

SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

**PIMPRI CHINCHWAD EDUCATION TRUSTS S. B. PATIL
INSTITUTE OF MANAGEMENT**

SECTOR NO. - 26, NEAR AKURDI RAILWAY STATION, PRADHIKARAN, NIGDI.

411044

www.sbpatilmba.com

SSR SUBMITTED DATE: 11-09-2018

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

September 2018

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Pimpri Chinchwad Education Trust (PCET) was established by Late Shri. Shankarrao Bajirao Patil in the year 1990 with a vision to provide a value added educational platform to society in multiple dimensions right from Nursery to Doctoral programs in all professional streams enabling all our students to achieve 'Freedom through Education'. S. B. Patil Institute of Management (SBPIM) came into existence in the year 2009 as a stand-alone Management Institute considering the need of the hour. The institute is committed to contribute towards National as well as Global Development by fostering national and global competencies among our students. SBPIM campus is located in the vicinity of the industrially developed MIDC area of Pimpri Chinchwad Municipal Corporation, Pune. Today, the Institute has well over 360+ students enrolled for the M.B.A. and Doctoral Programs. Curriculum planning and implementation of these programs are effectively carried out in sync with Savitribai Phule Pune University.

Vision

To be a Nationally and Internationally accredited Management Institute that supports collaborative learning, incubation center and cafeteria approach to provide quality education, research and consultation with an objective of transforming students to professionals, entrepreneurs and researchers having deep rooted sense of Social Responsibility

Mission

To pursuit excellence in Management Education and Research Program with holistic and sustainable developmental approach through dynamic workforce as mainstay to create future Leaders, Transformative Entrepreneurs and Ethical Citizens who generate value for the Industry, Society and the Nation

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

1. Management's pursuit for students' academic and professional excellence.
2. SBPIM offers academic flexibility to cater to contemporary needs of students.
3. Institute location helps in developing strong linkages with industry, Academia and Social bodies.
4. Institute boasts of a dynamic Director accompanied by highly educated, co-operative, trusted and adaptive staff-members.
5. SBPIM has shaped more than 50 entrepreneurs who add value to the society and create employment.
6. Institute maintains safe and secure environment as well as a green and equipped campus.
7. More than 61% faculty members are either Doctorates or pursuing their Ph.D.
8. Institute has strong research base which is well-represented by its research- activity.
9. Extremely strong Institute-Student bonding.
10. Remarkable contribution to Institute-Social-Responsibility.

11. Institute inclusively caters to student diversity.
12. Student-Profile enrichment.
13. Accessible location.
14. Healthy Alumni-relations.

Institutional Weakness

1. Limited Industry-collaborations.
2. Timely-aging technology.
3. Limited Courses.
4. Few students grab Campus-Placements with higher packages

Institutional Opportunity

1. Added linkages with industry for Summer Internship Projects, Training, Placements and Funding.
2. Expand and create customized Programs
3. Initiate new programs in association with reputed professional institutes.
4. Offer consultancy to Industry.
5. Improvise student University Ranking.
6. Increase the magnitude of research.
7. Upgrade technical and digital awareness.
8. Conduct MDPs/FDPs.
9. Provide Campus-Placements with higher packages to more number of students.

Institutional Challenge

1. Professional grooming for slow-learners.
2. Improvising students' Results.
3. Pursue aggressive marketing to overcome competition.
4. Keeping up with changing regulations of Government-agencies.
5. Getting Industry-funded projects.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

“Education is a social process, education is growth; education is not preparation for life but is life itself.”

The Institute is affiliated to Savitribai Phule Pune University and has adopted the Semester-wise Credit and Grading-System. Curriculum enrichment is ensured through a well-planned Academic-Calendar at SBPIM. The curriculum is executed not only through classroom teaching but also supported with various co-curricular as well as extra-curricular activities throughout the year. The vision and mission of the institute is attained in a planned manner. Faculty and students are motivated to upgrade and acquire the essential academic and research skills through various in-house and external programs. Faculties are encouraged to contribute in various university activities and Government bodies.

Believing that Knowledge is beyond curriculum, we provide various Certifications, Soft Skills, Entrepreneurship, Gender-Based and Social Awareness Programs under ISR. In addition, global awareness through practical-oriented Industry Expert sessions, and SIP guidance are conducted to meet employability challenges. Students undergo field projects and internships as a part of curriculum enrichment to enhance professional credentials.

To contribute towards National Development, SBPIM inclusively engages its faculty and students in community and educational programs like Prakriti (Environment-Protection), Jagruti (Social-Awareness), Ujjwal Bhavishya (Programme for Underprivileged Children and Promoting Education), Gyaan Ganga (Knowledge Transfer), Nirbhaya (Safety & Empowerment of Women) etc. Social issues such as Gender discrimination, Environment and Sustainability, Human Values and Professional Ethics etc. are imparted through these activities.

Feedback-system helps to improvise curriculum-execution. Feedback collected from all stakeholders is critically analyzed.

Teaching-learning and Evaluation

At SBPIM, students admitted as per norms of the competent authority belong to diverse backgrounds and capabilities. Institute strives to support Emergers (Slow Learners) and Achievers (Advance Learners) through various activities for building their competitive skills.

The institute focuses on student-centric teaching approach by designing comprehensive teaching-learning, planning and executing policies for their holistic development. Faculty utilizes a basket of content delivery methods, e-resources and ICT tools to enrich the learning experience of students. The institution's 61% faculty is Ph.D. holders having a rich experience from varied backgrounds. Teachers are self-motivated, keen to upgrade their knowledge and keep abreast with the latest developments. SBPIM faculties strive to inculcate creativity, professional attitude and entrepreneurial approach amongst students. The teachers and students share a strong camaraderie and mentor the students for their overall development. The institute implements reforms as and when required through Continuous Internal Evaluation (CIE) to achieve academic excellence. The mechanism of internal assessment is transparent and robust which covers all learning domains. The examination related grievances are addressed by the Examination committee in a time-bound and efficient manner. The institution tries to adhere to the Academic Calendar for the conduct of CIE and activities. The CO & PO attainment of students is based on techniques like Internal Assessment, End-Semester Assessment and Feedback from stakeholders.

Research, Innovations and Extension

SBPIM is committed to excel in education and promote quality research amongst students and staff. Institute's research work is depicted through its research publications and awards, conferences and various research projects undertaken by the faculty. The Research committee attempts to mobilize resources for research which motivates faculty and students to enhance their research aptitude by publishing their work in renowned publications. In the last five years, two research projects have been sanctioned with a funding of Rs.1.90 Lakhs from Savitribai Phule Pune University, 9 faculty members and 12 Research Scholars have been awarded Ph.D., 15 books and 205 papers were published & presented. The Institute conducts a National-level conference yearly to cater to the National and socio-economic issues to bring out suggestive outcomes. Faculties are supported to

participate in Faculty Development Programs. 75+ linkages and 10 MoUs have been signed for Training, Research, Placements and Internship. Under entrepreneurship guidance app 50 students have started their own ventures. Institution has an eco-system for innovation which includes ISR and IPO. **“IPo”** (Ignition-Point) is a flagship programme where Alumni-Entrepreneurs support budding entrepreneurs to convert their business ideas into reality. Under extension activities, ISR (Institute Social Responsibility) Committee encourages student-participation in social and environmental issues related activities like Prakriti, Jagruti, Ujjwal-Bhavishya, Nirbhaya in collaboration with recognized bodies. Essay competition, festivals/days celebration, Yoga-day etc. are organized to inculcate righteous conduct, human-values, national integration, communal-harmony and social-cohesion. Students are promoted to participate in intercollegiate competitions. Leadership, interpersonal-skills, self-confidence, soft-skills, team-management is learnt through **“Yuvostav”, “Zing” and National-Conference**.

Infrastructure and Learning Resources

PCET's S. B. Patil Institute of Management campus located in Pradhikaran, Pune is beautifully landscaped, lush green and noise-free and is affiliated to Savitribai Phule Pune University, approved by AICTE and DTE. Since its establishment in 2009, SBPIM has maintained state of the art of infrastructure and physical facilities. It offers Entrepreneurship Development Cell, Research Centre and Library as learning resources. Institute has spacious, well-lit, ventilated and fully-equipped 12 Classrooms, 2 Seminar halls, 2 Staff-rooms and offices. Classrooms are well equipped with the conventional teaching aids and ICT facilities viz. LCD projectors, Video-conferencing which promotes collaborative and participative learning to promote the use of Technology. Institute has 2 well-maintained computer labs and an Air-Conditioned Seminar Hall. The Library is well-equipped with modern facilities and has a diverse collection of knowledge resources. SBPIM has a separate digital library with high speed internet. Institute boasts of a perfectly-manicured lawn, sports ground and gymkhana for outdoor/indoor games. Hostel, Canteen, ATM, Stationary store etc. are also available within the campus. Ramp and Lift provision are available for differently-abled students.

College has a separate centralized department for maintenance of available infrastructure. Sufficient security persons and 1 lady security guard for girls are appointed to maintain security and safety in the campus. Institute has Generator set to meet power requirement during electric breakdown. Computers and other gadgets are maintained by internal staff as well as by external agencies. Sufficient budget is allocated for maintenance and up keeping of campus infrastructure.

Student Support and Progression

SBPIM aims at students' holistic development and progression. We make sincere efforts to develop students professionally and ethically through various activities. Their professional and academic enhancement is observed through a structured mentoring programme at the institute. The institute assists students to obtain government and non-government Scholarship as well as Freeship. Student progression is facilitated through C2C, IDEAL, competitive examination guidance, career counseling, higher education and soft skill development. We believe *'Health is Wealth'* and organize sessions for *'Yoga and Meditation'*. Language Lab is established which improves verbal and listening communication skills of students. Classroom teaching is supported using teaching pedagogy such as Role Play, Case Study, audio-video clippings and paper cuttings to support slow learners. In order to meet the industry expectations, institute offers various Certification Courses in Marketing, HR and Finance. SBPIM provides strong support through Training and Placement cell, Student Grievance Redressal cell, Anti-Ragging committee and Women's Grievance committee to resolve student

issues. Students are motivated to participate and organize various intercollegiate and intra-collegiate co-curricular and extra-curricular activities. Our Alumni Association is registered with the Charity Commissioner of Pune. Alumni engagement activities support juniors through interaction and experience sharing sessions, offering internship or final placement in their organization. This continuous interaction helps students to gauge the current scenario of the Industry. Academic and Administrative committees are constituted for which student representatives are elected. Through active participation, they learn practical management skills such as planning, organizing, controlling, co-ordination etc. with the support of faculty for overall development.

Governance, Leadership and Management

Institutional Vision and Leadership are aimed at pursuit of excellence. We achieve calibrated improvement in quality of education by improving learning-outcomes, employability of students, fostering Global-competencies among students and uplifting the standard of PG-education with the support of Government, PCET and Statutory-agencies, by way of Faculty-Empowerment and Development, Infrastructural-Development, Research-Activities, Industry-Institute-Interaction and Community-Relations. The institution's governance is administered by Governing-Body, LMC, Director, Academic-Advisory-Committee, Head-Academics, Head-Research and staff.

Leadership is driven by the Director under the guidelines of AICTE, DTE, SPPU and PCET, who is the chairman of Academic and Administrative-Councils, Statutory and Non-statutory committees and Member-Secretary of GB and LMC.

Stakeholders play an active role in ensuring the implementation of Institutes' Vision, Mission, Core-Values, Quality-Policy, Objectives through Strategic-Development and Deployment to achieve the strategic-goals defined in Strategic-Plan designed every 5 years.

By 2022, SBPIM aims to optimize its existing strengths and exploit the emerging opportunities through Strategic-Plan 2017-22 to realize our quest for excellence. SBPIM intends to build itself as the most-trusted brand through strengthening its Human-Capital, Research, Financial-Management and Resource-Mobilization, Infrastructure, Synergic Industry-Relationship, Inclusive Ethical-Culture as well as creating Industry-Ready students through Best Placement-Opportunities.

SBPIM achieves its goals by emphasizing excellence in teaching-learning methods, research, infrastructure, processes and development of students' personality, civic-sense and social-responsibility which makes them Industry-ready.

Responsibilities are allocated across the hierarchy for decentralized-governance where operations are carried out as per its Strategic-Plan and policies, plus decisions are implemented through Participative-Management. Our strong IQAC ensures smooth functioning and continuous upgradation.

Institutional Values and Best Practices

To inculcate Value-System among students, SBPIM has well-defined Core Institutional-Values and Code-of-Conduct. We believe in equal opportunity for Men and Women, thereby, strive to create awareness about Gender-Equity. In order to create awareness amongst faculty, sessions on Parenting, Investment for Women, Good-Food Good-Health, Women-Entrepreneurs, abuse and addiction, handling-stress etc. are conducted.

National-days and festivals are celebrated to instill Patriotism, Human-values and Professional-Ethics. As student-safety is of utmost importance, our campus is secured by CCTV-surveillance and security-guards at necessary locations. The ICC-committee is appointed for resolving students' issues. The Anti-Ragging Committee and Grievance-Cell work to prevent undue incidences. Solar and LED-devices are installed to protect the environment and reduce energy-consumption. Separately coded dustbins are used for Wet and Dry-waste. The e-waste generated comprises of battery, UPS, discarded input devices like mouse, key boards which is reused by repairing. The discarded e-waste is exchanged with vendors to get new products at discounts, which helps in saving money and also provides with safe disposal process. As a social responsibility, institution has roof-top rainwater-harvesting system, pedestrian roads, lush-green garden, lawn, trees which keeps the campus pollution-free. Institute also discourages use of plastic and promotes paperless office. Green-audit is conducted regularly. For Divyangans, facilities like provision of lift, ramp, washrooms, restrooms and scribes for examination are available. Institution believes in transparency in its all functions. Institute best-practices are Research-publication, Mentorship-Programme, Promoting Higher-Education in rural-areas, Brand-loyalty amongst Students, Yuvostav etc. Institutional distinctiveness is depicted through IDEAL and IPo that inculcate professional and entrepreneurial culture among students.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	PIMPRI CHINCHWAD EDUCATION TRUSTS S. B. PATIL INSTITUTE OF MANAGEMENT
Address	Sector No. - 26, Near Akurdi Railway Station, Pradhikaran, Nigdi.
City	Pune
State	Maharashtra
Pin	411044
Website	www.sbpatilmba.com

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Professor	Kirti S Dharwadkar	-	9423239460	-	kirtisd@gmail.com
Director	Daniel J Penkar	020-27656900	9881522211	-	sbpatilmba@gmail. com

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	
Date of establishment of the college	15-06-2009

University to which the college is affiliated/ or which governs the college (if it is a constituent college)

State	University name	Document
Maharashtra	Savitribai Phule Pune University	View Document

Details of UGC recognition

Under Section	Date	View Document
2f of UGC		
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	04-04-2018	12	

Details of autonomy

Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?	No
--	----

Recognitions

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Sector No. - 26, Near Akurdi Railway Station, Pradhikaran, Nigdi.	Urban	5.5	2714.96

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
PG	MBA, Management	24	Graduation	English	180	180
Doctoral (Ph.D)	PhD or DPhil, Management	60	Post Graduation	English	31	15

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	3				3				13			
Recruited	2	1	0	3	1	2	0	3	6	7	0	13
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				7
Recruited	6	1	0	7
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				2
Recruited	2	0	0	2
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				0
Recruited	0	0	0	0
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	1	0	0	0	0	0	0	0	0	1
Ph.D.	2	1	0	1	0	0	2	5	0	11
M.Phil.	1	1	0	0	0	0	1	0	0	3
PG	2	1	0	1	0	0	6	9	0	19

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
		0	0	0

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
Doctoral (Ph.D)	Male	12	0	0	0	12
	Female	3	0	0	0	3
	Others	0	0	0	0	0
Certificate	Male	118	4	0	0	122
	Female	73	7	0	0	80
	Others	0	0	0	0	0
PG	Male	110	3	0	0	113
	Female	57	8	0	0	65
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years

Programme		Year 1	Year 2	Year 3	Year 4
SC	Male	23	7	5	8
	Female	4	16	6	2
	Others	0	0	0	0
ST	Male	0	1	1	0
	Female	0	0	0	0
	Others	0	0	0	0
OBC	Male	26	19	13	11
	Female	5	3	2	2
	Others	0	0	0	0
General	Male	63	69	73	83
	Female	41	43	36	39
	Others	0	0	0	0
Others	Male	15	11	8	5
	Female	3	9	4	1
	Others	0	0	0	0
Total		180	178	148	151

3. Extended Profile

3.1 Program

Number of courses offered by the institution across all programs during the last five years

Response : 742

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of programs offered year-wise for last five years

2017-18	2016-17	2015-16	2014-15	2013-14
02	02	02	02	02

3.2 Students

Number of students year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
358	358	326	299	423

Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
63	63	64	107	107

File Description	Document
Institutional data in prescribed format	View Document

Number of outgoing / final year students year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
133	140	108	116	176

File Description	Document
Institutional Data in Prescribed Format	View Document

3.3 Teachers

Number of full time teachers year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
19	18	17	21	25

Number of sanctioned posts year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
24	24	32	40	40

File Description	Document
Institutional data in prescribed format	View Document

3.4 Institution

Total number of classrooms and seminar halls

Response : 13

Total Expenditure excluding salary year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
64.01	102.78	123.23	159.11	114.78

Number of computers

Response : 117

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

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

Response:

SBPIM offers two years full time MBA program affiliated to SPPU and approved by AICTE. This program offer specializations like Marketing, Finance, Human Resource, Operations, etc. the syllabus and guidelines are laid down by the SPPU.

The institute follows a systematic approach to develop, deploy and monitor effective curriculum delivery in the following manner:

1. Director and Head Academics receive the input from various bodies like LMC, GB, IQA, etc. and from feedback of the various stakeholders such as students, teachers, parents, alumni, employers.
2. Finalization and communication of PO and PSO to all by Head Academics in consultation with the Director.
3. At the beginning of each academic year, the affiliating university provides guidelines regarding
 1. Commencement date of the semester
 2. End date of the semester
 3. Online examination dates
 4. Viva-voce examination dates
 5. End examination dates
 6. Holidays
4. Above details are communicated to various committees which are involved to provide input for preparation of academic calendar that includes planning of curricular, co-curricular and extracurricular activities to name a few such as industrial visits, seminars, workshops, guest lectures, cultural and sports events.
5. With these inputs Head Academics of the institute prepares its academic calendar in consultation with the Director.
6. Allocation of the courses to the faculty members is done by Head Academics as per the number of times course taught, teaching/ industrial experience, area of specialization and their willingness. The course distribution is finalized and communicated well in advance for the preparation.
7. Every subject file is supported with detailed session plan which take care of innovative methods of teaching and background reading of respective subject. Further file is supported with University syllabus, time tables, academic calendar, course objectives, concurrent evaluation details, teaching notes, question bank, session plan status report, previous question papers, along with prerequisites of the course and content beyond the syllabus.
8. The subject file is evaluated and approved by Head Academics.
9. Syllabus and course plan is also discussed with students at the beginning of the semester by conducting course orientation.
10. Head Academics monitors academic activities on day-to day basis to ensure the execution of time table. Also monitors execution of academic calendar and teaching learning process after every 15

days and finds gap, if any. The gaps are conveyed to Director for necessary action.

11. Faculty members are motivated to adopt innovative teaching practices like learning diary, chart preparation, etc.
12. For a group of students a faculty is allocated as mentor under mentorship program. Mentor conducts meeting in regular interval a regular basis and does the counseling of poor performing students. Mentor also addresses the non-academic issues of the students.
13. The academic performance of students is continuously monitored by conducting course-wise concurrent evaluations, mock MCQ examinations during the semester. The remedial classes are conducted for the students having poor performance in these evaluations.
14. Expert lectures, seminars, workshops, competitions are conducted to supplement classroom teaching for effective implementation of curriculum.

For more detail insight of curriculum delivery process refer additional information uploaded.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

1.1.2 Number of certificate/diploma program introduced during the last five years

Response: 9

1.1.2.1 Number of certificate/diploma programs introduced year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
01	02	04	01	01

File Description	Document
Minutes of relevant Academic Council/BOS meetings	View Document
Details of the certificate/Diploma programs	View Document

1.1.3 Percentage of participation of full time teachers in various bodies of the Universities/ Autonomous Colleges/ Other Colleges, such as BoS and Academic Council during the last five years

Response: 450

1.1.3.1 Number of teachers participating in various bodies of the Institution, such as BoS and Academic Council year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
17	18	17	17	21

File Description	Document
Details of participation of teachers in various bodies	View Document
Any additional information	View Document

1.2 Academic Flexibility

1.2.1 Percentage of new Courses introduced out of the total number of courses across all Programs offered during last five years

Response: 65.36

1.2.1.1 How many new courses are introduced within the last five years

Response: 485

File Description	Document
Minutes of relevant Academic Council/BOS meetings.	View Document
Details of the new courses introduced	View Document

1.2.2 Percentage of programs in which Choice Based Credit System (CBCS)/Elective course system has been implemented

Response: 50

1.2.2.1 Number of programs in which CBCS/ Elective course system implemented.

Response: 1

File Description	Document
Name of the programs in which CBCS is implemented	View Document
Minutes of relevant Academic Council/BOS meetings.	View Document

1.2.3 Average percentage of students enrolled in subject related Certificate/ Diploma programs/Add-on programs as against the total number of students during the last five years

Response: 48.01

1.2.3.1 Number of students enrolled in subject related Certificate or Diploma or Add-on programs year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
202	226	223	148	11

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

1.3 Curriculum Enrichment

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

Response:

Cross cutting issues relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics into the Curriculum in the given below description of few courses. Refer additional link for list of courses that addresses above mention issues.

105: Organisation Behaviour

Course of OB focuses on the issues of human behaviour by introducing assignments related to assessment of various personalities by use of Big 5 theory and MBTI, where students cognitive abilities are boosted, to understand and to analyse, decision making and problem solving skills are developed which can be utilized at professional level to deal with real time situation in respect of human value.

206: Management Information Systems

In today's business era technology plays a vital role and information systems have become an integral part of the business. But it depends on the individual how to make use of that technology for the benefit of society at large. The unethical practices were highlighted by explaining "The Volkswagen emissions scandal: A case study in corporate misbehavior" Under the topic of "Quality Assurance -Ethical and Social Dimensions." Accordingly the question was framed and included in Question Bank for further detailing of the topic.

303: Startup and New Venture Management

The stigma on the society is Woman can't do business effectively and efficiently. An excellent case of an entrepreneur Ms. Veena Patil the owner of "Veena World" known for its professional ethics and human emotions.

The narration of her success story in a short span of time is discussed with students proves that gender does not become hurdle for the success of an entrepreneur. On the basis of this students were asked to prepare a write up on the personality traits of an entrepreneur.

401 Managing for Sustainability

The subject MFS covers issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics through the Curriculum. The subject highlights issues such as corporate social responsibility, gender issues through the Shakti Amma concept introduced by Hindustan Unilever to address the issues at the bottom of the pyramid. (<https://www.hul.co.in/sustainable-living/case-studies/enhancing-livelihoods-through-project-shakti.html>). The subject focuses on Environmental and sustainability issues through chapters covering topics such as corporate social responsibility, sustainability development, reducing carbon footprint, maintaining biodiversity and ecological balance, organic farming, GMO seed farming etc. Governance problems for global companies, public sector and voluntary sector are highlighted. The Sarbanes-Oxley Act 2002 on governance is also studied. Case studies on Corporate Governance of Satyam, Infosys, Tata and Wipro are discussed. The subject highlights the importance of values across cultures and Ethics related to business.

306 MKT: Consumer Behaviour

Basics of marketing course design to give the concepts of marketing. To understand the concepts learned by students courses such as Basics of Marketing, Marketing Management, Consumer Behaviour where focus is given to how advertisers follow unethical practices for marketing their products through browsing live cases, code of conduct, recommendations and results of complaints website of advertising standard council of India (www.ascionline.org) which covers cross cutting issues related to gender environment and sustainability, human values.

File Description	Document
Link for Additional Information	View Document

1.3.2 Number of value added courses imparting transferable and life skills offered during the last five years

Response: 9

1.3.2.1 Number of value-added courses imparting transferable and life skills offered during the last five years

Response: 09

File Description	Document
Details of the value-added courses imparting transferable and life skills	View Document
Brochure or any other document relating to value added courses.	View Document

1.3.3 Percentage of students undertaking field projects / internships

Response: 89.94

1.3.3.1 Number of students undertaking field projects or internships

Response: 322

File Description	Document
List of students enrolled	View Document
Institutional data in prescribed format	View Document

1.4 Feedback System

1.4.1 Structured feedback received from 1) Students, 2) Teachers, 3) Employers, 4) Alumni and 5) Parents for design and review of syllabus-Semester wise/ year-wise

A. Any 4 of the above

B. Any 3 of the above

C. Any 2 of the above

D. Any 1 of the above

Response: A. Any 4 of the above

File Description	Document
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View Document
URL for stakeholder feedback report	View Document

1.4.2 Feedback processes of the institution may be classified as follows:

A. Feedback collected, analysed and action taken and feedback available on website

B. Feedback collected, analysed and action has been taken

C. Feedback collected and analysed

D. Feedback collected

Response: A. Feedback collected, analysed and action taken and feedback available on website

File Description	Document
URL for feedback report	View Document



Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1 Average percentage of students from other States and Countries during the last five years

Response: 3.57

2.1.1.1 Number of students from other states and countries year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
10	4	19	13	16

File Description	Document
List of students (other states and countries)	View Document
Institutional data in prescribed format	View Document

2.1.2 Average Enrollment percentage (Average of last five years)

Response: 79.49

2.1.2.1 Number of students admitted year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
178	180	178	148	151

2.1.2.2 Number of sanctioned seats year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
180	180	180	300	300

File Description	Document
Institutional data in prescribed format	View Document

2.1.3 Average percentage of seats filled against seats reserved for various categories as per applicable reservation policy during the last five years

Response: 72.71

2.1.3.1 Number of actual students admitted from the reserved categories year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
63	63	64	39	29

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

2.2 Catering to Student Diversity

2.2.1 The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners

Response:

Every student is special and unique, so we firmly believe in encouraging them to enhance their efficiency. At SBPIM, we design and deliver programmes catering to the needs of both **Emergers and Achievers**.

Assessment Process

The **process** is based on **EIGHT** indicators divided into two categories, namely; 'time bound' and 'continuous in approach' that helps to identify students as **Emergers and Achievers**.

1. The **entrance test scores** give an overview of the student profile.
2. **'RHYTHM'** - An induction programme is designed to deliver an outline of the curriculum, corporate expectations and provide platforms to gauge their competencies.
3. **Mentorship program:** The students are counseled by mentors and buddies on regular a basis in academic and co-curricular development, in turn identifying and enhancing student's abilities.
4. **IDEAL;** a robust and igniting initiative conducted after completion of semester one, evaluates students on various dimensions.
5. **Continuous assessment** through tests, exams, SIP, dissertation and concurrent evaluations helps students to bridge the gap between theory and practice.
6. **Coordination and participation** in intra and inter-collegiate events related to curricular, co-curricular and extra-curricular activities aids to identify student's personality traits.
7. **Feedback mechanism,** inclusive of students, faculty members and parents helps us discover our phase of progress. This adds on valuable inputs to develop corrective measures for student's development.
8. **Result analysis** a strong tool, supports in keeping track of continuous academic progress.

Road Map for Achievers and Emergers

1. Faculty members emphasize on innovative and creative content in their pedagogy to cater to the needs of students.
2. Concurrent evaluations are designed taking into account the ability of students.
3. IDEAL furnishes student engagement, management skills, leadership development, cultural competence and interpersonal growth.
4. Specialization wise certification courses are offered to make students ready to face the professional world.
5. The Director and faculty members are approachable to students as per the institute's open door policy.

Programs for Achievers

1. Students are encouraged to participate and publish papers in conferences and seminars.
2. Students are motivated to volunteer and perform in various inter-collegiate competitions at local, state and national levels.
3. IPO provides a platform to students who aim to transform their innovative ideas into businesses.
4. Career Counseling Cell offers guidance and trains students to appear for competitive exams.

Programs for Emergers

1. On the basis of the learning capabilities of the **Emergers**, effective sessions are designed and delivered.
2. Remedial classes, desk discussions and additional study material are provided to the students.
3. Employability enhancement programs are offered in order to groom students' personality.
4. Pre-placement need based training sessions and workshops are conducted to enhance students' domain knowledge.
5. Students are motivated and encouraged to participate in various activities.
6. Personal counseling is provided to students as and when required.

The complete process of identification of advance and slow learner (Achevers and Emergers) upto their grooming along with activities is uploaded in additional information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

2.2.2 Student - Full time teacher ratio

Response: 18.84

File Description	Document
Any additional information	View Document

2.2.3 Percentage of differently abled students (Divyangjan) on rolls**Response:** 0**2.2.3.1 Number of differently abled students on rolls**

File Description	Document
Institutional data in prescribed format	View Document

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****Response:**

At SBPIM, the prime focus is on student's holistic development. Institute blends experiential learning, participative learning and problem solving methodologies in course delivery for enhancing learning experiences.

1. Experiential Learning

1. C2C is a program, which garners an opportunity to invite **eminent personalities** from industry to inspire, share and guide students, one amongst them is **Mr. PRAMOD JAIN, Head Finance Training, Arcelor Mittal**, who enlightened students with his rich industry experience.
2. **Industrial visits** are organized to reputed and well-known companies such as **General Motors, Sidel, Volkswagen, Mercedes Benz**, etc. to expose the students to practical functionalities.
3. In order to be well versed with the current state of affairs, sessions are conducted on international issues and recent trends in the business world such as: **Recent Trends in Banking, Analysis of Greece Economic Crisis, Budget Review** etc.
4. Group discussion, Mock Interview, Resume Writing, Business English sessions are organized to boost students' participation and intellectual capabilities.
5. Managerial skills are enhanced through successful execution of **various events** such as **Zing, Yuvotsav, Sports week**.
6. **Alumni** are invited to deliver sessions on their corporate experience and give a glimpse of industry expectations.

2. Participative Learning

1. Faculty members design **course content** that encourages students to participate and perform. Group assignments, presentations, news analysis, are few of the activities.
2. Students are encouraged in participative classroom learning through **question and answer** sessions.
3. **Institute Social Responsibility** is an initiative to sensitize students about social issues and concerns. Activities like **Vigilance Week with Air India Mumbai, Eco-Friendly Ganesha Idol**

making, Cleanliness drive at Ganesh Visarjan, Pollution free Diwali were organized to generate a sense of social responsibility.

4. Students are motivated to participate in various **intra-collegiate and inter-collegiate events and competition** based on curricular, co-curricular, extra-curricular, sports and research.

3. Problem Solving Methodologies

1. Case study method is extensively used in courses such as Basics of Marketing & Strategic Management.
2. To imbibe and inculcate a research attitude in students they are motivated to write papers in collaboration with faculty or individually in various seminars and conferences.
3. Activities and exercises such as company profile analysis, my management guru, preparing learning diary, etc. are assigned to students in order to develop and showcase their creativity and problem solving abilities.
4. IPO is a platform where students are promoted to transform their business ideas into concrete business plans.
5. SIP and dissertation are forms of collaborative learning, which offers hands-on industry experience to students.

The details mapping of subject wise methods are given in additional information.

File Description	Document
Any additional information	View Document

2.3.2 Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc.

Response: 100

2.3.2.1 Number of teachers using ICT

Response: 19

File Description	Document
List of teachers (using ICT for teaching)	View Document
Any additional information	View Document
Provide link for webpage describing the " LMS/ Academic management system"	View Document

2.3.3 Ratio of students to mentor for academic and stress related issues

Response: 29.83

2.3.3.1 Number of mentors

Response: 12

File Description	Document
Any additional information	View Document

2.3.4 Innovation and creativity in teaching-learning

Response:*“Innovation distinguishes between a leader and a follower.” – Steve Jobs*

At SBPIM Innovation and creativity in teaching learning process is always encouraged to ensure effective learning outcomes. The same is evident and can be seen through following aspects:

1. A structured session plan is designed creatively, that includes background reading of respective topics of the courses. It incorporates a combination of relevant examples, web links, reference book readings, cases, theory models and supportive reading such as books, research articles, and journals.
2. Faculty members are well acquainted with various ICT instruments and innovatively use them during their classroom sessions.
3. Faculty members conduct Objective Tests (MCQ) by designing Google forms (G-suite application).
4. Students are encouraged to prepare web-sites and blogs in association with teachers to increase accessibility of learning material at leisure.
5. Course content is well explained to the students by displaying real life cases through videos, various printed documents and news-paper cuttings to enhance the conceptual clarity.
6. The design and execution of concurrent evaluation uniquely includes several methods such as preparation of reports, cost sheet preparation, learning diary, role plays, moot court, etc.
7. Computer lab, live television and library based sessions are conducted with constructive to provide students with real-time and real-life examples.
8. A well planned industrial visit is organized to link theory and practical knowledge.
9. Domain based forums are created where knowledge sharing between faculty members is practiced in order to improve content delivery method.
10. MS office/ open office and other software's are used for teaching learning process.

The details of innovative and creative methods of practical learning is explained with example of 4 courses in additional information.

File Description	Document
Any additional information	View Document

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years**Response:** 64.46

File Description	Document
Year wise full time teachers and sanctioned posts for 5 years	View Document
List of the faculty members authenticated by the Head of HEI	View Document

2.4.2 Average percentage of full time teachers with Ph.D. during the last five years**Response:** 37.98**2.4.2.1 Number of full time teachers with Ph.D. year-wise during the last five years**

2017-18	2016-17	2015-16	2014-15	2013-14
11	09	05	06	06

File Description	Document
List of number of full time teachers with PhD and number of full time teachers for 5 years	View Document

2.4.3 Teaching experience per full time teacher in number of years**Response:** 13.89**2.4.3.1 Total experience of full-time teachers**

Response: 264

File Description	Document
Any additional information	View Document

2.4.4 Percentage of full time teachers who received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the last five years**Response:** 70**2.4.4.1 Number of full time teachers receiving awards from state /national /international level from Government recognised bodies year-wise during the last five years**

2017-18	2016-17	2015-16	2014-15	2013-14
04	07	01	01	01

File Description	Document
Institutional data in prescribed format	View Document
e-copies of award letters (scanned or soft copy)	View Document

2.4.5 Average percentage of full time teachers from other States against sanctioned posts during the last five years

Response: 15.33

2.4.5.1 Number of full time teachers from other states year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
05	05	04	04	05

File Description	Document
List of full time teachers from other state and state from which qualifying degree was obtained	View Document

2.5 Evaluation Process and Reforms

2.5.1 Reforms in Continuous Internal Evaluation(CIE) system at the institutional level

Response:

Reforms introduced by University

- 1.CBCSGS pattern was introduced by SPPU since July 2013.
- 2.Changes in Examination Pattern and its weightage was introduced:

Sr. No.	Particulars	Weightage
1	Theory Exam	50
2	Online Exam	20
3	Concurrent Evaluation	30

1. SIP to be assessed by internal and external examiners with 50% weightage to each.

Reforms introduced by Institute

2. The institute implemented reforms made by SPPU.
3. In the beginning of semester students are communicated about the internal evaluation process and tentative schedules of exam.
4. Institute appoints Internal Exam Committee.
5. The faculty members have opportunity to design their own innovative and creative format of internal evaluation at Institute level.
6. To experience the feel of external online examination, mock online test on MCQ's is conducted for students.
7. The maximum time allotted for written test is also proportionately equivalent to university examination.
8. Dissertation report is assessed by conducting viva-voce by inviting external experienced panel.
9. The assessed answer sheets, assignment are provided to students and model answer is discussed with them.
10. Question bank is prepared referring to previous question papers of university exams and is shared with students.
11. The institute has made structured internal evaluation (Internal Credit Scheme) applicable for batches under 2013 Pattern.

Full Credit Course			Half Credit Course		
Convert into 30 marks			Convert into 50 marks		
Sr. No.	Particulars	Weightage	Sr. No.	Particulars	
1	Internal Exam	30	1	Concurrent Evaluation	
2	Concurrent Evaluation	50	2	Question Bank	
3	Question Bank	10	3	Attendance	
4	Attendance	10		Total	
	Total	100			

13. The structure of internal evaluation (Internal Credit Scheme) has been revised and is applicable for batches under 2016 Pattern.

Full Credit Course				Half Credit Course			
To be Converted into 30 marks				To be Converted into 50 marks			
Sr. No.	Particulars		Weightage	Sr. No.	Particulars		
1	Concurrent Evaluation - 1	Written Test - 1	10	1	Concurrent Evaluation - 1	As prescribed Faculty	

2	Concurrent Evaluation - 2	Written Test - 2	10	2	Concurrent Evaluation - 2	As prescribed Faculty
3	Concurrent Evaluation - 3	Question Bank	10	3	Concurrent Evaluation - 3	As prescribed Faculty
4	Concurrent Evaluation - 4	As prescribed by Faculty	10	4	Concurrent Evaluation - 4	As prescribed Faculty
5	Concurrent Evaluation - 4	As prescribed by Faculty	10	5	Concurrent Evaluation - 4	As prescribed Faculty
6	Concurrent Evaluation - 5	Attendance	10	6	Concurrent Evaluation - 5	Attendance
Total			60	Total		

2.5.2 Mechanism of internal assessment is transparent and robust in terms of frequency and variety

Response:

Transparency

A structured mechanism for internal assessment is followed at SBPIM:

An organized session plan, specifying topics and its duration of completion is prepared by faculty members. The content of the course file includes assessment details and tentative schedules for evaluation.

1. The internal assessment plan is communicated before the commencement of semester.
2. The evaluation plan includes
 1. For Full Credit Courses
 - Written test
 - Question bank
 - Number and parameters of concurrent evaluations for course
 - Evaluation process and marking scheme for each concurrent evaluation.
 - Records of assessment.
 2. For half Credit Courses
 - Number and parameters of concurrent evaluations for course
 - Evaluation process and marking scheme for each concurrent evaluation.
 - Records of assessment.

1. In a semester each student undergoes continuous evaluation process for 10 courses, totaling to around 50 evaluations, inclusive of different parameters.

1.Full credit course = 6 courses X 5 concurrent evaluations (minimum) = 30 evaluations

2.Half credit course = 4 course X 5 concurrent evaluations (minimum) = 20 evaluations

- In addition to above, attendance is considered as important parameter while evaluating the student. Monthly attendance report is displayed on the class notice board.

1.The result of each concurrent evaluation is shared with students followed by guidance and doubt clearing sessions.

2.The internal marks are finalized on the basis of above assessment.

1.The internal assessment through concurrent evaluation is carried out by using the combination of following tools.

Sr. No.	Concurrent Evaluation	Type of Evaluation
1	Written Test	Cognitive
2	Question Bank	Cognitive / Skill
3	Presentation	Cognitive / Skill / Attitude
4	Report Preparation	Cognitive / Skill
5	Chart Preparation	Cognitive / Skill
6	Learning Diary	Cognitive / Skill / Attitude
7	Case Analysis	Cognitive / Skill / Attitude
8	MCQ	Cognitive / Skill
9	Assignment	Skill
10	Numerical Problems	Cognitive
11	Viva-Voce	Attitude
12	Open Book Test	Cognitive / Attitude

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

Response:

Examination is conducted at TWO different levels namely institute level and University level. The mechanisms for redressal of grievances are exclusive at both levels:

1. Institute level –

1. Examination Committee is formed to ensure smooth functioning of exams.
2. Students are communicated about the assessment methods at the beginning of semester.
3. Examination committee prepares and finalizes time table referring the academic calendar, with approval of Head Academics and Director.
4. Exam time table is communicated well in advance to faculty members and students.
5. As per time table faculty members communicates the syllabus for examination well in time.
6. Faculty members are given a time frame of around 8 – 10 days for assessment of examination and communication of result.
7. After the assessment of answer sheets they are given to the students and individual performance is discussed.
8. Students having any grievances about evaluation are free to personally discuss with respective faculty members in the given time period. If there are any changes in evaluation, the same is to be communicated by respective faculty member to the Examination Committee in the said period.
9. Once the grievances (if any) are resolved, result analysis of internal examination is finalized and displayed for student’s reference.
10. Students can approach the Head Academics for unresolved grievances (if any).

2. University level –

Redressal of grievances is permitted by University only for end semester examinations and not for online, term work/oral/practical, project examination.

1. Examination Committee and a CEO are appointed to ensure smooth functioning of SPPU exams.
2. Online examinations, end semester examination are conducted as per the norms and schedules given by the University.
3. Institute follows rules, regulations and ordinances laid by SPPU.
4. Students can apply for photo copy/ revaluation of their answer sheets by paying fees through institute, once the results are declared by the University.
5. The entire applications received are collected and evaluated by CEO and approved by the Director of the institute and further processed to University.
6. Students can approach the competent authority of university, in case of any grievances beyond institute’s scope.

The complete grievances redressal mechanism process flowchart is given in additional information.

File Description	Document
Link for Additional Information	View Document

2.5.4 The institution adheres to the academic calendar for the conduct of CIE

Response:

The continuous internal evaluation is prepared in line to attain POs, PSOs, and COs. The institute conducts

internal examinations in accordance with external examination to prepare students to excel in their end term exams.

1. At the beginning of each academic year, the university provides guidelines regarding
 1. Commencement date of the semester
 2. End date of the semester
 3. Online examination dates
 4. Viva-voce examination dates
 5. End examination dates
 6. Holidays
2. These guidelines are communicated to various committees as input, in planning academic calendar, which includes tentative schedule of curricular, co-curricular and extracurricular activities, internal examination, etc. by these inputs Head Academics of the institute finalizes the academic calendar in consultation with the Director.
3. Each course file is supported with session plan, mentioning concurrent evaluation process and internal examination procedure which is communicated to students in advance.
4. Every course teacher follows the academic calendar and links classroom teaching and evaluation accordingly.
5. The course teacher displays their course concurrent evaluation through notice board in respective classroom well in advance. The notice includes prerequisites, time table, and date of submission/date of conducting the activity in classroom, evaluation parameters and any related details.
6. Exam committee finalizes internal examination time table in consultation with Head Academics and Director referring to academic calendar. The same is communicated well in advance to faculty members and students.
7. Course teacher sets the question papers based on university pattern along with model answer and submit it to the examination committee.
8. Faculty members are given a time frame of around 8 – 10 days for assessment of examination and communication of result
9. Head Academics monitors academic activities fortnightly, to ensure the smooth execution of time table, scheduled academic calendar and teaching learning process. Deviations if any are conveyed to Director with corrective measures for necessary steps.

Academic calendar is given in

File Description	Document
Any additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1 Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students

Response:

1. PO's/ PSO's/CO's: Mechanism of Communication:

1. Representatives from Trust, Management & Faculty Members frame the institutions PO's/PSO's.
2. The final PO's/PSO's are further communicated by Management (Director, Head Academics & Head Research) to Faculty Members, coordinators of Placement Cell, Research Department, by mode of formal meetings, MOM's circulars are displayed at institute premise and on website for reference.
3. PO's and PSO's are well communicated to students at the time of admission counseling, through information brochure and institute website.
4. CO's in alignment to PO's and PSO's are prepared by group of faculty members of specialization domain. Then CE's are framed by respective faculty members in synch to CO's. After approval by Head Academics it is communicated to students, well in advance in their classroom sessions
5. Institute Academic Calendar is aligned with CO's & PO's, stating *schedule of Induction, Curriculum sessions, C2C (Guest Lectures), Events: Curricular & Co-Curricular, Mentorship Program, Certification programmes, Seminars, Workshops, Conference, Industry Visits, SIP, Winter Projects, Dissertation, Placements, ISR Events, IPo (Ignition Point), IP3 (Institute Parents Partnership Program), Convergence-Alumni Meet, IDEAL (Individual Development & Enrooting Activities for Life)* are outlined, which is communicated to Faculty Members to execute and to students to organize, to participate and get the best benefit out of it.

Program Outcome / Program Specific Outcome of SBPIM

PO - 1	Apply knowledge of management theories & practice to solve business problem
PO - 2	Foster analytical & critical thinking abilities for data based decision making
PO - 3	Ability to develop value based leadership ability
PO - 4	Ability to understand, analyse & communicate global economic, legal & ethical concepts of b
PO - 5	Ability to lead themselves & others in the achievement of organisational goals, contributing effe team environment
PSO - 1	Entrepreneurship Development Activities
PSO - 2	Research Guidance and Undertakings

File Description	Document
Link for Additional Information	View Document

2.6.2 Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution**Response:**

Method of calculating PO's, PSO's and CO's and level of attainment of PO's and PSO's and

CO's.

1. SPPU Exam Evaluations and Internal Assessments are evident tool to distinguish the institute's academic performance and to gauge attainment of CO's linked with PO's/PSO's.
2. Comprehensive analysis with grading of end semester results is referred (direct method) and all feedback (indirect method) are considered for measuring attainment of CO's, PO's & PSO's.
3. The PO's and PSO's are achieved through a curriculum that offers a number of courses. Each course has defined course outcomes that are linked to the PO's and a set of performance criteria that are used to provide quantitative measurement of how well CO's are achieved.
4. The attainment of COs provides direct quantitative evidence that PO's and PSO's are attained.
5. Results of SPPU External Semester End Examination are a metric for assessing whether all COs are attained or not.
6. The COs of each course are mapped to the PO's with a level of emphasis correlated as: Strongly (3), moderately (2) and slightly (1).
7. The formula referred for CO attainment is: $CO = 80\% \text{ (Attainment level of End Term Exam)} + 20\% \text{ (Attainment level of Internal Exam)}$.
8. The attainments of each COs are computed by setting the class average marks as the target. The COs of each course is mapped to POs & PSOs with institute's defined 3 levels of attainment.
9. Examinations (external and internal), curriculum assessment pattern (CBCS), Co-curricular events, sports and cultural events, research activities, IP3, IPo, C2C activities are focused on attainment of course outcomes and programme outcomes.
10. The overall PO & PSO attainments are calculated by considering 80% of direct attainment (Results) and 20% of indirect attainment through surveys (feedback).
11. **Direct assessment:** The performance of the students in the examinations during the semester in each course is used to compute the level of attainment of the POs and PSOs.
12. **Indirect assessment:** The feedback is collected through an on-line survey from the students at the end of programme (Student Feedback), from Corporates (SIP, Final Placements, Guest Speakers), from Parents and from Alumni.
13. In Addition to this, student performances are been timely assessed through in-house activities (Co-curricular, Extra Curricular, Placement, Sports, Cultural, and Research etc.) for the final attainment of POs & PSOs.
14. The attainment of the PO & PSO is computed as a weighted average of attainment of the COs that are mapped to the given PO & PSO.
15. The CO's attainment levels are analyzed and accordingly corrective measures are taken into consideration and action plans are prepared

Attainment table of PO & CO given in additional information

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

2.6.3 Average pass percentage of Students

Response: 82.61

2.6.3.1 Total number of final year students who passed the examination conducted by Institution.

Response: 133

2.6.3.2 Total number of final year students who appeared for the examination conducted by the institution

Response: 161

File Description	Document
Institutional data in prescribed format	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response:

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1 Grants for research projects sponsored by government/non government sources such as industry ,corporate houses, international bodies, endowment, chairs in the institution during the last five years (INR in Lakhs)

Response: 2.3

3.1.1.1 Total Grants for research projects sponsored by the non-government sources such as industry, corporate houses, international bodies, endowments, Chairs in the institution year-wise during the last five years(INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
0	0	0	0.90	1.40

File Description

Document

List of project and grant details

[View Document](#)

e-copies of the grant award letters for research projects sponsored by non-government

[View Document](#)

3.1.2 Percentage of teachers recognised as research guides at present

Response: 15.79

3.1.2.1 Number of teachers recognised as research guides

Response: 03

File Description

Document

Any additional information

[View Document](#)

3.1.3 Number of research projects per teacher funded, by government and non-government agencies, during the last five year

Response: 0.5

3.1.3.1 Number of research projects funded by government and non-government agencies during the last five years

Response: 02

3.1.3.2 Number of full time teachers worked in the institution during the last 5 years

Response: 20

File Description	Document
Supporting document from Funding Agency	View Document
Funding agency website URL	View Document

3.2 Innovation Ecosystem

3.2.1 Institution has created an ecosystem for innovations including incubation centre and other initiatives for creation and transfer of knowledge

Response:

The institution has created an ecosystem for innovation including incubation centre and other initiatives for creation and transfer of knowledge. An important constituent of the ecosystem for innovation are as follows.

- 1. Ignition Point (IPo)** is a mentorship programme by the successful student entrepreneurs of SBPIM to guide the aspiring student for entrepreneurship.
- 2. Entrepreneurship Research Cell:** Entrepreneurship Research Cell conducts various activities such as entrepreneurs awareness camp, guest lectures etc. Till the academic year 2017-18 the institute has developed 42 successful entrepreneurs.
- 3. Research Culture:** SBPIM provides the opportunity to the students, faculty and professionals to develop and nurture the research aptitude. The institute encourages to participate, write and present the research work in the conferences, seminars and otherwise. The institute has organized 14 conference/workshops/seminar and FDP to promote research culture. SBPIM also regularly publishes conference proceedings, edited books, magazines, monograph and guidelines on Ph.D. Research Work. The research centre guides its students to do quality SIP and Dissertation work.
- 4. Collaboration:** The institution has developed a portfolio of effective MOUs with *MCED, ODER Charitable Trust, J.K. Cement Ltd. HR Excellence Global* etc. The institution has undertaken research projects funded by government and non-government agencies. SBPIM also conducts outreach and extension activities with social responsibility.
- 5. Research Journal (JOMAT):** SBPIM JOMAT is a bi-annual peer reviewed journal aims facilitate to the management practitioners, researchers, academicians and students to publish a research papers focus on emerging economies and business throughout the world. Till now 12 issues have been published. This initiative proven to be very effective and has been *placed in the prestigious Approved List of Research Journals notified by SPPU.*
- 6. Mentorship Programme:** The institute has mentorship programme for the students to nurtures, guide on different fronts.
- 7. Education:** The institution has student development activities, through various curriculum, co curriculum and extracurricular activities and educational support systems to generate and disseminate knowledge.
- 8. Culture, Management and Best Practices:** The Institute strives to impart to its students ethical values, compassionate behavior and concern for society. To bring out the hidden talent of the students the institution organizes various events like Yovotsav, Zing, Sports, Cultural and

Management week.

- 9. IDEAL:** Individual Development and Enrooting Activity for Life for SBPIM Students.
- 10. Certification:** Value-added programme such as digital marketing, HR Generalist, SPSS to enhance the practical knowledge and skills.
- 11. Access to Global Value Chain:** Industrial visit, internship and field trip are the example to access to the global value chain and experience the business/industry infrastructure.
- 12. Human Capital:** The highly qualified and skilled faculty imparts the knowledge to students through innovative teaching learning methods.

With these kinds of initiatives in the institute has created an eco-system for innovation & incubation which has become an integral part for creation and transfer of knowledge among beneficiaries. This ecosystem was well *appreciated* with an award of “*College of Substance*” by Natarajan Education society.

For more details on above process refer additional information.

File Description	Document
Link for Additional Information	View Document

3.2.2 Number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the last five years

Response: 13

3.2.2.1 Total number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
04	01	03	01	04

File Description	Document
Report of the event	View Document
List of workshops/seminars during the last 5 years	View Document

3.3 Research Publications and Awards

3.3.1 The institution has a stated Code of Ethics to check malpractices and plagiarism in Research

Response: Yes

File Description	Document
Institutional data in prescribed format	View Document
Any additional information	View Document

3.3.2 The institution provides incentives to teachers who receive state, national and international recognition/awards

Response: Yes

File Description	Document
e- copies of the letters of awards	View Document
Any additional information	View Document

3.3.3 Number of Ph.D.s awarded per teacher during the last five years

Response: 4.67

3.3.3.1 How many Ph.Ds awarded within last five years

Response: 14

3.3.3.2 Number of teachers recognized as guides during the last five years

Response: 03

File Description	Document
URL to the research page on HEI web site	View Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	View Document
Any additional information	View Document

3.3.4 Number of research papers per teacher in the Journals notified on UGC website during the last five years

Response: 3.85

3.3.4.1 Number of research papers in the Journals notified on UGC website during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
02	11	12	37	15

File Description	Document
List of research papers by title, author, department, name and year of publication	View Document

3.3.5 Number of books and chapters in edited volumes/books published and papers in national/international conference proceedings per teacher during the last five years

Response: 8

3.3.5.1 Total number of books and chapters in edited volumes / books published, and papers in national/international conference-proceedings year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
41	49	28	20	22

File Description	Document
List books and chapters in edited volumes / books published	View Document

3.4 Extension Activities

3.4.1 Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years

Response:

There is a conscious effort at S.B Patil Institute of Management to inspire the students to take responsibility and initiatives in the **Social Segment** and for the betterment of the **Society**. A series of activities are planned which will be helpful for the society as a whole and create a **holistic development** by sensitizing students towards **Health, Gender and Environmental matters** by inculcating **beliefs** that are driven for the betterment of the society. Some of the activities were successfully executed in association with various local and corporate bodies.

Prakriti (Environment Protection)

The institute took keen initiatives in preserving environment in nearby vicinity. Activities were undertaken to safeguard **natural resources** and make people understand that these resources might get depleted eventually if used irresponsibly. Under this title various events like visit to **Sendriya Setu- The organic farm and tree plantation drives** were done at **Kurkundi (Khed), Ghoradeshwar Hill, PCET Campus and Bhakti Shakti**.

Workshop was organized to make **Eco Friendly Ganpati**, where the students made **Ganpati Idols** using

Shadu Mati, followed by students volunteering at **Ganesh Visarjan**, by disposing the idol and nirmalya.

Jagruti (Social Awareness)

Various awareness activities have been organized by the institute to address perilous issues in the society. **Awareness Drive** by the students were carried out for **Swine flu, Traffic Safety, Citizen Rights: Importance of Voting, Blood Donation Camp** and **Swachhta Abhiyaan**.

Ujjwal Bhavishya (Programme for Underprivileged Children and Promoting Education)

Donation Drives to promote education to the deprived and underprivileged students at **orphanage** were carried out to empower all needy children with the gift of knowledge, books, furniture, clothes, toys and stationary also free meal and services were provided by the volunteers at orphanage and rural places. The institute tries to spread the joy and light to the deprived children by extending a ray of hope to live by celebrating festival with orphans.

Gyaan Ganga (Knowledge Transfer)

A lecture series is conducted by the Director, Head Research, Head Academics and some faculty members at various collages mostly in rural areas on Career Guidance and some motivational topics. The objective is to enrich and educate the audience about the importance of knowledge and higher studies for better life and future.

Nirbhaya (Safety & Empowerment of Women)

Disheartening issues prevailing in the society such as gender abuse, women exploitation at every level (like rapes, harassment, dowry, etc) have been addressed from time to time. Activities like **street play** by the students on **Save Girl Child** and **Women's Day** Celebration was conducted to sensitize the issues related to girl/ women and create a respectable attitude towards them.

A **Whatsapp group** is created in liaison with **BUDDY COP** which is an initiative taken by the police department to increase security of women in the society. All the **female staff and students** are part of this group with a view to safeguard any group member who faces issues such as **stalking, staring, ragging, eve teasing**, or any kind of **sexual harassment**.

For yearwise details refer the link.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

3.4.2 Number of awards and recognition received for extension activities from Government /recognised bodies during the last five years

Response: 55

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

2017-18	2016-17	2015-16	2014-15	2013-14
14	17	10	06	08

File Description	Document
Number of awards for extension activities in last 5 years	View Document
e-copy of the award letters	View Document
Any additional information	View Document

3.4.3 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 last five years

Response: 18

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., year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
08	07	02	01	0

File Description	Document
Reports of the event organized	View Document
Number of extension and outreach programs conducted with industry,community etc for the last five years	View Document
Any additional information	View Document

3.4.4 Average percentage of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the last five years

Response: 36.85

3.4.4.1 Total number of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
187	126	136	123	59

File Description	Document
Report of the event	View Document
Average percentage of students participating in extension activities with Govt or NGO etc	View Document

3.5 Collaboration

3.5.1 Number of linkages for faculty exchange, student exchange, internship, field trip, on-the-job training, research, etc during the last five years

Response: 77

3.5.1.1 Number of linkages for faculty exchange, student exchange, internship, field trip, on-the-job training, research, etc year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
39	09	12	05	12

File Description	Document
Number of Collaborative activities for research, faculty etc	View Document
Copies of collaboration	View Document

3.5.2 Number of functional MoUs with institutions of National/ International importance, Other Institutions, Industries, Corporate houses etc., during the last five years (only functional MoUs with ongoing activities to be considered)

Response: 10

3.5.2.1 Number of functional MoUs with institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years (only functional MoUs with ongoing activities to be considered)

2017-18	2016-17	2015-16	2014-15	2013-14
06	0	01	03	0

File Description	Document
e-copies of the MoUs with institution/ industry/ corporate house	View Document
Details of functional MoUs with institutions of national, international importance, other universities etc during the last five years	View Document
Any additional information	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1 The institution has adequate facilities for teaching- learning. viz., classrooms, laboratories, computing equipment, etc.

Response:

Building Status Available

Total built up area ready	4295 (Sq.mts)
Total Instructional area (carpet area) ready in	1795 (Sq.mts)
Total Administrative area (carpet area) ready in	705 (Sq.mts)

In order to implement the plans and achieve desired goal, the Institute has created adequate infrastructure in terms of State of art computer labs, library, language lab, faculty rooms and class rooms, Seminar Halls with ICT Facilities. The whole campus has Internet facility with dedicated lease line. The campus has well equipped playground, gymnasium, Hostel and mess. Institute has facilities like Xerox, Stationary store, ATM within the campus. Institute is maintaining conducive environment for the students to achieve their dreams. Additional Cafeteria and Auditorium is available in new building just 20 meters away from our building.

Institute has well equipped conference room with A/C and LCD, Internet facility and Audio-Video recording system.

Institute has 2 advanced & well equipped computer labs with latest configuration. The labs are well supported with latest software version and strong anti-virus software support to invasion of viruses. The Lab is operating on the 32 MBPS dedicated Lease line internet connection. The institute has all supportive equipments such as scanners, printers, MSDN software, speakers, Laptop, LCD projector etc. And a language lab for improving the accent, voice modulation, diction with proper construction of simple and complex sentences.

“The Institute library is where present and future meet together.” Library is a heart of any institute. The library is very spacious and well-furnished to create a pleasant environment for the students. It plays vital role in enhancing the user’s knowledge. Library is segmented in Reference Section, Journal Section, Reading Hall, Digital library, etc. The library has collection of Textbooks, Reference, General and Rare-books, Journals, e-journal, CDs and LED TV etc. The library uses Vriddhi software. The circulation of books is based on Bar-Code. The library has collection of 5158 Books with 1647 Titles, 44 Journals. The library has e-journal J-Gate. Library has collection of books on Accounting, Banking, Finance, IB Marketing, and Sales, HRM, Training and General books. Reprography facility is available. Associate membership with MCCA, NIPM and Individual membership of ND. Open Source repository Shodhganga, NPTEL is available.

“Today’s Learners, become tomorrow’s leaders” Pleasant Class Room is the place where students learn with zeal to achieve their goals. Classrooms are spacious, well ventilated and decorated with colors and

curtains. The seating capacity of class room is of 60 students, Well-equipped with mounted LCD projectors, white screens, podium, green boards. In addition to tutorial rooms for a group discussion.

The institute has 2 seminar halls, one is fully air conditioned and having seating capacity to take care of all the programs conducted there with Audio and Video recording system.

Adequate hostel facilities are available like Mess, Generator Backup, and Water Cooler with purifier, Wi fi, Solar System, TV room, Gymnasium, Visiting Doctor, and Telephone.

You can refer the infrastructure facility photos and architect certificate with detail report in additional link below.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

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

Response:

Sports Facilities

Basket Ball Courts, Football & Cricket Playgrounds:

The institute is well equipped with sports facilities for the students, which includes indoor as well as outdoor, such as Cricket, Table Tennis, Chess, and Carom. The ground for Cricket, Volleyball, Basketball and Football is spacious and well maintained. We have conducted YUVOTSAV- from 2015, An Inter-Collegiate Sports Tournament which includes Football and Basketball from colleges in and around Pune. With a grand success which is dedicated to the volunteers of the event. SBPIM conducted ZING –The Cultural Fest, an intra-college event is organized every year with the objective of developing extracurricular and cultural talents of the students, improving their capabilities to work as a team and raising their level of self confidence in interacting with fellow students and peers. It proved successfully and undoubtedly appreciated amongst the students and staff. In Zing, competitions like Business Plan, Case study, Management quiz, Mock Stock, 1Minute Manager, Mad Ads etc.

Cultural competitions like Bollywood Quiz , Creative cooking without fire, Mehendi, Tatoon Making, Paper Dress Designing, Singing, Dance Competition, Fashion Show. “ZING FUNFAIR” organized where food, game and music stalls were put by the students which provided a platform to learn business.

- Area of Grass Field 55 x 90 mtrs. = 4950 sq.mtrs.
- Area of Soil Field 125 x 50 mtrs. = 62500 sq. mtrs.

- For cultural activities Seminar Hall is available.

You can refer sports facility photos and more report documents in additional information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

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

Response: 100

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 13

File Description	Document
Number of classrooms and seminar halls with ICT enabled facilities	View Document
any additional information	View Document
Link for additional information which is optional	View Document

4.1.4 Average percentage of budget allocation, excluding salary for infrastructure augmentation during the last five years.

Response: 31.31

4.1.4.1 Budget allocation for infrastructure augmentation, excluding salary year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
39.87	36.20	26.15	21.40	28.00

File Description	Document
Details of budget allocation, excluding salary during the last five years	View Document
Audited utilization statements	View Document

4.2 Library as a Learning Resource

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

Response:

SBPIM Library is fully automated using Integrated Library Management System (ILMS)

Vriddhi Software with barcode technology. Version 2.0 Build 234.3 full version

To reduce manual intervention, this Library Management software is really helpful tool which can bring the revolutionary change into the Library automation Software and makes the transactions fast and secure. This library automation software helps to keep track of all the existing books. There will be a unique Id for every book. Bar code will help in Issue-return functionality

Highlights of Vriddhi Software

1. User friendly interface: User friendly interface is designed while keeping in mind all types of users. This interface will make it really easy for Students and faculty members to operate the system.
2. Easy to customize: This ERP software is designed in a way that you can customize it according to our needs and policies.
3. Countless features: Our software is having wide range of facilities which are available for faculty and students as well.
4. Web based system: This web based system allows you to update or retrieve the information from anywhere with the help of internet.
5. Reliability: This ERP software provides you the reliability so that you can realize that all your sensitive information is secure.
6. Security: Role-based accessibility is defined. So, unauthorized users cannot access the college information.

To reduce manual intervention, this Library Management software is really helpful tool which can bring the revolutionary change into the Library automation Software and makes the transactions fast and secure.

OPAC Library automation Software

Online Public access catalog provides search option for users by Title, Author, Publisher, Book Editor, Edition Year, and Subject

In future we are planning to merge into SmartSchool central ERP System .

Refer more information on ERP utilization in Library functioning in additional information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

4.2.2 Collection of rare books, manuscripts, special reports or any other knowledge resources for library enrichment

Response:

“Reading is a conversation, all books talks. But Unique and Rare Books listens as well”.

Rare book is distinguished by its early printing date, having limited issues, printed with some special character of the edition or binding, or its historical interest. The first noting of rare book is recorded in 1890-1895.

Intrinsic Importance

The most essential factor in determining rarity is the book's intrinsic importance, or how important the book is considered in its field. ... A book known to exist in only a few copies may have value if it has importance and is in demand. From a book collector's point of view, a rare book is 'a book you want badly and can't find', or a book that is 'important, desirable and hard to get'. However, there is no clear-cut definition of what makes a book a rare book. The terms 'rare', 'antiquarian' and 'old' are not clearly defined or indeed distinguished.

The rarity of a book has different aspects; too ‘rarity’ can refer to the way the book is supposed to be handled, to the number of existing copies, and to its value. Ultimately, though, the value of a book as a collectible is directly related to the book's relative scarcity. ... First editions tend to be considered "rare" as a generality because the first printing of a book represents only a small number of the total number of copies that are printed.

SBPIM library has **66 rare books** collection for knowledge enrichment.

This unique collection engulfs the subjects from management to original thoughts of visionary like **Swami Vivekananda, Kautilya and Karl Marx**.

The library serves book series of management guru Peter Drucker, Swami Vivekanda thoughts. The most impacted and discussed economic authors of the era such as Karl Max Capital volume 1 to 3 and Kautilya's Arthashastra in Sanskrit make the collection more extraordinary.

Few books on mythology such as **Mahabharat** and **Dnyaneshwari** compel the readers to ponder on values, ethics, and culture in their lives.

The popular Marathi authors book collection add the silver line to its basket such as **“Yayati”**, by V S Khandekar, **“Vyakti ani Valli”**, by P L Deshpande, **“Mazi Janmthep”**, by V D Savarkar .

Rare Book Society of India : <http://www.rarebooksocietyofindia.org/>

The Rare Book Society of India is the first virtual space for rare book collectors and history buffs to read, discuss, rediscover and download lost books. Importantly, it aims to highlight the understanding that there is always more than one truth in history!

On Indian history alone, the site has 36 broad themes including 'Literature, Music and Dance of Ancient India', 'India -After the Advent of Photography', 'The Grand Mughals', 'History of Mysore', 'Hindu Empires of Southern India', 'History of India's Trade and Industry', 'Astronomy, Ayurveda, Yoga, Science and Mathematics in Ancient India' and 'India -As Seen By Foreign Travellers'. Each is being further classified into subsections like essays, books, paintings, rare manuscripts, maps and photo graphs, sculptures and videos.

For more details on books refer additional information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

4.2.3 Does the institution have the following:

- 1.e-journals
- 2.e-ShodhSindhu
- 3.Shodhganga Membership
- 4.e-books
- 5.Databases

A. Any 4 of the above

B. Any 3 of the above

C. Any 2 of the above

D. Any 1 of the above

Response: B. Any 3 of the above

File Description	Document
Details of subscriptions like e-journals,e-ShodhSindhu,Shodhganga Membership etc	View Document
Any additional information	View Document

4.2.4 Average annual expenditure for purchase of books and journals during the last five years (INR in Lakhs)

Response: 2.59

4.2.4.1 Annual expenditure for purchase of books and journals year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
2.41	2.01	1.93	2.07	4.55

File Description	Document
Details of annual expenditure for purchase of books and journals during the last five years	View Document
Audited statements of accounts	View Document
Any additional information	View Document

4.2.5 Availability of remote access to e-resources of the library**Response: Yes**

File Description	Document
Any additional information	View Document

4.2.6 Percentage per day usage of library by teachers and students**Response: 27.06**

4.2.6.1 Average number of teachers and students using library per day over last one year

Response: 102

File Description	Document
Any additional information	View Document

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities including Wi-Fi**Response:****Computer Labs with Latest Softwares:**

Computer lab is well-equipped with branded PC's adequately supported by 32 Mbps leased lines for internet connectivity. It is also equipped with a wide range of licensed system software and application software. The entire campus is connected with LAN Messenger. Computer labs are well connected to the internet help students and faculty to carry out their academic and other work. Lab assistants are available to support students and faculty in their queries.

The institute has total 216 computers with a configuration of Lenovo I3 4 GB RAM =35 ACER 1 core two duos 1 GB RAM, = 35 Lenovo Core 2 Duo 2GB RAM, =80 ACER 2 core two duos 2GB RAM, = 65, ACER Laptop 2 GB RAM= 1 are available.

LAN facility: 3-Layer Switching (Core, Distributed and Access) model is implemented. Core layer switches in the buildings are connected with the Optical Fiber Ring Network (1.75Km Ring). This core switching is further extended to Distributed Switching for departments. Where 100/1000 Mbps (Gigabit Switches) are installed. As per the requirements of access point 10/100 (Megabits) or 100/1000 (Gigabit Switches) are used.

Wi-Fi facility: IT department extend the complete support to the students. It is made available by setting and installing the Wi-Fi zones at various locations such as Reading halls, Hostels, Department corridors and at the Green lawn area. Staff and Students can access this facility on their Laptops by registering themselves. The institute has currently state-of-art RUCKUS Wi-Fi access points to provide the Wi-Fi internet access through Wi-Fi zones. The institute is planning to extend this further to create and establish a Wi-Fi enabled campus.

Intercom Facility: The campus is well connected with a well-planned Telecom Network with intercom facilities is provided. Four additional BSNL land line connections are available.

Language Lab: S.B. Patil Institute of Management has started with state-of-the-art audio-visual equipment to aid in imparting language skills. The Laboratory is effectively utilized by students and faculty members for various self-enhancement and soft skill development activities.

This Laboratory proves beneficial for the students wants to learn English Language. College is providing audio-visual training in the language lab. It aims to build confidence among students for interactions and presentations in English. The basic purpose of the lab is to provide students a platform to enhance English language skills, communication skills and to practice soft skills.

For detail IT facility (Photos of Computer Lab and Dead Stock Register) at the institute refer details given in additional information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

4.3.2 Student - Computer ratio

Response: 3.06

File Description	Document
Any additional information	View Document

4.3.3 Available bandwidth of internet connection in the Institution (Lease line)**>=50 MBPS****35-50 MBPS****20-35 MBPS****5-20 MBPS****Response:** 20-35 MBPS

File Description	Document
Any additional information	View Document

4.3.4 Facilities for e-content development such as Media Centre, Recording facility, Lecture Capturing System (LCS)**Response:** Yes

File Description	Document
Facilities for e-content development such as Media Centre, Recording facility,LCS	View Document
Link to photographs	View Document

4.4 Maintenance of Campus Infrastructure**4.4.1 Average Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, as a percentage during the last five years****Response:** 6.55

4.4.1.1 Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
1.99	4.29	4.01	12.63	16.39

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic facilities	View Document
Audited statements of accounts.	View Document
Any additional information	View Document

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.

Response:

S B Patil Institute of Management maintains physical and academic facilities for effective teaching and learning. The computer systems and other sensitive equipment are supported with back up. Institute has installed 62.5 KVA transformer, 92.5 KVA generator and UPS of 20KVA, 10KVA and proper earthing connection for safe power source.

1. Anyone in need of repair and maintenance work has to register their complaint in the office giving the details of the maintenance required.
2. Head of department signs after the job Completion.
3. The institute has Annual Maintenance Contracts for computer related repairs and maintenance, Drinking water cooler maintenance, power backup systems, fire extinguishers and pest control for Building. The housekeeping work is outsourced.

The maintenance of infrastructure cleaning responsibility is taken care by the administrative staff and housekeeping staff. The campus garden is maintained by the gardener appointed by the management. The institute has adequate number of the computers with internet connections and the required utility software at all working places such as office, library, placement cell, staff rooms etc. Every faculty and staff have computer with internet and LAN at their desk. The institute website has maintained and updated regularly by Dreamworth Solutions Pvt. Ltd. The maintenance contract for UPS is signed with U & Kay Power systems Pvt. Ltd. Generator servicing is regularly done by E M Associates. All Plumbing maintenance is taken care with the help of skilled persons.

1. **Computer Lab** - Lab in charge looks after of all computer maintenance and up gradation of computer related hardware and software.
2. **Library** - The Library staff regularly monitors library stock verification at the end of every year, daily cleaning and dusting done through housekeeping staff. Pest control is done through outsourcing.
3. **Over all Security** - Institute has outsourced 24x7 security contract for the Campus along with provision of lady watchman near girl's hostel.
4. **Over all Maintenance**- The critical equipment of electricity, generator, water pumps, etc. has been installed outside the Institute building to avoid any mishap. Fire Extinguishers have been installed and regularly maintained at identified locations. Safe and Clean Drinking Water is ensured through ROs and Water Coolers Cleaning is done through Saz Tank Pvt. Ltd. after every 3 months.

Institute conducts complete inspection and verification of dead stock at the end of every year. Emergency

repairing work is done through local agency. Requirement of financial resources for maintenance and upgrading of existing facilities are prepared and presented to trust. The civil and electrical work is monitored and maintained by the trust.

Refer institute maintenance policy in additional link for more information.

File Description	Document
Link for Additional Information	View Document

NAAC

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years

Response: 39.44

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
178	149	137	99	130

File Description	Document
Upload self attested letter with the list of students sanctioned scholarships	View Document
Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years	View Document
Any additional information	View Document

5.1.2 Average percentage of students benefited by scholarships, freeships, etc. provided by the institution besides government schemes during the last five years

Response: 76.01

5.1.2.1 Total number of students benefited by scholarships, freeships, etc provided by the institution besides government schemes year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
330	132	303	192	397

File Description	Document
Any additional information	View Document

5.1.3 Number of capability enhancement and development schemes –

1. For competitive examinations
2. Career counselling
3. Soft skill development
4. Remedial coaching
5. Language lab
6. Bridge courses
7. Yoga and meditation
8. Personal Counselling

A. 7 or more of the above

B. Any 6 of the above

C. Any 5 of the above

D. Any 4 of the above

Response: A. 7 or more of the above

File Description	Document
Details of capability enhancement and development schemes	View Document
Any additional information	View Document
Link to Institutional website	View Document

5.1.4 Average percentage of student benefited by guidance for competitive examinations and career counselling offered by the institution during the last five years

Response: 29.86

5.1.4.1 Number of students benefited by guidance for competitive examinations and career counselling offered by the institution year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
114	104	85	86	142

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	View Document
Any additional information	View Document

5.1.5 Average percentage of students benefited by Vocational Education and Training (VET) during the last five years**Response:** 48.01

5.1.5.1 Number of students attending VET year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
202	226	223	148	11

File Description	Document
Details of the students benefited by VET	View Document
Any additional information	View Document

5.1.6 The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases**Response:** Yes

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

5.2 Student Progression**5.2.1 Average percentage of placement of outgoing students during the last five years****Response:** 77.55

5.2.1.1 Number of outgoing students placed year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
110	103	84	86	140

File Description	Document
Self attested list of students placed	View Document
Details of student placement during the last five years	View Document
Any additional information	View Document

5.2.2 Percentage of student progression to higher education (previous graduating batch)

Response: 9.77

5.2.2.1 Number of outgoing students progressing to higher education

Response: 13

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

5.2.3 Average percentage of students qualifying in State/ National/ International level examinations during the last five years (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

Response: 47.27

5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil services/ State government examinations) year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
04	01	01	0	02

5.2.3.2 Number of students who have appeared for the exams year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
11	02	02	0	02

File Description	Document
Upload supporting data for the same	View Document
Number of students qualifying in state/ national/ international level examinations during the last five years	View Document
Any additional information	View Document

5.3 Student Participation and Activities

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

Response: 72

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

2017-18	2016-17	2015-16	2014-15	2013-14
22	13	20	06	11

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at national/international level during the last five years	View Document
e-copies of award letters and certificates	View Document
Any additional information	View Document

5.3.2 Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution

Response:

SBPIM STUDENT COUNCIL

At SBPIM we promote students to work at various teams, encourage them to participate in the decision making process. This helps students to learn management and administrative skills outside the classroom too, enhance their personality and organization skill.

STUDENT COUNCIL ELECTED MEMBERS

SR. NO.	POST	NAME OF THE STUDENT
1	President	Amrit Singh
2	Secretary	Swapnil Divekar
3	Lady Representative	Chikita Kolhe
4	Community Representative	Vijayalaxmi Hegade
5	Sports Representative	Omkar Nangare
6	Cultural Representative	Rahul Shetkar
7	Class Representative (A)	Shweta Zingade
8	Class Representative (A)	Nilesh Joshi
9	Class Representative (B)	Komal Chitte
10	Class Representative (B)	Sanket Bode
11	Class Representative (C)	Suraj Karle
12	Class Representative (C)	Shweta Ghare
13	Faculty Representative & Sports Coordinator	Prof. Amarish Padma
14	Senior Faculty Member	Prof. Kajal Maheshwari
15	Faculty Cultural Coordinator	Prof. Anuradha Phadnis

ACADEMIC AND ADMINISTRATIVE BODIES

INSTITUTE SOCIAL RESPONSIBILITY (ISR) COMMITTEE

Institute Social Responsibility Committee was established with the objectives to enrich society. SBPIM keep strong belief of being a responsible and caring citizen.

ENTREPRENEURSHIP DEVELOPMENT (ED) COMMITTEE

The Committee with the objective to promote and encourage the innovative ideas in the minds of students.

CORPORATE TO CAMPUS COMMITTEE (C2C)

The objective of this committee is to bridge the gap between the academia and the corporate.

CONVERGENCE- ALUMNI NETWORK COMMITTEE

The committee with the objective to provide platform where Alumni interact with current students to share their experience of the corporate world.

PLACEMENT COMMITTEE

The Committee set up to provide the assistance for placement related activity and to assist and conduct for placement drive.

CAREER GUIDANCE AND GROOMING COMMITTEE

The Committee organizes the programs to create awareness about the importance of higher studies, competitive examination and skills required for the employment.

SPORTS AND CULTURAL COMMITTEE

The committee motivates and keeps enthusiasm of students. The committee plans and organizes sports and cultural fest “Zing”.

MEDIA COMMITTEE

The Committee responsible for publishing college magazine “ACCOLADE” and provide opportunity to showcase their creativity.

CONNECT SBPIM:CLASS REPRESENTATIVE COMMITTEE

The objective of the committee to elect representatives from every class with purpose of build vigorous relationship between faculty members and students.

KNOWLEDGE COMMITTEE

The committee exists to improve domain knowledge of students and to create a learning environment that helps to develop the skill sets of the students.

LIBRARY COMMITTEE

This Committee aim to make available books demanded by students and faculties create reading culture in the institute by organizing book exhibitions.

Refer the council functioning details in additional information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

5.3.3 Average number of sports and cultural activities/ competitions organised at the institution level per year**Response:** 28.8

5.3.3.1 Number of sports and cultural activities / competitions organised at the institution level year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
31	27	30	34	22

File Description	Document
Report of the event	View Document
Number of sports and cultural activities / competitions organised per year	View Document
Any additional information	View Document

5.4 Alumni Engagement**5.4.1 The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years****Response:**

S. B. Patil Institute of Management is a registered Alumni Association under the Societies Registration Act. It was formed on 11th June 2012 at The Registrar of Society, Pune Region. Registration No: Mh-1290/2012/Pune under Societies Registration Act 1860.

SBPIM and the Alumni association jointly believe in creating and maintaining association with its alumni. The Alumni Association provides an interface for establishing a link between the alumni, staff, and students of the institute. SBPIM alumni are currently working at various positions all over the globe and proving their mettle in all spheres of management.

The Alumni Association Contribution through various means:-

- 1. Book Donation:** Contribution by donating Books.
- 2. Alumni Interaction:** Alumni of SBPIM give inputs to aspiring MBA graduates. They are invited as resource persons at various events, guest lectures and panel discussions. They provide inputs and share their experiences regarding skills, recent technologies & trends in corporate world, application of knowledge and corporate working culture.
- 3. Placement & Career Guidance Assistance:** Alumni are working in organizations at various

capacities. They keep the faculties and the placement officer abreast about the available job opportunities. They assist and guide the students to crack the interviews. They also share their experience with the students and motivate them for their career development in various domains.

4. **Campus recruiters:** Alumni come to campus as recruiters for their companies and also recommend and promote SBPIM to their employers for campus placements.
5. **Summer Internship Opportunities:** SIP being a part of the MBA curriculum; Alumni provide innumerable opportunities in various companies to the students.
6. **Entrepreneurship Awareness:** Some of our Alumni have established startups in different sectors, many of them are first generation entrepreneurs. They decided to become entrepreneurs during their academic span at SBPIM. Through the journey as an entrepreneur they learnt various skills & knowledge. They enlighten the students with their success stories and challenges faced.
7. **Alumni Meet:** We at SBPIM have a tradition of inviting alumni for Annual Alumni Meet “Convergence” in the month of February. In this meet the alumni get chance to reconnect with the Alma mater and old friends. This is the best platform for networking and sharing new trends and current happenings in the corporate world. These inputs are helpful to academicians for moulding the aspiring students.
8. **Promoting Institute Events:** Alumni associates with various events conducted at SBPIM. One of the mega events at SBPIM “Yuvotsav” is a flagship sports event which is getting much more popular year after year. Alumni take active role in planning and organizing “Yuvotsav” as well as the branding of institute.
9. **Institute Social Responsibility:** Our Alumni in association with SBPIM are engaged in conducting social activities for the welfare of the society through Donations in the form of Books, Blankets, Chairs, Mats, Storage containers, Stationary etc.

The details of Alumni contribution to the institute details are given in additional information.

File Description	Document
Link for Additional Information	View Document

5.4.2 Alumni contribution during the last five years(INR in Lakhs)

? 5 Lakhs

4 Lakhs - 5 Lakhs

3 Lakhs - 4 Lakhs

1 Lakh - 3 Lakhs

Response: <1 Lakh

File Description	Document
Alumni association audited statements	View Document

5.4.3 Number of Alumni Association / Chapters meetings held during the last five years**Response: 5**

5.4.3.1 Number of Alumni Association /Chapters meetings held year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
01	01	01	01	01

File Description	Document
Number of Alumni Association / Chapters meetings conducted during the last five years	View Document
Any additional information	View Document
Report of the event	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1 The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution

Response:

Authorities and Responsibilities are allocated across the hierarchy of SBPIM (6.2.2 criterion) for effective management and decentralized governance in a controlled manner.

The Purpose of SBPIM Governance to achieve calibrated improvement in quality of technical education at PG levels by building on existing strengths and exploiting the emerging opportunities.

SBPIM governance **strengthens Institutes facilities** to improve learning outcomes, employability of students and uplift the standard of PG education through the support from Government of India, Government. of Maharashtra, PCET and other Statutory agencies, by way of infrastructural development, faculty and staff development, R & D activities, industry-institute interaction and community relations. The institution's governance is directed and implemented by Governing Body, LMC, Director, Academic Advisory Council, Head-Academics, Head-Research, Administrative staff, Placement Team, IT support staff, Library staff and support staff.

The SBPIM Governing Body is the top governing authority whose key function is to direct the Institute towards **pursuit of excellence**. The Local Managing Committee (LMC) of PCET represents higher management. Leadership is driven by the Director under the guidelines of AICTE, DTE, SPPU and PCET. Director is the chairman of Academic and Administrative Councils, Member Secretary of LMC and chairman of all Statutory and Non-statutory committees.

Stakeholders play an active role in **ensuring the implementation of institutes' vision, mission, core values, quality policy, objectives and strategic plan**. The strategies defined by the LMC, the Director and the Academic Advisory Council gives directions to achieve the strategic goals defined in SBPIM Strategic Plan. SBPIM achieves its goals by **emphasizing excellence** in teaching-learning methods, research, infrastructure, processes and development of students' personality, civic sense and **social responsibility** which makes them **employable and Industry-ready**.

SBPIM operations are carried out as per its **strategic plan and policies**, where major decisions flow from top to bottom across the hierarchy and carried out by **participative management**. For **holistic student development**, the Head-Academic leads curricular/co-curricular activities by allocating work to faculties. **To build strong research environment and strengthen community relationships**, research and extension activities are directed by Head-Research and carried out by Research Co-ordinators. The management supports **Teachers' participation** in enhancing effectiveness of the institutional processes. The Director involves them in planning, implementation and evaluation of all activities by delegating responsibilities. They are given authority to works as coordinators/ member secretary of various academic, co-curricular and extra- curricular committees. The decision making is carried out through formation and functioning of various committees that hold meetings at regular intervals. **To strengthen the placements**, SBPIM Placement team works as a bridge between Institute, Alumni and Industry. To plan and manage SBPIM administration, the administrative staff follows the directives provided by the authorities to

strengthen finances and infrastructure. Library Staff manages Library resources effectively. SBPIM IT support staff provides ICT support and upgrade quality technical facilities. To **monitor, evaluate and improve the academic and administrative processes** IQAC, ISO, Academic, Administrative and Financial Audits are conducted every year internally and externally.

For Governance, Statutory and Non-statutory committees, their functioning through MoMs and Strategic Plan refer Additional information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.1.2 The institution practices decentralization and participative management

Response:

Case Study - “Yuvotsav”, Let’s Celebrate...

Aim: ‘Yuvotsav’ aims to develop and nurture Management-skills, Participation and Sportsmanship amongst students.

Objectives: To develop

1. Leadership-skills
2. Organizing-skills
3. Decision-making-skills
4. Life-skills
5. Marketing, Negotiation-skills
6. Participative-Management
7. Sportsmanship
8. To nurture Values, Honesty and Integrity

“Yuvotsav” is a S B Patil Institute of Management (SBPIM) Inter-collegiate Sports-event “Of the students, By the students and For the students”. It’s a celebration that brings together passionate players, fair-umpires, supporting Trust and committed committee-members to make the event a benchmark. To represent students, the “Student-Council” is formed by fair Voting System, which conducts a meeting to select events to be conducted in the coming academic year based on previous year’s feedback. Two-months in advance, organizers manage planning, approvals, budget, sponsors etc. Finalizing the date, budget, venue, committees, agenda, brochures, flyers, sponsorship criteria, theme and other details are planned well in advance which is approved by Student-council. After which, the Final Proposal is presented to the Director for approval which is then forwarded to the Trustees for sanction. The success of the event can be measured through the participation and sponsorship which has grown steadily since last 4 years. The highlight of ‘Yuvotsav’ is that students learn to manage activities along with regular academic-schedule, which is highly challenging. Yuvotsav promotes “*Learning by doing*”. To promote and preserve

fair-competition and transparency, SBPIM students do not participate but voluntarily “*Host*” the event.

The event is planned and executed by the students under the guidance of alumni along with faculty-coordinators. The event is executed with delegation of work to various Student and Staff-committees. ‘Steering-committee’ is the prime Decision-making committee comprised of Director, Academic and Research Heads. Other committees, viz, Organizing Committee, Design, Promotion, Stage, Sponsorship, Ground and Escort, Media, Technical and Administration-committee comprise of Faculty-Coordinators and Students; where Faculty-coordinators play an important role in directing the students. Faculty-Coordinators and Students-Coordinators are delegated the authority to make decisions and deploy resources as per the requirements through conduction of meetings. Every committee-member bears the accountability of fulfilling each delegated responsibility. Students manage almost 50-matches, 1000+ students on the ground in the duration of 3-days without any hassle. All coordinators proactively contribute to take care of the participants, advertising of sponsors, scheduling of the match slots, providing hospitality without disturbing green environment on the campus. Football, Basketball matches are simultaneously conducted on respective grounds efficiently.

The co-ordination and support from each member makes the event popular in the Graduate and Post-graduate colleges in and across Pune. This event gives an opportunity to the students to practically apply management concepts related to planning, organizing, leading and controlling which they learn in classroom. This helps them to improve their Managerial-Skills, Leadership-skills, Organizing-skills, Decision-making skills, Life-skills, Negotiation-skills, Participative-Management, Sportsmanship, Honesty and Integrity etc. All the members work towards making the event successful with teamwork, fair play, devotion and great zeal.

A “Closing-Meeting” is conducted for Bill-settlement and Feedback-discussion in the presence of Steering-Committee, Events-Coordinators and Student-Council.

For Decentralization and Participative-Management refer to Event-Flowchart, Committees and functioning through MoMs in Additional Information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.2 Strategy Development and Deployment

6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

Response:

Case-Study: NATIONAL CONFERENCE

Aims: To promote research in Management Education and nurture research environment as per Strategic Plan-Goal 5.

GOAL 5	OBJECTIVES
<i>Build strong Research-environment</i>	1: Develop nurturing research-environment for faculty and students

Objectives:

1. To develop research-environment
2. To provide a platform for exchange of concepts/ideas through original research
3. To discuss contemporary challenges in different relevant areas.

With an aim to build and promote strong research-environment, PCET's, S. B. Patil Institute of Management took a strategic-initiative to organize National-Conference in collaboration with SPPU which is conducted for two days since last 6 years. SBPIM Research-Centre invites Industry Experts, Management Professionals, Academicians, Research-Scholars, Students to submit their ideas and abstracts. This conference highlights the ever-increasing and critical need to encourage innovative Management solutions with potential for global reach. Authors are invited to submit their original unpublished research manuscripts that demonstrate the current research in various topics related to the theme of conference.

The Execution Phase of National Conference starts with a "Preliminary Meeting" conducted by the Director, Research Head, Academic Head and Research Coordinators of the Institute after SPPU publishes Quality Improvement Program notification. As per the inputs in the meeting, Proposal and Budget are forwarded to SPPU with an application for conduction of the National Conference. Once SPPU sanctions the given Proposal, the Budget and Plan are presented to the Director, which after his approval is sent to the Trust for final approval and sanction. Further, the Director appoints the Working Committees members. For smooth functioning, 13 Working-Committees are formed, like Research Article Committee, Registration, Invitation, Logistic, Reception, Hospitality, Report and Media, Finance, Technical Support Committee, Discipline, Proceedings Printing and Editing Committee etc. which is comprised of Faculty and Student-coordinators. As per instructions, the Committee-members start work in their specified areas. Agenda, Chief-Guest and Session-Chair are finalized and simultaneously, Printing of Conference Brochures, Guest Invitations, Kits, Call for Papers, Promotion of event, Venue management, Hospitality arrangement etc. takes place. After receiving the Research Papers, the Review of Papers begins. The authors of selected Papers are intimated about the Acceptance and Registration for the final presentation and publication. Once the Proceedings and Certificates are ready, the Institute is geared up for the implementation.

The Implementation Phase starts with Inauguration of National-conference on the first day, followed by Keynote-address, Expert-Lectures, and Technical-Session, which is concluded by Valedictory Session on the second day. The conference observes huge participation which provides a common platform for researchers to showcase their research work and create a forum for effective exchange of ideas to tackle the future global challenges from the perspective of emerging trends in Management and related faculties.

"Best-Paper" awards are presented to the selected authors. To ensure the success of the conference and maintain the quality, feedback is taken and analyzed. The Report and Statement of Expenditure are submitted to SPPU, who issues the cheque of the granted amount after Audit.

For Perspective Strategic-Plan and Deployment refer to Event-Flowchart, Goal 5 of Strategic Plan, Committees, functioning and Execution documents in Additional Information.

File Description	Document
Any additional information	View Document
Strategic Plan and deployment documents on the website	View Document
Link for Additional Information	View Document

6.2.2 Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism

Response:

ORGANOGRAM DESCRIPTION

S B Patil Institute of Management (SBPIM) practices decentralization and Participative Management in execution of all the operations of the Institute. Governing Body and Local Managing Committee are the highest authority that governs the Institute by making higher management decisions. Various Statutory and Non-Statutory working committees are formed in the Institute for the smooth and efficient management of activities. Functions and Responsibilities the working committees in the Institute are well-defined and precisely executed after proper planning. Faculty and Staff are delegated the authority and power to make appropriate decisions for better functioning of the Institute. It also gives the opportunity to the faculty to grow and develop administrative skills and managerial skills. The committees are constituted by the Director in consultation with Head Academics & Head Research for two academic years or until new committees are constituted. The outgoing Conveners/ In-charges of the committees are expected to hand over all the relevant documents/files to the new Conveners /In-charges in the presence of the Director or a representative appointed by him. The handed over documents shall be also signed by all the three mentioned above. The procedure followed for constituting a committee is as follows:

- a) The committee members are appointed by the Head-Academics and Head-Research in consultation with the Director which shall be approved by the Director.
- b) However, for sufficient reasons the Director along with the Head Academics & Head Research may appoint/modify faculty for various committees.

For Organizational structure, Administrative Setup, SBPIM Policies and Procedures refer to Organogram, Administrative Handbook and Service Handbook in Additional Information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.2.3 Implementation of e-governance in areas of operation

1. Planning and Development
2. Administration
3. Finance and Accounts
4. Student Admission and Support
5. Examination

- A. All 5 of the above
- B. Any 4 of the above
- C. Any 3 of the above
- D. Any 2 of the above

Response: A. All 5 of the above

File Description	Document
Screen shots of user interfaces	View Document
ERP Document	View Document
Details of implementation of e-governance in areas of operation Planning and Development, Administration etc	View Document
Any additional information	View Document

6.2.4 Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions

Response:

Case-Study: Book Exhibition

S B Patil Institute of Management (SBPIM) believes that 'Libraries are important cornerstones of a healthy community'. SBPIM Library gives students the opportunity to explore literature, learn, experience new ideas, undertake research, increase general awareness and find jobs etc. while at the same time providing a sense of place for gathering. Our Library reflects the diversity and character, and meets the needs and expectations of our students, faculty and community.

SBPIM Library Advisory Committee is formed to systematize and control the various Library operations and organize pertinent events. One of the chief tasks of this committee is to purchase and procure the required books keeping in mind the needs of the Students, Faculty and Staff. To perform this job more effectively, SBPIM Library Advisory Committee undertakes 'Participative-Management Approach' and decentralization in procuring books. To achieve the expected result, the committee planned to organize 'Book Exhibition-2018'.

For successful planning and execution of the event, various meetings are conducted. Library Advisory Committee conducts a Preliminary Meeting attended by the members of the committee, the Director, Academic-Head, Research-Head, Teaching-Representative, Librarian, Assistant Librarian and a Student Representative. The first round information is discussed to prepare the blue print of the event. In the second meeting, attended by Teaching Representative, Librarian, Assistant Librarian and the Student Representative; the event date, budget, vendor, student coordinators, roles and responsibilities of coordinators are finalized. All the coordinators work as per the allocated responsibilities to ensure timely execution of the event. At the exhibition, SBPIM Students, Faculty and Staff are invited to explore the new topics, trends and contemporary content. List of books and feedback about the event are also secured. After the successful conduction of the event, the third meeting is conducted where the list of books recommended by students and faculty are evaluated and short-listed as per the content, price and institutes' current requirement. Feedback is analyzed and suggestions are discussed. Proposal, Final List of books and number of copies with cost are sent for the Director's approval. Once approved and sanctioned, the Purchase requisition is forwarded to the vendor. Once the ordered books are delivered by the vendor, the fourth/final meeting is conducted in the presence of Teaching Representative, Librarian, Assistant Librarian and the Student Representative. In this meeting, the books delivered are checked as per the requisition and any discrepancy is communicated to the vendor. Books are processed with accession number, stamping, bar code etc. and organized on the 'New arrivals section'. In case of no discrepancy, payment is released by the Accounts office. List of new books is put up on Library notice board and also e-mailed to the faculty and students so that they can utilize these available resources effectively for academic and holistic growth. The event was successfully conducted by involvement and participation of the stakeholders, so as per their suggestions, this event shall be held every year.

For 'Effectiveness of Bodies' refer to Event-Flowchart, Library Advisory Committee, MoMs and Execution Documents in Additional Information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.3 Faculty Empowerment Strategies

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

Response:

The following are the Welfare Measures extended to the employees of the institute as per Chapter-

VII of S B Patil Institute of Management (SBPIM) Service Handbook:

1. Provident Fund Contribution
2. Group Insurance Policy
3. Special Short Leave Provision
4. Flexible Timing in special cases
5. Time relaxation for staff members who travel by public transport
6. Women's day celebration & Felicitation
7. Birthdays celebrations by Recreational Committee
8. Short Leave on Birthdays
9. Festival celebrations by Recreational Committee
10. Employee Welcome and Farewell by Recreational Committee
11. Provision of Canteen and Mess on the campus
12. The Management grants maternity leave to the women employees for a Period of 90 days
13. Uniform for Non-teaching staff
14. Recognition for Special Achievements

EMPLOYEE WELFARE MEASURES AND BENEFITS

The following are service benefits and welfare measures extended to the employees of the institute:

Provident Fund Contribution

There shall be a provision of Employees Provident Fund for all the employees of the Institute under Employees Provident Fund Act 1952.

Group Insurance Policy

There shall be a provision of Group insurance for the staff.

Special Short Leave Provision

There shall be a provision of short leave for 1 to 2 hours in special cases like nursing Mother, attending Parent- Teacher Meeting of the ward etc.

Flexible-Timing in special cases

There shall be a provision of flexible office timing in certain cases by approval of Director.

Time-relaxation for staff members who travel by public-transport

There shall be a provision of leaving the office campus 15 minutes prior to office closing time for employees who travel by public transport.

Women's day celebration & Felicitation

There shall be a provision of Woman's day celebration in every academic year where deserving female employees shall be felicitated.

Birthdays-celebrations by Recreational-Committee

There shall be a provision of Birthday celebration for all teaching and non-teaching staff members through the Institute Recreational Committee.

Short-Leave on Birthdays

There shall be a provision of 2 hours short-leave, where an employee may leave 2 hours prior to office closing Time on his/her Birthday.

Festival celebrations by Recreational-Committee

There shall be a provision of to celebrate all festivals with harmony and peace.

Employee Welcome and Farewell by Recreational Committee

There shall be a provision of celebration for Welcome of new Employees and Farewell in case of retirement/ separation of the employees.

Provision of Canteen and Mess on the campus

There shall be a provision of Canteen and Mess on the campus with hygienic food facility.

The Management grants maternity-leave to the women employees for a Period of 90 days

There shall be a provision for maternity leave to the women employees for a period of 90 days and limited to the first two living children.

Uniform for Non-teaching staff

There shall be a provision of Uniform for Non-teaching staff

Recognition for Special-Achievements

There shall be a provision/process of Recognition of employees for Special Achievements

For Welfare-Measures refer to Chapter-VII of SBPIM Service Handbook in Additional Information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.3.2 Average percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 50.86

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

2017-18	2016-17	2015-16	2014-15	2013-14
15	13	14	01	04

File Description	Document
Details of teachers provided with financial support to attend conferences,workshops etc during the last five years	View Document
Any additional information	View Document

6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years

Response: 9.6

6.3.3.1 Total number of professional development / administrative training programs organized by the Institution for teaching and non teaching staff year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
14	08	12	07	07

File Description	Document
Details of professional development / administrative training programs organized by the Institution for teaching and non teaching staff	View Document
Any additional information	View Document

6.3.4 Average percentage of teachers attending professional development programs viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Program during the last five years

Response: 87.62

6.3.4.1 Total number of teachers attending professional development programs, viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Programs year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
19	18	17	08	25

File Description	Document
IQAC report summary	View Document
Details of teachers attending professional development programs during the last five years	View Document
Any additional information	View Document

6.3.5 Institution has Performance Appraisal System for teaching and non-teaching staff

Response:

Performance Appraisal Management System (PAMS):

At S B Patil Institute of Management (SBPIM), Performance Appraisal Management System is well-defined and well-structured. It is a continuous process which involves monitoring the performance of the employees throughout the year.

The Performance Appraisal system is implemented such that it measures the actual performance of the employees i.e. the work done by the employees during the specified period of time. It initiates with a well-defined Job Description for every hierarchical position in the Institution establishing specific individual performance objectives to ensure that their performance is aligned with the Institute's strategic and operational objectives. Key areas/tasks of the job are precisely defined as 'Key Indicators' for Performance Evaluation which clearly reflects in the SBPIM Performance Appraisal form. The Reporting Officer-Head Academics and the Reviewing officer-Director continually observe and monitor the performance of the employees throughout the year which helps in better assessment and evaluation. The Performance Appraisal (PA) is conducted annually where the PA form is filled by four major stakeholders, therefore, can be referred to as a 360 degree appraisal. The Office Superintendent/Head Administration, who represents the establishment, fills up the Section-1 of the form based on the annual performance of the employee. Section-2 is a self-appraisal form which is filled by the employee himself/herself. Assessment and valuation of this self-appraisal form is done by the Reporting officer who comments on the annual

performance of the employees in Section-3 of the form. The final review is conducted by the Reviewing officer based on regular monitoring of progress toward achievement of performance objectives which is notified in Section-4. Section-4 of the form indicates the performance score of the employee based on which his/her appraisal/increment shall be done.

The PAMS links performance evaluation, employee development and rewards (in terms of recognition and annual increment) to motivate employees which assists the Institute in improving its productivity and efficiency.

PAMS helps SBPIM in improving salary administration, identification of specific training needs, improved communication and relationships between management, faculty and staff members as well as improved guidance and assistance in developing capabilities and potential of faculty and staff members.

For PAMS refer to Administration Handbook and Performance Appraisal forms in Additional Information.

File Description	Document
Any additional information	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

S B Patil Institute of Management (SBPIM) Internal and External Financial audit

Objectives of Audit:

1. To setup effective internal control and internal check system
2. To examine the authenticity and accuracy of financial statements
3. To verify the Books of Accounts
4. To verify the Internal Audit Reports

Name of Internal auditor: CA Swanand Agase

Frequency of audit: Annually

Scope of Internal audit:

1. Income Receipts and other Income Receipts with linkage to Bank
2. Bank Transactions
3. Bank Reconciliation Statement
4. Cash book
5. Tally entries

6. Professional Tax, Income Tax, TDS and Provident Fund returns
7. Vouchers Checking: Bank voucher, Cash voucher
8. Monthly Salary statements and deductions
9. Yearly Budget
10. Shikshan Shulk Samiti approved Fees
11. University Fees (Affiliation fee, Exam Fee, Enrollment Fee, eligibility fees, Pro-rata and student welfare fees)
12. Availability of sanctions from trust for expenses

Name of External auditor: Sandeep Lohade and company

Frequency of audit: Annual

Scope of External audit:

1. Income and Expenditure statement
2. Receipt and Payment Account
3. Balance Sheet
4. Depreciation of Fixed Assets
5. Opening and Closing Balance of Total Fees collection, Salaries, Fees outstanding and Student and Social Welfare
6. Internal Audit Report
7. Professional Tax, Income Tax, TDS and Provident Fund returns
8. Finalization of Financial Statements and Auditor's Report

Mechanism for settling Audit Objections

Any queries during the Internal Audit Program are resolved at the time of the audit. If any query remains unsolved, it is discussed in the PCET Account Meeting held twice in a month. The members of the PCET account meeting are Secretary, Executive Director, Vice Chairperson, PCET Accountant and all colleges Accountants, Internal Auditor.

Any queries during the External Audit Program are resolved during the External Audit Program.

For External and Internal Financial Audits refer to External and Internal Financial Reports in Additional Information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.4.2 Funds / Grants received from non-government bodies, individuals, Philanthropists during the last five years (not covered in Criterion III) (INR in Lakhs)

Response: 2.27

6.4.2.1 Total Grants received from non-government bodies, individuals, philanthropists year-wise during the last five years (INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
0.17	0.57	0.20	0	1.33

File Description	Document
Details of Funds / Grants received from non-government bodies during the last five years	View Document
Annual statements of accounts	View Document

6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources**Response:**

The Institute operates student-centric policies with a focus on skill-based, research-driven quality education which should be accessible and affordable by youth of rural and urban areas. The cardinal principle of management in the Institute is to provide best resources to the students & faculty to meet the above requirement and run the Institute for realizing the vision and mission of the Institute. At SBPIM, a five years strategic plan is developed to plan academic activities, related administrative and developmental activities. Accordingly the budget estimates and funds requirement are made.

The Institute manages three types of resources i.e. Human-Resources, Equipment & Material Resources and Infrastructural Resources. The Institute ensures that qualified manpower as per the norms laid down by concerned regulatory authority like AICTE, UGC is recruited. Another important part of cash inflow in budget-outlay is the student admission and resulting fees received. In order to ensure that maximum seats are filled against approved intake, the mobilization plan is implemented through provision of This attracts quality intake and enhances mobility to attract maximum admission. Also, based on the Strategic Plan the requirement of equipment & material resources are worked out by respective coordinators and consolidated by Head-Academics which is approved by Director. In order to operate the approved academic program effectively and provide administrative support, the building and basic infrastructural requirements are worked out in terms of financial load and time needed. All these requirements are examined and approved by Director.

On the basis of Student Intake, Faculty requirements, Lab/library/material need and infrastructural need, the details of funds requirement and cash inflow/outflow are worked out and prepared by Head-Accounts Department, examined by the Director. The Resource Mobilization Plan is put up to the Local Management Committee with following broad outlines:

- Cash inflow from fees from students
- Cash inflow likely from Government and Non-Government funding, Consultancy, Alumni

Funding, Sponsorship/grants, interest and others etc.

- Cash outflow is based on already existing programs, new acquire, enhancement in expenditures, maintenances, administrative expenditure and depreciation. Repayment of earlier loans interest etc. included in cash out flow.
- Deficit due to difference between cash inflow and out flow
- The LMC discusses various options to meet the fund deficit. The LMC shall examine possibility of increasing cash inflow or/and reducing out flow by cutting on some demands, postponing some needs. After all the deliberations the LMC shall tentatively finalize the cash inflow, outflow, and deficit and budget outlay.

The LMC deliberates and sanctions the budget and associated action plan to Funding by Loan, Sponsoring Body, or partly by both to maximize funds mobilization. The implementation and deviations from the plan are monitored by the Administrative Department and Director as discussed with LMC. Director may call periodic meeting of all concerned to monitor the progress and issue suitable instructions. Any major corrective measures are applied after approval of the LMC as required.

For Resource Mobilization procedures refer to Resource Mobilization policy in Administration Handbook in Additional Information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

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

Response:

IQAC Contribution

A) The institutional Strategic plan is comprised of several goal and one goal amongst these is to build strong research environment in Institute in tune with this IQAC focus on building strong research Environment at campus by following research initiatives.

Research initiatives by IQAC

1. Faculty members are encouraged to pursue M.Phil. , Ph.D. or other research program.
2. Research committee is empowered to facilitate research activities for staff and students
3. Faculty members are encouraged by providing financial support for attending City, State, National and

International Seminars, Workshops, Conferences etc., to enhance research skills.

4. Faculty members are supported with infrastructure, human resources, financial assistance to purchase books, information technology enabled services (LCD, LAN, Wi-Fi, Personal Computers, Audio-Visual aids) to carry out research activities

5. Assistance is given to organize interface meetings /lectures /symposium /conference with eminent intellectuals, scientists of national and international repute

As a result of rigorous gauging of IQAC to maintain and upgrade the research standards of SBPIM there is significant growth research carried out by faculty.

B) The mission of institute is to focus on holistic development of student to provide the same , The IQAC of institute supervise and suggest academic advisory committee to provide students some add on courses and certification courses to Provide excellent facilities and quality opportunities to students for all-round personal and professional growth

Add-on and Certification Courses initiatives by IQAC

1. Certification Course for Human Resource started in 2013-14 , IQAC suggested to continue with the certification course in HR as the students can upgrade their skills from practical dimension and also suggested to upgrade the module of course as and when required .
2. Certification Course for Marketing started in 2015-16, IQAC recommended to continue with the certification in Digital Marketing as the scope of digital marketing is increasing by leaps and bounds. New enterprises are focusing more on digital marketing to boost up their productivity.
3. Certification Course for Finance was started in 2016-17, IQAC advised to start the same in next academic year .
4. Individual Development and Enrooting Activity for Life (IDEAL) , IDEAL was started in 2014 -15 and after analyzing the feedback of IDEAL the committee proposed to continue with program and also restructure the program syllabus specially for personal and professional grooming of students.
5. The IQAC advised academic advisory committee to design and start a program on Business Communication and Leadership for students.
6. On suggestion of BOS members, PAAP subject was included in SPPU HR specialization, which we use to conduct, so IQAC advised to add on another certification course covering HR generalist perspective being need of the hour.
7. IQAC suggested to discontinue the SPSS program because although the initiative was good but the students were not able match the level of SPSS so advised to start certification in Microsoft Office Automation (MOA) which would help them in research work specially for SIP .

For IQAC contribution and documentation refer to Additional Information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

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

Response:

The academic process of institute is directed by Academic Advisory committee where IQAC gives suggestions to Academic Advisory committee for development and enrichment of Teaching-learning-process. At SBPIM one of head of Academic Advisory Committee is member of IQAC to maintain the proper link between the both committees.

Initiation of Academic Process

Academic-Calendar: At the beginning of Academic-year there is practice of preparing Academic-Calendar for semester so that all academic-events can be scheduled in a systemic way .

Time-Table : Once the Academic calendar is prepared the next step is preparation of timetable for both of the semester accordingly as per guidelines given by university.

Session-Plan : after declaration of academic timetable this is now task of subject teacher to prepare session plan for their concerned subject and get it approved by the Academic Head

Extra Lectures : according to the feedbacks received from faculty , Students and result analysis the vacant slots in time table are allotted for extra classes of concerned subjects.

Certification-Courses: the certification courses as per suggestions of IQAC and Academic Advisory Committee are planned and executed .

Assignments-Submission : As per sessions-plan the assignments given to students should be collected within prescheduled timeline .

Library Session: Through Library Sessions students read books on same topic which will give them in-depth knowledge about the topic imparted in classroom and would also get to know about the opinions of different authors on same topic at the same time.

Lab Sessions : Through LAB sessions the students access internet immediately and gather the information about the topic taught by teacher which helps to assemble massive facts and figures which is not possible in only classroom teaching method.

Career-Guidance : SBPIM facilitates the acquisition of attitudes, skills and knowledge to help students better understand themselves while exploring career options through career guidance .

Remedial-Classes : On the basis of request and result analysis of internal exams the remedial-classes are

planned. This extra support can help catch up with their peers.

Evaluation of Academic-Process

Session-Plan Report : the session plan which is prepared by concerned subject teacher is time to time checked and evaluated by Academic Head and accordingly academic head give suggestion to faculty to improve their teaching skill

Concurrent-Evaluation: the internal marks of students are derived from so many different areas and one of the biggest part is covered under concurrent evaluations by subject teachers these concurrent evaluations are reviewed by Academic Head before finalization of internal marks.

Academic Feedback-System: all the planning of next semester depends upon the academic feedback received by academic head form different stake holders of the institute i.e. students, parents , alumni , recruiters etc.

Academic-Audit: Academic audit is a procedure of verifying and confirming the performance of academic practices and procedures against planned/standard procedures. It is an annual activity. Every year Academic Audit (Internal & External) is conducted at SBPIM .

For Teaching-Learning Process and its documentation and Flowchart refer to Additional Information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

6.5.3 Average number of quality initiatives by IQAC for promoting quality culture per year

Response: 1.4

6.5.3.1 Number of quality initiatives by IQAC for promoting quality year-wise for the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
04	03	0	0	0

File Description	Document
Number of quality initiatives by IQAC per year for promoting quality culture	View Document
Any additional information	View Document
IQAC link	View Document

6.5.4 Quality assurance initiatives of the institution include:

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); timely submission of Annual Quality Assurance Report (AQAR) to NAAC; Feedback collected, analysed and used for improvements**
2. **Academic Administrative Audit (AAA) and initiation of follow up action**
3. **Participation in NIRF**
4. **ISO Certification**
5. **NBA or any other quality audit**

A. Any 4 of the above

B. Any 3 of the above

C. Any 2 of the above

D. Any 1 of the above

Response: B. Any 3 of the above

File Description	Document
e-copies of the accreditations and certifications	View Document
Details of Quality assurance initiatives of the institution	View Document
Annual reports of institution	View Document

6.5.5 Incremental improvements made during the preceding five years (in case of first cycle) Post accreditation quality initiatives (second and subsequent cycles)

Response:

Excellence is the gradual result of always striving to do better.

SBPIM strongly believes in **continuous improvement** in developing quality for **operational excellence** to meet changing and challenging business-requirements. Since inception, SBPIM has been sincere in its efforts to maintain the quality parameter in its practices. SBPIM realizes the importance of growing needs of the students to face the constantly advancing corporate-world and impart effective People-Management skills.

In pursuit of Excellence @ SBPIM –

S B Patil Institute of Management (SBPIM) has witnessed incremental improvements during the last 5 years (2013-2018). These improvements are grouped under 5 heads:

A] Achieving Excellence in Teaching-Learning Evaluation –

1. Elaborate, extensive and in depth Induction-Program
2. Mentorship-Program for emotional well-being necessary for success
3. Innovative Teaching-practices
4. Critical concurrent-evaluation
5. Summer Internship Program and Dissertation for applying concepts into practical situations
6. Corporate to Campus sessions to explore the business-world.
7. Assurance of incremental improvement by use of ICT-based-teaching

B] Achieving Excellence in Research -

1. Organizing National-Conference from last 8 years.
2. Institute publishes edited-books, monographs and conference-proceedings
3. SBPIM publishes Double-Blind Peer-Reviewed Journal JOMAT with ISSN-number.
4. Publication of privately circulated Annual-Newsletter and Student-Magazine.
5. The increasing number of Ph.D. faculty-members in the Institute.
6. The substantial growth in the quality and number of research-papers published by the faculty-members and students.
7. Conducting FDPs and increasing number of passing Ph.D. students.

C] Achieving Excellence in Student-Progression –

1. The institute has well established “student council”.
2. Institute encourages students to participate in various intra as well as inter college competitions.
3. The institute makes rigorous efforts to improve the employability of students through series of events.
4. The Alumni network of the Institute helps the students to become entrepreneurs through IPO (Ignition Point) program.
5. The sincere efforts taken by the Institute over the years resulted in increase in number of students getting paid Summer Internship Program and increase in the package of the final placement.

D] Achieving Excellence in Leadership –

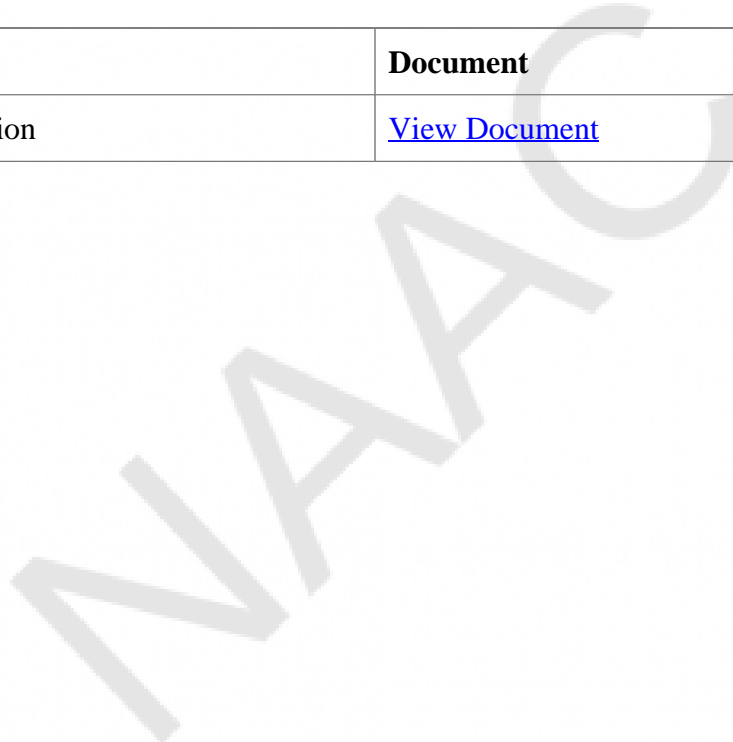
1. The institute has a robust organizational structure.
2. Efficient Welfare schemes are provided to staff, faculty members.
3. Various committees constituted for smooth functioning of different Institutional activities.
4. The Internal Quality Assurance Cell (IQAC) constituted plays a role of catalyst in implementation of systems and quality standards.
5. “Administrative Handbook”, “Service Rules” and formally stated which includes all systems, processes and organizational working details of the institute and carefully drafted quality policy.
6. The Institute provides support for publishing and presenting Research papers, maternity leaves, medical leaves, Provident Fund and gratuity benefits.

E] Achieving Excellence in Community Bonding –

1. The Institute educates and promotes the backward, category and rural students.
2. The Institute spreads awareness for environment protection through various events.
3. SBPIM seeks to conduct program for underprivileged part of the society.
4. The Institute attempts to sensitize the students by arranging visits and awareness drives.
5. Institute has signed MOU's with different industry/professional bodies/academia/NGOs.
6. The Institute conducts various events for community bonding.

For details and documentation refer to Additional Information.

File Description	Document
Any additional information	View Document



Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1 Number of gender equity promotion programs organized by the institution during the last five years

Response: 11

7.1.1.1 Number of gender equity promotion programs organized by the institution year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
02	02	03	02	02

File Description	Document
Report of the event	View Document
List of gender equity promotion programs organized by the institution	View Document

7.1.2

1. Institution shows gender sensitivity in providing facilities such as:

1. Safety and Security
2. Counselling
3. Common Room

Response:

The Institute understands and takes into account the societal and cultural factors involved in gender-based exclusion and discrimination in the most diverse spheres of public and private life. It focuses mainly on instances of structural disadvantage in the positions and roles of women.

When it was realized that more than 40% of the students admitted were girls, it was thought necessary to work on their safety, security and counseling giving rise to Gender Equity Programs. Institution shows gender sensitivity by providing facilities such as –

Safety and Security –

The Institute has appointed security staff near the main gate, near mess, canteen, Institute building, and hostel, thus providing with 24 hours security. The Institute has also appointed a lady watchman near the Institute gate. The Institute has well functioned CCTV installed in all class rooms, Conference room, staff rooms and office. The Fire Safety device is fixed for the safety of the students. The first aid box is made available whenever required for the safety and security of the students.

The Institute has created a Whatapp group with a Buddy Cop Mr Vijay Palsule, Senior Police Inspector, Nigdi Branch, Pune as a member. This group has all the female faculty members and all the MBA I and II girl students. The group members can post whenever any help is needed from the police to ensure their safety and security.

The Institute has well functioned Internal Complaints Committee with the Head, Academics as the chair person and other female and male staff members as the members of the Committee. The Institute has Grievance Redressal Committee to resolve and ensure effective solution to any grievances of faculty and students. These committees work to ensure and develop inductive and safe environment to the staff and students.

Counseling –

The Institute has more than 50 % female faculty members which helps the girl students to seek for any help or advice whenever needed on one – to – one basis. Apart from this the Institute has well developed Mentorship Program, which allows them to meet their mentor once in a semester. The Mentorship Program also provides a platform to discuss any and every issue and get a proper and justified solution.

The Institute has various Committees in place like Internal Complaints Committee and Grievance Redresal Committee which provides with counseling whenever required.

Common Room –

As per AICTE norms the Institute has separate common rooms for girls and boys with adequate area. Two rest rooms are also been provided on every alternate floors for girls and boys to enable the safety and security of the students.

Refer for document proof in additional information.

File Description	Document
Any additional information	View Document

7.1.3 Alternate Energy initiatives such as:

1. Percentage of annual power requirement of the Institution met by the renewable energy sources

Response: 0

7.1.3.1 Annual power requirement met by the renewable energy sources (in KWH)

7.1.3.2 Total annual power requirement (in KWH)

Response: 23754.24

File Description	Document
Details of power requirement of the Institution met by renewable energy sources	View Document
Any additional information	View Document

7.1.4 Percentage of annual lighting power requirements met through LED bulbs

Response: 4.96

7.1.4.1 Annual lighting power requirement met through LED bulbs (in KWH)

Response: 1177.92

7.1.4.2 Annual lighting power requirement (in KWH)

Response: 23754.24

File Description	Document
Details of lighting power requirements met through LED bulbs	View Document

7.1.5 Waste Management steps including:

- **Solid waste management**
- **Liquid waste management**
- **E-waste management**

Response:

The Institute has all the systems in place for Waste management as well. The different kinds of waste generated is bifurcated under the following categories –

1. Solid Waste –

Waste from the canteen, waste papers, old newspapers, old cartoons, old boxes, outdated brochure, office paper waste are disposed off. Dustbins are located all over the Institute at convenient locations. The staff room and office has two separate dust bins to divide the dry and wet solid waste. This separated waste is then collected by the corporation garbage collecting van outside the Institute campus.

The waste papers, old newspapers, old cartoons, old boxes, outdated brochure, office paper waste are given to the recycler. The torn books are given for binding and are further used.

2. Liquid Waste –

Liquid wastes mainly consist of waste water from wash rooms, canteen and mess. This waste water is

transported through sewerage system having a network of underground pipes called sewers.

3. E- Waste Management –

The e-waste generated in the Institute comprises of battery, UPS, discarded input devices like mouse, key boards. The e-waste is reused whenever possible by repairing and brought to use. The discarded e-waste is exchanged with vendors to get new products at discounts, which helps in saving money to a great extent and also provides with safe disposal process.

Refer for layout proof and waste management policy in additional information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

7.1.6 Rain water harvesting structures and utilization in the campus

Response:

The Institute building is equipped with rain water harvesting which helps in accumulating and storage of rain water for reuse in campus, rather than allowing it to run off. Rain water is collected from roofs and is redirected to a deep pit which helps in increasing the ground water level. This deep pit is the bore well, which is recharged with the help of the rain water. Thus satisfying the Institute's need of water, partially.

Even been located in the urban area, the Institute has big campus with huge open play ground of area 125 x 50 mtr and green ground of 55 x 90 mtr, which amounts to 11200 sq mtr open area which helps the rain water to percolate in the huge play ground increasing the ground water level. The campus is equipped with bore well. This water is used in the wash rooms.

There is a Corporation natural Nala flowing through the campus. This water is used for the building construction and campus beautification in the campus.

Refer for layout proof and water harvesting photos in additional information.

File Description	Document
Any additional information	View Document
Link for Additional Information	View Document

7.1.7 Green Practices

- Students, staff using

- a) **Bicycles**
- b) **Public Transport**
- c) **Pedestrian friendly roads**
 - **Plastic-free campus**
 - **Paperless office**
 - **Green landscaping with trees and plants**

Response:

The Institute strives to develop green practices, which improve environmental quality, decrease waste and conserve natural resources and energy. The Green practices adopted help in environmental consciousness and sustainability. Baby steps in the right direction are certainly better than going backwards or not moving at all. The Institute practices many sustainable business practices which are eco-friendly.

Green Practices -

- **Students, staff using:**

1. **Bicycles**
2. **Public Transport**
3. **Pedestrian Friendly Roads**

The Institute practices no personal vehicle day and Pull in Vehicle Day whenever time arises and not on a periodic basis, where in the resources are shared leading to environment and ecological lifestyle. Of the total teaching staff 16% use public transport. Maximum number of students travel by the public transport. The Institute has environment friendly campus and pedestrian roads due to which walking around the campus is a treat. The Institute contributes to protect the environment and sustain its natural resources for current and future generations.

- **Plastic Free Campus**

Plastic Free Institute aims to focus on the reduction and ultimately the elimination of plastic bottles, plastic cups, plastic straws and utensils, and plastic food packaging. The first step to fight with a problem is to educate the peers. We conduct a peer education campaign of plastic pollution, myths and common misconceptions by displaying them and educating whenever possible like at the start or in between the event. The Institute is trying to expand the plastic free campus drive by promoting the use of alternatives of plastic. The Institute has conducted green audit which ensures the use of green practices.

- **Paperless office**

Paper makes up of maximum waste stream in any educational Institute. The Institute tries to reduce this waste by using as little paper as possible. The staff tries not to print every e-mail, notice and circular. The study material, question bank, assignments, multiple choice questions, important notices etc are mailed to the students. Many faculty members have uploaded these documents on their websites which reduces the use of paper to a great extent.

Green landscaping with trees and Plants

The Institute has a sustainable landscape designed attractively and in balance with environment with minimal resource inputs. The landscape design is functional, cost-efficient, visually pleasing, environmental friendly and maintainable reducing waste and preventing air, water and soil pollution. The landscape is well designed using trees and plants, which makes the campus lively and green.

Refer for green practises proof in additional information.

File Description	Document
Any additional information	View Document

7.1.8 Average percentage expenditure on green initiatives and waste management excluding salary component during the last five years

Response: 7.66

7.1.8.1 Total expenditure on green initiatives and waste management excluding salary component year-wise during the last five years(INR in Lakhs)

2017-18	2016-17	2015-16	2014-15	2013-14
7.81	8.15	10.31	7.68	5.74

File Description	Document
Green audit report	View Document
Details of expenditure on green initiatives and waste management during the last five years	View Document
Any additional information	View Document

7.1.9 Differently abled (Divyangjan) Friendliness Resources available in the institution:

1. Physical facilities
2. Provision for lift
3. Ramp / Rails
4. Braille Software/facilities
5. Rest Rooms
6. Scribes for examination
7. Special skill development for differently abled students
8. Any other similar facility (Specify)

A. 7 and more of the above

B. At least 6 of the above

C. At least 4 of the above

D. At least 2 of the above

Response: A. 7 and more of the above

File Description	Document
Resources available in the institution for Divyangjan	View Document
link to photos and videos of facilities for Divyangjan	View Document

7.1.10 Number of Specific initiatives to address locational advantages and disadvantages during the last five years

Response: 21

7.1.10.1 Number of specific initiatives to address locational advantages and disadvantages year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
07	04	03	05	02

File Description	Document
Number of Specific initiatives to address locational advantages and disadvantages	View Document
Any additional information	View Document

7.1.11 Number of initiatives taken to engage with and contribute to local community during the last five years (Not addressed elsewhere)

Response: 6

7.1.11.1 Number of initiatives taken to engage with and contribute to local community year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
02	01	0	02	01

File Description	Document
Report of the event	View Document

7.1.12	
Code of conduct handbook exists for students, teachers, governing body, administration including Vice Chancellor / Director / Principal /Officials and support staff	
Response: Yes	
File Description	Document
URL to Handbook on code of conduct for students and teachers , manuals and brochures on human values and professional ethics	View Document

7.1.13 Display of core values in the institution and on its website	
Response: Yes	
File Description	Document
Provide URL of website that displays core values	View Document

7.1.14 The institution plans and organizes appropriate activities to increase consciousness about national identities and symbols; Fundamental Duties and Rights of Indian citizens and other constitutional obligations	
Response: Yes	
File Description	Document
Details of activities organized to increase consciousness about national identities and symbols	View Document
Any additional information	View Document

7.1.15 The institution offers a course on Human Values and professional ethics	
Response: Yes	

File Description	Document
Any additional information	View Document
Provide link to Courses on Human Values and professional ethics on Institutional website	View Document

7.1.16 The institution functioning is as per professional code of prescribed / suggested by statutory bodies / regulatory authorities for different professions

Response: Yes

File Description	Document
Provide URL of supporting documents to prove institution functions as per professional code	View Document

7.1.17 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties during the last five years

Response: 37

7.1.17.1 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
07	10	08	06	06

File Description	Document
List of activities conducted for promotion of universal values	View Document
Any additional information	View Document

7.1.18 Institution organizes national festivals and birth / death anniversaries of the great Indian personalities

Response:

The Institute celebrates Independence Day and Republic Day by flag hosting followed by a formal event of speech, singing and plays. The event is concluded by distributing sweets. Gandhi Jayanti, a national

festival is celebrated by remembering him by conducting a session on “Leadership of Mahatma Gandhi”.

The Institute organizes and celebrates birth and death anniversaries of different great Indian personalities. The Institute celebrates Shiv Jayanti by singing Powada. Students tell various stories showcasing the intelligence and bravery of great warrior Shri Chatrapati Shivaji Maharaj.

The Institute celebrates the birth anniversary of Swami Vivekananda by arranging a book exhibition, Various books written by great thinker, philosopher, writer, motivator and philanthropist is displayed.

Year	Title of program	Duration	Number of Participants Students and Faculty	
2017 - 18	Jagatik Marathi Bhasha Din (On the occasion of Birth Anniversary of Marathi literature V.V. Shirwadkar)	27-Feb-18	64+18	
	Republic Day	26-Jan-18	23	
	National Youth Day (On the occasion of Birth Anniversary of Swami Vivekananda)	12-Jan-18	33+18	
	National Integration Day (On the Occasion of Birth Anniversary of Indira Gandhi)	18-Nov-17	18	
	Essay Competition conducted by Central Vigilance Commission, Air India and SBPIM on “Corruption Free India” (On the occasion of Birth Anniversary of A P J Abdul Kalam, “Promotion of Book Reading”)	28-Oct-17	23	
	Exhibition on “My Management Guru” (On The Occasion of Birth Anniversary of Mahatma Gandhi)	6-Oct-17	66	
	A session on “Leadership of Mahatma Gandhi” by Dr Daniel Penkar (On the Occasion of Birth Anniversary of Mahatma Gandhi)	3-Oct-17	79+2	
	Teacher’s Day Celebration (On the occasion of Birth Anniversary of Sarvepalli Radhakrishnan and Birth Anniversary of Rajeev Gandhi, “Goodwill and Harmony Day”)	11-Sep-17	32+18	
	Independence Day	15-Aug-17	38	
2016 - 17	Donation Drive (On the occasion of Shiv Jayanthi)	19-Feb-17	65+2	
	Republic Day	26-Jan-17	38	
	National Integration Day (On the Occasion of Birth Anniversary of Indira Gandhi)	22-Nov-16	18	
	Teacher’s Day Celebration (On the occasion of Birth Anniversary of Sarvepalli Radhakrishnan)	3-Sep-16	32+18	
	Independence Day	15-Aug-16	37	
2015 - 16	Students won prizes in Elocution on Shivaji Maharaj organized by PCET’s Pimpri Chinchwad Polytechnic (On the occasion of Shiv Jayanthi)	19-Feb-16	2	
	Donation Drive (On the occasion of Shiv Jayanthi)	19-Feb-16	54+16	

	Republic Day	26-Jan-16	57	
	National Integration Day (On the Occasion of Birth Anniversary of Indira Gandhi)	19-Nov-15	16	
	Teacher's Day Celebration(On the occasion of Birth Anniversary of Sarvepalli Radhakrishnan)	5-Sept-15	32+16	
	Independence Day	15-Aug-15	42	
2014 - 15	"Management by Shivaji Maharaj" by Mr. Laxman Jadhav. (On the occasion of Shiv Jayanti)	5-Feb-15	65+16	
	Republic Day	26-Jan-15	42	
	Teacher's Day Celebration (On the occasion of Birth Anniversary of Sarvepalli Radhakrishnan)	5-Sept-14	42+18	
	Independence Day	15-Aug-14	43	
2013 - 14	Republic Day	26-Jan-14	39	
	"Management Principles by Chatrapati Shivaji Maharaj" by Hon. Ninad Bedekar (On the Occasion of Birth Anniversary of Sardar Patel, "National Unity Day")	31-Oct-13	72+16	
	Teacher's Day Celebration (On the occasion of Birth Anniversary of Sarvepalli Radhakrishnan)	5-Sept-13	47+20	
	Independence Day	15-Aug-13	40	

Refer for list of programmes organized at the institute in additional information.

File Description	Document
Any additional information	View Document

7.1.19 The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions

Response:

S. B. Patil Institute of Management maintains complete transparency in all the activities carried out from the students admission process to various events conducted in the Institute. Admission for the MBA program is done centrally by the Directorate of Technical Education (DTE), Maharashtra state. These admissions are merit based on the Common Entrance test (CET) conducted for the course and are done with complete transparency. The reservation in the allotment of seats is maintained as per the reservation policy of the state. The remaining twenty percent seats are filled at institute level for which application are invited till a prescribed date and after Scrutiny admissions are given as per merit in the CET examination. The fees charged are as per the norms laid down by the Shikshan Shulka Samiti. The entire admission process sustain transparency in financial, administrative and auxiliary function.

The Institute carries on complete academic and auxiliary transparency in the internal assessment plan which is a combined effort of formative and summative assessment. Formative assessment focuses on the continuous evaluation of the students which includes various concurrent evaluation designed by the

internal faculty members. The summative assessment is done internally through midterm exams, online tests, MCQ and also prelims. The institute maintains detailed record for such internal marks and sends the consolidated internal marks to the university.

The Institute has constituted various committees which have management, senior faculty members, non teaching staff and students as the members which encourage the transparent functioning of the Institute. The participative decisions making model is promoted in the committees which encourages transparency in financial, administrative, academic and auxiliary functions.

The Institute maintains complete transparency in its financial, academic, administrative and auxiliary functions in students, faculty and society by uploading the mandatory disclosure on the website.

The various events conducted at the Institute encourage human values and professional ethics and instill transparency. The various events conducted at the Institute include various birth and Death anniversaries, cultural event like Zing, sports event like Yuvotsav, skill development activities like Ideal, IPo, mentoring program called Mentorship Program, sensitizing towards society, events covered under Institute Social Responsibility and Extension activity. All these events are of the students, for the students and conducted by the students. The complete transparency is maintained in overall planning, organizing and implementing. The various financial and executing decisions are taken by the students under the guidance of the faculty members. This kind of working highlights transparent functioning of the Institute.

The various events conducted and the transparency maintained in various functions are as follows -

Transparency in functions	Events	
Financial, administrative and auxiliary function	SBPIM Committees, Teachers Day celebration	
Academic, administrative	Ideal, IPo	
Administrative	Mentorship	
Financial, auxiliary	Institute Social Responsibility, Extension activity	
Financial, administrative and auxiliary	Yuvotsav, Zing	

Refer for transparency in functioning at institute in additional information.

File Description	Document
Any additional information	View Document

7.2 Best Practices

7.2.1 Describe at least two institutional best practices (as per NAAC Format)

Response:

We, at SBPIM strive to excel in all the practices. We believe that to become excellent educator is a continuing lifelong challenge and our Institute should organize the favorable resources available to accelerate its attainment to create value for the stake holders. The best practices taken from various areas

for achieving excellence –

1. Research/Institute Publications –

The Research Cell at the Institute is one of the strong pillars of SBPIM. Various activities conducted under research at SBPIM are National conference, edited books, monographs, journal, Research projects, Funded Projects, proceedings, research based seminars, workshops and FDPs. The Institute ensures the quality of the published material in terms of originality, relevance, significance and contribution to knowledge of the readers.

2. Mentorship Program planting a seed for Success....

We at SBPIM noticed the students need to be handled individually by setting reasonable goals and working on their confidence and independence. The Mentorship Program was started at SBPIM with a view that the students should be engaged in challenging activities and also need to provide with courteous negative feedback whenever necessary from the mentor to mentee.

3. Promotion of Higher Education among Rural and Reservation Students -

An overwhelming demographic divide still persists in the accessing quality higher education with several communities still remaining under represented, contradicting the very objective of equity within the social growth of the country. SBPIM took a small step by conducting several lectures on career guidance, career opportunities, personal development and many more.

4. Teaching and Non Teaching Staff motivated for further Education.

We believe that the Institutes that encourage their staff to continue their education build a high quality workforce who are well trained and well educated and help the Institute to achieve viability and feasibility. SBPIM motivates and helps the teaching and non teaching staff for higher education.

5. Institute Loyalty.... Referring Siblings/ relatives / Friends for Admissions

We believe that the existing students have a perception towards the Institute's resources like faculty, infrastructure, placement record, brand image etc and thus use positive word of mouth for the Institute. This perception is passed to the new students by referring them through word of mouth. We are privileged with great bonding between institute and past and present students they work as a brand ambassador for the institute.

6. "Yuvotsav", Let's Celebrate....

Since last 4 years SBPIM is successfully executing Yuvotsav to cater the rising passion of Football and Basketball among the students of various colleges' undergraduates as well as postgraduates to showcase their skills. The complete event is planned and executed by the current students under the guidance of alumni students along with faculty coordinator. The event teaches the students "**LEARNING BY DOING**".

7. ZING – THE CULTURAL FEST Unleashing colors in you...

SBPIM practices a cultural event titled “Zing” every year which helps the students to showcase their talents in various cultural events which helps in deepening the knowledge of different cultures and strengthening the relationships among the students.

Refer for List in additional information.

File Description	Document
Any additional information	View Document

7.3 Institutional Distinctiveness

7.3.1 Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

Response:

“Change calls for Innovation, and innovation leads to progress.”

The vision of the Institute focuses on four pillars which are collaborative learning, quality education, transforming students to professionals, entrepreneurs, researchers having deep rooted sense of responsibility. The Institute has established its distinctive approach by focusing on these four pillars and practicing the following distinctive initiatives to develop the students. Apart from its popularity the added feature of these initiative is that it is being practiced from last 5-6 years. SBPIM strives to be unique and distinctive in its own ways by institutionalizing various distinctive programs during the curriculum by taking distinctive initiatives. SBPIM boasts off its distinctiveness through program/activities such as Research Publications, ISR, Ideal, IPo, National Conference, Mentorship Program, Language lab, Yuvotsav, Zing, Sports Week just to name a few for holistic student development. Amongst these IPo and Ideal are elaborated due to its popularity element since last few years.

- **1. Ignition Point (IPo) We do our BEST for your BEST.....**

IPo works as incubation centre where conducive environment where conducive environment and collaborative learning is provided for development of entrepreneur skills of the students. Collaborative learning takes place through consultancy provided by the alumni to the present students which makes this practice distinctive.

MBA programme is all about how one can start his own venture. Institute observed that many students have creative business ideas but do not have roadmap or guidance to shape their Idea into reality. Considering this institute came up with an idea of starting the club namely **“IGNITION POINT (IPo)”**. The main objective of this club is to provide a platform to the student who have entrepreneurial aptitude and genuinely want pursue their dream. SBPIM is proud to mention here that since its inception app 50 **students** have started their own ventures and become successful entrepreneurs. The IPo is a platform where these students discuss their ideas with their senior students. In Ignition Point (IPo) students can explore entrepreneurial resources, network with entrepreneurs, understand businesses and share ideas. IPo club is very fortunate to get the support and backing from the Alumni students by affectionately

participating in various activities conducted under IPO.

- **2. IDEAL (Individual Development and enrooting Activity of Life)**

The learning experience of a life time.....

Ideal helps students for their personal and professional development through cafeteria approach where the Director and other Heads of Institute are personally involved. A thirty hours certification program is designed for student's development for first semester Students. The program was started in 2014-15 where the lectures series was conducted throughout the semester. After the success of lecture series of 2014- 15, the lecture series was named as IDEAL and content of series was planned. **IDEAL** came in Picture Since 2015-16 in proper shape. Lectures were conducted before winter vacation for one week (i.e. 15- 22 Dec).

Since then every year after the completion of lectures, a test is conducted and after clearing the test, students are awarded with certificate for the IDEAL and after understanding the feedback received from the students the lecture series for next year is planned.

Refer for details on dictinctiveness in additional information.

File Description	Document
Any additional information	View Document

5. CONCLUSION

Additional Information :

At SBPIM, we ensure conducive and student-friendly environment that attracts students towards our Institute. We look after the holistic development of students with utmost empathy. We believe students and stakeholders are the 'VIP' at our Campus. We emphasize on '*building trust*' amongst all, which is the 'USP' of SBPIM. We share a healthy bond and trusted relationship with our alumni, students and parents who stand as our Brand ambassadors. This relationship is evident through the admissions that majorly take place through alumni, students' and parents' references and their outstanding support at all times to SBPIM.

Our faculty and staff are highly dedicated towards the student development. For better learning, we provide extra-lectures to students. We give special attention towards slow-learners as well as students from rural-areas by arranging subject-wise one-to-one sessions for them. In addition, we try to make our students ready to face the world by fostering Global Proficiencies as they learn to apply planning skills and strategies to everyday business operations. We look personally into getting them better Summer Internship Program opportunities and Placements, giving them placement assistance until they need. We cater to the training and placement needs even of our pass out students (Ex- students), which has created an ever-lasting bond of trust between the students and the Institute. Moreover, we continually try to inculcate a good Value-system amongst our students, make them socially-driven through conduction of various events and encourage them to contribute towards National Development in their own way.

Concluding Remarks :

A college campus is a very important asset to a community as it is the architect of the future generations. Mission is to pursuit excellence in Management Education and Research Program with holistic and sustainable developmental approach through dynamic workforce as mainstay to create future Leaders, Transformative Entrepreneurs and Ethical Citizens who generate value for the Industry, Society and the Nation.

We achieve calibrated improvement in quality of education by improving learning-outcomes, employability of students, fostering Global-competencies among students and uplifting the standard of PG-education. To inculcate Value-System among students, SBPIM has well-defined Core Institutional Values and Code of Conduct promoting equal opportunity for all. SBPIM focuses on student-centric teaching approach by designing comprehensive teaching-learning, planning and executing policies. Faculty utilizes a basket of content delivery methods, e-resources and ICT tools to enrich the learning experience of students. SBPIM has an active Training and Placement cell, Entrepreneurship Development Cell, Research Centre, and Library as learning and development centers. Furthermore, for increasing students' social inclination, SBPIM has an ecosystem for innovation which includes ISR. "IPo" (Ignition-Point) is a flagship programme under entrepreneurship activities.

SBPIM is committed to excel in quality research. In the last five years, two research projects have been sanctioned, 9 faculty members and 11 Research Scholars have been awarded Ph.D. There are approx 50 students have started their own ventures.

By 2022, SBPIM aims to optimize its existing strengths and exploit the emerging opportunities through systematic implementation of the Strategic Plan 2017-22 to realize our quest for excellence.

NAAC