roles and responsibilities of the faculties were decided in the meeting only and democratically assigned according to talent and preference of the faculty members. • Each faculty member according to their responsibilities formed the committee and talked to the students and invited them to join the respective committees according to their preference. • The students committees were also formed like marketing, cultural, sports, finance, and students voluntarily became the part of the respective committees. • The committees formed the budget for respective activities and maintained the expenditure sheets for final account submission. • In the students committee also the roles and responsibilities were clearly chalked down to have the clear line of responsibility. • Each and every one in the institute participated enthusiastically to make the event successfully. Title of the Activity: Organization of Corporate week 16th- 18th January 2020 Pratibha Institute of Business Management always work on the mantra that participation of all brings out the best result and always ensure to make it a participative management and collaborative working through empowering its employees and students. In this series the institute has organized Corporate Week to bridge the gap between Academia and corporate and in this the following process has been followed: 1. To organize the corporate week the discussion has been taken place in the institutional level meeting in which the Director, Head of the Departments, faculties were the part. 2. A circular informing about the meeting, venue and timing was sent to each and every one and the signature was also taken to ensure the availability of the same. 3. In the meeting, the date, and speakers of the event was unanimously decided after taking the views of everyone present in the meeting. 3. Once the date and speakers were finalized, roles and responsibilities chart was prepared and roles were democratically assigned to the faculty members. 5. Each and every faculty member along with the student committee prepared responsibilities, the execution plan and the budget. 6. Students, staff members and the Director of the institute participated to make the activity successful.

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

Yes

6.2 – Strategy Development and Deployment

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

Strategy Type	Details
Admission of Students	Admissions are given as per the guidelines and rules set by the department of technical education (DTE), SPPU and state government CET Cell. Admission Committee works under the guidance of IQAC and forms the frame work of admission process. It frames committee for the admission which involves the Director, H.O.D, and Staff. The institute level admissions

	are made on Merits of student.
Industry Interaction / Collaboration	Experts from industry are invited from various fields to deliver guest lectures and impart the practical knowledge. MOUs with the industries are signed to facilitate students for industrial visits, on-site training and internships. Corporate professionals are invited In conferences and seminars. A special corporate week is organized every year for intellectual interactions with students and staff. The alumni working professionals are invited regularly to interact with students. Active training and placement cell insures frequent interactions with industry.
Human Resource Management	The Institute has a high human capital asset and regulated a system to motivate and encourage the staff through several policies like Performance Appraisal System, Appropriate increment in salary and incentives on outstanding performances, Sabbatical Leaves, Staff Welfare and Recreational activities. PhD registered candidate get duty leave or duty flexibility for attending session related to research. Students evaluate faculty through online faculty feedback system.
Library, ICT and Physical Infrastructure / Instrumentation	The Institute has well outfitted ICT infrastructure and physical infrastructure as prescribed by statutory bodies like NAAC, AICTE, DTE and University. The Institute's Library is well equipped with reference books, textbooks, journals, periodicals and newspapers etc. The Library housekeeping operations are automated through Vridhhi Library Software. The Library has subscription to N-LIST by UGC - INFLIBNET, DELNET through which teachers students can access the learning resources and research materials.
Research and Development	Research has been considered as an important integral part of the academic endeavours in our Institute. Many seminars and workshops are organized on various aspects of research. The Institute promotes faculty participation in research by granting them leave, funding and motivating them to participate in research workshops, faculty improvement programmes,

seminars conferences symposiums etc..
The Management of the institution has a policy of appreciating the faculty members to promote the research environment.

Examination and Evaluation

Examination committee prepares the CCE (continuous concurrent evaluations) calendar after procuring the inputs from all subject teachers. The committee conducts frequent meetings to assess the internal evaluations transparency and provide flexible opportunities to the students to participate in planned continuous concurrent evaluations. The results of all CCEs are displayed on notice board. Committee ensures the smooth conduct and fair practices in University examinations The grievances system is appropriately designed. The result analysis and report submission is executed by the committee members.

Teaching and Learning

The teaching learning process is facilitated through qualified, trained and experienced faculty. Apart from class-room teaching, students are encouraged to use library and internet facilities. The effectiveness of teaching learning process is reviewed on regular basis by the IQAC committee (inclusive of HoDs, IQAC Coordinator and the Director of the Institute) for the concerned teaching faculty and the feedback is communicated. We practice Innovative teaching , Remedial teaching , E-learning resources, Projects, Encouragement to students to present publish research papers, Industrial visits, Emphasis on development of soft skills among the students and industry interactions.

Curriculum Development

Faculty is encouraged to participate in workshops/seminars/ conferences arranged by SPPU and affiliated institutes for curriculum development. As per the need of Industry and prospective jobs, the value added courses and Add on courses are conducted. The institute ensures well planned educational development under IQAC promotion for Co curricular and various academic initiatives. The IQAC ensures the overall college development for curriculum implementation. The management has active and lead role for implementation of feedback system. The online as well as manual feedbacks are

taken from students and parents.

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

E-governance area	Details
Planning and Development	Tally ERP
Administration	Tally ERP
Finance and Accounts	Tally ERP
Student Admission and Support	CET Portal and MS Excel
Examination	Online Exams by SPPU

6.3 – Faculty Empowerment Strategies

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

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2019	Dr. Shweta Jain	Academic Writing	Swayam Course	1007
2019	Prof. Kavita Divekar	Workshop on how to prepare Research questionnaire	Sinhgad Institute of Management, Pune	800
2019	Prof. Surabhi Rodi	FDP-MCA-Semester-IV Syllabus Design(2019 Pattern)	DY Patil Institute of Master of Computer Applications and Management ,Pune	200
2019	Dr. Rekha Chouhan	FDP-MCA-Semester-IV Syllabus Design(2019 Pattern)	DY Patil Institute of Master of Computer Applications and Management ,Pune	200
2019	Prof. Kavita Divekar	FDP-MCA Syllabus Orientation	Sinhgad Institute of Management, Pune	200
2019	Prof. P.T Ingle	Workshop-SPPU, Director of Physical Education Conference and Camp	Sangamner Nagarpalika Arts, D.J. Malpani Commerce B.N. Sarda Science College, Sangamner, Ahmednager	2000
2019	Prof. Niji Shajan	FDP-OBE in Generic Elective Institute level	AISSMS , Pune	200

2019	Prof. Pallavi Chugh	FDP-OBE in Generic Elective Institute level	AISSMS , Pune	200
2019	Dr. Mahima Singh	FDP-OBE in Generic Elective Institute level	AISSMS , Pune	200
2019	Dr. Shweta Jain	FDP-Generic Elective-University level OBE	DY Patil Institute of Management Studies, Pune	200
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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for 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)
2019	FDP on 'Tips and techniques for writing International Quality Research Papers and their publication in journals'	NIL	12/09/2019	12/09/2019	25	Nil
2020	FDP on Financial Literacy Investor Awareness	NIL	22/06/2020	22/06/2020	9	Nil
2020	FDP on Mudra Abhyas	NIL	16/06/2020	16/06/2020	14	Nil
2020	FDP on Application of Statistics in Research	NIL	08/06/2020	08/06/2020	8	Nil
2020	FDP on Hypothesis Formulation Testing	NIL	05/06/2020	05/06/2020	8	Nil
2020	FDP on	NIL			22	Nil

	Financial Management		07/03/2020	07/03/2020		
2020	NIL	ATP on Financial Literacy Investor Awareness	22/06/2020	22/06/2020	Nil	10
2020	NIL	ATP on Mudra Abhyas	16/06/2020	16/06/2020	Nil	12
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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Research writing and legal Aspects of academic research	1	12/06/2020	13/06/2020	2
Content Management System	1	01/06/2020	05/06/2020	5
MCA syllabus orientation	1	28/09/2019	28/09/2019	1
Managing online classes and co-creating Moocs	1	20/04/2020	06/05/2020	14
creating a startup eco culture inMBA	1	22/11/2019	22/11/2019	1
Internet of Things	1	06/07/2020	06/07/2020	1
Statistical Analysis using SPSS	3	26/05/2020	29/05/2020	4
Professional Skills Moral capabilities	9	13/05/2020	17/05/2020	5
MCA syllabus orientation	1	17/08/2019	17/08/2019	1
NAAC assessment accreditation	8	21/05/2019	26/05/2019	6
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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
24	24	16	16

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
Financial Assistance for Faculty Development, Annual Increments, Free Uniform, Medical Facilities - Chaitanya Hospital, On duty leave, Recreational activities	Annual Increments, Free Uniform, Medical Facilities - Chaitanya Hospital, Recreational activities	Scholarship, Financial Assistance to Students

6.4 – Financial Management and Resource Mobilization

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

The institution has established a system to audit all the financial transactions by both internal auditors and auditors of external agency. The books of accounts and the supporting evidences are subjected to both internal and external audit. The internal audit practices to monitor financial management of the institution ensure sound financial health of the institution. The internal audit is carried out to take care of the requirements specified and laid out. The external audit is done in all the financial years according to the GAAP by Mehta Shah Co. The external audit is done to evaluate the adequacy of internal control systems and management of funds and also to ensure the compliance of the laid down policies and procedures. The external audit 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 in different years 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
NIL	0	NIL
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6.4.3 – Total corpus fund generated

4000000

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	Null	Yes	IQAC
Administrative	No	Null	Yes	IQAC

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

1. Interaction of Parents Teachers at PIBM Annual Event –“Aarambh” 2. Interaction of Parents Teachers at Product to launch event. 3. Interaction of

PTA member Mr. Razaak Pansare at Aarambh. 4. Interaction with Parents Teachers before going for Kerala Trip.

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

1. 1 day program on "Financial Literacy and Investor Awareness". 2. Medical check-up of staff 3. 1 day program on "Mudra Aabyas". 4. Free uniform to staff 5. Provision of benefit of Earned Leave.

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

1. Submitting data for NIRF 2. Establishment of NPTEL Local Chapter 3. Establishment of Institute Innovation Council

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	Yes
c) ISO certification	No
d) NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2019	Formation of Industry Lab	16/08/2019	16/08/2019	16/08/2019	15
2019	Establishment of Institute Innovation Council	19/08/2019	19/08/2019	19/08/2019	72
2019	Organised FDP on Tips and techniques for writing International Quality Research Papers and their publication in journals	12/09/2019	12/09/2019	12/09/2019	25
2019	Stock verification audit	10/12/2019	10/12/2019	10/12/2019	5
2019	Academic audit	15/12/2019	15/12/2019	15/12/2019	27
2020	Reach to industries as solution providers for their problems. MoUs had	16/01/2020	16/01/2020	16/01/2020	5

	been signed with the Samruddha Surbhi India Producer Company Ltd. for providing marketing expertise for creating specific marketing plan for them(A2 milk)				
2020	Organised Corporate week for promoting industry academia interactions	16/01/2020	16/01/2020	18/01/2020	122
2020	Subscribed for HBR case studies and conducted these case studies in classroom	27/01/2020	27/01/2020	13/03/2020	127
2020	Organised State level workshop on 'Content Management System'	03/02/2020	03/02/2020	04/02/2020	280
2020	Organised Inter college cultural and sports competitions through 'Aarambh1.0'	05/03/2020	05/03/2020	06/03/2020	950
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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
AIDS	14/08/2019	14/08/2019	53	45

Awareness amongst youth				
Maitri Melava	25/08/2019	25/08/2019	148	68
Women's Day Celebration	07/03/2020	07/03/2020	50	42

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
<ul style="list-style-type: none"> • Percentage of power requirement of the College 25 KW is 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. The solar energy generated is 23 KW. • 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 norms. • Routine checking and repairing of Taps, Drainage and water pipelines is done. • The institute has rainwater 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	Nil
Provision for lift	Yes	Nil
Ramp/Rails	Yes	Nil
Braille Software/facilities	No	Nil
Rest Rooms	Yes	Nil
Scribes for examination	Yes	Nil
Special skill development for differently abled students	No	Nil
Any other similar facility	No	Nil

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	25/08/2019	8	State Level	HIV affected	200

					Mangal Maitri Melava	people were given a chance to rethink the lives of themselves their loved ones and provided a gateway	
2019	1	1	13/12/2019	9	Aastha Group with Lion's Club of Talegaon	Breast Cancer awareness Programme	47
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	01/07/2019	<p>Proper communication about code of conduct is done through e mail to students at the start of academic session.</p> <p>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, Antisexual, 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.</p>

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Rakshabandhan Celebration with Heroes of Nation	07/08/2019	07/08/2019	45
No food wastage campaign	10/08/2019	10/08/2019	90
Kolhapur Flood	10/08/2019	13/08/2019	62

Help			
State Level Mangal Maitri Melava	25/08/2019	25/08/2019	200
Teacher's Day Celebration - MBA	05/09/2019	05/09/2019	75
Onam Celebration	07/09/2019	07/09/2019	93
Gandhi Jayanti	02/10/2019	02/10/2019	25
Children's Day celebrations at Apang Vidyalaya	15/10/2019	15/10/2019	50
Diwali Celebration with Vatsalya Mentally challenged children	24/10/2019	24/10/2019	140
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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1. Tree Plantation Drive by planting 50 trees
2. Keeping in between some days as "No Vehicle Day"
3. Rainwater harvesting measures are ensured in the campus
4. Solar lighting facility
5. Regular Shramadana in the campus to maintain hygiene under Swachh Bharat programme
6. Re use of waste papers.
7. Shredding of used old papers.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

BEST PRACTISE: 1 Title of the best practice- CSR Activities Goal- • Incorporation of corporate social responsibility, in academic activities • Engage the Students and employees in to corporate social responsibility activities • Creating a sensible citizen by inculcating social values in students. The Context- Students and Employees perform better when they engage in socially responsible activities. Good CSR programmes are proven to effectively build leaders and team members more economically. Corporate responsibility can help any organization to build the best team possible as companies which demonstrates impact initiatives, will have an easier time recruiting talent. When stakeholders and employees engage in social good activities, it is proven that they become more collaborative. A lot of skills can be developed when taking part in any kind of CSR activity and beyond this, stakeholders are able to learn about potential clients, develop their communication skills, improve leadership and gain invaluable local insights. In turn, these new skill set can develop within the workforce and allow the company to flourish. Practice The institute has well defined tasks on Social responsibility. The way we're making a difference to the social and economic wellbeing of our communities by conducting various social and extension activities. We actively engage and involve the students, stake holders and citizens creating benefits for the society. Our students, staff and alumni give their time to support a wide range of activities in the local community. The majority of these activities are focused on supporting less advantaged or deprived groups in our most immediate communities in Society. Evidence of Success Activity Collaborative / Organizing Unit No. of Students Participated Seminar on HIV Aids and Impact on Youth Mahindra Vehicle Manufacturing and Yash Foundation 130 Students Women Health Checkup Aashtha Group and Lions Club of Talegaon 45 Students Kolhapur Relief Fund Unit Alphonsa Church 62 Students No Food Wastage Campaign Robinhood Army 90 Students Diwali Celebration with

Divyang People Vatslya Divyang, Dehugaon 140 Students Diwali Celebration with Yash foundation Yash Foundation 140 Students Mangal Maitree Melava (Matrimony for HIV People) Mahindra Vehicle Manufacturing and Yash Foundation 25 Students

Problems faced • Economic considerations • Stakeholders motivation • Fund Raising • Legal framework BEST PRACTISE: 2 Title of the practice- Demonstrate and Explain Policy - Teaching by Demonstration Goal- 1. Imparting an adequate knowledge of the subject-matter. 2. Designed to encourage students to think critically, solve challenging problems. 3. To develop important skills, public speaking, research, teamwork, planning, self-sufficiency, and goal setting. 4. To make students understand the technical subjects and topics conceptually. 5. Developing proper attitudes towards teaching to enhance the technical ability of students. 6. Make students ready to enter corporate with well-equipped and required skills. The Context- Technical subjects / programming languages are difficult to teach and understand when taught using traditional teaching practices like Chalk and Board. The Demonstrate and Explain practice helps students to understand the concept thoroughly Teachers create relevant environment on PC/ Laptops using either online tools or classroom (LCD Projectors). Teachers develop programs / demonstrate tools and create scenarios for students to get a feel of necessary technology, tools, programming language. e. g. for Mobile Application Development Subject, teaching and creating android OS applications on board is quite difficult, instead they are written on Laptop and run on real android devices helped students understand the concepts very effectively, so that they could design their own applications and projects in android. Similarly Java language is top programming language which is taught making fusion of classroom and computer lab. The subject is taught fully on PC/Laptop demonstrating the code. Practice Teacher assigned to teach Programming Language should - Use equipped laptops with complete environment (IDE) installed - Demonstrate development life cycle o Code o Compile o Removal of syntax errors o Execution Entire programming language should be taught in class with demonstration - Syntax and Logical errors should be purposely introduced and students should be challenged to identify and fix the bugs. - Refer different online reference material (stackoverflow.com) and demonstrate problem solving. - OpenSource IDEs like CodeBlocks, Brackets should be installed. Teachers should be ready with all the specimen programs It is expected that execution path of each and every demo program is discussed Evidence of success Outcome of above Innovations, participation of Students in National level and State level Hackathons increased with PIBM achieving ranks in competition. i. First Prize in National Level Hackathon at Kaveri Group of Institutes Pune ii. First Prize in Smart City Competition organized by PCCOE and PCMC Muncipal Corporation Special Recognition Award in Zeal COVID-19 Hackathon (National Level Student Competition) in Management Stream. Problems • Time constraints • Economical constraints of students to have personal device • Motivation of students and staff Notes a. Coding Club was formed and all the students who were interested to develop their coding skills and learn newer technologies (outside syllabus) came together and brain stormed / discussed on numerous things with HoD b. As a part of Coding Club activities, training sessions on leading content management application (Drupal 7.0) was conducted for 10 hours c. Industry lab was formed, objective was to learn hands-on on different frameworks like CakePHP, Laravel and CodeIgnitor Few students developed excellent skills on Laravel and developed WebServices for Mobile Application (Project given by Vinea Technologies) d. State Level workshop was conducted on entirely different subject of Content Management System Numerous speakers spoke on number of subjects like UI/UX, BitCoin There was a hands-on training programme in Lab on Wordpress Number of participants in this programme exceeded the amount of seats in the lab So three labs were virtually connected through Zoom software and hands-on training was conducted followed by Website development competition HoD - MCA launched a YouTube channel and evolved different playlists <https://youtube.com/channel/UC4S3roThdF8CGuwBmDrwYoQ>

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<https://www.pibmpune.org.in/assets/Disclosures/IOAC/Best%20Practises%20AY%202019-20.pdf>

7.3 – Institutional Distinctiveness

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

Startups and Entrepreneurial Development: The Institute has started the Institutional Innovation Cell under MHRD, New Delhi and also registered with Startup and Innovation Cell under Savitribai Phule Pune University. The cell is dedicatedly working on transforming the students into young entrepreneurs. The programs on various innovations and business ideas are conducted through activities like Product to Launch, Business Idea Validation, Live Projects, Seminars and Workshops on Innovation and Business. Budding entrepreneurs are motivated for start ups and becoming self-sufficient and independent to serve the society. Till 2019-20 more than 38 Startups have taken shape in the Institute. To establish more numbers of startups and grow their businesses, the institute undertakes various initiatives. A. Innovation Based Activity: Product to Launch- A departmental screening of business sparks in students is identified through business related competition that is 'Product to Launch'. The shortlisted students are called for detailed presentations of their business idea to the jury panel which involves specific key points while working on the project as listed. a. Develop a Conceptual Framework of the respective product of your own brand. b. Prepare the Business Plan - (Concept to Execution) c. Prepare the Marketing Mix d. Prototype of the Product e. Demonstration of the Product and its advertising Commercial. f. Students are expected to act while presenting advertisement of the product. B. Corporate Interactions: The institute has collaboration with corporate/ industry to facilitate experiential learning in form of internship, hands on training, employment programs as well as research collaboration. The institute continuously organizes corporate interactions to facilitate dissemination of emerging business trends and industry performance. These quench the learning thirst of the learners enabling an application-oriented mind-set exploring corporate platforms. The events also facilitate corporate mentoring for building confidence in learners and motivating them to become an entrepreneur.

Sr. No.	Date	Resource Person	Topic
1	16 /01/2020	Mr. Pradip Lokhande, Founder Rural Relations	Rural Innovations
2	16/01/2020	Mr. Vikrant Bhujbalrao CEO- Your Sarathi	Entrepreneurship
3	17/01/2020	Mr. ImtiyazShiakh , Tata Motors	Innovative Operation Process
4	18/01/2020	Mr. AakshNiranjane Digital Analyst, Affinity Express	Digital Era of Marketing

Provide the weblink of the institution

<https://www.pibmpune.org.in/assets/Disclosures/IOAC/Institititional%20Distinctiveness%20AY%202019-20.pdf>

8.Future Plans of Actions for Next Academic Year

The road map for the next year comprises 1. Establishment of research centre in Management. 2. More efforts towards industry institution collective activities in the form of live projects, consultancies, seminars, workshops, internships and placements. 3. Hands on Session is planned for MCA discipline on Wordpress for 12 hours(March) and on Laravel / CodeIgnitor for 12 hours(April). 4. Under UdyougSahyog activities which are going to conducted are- Corporate Week- Industry Interface (March 2nd week),live projects, Successful alumni and entrepreneurs talk. 5. Under Srijana initiative, activities going to be conducted includes Ideathon - Concept to Market competition(March 4th week), Product to

Launch Competition - Innovations Creativity(March 1st week) 6. Under Satkriya initiative, activities going to be conducted includes distribution of old clothes and food to needy ones, spending time with orphans and old age people, buying through NGOs working for charity. 7. Under Sachetana initiative, activities include spreading awareness about cleanliness, social issues and public issues. Participation in Govt. led initiatives and social welfare activities will be encouraged. 8. Under Gyansagar initiative, activities include delivering educational and professional consultancies to other educational institutions, Govt. and private organization in the form of hands-on training and knowledge sharing. Faculties as well as students will be encouraged to involve in such activities. 9. External Academic and administrative Audit is planned to be conducted 10. Faculty with PhD or doing PhD to publish at least one paper in scholarly reputed journal 11. Organize minimum one faculty development programs as well as Administrative training programs. 12. Physical Infrastructure Development so to add more classrooms 13. Motivate students to register for online courses 14. Encourage students to participate in intercollegiate Hackathons. 15. Promotion to student led extracurricular and co-curricular activities and more participation in national, state and university level competitions 16. Industrial visits will be conducted in March and April. 17. Establishment of National Social Service Scheme and conduct of various activities under NSS 18. A soft skills workshop on Business Etiquettes is planned in month of Feb. 19. Expert session on IPR for dissemination of knowledge and for encouraging filing of patents 20. Management Development Programs (MDP) for Industry and academia.