

SAIBALAJI INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES

Approved by AICTE, Ministry of HRD, Govt. of India.
Permanently Affiliated to SavitriBaiPhule Pune University

NAAC Accredited



SaiBalaji International Institute of Management Sciences" SBIIMS(formerly known as "International Institute of Management Sciences") is a B-School with a difference management training institution that believes in working 24x7x365 to procreate dynamic student managers. We at SaiBalaji International Institute of Management Sciences firmly believe in making a student fathom the granularities of the corporate world.

We are located at stone's throw distance from the Rajiv Gandhi InfoTech Park, Pune. Our institute provides a perfect ambience for management education amidst industrial needs of creativity and innovations. We are blessed with timely guidance from a wide spectrum of industry associations. "True character has the delicate fragrance of a just blossomed flower, it emanates from within the person by the propulsion of his own self chosen ideas of life".

Sai Balaji Education Society (SBES) is a trust formed by the people coming from industry and academics with a vision and commitment to deliver the best possible global management education. Apart from meeting the industrial needs and standards, the institution aims to develop potential tomorrow's executives today.

True character has the delicate fragrance of a just blossomed flower, it emanates from within the person by the propulsion of his own self chosen ideals of life".

Keeping this ideal in view, we in SBIIMS, apart from completing the syllabus in time, firmly believe in building a culturally oriented character. This is done by giving personal and timely inputs regularly.

Vision and Mission Statement

VISION

To mould students into physically fit, mentally robust and professionally competent individuals, who are capable of assuming their rightful place as leaders in the industry and in the society of tomorrow.

MISSION

To impart holistic and industry-oriented management training to students thereby ensuring their evolution into industry professionals at the end of their selected management programme. Prof. Laxman Kumar Tripathy, Ph.D. (Phil.), Ph.D. (HRM) is the director of the institute and has been very known personality of academics and Industry

Gender Audit

The Gender Audit was conducted at SBIIMS. The Purpose of the audit was to ensure that the practices followed in the campus are in accordance with the Gender Policy adopted by the institution. With this in mind, the specific objective of the audit was to evaluate the adequacy of the management control framework as well as the degree to which the institute is in compliance with the applicable regulations, policies and standards.

Objectives of Gender Audit

- 1. To find out the areas where gender balance exists and the factors behind the gender balance.**
- 2. To find out Steps to establish good gender balance in decision -making process in all areas of the college activities**
- 3. To examine the policies of the college rules /actions towards the needs and interest of both males and females**
- 4. To suggest measures for bridging the gender gap**

5. To foster Gender equality in all aspects of college life and throughout the college community

6. To see the work and capacity for prevention of sexual harassment at the college.

SBIIMS has maintained a comprehensive DEI approach that addresses various aspects of organizational culture, policies, practices, and community engagement. The breakdown of key areas to focus on are as detailed below:

1. **Leadership Commitment:**SBIIMS ensures that leadership is fully committed to DEI efforts and communicates this commitment consistently. SBIIMS Leadership actively participate in DEI initiatives, allocate resources, and hold themselves accountable for progress.
2. **Develop DEI Policies and Procedures:**SBIIMS has established clear DEI policies and procedures that outline the school's commitment to diversity, equity, and inclusion. These policies include and covers recruitment, hiring, promotion, curriculum development, student support services, and disciplinary actions.
3. **Recruitment and Hiring Practices:**SBIIMS has Implemented strategies to attract and retain a diverse faculty, staff, and student body. This includes using diverse recruitment channels, implementing blind hiring practices, providing DEI training for hiring committees, and creating mentorship programs for underrepresented groups.
4. **Curriculum and Pedagogy:** SBIIMS has ensured that the curriculum reflects diverse perspectives, experiences, and voices. It encourages faculty to incorporate diverse readings, case studies, and examples into their teaching materials and provide support and resources for faculty to develop inclusive teaching practices.
5. **Student Support Services:** SBIIMS Offer support services and resources to address the needs of a diverse student population. This includes mentorship programs, counseling services, and accommodations for students(Males and female).
6. **Community Engagement and Partnerships:** SBIIMS has built relationships with diverse Stakeholders for effective participation.
7. **Data Collection and Analysis:**SBIIMS Collect and analyze data on diversity, equity, and inclusion metrics to track progress and identify areas for improvement. This may include demographic data on faculty, staff, and students, as well as feedback from surveys and focus groups.
8. **Accountability and Evaluation:**SBIIMS has established mechanisms for accountability and evaluation to ensure that DEI goals are being met. This involve setting specific targets, conducting regular assessments, and incorporating DEI metrics into performance evaluations.
9. **Continuous Improvement:**DEI efforts is an ongoing process and responsive to the evolving needs of the Business school community. SBIIMS regularly solicit feedback from stakeholders, adapt strategies as needed, and celebrate successes along the way.

Documentary Evidence with Pictures for various inclusions are shown in next consecutive Pages.

Facilities Provided in the SBIIMS: -

1. Parking –(Common)



SBIHIMS has common parking lot in the camps for Boys and Girl Students and separate for Faculties ,

2. Girls Common Room



SBIIMS understands the need of providing separate common room for girls, to enable them to sit and discuss various educational points with each other, Girl Common room helps the girl student to socialize, discuss and interact with each other and on some occasion to take rest from their business Schedule of teaching work

3. Girls Washroom



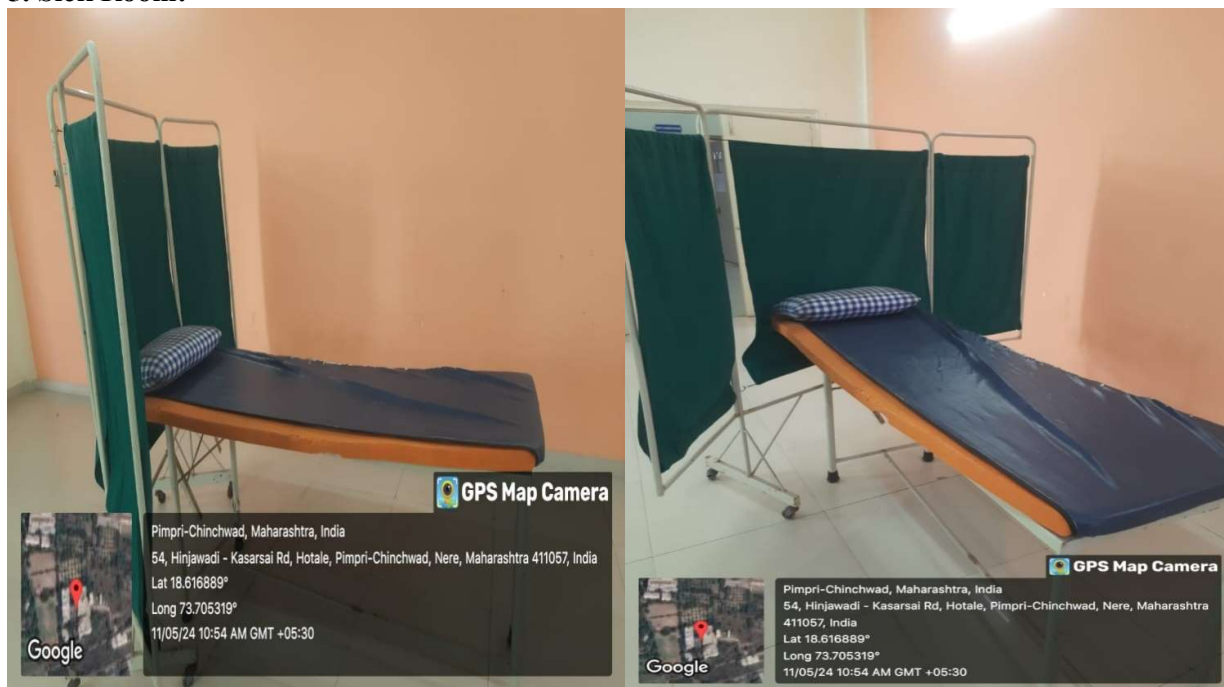
The Institute has clean and hygienic wash rooms for boys and girls, A Separate was room for ladies' staff is also provided.

4. Hostel

SBIIMS Provides with fully functioned campus facility for boys and girls, To cater to the accommodation needs of the students, the institute has both the boys and girls hostel separately, Nutritious means are available in the institute kitchen which serves hygienically cooked food. Each room of the hostel is furnished with bed, study table chair and a cupboard for clothes. A Simulating and holistic living ambiances contributes significantly to a superior performance, The Girls utilizing the hostel facility is as under.

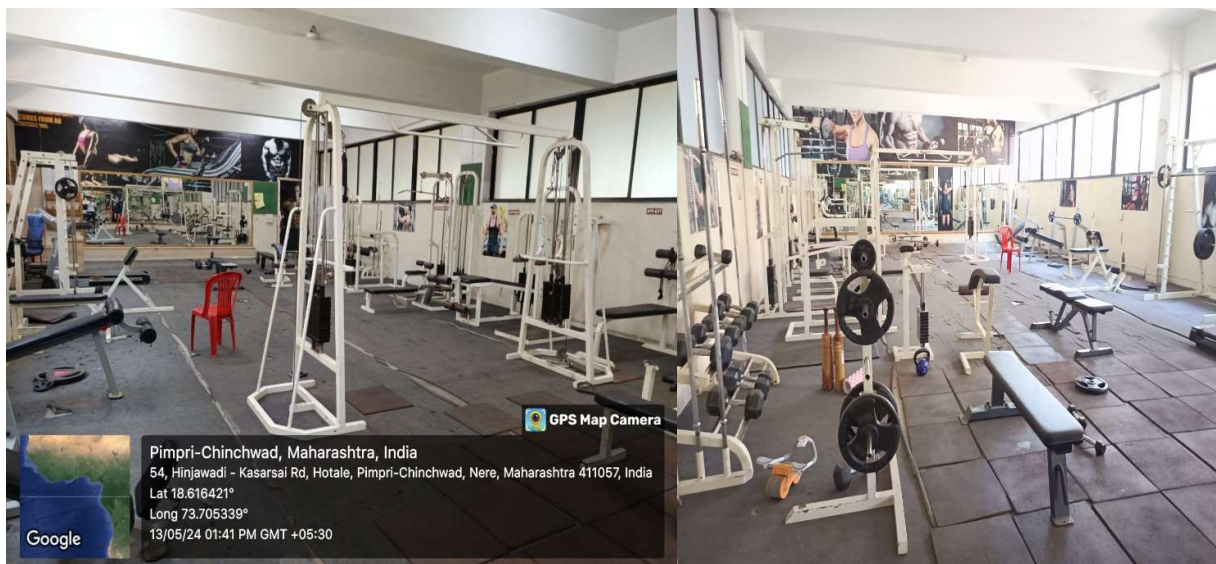
Academic Year	MBA Ist year Girl Student in Hostel	MBA IInd Year Girl Student in Hostel	Total
2018-19	21	20	41
2019-20	21	24	45
2020-21	22	28	50
2021-22	23	48	71
2022-23	24	34	58
Total OF 5 Years			

5. Sick Room: -



A Sick room is provided in the hostel, wherein the girls who are unwell are taken care of for their health . This rooms provided with basis facilities for a sick person.

6. Gymnasium



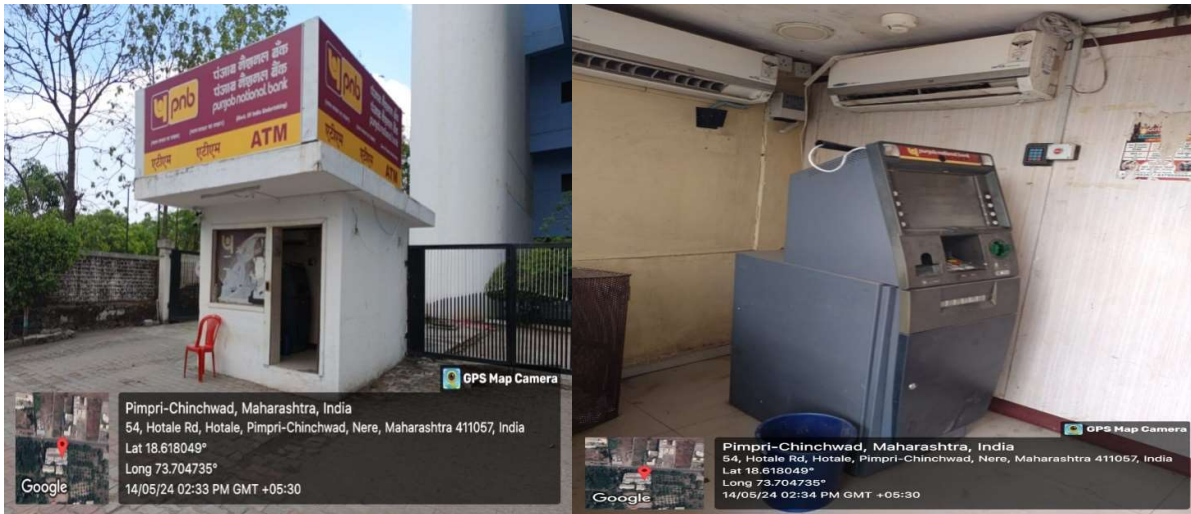
Gym workouts are one of the best ways to our health and fitness. A good workout improves, blood circulation to our heart and fight heart problems and keep us healthy, It also does the same for our brain and makes one mentally fit and physically healthy, SBES Provides a common gym facility to boys and girls

7. Canteen



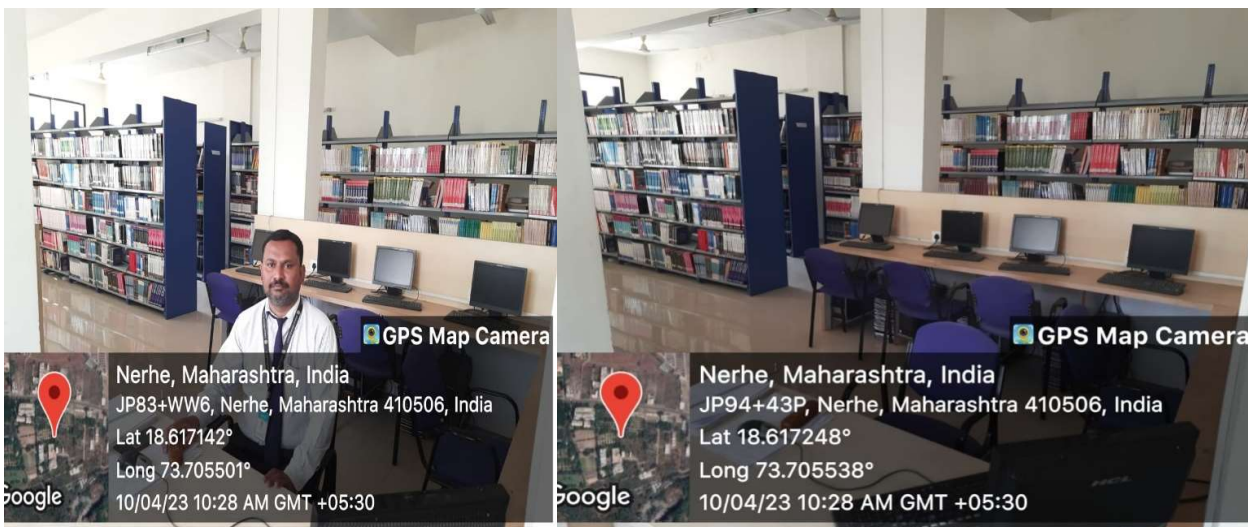
The Institute has a modern canteen and offers variety of snacks and meals to cater to the taste of the students. The canteen not only provides a vibrant atmosphere and unleaded fuel for the day but also an effective way to develop the “cafeteria approach” learning in an informal manner, it helps in nurturing interpersonal skills amongst students, SBIIMS provides with canteen and mess in hostel.

8. Bank Facility: -



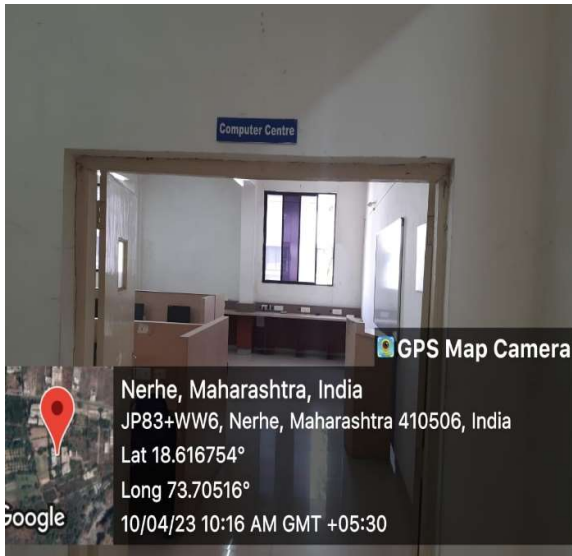
SBIIMS is located at a very strategic location with IT Parks near and there are many banks located in the close vicinity of the institute, PnB ATM is located in common area in the SBIIMS entry road. This enables all the girl's students to use the banking services.

9. Library



The ultimate objectives of an academic library is to fill the information need of its stakeholders such as faculty members, students, research scholars as well as support staff with the predominant sources of information and services, As Library is presumes as the heart of any academic institution; the overall health of the Educational Institute depends on it. To Commensurate the same, SBIIMS Library holds the rich collections of more than 5000 Text Books as well as reference books in the domain of management. The library s provides with reading hall. The timing of reading hall is extended during exam period.

10. Computer Lab



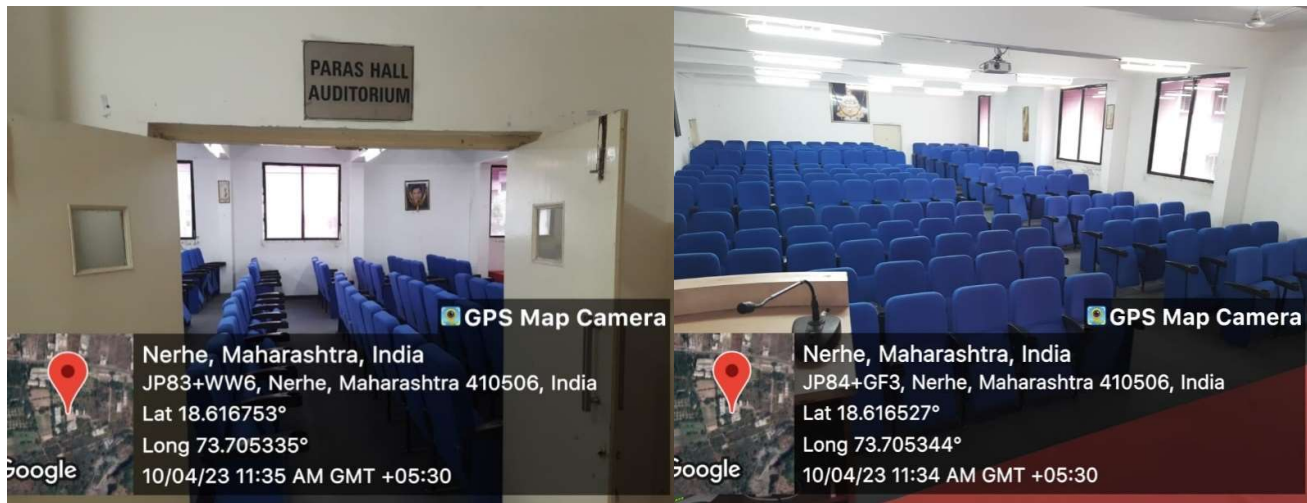
Computer lab is well -equipped with branded PC adequately supported by 100 Mbps eased lines for internet connectivity. It is also equipped with a wide range of licensed system software and application software. The innovative placing of desktops and key boards to fit the healthy vision requirements of the students induces a conducive environment, SBIIMS has ___ computers, Instructors are also regularly available to assist students in using the computer lab.

11. Conference Hall



SBIIMS has a full-fledged conference room suited for board meeting, Industry Discussions, and for group discussion.

12. Auditorium



The institute has 120-Seater with ergonomics furnishing with display project and clear sound system, which leaves one with brilliant experience throughout corporate presentation, industry presentation and other activities, the students enjoy the warm, spacious, bright seminar hall more during the cultural and other activities.

Year	Category	Male	Female	Total
2018-19	SC	9	3	12
	ST	1	0	1
	OBC	24	5	29
	OPEN	48	19	67
2019-20	SC	7	0	7
	ST	0	1	1
	OBC	45	3	48
	OPEN	45	19	64
2020-21	SC	10	07	17
	ST	1	1	2
	OBC	36	06	42
	OPEN	74	32	106
2021-22	SC	20	06	26
	ST	01	01	02
	OBC	15	11	26
	OPEN	48	30	78
2022-23	SC	9	2	11
	ST	3	2	5

Gender	OBC	32	14	46
	OPEN	64	53	117

Sensitive Features:

1.

Admissions-

SBIIMS has an intake of 180 students who are introduced to the best professional environment in terms of Academic, Industry & Business Oriented tailored training Modules, Sports, Curricular & Extra Curricular Activities, Cultural Activities, Various Inter collegiate competitions, etc. to create true business professionals, The gender balance enrolled at the institute in the last 5 years is as under.

Year	Number of Boys	Numbers of Girls	Total
2018-19	82	27	109
2019-20	97	23	120
2020-21	121	46	167
2021-22	84	48	132
2022-23	108	71	179

SBIIMS has been aggressively taking steps in achieving social inclusion by promoting the importance of higher education in backward category and rural areas, SBIIMS has been conducting several lectures on career guidance, career opportunities, personal development and many more to motivate the rural and backward peers of the society. The category wise gender balance admitted students are as follows.

Teaching and Non- Teaching Staff

SBIIMS has a perfect combination of male and female teaching staff, The gender wise teaching and non-teaching staff are as under.

- **Gender Classification – Teaching Staff**

Sr.no	Academic Year	Male Faculty	Female Faculty
1	2018-19	6	7
2	2019-20	7	6

3	2020-21	9	8
4	2021-22	10	7
5	2022-23	12	6

• **Gender classification: Non-Teaching Staff**

Sr.no	Academic Year	Male Faculty	Female Faculty	Total
1	2018-19	21	5	26
2	2019-20	21	5	26
3	2020-21	21	5	26
4	2021-22	21	5	26
5	2022-23	21	5	26

2. The Institute has well functioned Internal Complaints Committee with the Designated heads and Male and Female 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, Anti- Ragging Committee and Anti Ragging Squad is very well in function, These committees work to ensure and develop inductive and safe environment to the staff and students

The various committees with their composition is as under

Anti – Ragging Committee

Sr. No	Name	Members
1	Dr. L K Tripathy	Director
2	Mr. Sachin Rane	Representative of Police In charge
3	Mr. Sham	Representative of local media
4	Smt Anupama R Nalawade	Representative of NGO
5	Dr. Rohini Nikam	Representative of Faculty
6	Prof. Vilas Navle	Representative of Faculty
7	Prof. Girish S Chavan	Representative of Faculty
8	Mr. Tushar Gaikwad Mrs. Laxmi Rathod	Rector Boys Rector Girls
9	Mr. Mahesh Jadhav	Administrative officer
10	Mr. Patil	Representative of Non Teaching
11	Mr. Sanket Bhalekar Miss. Khushboo Thawani	Student Representative

Internal Complaints Committee

Sr. No	Name	Members
1	Dr. L K Tripathy	Director
2	Dr. Rohini Nikam	Representative of Faculty
3	Prof. Vilas Navle	Representative of Faculty
4	Prof. Girish S Chavan	Representative of Faculty
5	Mr. Tushar Gaikwad Mrs. Laxmi Rathod	Rector Boys Rector Girls
6	Mr. Mahesh Jadhav	Administrative officer/ Accountant
7	Mr. Patil	Representative of Non Teaching
8	Mr. Sanket Bhalekar Miss. Khushboo Thawani	Student Representative
9	Shri. M Jadhav	Govt Officer- DTE Regional Office Pune

3. Activities Conducted at SBIIMS

Sr.No	Year	Activities
1	2018-19	3
2	2019-20	3
3	2020-21	2
4	2021-22	2
5	2022-23	4

a. Certificate Courses Conducted at SBIIMS

b. Cultural Events /Sports Organized and student Participation

Sr.No	Year	Activities	Report Attached
1	2018-19	Vista	Link attached
2	2019-20	Vista	
3	2020-21	Vista	
4	2021-22	Vista	
5	2022-23	Vista	