



YEARLY STATUS REPORT - 2020-2021

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 Phile 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/uploads/pdf/AQAR%202019-20%20report.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/uploads/pdf/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	01/11/2023
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	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<p>*In the last AY 2019-20, IQAC had named five initiatives for focusing on the activities which the organisation wants to promote. Activities conducted under these 5 headings are as under: ? Udyoug Sahyog (Help to and from industry)-In total 3 activities had been conducted during the year for bringing industry and academia more closer. ? Srijana (Creation)- For Technological Innovation and Start-up-In total 15 activities were conducted to foster the culture of entrepreneurship, innovation along with competitive spirit ? Satkriya(Doing Good)- For doing Charity work–Due to pandemic the activities which the organisation was usually taking was not feasible, so very little work is done under this which includes donating food for flood victims ? Sachet Nagrik(Conciuousness)- For spreading Awareness in public- In total only 6 activities were conducted. Due to pandaemic we were not able to conduct physical activities ? Gyansagar(Ocean of knowledge)-For Knowledge Sharing by faculties-In total 68 activities were conducted. Faculties had shared their knowledge at national, state and local level on diverse issues. * Promoting the culture of learning among students and faculties for knowledge enrichment by encouraging them to join various courses, FDPs, induction programmes and certifications. *Organised online classes for students due to lockdown period and brought significant changes in teaching learning system by imparting education through case studies in MBA and through demonstration and hands on by using screen sharing technology. *Conducted Virtual</p>		

sports competitions due to the pandemic *Signed MOUs with external agencies for running certification courses on Share Marketing, Advanced Excel and Tally ERP *Placement improvement by arranging more mock interviews for final year students

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
Starting of Research Center in the institute	Steps were taken to get approval for starting an research center in the institute , approval for the same has been received on 05/05/2021, In the beginning total 7 seats were declared for PhD enrollment, applications has been received , interview is scheduled for 4th Feb. 2021
Encouragement to faculties for paper publications in UGC care journals, Scopus, Web of Science	4 research papers has been published in Scopus journal and 14 papers had got published in UGC care journals
Improvement of library services	33791 worth of books were purchased during the year. DELNET database services were renewed for access to e journals, ebooks and other e contents
Find slow and advance learners for proper teaching learning	By use of psychometric test identified slow and fast learners. Remedial sessions arranged for slow learners. Fast learners were encouraged to write research papers and also guided for entrepreneurship and learning of advance technologies beyond syllabus
Improvement in E Infrastructure	Addition in computer systems, personal laptops to each faculty along with separate Bluetooth and arrangement of two Stylos (e- Writing pads) for teaching number based subjects online. E learning resources has also been

	added in the library
Conduct of activities under 5 chosen initiatives predefined by the organization	Number of activities had been conducted under five initiatives such as 27 activities under initiative 'Gyansagar', 2 activities under 'Udyog Sahyog', 16 under 'Srijana', 7 under 'Sachet Nagrik' and 1 activity under 'Satkriya'
Collection of data and reports for AISHE, AQAR, NIRF	Successfully conducted collection of data and assimilation for that towards uploading for AISHE, AQAR, NIRF
Establish innovation culture in the organisation	Successful conduct of various competitive activities, seminars and workshops under Institute Innovation Council. Few startups initiated are VTRS Agro Product by Mr. Sudhakar Mahadik, Shree Honai Traders by Mr. Tushar Gurav, Soham Trading Company by Mr. Sanjay Gund, Edmuler by Mr. Ronit Kasagaonkar and Teslac by Mr. Bhavesh Sirvi
Reach to industries as solution providers for their problems	Live project was taken From Shri Tulja Bhavani Food and Agro Enterprises, Frazile Media Delhi and of Real Estate - Pristine Green Vilas, Kolhapur. Students drew the solution by utilizing their entrepreneurship skill, idea and knowledge of the market.
13. Whether the AQAR was placed before statutory body?	Yes
<ul style="list-style-type: none"> Name of the statutory body 	

Name	Date of meeting(s)
College Development committee (CDC)	06/01/2022

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2020-21	28/01/2022

Extended Profile**1. Programme**

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

File Description	Documents
Data Template	View File

2. Student

2.1	483
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	336
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	167
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File
3.Academic	
3.1 Number of full time teachers during the year	31
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)	6826225
4.3 Total number of computers on campus for academic purposes	202

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

Before starting the semester, the subject choices are given by the faculty members based on which allocation takes place. The timetable and room allocation are ensured with the commencement of the classes. The workload is distributed among faculties appropriately. Academic calendar is prepared with considering all aspects viz,

Curricular, Co-curricular and extra-curricular activities. The departments strive for effective curriculum delivery for which every faculty should make Teaching Lesson Plan indicating concurrent evaluation plan, CO-POs, Teaching hours, Study Material, e-links, weblinks, author list/ references etc.. The innovative pedagogy is used for experiential learning through case studies, videos, demonstrations, role play, real business accounts analysis, simulations and hands on training. In pandemic- post pandemic we have conducted online -offline- blended sessions. We ensured to use advanced ICT tools like smart board, Projector, MS Teams as LMS and embedded software applications for interactive learning like kahoot are used in teaching-learning processes. Every unit is supported by the Evaluation which makes easier to workout the co-po attainment. The scope to adapt remedial measures is allowed in the curriculum planning. Sometimes the students face connectivity issues, so the recording of the lectures are also uploaded on MS Teams platform for their future reference.

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)

Pratibha Institute of Business Management is affiliated to SPPU, so the majority of evaluation norms are followed which are given by the university. The evaluation pattern is divided into two categories i.e. external and internal evaluation. For the external part, the SPPU takes one exam in online mode due to pandemic which is now in the MCQ format and the result for the same is declared by the university. The internal part is taken care by the institute for which CIE is prepared by each subject faculty after having discussion with the HOD. 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	Nil

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

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

1.2 - Academic Flexibility

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

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

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)

6

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

169

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

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 fourth semester i.e. Indian Ethos & Business Ethics and Corporate Social Responsibility & Sustainability so that they understand, inculcate and justify the moral values that ought to guide the corporate professionalism in them. Simultaneously the case studies are conducted which deal in elaborating ethical dilemmas in different business areas of marketing, HRM and Finance and adapt dilemma resolution interventions by referring to certain norms, theories and models of Management. The Digital Marketing add on course offered by the institute also had a unit of ethics to be maintained in implementation of marketing through digital mode.

In MCA Program, the cross-cutting issues are disseminated through the subjects viz. Indian Constitution to understand human values, Information Security to understand professional ethics and soft skills for professional ethics.

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

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

2

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

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

222

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/uploads/pdf/1.4.1_Feedback_report_AY_2020-21.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	View File

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/uploads/pdf/1.4.1_Feedback_report_AY_2020-21.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**

483

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**

156

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

The Program (MBA & MCA) starts with orientation and Induction wherein students are introduced to the course details, teaching-learning and evaluation processes, college discipline, various academic and other schemes along with development and participatory activities. During induction program, the institute conducts aptitude test and Psychometric test to identify slow learners and fast learners. Bridge course is conducted before commencing the classes for both slow learners as well as fast learners, while extended sessions were allotted for slow learners. Fast learners are provided additional assignments viz Live projects, Research activities, involvement in Institute's Innovation Council etc. Add on courses like Advanced Excel, Equity trading, Drupal and Mangodb (in MCA) for Advanced learners are organized, while extra sessions, remedial sessions were organized for slow learners based on their unit test results. The institute organizes guest lecturers, Industry experts' sessions for all the students. A mixed group of fast learners and slow learners will boost the peer learning, these

groups participate in hackthons, code clubs, and social group activities. Institute facilitate students to participate intercollegiate competitions in co-curricular and extracurricular activities. The attainment levels are checked at each concurrent evaluations and remedial measures are taken accordingly.

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
485	31

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

Number of initiatives were started by the Institute to provide students an opportunity of experiential and participative learning; One of the key initiatives was starting the Industry Lab and Coding Club; As a part of Industry lab few live projects were executed and delivered to real time customer; Students participated in Industry lab during (AY2018-19/2019-20) are placed and are doing good in their respective professional careers;

Another initiative started was a coding club, As a part of coding club, few technologies like CodeIgniter, CakePHP, Drupal were identified; Students formed small group and self-learned these technologies with relevant help and guidance from faculty; This improved the coding skills of individuals participating in the club and the visible outcome of the same was that department won couple of State/National level Hackathons/Codethons.

Project based learning through Internship in industry is facilitated through placement department, this inculcates the hands on training and experiential learning. A case study based learning is carried

out in all the subjects to develop situational analysis and decision making capabilities

The institute has Innovation Council IIC, recognized by MHRD various Problem Solving exercises and new business ideas are generated. Business plan competitions and product/service development competitions were organized.

File Description	Documents
Upload any additional information	View File
Link for additional information	http://www.pibmpune.org.in/public/uploads/pdf/2.3.1_Student%20centric_methods.pdf

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

The Institute played a pivotal role in familiarizing MS Team platform among faculty and students. The faculty are trained for the efficient use of tools through training sessions at the institute and/or faculty development programs conducted by IITB, Mumbai. We started taking lectures assignments, MCQ test and other Continuous internal evaluation (CIE) on MS Teams. We also introduced Kahoot online MCQ Quiz which gives students a competitive way participating in Quiz. We go with synchronous and Asynchronous learning where for Asynchronous learning we share various videos to the students to enhance teaching-learning methods,. Faculties encourage students to use discussion forums and other 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. learntoprogramming.com website is maintained by the institute; Youtube channel comprising of videos in Java programming, Software Project Management and Cloud Computing was started. Institute conducted online assessments during pandemic period; 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	No File Uploaded

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

29

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

27

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

113

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.

The entire process of assessment this year was conducted online;

Faculty members while preparing teaching plan make the Continuous internal evaluation (CIE) in the form of Unit tests/ MCQ/Assignments /Presentations/ and other Concurrent Evaluations along with Term End exams, the same was communicated to all classes at the time of commencement of Academic year. Time table for Unit Tests and Term end exam was published in advance and communicated via official whatsapp group and class email group. On creating the channel, faculties created quizzes which had relevant start date/time and end date/time. Based on the timetable, quizzes / assignments use to be open for students to attempt the questions. Results of the exams were officially communicated via whatsapp group and class email group. For final Institute level exams Internal Examination Committee is formed where from each department we make internal supervisor and two sets of Question Paper are made and one of them chosen for the exam. The result is displayed and communicated online. The grievances are entertained and redressed in stipulated

time frame.

File Description	Documents
Any additional information	View File
Link for additional information	http://www.pibmpune.org.in/public/uploads/pdf/2.5.1 Mechanism of internal assessment.pdf

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

The Institute has Internal Examination Committee with dedicated Controller of Examination appointed. The committee operates on the University guidelines, wherein all unfair means are directed towards the university unfair means department. For internal examinations, on declaration of exams / results offline/online the committee entertains the related grievances. Genuine grievances are verified and forwarded to the concern subject coordinator and ensured to get justified within stipulated time and framework. Since the program follows Choice based credit System, the institute offers flexibility to the students in appearing various concurrent evaluations viz. MCQ/ Unit Test /Presentations/Mini Projects/ Scrape Books/ Viva -voce/ Class assignments etc.The committee ensures students are given chance/ opportunity to reappear in the examinations/ evaluations for the purpose of improvements. The final best scores of students are consolidated and submitted to the University

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 college has clearly stated learning outcomes of the Programs and Courses. The Program outcomes and course outcomes are set by the university Board of Studies and we adhere to the same. The following mechanism is followed by the institution to communicate the learning outcomes to the teachers and students. Hard Copy of syllabi and Learning Outcomes are available in the departments for ready reference to the teachers and students. The Co-Pos are displayed on the Institute's Website. The importance of the learning outcomes has

been communicated to the teachers in IQAC meeting and department meeting. Faculties make the teaching plan before the session starts and in that they do the correlation of each CO-PO. For Correlation we take two parameters 1=weak correlation and 2=strong correlation .Faculties make very clear regarding the course outcomes and the program outcomes when they start taking respective subject. The students are also made aware of the same.

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

We give utmost care on teaching learning process and we communicate all the students in all programs. The learning outcomes are clearly defined as per courses of the University. They are influential in achieving the mission and objectives of the University & Institute.

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. 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. The assessment of student learning outcomes is done by using direct and indirect measurement tools like viva, internal, external examination scheme. Assessment methodology/tools are decided keeping in mind the parameters/learning outcomes. Co_Pos are measured and verified the attainment appropriately.

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

161

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/uploads/pdf/PIBM Annual Activity Report 2020-2021.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/uploads/pdf/2.7.1_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)

0

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

3

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

In order to inculcate a culture of innovation among the students and to promote new technology, knowledge and innovation based startups in the campus, various programs were organized throughout the year. Live projects undertaken include Packaging and promotional marketing for FMCG Shri Tulja Bhavani Food and Agro Enterprises, Digital marketing plan for Pristine Green Villas, Panhala, Kolhapur and Marketing plan for Frazile Media, Delhi Students drew the solution by utilizing their entrepreneurship skill, idea and knowledge of the market. Various orientation session on Startup & Innovation were organized. From 21st June to 26th June 2021, "Innovation Week" was organized where A number of distinguished speakers were invited to deliver knowledge among students on various topics.

Under institute initiatives 'Gyan Sagar', some faculties contributed towards knowledge sharing with other organizations on various areas

especially start up and entrepreneurship. 'Udyog Sahyog' and 'Srijan' are also two other initiatives by the institute for inculcating innovative culture by connecting with industry needs.

Faculties and students are encouraged to go for updating their knowledge through attending various courses, workshops and trainings so that they can share their knowledge in innovative manner. Teaching by demonstration and handling industry live projects are outcome of these efforts.

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

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

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

15

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

3.3 - Research Publications and Awards

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

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

11

File Description	Documents
URL to the research page on HEI website	http://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

18

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

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

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

5

File Description	Documents
Any additional information	View File
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

Pratibha Institute Of Business Management 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. It is our collective responsibility to empower the underprivileged to become self reliant so that they can live with respect and dignity. The institution encourages a lifelong journey of community service. Institutions' Social Responsibility 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. Institutions' Education/ Research/Extension are based upon the basic human values to help community as a whole to lead a successful life in changing our neighborhood society which is also the surviving strength of our institute.

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

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

4

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

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

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

231

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

3.5 - Collaboration

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

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

3

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

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

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

3

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
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 has Sufficient infrastructure to operate teaching, learning and research programmes. 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, amenity area.

Classrooms with furniture, teaching aids and laboratories are maintained by the respective department staff and attendants and supervised by the respective Head of the Department. The laboratory assistants take care of their respective laboratories.

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 library staff is clearly instructed in the care and handling of library documents,

The Computer Centre and its support staff maintain the ICT facilities including computers and servers. 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
- Boys Common room and Girls common room is well equipped with seating , water and toilet facilities
- Effective utilisation of seminar halls and auditorium for organising academic meetings, seminars, conferences and cultural events is made. For accessing the facilities, the organising 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 are equipped with new equipment's more advance training instruments are enlisted for more advance training trying to provide in next upcoming year.
- Cafeteria is equipped with Tables, Chairs, 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. 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)

33791

File Description	Documents
Any additional information	View File
Audited statements of accounts	No File Uploaded
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

93

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

4.3 - IT Infrastructure

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

Institute has four labs, nine classrooms and 2 seminar halls along with wifi 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

202

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

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

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

4.4 - Maintenance of Campus Infrastructure

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

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

2662957

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. Extra - curricular activities sports

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://www.pibmpune.org.in/public/assets/PDF-folder/Process%20Manual%20PIBM.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

270

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

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

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

90

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/uploads/pdf/5.1.3.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

0

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

0

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

5.1.5 - The Institution has a transparent

B. Any 3 of the above

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

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

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

129

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

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

5.2.2.1 - Number of outgoing student progression to higher education

1

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

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

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

0

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

5.3 - Student Participation and Activities

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

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

0

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

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

The Institute encourages students to participate in the decision-making process that shapes their future as well as that of the institute. The Students' Council at PIBM is the student body responsible and accountable for Student driven activities conducted on campus throughout the year. These coordinators, along with the President of the Students' Council, form an executive body to oversee all activities. The teamwork of the student community, industry and alumni in keeping the vision of the institute and striving towards excellence. The executive council has been provided with the authority to plan and set goals for their respective teams keeping the faculties in loop. The Director and Faculty coordinator offer their guidance and support to all their activities. The Institute has established the Student Welfare Council to look after the welfare of the students. The student council promotes, and coordinates various activities related to the welfare of the students. The elected representatives design the activities to be carried out semester wise. Tenure of council is one Year. The committee comprises of one faculty coordinator and four students nominated by the management.

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

4

File Description	Documents
Report of the event	View File
Upload any additional information	No File Uploaded
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

Due to pandemic this year we conducted online alumni interactions.

For MCA we conducted session by inviting one of our Alumnus Mr.Nitesh Achhra on 8th August 2020. He conducted the session on 'Office /No Office an isolated & Integrated approach'.

For MBA we arranged a session on 30th and 31st July 2020 where international alumni speakers participated. For this session alumni working abroad also participated. Speakers focus on various topics like "Career Progress", "Onsite Experience". Etc.

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

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

File Description	Documents
Upload any additional information	No File Uploaded

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 WordPress, Drupal, Six Sigma 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.
- With the direction of our leaders along with hard work and dedication of our students, four startups were established successfully in the last academic year.

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 develop 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, workshops by creating various committees and assigning each of them a set of tasks to execute and provide the collective results.

Virtual Sports Fest event organized by PIBM students. This event is an opportunity to take a number of sports events which can be played inside the four walls due to the pandemic. Students organised the three-day virtual sports event. Students take the initiative from preparation of banner, certificate, registration, sponsorships and everything is managed by students under the guidance of faculty members.

During this period of Pandemic, it was very challenging for our faculty members to demonstrate effective leadership qualities to keep the students focused and motivated towards academic curriculum. However, the Faculty members were not only successful in organizing the event but were also able to engage in interactive sessions. The faculty members hosted various experiential programs viz. project activities, seminars, Guest lectures, Trainings etc.

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

AY 20-21 was full of challenges considering the Pandemic outbreak, Challenges demands Strategies and to overcome such dire situation the need of the hour was to have a very robust and easy to implement Strategic plan.

Strategic plan is developed focusing on following area

- Technology upgradation to streamline teaching methods: To

continue academic grooming of students it was mandatory to upgrade the traditional methods of teaching and developing the new platform through which the online lectures and teaching could be possible. And in order to overcome this challenge implementation of Microsoft team's platform was successfully Launched. This not only helped to organize the lectures effectively but also helped to conduct Exams, Seminars, Projects, and all other academic activities effectively. It had also helped the institute to provide flexibility to faculties to work from home during pandemic

- **Prepare Students for Placement and training:** We successfully organized various external training workshops like WordPress, Project management, stock market and Investment from the various industry experts in current emerging fields. In addition to this, in order to prepare the students for a placement interview we organized various mock interviews for the students from the various industrial experts.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	http://www.pibmpune.org.in/public/uploads/pdf/6.2.1.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 secretary of Kamala Education Society. The formal framework is designed by the top management & head of the institution. Director gives direction to the staff for 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 IQAC report and then sent to top management 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 documents to university, maintenance of important files & records.

File Description	Documents
Paste link for additional information	http://www.pibmpune.org.in/public/assets/PDF-folder/Process%20Manual%20PIBM.pdf
Link to Organogram of the institution webpage	http://www.pibmpune.org.in/public/uploads/pdf/6.2.2.pdf
Upload any additional information	No File Uploaded

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
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

It is very crucial to boost and motivate the morale of the teaching and non-teaching staff to expect an efficient output from them. To do so we provide various tokens of appreciation, gifts, awards to our faculty members on occasions of various festivals like teacher's day, Diwali, etc. In addition to this institute had provided uniforms to staff members. 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.

During the Pandemic times we empowered our faculty members by providing them various facilities like Work from Home, provided Laptops, Tablets, various online software's and tools to execute their jobs effectively and with flexibility. Faculties who are teaching subjects like mathematics and optimization techniques are provided with the whiteboard and stylus, an effective tool for smooth and flexible teaching.

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

3

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

1

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

10

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

Performance appraisals are key for the growth and development of a organization and the employee. It helps the employee track the development of his/her carrier. This is a productive platform for the employee and the employer to discuss face to face mutually, the progress of the work in the past and to plan the future objectives for the betterment of the employee and the institute.

Following are the pointers / benefits of the institute's appraisal system.

- Employee satisfaction and motivation:

A performance appraisal system is performed to enhance employee satisfaction and motivation towards its job to get the best output from the employee. It is a platform where the employee is appreciated for his/ her good work and similarly another objective of this is to motivate the employee to perform even better.

- Need for Training and Development.

In the performance appraisal system, achievements and grey area of the employee are tracked and further training and development plan for the employee is set in order to overcome the difficulties towards his job.

- Improving/ Introspection and self-development

The Performance appraisal system is a best tool to introspect and self-development for the faculty and staff members.

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

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

The institute utilizes around 60 percent of the funds towards faculty remuneration and in staff welfare in terms of faculty development program, Refresher course, short term courses, research publications, workshops, conferences. Around 15 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, dance, coding, 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 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

The IQAC has made contributions in a variety of ways, two main practices institutionalize are

1. 5 IQAC initiatives- Gyansagar, Sachet Nagrik, Srijan, Udoug Sahyog, and Satkriya are five main initiatives that the IQAC has launched to reinforce the organization's current quality culture. Number of efforts had been taken, particularly in 'Gyansagar', 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, and passing on knowledge of real-world business difficulties to students. Public awareness under initiative 'Sachet Nagrik' was spread on various issues namely mental health wellbeing during Covid and career for ex-army persons in corporate sector. During Covid lots of efforts had been taken under initiative 'Satkriya' at the whole organization level.
2. Culture of knowledge up gradation- Encouragement to faculty members for PhDs and giving financial support for faculty members to attend seminars, workshops, conferences, and other events to improve their research abilities. They have access to infrastructure such as laptops, internet, and a library/databases to do research. aFculties and students take further courses and certification courses to upgrade their professional and personal development.

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 makes recommendations for improving and enriching the teaching-learning process. At the start of the academic year, it is customary to prepare an Academic Calendar for the semester, which allows all academic activities to be organised in a systematic manner. Followed by creation of timetables for both semesters in accordance with the university's rules.

HoDs and IQAC assess and evaluate the Academic Teaching-Plan provided by the concerned subject teacher on a regular basis. Changes suggested in course files is duly communicated to the concerned faculties for corrections. According to the teaching plan, students' assignments should be gathered within a predetermined time frame. Students' internal marks are obtained from their completion of CIEs; these concurrent evaluations are verified by the Academic Head before internal marks are finalised. The academic input gathered by the academic head from various stakeholders, is used to design the following semester. Every year, IQAC conducts an internal academic audit to check and validate the efficiency of the academic process.

Extra remedial classes of the concerned subject are being held in response to input from teachers, students, and result analysis. The certification courses are created and implemented based on comments received.

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);

B. Any 3 of the above

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)

File Description	Documents
Paste web link of Annual reports of Institution	http://www.pibmpune.org.in/public/uploads/pdf/PIBM_Annual_Activity_Report_2020-2021.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

- At the starting of the academic session 2020-21, the Action Plan for gender sensitization was made.
- Webinar on Gender Sensitivity on 26th February 2021 by Dr. Jayashree Fadnavis was conducted for all the students of PIBM to create awareness on Gender Sensitivity.
- We at PIBM have "Internal Complaint Committee" through which if any girl student or boy student comes across any situation like abusive words, harassment etc. they can file a complaint to this committee.
- The Student Welfare Council is formed to look after students' welfare.
- Students are issued ID cards to facilitate student and avail Institute's resources.
- There are separate common rooms, rest rooms for girls and boys on the premises. Sanitary pads dispensers are kept in girls' washrooms.
- The Gym maintains separate timing for girls and boys. Cameras are placed at every corner of the floor to maintain the safety of students. Security people keep watching every wrong move of any person.

- This year we had invited a nutritionist Malvika to tell the balanced diet or asanas and how to deal with stress related to pandemic on International Women's day
- Students' common problems are resolved by Grievance Redressal Cell.
- In industrial tour, girls are accompanied by female teachers.

File Description	Documents
Annual gender sensitization action plan	http://www.pibmpune.org.in/public/uploads/pdf/Gender%20Sensitization%20Action%20Plan.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/uploads/pdf/7.1.1_promotion_of_gender_equity.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

B. Any 3 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

- 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. have been removed from the old computers for reuse. Old computers have 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.

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus A. Any 4 or all of the above

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

7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

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

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

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

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

E. None 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	No File Uploaded

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

A. Any 4 or all of the above

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

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	No File Uploaded

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

1. Marathi Bhasha Pandharwada are celebrated in PIBM to maintain harmony amongst us, where we organized event online. Students performed various cultural activities like singing marathi songs, singing Powada. Reciting poems on 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. To make the participants aware about mental health, working with benefit providers, stress reduction, substance misuse and more during the covid-19 pandemic. Institute arranged International Webinar by Dr. Garima Singh, Chief Medical Officer, Brussell Behavioral Hospital, USA highlighted the fear, worry, and stress are normal responses to perceived or real threats, and at times when we are faced with uncertainty or the unknown. So, it is normal and understandable that people are experiencing fear in the context of the COVID-19 pandemic. Added to the fear of contracting the virus in a pandemic such as COVID-19 are the significant changes to our

daily lives as our movements are restricted in support of efforts to contain and slow down the spread of the virus.

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

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

- Every year PIBM celebrates Constitution Day on 26th November. This year too we celebrated constitution Day and took oath by reading Preamble of constitution.
- 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.
- We celebrate Mahatma Gandhi Jayanti who fought for Ahimsa, Peace, Truth.
- We celebrate Independence Day and Republic Day to understand values and duties to be followed by every citizen and respect our independence. To remember the patriotism done by our national heroes and so many martyrs, we should never let their sacrifice be in vain.

Duties and Responsibilities during Pandemic COVID19:

- Students and teachers were encouraged to undertake Janta Curfew pledge during lockdown to show their responsibility as citizens. Students were asked to stay at home and prevent the spread of viruses.
- The Institution is making maximum efforts to ensure a safe environment in the College.
- Staff are asked to come to college in a distributed manner. Security personnel check the temperature, pulse and oxygen of any person who enters the campus.
- The staff room, laboratories and office are frequently sanitized. Sanitizers are made available at many points in the College.

- It is compulsory for any person entering the College to wear a mask and maintain social distance.
- All activities are continued through online platforms using MS Teams and Zoom.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
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** B. Any 3 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	No File Uploaded

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

- International Women's Day was celebrated with an Expert session on health and nutrition for Women
- On 21st June, our college celebrates International Yoga Day by practicing Yoga, this year session was conducted online on MS Teams.
- On every Independence Day, Flag Hoisting ceremony is followed

by Patriotic cultural programs. Flag Collection drive and Human Flag formation were undertaken by our students.

- Republic Day Republic Day is celebrated with spirit of patriotism, It commemorates the enactment of the Constitution of India which came into effect on January 26, 1950 and made the nation into a republic. Republic Day marks an important event in India's history.
- The Student Council celebrates September 5th of every year to remember the contribution of teachers in a student's life. KES as a whole Group celebrate Teachers' Day.

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

7.2 - Best Practices

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

Best Practice of MBA Department

Title of the Practice:

1. Industry Live Research Projects

Objective of the Practice:

- Providing Hands-on Experience of Industry Project work and Operations
- Making students aware about functions of Industry and related domain jobs.

The Context:

The department of MBA is extensively arranging Industry - Institute Interaction and providing the Research Projects to the students. The live research projects are important to understand the research scope, the critical success factors, execution of research outcomes, implementations of project in company orientations.

The Practice:

The Live projects help students to acquire experiential learning. The institute identify the students with respect to their abilities while these students are interviewed by the company and final shortlisted students perform the live projects/ field assignments and report the authorities as per the sops of company. The live projects vary the durations from 30 days to 90 days.

Evidence of Success

Following Six companies were offered the live projects wherein 50 total students appeared in the projects.

Industry Collaboration - Projects

Sr. No.

Company Name

Compnay Type

Type of Project

No. of Students

1

Frazile Media, Delhi

Digital Marketing

Marketing Plan

10

2

Pristine Green Villas, Panhala, Kolhapur

Real Estate

Digital Marketing Plan

12

3

Shree Tuljabhavani Food and Agro Enterprises, Chandrapur

FMCG

Packaging and Promotional Marketing

28

Problem Encountered and Resources Required

- The Interaction was through Online Mode and sometimes it creates problem in students understanding
- Network Issues for students towards Bandwidth.
- Due to the pandemic situation, students were working online in Industry Research Projects.

Best Practice of MCA Department

Title of the Practice:

1. Show and Tell Policy – Teaching by Demonstration

Objectives of Practice:

To make students understand the technical subjects and topics conceptually and practically.

The Context

Due to the pandemic situation everywhere in India, we went online for Teaching. Institute has issued a subscription of MS Office 365, in which MS Teams is used as a Learning Management System, where Teachers can take exams online, post assignments, upload lecture notes and even results are generated in excel format. Students can upload their solved assignments on this platform. Teacher conduct lectures and record the lectures for those students who could not attend due to network issues or any other reason.

Practice

MCA has practical subjects where we teach programming languages, we teach students by executing programs giving demonstration of problem-solving methods. For practical labs creating break out rooms, being

in separate virtual rooms, students can maintain their privacy in labs.

Bridge course is an initiative taken by university that enables to bridge the gap between the academically non background or weak and strong students by solving subject specific problems of the basic computer related subjects and technologies.

Problem solving sessions by technically strong student of the same batch or senior which help weaker students to acquire knowledge through cooperative learning.

Initiatives like guest lectures by industry experts, seminars, workshops are also conducted to expose the students to advanced levels of information. Some of the practices include open book tests, subject wise assignments, etc. are held as participative learning.

Limitations:

- During this practice network issues faced by students as they live in villages where power cuts and network range problems were quite frequent which results in poor attendance in the classroom. Due to these problems students will not be able to meet deadlines.
- Students come from various parts of the state basically from rural areas, so English spoken language is major issue for them.
- A majority of students are result oriented rather than knowledge oriented or corporate expectations oriented

Evidence of Success

University results are relatively good and near to university top rankers.

Problems Encountered and Resources Required

- Students should have a good network bandwidth and laptops with good configurations.
- Communication Skills / Soft skills are much needed for students.

Formation of Coding Club, Industry Lab, etc.

1. Coding Club was formed and all the students who were interested in developing their coding skills and learning

about newer technologies (outside syllabus) came together and brainstormed / discussed numerous things with HoD;

2. As a part of Coding Club activities, training sessions on leading content management applications (Drupal 7.0) were conducted for 10 hours.

1. Industry lab was formed, objective was to learn hands-on on different frameworks like CakePHP, Laravel and CodeIgniter; Few students developed excellent skills on Laravel and developed Webservices for Mobile Application (Project given by Vinea Technologies)

1. All MCA 3 Years students were asked to join Swayam Courses

i. Java Programming

ii. Cloud Computing

iii. IOT

iv. DBMS

v. C++

HoD - MCA is working on Utility tool to do Result Analysis - Result PDF which we get from SPPU will be used as input and Result analysis is done using Python Programming Language.

File Description	Documents
Best practices in the Institutional website	http://www.pibmpune.org.in/public/uploads/pdf/Best_Practices_AY_2021-22.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 cell is dedicatedly working on transforming the students into young entrepreneurs. The programs on various innovations and business ideas are conducted through activities like Business Idea Validation, Live Projects, Seminars and Workshops on Innovation and Business. Budding entrepreneurs are motivated for startups and becoming self-sufficient and independent to serve society. Till 2020-21 more than 43 Startups have taken shape in the Institute. To establish more startups and grow their businesses, the institute undertakes various initiatives.

During this year, Rural Entrepreneurship development cell was initiated. More activities like creating Business plans, awareness of Six Sigma, international webinar on IT consulting -Success Factors have been conducted. A National webinar for Retired army people towards the career enhancement and entrepreneurship avenues post retirement was also conducted. Institute has started guiding the other colleges and students towards entrepreneurship development and as a part of that Prof. Gururaj has been appointed as an Advisor by Asian College of Commerce, Pune, and S. S. Girls College, Gondiya.

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.

Our faculty member Prof. Gururaj Dangare became the member of advisory cell at Maharashtra Centre of Entrepreneurship Development, and he is also associated as a Startup Mentor on Startup India Platform.

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

Before starting the semester, the subject choices are given by the faculty members based on which allocation takes place. The timetable and room allocation are ensured with the commencement of the classes. The workload is distributed among faculties appropriately. Academic calendar is prepared with considering all aspects viz, Curricular, Co-curricular and extra-curricular activities. The departments strive for effective curriculum delivery for which every faculty should make Teaching Lesson Plan indicating concurrent evaluation plan, CO-POs, Teaching hours, Study Material, e-links, weblinks, author list/ references etc.. The innovative pedagogy is used for experiential learning through case studies, videos, demonstrations, role play, real business accounts analysis, simulations and hands on training. In pandemic- post pandemic we have conducted online -offline- blended sessions. We ensured to use advanced ICT tools like smart board, Projector, MS Teams as LMS and embedded software applications for interactive learning like kahoot are used in teaching-learning processes. Every unit is supported by the Evaluation which makes easier to workout the co-po attainment. The scope to adapt remedial measures is allowed in the curriculum planning. Sometimes the students face connectivity issues, so the recording of the lectures are also uploaded on MS Teams platform for their future reference.

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)

Pratibha Institute of Business Management is affiliated to SPPU, so the majority of evaluation norms are followed which are given by the university. The evaluation pattern is divided into two categories i.e. external and internal evaluation. For the

external part, the SPPU takes one exam in online mode due to pandemic which is now in the MCQ format and the result for the same is declared by the university. The internal part is taken care by the institute for which CIE is prepared by each subject faculty after having discussion with the HOD. 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	Nil

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

A. All of the above

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)

6

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

169

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

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 fourth semester i.e. Indian Ethos & Business Ethics and Corporate Social Responsibility & Sustainability so that they understand, inculcate and justify the moral values that ought to guide the corporate professionalism in them. Simultaneously the case studies are conducted which deal in elaborating ethical dilemmas in different business areas of marketing, HRM and Finance and adapt dilemma resolution interventions by referring to certain norms, theories and models of Management. The Digital Marketing add on course offered by the institute also had a unit of ethics to be maintained in implementation of marketing through digital mode.

In MCA Program, the cross-cutting issues are disseminated through the subjects viz. Indian Constitution to understand human values, Information Security to understand professional ethics and soft skills for professional ethics.

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

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

2

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

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

222

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/uploads/pdf/1.4.1_Feedback_report_AY_2020-21.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	View File

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/uploads/pdf/1.4.1_Feedback_report_AY_2020-21.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

483

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

156

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

The Program (MBA & MCA) starts with orientation and Induction wherein students are introduced to the course details, teaching-learning and evaluation processes, college discipline, various academic and other schemes along with development and participatory activities. During induction program, the institute conducts aptitude test and Psychometric test to identify slow learners and fast learners. Bridge course is conducted before commencing the classes for both slow learners as well as fast learners, while extended sessions were allotted for slow learners. Fast learners are provided additional assignments viz Live projects, Research activities, involvement in Institute's Innovation Council etc. Add on courses like Advanced Excel, Equity trading, Drupal and Mangodb (in MCA) for Advanced learners are organized, while extra sessions, remedial sessions were organized for slow learners based on their unit test results. The institute organizes guest lecturers, Industry experts' sessions for all the students. A mixed group of fast learners and slow learners will boost the peer learning, these groups participate in hackthons, code clubs, and social group activities. Institute facilitate students to participate intercollegiate competitions in co-curricular and extracurricular activities. The attainment levels are checked at each concurrent evaluations and remedial measures are taken accordingly.

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
485	31

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

Number of initiatives were started by the Institute to provide students an opportunity of experiential and participative learning; One of the key initiatives was starting the Industry Lab and Coding Club; As a part of Industry lab few live projects were executed and delivered to real time customer; Students participated in Industry lab during (AY2018-19/2019-20) are placed and are doing good in their respective professional careers;

Another initiative started was a coding club, As a part of coding club, few technologies like CodeIgniter, CakePHP, Drupal were identified; Students formed small group and self-learned these technologies with relevant help and guidance from faculty; This improved the coding skills of individuals participating in the club and the visible outcome of the same was that department won couple of State/National level Hackathons/Codethons.

Project based learning through Internship in industry is facilitated through placement department, this inculcates the hands on training and experiential learning. A case study based learning is carried out in all the subjects to develop situational analysis and decision making capabilities

The institute has Innovation Council IIC, recognized by MHRD various Problem Solving exercises and new business ideas are generated. Business plan competitions and product/service development competitions were organized.

File Description	Documents
Upload any additional information	View File
Link for additional information	http://www.pibmpune.org.in/public/uploads/pdf/2.3.1_Student%20centric_methods.pdf

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

The Institute played a pivotal role in familiarizing MS Team platform among faculty and students. The faculty are trained for the efficient use of tools through training sessions at the institute and/or faculty development programs conducted by IITB, Mumbai. We started taking lectures assignments, MCQ test and other Continuous internal evaluation (CIE) on MS Teams. We also introduced Kahoot online MCQ Quiz which gives students a competitive way participating in Quiz. We go with synchronous and Asynchronous learning where for Asynchronous learning we share various videos to the students to enhance teaching-learning methods,. Faculties encourage students to use discussion forums and other platforms like github to interact externally. Faculties get familiar with means and modes used by different renowned Faculties on online leaning platforms like NPTEL, Udemey and reuse some part by integrating it during their sessions. learntoprogramming.com website is maintained by the institute; Youtube channel comprising of videos in Java programming, Software Project Management and Cloud Computing was started. Institute conducted online assessments during pandemic period; 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	No File Uploaded

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

29

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**

27

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

113

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.

The entire process of assessment this year was conducted online; Faculty members while preparing teaching plan make the Continuous internal evaluation (CIE) in the form of Unit tests/ MCQ/Assignments /Presentations/ and other Concurrent Evaluations along with Term End exams, the same was communicated to all classes at the time of commencement of Academic year. Time table for Unit Tests and Term end exam was published in advance and communicated via official whatsapp group and class email group. On creating the channel, faculties created quizzes which had relevant start date/time and end date/time. Based on the timetable, quizzes / assignments use to be open for students to attempt the questions. Results of the exams were officially communicated via whatsapp group and class email group. For final Institute level exams Internal Examination Committee is formed where from each department we make internal supervisor and two sets of Question Paper are made and one of them chosen for the exam. The result is displayed and communicated online. The grievances are entertained and redressed in stipulated time frame.

File Description	Documents
Any additional information	View File
Link for additional information	http://www.pibmpune.org.in/public/uploads/pdf/2.5.1 Mechanism of internal assessment .pdf

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

The Institute has Internal Examination Committee with dedicated Controller of Examination appointed. The committee operates on the University guidelines, wherein all unfair means are directed towards the university unfair means department. For internal examinations, on declaration of exams / results offline/online the committee entertains the related grievances. Genuine grievances are verified and forwarded to the concern subject coordinator and ensured to get justified within stipulated time and framework. Since he program follows Choice based credit System, the institute offers flexibility to the students in appearing various concurrent evaluations viz. MCQ/ Unit Test /Presentations/Mini Projects/ Scrape Books/ Viva -voce/ Class assignments etc.The committee ensures students are given chance/ opportunity to reappear in the examinations/ evaluations for the purpose of improvements. The final best scores of students are consolidated and submitted to the University

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 college has clearly stated learning outcomes of the Programs and Courses. The Program outcomes and course outcomes are set by the university Board of Studies and we adhere to the same. The following mechanism is followed by the institution to communicate the learning outcomes to the teachers and students. Hard Copy of syllabi and Learning Outcomes are available in the departments for ready reference to the teachers and students. The Co-Pos are displayed on the Institute's Website. The importance of the

learning outcomes has been communicated to the teachers in IQAC meeting and department meeting. Faculties make the teaching plan before the session starts and in that they do the correlation of each CO-PO. For Correlation we take two parameters 1=weak correlation and 2=strong correlation .Faculties make very clear regarding the course outcomes and the program outcomes when they start taking respective subject. The students are also made aware of the same.

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

We give utmost care on teaching learning process and we communicate all the students in all programs. The learning outcomes are clearly defined as per courses of the University. They are influential in achieving the mission and objectives of the University & Institute.

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. 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. The assessment of student learning outcomes is done by using direct and indirect measurement tools like viva, internal, external examination scheme. Assessment methodology/tools are decided keeping in mind the parameters/learning outcomes. Co_Pos are measured and verified the attainment appropriately.

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

161

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/uploads/pdf/PIBM Annual Activity Report 2020-2021.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/uploads/pdf/2.7.1_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)**

0

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**

3

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**

In order to inculcate a culture of innovation among the students and to promote new technology, knowledge and innovation based startups in the campus, various programs were organized throughout the year. Live projects undertaken include Packaging and promotional marketing for FMCG Shri Tulja Bhavani Food and Agro Enterprises, Digital marketing plan for Pristine Green Villas, Panhala, Kolhapur and Marketing plan for Frazile Media, Delhi Students drew the solution by utilizing their entrepreneurship skill, idea and knowledge of the market. Various orientation session on Startup & Innovation were organized. From 21st June to 26th June 2021, "Innovation Week" was organized where A number of distinguished speakers were invited to deliver

knowledge among students on various topics.

Under institute initiatives 'Gyan Sagar', some faculties contributed towards knowledge sharing with other organizations on various areas especially start up and entrepreneurship. 'Udyog Sahyog' and 'Srijan' are also two other initiatives by the institute for inculcating innovative culture by connecting with industry needs.

Faculties and students are encouraged to go for updating their knowledge through attending various courses, workshops and trainings so that they can share their knowledge in innovative manner. Teaching by demonstration and handling industry live projects are outcome of these efforts.

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

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

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

15

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

3.3 - Research Publications and Awards

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

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

11

File Description	Documents
URL to the research page on HEI website	http://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

18

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

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

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

5

File Description	Documents
Any additional information	View File
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

Pratibha Institute Of Business Management 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. It is our collective responsibility to empower the underprivileged to become self reliant so that they can live with respect and dignity. The institution encourages a lifelong journey of community service. Institutions' Social Responsibility 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. Institutions' Education/ Research/Extension are based upon the basic human values to help community as a whole to lead a successful life in changing our neighborhood society which is also the surviving strength of our institute.

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

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

4

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

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

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

231

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

3.5 - Collaboration

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

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

3

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

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

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

3

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
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 has Sufficient infrastructure to operate teaching, learning and research programmes. 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, amenity area.

Classrooms with furniture, teaching aids and laboratories are maintained by the respective department staff and attendants and supervised by the respective Head of the Department. The

laboratory assistants take care of their respective laboratories.

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 library staff is clearly instructed in the care and handling of library documents,

The Computer Centre and its support staff maintain the ICT facilities including computers and servers. 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
- Boys Common room and Girls common room is well equipped with seating , water and toilet facilities
- Effective utilisation of seminar halls and auditorium for organising academic meetings, seminars, conferences and cultural events is made. For accessing the facilities, the organising 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 are equipped with new equipment's more advance training instruments are enlisted for more advance training trying to provide in next upcoming year.
- Cafeteria is equipped with Tables, Chairs, 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. 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. Thelibrarian 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)

33791

File Description	Documents
Any additional information	View File
Audited statements of accounts	No File Uploaded
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

93

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

4.3 - IT Infrastructure

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

Institute has four labs, nine classrooms and 2 seminar halls along with wifi 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

202

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

4.3.3 - Bandwidth of internet connection in the Institution	A. ? 50MBPS
File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File
4.4 - Maintenance of Campus Infrastructure	
4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)	
4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)	
2662957	
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.	
<p>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.</p> <p>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</p> <p>The Institute has defined infrastructure policy documented in a</p>	

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. Extra - curricular activities sports

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://www.pibmpune.org.in/public/assets/PDF-folder/Process%20Manual%20PIBM.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**

270

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	No File Uploaded
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File
5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year	
5.1.2.1 - Total number of students benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year	
90	
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/uploads/pdf/5.1.3.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

0

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

0

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

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

B. Any 3 of the above

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

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**

129	
File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File
5.2.2 - Number of students progressing to higher education during the year	
5.2.2.1 - Number of outgoing student progression to higher education	
1	
File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	No File Uploaded
Details of student progression to higher education	View File
5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)	
5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year	
0	
File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File
5.3 - Student Participation and Activities	

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

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

0

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

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

The Institute encourages students to participate in the decision-making process that shapes their future as well as that of the institute. The Students' Council at PIBM is the student body responsible and accountable for Student driven activities conducted on campus throughout the year. These coordinators, along with the President of the Students' Council, form an executive body to oversee all activities. The teamwork of the student community, industry and alumni in keeping the vision of the institute and striving towards excellence. The executive council has been provided with the authority to plan and set goals for their respective teams keeping the faculties in loop. The Director and Faculty coordinator offer their guidance and support to all their activities. The Institute has established the Student Welfare Council to look after the welfare of the students. The student council promotes, and co-ordinates various activities related to the welfare of the students. The elected representatives design the activities to be carried out semester wise. Tenure of council is one Year. The committee comprises of one faculty coordinator and four students nominated by the management.

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

4

File Description	Documents
Report of the event	View File
Upload any additional information	No File Uploaded
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

Due to pandemic this year we conducted online alumni interactions.

For MCA we conducted session by inviting one of our Alumnus Mr.Nitesh Achhra on 8th August 2020. He conducted the session on 'Office /No Office an isolated & Integrated approach'.

For MBA we arranged a session on 30th and 31st July 2020 where international alumni speakers participated. For this session alumni working abroad also participated. Speakers focus on various topics like "Career Progress", "Onsite Experience". Etc.

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

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

E. <1Lakhs

File Description	Documents
Upload any additional information	No File Uploaded

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 WordPress, Drupal, Six Sigma 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.

- With the direction of our leaders along with hard work and dedication of our students, four startups were established successfully in the last academic year.

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 develop 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, workshops by creating various committees and assigning each of them a set of tasks to execute and provide the collective results.

Virtual Sports Fest event organized by PIBM students. This event is an opportunity to take a number of sports events which can be played inside the four walls due to the pandemic. Students organised the three-day virtual sports event. Students take the initiative from preparation of banner, certificate, registration, sponsorships and everything is managed by students under the guidance of faculty members.

During this period of Pandemic, it was very challenging for our faculty members to demonstrate effective leadership qualities to keep the students focused and motivated towards academic curriculum. However, the Faculty members were not only successful in organizing the event but were also able to engage in interactive sessions. The faculty members hosted various experiential programs viz. project activities, seminars, Guest lectures, Trainings etc.

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

AY 20-21 was full of challenges considering the Pandemic outbreak, Challenges demands Strategies and to overcome such dire situation the need of the hour was to have a very robust and easy to implement Strategic plan.

Strategic plan is developed focusing on following area

- **Technology upgradation to streamline teaching methods:** To continue academic grooming of students it was mandatory to upgrade the traditional methods of teaching and developing the new platform through which the online lectures and teaching could be possible. And in order to overcome this challenge implementation of Microsoft team's platform was successfully Launched. This not only helped to organize the lectures effectively but also helped to conduct Exams, Seminars, Projects, and all other academic activities effectively. It had also helped the institute to provide flexibility to faculties to work from home during pandemic
- **Prepare Students for Placement and training:** We successfully organized various external training workshops like WordPress, Project management, stock market and Investment from the various industry experts in current emerging fields. In addition to this, in order to prepare the students for a placement interview we organized various mock interviews for the students from the various industrial experts.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	http://www.pibmpune.org.in/public/uploads/pdf/6.2.1.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 secretary of Kamala Education Society. The formal framework is designed by the top management & head of the institution. Director gives direction to the staff for 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 IQAC report and then sent to top management 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 documents to university, maintenance of important files & records.

File Description	Documents
Paste link for additional information	http://www.pibmpune.org.in/public/assets/PDF-folder/Process%20Manual%20PIBM.pdf
Link to Organogram of the institution webpage	http://www.pibmpune.org.in/public/uploads/pdf/6.2.2.pdf
Upload any additional information	No File Uploaded

6.2.3 - Implementation of e-governance in

A. All of the above

**areas of operation Administration Finance
and Accounts Student Admission and
Support Examination**

File Description	Documents
ERP (Enterprise Resource Planning)Document	View File
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

It is very crucial to boost and motivate the morale of the teaching and non-teaching staff to expect an efficient output from them. To do so we provide various tokens of appreciation, gifts, awards to our faculty members on occasions of various festivals like teacher's day, Diwali, etc. In addition to this institute had provided uniforms to staff members. 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.

During the Pandemic times we empowered our faculty members by providing them various facilities like Work from Home, provided Laptops, Tablets, various online software's and tools to execute their jobs effectively and with flexibility. Faculties who are teaching subjects like mathematics and optimization techniques are provided with the whiteboard and stylus, an effective tool for smooth and flexible teaching.

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

3

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**

1

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**

10

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

Performance appraisals are key for the growth and development of an organization and the employee. It helps the employee track the development of his/her carrier. This is a productive platform for the employee and the employer to discuss face to face mutually, the progress of the work in the past and to plan the future objectives for the betterment of the employee and the institute.

Following are the pointers / benefits of the institute's appraisal system.

- Employee satisfaction and motivation:

A performance appraisal system is performed to enhance employee satisfaction and motivation towards its job to get the best output from the employee. It is a platform where the employee is appreciated for his/ her good work and similarly another objective of this is to motivate the employee to perform even better.

- Need for Training and Development.

In the performance appraisal system, achievements and grey area of the employee are tracked and further training and development plan for the employee is set in order to overcome the difficulties towards his job.

- Improving/ Introspection and self-development

The Performance appraisal system is a best tool to introspect and self-development for the faculty and staff members.

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

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

The institute utilizes around 60 percent of the funds towards faculty remuneration and in staff welfare in terms of faculty development program, Refresher course, short term courses, research publications, workshops, conferences. Around 15 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, dance, coding, 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 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

The IQAC has made contributions in a variety of ways, two main practices institutionalize are

1. 5 IQAC initiatives- Gyansagar, Sachet Nagrik, Srijan, Udoug Sahyog, and Satkriya are five main initiatives that the

IQAC has launched to reinforce the organization's current quality culture. Number of efforts had been taken, particularly in 'Gyansagar', 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, and passing on knowledge of real-world business difficulties to students. Public awareness under initiative 'Sachet Nagrik' was spread on various issues namely mental health wellbeing during Covid and career for ex-army persons in corporate sector. During Covid lots of efforts had been taken under initiative 'Satkriya' at the whole organization level.

2. Culture of knowledge up gradation- Encouragement to faculty members for PhDs and giving financial support for faculty members to attend seminars, workshops, conferences, and other events to improve their research abilities. They have access to infrastructure such as laptops, internet, and a library/databases to do research. aFculties and students take further courses and certification courses to upgrade their professional and personal development.

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 makes recommendations for improving and enriching the teaching-learning process. At the start of the academic year, it is customary to prepare an Academic Calendar for the semester, which allows all academic activities to be organised in a systematic manner. Folowed by creation of timetables for both semesters in accordance with the university's rules.

HoDs and IQAC assess and evaluate the Academic Teaching-Plan provided by the concerned subject teacher on a regular basis. Changes suggested in course files is duly communicated to the concerned faculties for corrections. According to the teachingplan, students' assignments should be gathered within a predetermined time frame. Students' internal marks are obtained

from their completion of CIEs; these concurrent evaluations are verified by the Academic Head before internal marks are finalised. The academic input gathered by the academic head from various stakeholders, is used to design the following semester. Every year, IQAC conducts an internal academic audit to check and validate the efficiency of the academic process.

Extra remedial classes of the concerned subject are being held in response to input from teachers, students, and result analysis. The certification courses are created and implemented based on comments received.

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/uploads/pdf/PIBM_Annual_Activity_Report_2020-2021.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**

- At the starting of the academic session 2020-21, the Action Plan for gender sensitization was made.
- Webinar on Gender Sensitivity on 26th February 2021 by Dr. Jayashree Fadnavis was conducted for all the students of PIBM to create awareness on Gender Sensitivity.
- We at PIBM have "Internal Complaint Committee" through which if any girl student or boy student comes across any situation like abusive words, harassment etc. they can file a complaint to this committee.
- The Student Welfare Council is formed to look after students' welfare.
- Students are issued ID cards to facilitate student and avail Institute's resources.
- There are separate common rooms, rest rooms for girls and boys on the premises. Sanitary pads dispensers are kept in girls' washrooms.
- The Gym maintains separate timing for girls and boys. Cameras are placed at every corner of the floor to maintain the safety of students. Security people keep watching every wrong move of any person.
- This year we had invited a nutritionist Malvika to tell the balanced diet or asanas and how to deal with stress related to pandemic on International Women's day
- Students' common problems are resolved by Grievance Redressal Cell.
- In industrial tour, girls are accompanied by female teachers.

File Description	Documents
Annual gender sensitization action plan	http://www.pibmpune.org.in/public/uploads/pdf/Gender%20Sensitization%20Action%20Plan.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/uploads/pdf/7.1.1 promotion of gender equity.pdf

7.1.2 - The Institution has facilities for

B. Any 3 of the above

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

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

- 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. have been removed from the old computers for reuse. Old computers have 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.

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

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

A. Any 4 or all of the above

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

7.1.5 - Green campus initiatives include

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

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

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	No File Uploaded

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

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

E. None 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	No File Uploaded

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	No File Uploaded

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

1. Marathi Bhasha Pandharwada are celebrated in PIBM to maintain harmony amongst us, where we organized event online. Students performed various cultural activities like singing marathi songs, singing Powada. Reciting poems on 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. To make the participants aware about mental health, working with benefit providers, stress reduction, substance misuse and more during the covid-19 pandemic. Institute arranged International Webinar by Dr. Garima Singh, Chief Medical Officer, Brussell Behavioral Hospital, USA highlighted the fear, worry, and stress are normal responses to perceived or real threats, and at times when we are faced with uncertainty or the unknown. So, it is normal and understandable that people are experiencing fear in the context of the COVID-19 pandemic. Added to the fear of contracting the virus in a pandemic such as COVID-19 are the significant changes to our daily lives as our movements are restricted in support of efforts to contain and slow down the spread of the virus.

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

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

- Every year PIBM celebrates Constitution Day on 26th November. This year too we celebrated constitution Day and took oath by reading Preamble of constitution.

- 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.
- We celebrate Mahatma Gandhi Jayanti who fought for Ahimsa, Peace, Truth.
- We celebrate Independence Day and Republic Day to understand values and duties to be followed by every citizen and respect our independence. To remember the patriotism done by our national heroes and so many martyrs, we should never let their sacrifice be in vain.

Duties and Responsibilities during Pandemic COVID19:

- Students and teachers were encouraged to undertake Janta Curfew pledge during lockdown to show their responsibility as citizens. Students were asked to stay at home and prevent the spread of viruses.
- The Institution is making maximum efforts to ensure a safe environment in the College.
- Staff are asked to come to college in a distributed manner. Security personnel check the temperature, pulse and oxygen of any person who enters the campus.
- The staff room, laboratories and office are frequently sanitized. Sanitizers are made available at many points in the College.
- It is compulsory for any person entering the College to wear a mask and maintain social distance.
- All activities are continued through online platforms using MS Teams and Zoom.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
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

B. Any 3 of the above

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

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	No File Uploaded

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

- International Women's Day was celebrated with an Expert session on health and nutrition for Women
- On 21st June, our college celebrates International Yoga Day by practicing Yoga, this year session was conducted online on MS Teams.
- On every Independence Day, Flag Hoisting ceremony is followed by Patriotic cultural programs. Flag Collection drive and Human Flag formation were undertaken by our students.
- Republic Day Republic Day is celebrated with spirit of patriotism, It commemorates the enactment of the Constitution of India which came into effect on January 26, 1950 and made the nation into a republic. Republic Day marks an important event in India's history.
- The Student Council celebrates September 5th of every year to remember the contribution of teachers in a student's life. KES as a whole Group celebrate Teachers' Day.

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

7.2 - Best Practices

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

Best Practice of MBA Department

Title of the Practice:

1. Industry Live Research Projects

Objective of the Practice:

- Providing Hands-on Experience of Industry Project work and Operations
- Making students aware about functions of Industry and related domain jobs.

The Context:

The department of MBA is extensively arranging Industry - Institute Interaction and providing the Research Projects to the students. The live research projects are important to understand the research scope, the critical success factors, execution of research outcomes, implementations of project in company orientations.

The Practice:

The Live projects help students to acquire experiential learning. The institute identifies the students with respect to their abilities while these students are interviewed by the company and final shortlisted students perform the live projects/ field assignments and report the authorities as per the SOPs of company. The live projects vary the durations from 30 days to 90 days.

Evidence of Success

Following Six companies were offered the live projects wherein 50 total students appeared in the projects.

Industry Collaboration - Projects

Sr. No.

Company Name

Company Type

Type of Project

No. of Students

1

Frazile Media, Delhi

Digital Marketing

Marketing Plan

10

2

Pristine Green Villas, Panhala, Kolhapur

Real Estate

Digital Marketing Plan

12

3

Shree Tuljabhavani Food and Agro Enterprises, Chandrapur

FMCG

Packaging and Promotional Marketing

28

Problem Encountered and Resources Required

- The Interaction was through Online Mode and sometimes it creates problem in students understanding
- Network Issues for students towards Bandwidth.
- Due to the pandemic situation, students were working online in Industry Research Projects.

Best Practice of MCA Department

Title of the Practice:

1. Show and Tell Policy - Teaching by Demonstration

Objectives of Practice:

To make students understand the technical subjects and topics conceptually and practically.

The Context

Due to the pandemic situation everywhere in India, we went online for Teaching. Institute has issued a subscription of MS Office 365, in which MS Teams is used as a Learning Management System, where Teachers can take exams online, post assignments, upload lecture notes and even results are generated in excel format. Students can upload their solved assignments on this platform. Teacher conduct lectures and record the lectures for those students who could not attend due to network issues or any other reason.

Practice

MCA has practical subjects where we teach programming languages, we teach students by executing programs giving demonstration of problem-solving methods. For practical labs creating break out rooms, being in separate virtual rooms, students can maintain their privacy in labs.

Bridge course is an initiative taken by university that enables to bridge the gap between the academically non background or weak and strong students by solving subject specific problems of the basic computer related subjects and technologies.

Problem solving sessions by technically strong student of the

same batch or senior which help weaker students to acquire knowledge through cooperative learning.

Initiatives like guest lectures by industry experts, seminars, workshops are also conducted to expose the students to advanced levels of information. Some of the practices include open book tests, subject wise assignments, etc. are held as participative learning.

Limitations:

- During this practice network issues faced by students as they live in villages where power cuts and network range problems were quite frequent which results in poor attendance in the classroom. Due to these problems students will not be able to meet deadlines.
- Students come from various parts of the state basically from rural areas, so English spoken language is major issue for them.
- A majority of students are result oriented rather than knowledge oriented or corporate expectations oriented

Evidence of Success

University results are relatively good and near to university top rankers.

Problems Encountered and Resources Required

- Students should have a good network bandwidth and laptops with good configurations.
- Communication Skills / Soft skills are much needed for students.

Formation of Coding Club, Industry Lab, etc.

1. Coding Club was formed and all the students who were interested in developing their coding skills and learning about newer technologies (outside syllabus) came together and brainstormed / discussed numerous things with HoD;
 2. As a part of Coding Club activities, training sessions on leading content management applications (Drupal 7.0) were conducted for 10 hours.
-
1. Industry lab was formed, objective was to learn hands-on on different frameworks like CakePHP, Laravel and CodeIgniter;

Few students developed excellent skills on Laravel and developed Webservices for Mobile Application (Project given by Vinea Technologies)

1. All MCA 3 Years students were asked to join Swayam Courses

i. Java Programming

ii. Cloud Computing

iii. IOT

iv. DBMS

v. C++

HoD - MCA is working on Utility tool to do Result Analysis - Result PDF which we get from SPPU will be used as input and Result analysis is done using Python Programming Language.

File Description	Documents
Best practices in the Institutional website	http://www.pibmpune.org.in/public/uploads/pdf/Best_Practices_AY_2021-22.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 cell is dedicatedly working on transforming the students into young entrepreneurs. The programs on various innovations and business ideas are conducted through activities like Business Idea Validation, Live Projects, Seminars and Workshops on Innovation and Business. Budding entrepreneurs are motivated for startups and becoming self-sufficient and independent to serve society. Till 2020-21

more than 43 Startups have taken shape in the Institute. To establish more startups and grow their businesses, the institute undertakes various initiatives.

During this year, Rural Entrepreneurship development cell was initiated. More activities like creating Business plans, awareness of Six Sigma, international webinar on IT consulting -Success Factors have been conducted. A National webinar for Retired army people towards the career enhancement and entrepreneurship avenues post retirement was also conducted. Institute has started guiding the other colleges and students towards entrepreneurship development and as a part of that Prof. Gururaj has been appointed as an Advisor by Asian College of Commerce, Pune, and S. S. Girls College, Gondiya.

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.

Our faculty member Prof. Gururaj Dangare became the member of advisory cell at Maharashtra Centre of Entrepreneurship Development, and he is also associated as a Startup Mentor on Startup India Platform.

File Description	Documents
Appropriate web in the Institutional website	No File Uploaded
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

The Institute shall focus on Industry-Academia linkage, Industry Live Projects, Startup Linkages, Developing Entrepreneurial Ecosystems, Skill Enhancement and Innovative Teaching Practices

Towards the further plan of action to enrich these initiatives, following plans have been marked

- Making at least 10 MOU with Industry towards
 1. Live Projects
 2. Research
 3. Internships
 4. Industry Visit

5. Placement

- Making at least 5 MOU with Academic Institutions towards Students-

1. Knowledge Sharing
2. CSR Activities.

- Towards Developing the Entrepreneurial Ecosystem in the Organization more activities will be planed as follows

1. Product to Launch
2. Innovation Week
3. Ideathon Competition
4. Hackathon Competition
5. Workshops on Funding and Govt. Assistance
6. IPR Workshops

- Towards the Startup Linkages

1. Interaction and Orientation Sessions of Entrepreneurs/ Alumni Entrepreneurs
2. Internship Opportunities
3. Association with Govt. Organization

- Skill Enhancement

Introduction of New Add on Courses such as

1. Social Media Marketing
2. Equity Trading Awareness
3. Payroll Management
4. Etiquettes and Presentations
5. Salesforce (for MCA Students)
6. Django Framework (for MCA Students)
7. WordPress ((for MCA Students)
8. Ethical Hacking (for MCA students)

- Innovative Teaching Practices

1. Case Study based learning/Pedagogies
2. Experiential Learning Methods (Hands on Training / PBL)
3. Simulation Softwares in Management Subjects
4. Github registration (for MCA students)
5. Students enrolment in [hackerrank.com](https://www.hackerrank.com) / [topcoder.com](https://www.topcoder.com) (for MCA Students)

- **Social / Cultural Value Inclusions**

1. Sessions on Universal Human Values
2. Gender Equality Program
3. National/ State Festivals
4. National and International commemorative days

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