



YEARLY STATUS REPORT - 2022-2023

Part A	
Data of the Institution	
1.Name of the Institution	Pratibha Institute of Business Management
• Name of the Head of the institution	Dr.Sachin Borgave
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	9975580300
• Mobile no	9975580300
• Registered e-mail	director@pratibhagroup.org.in
• Alternate e-mail	sachinborgave@gmail.com
• Address	Block D-III, Plot No. 3, Behind Mehta Hospital, Off Mumbai Pune old highway, Chinchwad, Pune-411019
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	411019
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	Savitribai Phule Pune University				
• Name of the IQAC Coordinator	Dr.Pallavi Chugh				
• Phone No.	8600100942				
• Alternate phone No.	9225635556				
• Mobile	9225635556				
• IQAC e-mail address	pallavi.pibm@pratibhagroup.org.in				
• Alternate Email address	pallavichugh79@gmail.com				
3.Website address (Web link of the AQAR (Previous Academic Year)	https://pibmpune.org.in/wp-content/uploads/2024/02/AQAR-2021-22.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://pibmpune.org.in/wp-content/uploads/2024/01/2023-24-Term-II-MBA-Departmental-Calendar.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	Nil	Nil	Nil	Nil	
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>* The institution initiated the culture of learning among students and faculties for the knowledge enrichment emphasized by encouraging students and staff to join various courses, FDPs, induction programme and certifications such as through NPTEL. Active Local chapter and Active SPOC certificate from NPTEL * 10 MOUs were signed and executed for internship, placement, live projects as well as for Development of Startups and building up of Entrepreneurship culture in the institute as well in the society. Live projects were offered to students for giving them industry exposure and diverse number of activities were conducted under Institute Innovation council for bringing the innovation culture. 6 startups and 10 live projects were conducted during the year * For developing employability skills of students, 3 NPTEL course were conducted as Add-on courses namely Data Base Management system, Python for Data Science and JAVA Programming for MCA students. 12 add on courses were run by MBA Department namely Basic Excel, Share, Advance Excel, Tally ERP, Tally Prime, Tableau, Business Analytic R, Supply Chain Analytic, Payroll Management, Microsoft Power BI., SQL-Financial Analytics, Retailing Analytics and SAP was introduced through in-house as well as external agencies. *45 hours of PhD Course work Part 3 B on Statistical Analysis through SPSS was successfully conducted from 3rd Dec. 2022 to 25th Dec. 2022. Which was attended by 35 participants from diverse institutes. Research cell had also conducted successfully admission interviews and final topic</p>		

presentations. Total students admitted for PhD work were 9. *Two days' workshop on Implementation of National education policy took place on 3rd, 4th feb. 2023. The main motto of this workshop was to spread awareness about NEP.

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
Promotion to IQAC 5 initiatives	In total 9 activities had been conducted under Udyog Sahyog (Industry Linkage) during the year for bringing industry and academia more closely. Under Srijana (Creation), in total 14 activities were conducted to foster the culture of entrepreneurship, innovation along with competitive spirit, in total 10 live projects were undertaken by students under guidance from faculties. Under Initiative Satkriya (Doing Good), in total 8 activities were conducted. Under Sachet Nagrik (Spreading Awareness), in total only 3 activities were conducted. Under Gyansagar (Ocean of knowledge), in total 47 activities were conducted. There is need to do more under 'Public Awareness Activities'.
Conduct of PhD course work -3B on SPSS	Conducted from 3rd Dec. to 25th Dec. 2022 with enrolment of 35 Research Scholars
Incubations in the PIBM Incubation unit	In total 6 start ups were incubated in the institute's incubation Centre namely Nagnaath Steel and CementTrading), Consulo Educare Pvt. Ltd. (Edutech), The Moment Stories(Photography), The A P Events(Events Management), The Wireman Enterprises(Electrical

<p>MoUs and collaborations</p>	<p>Work) and The Feathers(Apparel)</p> <p>MoU was signed with DROIT IT Solutions for conducting students' training and live projects on 1st Sep 2022 MoU was signed with Navaantrix Pvt Ltd. for Live Projects, Guest Sessions, Curriculum Design and for consultancy on 1st April 2023 MoU was signed with Branding Pune for Live Projects, Guest Sessions, Curriculum Design and for consultancy on 1st March 2023 MoU was signed with Brillanz Software for Live Projects, Guest Sessions, Curriculum Design and for consultancy on 1st April 2023 SIBACA-PIBM was signed for collaborations in FDPs, workshops etc. on 23rd Jan 2023 MoU was signed with PSP Associates-attached for establishment of PSP-IP Incubation Centre and IPR Nodal Centre at PIBM on 7th Sep 2023 MoU was signed with Ribasia Infra & Infotech Private Limited, Indrayani Nagar Bhosari, Pune for the live project MoU was signed with EffCode Technologies Pvt. Ltd, BHAU Institute, COEP for developing entrepreneurship culture in the organization MoU was signed with Sankhya Upskilling, Thergaon, Pune for the certification course on Advance Excel MoU was signed with Fundsmart, Baner, Pune for the internships</p>
<p>Collection of data and reports for AISHE,AQAR,NIRF</p>	<p>Successfully conducted collection of data and assimilation for that towards</p>

	uploading for AISHE,AQAR,NIRF
Find slow and advance learners for proper teaching learning	On 29th November 2022 psychometric test was conducted to identify slow and fast learners. Remedial sessions arranged for slow learners. Fast learners were encouraged to write research papers and also guided for entrepreneurship and learning of advance technologies beyond syllabus We make a group of fast learners and we put slow learners as well in that group, so that with peers they can build their skill sets. Live projects as well as class group projects were given in teams of slow and fast learners
Purchase of Books	Books worth Rs. 234063 and Periodicals worth Rs. 39900 was purchased during the year.
Development of Entrepreneurship and start up culture	In total 74 activities were conducted under Institute Innovation Council for development of Entrepreneurship and start up culture in the institute, which comprise of Expert sessions, live projects
Conduct of Annual Cultural Event AARAMBH 2.0	The event AARAMBH 2.0 was conducted from 20th to 22nd may 2023. Many activities were held in the event such as singing, solo dance and group dance, and sports. Students from different colleges participated in the program. Judges for specific art forms were invited.
Conduct of student satisfaction survey and feedback form through website	Both student satisfaction survey and feedback form filling was conducted online through institute website
Conduct of Foundation program as	In November, Foundation Program

bridge courses	was conducted. Faculties gave clarity of their subjects which helped students to get basic understanding about the subjects and to sensitize them.
Conduct of Induction Programme	It was successfully conducted on 26th December 2022. Institute's code of conduct for students was also informed to the students.
Encouragement to Live Projects	10 Live Projects were successfully conducted namely with BNN & Associates, Cleverground Technologies Pvt. Ltd., Spurthi Agrotech, Trigati Corporations, Couselo-Clubs 360, Hamish Clothing, EDIBYTES, Hridyam Jewels Pvt. Ltd., M Tech and one in-house development of software for result analysis.
Outstation Industrial visit	Industrial visit to Kerala was successfully conducted where we took 84 students along with 4 faculties for an excursion cum industrial visit tour to state of Kerala. The industrial visit was also conducted on 2nd July 2022 to Parag Milk Industry
Mega Training and placement programme	On 14/06/2023 A 30 Days Training & Placement Program for MBA Marketing, Finance & Business Analytics towards the Excellent Placement in association with EduBridge.
Revised Process Manual	Process Manual Version 2 was compiled and with approval in the CDC meeting was implemented w.e.f. 1st July 2023
Revised Vision and mission	Revised Vision and Mission was framed and with approval in the CDC meeting was implemented w.e.f. 1st July 2023

13. Whether the AQAR was placed before statutory body?	Yes				
<ul style="list-style-type: none"> Name of the statutory body 					
<table border="1"> <thead> <tr> <th data-bbox="86 430 769 495">Name</th> <th data-bbox="774 430 1469 495">Date of meeting(s)</th> </tr> </thead> <tbody> <tr> <td data-bbox="86 501 769 600">College Development Committee(CDC)</td> <td data-bbox="774 501 1469 600">07/07/2023</td> </tr> </tbody> </table>	Name	Date of meeting(s)	College Development Committee(CDC)	07/07/2023	
Name	Date of meeting(s)				
College Development Committee(CDC)	07/07/2023				
14. Whether institutional data submitted to AISHE					
<table border="1"> <thead> <tr> <th data-bbox="86 703 769 768">Year</th> <th data-bbox="774 703 1469 768">Date of Submission</th> </tr> </thead> <tbody> <tr> <td data-bbox="86 775 769 835">2023</td> <td data-bbox="774 775 1469 835">19/01/2023</td> </tr> </tbody> </table>	Year	Date of Submission	2023	19/01/2023	
Year	Date of Submission				
2023	19/01/2023				
15. Multidisciplinary / interdisciplinary					
<p>The institute's mission is to provide students with a solid foundation in technical and management skills that will help them grow as entrepreneurs and managers. Students' entrepreneurial culture and managerial skills are being developed in this area through a variety of enrichment workshops, real projects, practical training, and inter- and intra-collegiate contests. Through courses like the MBA in business analytics, which incorporates R, data mining, Tableau, marketing analytics, and fintech, the merging of the humanities and sciences with STEM can be demonstrated in practice. Technical analysis in finance, digital marketing in marketing, and psychometric testing in human resource management are some further examples. In addition to computer-related technical studies, MCA students also receive instruction in soft skills, including human rights and the Constitution. A couple of the MCA (technical discipline) and MBA Business Analytics specialty (management discipline) classes are combined. We adhere to a curriculum with a choice-based credit system, wherein passing particular exams can get you credits. With the earned credit system still in place, one can stop studying in the middle and resume it later. The institute has established a management research center that will promote future transdisciplinary research.</p>					
16. Academic bank of credits (ABC):					
<p>As a local center, we had registered, and a Sawyam SPOC had been assigned. Each course has a specific transferable credit that can be used elsewhere. to the applicant after successful completion of the program. We had the Academic Bank of Credits for the academic year</p>					

2022-2023. It has been approved by Savitribai Phule Pune University. The institute keeps working with respected, approved educational partners to give advanced skill development courses. In cases where they are consistent with the curriculum, academic staff designs and produces little supplements. offering enrichment activities in online learning settings. Course outcomes and program outcomes are defined by the university. The faculties are free to act in any way that they deem suitable. evaluate. Making the lesson plan and CCE guidelines The faculty members' respective HODs send them as they become accessible in advance. 3 CCEs in the core areas and 2 CCEs in the electives The institution is free to decide which method of student evaluation it wants to use, according to the Pratibha Institute of Business Management's Annual Quality Assurance Report. They need to get their lesson plans and CCEs ready for their course file. This The content of the file is then approved by the director, HOD, and IQAC coordinator. While following university rules, we choose a choice of solutions. The CCEs recommended by the college from the several that are suitable for our topics Teachers develop their own scoring systems for You may give tasks, evaluate assignments, and more using the Microsoft Team platform. material, instruction methods, and application of It is up to each faculty to decide on innovative pedagogies.

17.Skill development:

The institution provides enrichment activities and additional courses. providing technical abilities including Tally, Basic Excel, and Advanced Excel. Power BI, Business Analytics, Share Marketing, ERP, and Digital marketing for aspiring MBAs. Startups of all kinds and entrepreneurship Related initiatives are carried out to foster the development of entrepreneurs from the college. innovative methods of instruction, such the use of Experiential learning techniques and case study pedagogies wer used to improve learning.

When the Coding Club was established, all of the kids who were acquire coding expertise and become familiar with latest technology outside The HoD and the curriculum were developed and debated a number of issues. The purpose of establishing an industry lab was to provide hands-on many frameworks, such as Laravel, CakePHP, and CodeIgnitor; Students mastered Laravel to a high level and created websites. Mobile Application Services We are giving MCA students free access to Techgig And GitHub. access to a variety of programming development tools. An A computer's integrated development environment (IDE) makes incorporating a code editor, compiler, and debugger into programming. The Additionally, a university has made an effort to provide learn-to-programming

website.

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

The Institute features instructors who are fluent in Hindi and English dialects are equal. Several pupils from rural areas As we translate in Marathi, portions of Maharashtra An expert session was organized to inform students about the Management lessons that can be taken from Great Shivaji Maharaj, the The Institute celebrates Marahi Bhash Diwas to preserve Maharashtrian culture. Indian culture and tradition were promoted and encouraged through the celebration of various Indian festivals, like we are celebrating every year a festival mosaic of Onam and Ganesh Chaturthi. It starts with welcoming Ganpati and Raja Bali with a dance and drum beats. Followed by a cultural dance and song mosaic. The program ends with serving lunch, called Sadya, which means banquet in Malayalam. Sadya is typically served as a traditional feast for Onam, the state festival of Kerala, and Vishu

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

In addition to the standard curriculum, the institution inspired students to Enroll in NPTEL classes. Listed here are a few NPTEL courses: enrolment by students, Java programming, C++ programming, and Big Data Cloud computing, database management systems, and data. PMI MCA Mentors for the pertinent students were recruited from the department's professors. Topics on the NPTEL site, giving professors access to weekly review of each student's progress.

The institute offers the MBA and MCA as its two postgraduate programs. Both These lessons are given in a combination of Marathi, Hindi, and English. The organization is connected to Pune's Savitribai Phule Pune University. The university's recommended curriculum is followed by the institute. both the MBA and MCA programs' respective syllabuses combines choice-based with outcome-based learning Grading System and Credit System (CBCS) The institution declares the optional classes and concentrations it plans to provide students from the university's broader course selection, This more closely aligns with both the institute's goal and vision and the pupils we have. We adhere to the program's instructional goals. The university's framework for defining requirements for extensive, forward-looking results of student performance. When it came to the institute, we had framed program-specific goals by concentrating on different courses the institute's combo offerings and value-added

meetings and enrichment activities to tie it into our The institute's goal and vision, which include technical education and the growth of entrepreneurship. In whatever topic we are pursuing outcome-based assessment (OBA), As faculties, first specify what we anticipate from students. once they have finished a course or program, to be capable of doing. CCEs are created and put into practice to evaluate different Blooms settings. taxonomy. The performance is used as the basis for the final internal evaluation. Pratibha Institute of Business Management's Annual Quality Assurance Report combined CCEs for everybody. Under CCE, assignments are submitted and posted using MS Teams to increase openness. The instructor of the course may alter the LTP of the course in light of course criteria, the course's content, the learners' proficiency levels, and the suggested pedagogy and evaluation methods. The altered LTP must have the director's and department head's approval. IQAC coordinator, too. The learning outcomes must be clearly stated while creating Them. expressed as comprehensive, precisely defining declarative phrases the abilities, knowledge, and competences required of pupils to obtain after finishing their academic program. The pedagogy and resources (faculty, library, labs, etc.) to be implemented for efficient instruction and learning for students determined in accordance with the desired learning results The results are evaluated and tested to determine the degree to which objectives are fulfilled.

Each module instructor creates a course file that includes a teaching plan, syllabus, and PO-CO mapping table for the course. The module teacher develops assessment and evaluation (tutorials, assignments, class work, presentations, group discussions, unit exams, etc.) based on the PO-CO mapping table and the syllabus (unit-wise) information. Based on already defined program results and course outcomes, the institution implements PO/CO mapping. The results of each course are used to produce course outcomes, which are then compared to program outcomes. We use 3 levels for CO-PO mapping, and based on those, we determine the attainment: Level 1 is defined as 39% or less, Level II as 39% to 49%, and Level III as 50% or above.

20.Distance education/online education:

The institution does not offer any courses in the ODL mode because it is associated with Savitribai Phule Pune University and only has the authority to conduct courses in person and in offline mode. In addition to conventional classroom instruction, the Institute uses ICT-enabled instructional methods. The institute's facilities have Wi-Fi access. MS Teams is now being used by the Institute for online

expert sessions and assessments via CCE submissions. A select few faculties have also kept up their video channel to help students better comprehend the things they are taught in class. Faculties use different tools and open-source platforms to teach relevant technologies. Faculty use Kahoot, which is a free student response tool for administering quizzes, facilitating discussions, and collecting survey data for interactive learning and teaching. The integrated development environment (IDE) used by MCA colleges makes it easier for computer programmers by combining key tools (such as a code editor, compiler, and debugger) into a single software package. Spyder is a specific Python IDE. GitHub Education provides free access to a variety of development tools from GitHub's partners, giving students practical experience. The MCA department utilizes this platform with students and organizes seminars on how to use it in order to foster a culture of collaborative coding.

Extended Profile

1.Programme

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

File Description	Documents
Data Template	View File

2.Student

2.1	690
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Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	477
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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	270
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Number of outgoing/ final year students during the year		
File Description	Documents	
Data Template	View File	
3.Academic		
3.1	34	
Number of full time teachers during the year		
File Description	Documents	
Data Template	View File	
3.2	30	
Number of sanctioned posts during the year		
File Description	Documents	
Data Template	View File	
4.Institution		
4.1	12	
Total number of Classrooms and Seminar halls		
4.2	14213915	
Total expenditure excluding salary during the year (INR in lakhs)		
4.3	302	
Total number of computers on campus for academic purposes		
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		
<p>The college ensures effective curriculum delivery through systematic and strategic transparent mechanism in various area like Academic Calendar- The institute follows the Academic Calendar in accordance with Savitribai Phule Pune University (Affiliating University). The</p>		

preferences of subjects to teach are consolidated and workload is distributed. Time table are prepared in advance and the same is informed to the students. Faculty members are revitalize to transmit the course material/ curriculum through innovative pedagogies which include presentations, live projects, workshops, seminars, real time simulations and industrial visits. These all are in addition to the regular white board teaching and lecture method. The faculties are free to adopt any other edification methodology which they find useful for students learning process. The teaching plan is prepared showing in details the pedagogies to be adopted for each unit, the tentative completion date so that it can be matched with the actual date and if any discrepancies, remedial measures can be taken, books and other reference materials information is also included in it. The CIE calendar is prepared for each subject and it is circulated among the students in advance as they can well prepared for each of the parameters and there is transparency.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	http://pibmpune.org.in/wp-content/uploads/2024/01/1.1.1.pdf

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

The Institute follows a structured system by adhering to the academic calendar in line with university calendar to have proper compliance of Continuous Internal Evaluation (CIE). The HOD allot the subject and teaching lesson plan is prepared along with CIEs keeping in view the bloom taxonomy. The curriculum activities are conducted in adherence to the academic calendar. The number of CIEs for any subject depends upon the credit it carries. Each subject in-charge has been given free hand in deciding the CIEs for their respective subjects. In the current academic year the number of CIEs for subject having the credit score of 3 is finalized at 3 like-MCQ, Case study, Assignment, Presentation and along with this the End Term exam is also taken as per the University exam protocols. The 2 best out of these 4 are taken for the purpose of Internal University Evaluation. The students are encouraged to use more infographic materials in their assigned task. Along with this the department maintain full transparency by circulating the CIE calendar among the students well in advance. The rubrics of all the CIEs are also made and stress is given on attainment of COs and POs

for each subject.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	http://pibmpune.org.in/wp-content/uploads/2024/01/1.1.2.pdf

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

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)**

16

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

602

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

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

The institute has amalgamated crosscutting issues relating to Professional Ethics, Gender, Human Values, Environment and Sustainability in the Curriculum. The university has made two subjects compulsory i.e. Indian Ethos & Business Ethics and Corporate Social Responsibility & Sustainability so that the students inculcate the moral values that ought to guide the corporate professionalism in them. Also the course on Human Rights is included in the curriculum. The Course on Introduction to Indian Constitution and is also offered towards the relevant issues. The Institute is having various committees like Anti Ragging committee, Grievance Redressal Cell, SC/ST committee. These are involved in prevention, prohibition and redressal of the complaints regarding sexual harassment of employee and students and conducted awareness campaign. The CSR committee has been very proactive in conducting

different extension activities such as Cleanliness Campaigns, workshop on environmental issues and so on. The institute is having water harvesting system to keep the rain water aligned by which the wasted water is saved. The solar panel are installed in the premises to use clean energy.

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

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

02

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

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

522

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://pibmpune.org.in/wp-content/uploads/2024/01/1.4.1.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	B. Feedback collected, analyzed and action has been taken
File Description	Documents
Upload any additional information	View File
URL for feedback report	http://pibmpune.org.in/wp-content/uploads/2024/01/1.4.1.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	
689	
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

283

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 institute has implemented a comprehensive approach to cater to the diverse needs of students. In the Admission Process the institute uses both MH-CET centralized admission and merit-based admissions, resulting in a diverse student with varying learning abilities. A psychometric test and aptitude test are conducted for all first-year students to identify their learning abilities. The cutoff marks of 50 percent are used to classify students into advanced and slow learners. Remedial courses are organized for slow learners, ensuring that they receive additional support in external subjects. These courses are compulsory for slow learners, but fast learners are also encouraged to attend, promoting a collaborative learning environment. Slow learners are grouped with bright students to facilitate peer learning. Slow learners are provided with extra study material, references, and video links to aid their understanding of concepts. Regular interactions between mentors and mentees help address both academic and personal issues. This ensures that students receive personalized guidance and support. Fast learners are provided with various opportunities such as participating in conferences, workshops, and coordinating curricular and extra-curricular activities. This helps them develop leadership and team-building skills. Advanced learners are engaged in research projects, live projects, and other intellectually stimulating activities, enhancing their overall academic experience. Achievers are recognized and facilitated on various platforms within the institute, boosting their morale and encouraging continuous excellence.

File Description	Documents
Paste link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/2.2.1.pdf
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
689	34

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

The MBA department prioritizes leadership preparation through cutting-edge teaching methods, providing students with a solid foundation in current technology, skills, and attitudes essential for the corporate world and entrepreneurship. The department fosters experiential, participative learning, and problem-solving skills through various student-centric activities. These include guided group discussions, case study analyses, seminars, industry internships, compulsory project work, expert lectures, webinars, club participation, and on-line aptitude tests.

To enhance problem-solving abilities, students engage in live projects, assignments, and ideathons. In the last semester, MCA students execute major projects as interns, gaining practical experience in the development life cycle. Rigor and formality were introduced in AY-22-23 with the implementation of project diaries, documenting interactions between faculty guides and students.

Industry experts conduct hands-on technical sessions, and faculty with industry experience guide students through case studies, improving understanding and facilitating project report compilation. The department's commitment to problem-solving is reinforced by breaking down a course module into logical groups, ensuring equal focus on various areas. This improvement enhances the quality of mini projects and further instills a sense of ownership among both

project guides and students.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/2.3.1.pdf

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

The department prioritizes the effective integration of ICT tools in the teaching-learning process, enhancing understanding, and clarity of concepts, problem-solving skills, and student participation. Faculty members are encouraged to leverage ICT tools, and the institute is well-equipped with resources like projectors, computers, high-speed internet, digital library, Microsoft Teams, and more.

Various ICT tools, such as projectors, desktops, laptops, printers, scanners, smart boards, and online platforms like Zoom, Google Meet, and Microsoft Teams, are seamlessly integrated into the academic environment. The institute also utilizes MOOC platforms, digital library resources, and a language lab for comprehensive communication skills training.

Faculty and students are adept at using these tools, employing PowerPoint presentations, online search engines, and digital libraries for effective teaching and learning. In the academic year 2022-23, the department continued using MS Teams for assignments and online learning. The MCA Department maintains a YouTube channel for programming videos, and faculty use diverse IDEs and online platforms to teach relevant technologies.

Faculty members actively participate in online competitions, encouraging students to register and compete on platforms like Techgig. Practical sessions, VIVAs, documentation, and evidence capture are seamlessly conducted using relevant platforms and tools. The department fosters a culture of continuous learning, with faculty members pursuing programs at IIT-Madras, exposing them to various tools in analytics and full-stack application development.

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

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

2.3.3.1 - Number of mentors

30

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

34

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

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

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

08

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

129

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.

At the commencement of each academic year, the department conducts an orientation program to elucidate the comprehensive evaluation process, encompassing both internal and external facets, along with the grievance procedure. This program serves as a crucial introduction for students, providing clarity on the assessment methods and grievance procedure.

The department's internal assessment mechanism is characterized by transparency and robustness. For 3-credit subjects, a structured approach involving three Continuous Internal Evaluations (CIEs) is employed, comprising MCQs, assignments, case studies, and an end-term exam. In the case of 2-credit subjects, faculty discretion allows the selection of any two CIEs, 1-credit subjects a single CIE. The University's internal marks are determined by choosing the best two CIEs for each subject. To ensure informed preparation, CIE dates and syllabi are communicated in advance through official channels like WhatsApp groups and emails.

The end-term internal exam is conducted, giving students the opportunity to review their papers within a specified timeframe. Furthermore, access to other CIEs submitted on MS Teams is granted following faculty feedback. The department ensures prompt display of all CIE marks, and any student grievances are promptly and effectively addressed, ensuring a fair and transparent assessment process.

File Description	Documents
Any additional information	View File
Link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/2.5.1.pdf

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

The institute ensures a transparent and effective evaluation process, addressing examination grievances promptly. An examination committee, chaired by the institute's Director and including the CEO, secretary, and other staff members, oversees this process. Continuous Internal Evaluations (CIEs) adhere to the scheduled calendar, and if a student misses a CIE with a valid reason, a retest is conducted with communicated dates in advance.

Post the Internal End Term Exam, faculty members promptly review and resolve doubts or grievances with students regarding answer sheets. For CIEs uploaded on MS Teams, students can meet the respective faculty for queries. If dissatisfaction persists after faculty resolution, students can approach the Head of the department. Individual CIE marks are displayed on the noticeboard after faculty addresses student grievances. Any remaining dissatisfaction can be escalated to the grievance committee, which expeditiously handles such matters. This comprehensive system ensures fairness, transparency, and timely resolution in the evaluation process.

File Description	Documents
Any additional information	View File
Link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/2.5.2.pdf

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 MBA department strictly adheres to the Objectives of Outcome-Based Education (OBE), incorporating Program Outcomes (POs) and Course Outcomes (COs) designed by Savitribai Phule Pune University. Program Specific Outcomes (PSOs) are meticulously formulated through consultations with faculty, stakeholders (employers, alumni, and students), and are widely disseminated through induction programs, curriculum, classrooms, faculty meetings, the institute's website, and teaching plans.

During induction programs, the Head of the Department raises awareness about COs, POs, and PSOs. Faculty members, mentors, and course coordinators consistently inform students, emphasizing the importance of achieving these outcomes. Teaching plans feature COs, POs, PSOs, and a PO-CO correlation matrix indicating their degree of correlation.

Assessment of Course Outcomes occurs at the conclusion of each course, while Program Outcomes are measured at the program's completion. The institute follows the Choice Based Credit System (CBCS), enhancing teaching and learning flexibility. The curricula, strengthened by OBE, are aligned with desirable outcomes, and the evaluation system is modified to measure courses against these outcomes. OBE facilitates higher-order learning levels, mastery of courses, and skill development, fostering employability and entrepreneurial skills among learners based on Bloom's Taxonomy.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/2.6.1.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

The institute systematically ensures the achievement of Course Outcomes (COs) aligned with Program Outcomes (POs) and Program Specific Outcomes (PSOs). The outcomes assessment plan defines performance targets and criteria, utilizing the class average mark as the target for computing the attainment of each CO. COs are mapped to POs and PSOs with two defined levels (Level 1: >50%, Level II: ?50%).

Student performance in Continuous Internal Evaluations (CIEs) is the basis for computing the attainment of POs and PSOs, with assessments conducted through various tools such as assignments, case studies, projects, and internal and external examinations. Assessment methodologies for each subject consider specific parameters and learning outcomes, with rubrics formulated for CIE-1, CIE-2, and CIE-3.

Summer Internship Programme course outcomes must align with defined program outcomes, reflecting students' knowledge, skills, and values. Attainment levels are categorized into two levels: Level 1 (>50%) and Level II (?50%). This comprehensive approach ensures a quantitative measurement of program achievement and aligns student learning with predefined outcomes.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/2.6.2.pdf

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**274**

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	https://pibmpune.org.in/wp-content/uploads/2024/01/2.6.3.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)**

<https://pibmpune.org.in/wp-content/uploads/2024/01/2.7.1.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)**

Rs. 2 lacs and 6 Thousand.(Rs. 2,06000/-)

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
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**

04

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

01

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
Paste link to funding agency website	http://pibmpune.org.in/wp-content/uploads/2023/12/3.1.3-.pdf

3.2 - Innovation Ecosystem

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

The Institute has an active Institutional Innovation Council under the Ministry of Education and MHRD. Creation of 57 Start Ups, 43 project consultancy, 39 live projects are developed by students and faculty members. Our IIC stand among top 10 in Western Region of India and in Top 300 amongst all 7500 registered IIC Institutes in India.. The institute has also an Incubation Centre for budding entrepreneurs. The guidelines and notifications issued by UGC and SPPU are always taken into account when updating the policies under Innovation and Start up Cell and Incubation cell. It inspires the budding entrepreneurs to float their business/ Ventures through various workshops and seminars. Eminent industrialists are often invited to motivate young students. Faculty members constantly

encourage their students to participate in various competitions like hackathons, coding challenges and technical competitions. Students are also provided live projects in order to develop innovative thinking. There are several MOUs are signed with other colleges to develop Startup Ecosystem and Business project. It develop the startup ecosystem by training and facilitating the budding entrepreneurs in various business domain.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://pibmpune.org.in/wp-content/uploads/2024/01/3.2.1.pdf

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

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

10

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

3.3 - Research Publications and Awards

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

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

04

File Description	Documents
URL to the research page on HEI website	https://pibmpune.org.in/wp-content/uploads/2024/02/LIst-Ph.d-Guides.pdf
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

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

21

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

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

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

37

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 to

inculcate social responsibility among its students. Extension activities play a pivotal role in sensitizing students to social issues and developing holistic development. These activities, often conducted outside the traditional classroom setting, expose students to real-world challenges, encouraging critical thinking, empathy, and active participation.

Engagement in extension activities provides students with practical exposure to societal problems such as poverty, inequality, environmental degradation, and healthcare disparities. Interacting with affected communities helps students to develop a deeper understanding of these issues, igniting a sense of social responsibility and motivating them to contribute to positive change.

Engagement with social issues during extension activities often sparks a passion for advocacy and activism among students. They become advocates for change, using their knowledge and experiences to raise awareness, mobilize resources, and collaborate with stakeholders to address pressing social concerns.

File Description	Documents
Paste link for additional information	http://pibmpune.org.in/wp-content/uploads/2023/12/3.4.1.pdf
Upload any additional information	View File

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

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

02

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	View File

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

11

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

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

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

562

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

3.5 - Collaboration

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

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

19

File Description	Documents
e-copies of related Document	View File
Any additional information	View File
Details of Collaborative activities with institutions/industries for research, Faculty	View File

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

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

14

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Institute ensures that enough infrastructure is available to operate programmes for teaching, learning, and research. The institute has well-equipped and well-ventilated classrooms. Laboratories are supervised by staff and attendants from the respective department, who report to the Head of the Department.

The team of supervisors oversees the maintenance and repair of solar panels, general lighting, power distribution systems, water plumbing plants, generator sets, and other physical facilities through his associates. The team also takes care of the upkeep and cleaning of the campus grounds, sports facilities, staff lounge, and amenity area, as well as the buildings, labs, classrooms, furniture, and

furniture. The institute also makes sure that the seminar room is used as effectively as possible for hosting seminars, guest lectures, etc.

The use of the computer lab for conducting practical lessons based on technology learning and training is very beneficial.

A reading room, multimedia space, and suitable information resources are all available in the library. Repositories, Document Delivery Service, Current Awareness Service, Selective Dissemination Service, and other necessary facilities and services are provided by libraries.

The institute offers ICT facilities and services. The necessary software installation, antivirus updates, and upgrades are all included in the annual maintenance. Electronic devices including projectors, laptops, printers, and photocopiers are maintained and reused to reduce e-waste. The appropriate center maintains the WiFi on campus.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/4.1.1.pdf

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

The Institute has sufficient space for cultural events, sports, games (both indoor and outdoor), a gym, a yoga center, etc.

Cultural events are held in a 1000-seat amphitheatre and a 200-seat auditorium with an audio visual facility mounted LCD. Online yoga classes are occasionally held in the auditorium.

Indoor games facilities having sports room, having facilities such as carom, chess, and table tennis and other indoor games too. The Institute has a basketball court and a volleyball court. Both the boys' and girls' common rooms of the institute are nicely furnished with seating, water, and restrooms.

For the purpose of arranging academic meetings, seminars, conferences, and cultural events, the institute uses its auditorium and seminar rooms. The organizing professor or staff member files a form available with PRO, through HOD, and the date of the event is registered, allowing priority access to the halls. The newest fitness equipment is in the gym. The cafeteria is nicely outfitted and includes necessities like a sink, refrigerator, and cooking equipment.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://pibmpune.org.in/wp-content/uploads/2024/01/4.1.2.pdf

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

12

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/4.1.3.pdf
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)

2472474

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)

We have been using 'Vridhhi Software' as integrated library management system since August 2008. Every faculty member and student is given a membership. The PIMB library has 100 mbps of internet speed and is completely automated. Vridhhi has all the mudules needed to run the library effectively. In the library, Vridhhi offers OPAC functionality. The library administration software will develop a barcode for the member using the member's data, which will aid future transactions. Librarian can also create an ID card for the member. This aids in keeping track of all the books already in existence.

Every book will have a different Id. The functioning of Issue-Return will be assisted by Barcode. The system records an entry for the individual book against the specific student or faculty member as soon as the librarian scans the barcode while providing a book.

The librarian determines how many books a specific system user is able to check out. Reports can be produced by the system every day, every month, or every year. You can retrieve the report item by item, which includes information on how many items have been issued, expired, or are no longer in use.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	. http://pibmpune.org.in/wp-content/uploads/2023/12/4.2.1.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-

A. Any 4 or more of the above

ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

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)

232804

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

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

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

178

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

Institution frequently updates its IT facilities including Wi-Fi

By replacing obsolete technology and software and getting rid of old assets, the Institute regularly updates its IT infrastructure.

The ICT facilities, including computers and servers, are maintained by the Computer Center (lab) and its support staff.

The institute offers a wi-fi network with the classrooms, seminar halls, and computer labs.

The annual maintenance includes the installation of the necessary software, antivirus protection, and upgrades. Electronic devices including projectors, laptops, printers, and photocopiers are maintained and reused to reduce e-waste. The appropriate center maintains the WiFi on campus.

Maintenance of Lab Equipments

It is the responsibility of the individual faculty members, staff members, lab assistants, and other service workers to maintain the equipment that falls within their purview.

Dead stock registers, asset registers, logbooks, tool and plant registers are kept in different laboratories, and entries and errors are submitted for repair. All significant repairs are acknowledged with the Registrar's consent, and outside specialists are called in when needed to maintain the machinery.

Users have access to all equipment's standard operating procedures.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://pibmpune.org.in/wp-content/uploads/2023/12/4.3.1.pdf

4.3.2 - Number of Computers

302

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution	A. ? 50MBPS								
<table border="1"> <thead> <tr> <th data-bbox="76 271 550 338">File Description</th> <th data-bbox="550 271 1476 338">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="76 338 550 443">Upload any additional Information</td> <td data-bbox="550 338 1476 443">View File</td> </tr> <tr> <td data-bbox="76 443 550 584">Details of available bandwidth of internet connection in the Institution</td> <td data-bbox="550 443 1476 584">View File</td> </tr> </tbody> </table>	File Description	Documents	Upload any additional Information	View File	Details of available bandwidth of internet connection in the Institution	View File			
File Description	Documents								
Upload any additional Information	View File								
Details of available bandwidth of internet connection in the Institution	View File								
4.4 - Maintenance of Campus Infrastructure									
4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)									
4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)									
5905860									
<table border="1"> <thead> <tr> <th data-bbox="76 965 550 1032">File Description</th> <th data-bbox="550 965 1476 1032">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="76 1032 550 1133">Upload any additional information</td> <td data-bbox="550 1032 1476 1133">View File</td> </tr> <tr> <td data-bbox="76 1133 550 1200">Audited statements of accounts</td> <td data-bbox="550 1133 1476 1200">View File</td> </tr> <tr> <td data-bbox="76 1200 550 1379">Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)</td> <td data-bbox="550 1200 1476 1379">View File</td> </tr> </tbody> </table>	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	
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 intellectual support facilities are maintained by the institute. The team and supervisors, through his collaborators, manage the upkeep and repair of solar panels, water piping systems, generator sets, general illumination, and power distribution systems.</p> <p>In an office-based ledger, minor repairs are ranked in order of importance. Students are taught how to take care of the equipment and make the most out of every classroom during their time at the academy. Maintenance and utilization of libraries and their materials</p> <p>The Institute created the infrastructure policy, which is described</p>									

in a policy manual method.

(Process details):-

A need analysis of the stakeholders' infrastructure needs

The Governing Council must approve any purchases;

Annual budget for infrastructure costs must be prepared.

The actual acquisition

Testing and quality control of purchased materials and infrastructure components

Recording the item that was purchased in the dead stock record

Preventive maintenance schedule for the relevant equipment

Upkeep and repair of broken equipment

A review of the infrastructure in place and input from relevant parties

Update and enhance the infrastructure based on input from the stakeholders.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://pibmpune.org.in/wp-content/uploads/2024/02/4.4.2.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

405

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

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

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

34

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	https://pibmpune.org.in/wp-content/uploads/2024/01/5.1.3.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

170

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

170

File Description	Documents
Any additional information	View File
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

A. All of the above

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

5.2 - Student Progression**5.2.1 - Number of placement of outgoing students during the year****5.2.1.1 - Number of outgoing students placed during the year**

189

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

5.2.2 - Number of students progressing to higher education during the year**5.2.2.1 - Number of outgoing student progression to higher education**

03

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

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

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)	No File Uploaded

5.3 - Student Participation and Activities

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

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

2

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

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

Pratibha Institute of Management operates as a student-led institution, encouraging MBA and MCA candidates to actively engage in decision-making processes that not only shape their own future but also influence the trajectory of the institute. Students of our college formed many administrative, Cultural, Welfare, institution and innovation committee and councils. Young Inspirator Network formed by students which focus on social welfare. Students organised "Naachu Kirtanache Rang" Program on the Occasion of Vaari, Shiv Vandana on the occasion of Shiv Jayanti in PIBM, Women's Day Celebration 2023-24, Sakal YIN Club Opening Ceremony at RMD College IPER. Students have celebrated Election success rally, and with the partnership of Sakal Yin Summer Youth Summit committee which completed 100 Registration Successfully. Competitions like Mind Quiz, Business Quiz, Hindustan Times Quiz, Ideathon, Brandzila, Aarambh and Product to Launch are organized at PIBM to nurture students' skills and innovative ideas. Extra-curricular activities encompass sports, arts, music, drama, street play, one-act play, Mono Act. We promote CSR activities like Distribution of clothes in Sasoon hospital, FOOD DISTRIBUTION, Road Safety Campaign, Sakal YIN Niradharanchi Holi Celebration with Orphanages and Old Age Homes.

File Description	Documents
Paste link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/5.3.2.pdf
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

21

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

5.4 - Alumni Engagement

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

The Alumni Association of Pratibha Institute of Business management stands as a testament to the enduring legacy of excellence in education. Established with the vision of creating a lifelong bond between the alma mater and its graduates. Our Alumni Abhijeet Patil, Hanumant, Kathrine conducted session on departmental orientation. Niranjana Kale conducted session on Campus to Corporate and Vinod Mohan Kumar conducted session on digital banking. Alumni-Initiated Live Projects for Management Graduates. In a dynamic and ever-evolving business landscape, the importance of hands-on experience cannot be overstated. Spurti Express Infra Innovation LLP- company formed by our alumni student Mr. Vikas Jha wherein Mohini Ramesh Bhondave, Nikita Navnath Shinde, Abhijeet Savalaram Gurav, Jitty Mariyam John, Diksha Ravindra Kamble students participated. Trigati

Corporations company formed by Mr. Hanumant Pandey wherein Saprem Jagtap, Shweta Kale, Diksha Ravindra Kamble, Jitty Mariyam John participated. Live projects are collaborative initiatives where alumni, seasoned professionals in various industries, partner with management graduates to address real challenges faced by organizations. These projects serve as a bridge between classroom learning and the complex, ever-evolving realities of the business world.

File Description	Documents
Paste link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/5.4.1.pdf
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	View File

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

We consistently strive for excellence in the technical field, guided by our vision statement and management's leadership. Our approach has proven successful in fostering management capabilities and entrepreneurship among students. Several initiatives exemplify our commitment to our institute's vision and mission:

Supplementing the university's technical curriculum, we provide external training by industry experts in cutting-edge technologies like Big Data Analytics, Selenium Framework, and Project Management tools.

Emphasizing entrepreneurship, we conduct workshops through our Institutions Innovation Council and Incubation Cell, supported by various Memoranda of Understanding (MOUs) for management capability development .

Our faculty members actively mentor startup ecosystems in other colleges, leading to MOUs with institutions such as SS College Gondia, ISB&M, and Pimpri Chinchwad Startup Incubation Center, AISSMS college of engineering and also invited by prestigious institutions like COEP technological university, IIT Mumbai, IBS, ICFAI etc. Our faculty members are also associated with AICTE as innovation ambassador, Startup India, Startup India Marg, MCED to support state and national ecosystem.

We've established an Industry Lab to enhance students' practical skills with advanced technological resources.

Students receive internship and live project training opportunities for hands-on learning experiences.

File Description	Documents
Paste link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/6.1.1.pdf
Upload any additional information	View File

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

Our mission prioritizes evolving learning systems and fostering an entrepreneurial mindset among students, necessitating the cultivation of leadership qualities within faculty and students. To achieve this, we promote the organization of webinars, seminars, and workshops through various committees, assigning tasks and fostering accountability. Intra and inter-institute events provide opportunities for students to take on responsibilities, from planning to execution, under faculty guidance. Events like "AARAMBH" exemplify decentralized planning and execution, enabling student teams to learn collaboratively. Committees, both statutory and non-statutory, involve students and staff in decision-making processes. At our institute, students take the lead in planning and executing tours, both within and outside Maharashtra, with guidance from coordinators. This approach instills leadership skills and a sense of responsibility among all stakeholders.

File Description	Documents
Paste link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/6.1.2.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The challenges of AY 22-23, post-pandemic, necessitated a robust and easily implementable strategic plan. Aligned with the National Education Policy (NEP), our focus shifted to digital and online learning, initiating Microsoft Teams as our Learning Management System (LMS) in 2020-21. In 2021-22, we adopted a blended teaching model for MBA and MCA programs, providing Bluetooth headphones and digital writing pads to enhance remote learning. Further digitalization of the library and introduction of multidisciplinary courses characterized 2022-23.

Implementation of the strategic plan entails various training programs, with a focus on preparing students for placements by offering workshops on emerging fields like Project Management, Big Data Analytics, and Selenium. Mock interviews conducted by industry experts and sessions on skill enhancement complement these efforts.

Future plans include autonomy and expansion into multidisciplinary programs, aiming to continually adapt and meet evolving educational needs.

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File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/6.2.1.pdf
Upload any additional information	View File

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	https://pibmpune.org.in/wp-content/uploads/2024/01/6.2.2.pdf
Link to Organogram of the institution webpage	https://pibmpune.org.in/about-us/
Upload any additional information	View File

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	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

Employee welfare is very crucial to boost and motivate the morale of the teaching and non-teaching staff to achieve the goals of the institution. To do so we provide various tokens of appreciation, gifts, awards to our faculty members and staff on occasions of various festivals like teacher's day, Diwali, etc. In addition to this institute had provided uniforms to staff members to inculcate uniformity and fostering team work. Various gatherings like Dasara celebration, Diwali celebration, etc. are organized so that all the teaching staff and non-teaching staff showcase their talent. Salary overdraft facility is also there for teaching and non-teaching staff. PIBM also provides accommodation to fourth class staff with free water and electricity .We also provide interest free loans to staff members in case of genuine need and emergency. Laptops and salary overdraft facility is also provided by the management.

File Description	Documents
Paste link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/6.3.1.pdf
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

27

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

33

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**

33

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 evaluate employee job performance, identifying strengths and weaknesses to enhance future performance and foster organizational and individual growth. They facilitate

dialogue between employees and employers to review past progress and plan future objectives. At PIBM, annual faculty appraisals are conducted to ensure continuous improvement.

Key benefits of our system include:

1. Enhancing employee satisfaction and motivation by acknowledging achievements and encouraging better performance.
2. Identifying training needs based on employee achievements and areas for improvement, fostering professional development.
3. Facilitating introspection and self-improvement among faculty and staff, promoting personal and organizational growth.

Overall, our performance appraisal system serves as a proactive tool for employee development and organizational success.

File Description	Documents
Paste link for additional information	https://pibmpune.org.in/wp-content/uploads/2024/01/6.3.5.pdf
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 isto 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 takesintoconsideration 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	http://pibmpune.org.in/wp-content/uploads/2024/02/6.4.1-updated_compressed.pdf
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)

206000

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	View File
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 are utilized in student welfare in terms of guest lectures, expert sessions, industrial visits, and their remuneration for different social activities like intercollege sports, dance, and coding, singing competition. Around 15 percent of funds are utilized 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	https://pibmpune.org.in/wp-content/uploads/2024/01/6.4.3.pdf
Upload any additional information	View File

6.5 - Internal Quality Assurance System

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

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

'Srijan' and 'Udoug Sahyog' programme were given more focus during the academic year by focusing on live projects for opening students' towards real market problems and finding solutions for them. Enrichment sessions on building entrepreneurship culture in the organization were conducted along with Corporate week and industrial, visits. MoUs were signed with corporates for giving exposure of live projects to students, internships, placements and trainings. Several activities were conducted under initiatives 'Sachet Nagrik' and 'Satkriya' for spreading awareness in public as well as making students socially responsible persons.

Faculties were encouraged and supported by way of financial support as well as on duty leaves for attending Sawyam Exams., Conferences, Workshops and Seminars. Being NPTEL Local Chapter institute encourage faculties and students for taking new courses and certifications to upgrade their professional development. For facilitating the research efforts of the faculty, institute provides laptops, journals & e- journals, Wi-Fi, memberships of E-resources such as DELNET and National Digital Library, etc. For students various Add on course based on latest skills and knowledge were organised as per the requirement of market.

File Description	Documents
Paste link for additional information	http://pibmpune.org.in/wp-content/uploads/2024/02/6.5.1-for-pdf.pdf
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

Periodic Review of Academic and Administrative functioning was conducted by IQAC. Teaching and Lesson plan were evaluated by IQAC Cell in the semesters. Assignments as per pre informed CIEs of all students were properly evaluated Students' internal assessment is evaluated on the basis of these CIE submissions. Finally after result declaration, it is analyzed and CO-PO mapping was conducted to check the level achieved as compared to the standards set . Feedback is collected from stakeholders on Teaching - Learning performance at the end of each semester along with that Students Satisfaction Survey was also conducted to know the overall views of students . The certification courses are chosen, based on feedback comments received. At the end of the year External Academic and Administrative Audit was conducted by the External Auditors.

This year institute has modified its Vision and Mission to make it more concise and apt for the organization. Modification was also done in process manual as with time new rules and regulations has been added, new committees were formed as per AICTE norms etc.

The performance of faculty is evaluated every year based on their efforts towards teaching learning, self-improvement and contribution at department and Institute level.

File Description	Documents
Paste link for additional information	http://pibmpune.org.in/wp-content/uploads/2024/02/6.5.2-for-pdf.pdf
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)

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	http://pibmpune.org.in/wp-content/uploads/2024/02/Annual-Report-AY-2022-23-PIBM.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The Internal Complaint Committee at PIBM spearheaded multiple initiatives in 2023, focusing on Gender Equality and Sensitization. Programs included a workshop on "Gender Equality for Development Effectiveness" by Mr. Ravi Patil, a session on Women's Safety & Empowerment led by Dr. Suvarna Gaikwad, and an informative session on Gender-specific Yoga by Prof. Supriya Balkawade. These aimed to raise awareness and sensitivity among students regarding gender issues. Committees like ICC, Anti-Ragging, and Student Welfare Council ensure prompt resolution of student complaints. Students must carry ID cards and adhere to department dress codes. Separate common rooms, restrooms, and gym timings are designated for genders. Mentor-Mentee Groups aid students in academic and personal matters. Psychometric tests assess student interests at the academic session's start. CCTV cameras monitor premises for safety, supported by appointed counselors and doctors. PIBM remains dedicated to fostering a safe and inclusive environment for all its students.

File Description	Documents
Annual gender sensitization action plan	http://pibmpune.org.in/wp-content/uploads/2024/02/7.1.1-Gender-Sensitization-Plan.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	https://pibmpune.org.in/wp-content/uploads/2024/02/7.1.1.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	A. 4 or All of the above
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File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

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

- **Solid Waste Management:** For the collection of regular solid waste (Dry and Wet) garbage bins are kept at different places on 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	View File
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	View File

7.1.5 - Green campus initiatives include

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

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways

A. Any 4 or All of the above

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	View File
Any other relevant documents	View File

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

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

A. Any 4 or all of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	View File

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

A. Any 4 or all of the above

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

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

1. Raskhanbandhan was celebrated with Army people to share joy with them.
 2. Marathi Bhasha Diwas celebrated in PIBM by encouraging students to read Marathi books and Literature in Library.
 3. Haldi Kunku, a traditional festival from Maharashtra, Christmas festival of Christians at PIBM were celebrated very enthusiastically in the institute.
 4. MBA Department has started new Inter-Collegiate Cultural Contest called Aarambh two years back. Aarambh 3.0, in 2023, where various cultural programmes were presented by students from different colleges.
 5. Our students are from Bihar, Jharkhand, West Bengal, UP, Karnataka, Andhra, Tamil Nadu, Goa and from many other states who really enjoy the cultural environment at PIBM. At Fresher's Party, students' performed various acts in their native languages.
- Traditional Day was celebrated by MBA and MCA Students very enthusiastically.

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

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

PIBM celebrated Constitution Day on November 26th with Dr. Rajendra Kankariya, CAO of PGI Group, delivering a speech on its significance. MBA and MCA students, along with faculty, recited the Preamble and discussed constitutional values. In CSR efforts, students distributed clothes and bedsheets to Sasoon Hospital and organized food distribution during Joy of Giving week. Mahatma Gandhi Jayanti featured a quiz competition promoting his principles. Savitribai Phule Jayanti honored her contribution to girls' education. Vivekanand, Jijabai, and Shivaji Maharaj Jayanti were celebrated, with Mr. Rahul Rajguru delivering an inspiring speech on Shivaji Maharaj's values. Women's Day highlighted gender equality. Independence Day and Republic Day commemorated national values and freedom. National Road Safety Week emphasized adherence to safety regulations for saving lives. These events reflect PIBM's commitment to social responsibility, education, and honoring national heroes while promoting important values and safety measures.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	http://pibmpune.org.in/wp-content/uploads/2024/02/7.1.9-Sensitization-of-students-and-employees-of-the-Institution-to-the-constitutional.pdf
Any other relevant information	http://pibmpune.org.in/wp-content/uploads/2024/02/7.1.9-Sensitization-of-students-and-employees-of-the-Institution-to-the-constitutional.pdf

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

A. All of the above

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

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

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

PIBM commemorated Gandhi Jayanti with a quiz competition in his honor. "Vachan Prerana Din" celebrated on October 15th promoted reading culture, with students reading Dyneshwari in the library. Dasara was celebrated by worshipping Goddess Saraswati, including Ayudh Pooja and a speech by Dr. Deepak Sir. International Women's Day featured a session on women's safety by Dr. Suvarna Gaikwad, with faculty honored by KES Secretary. International Yoga Day involved Sahaj Yoga and gender-wise yoga sessions. Teachers' Day saw MBA and MCA students expressing gratitude with tokens of love. Independence Day included flag hoisting and cultural programs, with achievers honored by KES Management. Republic Day marked the enactment of India's Constitution, with a student-led march and patriotic songs, followed by honors bestowed by KES Management. These celebrations reflect PIBM's commitment to honoring great leaders, promoting education and culture, and fostering a sense of patriotism and respect among students and faculty alike.

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	View File

7.2 - Best Practices

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

Practice 1:

Title:

Show and Tell Policy

Objectives:

Enhance students' conceptual and practical understanding of technical subjects.

Context:

Initially focused on technical subjects like Programming Languages, now extended to theoretical subjects like Software Project Management and Software Testing.

Students engage in case studies and prepare project plans and test cases for mini projects.

Implementation:

MCA offers practical courses using programming languages and problem-solving techniques.

Case studies and collaborative problem-solving sessions aid learning.

Various programs like seminars, workshops, and guest lectures enrich the learning experience.

Success Evidence:

University results are commendable.

Students secure attractive job opportunities and win competitions.

Challenges and Resources:

Bridging the gap for students without IT backgrounds.

Requirement of high-speed internet and advanced laptops.

Emphasis on communication and soft skills, especially for rural students.

Practice 2: Industry Live Research Projects

Objectives:

Provide hands-on industry project experience.

Familiarize students with industry functions and related job roles.

Context:

MBA department emphasizes industry-institute interaction and provides live research projects to students.

Implementation:

Students are selected based on abilities and interviewed by companies.

Projects vary in duration from 30 to 90 days.

Success Evidence:

Provides experiential learning opportunities.

File Description	Documents
Best practices in the Institutional website	https://pibmpune.org.in/wp-content/uploads/2024/02/7.2.1-.pdf
Any other relevant information	https://pibmpune.org.in/wp-content/uploads/2024/02/7.2.1-.pdf

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

The institution is enthusiastically dedicated towards nurturing the startups and entrepreneurial ventures. The institute spearheaded the establishment of the Institutional Innovation Cell (IIC), endorsed by the Ministry of Human Resource Development (MHRD), and formed an alliance with the Startup and Innovation Cell at SPPU, playing a crucial role in the implementation of the National Innovation and Startup Policy (NISP).

Through rigorous efforts, the Startup and IIC facilitated informative field visits to Incubation Units, Patent Facilitation Centers, and Technology Transfer Centers across diverse industries and academic institutions. Numerous Memorandums of Understanding (MOUs) were signed with several industry and academic bodies

Strategic partnerships were signed with the Pimpri Chinchwad Startup Incubation Centre to enhance technical collaboration. The institute has nurtured 54 startups and successfully concluded 43 industry-related research projects. Faculty members actively disseminate knowledge on startup culture, entrepreneurship, design thinking, and innovation. Various Faculty Development Programs, Expert Sessions, and Awareness Programs, conducted in collaboration with government and industrial bodies. Notably, this year, PIBM triumphantly incubated 8 startups spanning several sectors of Industry including storage, edutech, trading, photography, event management, electrical work, and apparels.

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

7.3.2 - Plan of action for the next academic year

The future plans for MBA and MCA departments shall have continuum of last plan and executions. There is still scope to focus on preparing for the implementation of NEP 2020 and aligning with the Institute's strategic plan. The development of curriculum, offering a significant Add on courses, multidisciplinary approach and integrating with Indian Knowledge system shall be focused. The upcoming year will concentrate on developing curricula that integrate employability skills, meeting industry demands. The

Institute will escalate several initiatives, including Industry Live Projects, Entrepreneurship and Start-up Linkages, Skill Enhancement through Industry mentors, and Innovative Teaching Practices.

Specific actions shall include:

Establishing MOUs with industries for Live Projects, Summer Internships, and Placement.

Forming MOUs with academic institutions for Knowledge Sharing, Collaboration Projects, and CSR Activities.

Conducting activities for Entrepreneurship Development such as Business Idea Generation, Visits to Incubation Workshops, IPR Workshops, and Inviting Startup Promoters.

Facilitating Startup Linkages through Interaction Sessions, Consultancy, Internship Opportunities, and Association with Government Organizations.

Enhancing skills through the introduction of new Add-on Courses, Industry mentors, and enrichment courses.

Organizing Local and Out-of-State Industrial Visits.

Implementing Outdoor Management Training.

Implementing Innovative Teaching Practices like Case Study Pedagogies, Experiential Learning Methods, and Simulation Software adoption.