YEARLY STATUS REPORT - 2021-2022

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 its own campus?	Yes
• Phone no./Alternate phone no.	9975580300
• Mobile no	9975580300
• Registered e-mail	director@pratibhagroup.org.in
• Alternate e-mail	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
• Pin Code	411019
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	**Self-financing**
• Name of the Affiliating University	**Savitribai Phule Pune University**
• Name of the IQAC Coordinator	**Dr. Shweta Jain**
• Phone No.	**7709582969**
• Alternate phone No.	**7709582969**
• Mobile	**7709582969**
• IQAC e-mail address	**shweta.pibm@pratibhagroup.org.in**
• Alternate Email address	**drshwetajain01@gmail.com**
3.Website address (Web link of the AQAR (Previous Academic Year)	http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/AQAR%202020-21.pdf
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	http://www.pibmpune.org.in/public/assets/PDF-folder/Academic%20Calender.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B+**	**2.75**	**2018**	**02/11/2018**	**02/11/2023**

6.Date of Establishment of IQAC	**11/12/2016**

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

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NA	**NA**	**NA**	**NA**	**NA**

8.Whether composition of IQAC as per latest NAAC guidelines	**Yes**	
• Upload latest notification of formation of	View File	

IQAC		
9.No. of IQAC meetings held during the year	4	
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	Yes	
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
• If yes, mention the amount		

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

* In the last AY 2021-22, IQAC supported various activities under the 5 heads of Institute chosen focus initiatives are as under: Udyoug Sahyog (Industry Linkage)-In total ten activities had been conducted during the year for bringing industry and academia more closer. Most prominent one is conduct of Corporate Week two times in this Academic Year. Srijana (Creation) - For Technological Innovation and Start-up-In total twenty eight activities were conducted to foster the culture of entrepreneurship, innovation along with competitive spirit Satkriya (Doing Good) - For doing Charity work- In total only two activities were conducted. CSR activity was carried out to spread greenery by planting 2000 trees and then doing its audit also after few months in association with Mahindra Heavy Engines Chakan and Yash Foundation. Food was distributed to orphans Sachet Nagrik (Spreading Awareness) - For spreading Awareness in public- In total only five activities were conducted. CSR activity was carried out to spread awareness about Road Safety, theatre workshop was organized to train students for street play so as to spread awareness. Gyansagar (Ocean of knowledge)-For Knowledge Sharing by faculties-In total forty activities were conducted. Faculties had shared their knowledge at national, state and local level on diverse issues. * The institution initiated the culture of learning among students and faculties for the knowledge enrichment emphasized by encouraging students and staff to join various courses, FDPs, induction programme and

certifications such as through NPTEL. * 12 MOUs were signed and executed for internship, placement, live projects as well as for Development of Startups and building up of Entrepreneurship culture in the institute as well in the society. Live projects were offered to students for giving them industry exposure and diverse number of activities were conducted under Institute Innovation council for bringing the innovation culture. *Add on courses such as Share Marketing (Money care Financial Services), Advanced Excel (S-TEK IT Education) and Tally ERP 9 (S-TEK IT Education) were conducted through External Agencies under MoUs signed in previous Academic Year. In house certification courses such as German language, Basic Excel, Digital Marketing and Tally Prime were conducted by internal as well as visiting faculties had conducted * Development of Research Centre by organizing orientation program for research scholars, Conducting admission interviews and final topic presentations

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

Plan of Action	Achievements/Outcomes
Orientation Program for Research Scholars	Program which was held in July 2021, in total 61 registrations were received which includes online as well as few on spot. PIBM Research Centre had collaborated with nine other research centres for this program, with the aim that benefit should go to all newly inducted research scholars.
Incubations in the PIBM Incubation unit	In total 4 start ups were incubated in the institute's incubation Centre namely Sankhya Up skilling, Trigati Courier, Visa Tech LLP and Spurati Agrotech.
MoUs and collaborations	• On 1st December 2021 MoU was signed with S.S. Girls College, Gondiya for Development of Startup, Incubation Ecosystem at S S Girls College. • On 20th Aug. 2021 MoU was signed with 'Adecco Group' for providing 'Skill based Training, Education, Placement, Industrial Visits and Expert Lectures' • On 20th Aug. 2021 MoU was signed with 'Diligent Jobs Pvt. Ltd' for providing 'Skill based Training, Education, Placement, Industrial Visits and Expert Lectures' • On 20th Aug. 2021 MoU was signed with 'Edubridge Learning Pvt. Ltd.' for providing 'Skill based Training, Education, Placement, Industrial Visits and Expert Lectures' • On 20th Aug. 2021 MoU was signed with 'MEGA KLC Polymer Technologies Pvt. Ltd.' for providing 'Skill based Training, Education, Placement, Industrial Visits and Expert Lectures' • On

	20th Aug. 2021 MoU was signed with 'Pawar Software Solution Pvt. Ltd' for providing 'Skill based Training, Education, Placement, Industrial Visits and Expert Lectures' • On 20th Aug. 2021 MoU was signed with 'Redd Construction LLP' for providing 'Skill based Training, Education, Placement, Industrial Visits and Expert Lectures' • On 14th Sep.. 2021 MoU was signed with 'Innova Point Infotech Pvt. Ltd.' for providing 'Skill based Training, Education, Placement, Industrial Visits and Expert Lectures' • On 20th April 2022 MoU was signed with Education Abroad Counselling Centre for Study Abroad Counselling • On 12th Jan. 2022 MoU was signed with ISB&M COC, Pune to Share knowledge and Incubation support to develop the startup ecosystem in that institute • On 4th April 2022 MoU was signed with renowned Logistics and Supply Chain Company Trigati Corporation, Pune for internship • On 27th April 2022 MoU was signed with renowned Packers & Movers and Supply Chain Company Spurtee Express for internship • MOU towards Developement of Startup Ecosystems with PCMS Startup Incubation Center, Pune
Collection of data and reports for AISHE,AQAR,NIRF	• Successfully conducted collection of data and assimilation for that towards uploading for AISHE,AQAR,NIRF
Find slow and advance learners for proper teaching learning	• On 31st December 2021 psychometric test was conducted to identify slow and fast learners. Remedial sessions

	arranged for slow learners. Fast learners were encouraged to write research papers and also guided for entrepreneurship and learning of advance technologies beyond syllabus • We make a group of fast learners and we put slow learners as well in that group, so that with peers they can build their skill sets. It has been successful outcome as the targeted group of slow learners showed improvement in the academic activities and university examination along with fast learners.
Purchase of Books	• Books worth Rs. 9000 was done on 16th Oct. 2021
Development of Entrepreneurship and start up culture	• Under Product to Launch competition which was held during 20th Sep. to 27th Sep. 2022, seven ideas were finally approved for support assistance. Mangalore Delights , Cold Pressed Oil & That's Yummy (Food Doorstep) on Food Processing/ Nutrition/ Biotech , Forgery Detection App on ICT, cyber-physical systems, Blockchain, Cognitive computing, Cloud computing, AI & ML. Renting plants and gardening services, Outdoor studio and Make My Document on Software - Mobile App Development
Conduct of Annual Cultural Event AARAMBH 2.0	• The event AARAMBH 2.0 was conducted on 31st Oct 2021. Many activities were held in the event such as singing, solo dance and group dance, gaming such as BGMI, CODM, Ludo and many more. Students from different colleges participated in the program. Judges for

	specific art forms were invited.
Conduct of student satisfaction survey and feedback form	• Both student satisfaction survey and feedback form filling was conducted online through Google form
Conduct of Corporate week	Corporate Week 2021 • Diverse stalwarts from industry was invited for Conduct of corporate week from 26/07/2021 to 30/07/2021on various topics such as Learning and Job Findings challenges in pandemic and how to overcome them by Mr. Bhushan Adhe, Lead HR – Learning & Development at Xoriant, pune, Prospectus in Digital Bussiness – An International Approach by Mr Akash Niranjane PPC Analyst Affinity X Pune, Taking in charge of your Career by Mr Abhishekh Kulkarni, HR Sandvik Asia, Pune, Expectations of Corporates from Young Management Graduates by Mr. Rajiv Khade, VP & Global Head Information Technology – Sigma Electric Manufacturing Corporation, The Tale of 5 Careers by Mr.Sameer Agashe, Co-founder – Litmusblox, Pune. (Tedx Speaker) Corporate Week 2022 • Experts were invited for Conduct of corporate week from 24/03/2022 to 26/03/2022. Beginning with On 24th March 2022, Mr. Anand Munshi , Author, Futurist Speaker & Success Coach Founder & CEO of Paradigms for Peak Performance, Melbourne. Australia shared 'Secrets of Success in Competitive World'. This was followed by session on 'Dynamics of HR'by Ms. Swati Gangwani (Senior Manager HR) and Mr. Sachin surve (Senior HR

	operations) • On 25/03/2022, Mr. Akash Niranjane, PPC Global Trainer Affinity X shared his knowledge on Targeting Right Audience using Cutting Edge Digital Platforms. This was followed by session on 'My Corporate Journey- Learnings So Far' by Ms Karen Fernandes, Entrepreneur and Counsellor • On 26/03/2022 , Mr. Maharana Ray, Vice President Prebaking Bajaj Auto conducted session on 'Campus to Corporate' and Mr Bhushan Adhe - Lead HR - Learning and Development Xorient Ltd. conducted session on 'Dealing with Rejection and Disappointment' and same day Mr. Niranjan Kale, Campus Recruiter, VERITAS Technologies LLC discussed on the topic 'Journey to Lead Your Personal and Professional Life Successfully'followed by session on 'Important Aspects of Corporate Career' by Mr. Rigved Hebbalkar, Global Performance Management Capgemini
Conduct of Foundation program as bridge courses	• Foundation Program was conducted from 28/12/2021 to 30/12/2021. Faculties gave clarity of their subjects which helped students to get basic understanding about the subjects and to sensitize them.
Conduct of Induction Programme	• The Induction Programme for the MBA and MCA students was held on 07th and 08th January 2022. The speaker for the first day was Mr. Prantik Panigrahi, Director, ViPran Enterprises. He took the workshop on the topic "How Can I?" On day 2, the

	programme started with the session of Mr. Ravi Bodhani, Director of Neuro Intelligence. He took the workshop on "Power of Personality Differences". The second session was taken by Mr. Makrand Tillu, a workshop on "Laughter Yoga". After lunch the session was taken by Dr Jayashree Fadnavis on "Holistic Development for career Building". • Institute's code of conduct for students was also informed to the students.
Encouragement to Live Projects	• 4 Live Projects were successfully conducted namely with Bewow Collections on 27th March 2022 for creating a brand image of their products through social media, On 24th March 2022 for Planning of distribution Network of Finch Global Facilities Services Pvt. Ltd., On 16th March 2022 for Planning of distribution Network, marketing of the product for Manisons Industries Pvt Ltd. and lastly for development of the ERP system towards NAAC and MBA for Cleverground Technologies Pvt. Ltd.

13.Whether the AQAR was placed before statutory body?	**Yes**

- Name of the statutory body

Name	Date of meeting(s)
College Development Committee(CDC)	04/03/2023

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2023	19/01/2023

15.Multidisciplinary / interdisciplinary

A good combination of technical as well as management skills to be inculcated in students for both entrepreneurial development and developing management capabilities is the vision of the institute. In this direction various enrichment sessions, live projects and hand-on training, inter and intra collegiate competitions are arranged for developing entrepreneurship culture and management capabilities in students. Implementation of Integration of humanities and science with STEM can be seen through courses such as MBA in business analytics, which includes R, Data Mining, Tableau and Marketing analytics and Fintech. Some other examples includes Technical analysis in finance, Digital marketing in Marketing, and Psychometric testing in Human Resource Management. Similarly soft skills, Human Rights and Constitution, soft skills are imparted to MCA students along with computer-related technical subjects. Few classes of MBA Business Analytics specialization (Management Discipline) and MCA (Technical Discipline) are conducted together. We are following syllabus based on choice based credit system, under which one can earn credits by qualifying in some exams. One can leave the study in between and can join back after some years with already earned credit system intact. The institute has setup a Research centre in management which shall encourage multidisciplinary research in future.

16.Academic bank of credits (ABC):

We had enrolled as Local center and one SPOC is appointed for Sawyam courses. Each course carry separate credit, which can be transferred to the candidate on successful completion of the course. We had started with Academic Bank of credits in academic year 2022-23, when it has been adopted by the Savitribai Phule Pune University. The Institute has a tie up with reputed Authorized educational partners to deliver advanced skill development courses. Faculty members design and develop minor add-ons where they align the curriculum with enrichment courses on digital learning platforms. Course outcomes and program outcomes are defined by the university. Faculties are given freehand to choose the way they want to evaluate. In advance teaching plan and CCE guidelines are mailed by the respective HODs to their faculty members. Three CCEs for core subjects and 2 CCEs for elective subjects are taken. The faculty is

free to choose any method to assess students. They have to prepare their course file which includes teaching plan as well as CCEs. This content of the file is then approved by the director, HOD and IQAC coordinator. We follow university guidelines to choose various suitable CCEs for our subjects out of various suggestive CCEs given by the university. Faculties frame their own rubric plan for assignment evaluations and send assignment through Microsoft team platform. Subject material, teaching methodology and use of innovative pedagogy are left upon individual faculties' choice.

17.Skill development:

The institute is offering enrichment sessions and add on courses offering technical skills such as Basic Excel, Advanced Excel, Tally ERP, Share Marketing , Power BI, Business Analytics, Digital marketing for MBA students. Various Start-up and Entrepreneurship related activities are conducted so as to develop entrepreneurs from the institute. Innovative Teaching Practices such as Adoption of Case Study Pedagogies and Experiential Learning Methods were deployed for better learning.

Apart from normal curriculum, institute motivated students to register on NPTEL courses. Following are some of the NPTEL courses registered by students, Programming in Java, Programming in C++, Big Data, Database Management Systems, Cloud Computing. PIBM MCA department faculty members were appointed as mentors of the relevant subjects on NPTEL portal; this provided faculties an access to monitor the progress of each students weekly.

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 discussed on numerous things with HoD; 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 Web Services for Mobile Application.

Through Techgig and GitHub we are offering MCA students with free access to various developer tools in the field of programming. An integrated development environment (IDE) facilitates computer programming by integrating code editor, compiler and debugger. The institution is also attempted to develop learn-to-programming website.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture,

using online course)

The institute is running two post graduate courses MBA and MCA. Both these courses are delivered using mix of English, Hindi and Marathi. The institute has faculties who are proficient in both Hindi and English languages equally. Some students who had come from rural parts of Maharashtra, so we explain in Marathi. Few students are from Kerala, so we use English for communication with them while for their specific needs we are having one faculty having command on Malayalam language.

An expert session was organized to aware students about the Management lessons that can be taken from Great Shivaji Maharaj, the Institute celebrates Marahi Bhash Diwas to preserve Maharashtrian culture. Indian culture and tradition was promoted and encouraged through celebration of various Indian festivals like we are celebrating every year a festival mosaic of Onam and Ganesh Chaturthi. It starts with welcoming Ganpati and Raja Bali with dance and drum beats. Followed by a cultural dance and song mosaic. Program end with serving lunch called Sadya means banquet in Malayalam. Sadya is typically served as a traditional feast for Onam, the state festival of Kerala and Vishu.

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

Institution is affiliated to Savitribai Phule Pune University, Pune. The institute follows syllabus prescribed by the university. Syllabus of both MBA and MCA, two programmes that the institution runs follows Outcome Based Education along with the Choice Based Credit System (CBCS) and Grading System. The institute announces the elective courses and specializations it proposes to offer the students out of the wider course basket offered by the university, which matches better with institute's mission and vision as well as students that we have. We follow Programme Educational Objectives framed by the university to set standards for broad future-focused student performance outcomes. At institute level we had framed Programme Specific objectives by focussing on various course combinations offered by the Institute along with value added sessions and enrichment sessions so as to connect it with our mission and vision of the institute which comprises technical education and entrepreneurship development.

We are following Outcome Based Assessment (OBA) in which subject in charge faculties, first identify what it is that we expect students to be able to do once they have completed a course or program. CCEs are designed and implemented to test on various parameters of Blooms taxonomy. Final internal assessment is marked on the performance of

all combined CCEs. MS teams is used to submit and post assignment under CCE for better transparency.

The course teacher may modify the LTP of the course in view of the course requirements, nature of the course, the level of learners and the type of pedagogy and assessment tools proposed. The modified LTP shall have to be approved by the Director, Head of the Department and IQAC coordinator.

While defining the learning outcomes, it is taken care that they are articulated as complete declarative sentences that clearly describe the knowledge, skills, and competencies that students are expected to acquire as a result of completing their programme of study. The resources (faculty, library, labs, technology etc) and pedagogy to be adopted for effective course delivery and student learning are determined in consonance with the learning outcomes to be achieved .The outcomes are assessed and measured to identify the extent to which goals are accomplished.

Both Synchronous Teaching Methods such as PowerPoint Presentations, Case Study, Hand on training, Role Play, Learning Diary, Webinars, Seminars, Guest Sessions, Workshops as well as Asynchronous Teaching Methods such as Video's , Simulation , Live Projects , Individual and Group projects along with Presentations are used for effective curriculum delivery.

Every module teacher prepares a course file for the course which comprises of Teaching plan, Syllabus and PO-CO mapping table; Based on the PO-CO mapping table and the Syllabus (unit wise) details, module teacher works out Assessement / Evaluation (Tutorials/Assignment/Class work/Presentations/Group Discussions/Unit Tests etc.)

The institution undertakes PO CO Mapping which is based upon already established Program Outcomes and Course Outcomes. Course Outcomes are calculated on the basis of students' results in each course which is then matched with Program Outcomes. For CO-PO Mapping we take 3 levels and on the basis of that we calculate the attainment: Level 1=Less than 39%, Level II-39% to 49%, Level III-50% and above.

20.Distance education/online education:

As the institution is affiliated with Savitribai Phule Pune University and permitted to conduct only courses through offline mode in person, so the institute is not offering any courses through ODL mode.

The Institute follows ICT enabled teaching in addition to the traditional classroom education. Institute premises are Wi-Fi enabled. Institute has started using MS Teams for online expert sessions and evaluations through CCE submissions. Few faculties has also maintained their Video channel to facilitate students for better understanding of subject taught in classroom.

Faculties use different Tools, OpenSource platforms to teach relevant technologies. Faculties use Kahoot, which is a free student-response tool for administering quizzes, facilitating discussions, and collecting survey data for interactive learning and teaching.

MCA faculties' uses an Integrated Development Environment (IDE) facilitates computer programmers by integrating fundamental tools (e.g., code editor, compiler, and debugger) into a single software package. Spyder is a dedicated IDE for Python. GitHub Education offers students real-world experience with free access to various developer tools from GitHub's partners. To inculcate the culture of collaborative coding, MCA department uses this platform amongst students and also arranges sessions on how to work on this platform.

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	137

File Description	Documents
Data Template	[View File](#)

2.Student

2.1 Number of students during the year	655

File Description	Documents
Institutional Data in Prescribed Format	[View File](#)

2.2	342

Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3 Number of outgoing/ final year students during the year	**240**

File Description	Documents
Data Template	View File

3.Academic

3.1 Number of full time teachers during the year	**26**

File Description	Documents
Data Template	View File

3.2 Number of sanctioned posts during the year	**27**

File Description	Documents
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	**11**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**1,23,98,472**
4.3 Total number of computers on campus for academic purposes	**302**

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

At the outset of the academic session, the departments conduct meetings with all the faculty members to discuss and finalize the department calendar so that every activity can be planned and executed as per the schedule. Each faculty are given choice of the subject and efforts are made to allocate the subject of their choice. Faculty members are revitalize to transmit the course material/ curriculum through innovative pedagogies which include presentations, live projects, workshops, seminars, real time simulations and industrial visits. The faculties are free to adopt any other edification methodology which they find useful for students learning process. The teaching plan is prepared showing in details the pedagogies to be adopted for each unit, the tentative completion date so that it can be matched with the actual date and if any discrepancies, remedial measures can be taken, books and other reference materials information is also included in it.

Therefore, each faculty member should create a teaching lesson plan that includes information on the concurrent evaluation plan, teaching hours, CO-POs, study materials, e-links, author lists, web links, and references, among other things

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	Nil

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

The evaluation pattern is divided into two categories i.e. external (SPPU) and internal (PIBM) evaluation. The CIE is having lot of variation like MCQ, Case study, Assignment, online Certification, Industry projects etc to assess the students according to the Bloom taxonomy which included various parameters like from the lower level of remembering, understanding to evaluation and creation. The CIE is taken on periodic basis so as to review the students' progress and identify the weaker and brighter students so that the proper consultation, remedial classes and future course of knowledge transfer can be designed in that particular way. The CIE calendar is made with the respective parameter by the subject faculty containing

the rubrics along with due dates on it. The same calendar is shared
with the students so that they should have an idea in advance that
on which parameters they are going to be assessed and their due
dates.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	http://www.pibmpune.org.in/public/assets/PDF-folder/Academic%20Calender.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

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

1.2 - Academic Flexibility

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

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

2

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

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

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

8

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

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

489

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

The institute has amalgamated crosscutting issues relating to Professional Ethics, Gender, Human Values, Environment and Sustainability in the Curriculum, which are indivisible from our curriculum. In MBA Program the university has made two subjects compulsory in the SEM IV i.e. Indian Ethos & Business Ethics and Corporate Social Responsibility & Sustainability so that the

students understand, inculcate and justify the moral values that ought to guide the corporate professionalism in them.

Also the course on Human Rights are applicable in SEM I and SEM II towards the awareness of Human Rights Movements. The Course on Introduction to Indian Constitution is also added in SEM III to make students in touch with rights and responsibilities of citizens. In SEM III also a Course of Corporate Social Responsibility (CSR) & Sustainability (2 Credit) is also offered towards the relevant issues.

Sr. No.

Subject Name - MBA

Code

SEMESTER

1

Human Rights -I

191

I

2

Human Rights - II

291

II

3

Corporate Social Responsibility (CSR) & Sustainability

394

III

4

Indian Ethos & Business Ethics

402

IV

5

Corporate Social Responsibility & Sustainability

408

IV

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

3

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

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

321

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

1.4 - Feedback System

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

File Description	Documents
URL for stakeholder feedback report	http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/1.4.1%20Feedback%20reports.pdf
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

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

File Description	Documents
Upload any additional information	View File
URL for feedback report	http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/1.4.1%20Feedback%20reports.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

655

File Description	Documents
Any additional information	[View File](#)
Institutional data in prescribed format	[View File](#)

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

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

167

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

2.2 - Catering to Student Diversity

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

At the beginning of the session the psychometric and aptitude test are taken for all the 1st year students for bifurcating them. The main objective was to identify the factors affecting the students' performance and provide proper solution for improving their performances. For the fast learners we provide number of opportunities like participation in conferences and workshops, coordinating the curricular and extra-curricular activities where they can boost their leadership and team building characteristics.

The Institute offers broader spectrum of the programs for advanced learners like live projects, internships, intercollegiate programs, hackthons and codathons etc. similarly the internal grooming activities like softskills, extempore, essay wiritng quiaes are conducted for slow learners, their participation and learnings are assessd timely. The remedial sessions are conducted to enhamce the oveall performance in the course.

Owing to the changes in the pattern of MCA course, and knowing that Students seeking admissions come with from varied Universities

having varied levels of technical competencies, it is felt essential to conduct a Bridge course before the commencement of semester.fast learners are motivated to register on additional courses of NPTEL, motivate them to participate in codathon/hackathon or get them register on platforms like Techgigs.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

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

Number of Students	Number of Teachers
655	**26**

File Description	Documents
Any additional information	[View File](#)

2.3 - Teaching- Learning Process

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

The department of MBA conduct lot of activities which give boost to the creative ability of the students and provide them a stage to promote their skills. The department give due weightage to the student-centric methods of enhancing lifelong learning skills. Under the experiential learning the Add on courses in like Excel, Advance excel, and Tally are offered to all the students. Students also got in hand training under Summer Internship Project, Industrial Visits, and workshops. In Participatory Learning the students participated in number of activities like seminars, Webinars, organization of annual fest-Aarambh. To inculcate the problem solving skills among the students by making it compulsory for all the students to solve case study, live projects, assignments, ideathon and so on.

Technical sessions on Postgress, Django, Salesforce were conducted by Industry professionals. Certain internal projects like LMS, Result Analysis were initiated under the guidance project guides. Real time business projects on Business Analytics were executed and results communicated to customer.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	**Nil**

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

The institute is well equipped in resources with sufficient number of ICT equipments viz LCD projectors, computers, smart boards, a fixed line high speed internet access, digital library, Microsoft teams etc. The faculties take various CIEs through Microsoft Teams like MCQ test, case study and the students are also required to upload all the assignments, case study on it. Students take advantage of dedicated language lab in the institute.

MCA Department maintains a Youtube channel comprising of videos in Java programming, Software Project Management and Cloud Computing;

Faculties use different IDEs like Netbeans, Eclipse or online platforms like replit, Tools like Excel, OpenSource platforms to teach relevant technologies -Faculties encourage students to use discussion forums and platforms like github to interact externally -Faculties get familiar with means and modes used by different renowned Faculties on online leaning platforms like NPTEL, Udemy and reuse some part by integrating it during their sessions.

Faculties participate in competitions on platforms like Techgig; They motivate students to register online on such platforms and participate in competitions both online and offline;

Organizing practicals, VIVAs (External), capturing evidences, creating documentation was achieved using relevant platform and tools.

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

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

2.3.3.1 - Number of mentors

31

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

2.4 - Teacher Profile and Quality

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

26

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

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

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

7

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

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

2.4.3.1 - Total experience of full-time teachers

120

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

There is a standard process of internal assessment which is transparent as well as robust. Evaluation process gets communicated to students during orientation. The students have to appear for 3-CIEs which include MCQ, Assignment, case study as well as end term exam in the physical form. The students are informed about the CIEs date and syllabus well in advance through various communication channels like official whatsapp group and email. Students are having access to check their CIEs which submitted on MS Teams as well as final paper after the remark by the concern faculty. Solutions are discussed, the marks of all the CIEs are displayed and if student have any grievances, it is resolved immediately. Based on the performance of students and requests raised, remedial classes will be scheduled

File Description	Documents
Any additional information	View File
Link for additional information	Nil

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

The department has a very efficient mechanism to deal with examination related grievances which is transparent as well as time bound. All the CIEs are conducted on the day and date on which it is scheduled in CIE calendar. If the student fail to give the CIEs as per the time table and the reason for being absent on that

particular day is genuine than retest is conducted. The date and time of the retest time table is also communicated to the students well in advance. After the conduct of Internal end term exam all the faculty members show their respective subject answer sheets to the students and if they have any doubt/grievances, it is resolved immediately. In case of CIEs which are uploaded on the MS-Teams and the students have any query or dissatisfaction regarding marks, he/she can meet the concerned faculty. If a students is not satisfied with the marks awarded even after it is resolved by the concerned faculty. The marks of all the CIEs are displayed on the noticeboard after the clearance of Individual grievances. Any further grievances among the student, he/she can approach the grievance committee for investigation and action.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	**Nil**

2.6 - Student Performance and Learning Outcomes

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

The department of MBA adhere to all the objectives of Outcome Based Education (OBE), the Program Outcomes (POs), Course Outcomes (Cos) are designed by the savitribai Phule Pune University and Program Specific Outcomes (PSOs) are designed by the department after rigorous consultation with all faculty and the stakeholders. The above outcomes are widely propagated and publicized through various means such as display and/or communication through Student in Induction Programs, curriculum, classroom, Faculty meetings, and teaching plan. In the induction programme, at the time of addressing the students, the HOD created the awareness about COs, POs and PSOs. The faculty members, mentors, course coordinators, also inform the students and create awareness and emphasize the need to attain the outcomes. All the lesson teaching plans prepared by the respective faculty members also have COs, POs and PSOs as well as PO-CO Correlation matrix showing there degree of correlation.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	http://www.pibmpune.org.in/public/assets/PDF-folder/MBA_PO_CO.pdf,http://www.pibmpune.org.in/public/assets/PDF-folder/MCA_%20PO_CO.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The institute take all the steps for the achievement of CO-PO for all the courses. The CO-PO are properly defined with the syllabus circulated by the university and as we are affiliated to SPPU we follow all the instructions given by them. The outcomes assessment plan specifies the performance targets/criteria (measurable objectives) that are used by the domain to determine the extent to which the programme learning outcomes are being achieved. In the CO-PO Mapping, 3 levels are defined and on the basis of that we calculate the attainment: Level 1=Less than 39%, Level II-39% to 49%, Level III-50% and above. The assessment of student learning outcomes is done by using various measurement tools like viva, internal, external examination. Assessment methodology/tools for each subject are decided keeping in mind the parameters/learning outcomes of that particular subject.

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

2.6.3 - Pass percentage of Students during the year

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

278

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	http://www.pibmpune.org.in/public/assets/PDF-folder/pdf/PIBM%20Annual%20Report%20-2022.pdf

2.7 - Student Satisfaction Survey

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

http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/Student_satisfaction_survey.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

NIL

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

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

3.1.2.1 - Number of teachers recognized as research guides

4

File Description	Documents
Any additional information	[View File](#)
Institutional data in prescribed format	[View File](#)

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

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

0

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

3.2 - Innovation Ecosystem

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

The Institute has well established and active Institutional Innovation Cell and has active members from both the departments. The policies under this innovation and enrichment cell are updated according to the guidelines and notifications by UGC and the University. All the innovations and knowledge enrichment programs are conducted keeping in view the demand and the requirement of the corporate sector. Institute always encourage students as well as faculty members to participate in innovation culture and to promote research by conducting different enrichment, innovative, technical workshops.

To magnify the innovation thinking amongst the students, faculty members are always uplift them to involve in different hackathons, coding competitions, and technical competitions. Institute consistently support the students and faculty members to acquire trending technologies by inviting industry experts for delivering hands-on workshops and seminars.

Live projects with various industries enables to transfer ideas and practical knowledge.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/3.2.1.1_Institutional%20Innovation%20Council%20IIC%202021-22.pdf,,http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/3.2.1_5_Knowledge_Enrichment.pdf,http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/3.2.1_6_Live_Projects.pdf

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

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

13

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

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

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

16

File Description	Documents
URL to the research page on HEI website	http://www.pibmpune.org.in/research_publication
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

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

21

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

0

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

3.4 - Extension Activities

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

As the main function of is to provide advanced education, it's clear that this can be used as a tool to encourage social responsibility

amongst students .PIBM ensures in conducting research into local crises that need attention is an excellent way of doing so, whilst not forgetting the importance of interspersing teaching of these issues within the curriculum in association with NGO and Corporates. PIBM conducts various activities like visiting oldages, orphanages ,food distribution, cloth distribution, tree plantation, spending quality time with the senior citizens etc.

PIBM is emerging as one of the leading institution of higher education and play a vital role in fostering social responsibility among its students. PIBM family realizes that the purpose of education is not just preparing the students to earn a livelihood but more so to make them good citizens and above all good human beings. Values of caring and sharing with the under privileged are one of the important elements to be inculcated through education. Institutions' Social Responsibilty Committee provides the students an opportunity to understand the community; identify its needs and problems as well as the solutions in which they can be involved by assuming social and civic responsibilities.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	[View File](#)

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

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

0

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

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

and NGOs) during the year

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

5

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

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

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

470

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

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

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

2

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

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

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

14

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Institute ensures adequate availability of sufficient infrastructure to operate teaching, learning and research programmes. Institute has well-furnished and well-ventilated Classrooms. Laboratories are maintained by the respective department staff and attendants and supervised by the respective Head of the Department.

The physical facilities are taken care by the team of supervisors who manages the work of water plumbing plants, generator sets, general lighting, power distribution system, solar panels etc. repairing and maintenance through his associates. The team also works on maintenance and cleanliness of the buildings, classrooms, labs, furniture, campus ground, sports facilities, staff lounge, and

amenity area. The institute also ensures the optimal utilization of seminar hall for conducting seminars, guest lectures, etc.

Computer lab is effectively utilized for conducting practical classes based of technology learning and training.

Library has appropriate information resources and e-resources as well along with reading room and multimedia area. Library includes adequate facilities and services such as Repositories, Document Delivery Service, Current awareness service, Selective Dissemination service, etc.

The institute provides ICT services and facilities. The annual maintenance includes the required software installation, antivirus and up gradation. To minimise e-waste, electronic gadgets like projectors, computers, printers, photocopiers are serviced and reused. Campus WiFi is maintained by respective centre. Maintenance of Lab Equipment

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

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

The Institute has adequate facility for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc. The Common and standard Policy and Procedure will be followed for sports, yoga centre etc. which is mentioned in the criteria 4.4.2.

Cultural activities conducted in Amphitheatre with seating capacity of 1000 and Auditorium having 200 seating with Audio Visual Facility mounted LCD , for public speaking, sometimes we conduct online yoga in auditorium.

Sports room have indoor games like carom, chess, table tennis for recreation average attendance to use this is 30 percent. Institute has a Sports ground Volleyball court and basketball court

Institute has well equipped Boys Common room and Girls common room with the provision of seating, water and toilet facilities.

Institute utilizes seminar halls and auditorium for organizing academic meetings, seminars, conferences and cultural events is made. For accessing the facilities, the organizing faculty/staff member submits a form available with PRO, through HOD and the date of event is registered and the halls are accessed on priority basis

Gymnasium has latest equipment for fitness.

Cafeteria is well-furnished and also fulfils essential requirements such as washbasin, refrigerator, kitchen equipment

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

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

11

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

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

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

798414

File Description	Documents
Upload any additional information	[View File](#)
Upload audited utilization statements	[View File](#)
Upload Details of budget allocation, excluding salary during the year (Data Template	[View File](#)

4.2 - Library as a Learning Resource

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

Since August 2008, we are using ' Vridhhi Software ' as Integrated Library Management System. Membership is provided to every student and faculty member. PIMB library is fully automated with with internet bandwidth 100mbps. Vriddhi has all required mudules for functioning the library adequately. Vriddhi provides OPAC facility in library. By using the member's data Librarian can generate the ID card for the member and the library management software will generate a Barcode for the member which helps infuture transactions. This helps to keep track of all the existing books.

There will be a unique Id for every book. Barcode will help in Issue- return functionality. While issuing a book, the librarian scans the barcode in the system and an entry is into the system for the specific book against the specific student or faculty member

The librarian can define the number of books that can be issued to a specific member in the system. Daily/monthly/yearly reports can be generated from the system. The report can be extracted item wise like the report will explain how many items are issued, expired, out of use, etc. Member-wise reports can also be generated.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	Nil

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	B. Any 3 of the above

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

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

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

22570

File Description	Documents
Any additional information	[View File](#)
Audited statements of accounts	[View File](#)
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	[View File](#)

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

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

25

File Description	Documents
Any additional information	[View File](#)
Details of library usage by teachers and students	[View File](#)

4.3 - IT Infrastructure

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

Institute has four labs, nine classrooms and 2 seminar hallsalong with wi-fi setup. Each lab having one technical person, a lab assistant

The Institute regularly updates the IT facility by eliminating the

old stock and buying new equipment and software

Maintenance of ICT Facilities

• The Computer Centre (lab)and its support staff maintain the ICT facilities including computers and servers.

• The annual maintenance includes the required software installation, antivirus and upgradation. To minimise e-waste, electronic gadgets like projectors, computers, printers, photocopiers are serviced and reused. Campus WiFi is maintained by respective centre.

Maintenance of Lab Equipment

• The respective faculty members, staff, lab assistants and other service personnel are given responsibility to maintain the equipment under their purview.

• Dead Stock registers, asset registers, logbooks, tools and plant registers are maintained by the respective laboratories to report entries and defects arising for rectification. All major repairs are identified and external expertise sought for maintenance of equipment wherever necessary with the permission of the Registrar.

• Standard operating procedures for all equipment's are made available to the users.

File Description	Documents
Upload any additional information	[View File]()
Paste link for additional information	**Nil**

4.3.2 - Number of Computers

302

File Description	Documents
Upload any additional information	[View File]()
List of Computers	[View File]()

4.3.3 - Bandwidth of internet connection in the

A. ? 50MBPS

Institution	

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

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

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

3436671

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

The physical and academic support facilities are taken care by the team. The supervisors and the team manage the work of water plumbing plants, generator sets, general lighting, power distribution system, solar panels etc. repairing and maintenance through his associates.

Minor repairs are registered in a ledger maintained in the office and are attended on priority basis. Students optimally utilize all classrooms during the daylong working hours and are also mentored to upkeep the furniture. Maintenance and Utilisation of Library and Library Resources

The Institute has defined infrastructure policy documented in a Policy Manual

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.

File Description	Documents
Upload any additional information	[View File]()
Paste link for additional information	https://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/Process%20Manual%20V.1.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

353

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	*View File*
Upload any additional information	*View File*
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	*View File*

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

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

14

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

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

File Description	Documents
Link to Institutional website	http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/5.1.3_Capacity_Building_and_Skill_Enhancement_Activities.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

180

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

180

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

69

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

1

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

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

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

1

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

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

2

File Description	Documents
e-copies of award letters and certificates	View File
Any additional information	View File
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

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

The Students' Council at the Institute is the student body initiating 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 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 several sub committees//clubs are setup viz. Sports Club, cultural club, Industry and Research committee, CSR Committee and IIC etc.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

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

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

5

File Description	Documents
Report of the event	[View File](#)
Upload any additional information	[View File](#)
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	[View File](#)

5.4 - Alumni Engagement

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

The alumni meet aims to foster a sense of community among alumni, while supporting a sense of connectedness back to the institution feeling, Alumni meet will help new professional's students to learn and discuss current business world and, to establish an acquaintances. One of the main purposes of alumni associations is to support a network of former graduates who will, in turn, help to raise the profile of the university. Just like most other university student organizations, alumni associations aim to bring together like-minded individuals to guide the new students Alumni of PIBM is associated with the institute by connecting with the current students by conducting sessions for students, providing the students with a platform to do Summer Internship Projects. Mr. Farhan Shaikh and Mrs. Shruti Shashidaran had taken academic subjects as their alumini contribution ,while other Alumi like Niranjan, Janvvi and Abhijeet are prominent among many others who have shared their knowledge and talents for making our students corporate ready, at same time from MCA Ms. Daraksha Tamboli, Dev Takur and Badal have conducted multiple sessions for MCA students.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	<u>View File</u>

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

File Description	Documents
Upload any additional information	<u>View File</u>

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Following the vision statement, we always direct our efforts towards achieving excellence in the technical field driven by the management. We believe and have proven in the past that following this mindset we can develop management capabilities and entrepreneurship in students. The following are some actions that demonstrate our compliance with the Vision and Mission of the

institute.

- In addition to the regular technical curriculum prescribed by the university we develop advanced technical skills in aspirants by imparting them External training from the various industry experts for eg. Last AY institute provided the upcoming technology training such as Sales Force, Flutter Django, PostGreSQL, Laravel Framework etc. Our focus is on Entrepreneurship development through Institutions Innovation Council and Incubation Cell by organizing various workshops to nurture them.
- To upgrade or impart the hands-on practical knowledge to the students we have setup an Industry lab which is equipped with advance technological aids which help students to polish or brush up their practical knowledge.
- For better hands-on experience students facilitated for internship and live project training.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	[View File](#)

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

It is our mission to evolve learning systems and focus on the entrepreneurship mindset among our students and hence it is very essential for us to cultivate leadership qualities within our faculty members and students. Hence in order to create these leadership qualities we encourage faculty members and students to organize various events like webinars, seminars, and workshops by creating various committees and assigning each of them a set of tasks to execute and provide the collective results. The faculty members as well as students are given responsibility and accountability to organize such events.

In the institute we conduct various intra or inter institute events where in each and every responsibility and accountability is given to the students along with faculty members .Students need to learn right from planning the event on every step to the execution and implementation successfully. Our Inter collegiate event "AARAMBH " is one such event where right from planning what events to be kept ,registrations from various colleges and then executing applies

decentralization and students learn in teams

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

A Strategic plan is developed focusing on New National Education Policy- 2020 and the need of the hour. The focus was on digital and online learning. On the backdrop of pandemic the learning management system (Ms Teams) was already in place and has been practiced. The Institute initiated a step ahead towards blended and hybrid learning for the students who were attending regularly in the class (only by registering) and the students who were attending the classes remotely. Laptops connected to the smart boards on LMS platform with blue-tooth hearing aids like ear-pods, faculty could deliver the sessions and attained the offline and remotely accessed students simultaneously

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/6.2.1_Institute_Strategic_Plan_Documents.pdf
Upload any additional information	**No File Uploaded**

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

The managing board consist of patrons, president and secretory of Kamala Education Society and the director of the Institute. The formal framework is designed by the top management & head of the institution. Directives received towards effective implementation of quality policy and plan through inter and intra departmental meetings and monitor the outcome through IQAC. The plan of action is chalked out by IQAC towards achieving objectives of an institution. IQAC formulates an action plan after discussion with all the

committee members. Valuable suggestions given by committee members are included in agenda and then placed for approval. The faculty members through various committee activities execute quality policy and plans to achieve qualitative improvement in its functioning. Heads of the Departments are empowered to take decisions for smooth conduction of departmental activities. The administrative staff takes care of administrative activities such as, Implementation & monitoring of budget as per plan, issuing of certificates, admission procedures, and submission of documentsto university, the administrative staff maintains the muster, service book, dead stock, maintenance of important files & records.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/6.2.2_Organograph.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	A. All of the above

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

6.3 - Faculty Empowerment Strategies

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

Employee welfare is very crucial to boost and motivate the morale of the teaching and non-teaching staff to achieve the goals of the institution. To do so we provide various tokens of appreciation,

gifts, awards to our faculty members on occasions of various events like teacher's day, Diwali, etc. In addition to this institute had provided uniforms to staff members to inculcate uniformity and fostering team work . Various gatherings like Dasara celebration, Diwali celebration, etc are organized so that all the teaching staff and non-teaching staff can get together and participate as a team.Teaching and non teaching staff is appreciated for their achievements on Independence Day and Republic Day.

Uniforms, Insurance, Medical Check-ups, everyday Hi-tea, sponsoring in research workshops, publications, seminars, FDPs are regularly practiced.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File]()

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

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

7

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

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

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

3

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

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

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

9

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

Every year the 360 degrees performance appraisal of the faculty members is carried out by assessing their involvement in teaching, learning, research, contribution towards administrative work, self-development through their attainment in refreshers course, NPTEL-MOOC , Seminars, Workshops and other recognitions.

Process followed-

1. **Faculty fill the Self-Appraisal Report and submit to the HoD.**
2. **Ho.Ds verify the faculty appraisal details seeking assistance of Admin staff and provide the appropriate remarks**
3. **Director reviews the H.o.D remarks and endorse for further actions to the management.**

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

6.4 - Financial Management and Resource Mobilization

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

There is a System in place to conduct the financial audits by internal and external authorities. The accounting books are well maintained throughout and are scrutinized as a supporting document for the internal and external audits. The external audit is done in all the financial years according to the GAAP by Mehta Shah Co. The objective of an external audit of financial statements is to determine whether, in the auditor's opinion, the statements present fairly in all material respects in terms of their true and fair nature. The external audit takes into consideration the vouching of all bank and cash transactions, Ledger scrutiny, analysis of fixed assets registers, cash book, advance register, checking of bank reconciliation statement, scrutiny of all documents relating to purchase of fixed assets. These financial audits help institutes to understand how their business operates, uses money, and assumes risk. This understanding is crucial to the success of any business, regardless of its size. The open points or the concerns raised by these audits are planned and tracked down to be closed with the proper effective solution within one year.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

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

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

0

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

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

The institute utilizes around 60-65 percent of the funds towards faculty remuneration, further funds are used in staff welfare in terms of faculty development program, Refresher course, short term courses, research publications, workshops, conferences. Around 15-20 percent of funds utilize in student welfare in terms of guest lectures, expert sessions, industrial visits, and their remuneration for different social activities like intercollege sports, coding, dance and singing competition. Around 15 percent of funds utilize in infrastructure development like timely development of classrooms, libraries, labs, purchasing advanced tools in terms of upgrading technology. Around 5-10 percent of funds are miscellaneous.

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

6.5 - Internal Quality Assurance System

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

Number of efforts had been taken, particularly under 'Gyansagar' initiative, where faculty had imparted knowledge to other institutes in various capacities.

'Srijan' and 'Udoug Sahyog' programme also included activities aimed at cultivating an entrepreneurial culture, providing real-world solutions to the sector. Institute invited industry experts for Guest sessions in Corporate week, Enrichment Sessions and Conference. MoUs were signed with corporates for giving exposure of live projects to students. Public awareness under initiative 'Sachet Nagrik' and social work under 'Satkriya' initiative was undertaken.

For developing knowledge of the faculty, the members are encouraged to write research paper in high indexed Journals and to do Ph.D. Encouragement to faculty members by giving financial support to attend seminars, workshops, conferences, and other events so as to improve their research abilities. Faculties and students take further courses and certification courses to upgrade their professional and personal development. For facilitating the research efforts of the faculty, institute provides laptops, journals & e-journals, Wi-Fi, memberships of E-resources such as DELNET and National Digital Library, etc. For students various Add on course on latest knowledge and technology were arranged as per the requirement of the market.

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

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

IQAC conducts periodic reviews of the academic and administrative functioning. HoDs and IQAC assess and evaluate the Teaching Plan provided by the concerned subject faculty on a regular basis. According to the teaching plan, students' assignments should be gathered within a predetermined time frame. Students' internal marks are obtained from their completion of CCEs; these concurrent evaluations are verified by the HoDs. Result is analysed and PO-CO mapping is done to find out whether program objectives has been successfully met by us and up to which extent. It reviews the progress of academic activities such as, the number of classes held, course syllabus covered, Internal Examinations conducted and teaching lesson plans and also verifies them with academic plan to identify problems, if any. Feedback is collected from stakeholders on Teaching – Learning performance at the end of each semester. The

certification courses are chosen, developed and implemented based on feedback comments received. At the end of the year Internal Academic and Administrative Audit was conducted

The performance of faculty is evaluated every year based on their efforts towards teaching learning, self-improvement and contribution at department and Institute level. Efforts of those who excel in their performance are appreciated with due recognition.

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

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	**B. Any 3 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	http://www.pibmpune.org.in/public/assets/PDF-folder/pdf/PIBM%20Annual%20Report%20-2022.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The Institute has majority of Girl students, several programs conducted in the institute to address the gender equity and appropriate efforts are taken to sensitize it.

1. International Women's Day, a program organized on 'Gender Equality today for Sustainable Tomorrow'.On concluding of the program,Honorable secretary Dr. Deepak Shah honored each lady staff member by offering a token of appreciation.
2. In January 2022, Women Empowerment Cell had organized event on 'FEMALE LEADERSHIP IN CORPORATE WORLD'.

To sensitize the students towards gender equity, Transgender, representative of election commission of India 2021- Ms. Gauri Sawant was invited for sharing her thoughts with the students. She motivated our students with her inspiring and influencing words.

A street play on gender equity (voluntarily selected subject by the institute) was performed in intercollegiate competition organized by Karmveer Karandak Spardha at Dr. Ambedkar College, Sanghvi Pune. Our Student Ms. Suchitra Giridhar, is a state level stage actor played monologue on Gender Equality, where boy or girl should be treated equal message was given.

File Description	Documents
Annual gender sensitization action plan	http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/7.1.1.pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/7.1.1.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	[View File](#)
Any other relevant information	[View File](#)

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

- **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 of safely as per standard methods.**
- **Routine checking and repairing of Taps, Drainage and water pipelines is done.**
- **Single sided used papers are reused for writing and printing in all departments. Important and confidential reports/ papers are shredded and sent for recycling after completion of their maintenance period.**
- **All the miscellaneous e-waste such as CDs, batteries, fluorescent bulbs, PCBs and electronic items are collected from every department and office and delivered for safe disposal.**
- **Useful parts of electronic gadgets like hard disk, CPU, monitors, mobile phone charger, CD drive etc. has been removed from the old computers for reuse. Old computers has been donated to poor students of various schools.**
- **Metal, wood, glass and plastic scrap collected from library, office and college campus is given to scrap dealer for recycling.**
- **A paper shredder machine is installed in the office to recycle the paper.**

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

7.1.4 - Water conservation facilities available	A. Any 4 or all of the above

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

File Description	Documents
Geo tagged photographs / videos of the facilities	[View File](#)
Any other relevant information	[View File](#)

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. **Restricted entry of automobiles** 2. **Use of bicycles/ Battery-powered vehicles** 3. **Pedestrian-friendly pathways** 4. **Ban on use of plastic** 5. **Landscaping**	**A. Any 4 or All of the above**

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

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

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

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	**A. Any 4 or all of the above**

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

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

1. **Marathi Bhasha Diwas celebrated enthusiastically. Students performed various cultural activities like singing marathi songs, singing Powada. Reciting poems on poet-Kusumagraj. Marathi Language Day is celebrated annually on February 27 to honour the birth anniversary of famous Marathi poet Vishnu**

Vaman Shirwadkar, who was popularly known as 'Kusumagraj'..

2. The institute celebrated diverse cultural festivals Mosaic viz Onam, a festival of Kerala, Haldi Kunkum- a festival from Maharashtra, Ramzan-Eid a festival of Muslims, Christmas- a festival of Christians Diwali and Ganesh Festival.

3. Faculty, staff members and students actively and enthusiastically participated in "Aarogya sangopanasathi Sath Chal" with pandharpur wari.

4. MBA Department has started new Intra Collegiate Cultural Contest called Aarambh since last year. This year we conducted Aarambh 2.0 where various cultural programmes were presented by students from different colleges.

5. We have students from Bihar, Jharkhand, West Bengal, UP, Karnataka, Andhra, Tamil N?du, Goa and from many other states who really enjoy the cultural environment in the campus. In freshers' Party they performed acts in their native languages.

6. This year Institute sponsored students to watch movies "Kashmir Files" and Roketry – the Nambi Effect under communal and socioeconomic activity

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View File](#)
Any other relevant information	[View File](#)

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

The Institute celebrated Constitution Day on 26th November which was a Dr. Rajendra Kankariya CAO of PGI Group spoke on the importance of the day and addressed the gathering. All participants took oath by reading Preamble of constitution.

Faculty members certified Universal Human Values Course from AICTE, a special sessions were organised by these faculty members for all students across the program.

To understand values, rights, duties through constitution, Special Lectures by Expert were arranged for all students of MBA and MCA, where a common platform was given to discuss and solve students' queries related to rights and duties towards our nation.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/7.1.9.pdf
Any other relevant information	**Nil**

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized	**A. All of the above**

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

This year the Institute celebrated Independence Day, Republic Day, Mahatma Gandhi Jayanti, Hutatma Din (Shahidi diwas), National Education Day and Savitribai Phule Jayanti along with important festival celebrations

Dasara Celebration (Khandenavami Celebration)

Diwali Celebration: where faculty members of KES showcase their talent by performing dance, acts, playing instruments. Our Director Sir played mouth organ and played few Bollywood song, which was enjoyed by all the faculty members. Three of faculty did fusion

song.

International Women's Day

International Women's Day was celebrated in three parts this year. KES Secretary honored every faculty member by giving token of appreciation. Faculty members celebrated with students by organizing 2 contests.

International Yoga Day

On 21st June, our college celebrates this day by practicing Yoga, this year session was conducted online on MS Teams.

Teacher's Day Celebration

Student Council celebrates September 5th of every year to remember the contribution of teachers in a student's life. KES as whole Group celebrate Teachers' Day.

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

7.2 - Best Practices

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

1. Learning Perspectives

New Technologies are continuously evolving and students should always made aware of that. PIBM faculty members while making aware of these technologies to students, they start from scratch, each and every line of code is written in front of students. Programs are executed using various IDEs like Visual Studio Code, Eclipse, NetBeans, Sublime Text, and so on. Programs are taught using debugging and line by line. As programming languages are complex, the same program can be written in various ways, are taught.

   1. Demonstrations in learning

2. Formation of Coding Club, Industry Lab
3. Alumni Mentors

2. Industry Live Research Projects

To develop required skills and employability, live projects are imparted by the Industry to a group of students. Students rigorously work on these projects and execute the assignments to fulfill Industry need.

Sr No.

Name of the company

Location

Date of the project

Area of function

1.

Cleverground Technologies Pvt. Ltd.

Pune

18-Jul-22

ERP

2.

Spurthi Agrotech

Pune

11-Jul-22

Railway-Patent

3.

Flinch Global Facilities Services Pvt. Ltd.

Pune

24-Mar-22

DIPP- Start-up India

4.

Manisons Industries Pvt Ltd.

Latur

16-Mar-22

Business development

5.

Trigati Corporations

Pune

15-Jul-22

AL Cleaning

6

Bewow Collections

Pune

27-Mar-22

Apparel Branding

File Description	Documents
Best practices in the Institutional website	http://www.pibmpune.org.in/public/assets/PDF-folder/IQAC-2023/Best%20practices%202021-22.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

Startups and Entrepreneurial Development: The Institute started the Institutional Innovation Cell under MHRD, New Delhi and registered with Startup and Innovation Cell under Savitribai Phule Pune University.

The Institute Innovation Cell Organized Field/Exposure Visit to Incubation Unit/Patent Facilitation Centre/Technology Transfer Centre, Pimpri Chinchwad Startup Incubation Centre at Auto Cluster Development and Research Institute, MIDC, Chinchwad, Pune

We signed MOU with them.

IIC Coordinators conducted programme on turning creative ideas to business model with Asian College of Commerce, Pune as a part of startup innovation.

The Workshop on "Startup Beginners: Idea to Execution was organized by S. S. Girls College, Gondiya conducted by PIBM.

Institute faculties have also initiated the sharing of knowledge towards Startup and Entrepreneurship through Faculty Development Program, Experts Session, Guest Sessions, and Students Awareness Programs.

Two startups were initiated this year by PIBM

  1. **Visa Tech Industries LLP, Pune for industries storage**
  2. **Sankhya Upskilling Pvt. Ltd for eduTech.**

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

The future plans across all the departments shall focus on readiness towards implementation of NEP 2020. The steps ahead shall be in alignment of strategic plan of the Institute. The Phase I emphasized on digital learning perspective wherein the transition will carry towards providing multiple options to learn. An autonomy to the faculty members to build and edit the curriculum have a huge scope. The forthcoming year shall be focused on developing these curriculum to embed the employability skills in students and up bring them to meet the Industry demands. Several initiatives explored by the Institute shall be escalated thoroughly such as, Industry Live Projects, , Entrepreneurship and Start-up Linkages, Skill Enhancement through Industry mentors, and Innovative Teaching Practices

Following actions will be initiated

  1. Making MOU with Industry towards

   *   Live Projects
   *   Summer Internships
   *   Placement

2. Making MOU with Academic Institutions -

   *   Knowledge Sharing
   *   Collaboration Projects
   *   CSR Activities.

3. Activities for Entrepreneurship Development

   *   Business Idea Generation
   *   Product to Launch
   *   Visit to Incubation Workshops on Funding and Govt. Assistance
   *   IPR Workshops
   *   Inviting Startup Promoters

4. Activities towards the Startup Linkages

- Interaction and Orientation Sessions of Entrepreneurs/ Alumni Entrepreneurs
- Consultancy for developing Startups
- Internship Opportunities
- Association with Govt. Organization

5. **Skill Enhancement**

- Introduction of New Add on Courses
- Introducing Industry mentors
- Conducting enrichment courses

6. **Local and Out of state Industrial Visits**

7. **Outdoor Management Training**

8. **Vocational Training Sessions**

9. **Organizing Traditional and Cultural Programs**

10. **Innovative Teaching Practices**

- Adoption of Case Study Pedagogies
- Experiential Learning Methods
- Simulation Software