



# **SELF STUDY REPORT**

**FOR**

**2<sup>nd</sup> CYCLE OF ACCREDITATION**

## **SAIBALAJI INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES**

SAIBALAJI INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES  
SR.NO.54,NERE DATTAWADI,NEAR HINJEWADI INFOTECH PARK, OPP.  
KOLTE PATIL LIFE REPUBLIC PUNE 411033

411033

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Submitted To

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**BANGALORE**

**May 2024**

# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

SaiBalaji International Institute of Management Sciences is one of the management institutes managed by SaiBalaji Education Society Pune, offers MBA programme starting from the year 2011, with an intake of 180 seats, is affiliated to Savitribai Phule Pune University attracting students from across India and beyond. As a premiere management institute in Pune, it maintains high academic standards, offers a comprehensive curriculum, and provides excellent faculty and resources to ensure a top-notch educational experience. The Institute lays great emphasis on quality of teaching – learning experience and provides all the latest infrastructural facilities for a pursuit of excellence in education to individual students.

The Institute, right from its inception, has been focusing on delivering a rigorous and up-to-date curriculum that covers various aspects of management theory and practice. This includes subjects like finance, marketing, human resources, operations & supply chain and business analytics. The faculty members are experts in their respective fields, bringing both academic knowledge and industry experience to the classroom. They engage in research and consultancy projects, contributing to the advancement of management knowledge. To bridge the gap between academia and industry, the institute likely fosters strong ties with businesses and organizations. This includes guest lectures, industry visits, internships, and placement assistance to help students gain practical exposure and secure rewarding career opportunities. SBIIMS has an enviable placement record. The institute has modern facilities such as state-of-the-art classrooms, libraries, computer labs, and student amenities to support a conducive learning environment. Beyond academics, the institute prioritizes holistic development by offering opportunities for extracurricular activities, leadership development, and soft skills training. These initiatives aim to groom students into well-rounded professionals equipped to excel in today's competitive business landscape. Given the increasing globalization of business, the institute always emphasises on the importance of a global mindset. This involves international collaborations with professors from organizations and universities from abroad and exposure to international business practices. Thus, as a premiere management institute affiliated with Savitribai Phule Pune University, SBIIMS strives to empower students with the knowledge, skills, and networks needed to thrive in the dynamic field of management.

### **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.

## 1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

### **Institutional Strength**

1. Management of the institute is very visionary and committed for quality of education emphasizing global quality education at par with international standards
2. Institute has dedicated and highly experienced faculty members that value mentorship, collaboration and leadership
3. Institute has an excellent Industry-Academia interface which is evident through various partnerships for training, placements, research, mentorship, skill development etc
4. Institute has an excellent infrastructure facility which not only comply the AICTE mandate but also give the students a feeling of state-of-the-art corporate facility
5. Institute is very well strategically located between one of the biggest IT hub of India (Hinjewadi industrial area of Pune). This leads to the highest number of placements every year in MNCs
6. Pollution free campus
7. The biggest strength of SBIIMS is innovative and effective educational ideology, comprising of IQ, EQ, SQ and PQ -
8. SBIIMS has strong students enrolment.
9. Very strong and dedicated placement cell leading with an enviable placement record.
10. Ensuring corporate activities for the students, by the students and of the students through Weekly Industry Institute Interaction.
11. Skill based education through certificate add on courses to students as per Industrial requirements.

### **Institutional Weakness**

1. Lesser emphasis on cutting edge research that addresses real-time problem.
2. Lesser emphasis on generation of Patents
3. Student/Faculty exchange programme with neighbouring Institutes/ Universities.
4. Limited number of Faculty and students research publications
5. Funded Project Work: SBIIMS has few funded project works.
6. Limited number of students attempt to appear in competitive examination
7. Limited Alumni involvement in students development activities
8. Desirable international exposure to students

### **Institutional Opportunity**

1. SBIIMS would like to amend the existing academic model by enriching curriculum in view of NEP 2020 through interdisciplinary and multidisciplinary courses, value addition courses etc. These things will be possible by applying and acquiring an Autonomous institute status.
2. The institute plans to increase number of MOUs to promote faculty and student exchange programmes nationally as well as internationally.
3. NEP 2020 and IR 04 highlights importance of cross functional courses which become very apt for institutes and generates opportunity because of role of technology in management. The institute plans to design and conduct such cross functional courses for students as skilling opportunities and for faculties as upskilling / re skilling opportunities.
4. The Institute has a wide base of alumni. It plans to strengthen alumni relations and communication, to advance its mission and goals.
5. The Institute plan to develop Branding strategies to promote institute's International Visibility and Reputation.
6. The Institute is located in Industrial hub and so generates opportunities for students for connecting with

corporate world more frequently.

7. Interaction with first generation industry leaders to broaden the horizon of enhance the student's entrepreneurial mindset.
8. Global accreditation and Autonomy for the Institute for Strengthening the teaching ,training , research and consulting activities of the Institute.

### **Institutional Challenge**

1. Scope of the curriculum is restricted to MBA Syllabus of Savitribai Phule Pune University. So absence of autonomy in Curriculum designing
2. Institute is affiliated to SPPU and so adherence to the time frame and academic calendar of Savitribai Phule Pune University.
3. Motivating faculty for funded research projects and consultancy works.
4. Absence of Industry relevant approach in the teaching learning process
5. Attracting faculty having experience both in industry and academics.
6. Strengthening Alumni connect in offline mode.

## **1.3 CRITERIA WISE SUMMARY**

### **Curricular Aspects**

The Institute ensures effective curriculum planning and delivery through a well-planned process. SBIIMS runs MBA programme affiliated to SPPU and hence it follows the syllabus prescribed by SPPU which is completely on Choice Based Credit System. SBIIMS takes lot of initiatives in effective Academic Planning and Curriculum Delivery .SPPU publishes it's academic calendar and accordingly, SBIIMS prepares it's Academic Calendar right at the beginning of each semester. SBIIMS offers a conducive teaching learning environment and thus caters to the multifarious needs of the students. The teaching methodology at SBIIMS involves Class room lectures, Presentations, Discussion, Problem Solving, Case Study, News Analysis etc. The Institute integrates Experiential Learning by conducting guest sessions, competitions, seminar and events as a part of co-curricular activities, extra-curricular activities that foster critical thinking and creativity. 25 different certification courses were conducted during last five years involving 1200 students, over and above teaching the regular courses of MBA Syllabus. Certificate and Value addition courses are offered to the students both in inline and offline mode.

As a part of academic mandate all admitted students have to undertake the Summer Internship Project in an organization for two months during the intervening period between second and third semester. Spearheaded by the Corporate Relations Cells around 60 sessions of Guest lectures are conducted by inviting Industry experts from various domains.

Following the guidelines of the University , the Institute conducts Comprehensive Concurrent Evaluation (CCE) as an integral part of the internal assessment of each semester. CCE component includes Assignment, Presentations, Situation Analysis, Mid Semester examination ,etc. The Institute has a well structured CCE and systematic examination process. The MBA curriculum is enriched by integration of cross cutting issues relevant to professional ethics , gender, human values, environment and sustainability. Institute observes the advance learners and slow learners through internal assessment and class wise tests conducted by the respective faculty members. SBIIMS provides adequate infrastructure for having ICT enabled classrooms, Library,

Computer Lab, Auditorium, internet, Wi-Fi facility. The Institute collects feedback from all stakeholders. Feedbacks are analysed and discussed in IQAC meetings and accordingly corresponding actions are taken in place.

### **Teaching-learning and Evaluation**

The students enrolment in SaiBalaji Institute of Management Sciences has been always good , in the sense that almost all the seats get filled every year. There are 17 full time faculty members to teach the students of both first and second year, out of which 4 faculty members are Ph.D. Degree holders another 4 are on the verge of completion of their Ph.D. studies, and 4 faculty members are approved Ph.D. guides in the Faculty of Commerce and Management of Savitribai Phule Pune University. The Institute follows systematic evaluation process as prescribed by Savitribai Phule Pune University.

The Examination Policy of the Institute has systematic grievance redressal mechanism. Suggestion Boxes are kept at permanent locations on each floor of the building .Grievances are handled in time bound manner. Students' performances are observed through their direct and indirect assessment .POs and COs are well communicated and displayed on the Website and Notice Board. Each faculty member identifies attainment ratio of the Course taught by him/her and compare with set targeted attainment. Students are well aware of the process, evaluation rubrics are intimated to students at the outset of the programme. It's impacts are reflected in excellent university results.

Institute observes the advance learners and slow learners through internal assessment and class wise tests conducted by the respective faculty members. Slow learners are provided with remedial classes and bridge courses are planned as per the need of students. Advance learners are provided with additional research based assignments and are supported with additional knowledge resources.

### **Research, Innovations and Extension**

SaiBalaji International Institute of Management Sciences has a well established Research Cell, which promotes the research Culture among the faculty members and the students. Research Policy is in place for promoting the research culture in the Institute. The Institute has a Research Centre recognised by Savitribai Phule Pune University .There are two research guides and at present, four research scholars are pursuing their Ph.D.Studies.

At, SBIIMS, we are committed to fostering an environment that encourages innovation ,knowledge exchange and research excellence. Through a variety of impactful initiatives , the Institute empowers, students, faculty members and industry professionals to delve into research pursuits , engage in scholarly activities and contribute the ever expanding body of knowledge in the field of business and management. SBIIMS has it's own research journal which publishes research papers from all over the Globe ,along with the research papers written by the faculty members and students too.

As an integral part of nurturing research eco system , the Institute organizes national and international research conferences and seminars every year.

The Faculty members publish their research findings in the form of research papers in various UGC CARE, Scopus and Web of Science indexed journals. They also have published reference/text books in their respective domains of expertise.

The Institute has established its IIC (IC202324593). Through IIC, the Institute is inculcating innovative value education among students.

At SBIIMS, our commitment to social responsibility is deeply ingrained in our educational philosophy. We believe that nurturing responsible, empathetic and socially aware individuals is essential for creating a positive impact in communities and the world at large. Our approach to social responsibility is guided by clear objectives that define our ethos and drive our initiatives.

Through Rotaract Club, the Institute has organised a number of extension activities.

The Institute has strong connection with industries and academic institutes, It has more 24 active MOUs and linkages. Many collaborative activities have been organised by the Institute for the benefit of the faculty members and students. Some of the activities are seminars, industry visits, Guest sessions, Summer Internship Projects, Collaborative Projects, etc.

### **Infrastructure and Learning Resources**

At SBIIMS, our commitment to excellence in education extends to the efficient management and optimal utilization of our diverse physical, educational, and support facilities. This dedication is overseen by our diligent maintenance department, which ensures that our campus remains conducive and safe for learning and growth. Here are the proactive measures we take to maintain our facilities at the highest standards. SBIIMS has 9 classrooms, 1 auditorium of 200 seating capacity, 4 tutorial rooms, 90 computers available exclusively for students. Institute has well equipped laboratory with computers connected through LAN and having Wifi Internet service of 375 MBPS bandwidth. Our Computer Centre is a hub of activity, serving diverse purposes such as supporting project work, online exams, presentations, and assignments. This centralized facility is equipped with the latest technology to meet the diverse needs of our students and faculty, ensuring a seamless integration of technology into the learning process

SBIIMS provides itself on its state-of-the-art classrooms, designed to foster an enriched teaching environment. These classrooms are equipped with comprehensive CCTV coverage, ensuring the safety and security of our students and staff. Our versatile Class Halls and Reading Rooms serve as dynamic spaces for expert sessions, workshops, seminars, group discussions, regular classes, and various student activities.

The institute manages Annual Maintenance Contracts (AMCs) meticulously, safeguarding critical aspects such as CCTV systems, water coolers, fire extinguishers, and pest control. These contracts ensure that our facilities are regularly inspected, maintained, and upgraded as necessary. By adhering to these maintenance schedules and contracts, we uphold operational efficiency and safety standards throughout the campus.

The Library of SaiBalaji International Institute of Management Sciences (SBIIMS) stands as an indispensable reservoir of knowledge, serving as a dynamic hub for both students and faculty members. It has 5008 books, 25 journals, 5000+e resources. Library is automated with ERP software. The library includes a spacious Reading Hall that can accommodate up to 80 individuals. It is an integral part of SBIIMS mission to provide a conducive environment to students with a holistic education that prepares them for success in the ever-evolving world of business and technology.

### **Student Support and Progression**

SBIIMS students are receiving Government Scholarships as per the Govt norms. Institute has organized many capacity building programs for enhancing their communication skill, professional aptitude building. More than 300 students are benefited through such programs organized by the Institute. Institute has established Grievance redressal cell and Anti Sexual harassment cell. Students are professionally groomed regularly and more than 450 students are placed in last five years. Every year good number of students are participating in cultural, extracurricular and sports activities. SaiBalaji International Institute of Management Sciences (SBIIMS) holds its dynamic Alumni Association in high regard, recognizing it as a vital component of the institute's ecosystem. SBIIMS has a registered Alumni association. This registered association convenes annually for a meaningful Alumni Meet, where former students come together to reconnect, share experiences, and contribute to the institute's growth and development. The Alumni Association plays a multifaceted role in supporting current students and enhancing the overall academic environment. Alumni members, now employed across diverse organizations, play a pivotal role in aiding the placement process for current students. Leveraging their extensive networks and professional expertise, they offer invaluable assistance in securing placement opportunities for institute students. Their insights into industry trends and requirements are instrumental in guiding students towards successful career paths. The involvement of the Alumni Association extends to refining the institute's curriculum. Alumni members contribute their professional insights and feedback, ensuring the curriculum remains relevant and effective.

### **Governance, Leadership and Management**

SBIIMS has a well-defined organization structure. The Governing Council is the apex body having Council members from the Parent society, Director and senior faculty members from the Institute. Director is the academic and administrative supreme authority of the Institute. Institute has a well-defined Vision and Mission statement. IQAC committee is actively involved in quality initiatives. Every year IQAC plan and executes FDPs and orientation sessions for teaching and non-teaching staff members. Roles and responsibilities are clearly defined amongst the Director, Academic coordinator and all faculty members. College Development committee ensures and monitors the compliances and regular academic and quality initiatives executions. SBIIMS has framed statutory and non-statutory committees. The strategic plan is made by the Director in consultation with HODs and it encompasses various crucial aspects, all meticulously designed to elevate the institute's academic excellence, industry relevance, and holistic student development. At SBIIMS, the management's approach to employee welfare is characterized by a prudent and caring ethos, reflecting a deep commitment to the well-being of both teaching and non-teaching staff. Through a range of thoughtful measures, the management ensures that employees are supported, valued, and provided with essential benefits. Welfare measures provided to staff are : healthcare and insurance, free transport facility, canteen facility, PF, Medical Leaves, Maternity leaves, Flexible working hours, paid leaves, uniforms and many other services are provided. SBIIMS commitment to employee welfare goes beyond conventional benefits. Their holistic approach prioritizes the physical, emotional, and social well-being of staff members, creating a workplace culture built on care, inclusivity, and mutual respect. SBIIMS places a significant emphasis on financial oversight and transparency, with a dedicated and autonomous accounts section led by seasoned and proficient accountants. SBIIMS places a strong emphasis on internal quality assurance through a blend of a meticulously tailored curriculum, innovative teaching methodologies, and practical experiences By integrating corporate inputs and hands-on training, SBIIMS prepares its students not just academically, but also professionally and ethically, for the challenges of the corporate world. This holistic approach ensures that SBIIMS graduates are not only well-equipped but also industry-ready, poised for success in their careers.

### **Institutional Values and Best Practices**

Institute is very keen in developing students with Industry oriented education. Main motto of SBIIMS is to make students more employable. In line with this Institute has initiated Employability Grooming Program. To make students more employable, students need to be groomed professionally as per the skill requirements of Industries. SBIIMS nurtures students with skill based knowledge so that they will be professionally ready at the time of employment. All students are involved compulsory 3 weeks Induction program scheduled by the Institute at the beginning of their MBA journey. Every Saturday is reserved for Industry expert's guest session. Students are involved in executing the expert talk right from anchoring and managing the session and vent. An expert from the organization would come on campus and deliver a workshop designed by him or her. Skill based courses are designed in consultation with Industries and are provided to students in every semester. SAP certification courses in HR, Marketing, Finance and operations are provided to students. Students were able to show their learning by organizing and managing the big events like VISTA, Manthan , CFL and SFL. These are National level Inter collegiate and Corporate level events which are well executed by students every year. The outcome of this feature resulted in the students getting placed in their dream companies. Another best practice is Student centric learning. Since students are coming from various states and villages of India and with varied background, mentors are assigned to a small group of students for knowing their real life and professional challenges. Accordingly the special lectures are planned like special verbal communication sessions, written communication, presentation sessions are scheduled. Girls are also taught with dressing sense and professional etiquettes, removing stage fear. During Induction program sessions are arranged for enhancing their Intelligent Quotient, and Physical Quotient. Skill based courses are planned. The success is reflected in results. Students are excelling in all activities. Academic excellence is achieved with university results for Batch 2021-23 is 100%. Students confidence level has been increased. 100% students have completed their Summer Internship. Around 82% students got final placement offer letters.



## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	SAIBALAJI INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES
Address	SaiBalaji International Institute of Management Sciences Sr.No.54,Nere Dattawadi,Near Hinjewadi Infotech Park, Opp. Kolte Patil Life Republic Pune 411033
City	Pune City
State	Maharashtra
Pin	411033
Website	<a href="http://www.sbiims.edu.in">www.sbiims.edu.in</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Laxman Kumar Tripathy	020-66547534	9822671996	-	director@sbiims.edu.in
IQAC / CIQA coordinator	Rishikaysh Kaakandikar	0-206654753	7028085581	-	r.kakandikar@sbiims.edu.in

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular Day

Recognized Minority institution	
If it is a recognized minority institution	No

<b>Establishment Details</b>				
<b>State</b>	<b>University name</b>	<b>Document</b>		
Maharashtra	Savitribai Phule Pune University	<a href="#">View Document</a>		
Maharashtra	Savitribai Phule Pune University	No File Found		
<b>Details of UGC recognition</b>				
<b>Under Section</b>	<b>Date</b>	<b>View Document</b>		
2f of UGC				
12B of UGC				
<b>Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)</b>				
<b>Statutory Regulatory Authority</b>	<b>Recognition/Approval details Institution/Department programme</b>	<b>Day,Month and year(dd-mm-yyyy)</b>	<b>Validity in months</b>	<b>Remarks</b>
AICTE	<a href="#">View Document</a>	15-05-2023	12	
AICTE	<a href="#">View Document</a>	15-05-2023	12	
AICTE	<a href="#">View Document</a>	15-05-2023	12	
AICTE	<a href="#">View Document</a>	15-05-2023	12	
AICTE	<a href="#">View Document</a>	15-05-2023	12	
AICTE	<a href="#">View Document</a>	15-05-2023	12	

<b>Recognitions</b>	
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

<b>Location and Area of Campus</b>				
<b>Campus Type</b>	<b>Address</b>	<b>Location*</b>	<b>Campus Area in Acres</b>	<b>Built up Area in sq.mts.</b>
Main campus area	SaiBalaji International Institute of Management Sciences Sr.No.54,Nere Dattawadi,Near Hinjewadi Infotech Park, Opp. Kolte Patil Life Republic Pune 411033	Semi-urban	1.5	2200

## 2.2 ACADEMIC INFORMATION

<b>Details of Programmes Offered by the College (Give Data for Current Academic year)</b>						
<b>Programme Level</b>	<b>Name of Programme/Course</b>	<b>Duration in Months</b>	<b>Entry Qualification</b>	<b>Medium of Instruction</b>	<b>Sanctioned Strength</b>	<b>No.of Students Admitted</b>
PG	MBA,Management,	24	Graduation	English	180	180

### Position Details of Faculty & Staff in the College

<b>Teaching Faculty</b>												
	<b>Professor</b>				<b>Associate Professor</b>				<b>Assistant Professor</b>			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	2				4				12			
Recruited	1	1	0	2	4	0	0	4	6	6	0	12
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	2				4				12			
Recruited	1	1	0	2	4	0	0	4	6	6	0	12
Yet to Recruit	0				0				0			

<b>Non-Teaching Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				11
Recruited	8	3	0	11
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				11
Recruited	8	3	0	11
Yet to Recruit				0

<b>Technical Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				0
Recruited	1	0	0	1
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**

<b>Permanent Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/ LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	2	1	0	4	0	0	1	0	0	8
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	5	5	0	10
UG	0	0	0	0	0	0	0	0	0	0

<b>Temporary Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/ LLD/DM/MCH	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
UG	0	0	0	0	0	0	0	0	0	0

<b>Part Time Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	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
UG	0	0	0	0	0	0	0	0	0	0

<b>Details of Visting/Guest Faculties</b>					
<b>Number of Visiting/Guest Faculty engaged with the college?</b>	<b>Male</b>		<b>Female</b>		<b>Total</b>
	2		1		3

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

<b>Programme</b>		<b>From the State Where College is Located</b>	<b>From Other States of India</b>	<b>NRI Students</b>	<b>Foreign Students</b>	<b>Total</b>
PG	Male	119	6	0	0	125
	Female	50	5	0	0	55
	Others	0	0	0	0	0

<b>Provide the Following Details of Students admitted to the College During the last four Academic Years</b>					
<b>Category</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
SC	Male	6	16	8	7
	Female	5	10	7	0
	Others	0	0	0	0
ST	Male	4	1	1	0
	Female	1	1	1	1
	Others	0	0	0	0
OBC	Male	31	19	24	36
	Female	15	7	5	2
	Others	0	0	0	0
General	Male	19	9	18	13
	Female	15	4	6	5
	Others	0	0	0	0
Others	Male	63	50	70	41
	Female	20	15	27	15
	Others	0	0	0	0
<b>Total</b>		<b>179</b>	<b>132</b>	<b>167</b>	<b>120</b>

### **Institutional preparedness for NEP**

1. Multidisciplinary/interdisciplinary:	The institution is non-accredited and affiliated to SPPU, adhering to the syllabus laid down and endorsed by SPPU. The vision and mission of the Institute are quite aligned with the vision of NEP 2020. Presently, in a limited way as narrated above, the institute is adopting good practices in learning as well as research. The course curriculum already has certain courses from science and humanities integrated with main management courses.
2. Academic bank of credits (ABC):	We have sent the link for registering the Academic Bank of Credit to the students, collected the ABC data by Google Form, and forwarded the data to the University.

<p>3. Skill development:</p>	<p>The National Education Policy (NEP) 2020 places a strong emphasis on skill development alongside traditional academics. This requires institutions to adapt and prepare themselves to deliver this new vision. Here's a breakdown of key areas for institutional preparedness regarding NEP and skill development:</p> <p><b>Curriculum Redesign:</b></p> <p><b>Multidisciplinary/Interdisciplinary Approach:</b> Move away from siloed subjects. Encourage students to see connections between disciplines and develop well-rounded skillsets applicable to real-world problems .</p> <p><b>Vocational Integration:</b> Offer vocational courses alongside traditional academics. This could involve certificates, diplomas, or degrees with a vocational focus .</p> <p><b>Flexibility and Choice:</b> The NEP promotes a credit system that allows students to pursue diverse skillsets through electives or minor specializations within their major .</p> <p><b>Faculty Development:</b></p> <p><b>Industry Collaboration:</b> Partner with industry experts to design curriculum, deliver guest lectures, or provide internship opportunities. This ensures students learn relevant, in-demand skills.</p> <p><b>Pedagogical Shift:</b> Move from rote learning to an outcome-based approach. This means focusing on practical application of knowledge and development of measurable skills .</p> <p><b>Skill Development for Faculty:</b> Faculty themselves may need training to effectively deliver skill-based learning experiences .</p> <p><b>Institutional Infrastructure:</b></p> <p><b>Industry Partnerships:</b> Collaborate with industries to create apprenticeship programs, on-the-job training opportunities, or joint research projects .</p> <p><b>Skilling Labs and Facilities:</b> Invest in infrastructure to support skill development in specific areas. This could involve workshops, design labs, or software specific to chosen skillsets</p> <p><b>Institutional Development Plan (IDP):</b> Develop a roadmap for implementing NEP's vision within your specific institution. This should include timelines, resource allocation, and evaluation measures</p> <p>By focusing on these areas, institutions can become better prepared to deliver the NEP's vision of equipping students with the skills they need to succeed in the workplace.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>Our professional postgraduate course in management attracts students with an average age of 23 who are well-versed and culturally aware.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>The curriculum conducts OBE, maintaining records, and initiates the OBE through project reports</p>



	(Semester III) for final year MBA students. This enables students to understand research culture, enhancing future studies and job prospects. Project outcomes are collected as a result of the project work. Course outcomes, designed by respective faculty based on Savitribai Phule Pune University's curriculum, are communicated to students through various media. These CO's are mapped with Program Outcomes, as evidenced by the examination results of Savitribai Phule Pune University.
6. Distance education/online education:	The use of ICT tools is to complement the classical teaching techniques particularly in difficult subject areas. To achieve these objectives, teachers develop E-content, power point presentation, Presentation of practical by video graphic manner. Teachers are involved in the multimedia presentation and developing online video lectures. The use of multimedia teaching like LCD projectors, ZOOM online application and internet enabled computer systems and usually employed for teaching in our Institute. During COVID pandemic the faculty conducted teaching and assessment through online mode successfully in a seamless manner. So faculty is quite conversant with online educations.

### Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	Yes The ELC has been constituted as per guidelines. Following is the Composition of an Executive Committee of ELC. 01 Dr. L.K. Tripathy Officer 02 Miss.Nandini Pawar Student MBA-II Student 03 Mr. Rahul Dhaygude Student MBA -II Prof. Dhananjay Salunke Convener The Electoral Literacy Club (ELC) at SaiBalaji International Institute of Management Sciences (SBIIMS) undertakes several initiatives to enhance students' understanding of electoral processes and their civic responsibilities. Here are some typical activities and objectives of ELCs based on practices from similar institutions: 1. Voter Registration Drives: The ELC actively organizes drives to help students and staff register as voters. This includes assisting with the necessary documentation and providing information about the registration process. 2. Workshops and Seminars: The club conducts workshops and seminars featuring
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	<p>speakers from the Election Commission of India and other experts to educate students on the importance of voting and the electoral process. 3. Mock Elections: To give students hands-on experience, the ELC often organizes mock elections, simulating the actual voting process to familiarize students with how elections are conducted. 4. Awareness Campaigns: These include campaigns on campus and in the community to raise awareness about the importance of voting, voter rights, and the impact of elections on governance. 5. Interactive Activities: Activities such as quizzes, debates, and essay competitions are conducted to engage students in discussions about democracy, governance, and the role of citizens in the electoral process. 6. Collaborations with Electoral Bodies: The ELC collaborates with local electoral offices to bring more resources and real-world insights into the club's activities. 7. Distribution of Educational Materials: The club distributes pamphlets, booklets, and other educational materials to spread knowledge about electoral procedures, the significance of voting, and how elections shape policy and governance.</p>
<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>Yes, The Institute establishes representative ELCs. These committees function with a Nodal officer and convener appointed by the Institute to coordinate activities. Each MBA program class has a representative on the ELC. The Director heads the ELC's Executive Committee. The Electoral Literacy Club (ELC) at SaiBalaji International Institute of Management Sciences (SBIIMS) undertakes several initiatives to enhance students' understanding of electoral processes and their civic responsibilities. Here are some typical activities and objectives of ELCs based on practices from similar institutions: 1. Voter Registration Drives: The ELC actively organizes drives to help students and staff register as voters. This includes assisting with the necessary documentation and providing information about the registration process. 2. Workshops and Seminars: The club conducts workshops and seminars featuring speakers from the Election Commission of India and other experts to educate students on the importance of voting and the electoral process. 3. Mock Elections: To give students hands-on experience, the ELC often organizes mock elections, simulating the actual voting process to familiarize students with how</p>

	<p>elections are conducted. 4. Awareness Campaigns: These include campaigns on campus and in the community to raise awareness about the importance of voting, voter rights, and the impact of elections on governance. 5. Interactive Activities: Activities such as quizzes, debates, and essay competitions are conducted to engage students in discussions about democracy, governance, and the role of citizens in the electoral process. 6. Collaborations with Electoral Bodies: The ELC collaborates with local electoral offices to bring more resources and real-world insights into the club's activities. 7. Distribution of Educational Materials: The club distributes pamphlets, booklets, and other educational materials to spread knowledge about electoral procedures, the significance of voting, and how elections shape policy and governance.</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>In Pune on August 16, 2022, SaiBalaji International Institute of Management Sciences' Electoral Literacy Club held an Election Awareness Program. The program aimed to educate young people about voter registration and inspire them to actively participate in democracy.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>Once a month, members of the Electoral Literacy Club (ELC) gather for group sessions, where they engage in thematic discussions on a variety of topics, including elections, rights, democracies, non-democracies, and electoral systems and processes.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>To increase awareness about voting, the institute organized an "Election Awareness Campaign" at SBIIMS Pune. During this event, an election commission officer educated the students on the importance of voting and conducted mock tests using ballot machines.</p>

## Extended Profile

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### 1 Students

#### 1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
306	293	286	224	172

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>

### 2 Teachers

#### 2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 24

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>

#### 2.2

Number of teaching staff / full time teachers year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
15	14	14	11	12

### 3 Institution

#### 3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2022-23	2021-22	2020-21	2019-20	2018-19
73.26	128.05	44.75	135.57	146.12

File Description	Document
Upload Supporting Document	<a href="#">View Document</a>

## 4. Quality Indicator Framework(QIF)

### Criterion 1 - Curricular Aspects

#### 1.1 Curricular Planning and Implementation

##### 1.1.1

**The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment**

**Response:**

SaiBalaji International Institute of Management Sciences (SBIIMS) runs MBA programme affiliated to Savitribai Phule Pune University (SPPU) and hence it follows the syllabus prescribed by SPPU which is completely on Choice Based Credit System (CBCS) pattern.

SBIIMS takes a lot of initiatives and efforts in effective Academic Planning and Curriculum Delivery .SPPU publishes it's academic calendar and accordingly, strictly adhering to it, SBIIMS prepares it's Academic Calendar right at the beginning of each Semester.

The Internal Quality Assurance Cell (IQAC) of SBIIMS and the faculty members ensure continuous process of maintaining quality of teaching and learning. Faculty members also actively contribute to the smooth function of the Institute working as members of various Committees .As well, they not only participate in various Faculty Development Programmes, Conferences/Seminars & Workshops but also present and publish research papers in various research conferences and high quality journals respectively.

SBIIMS offers a conducive teaching learning environment and thus caters to the multifarious needs of the students.

The teaching methodology at SBIIMS involves Class room lectures, Presentations, Discussion, Problem Solving, Case Study, News Analysis etc. The Institute integrates Experiential Learning by conducting guest sessions, competitions, seminar and events as a part of co-curricular activities, extra-curricular activities that foster critical thinking and creativity.

Twenty Five different certification courses were conducted during last five years involving 1200 students, over and above teaching the regular courses of MBA Syllabus.

As prescribed by the University Syllabus,all admitted MBA students have to undertake the Summer Internship Project in aan organization for two months during the intervening period between second and third semester.

Spearheaded by the Corporate Relations Cells around 60 sessions of Guest lectures are conducted by inviting Industry experts from various domains.

Following the guidelines of the University , the Institute conducts Comprehensive Concurrent Evaluation (CCE) as an integral part of the internal assessment of each semester. These Assignment, Presentations,

Situation Analysis, Mid Semester examination ,etc.

SBIIMS provides adequate infrastructure for having ICT enabled classrooms, Library, , Computer Lab, Auditorium, internet and Wi-Fi facility.

The Institute collects feedback on the curriculum through the feedback from the stakeholders viz. students, teachers ,alumni and employers. The feedback is analysed and on the basis of that appropriate courses of action are taken to improve the teaching-learning process.

Thus,in tandem with it's vision and mission ,SBIIMS always strives towards transforming students into professionals, entrepreneurs and researchers having deep rooted sense of Social Responsibility and Ethical Citizens who generate value for the organization wherever they serve.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 1.2 Academic Flexibility

### 1.2.1

**Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)**

**Response:** 32

File Description	Document
List of students and the attendance sheet for the above mentioned programs	<a href="#">View Document</a>
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Evidence of course completion, like course completion certificate etc. Apart from the above:	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 1.2.2

**Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years**

**Response:** 39.81

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
140	100	113	100	57

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 1.3 Curriculum Enrichment

#### 1.3.1

***Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum***

**Response:**

SaiBalaji International Institute of Management Sciences (SBIIMS) is committed to providing a top-tier MBA program, following the curriculum set forth by Savitribai Phule Pune University. This MBA curriculum stands out for its comprehensive approach, integrating crucial topics such as professional ethics, gender equality, human values, environmental consciousness, and sustainability throughout the program.

At the heart of this curriculum are specific courses and modules carefully designed by the university to cover these essential topics. These modules seamlessly integrate into core courses like Business Ethics, Organizational Behavior, and Strategic Management. Each of these core courses is meticulously crafted to address key concepts, theories, and case studies, fostering critical thinking and ethical decision-making among our students.

One of the distinguishing features of our MBA program is the array of elective courses and specializations offered. These specialized tracks include Ethics and Corporate Governance, Gender and Leadership, Sustainable Business Strategies, and Environmental Management. These electives empower students to tailor their MBA experience according to their interests and career aspirations in these vital areas.



Ethics and Corporate Governance is a cornerstone elective, delving into the principles and practices of ethical leadership within organizations. This course equips students with the tools to navigate complex ethical dilemmas commonly encountered in the business world. Gender and Leadership is another crucial elective, focusing on the challenges and opportunities of gender equality in leadership roles. Students explore strategies for promoting inclusivity and diversity within organizations.

For those passionate about sustainability, the Sustainable Business Strategies elective provides insights into sustainable development, green technologies, and corporate social responsibility. This course equips students with the knowledge to develop environmentally conscious business models. Environmental Management, another elective, explores strategies for businesses to minimize their environmental impact while remaining competitive in the market.

In addition to these specialized courses, SBIIMS encourages a collaborative learning environment by inviting faculty members and industry professionals from diverse backgrounds to co-teach or deliver guest lectures. This engagement with experts in the field enriches our students' learning experience, providing real-world insights and applications.

These guest lectures and co-teaching opportunities often focus on pressing issues such as ethics in technology, gender pay gaps, sustainable supply chain management, and human rights in business. By engaging with these real-world scenarios, students are challenged to apply their knowledge and develop solutions that align with ethical principles and sustainable practices.

At SBIIMS, we recognize that the MBA journey is not just about academic learning but also about personal growth and development. To support this holistic approach, we offer workshops and seminars on mindfulness, emotional intelligence, and cultural competence. These initiatives aim to cultivate well-rounded leaders who are not only proficient in business acumen but also sensitive to the diverse needs of society.

In conclusion, SaiBalaji International Institute of Management Sciences (SBIIMS) stands as a beacon of excellence in MBA education, offering a curriculum beyond traditional business concepts. Our commitment to integrating ethics, gender equality, human values, and sustainability into every aspect of the program ensures that our graduates are skilled professionals and responsible global citizens ready to tackle the challenges of the modern business landscape.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**1.3.2**

**Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)**

**Response:** 58.5

**1.3.2.1 Number of students undertaking project work/field work / internships**

Response: 179

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

**1.4 Feedback System****1.4.1**

*Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website*

**Response:** C. Feedback collected and analysed

<b>File Description</b>	<b>Document</b>
Feedback analysis report submitted to appropriate bodies	<a href="#">View Document</a>
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	<a href="#">View Document</a>
Action taken report on the feedback analysis	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	<a href="#">View Document</a>

## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

#### 2.1.1

##### Enrolment percentage

**Response:** 90.64

##### 2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2022-23	2021-22	2020-21	2019-20	2018-19
179	132	167	120	109

##### 2.1.1.2 Number of sanctioned seats year wise during last five years

2022-23	2021-22	2020-21	2019-20	2018-19
180	180	180	120	120

#### File Description

#### Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

#### 2.1.2

*Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years*

**Response:** 82.01

##### 2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2022-23	2021-22	2020-21	2019-20	2018-19
62	54	46	46	29

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

2022-23	2021-22	2020-21	2019-20	2018-19
63	63	63	50	50

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	<a href="#">View Document</a>
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule ( Translated copy in English to be provided as applicable)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 2.2 Student Teacher Ratio

### 2.2.1

**Student – Full time Teacher Ratio**  
(Data for the latest completed academic year)

**Response:** 20.4

## 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 and teachers use ICT- enabled tools including online resources for effective teaching and learning process**

**Response:**

At SaiBalaji International Institute of Management Sciences (SBIIMS), we pride ourselves on a student-centered approach to learning deeply rooted in the principles of classical and operant conditioning, as advocated by eminent management scientists. Our unique approach encompasses several key facets designed to enrich the educational experience and prepare students for success in the dynamic world of management.

- 1. Case Study Method:** At the core of our methodology is the Case Study Method, where we prioritize the in-depth analysis of real-world business challenges. By immersing students in these practical situations, they glean valuable insights into various industries and develop critical thinking skills. Through case studies, students learn to apply theoretical concepts to actual scenarios, honing their problem-solving abilities and decision-making prowess.
- 2. Business Project Competitions:** SBIIMS actively fosters a culture of healthy competition and skill development through our Business Plan Competitions. These competitions, organized among diverse management institutes in Pune, serve as platforms for students to showcase their innovation and strategic thinking. Participating in such events not only hones their entrepreneurial skills but also fosters teamwork, leadership, and the ability to present ideas convincingly.
- 3. Sector-Specific Presentations:** Each student at SBIIMS is assigned a sector-specific topic for presentation, supported by dedicated faculty mentors. These presentations are not just classroom exercises; they are opportunities for students to delve deep into a particular industry, conduct thorough research, and develop expertise in a specific sector. Following the presentations, students engage in interactive sessions with expert panels, gaining valuable feedback and insights from seasoned professionals. This process enhances their communication skills, subject-matter expertise, and ability to articulate complex ideas effectively.
- 4. On-the-Job Experience (SIP):** A hallmark of the SBIIMS experience is our mandatory industry internship, known as the Summer Internship Program (SIP). This program provides students with sixty days of immersive on-the-job learning under the guidance of corporate professionals. During their internships, students apply classroom knowledge to real-world scenarios, gaining invaluable practical insights. Whether working on marketing strategies, financial analysis, or operational efficiency, students are exposed to the intricacies of industry dynamics. Upon their return to campus, students engage in research projects with academic mentors, synthesizing their practical experiences with theoretical frameworks. This integration of theory and practice ensures that students not only understand concepts but also know how to apply them in real organizational settings.

At SBIIMS, our multifaceted approach to education aims to equip students with more than just theoretical knowledge. We strive to cultivate practical skills, a deep understanding of management principles, and the ability to thrive in dynamic professional environments. Our emphasis on the Case Study Method, Business Project Competitions, Sector-Specific Presentations, and the Summer Internship Program ensures that our graduates are not only academically proficient but also capable of making tangible contributions to the organizations they join.

Through these initiatives, we prepare our students to navigate the complexities of the business world with

confidence, innovation, and a strong foundation in management principles. SBIIMS graduates emerge as well-rounded professionals ready to tackle challenges, drive innovation, and lead teams toward success in the global marketplace.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.4 Teacher Profile and Quality

### 2.4.1

**Percentage of full-time teachers against sanctioned posts during the last five years**

**Response:** 84.62

#### 2.4.1.1 Number of sanctioned posts year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
18	18	18	12	12

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 2.4.2

***Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)***

**Response:** 33.33

#### 2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
07	04	04	04	03

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	<a href="#">View Document</a>
Institution data in the prescribed format	<a href="#">View Document</a>
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 2.5 Evaluation Process and Reforms

### 2.5.1

**Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient**

#### Response:

At SaiBalaji International Institute of Management Sciences (SBIIMS), we take great pride in our transparent and robust internal assessment mechanism, which is designed to ensure fairness and accuracy in evaluating student performance. Our approach to internal assessment is aligned with the guidelines provided by Savitribai Phule Pune University, and we strive to maintain a high standard of academic integrity throughout the process.

#### Transparency and Frequency

The foundation of our internal assessment process lies in its transparency and frequency. At the beginning of each semester, during the Induction program, students are provided with the academic calendar. This calendar includes the schedule for Concurrent Internal Evaluation (CIE), which is shared in alignment with the university's guidelines. This proactive approach ensures that students are aware of the assessment components and timelines well in advance.

#### Concurrent Evaluation Components

For each course, students are required to select a minimum number of concurrent evaluation components. For a three-credit course, students must choose at least three components, while for a two-credit course,

two components are mandatory. The university provides a basket of evaluation components, allowing students to select those that align with their strengths and interests.

### **Implementation and Execution**

The academic coordinator, under the guidance of the Institute's Controller of Examination, IQAC Head, and Director, oversees the implementation and execution of the selected parameters during the semester. This collaborative effort ensures that the assessment process adheres to established standards and guidelines. Faculty members announce the units based on which each concurrent evaluation will be conducted, providing clarity to students on the evaluation criteria.

### **Post-Assessment Procedures**

After the completion of the Concurrent Internal Evaluation components by the respective faculty members, the attained marks are shared with the students. These marks are then displayed on the Notice Board, promoting transparency and allowing students to access their performance. Additionally, students receive counseling from their respective mentors on how to improve their performance in the CIE. This personalized guidance supports students in understanding their strengths and areas for improvement.

### **Online Upload of Internal Marks**

Following the assessment and feedback process, the internal marks are uploaded online on the examination portal of Savitribai Phule Pune University. This step ensures that the assessment data is securely recorded and accessible to both students and relevant stakeholders. By utilizing the university's examination portal, we adhere to established protocols for data management and transparency.

### **Continuous Improvement and Feedback**

At SBIIMS, we value continuous improvement and feedback. The internal assessment process is regularly reviewed and refined to enhance its effectiveness. Student feedback is solicited to understand their experiences and perspectives on the assessment process. This feedback loop allows us to make informed adjustments and ensure that our assessment practices align with the evolving needs of our students and industry standards.

In conclusion, the internal assessment mechanism at SaiBalaji International Institute of Management Sciences (SBIIMS) is a testament to our commitment to academic excellence and fairness. By adhering to the guidelines of Savitribai Phule Pune University and maintaining transparency throughout the process, we aim to empower our students with a clear understanding of their performance and areas for growth. Our collaborative approach, coupled with the proactive sharing of information, supports students in achieving their academic goals and prepares them for success in the competitive landscape of management education.



File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.6 Student Performance and Learning Outcomes

### 2.6.1

*Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website*

#### Response:

At SaiBalaji International Institute of Management Sciences (SBIIMS), we are dedicated to providing our students with a holistic and well-rounded education that prepares them for the dynamic world of business and commerce. Central to this mission is our focus on Program Outcomes (POs) and Course Outcomes (COs), which serve as guiding pillars for student learning and development. From the moment students step into our institute, they are introduced to these outcomes, setting a clear path for their educational journey.

#### Introduction to Program Outcomes

During orientation, students are acquainted with the Program Outcomes, which are essential skills and core competencies they will acquire throughout their MBA program. Soft copies of the syllabus, Program Outcomes, and Course Outcomes are readily accessible on the institute's website, ensuring transparency and accessibility. This early introduction sets the stage for students to understand the overarching goals of their education and the skills they will develop to excel in the business world.

#### Faculty Engagement and Alignment

Faculty members at SBIIMS are deeply committed to student success. They engage in regular discussions about Course Outcomes throughout the academic year to ensure alignment with the curriculum. These discussions are not just about the content of the courses but also about how each course contributes to the broader Program Outcomes. By continuously revisiting and refining Course Outcomes, faculty members ensure that students are receiving a relevant and up-to-date education that meets industry standards.

#### Development of Essential Skills

At SBIIMS, we recognize the importance of equipping students with more than just academic knowledge. Through sustained co-curricular activities, students develop a wide range of competencies essential for success in business and commerce practices. These competencies include:

- **Teamwork:** Students engage in group projects and collaborative assignments, learning to work effectively in diverse teams.

- **Communication:** Effective communication is emphasized through presentations, debates, and written assignments, helping students articulate their ideas clearly.
- **Adaptability:** Business environments are constantly evolving, and students learn to adapt to new challenges and situations.
- **Reliability:** Students cultivate a sense of responsibility and reliability in meeting deadlines and delivering quality work.
- **Motivation:** Through challenging projects and tasks, students develop the drive and motivation to excel.
- **Integrity:** Ethical conduct is emphasized throughout the curriculum, instilling a strong sense of integrity and professionalism.
- **Decision-making:** Students are exposed to case studies and simulations that require critical decision-making skills.
- **Initiative:** Encouraged to take initiative in projects and extracurricular activities, students learn to be proactive and innovative.
- **Work Standards:** High work standards are emphasized, preparing students for the expectations of the professional world.
- **Problem-solving:** Analytical and problem-solving skills are honed through real-world business challenges.
- **Stress Tolerance:** In a fast-paced business environment, students learn to manage stress and perform under pressure.

## Integration and Understanding

The comprehensive information related to Program Outcomes and Course Outcomes of the MBA program is prominently displayed on the website for easy reference. Additionally, these outcomes are thoroughly discussed in various faculty meetings conducted throughout the academic year. ,

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 2.6.2

*Attainment of POs and COs are evaluated.*

**Explain with evidence in a maximum of 500 words****Response:**

SaiBalaji International Institute of Management Sciences offer MBA programme, two years full time, duly recognized by Savitribai Phule Pune University. The syllabus is designed by the experts of the University with due diligence. The MBA curriculum of SPPU implements the Choice Based Credit System and Grading System. Therefore

Assessment of Program Outcomes (POs) and Course Outcomes (COs) becomes a critical aspect of evaluation, ensuring that students meet the intended learning objectives of the MBA programme. These assessments provide valuable insights into the effectiveness of teaching methodologies, curriculum design, and overall learning experiences. Let's delve deeper into how the attainment of POs and COs are evaluated, supported by evidence.

1. **Alignment of POs and COs:** The first step in evaluating the attainment of POs and COs is ensuring alignment between them. POs represent the overarching goals of a program, while COs are specific objectives of individual courses within the program. Evidence of alignment can be found in the course syllabus, where COs are directly mapped to POs, demonstrating how each course contributes to the broader program objectives.
2. **Assessment Tools and Methods:** Various assessment tools and methods are used to evaluate the attainment of POs and COs. These include examinations, quizzes, projects, presentations, and performance evaluations.
3. **Rubrics and Criteria:** Clear rubrics and assessment criteria are worked out for evaluating POs and COs effectively. Rubrics outline expectations for performance at different levels and provide transparency to students about how their work will be evaluated. For instance, a rubric for assessing a presentation CO might include criteria such as content, organization, delivery, and engagement. By using rubrics consistently, instructors ensure fairness and objectivity in assessment.
4. **Direct and Indirect Assessment:** Assessment of POs and COs are done both directly or indirectly. Direct assessment involves evaluating student performance on tasks directly related to the learning outcomes, such as exams or projects. Indirect assessment gathers evidence of student learning through surveys, interviews, or focus groups. For example, indirect evidence of communication skills attainment could be obtained through surveys asking employers about graduates' communication abilities.
5. **Data Collection and Analysis:** Data collection for evaluating POs and COs involves gathering assessment results from various sources over time. This data is then analyzed to identify trends, strengths, and areas for improvement. Quantitative data, such as exam scores or completion rates, and qualitative data, such as feedback from capstone projects or internship evaluations, provide a comprehensive view of student attainment.
6. **Feedback and Continuous Improvement:** Feedback plays a crucial role in the evaluation process. Students receive feedback on their performance, helping them understand their strengths and areas needing development. Additionally, faculty members use assessment results to reflect on their teaching practices and make necessary adjustments to improve student learning outcomes. This continuous improvement cycle ensures that the program remains responsive to evolving educational needs.
7. **Use of Assessment Results:** Finally, assessment results inform decision-making at various levels, including curriculum review, accreditation processes, and program modifications. Evidence of

student attainment of POs and COs is essential for demonstrating program effectiveness and meeting accreditation standards.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 2.6.3

#### Pass percentage of Students during last five years (excluding backlog students)

**Response:** 92.72

#### 2.6.3.1 Number of final year students who passed the university examination year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
155	123	103	61	42

#### 2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
186	126	104	63	43

<b>File Description</b>	<b>Document</b>
Institutional data in the prescribed format	<a href="#">View Document</a>
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	<a href="#">View Document</a>
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 2.7 Student Satisfaction Survey

<p><b>2.7.1</b></p> <p><b>Online student satisfaction survey regarding teaching learning process</b></p> <p><b>Response: 3.51</b></p>	
<b>File Description</b>	<b>Document</b>
Upload database of all students on roll as per data template	<a href="#">View Document</a>

## Criterion 3 - Research, Innovations and Extension

### 3.1 Resource Mobilization for Research

#### 3.1.1

*Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)*

**Response:** 0

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

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0

#### File Description

#### Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

### 3.2 Innovation Ecosystem

#### 3.2.1

**Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident**

**Response:**

At SaiBalaji International Institute of Management Sciences (SBIIMS), we are committed to fostering an environment that encourages innovation, knowledge exchange, and research excellence. Through a variety of impactful initiatives, we empower our students, faculty, and industry professionals to delve into research pursuits, engage in scholarly activities, and contribute to the ever-expanding body of knowledge in the field of business and management.

#### Research Engagement

One of the cornerstones of our approach is the active cultivation of a culture of research excellence. We believe that research not only enriches academic learning but also prepares individuals to tackle real-world challenges with innovative solutions. At SBIIMS, students are provided with platforms to explore their research interests, guided by experienced mentors who are experts in their respective fields. These

initiatives enable students to participate in conferences, seminars, and workshops where they can present their findings and engage in scholarly discussions with peers and experts.

Our commitment to research is further evidenced by the active participation of students in prestigious competitions such as the university-level Avishkar competition. These competitions not only provide a platform for students to showcase their innovative ideas but also foster healthy competition and collaboration among peers. It is through such engagements that students develop critical thinking skills, learn to apply theoretical knowledge to practical problems, and gain confidence in their abilities as future business leaders.

## **Publication Endeavors**

SBIIMS takes great pride in its publication efforts, which serve as a testament to our commitment to advancing knowledge in the field of management sciences. Our esteemed biannual research journal, the "SaiBalaji International Journal of Management Sciences," has been in circulation since 2014. This journal provides a vital platform for researchers, academics, and practitioners to disseminate their research findings, insights, and perspectives on emerging business trends.

The journal covers a wide range of topics within the realm of management sciences, including but not limited to marketing, finance, human resource management, operations management, and organizational behavior. It has become a reputable source of cutting-edge research, attracting contributions from scholars and practitioners around the globe. The rigorous peer-review process ensures the quality and relevance of published articles, making it a valuable resource for academics, students, and industry professionals alike.

## **Faculty Research Contributions**

At SBIIMS, we wholeheartedly encourage and support our faculty members in their pursuit of rigorous research endeavors. Our faculty members are actively engaged in scholarly activities, conducting research that contributes to the advancement of knowledge in their respective fields. Many of our faculty members have published papers in esteemed journals indexed in Scopus and listed in the UGC Care list.

During the academic years 2018-2023, our faculty showcased exceptional dedication to research, collectively publishing a significant number of research papers in UGC CARE and Scopus-indexed journals. These publications cover a wide range of topics, from industry-specific case studies to theoretical frameworks, contributing valuable insights to the academic community and industry practitioners alike.

## **Vibrant Learning Environment**

SBIIMS' unwavering commitment to nurturing innovation, research, and knowledge dissemination creates a vibrant and intellectually stimulating learning environment. Students benefit from exposure to the latest research trends, methodologies, and best practices in the industry. They are encouraged to explore their interests, question conventional wisdom, and develop a mindset of continuous learning and improvement.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**3.2.2**

***Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years***

**Response: 55**

**3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
16	12	08	11	08

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

**3.3 Research Publications and Awards****3.3.1**

**Number of research papers published per teacher in the Journals notified on UGC care list during the last five years**

**Response: 3.21**

**3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
33	16	12	13	03



<b>File Description</b>	<b>Document</b>
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	<a href="#">View Document</a>
Link to re-directing to journal source-cite website in case of digital journals	<a href="#">View Document</a>
Links to the papers published in journals listed in UGC CARE list or	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 3.3.2

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

**Response:** 0.42

**3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
05	03	01	00	01

<b>File Description</b>	<b>Document</b>
List of chapter/book along with the links redirecting to the source website	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 3.4 Extension Activities

### 3.4.1

## **Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.**

### **Response:**

At SaiBalaji International Institute of Management Sciences (SBIIMS), our commitment to social responsibility is deeply ingrained in our educational philosophy. We believe that nurturing responsible, empathetic, and socially aware individuals is essential for creating a positive impact in communities and the world at large. Our approach to social responsibility is guided by clear objectives that define our ethos and drive our initiatives.

### **Raising Community Awareness**

One of our primary objectives is to raise community awareness among our students. At SBIIMS, we are dedicated to immersing our students in understanding critical community issues, ranging from gender disparities to social inequalities. Through discussions, workshops, and community engagement activities, students gain a deeper understanding of the complexities that exist within society. By tackling real-world challenges, they develop a sense of empathy and responsibility, fostering a drive to make positive contributions to their communities.

### **Instilling Core Social Values**

Integral to our approach is the emphasis on instilling core social values in our students. We believe that integrity, empathy, respect, and compassion are foundational qualities that every individual should embody. These values are actively promoted within our institute, both in the classroom and through extracurricular activities. By nurturing these values, we aim to shape responsible, empathetic, and conscientious members of society who are not only successful professionals but also ethical leaders.

### **Holistic Development**

At SBIIMS, we go beyond traditional academic achievements to emphasize holistic growth. Our initiatives extend outside the confines of the classroom, focusing on enhancing managerial skills and personal development. Through proactive community service initiatives such as Blood Donation Camps, Cleanliness Campaigns, and Tree Plantation Drives, students actively engage in activities that contribute to their comprehensive development.

Additionally, we advocate for important societal issues such as COVID-19 vaccination awareness, road safety, and cybersecurity. By actively participating in these initiatives, students develop a sense of social responsibility and civic duty. They learn the importance of giving back to society and making a positive impact in the lives of others.

### **Enriching Experiences**

SBIIMS provides numerous opportunities for students to engage in enriching experiences that contribute to their transformative journey. Activities such as volunteering at Orphan Homes and Old Age Homes, participating in Rotaract activities, and contributing to socially impactful initiatives allow students to apply their skills and knowledge in real-world settings. These experiences not only broaden their

perspectives but also empower them to become exceptional global citizens.

Through these diverse initiatives, SBIIMS aims to cultivate a generation of individuals who are not only academically excellent but also socially aware and deeply compassionate. We believe that education should not only focus on professional success but also on creating well-rounded individuals who are committed to making a difference in society. Our commitment to social responsibility is at the heart of everything we do, guiding our students to become leaders who are not only capable but also conscious of their impact on the world.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 3.4.2

#### **Awards and recognitions received for extension activities from government / government recognised bodies**

##### **Response:**

SaiBalaji International Instituer of Management Sciences (SBIIMS) has initiated various activities that are recognized and awarded by various government and government-recognized bodies that are registered as charitable trust, private companies, health centers etc

2023

? The Institute received recognition from Ruby Hall Clinic for organizing a Blood donation drive on 5 th February 2023.This Blood Donation Camp is a regular yearly feature of the Institute.

? For outstanding performance by the students in Internship, Nirmal Bang awarded the students with certificates and trophies for outstanding performance for NEW SIP at Nirmal Bang

? Institute received For skill development -Partnership: Certificate for approved training partner at NSDC

? For excellence in Education: Certificate of Appreciation Awarded to Dr. Rishikayesh Kakaandikar from Elegant Empire Education, Malaysia

2022

? The institute received the recognition from Ruby Hall Clinic for organizing Blood donation drive on 5

th February 2022

? Institute awarded Placement award: Certificate of excellence at Navbharat Education Award

? SBES received Best School in Placement: India's most trusted brand of the year award by Trade and Media and My Brand Better

? Dr. L.K. Tripathy received Education award in Recognition for Excellent Contribution in Education at Gramonnati Madal's Arts ,Commerce and Science College, Narayan Gaon

? Dr. L.K. Tripathy received Education award for Higher Education and Edtech conclave and awards by ARDORCOMM

? SBES Rotaract club received Leadership certificate for -Extension activity: Super 30 for completing required criteria by Rotaract District 3131

? Education- Dr. L.K. Tripathy Awarded certificate of appreciation for Track Chair-HRM: Being Track Chair for HRM in National Conference at Shree Chanakya Education Society's Indira Institute of Management

? Research: Dr. L.K. Tripathy received certificate of appreciation for reviewing research papers at S-TEAM by symbiosis international deemed university

2021

? Teaching: Dr. Rishikayesh Kakaandikar received Educator Of The Year which is Awarded by Namaste India Magazine

? Blood Donation drive February 2021: Recognition for Blood donation at Ruby Hall

? Teaching: Dr. Rishikayesh Kakaandikar awared Innovative Teacher Award by Edukos Unite OF Scholars & Cosmos International Research University

? SBES Rotary Club received Recognition for Community Services- For societal involvement  
2020

? Commendable Endeavor In Domain: Gurupnishad Samman Awarded by Charles Walter's Society for Innovation & Research,

2019

Best Business School in Placement Award by Navbharat Newspaper

2018

National Education Award 2018 for best academics Industry Interface

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 3.4.3

*Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.*

**Response:** 52

**3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
10	17	08	08	09

<b>File Description</b>	<b>Document</b>
Photographs and any other supporting document of relevance should have proper captions and dates.	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 3.5 Collaboration

### 3.5.1

*Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.*

**Response:** 21

<b>File Description</b>	<b>Document</b>
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	<a href="#">View Document</a>
List of year wise activities and exchange should be provided	<a href="#">View Document</a>
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## Criterion 4 - Infrastructure and Learning Resources

### 4.1 Physical Facilities

#### 4.1.1

The Institution has adequate infrastructure and other facilities for,

- teaching – learning, viz., classrooms, laboratories, computing equipment etc
- ICT – enabled facilities such as smart class, LMS etc.

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

#### Response:

At SaiBalaji International Institute of Management Sciences (SBIIMS), our commitment to excellence in education extends to the efficient management and optimal utilization of our diverse physical, educational, and support facilities. This dedication is overseen by our diligent maintenance department, which ensures that our campus remains conducive and safe for learning and growth. Here are the proactive measures we take to maintain our facilities at the highest standards:

#### Optimizing Physical Infrastructure

SBIIMS prides itself on its state-of-the-art classrooms, designed to foster an enriched teaching environment. These classrooms are equipped with comprehensive CCTV coverage, ensuring the safety and security of our students and staff. Our versatile Class Halls and Reading Rooms serve as dynamic spaces for expert sessions, workshops, seminars, group discussions, regular classes, and various student activities.

Recognizing the importance of technology in education, we provide ample computer resources with internet access and essential utility software. These resources are available across crucial areas such as the office, library, placement cell, and faculty rooms. Every faculty and staff member enjoys personalized computing facilities with internet and LAN connectivity, enabling them to stay connected and productive.

Our Computer Centre is a hub of activity, serving diverse purposes such as supporting project work, online exams, presentations, and assignments. This centralized facility is equipped with the latest technology to meet the diverse needs of our students and faculty, ensuring a seamless integration of technology into the learning process.

#### Efficient Infrastructure Maintenance

Maintaining a clean and well-maintained campus is a top priority at SBIIMS. Our dedicated maintenance staff, which includes administrative personnel and custodial workers, work diligently to ensure that every corner of our campus is pristine and functional. They follow stringent protocols for cleanliness and upkeep, ensuring that our facilities meet the highest standards of hygiene and safety.

The institute manages Annual Maintenance Contracts (AMCs) meticulously, safeguarding critical aspects such as CCTV systems, water coolers, fire extinguishers, and pest control. These contracts ensure that our facilities are regularly inspected, maintained, and upgraded as necessary. By adhering to these maintenance schedules and contracts, we uphold operational efficiency and safety standards throughout the campus.

### Commitment to Excellence

At SBIIMS, our meticulous attention to maintaining top-notch facilities reflects our commitment to providing a conducive and safe environment for learning and growth. We understand that a well-maintained campus not only enhances the learning experience but also fosters a sense of pride and belonging among our students and faculty.

Our commitment to excellence in education goes hand in hand with our dedication to maintaining excellent facilities. By optimizing our physical infrastructure and ensuring efficient maintenance, we create an environment where creativity, innovation, and collaboration can thrive. Students and faculty alike can focus on their academic pursuits without worrying about the functionality or cleanliness of our facilities.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

#### 4.1.2

*Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years*

**Response:** 7.69

**4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

2022-23	2021-22	2020-21	2019-20	2018-19
22.50	2.0	0.0	10.46	5.64



File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 4.2 Library as a Learning Resource

### 4.2.1

*Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students*

#### Response:

The Library of SaiBalaji International Institute of Management Sciences (SBIIMS) stands as an indispensable reservoir of knowledge, serving as a dynamic hub for both students and faculty members. It goes beyond being a mere collection of resources; it is a space that fosters intellectual engagement, research endeavors, and comprehensive learning experiences. At SBIIMS, the library is a cornerstone of academic life, offering a dedicated space conducive to intellectual contemplation, reading, project preparation, and access to an extensive array of books, newspapers, and journals.

#### Comprehensive Collection

The library at SBIIMS boasts a vast and diverse collection of resources that cater to the needs of students and faculty alike. This includes a wide range of reference books, textbooks, journals, and magazines. The collection is thoughtfully curated to support the academic curriculum and research interests of our community. Whether students are seeking foundational knowledge or delving into specialized topics, the library provides the necessary resources.

#### Modern Amenities

In addition to its extensive collection, the library offers modern amenities to enhance the reading experience. Wi-Fi connectivity ensures that students and faculty can access online resources and conduct research seamlessly. Comfortable seating arrangements are provided, encouraging prolonged periods of study and research. The library environment is designed to prioritize cleanliness, proper ventilation, and a welcoming atmosphere for all students.

#### Efficient Organization

Books in the library are meticulously arranged on well-maintained shelves, overseen by an efficient librarian. The library is divided into sections, including the Stack and Reference sections. The Stack room provides open accessibility to a wide assortment of books, magazines, periodicals, newspapers, and journals. This empowers readers to explore and select materials aligned with their specific areas of interest or research.

### Spacious Reading Hall

The library includes a spacious Reading Hall that can accommodate up to 80 individuals. This provides students with a conducive environment for focused study and research. The Reading Hall is designed to promote concentration and productivity, allowing students to immerse themselves in their academic pursuits without distractions.

### Vibrant Hub for Knowledge Dissemination

SBIIMS's library serves as a vibrant hub for knowledge dissemination, research pursuits, and intellectual growth. It actively contributes to the academic development of both students and faculty members. The library is not just a place to access information; it is a space where ideas are explored, discussions are sparked, and learning is enriched.

### Culture of Continuous Learning

Through the resources and services offered by the library, SBIIMS fosters a culture of continuous learning and exploration. Students are encouraged to engage with the wealth of knowledge available to them, whether through individual study or collaborative research projects. Faculty members utilize the library as a resource for their own research endeavors, further enhancing the academic environment.

In conclusion, the library at SaiBalaji International Institute of Management Sciences (SBIIMS) plays a vital role in the academic life of the institution. It is a place where students and faculty members come together to engage with ideas, explore new perspectives, and expand their knowledge. With its comprehensive collection, modern amenities, and conducive environment, the library stands as a beacon of intellectual growth and academic excellence within the institution

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 4.3 IT Infrastructure

### 4.3.1

**Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection**

*Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words*

**Response:**

SaiBalaji International Institute of Management Sciences (SBIIMS) takes immense pride in its state-of-the-art Computer Laboratory, which stands as a testament to our commitment to providing students with cutting-edge technology and practical learning experiences. Under the supervision of a proficient IT Laboratory Coordinator, the laboratory is meticulously maintained to ensure optimal functionality and efficiency.

**State-of-the-Art Facilities**

The Computer Laboratory at SBIIMS is equipped with a generous number of desktops featuring the latest configurations and duly licensed software. Students have access to high-speed internet connectivity and the latest software tools necessary for their academic and research pursuits. The facility is spacious, well-lit, and designed for optimal comfort, with proper seating arrangements for each student. Hygiene standards are rigorously upheld through daily cleaning conducted by dedicated personnel.

**Efficient Management**

The procurement of essential materials and equipment for the Computer Laboratory is meticulously managed through collaboration with relevant faculty and the director. A detailed record of students' attendance and lab access during designated hours is maintained to ensure accountability and efficient use of resources. Practical sessions are seamlessly integrated into the timetable, maximizing the efficient utilization of the Computer Lab.

**Dedicated Faculty Support**

Strict discipline is maintained within the Computer Laboratory, with dedicated faculty members available to assist students during practical sessions. These faculty members provide guidance, answer queries, and facilitate hands-on learning experiences. Students have the opportunity to apply theoretical knowledge to practical tasks, enhancing their understanding of key concepts.

**IT Committee Oversight**

An established IT Committee plays a crucial role in overseeing the assessment of computers across the Institute. This committee facilitates decisions on necessary upgrades, both in hardware and software, ensuring that the Computer Laboratory remains up-to-date with the latest technological advancements. These upgrades are aligned with the requirements of the latest syllabus and incorporate valuable feedback from students.

**Continuous Improvement**

The Institute is committed to continuous improvement in its IT facilities. Whenever deemed necessary, new computer versions are procured, with provisions allocated within the annual budget. Regular audits, conducted by a competent team, ensure that the IT facility not only imparts essential knowledge to

students but also incorporates their feedback for ongoing enhancements.

## Supporting Academic Endeavors

The Computer Laboratory at SBIIMS plays a pivotal role in supporting the academic endeavors of our students. It serves as a dynamic space where students can apply theoretical knowledge to practical tasks, conduct research, and develop essential technical skills. The hands-on experience gained in the lab prepares students for the demands of the modern workplace, where proficiency in computer technology is essential.

In conclusion, the Computer Laboratory at SaiBalaji International Institute of Management Sciences is more than just a room filled with computers—it is a space where innovation, learning, and discovery happen. With state-of-the-art facilities, dedicated faculty support, and a commitment to continuous improvement, the lab remains at the forefront of technology. It is an integral part of our mission to provide students with a holistic education that prepares them for success in the ever-evolving world of business and technology.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 4.3.2

#### Student – Computer ratio (Data for the latest completed academic year)

**Response:** 5.1

#### 4.3.2.1 Number of computers available for students usage during the latest completed academic year:

Response: 60

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	<a href="#">View Document</a>
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 4.4 Maintenance of Campus Infrastructure

### 4.4.1

*Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)*

**Response:** 7.03

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

2022-23	2021-22	2020-21	2019-20	2018-19
12.03	9.63	6.84	5.59	3.03

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

#### 5.1.1

*Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years*

**Response:** 48.95

**5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
202	148	130	98	49

#### File Description

#### Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).

[View Document](#)

Upload policy document of the HEI for award of scholarship and freeships.

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

#### 5.1.2

*Following capacity development and skills enhancement activities are organised for improving students' capability*

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

**Response:** B. 3 of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	<a href="#">View Document</a>
Report with photographs on ICT/computing skills enhancement programs	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 5.1.3

**Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years**

**Response:** 46.84

**5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
156	160	120	104	60

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 5.1.4

***The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases***

- 1.Implementation of guidelines of statutory/regulatory bodies**
- 2.Organisation wide awareness and undertakings on policies with zero tolerance**
- 3.Mechanisms for submission of online/offline students' grievances**
- 4.Timely redressal of the grievances through appropriate committees**

**Response:** B. 3 of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	<a href="#">View Document</a>
Proof related to Mechanisms for submission of online/offline students' grievances	<a href="#">View Document</a>
Proof for Implementation of guidelines of statutory/regulatory bodies	<a href="#">View Document</a>
Details of statutory/regulatory Committees (to be notified in institutional website also)	<a href="#">View Document</a>
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 5.2 Student Progression

### 5.2.1

**Percentage of placement of outgoing students and students progressing to higher education during the last five years**

**Response:** 90.7

**5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
116	121	99	61	42

**5.2.1.2 Number of outgoing students year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
155	123	103	61	42



File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 5.2.2

*Percentage of students qualifying in state/national/ international level examinations during the last five years*

**Response:** 0

**5.2.2.1 Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)**

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 5.3 Student Participation and Activities

### 5.3.1

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

**Response:** 20

**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*

2022-23	2021-22	2020-21	2019-20	2018-19
10	04	00	03	03

File Description	Document
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

**5.3.2**

**Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)**

**Response: 2**

**5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
02	02	02	02	02

File Description	Document
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

**5.4 Alumni Engagement****5.4.1**

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

**Response:**

SaiBalaji International Institute of Management Sciences (SBIIMS) holds its dynamic Alumni Association in high regard, recognizing it as a vital component of the institute's ecosystem. This

registered association convenes annually for a meaningful Alumni Meet, where former students come together to reconnect, share experiences, and contribute to the institute's growth and development. The Alumni Association plays a multifaceted role in supporting current students and enhancing the overall academic environment:

### **Facilitating Placements**

Alumni members, now employed across diverse organizations, play a pivotal role in aiding the placement process for current students. Leveraging their extensive networks and professional expertise, they offer invaluable assistance in securing placement opportunities for institute students. Their insights into industry trends and requirements are instrumental in guiding students towards successful career paths.

### **Summer Internship Projects (SIP)**

The Alumni Association actively supports students by providing Summer Internship Projects (SIP) that fulfill their mandatory 60-day work experience requirement. These internships, facilitated by alumni connections, offer students hands-on experience in various companies. This exposure not only enhances students' practical skills but also provides valuable networking opportunities and insights into industry practices.

### **Guest Lectures and Mentorship**

Alumni members are warmly welcomed to serve as guest lecturers, sharing their invaluable real-world work experiences with current students. These guest lectures offer a unique perspective and practical insights into the professional world, bridging the gap between academic learning and industry practices. Additionally, alumni often volunteer as mentors, guiding students on career paths, resume building, and interview preparation.

### **Curriculum Enhancement**

The involvement of the Alumni Association extends to refining the institute's curriculum. Alumni members contribute their professional insights and feedback, ensuring the curriculum remains relevant and effective. This collaboration between faculty and alumni helps in aligning academic programs with industry demands, preparing students for successful placements in the dynamic professional landscape.

### **Community and Collaboration**

The Alumni Association stands as a shining example and inspiration for the students of SBIIMS. Their active engagement underscores the institute's strong sense of community and collaboration. Alumni involvement fosters continuity and mutual growth, creating a culture where current students benefit from the experiences and successes of those who came before them. This enduring bond between the institute and its alumni fosters a culture of shared learning and progression.

In essence, the Alumni Association at SBIIMS is more than just a network of former students—it is a valuable resource that enhances the academic and professional journey of current students. Through mentorship, placements, internships, guest lectures, and curriculum enhancement, alumni actively contribute to the institute's success and the holistic development of its students. Their continued

involvement reflects the enduring legacy of SBIIMS and the lasting impact of its alumni community.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## Criterion 6 - Governance, Leadership and Management

### 6.1 Institutional Vision and Leadership

#### 6.1.1

*The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.*

#### Response:

#### Vision and Mission

**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 program."

#### Roles and Responsibilities

##### Director:

As the head of SaiBalaji International Institute of Management Sciences (SBIIMS), the Director plays a pivotal role in steering the institute towards its vision and mission. Their responsibilities include:

- **Communication and Compliance:** Spearheading communication channels and ensuring adherence to guidelines set forth by AICTE, SPPU, DTE & AISHE.
- **Academic Oversight:** Overseeing academic plans, teaching schedules, and orchestrating various learning platforms such as guest lectures, workshops, industrial visits, and conferences.
- **Faculty Coordination:** Motivating and coordinating faculty, administrative authorities, and support staff for effective role execution.

##### Academic Coordinator:

Working closely with the Director, the Academic Coordinator is responsible for the smooth functioning of academic activities. Their duties encompass:

- **Subject Allocation:** Collaborating with the Director to allocate subjects to teachers based on expertise and requirements.
- **Timetable Management:** Devising semester-wise timetables to ensure optimal use of resources and minimize scheduling conflicts.
- **Assignment Design:** Crafting assignments and tutorials to enhance student learning and application of theoretical concepts.
- **Academic Calendar:** Developing an academic calendar in alignment with colleagues to plan the

academic year effectively.

- **Attendance and Discipline:** Generating class-wise attendance reports, maintaining discipline, and ensuring a conducive learning environment.
- **Student Feedback:** Soliciting regular feedback from students to identify areas of improvement and enhance the syllabus.

#### Faculty Members:

Faculty members at SBIIMS play a crucial role in delivering high-quality learning experiences to students. Their responsibilities include:

- **Curriculum Delivery:** Curating and delivering courses that align with industry standards and the institute's mission.
- **Student Counseling:** Providing guidance and counseling to students, addressing their academic and personal concerns.
- **Mentoring:** Fostering student growth through mentorship, assisting in career planning, and supporting overall development.
- **Parent Communication:** Facilitating robust communication with parents to update them on student progress and address any concerns.

#### Committees:

The institute emphasizes the role of committees involving both teaching and non-teaching staff to ensure effective governance and operation. These committees include:

- **Statutory Committees:** Involving teaching and non-teaching staff to integrate their insights into CDC/LMC meetings for strategic decision-making.
- **Specialized Committees:** Forming specialized committees to streamline co-curricular and extracurricular activities, ensuring the institute's seamless operation and providing students with diverse learning opportunities.

In essence, the roles and responsibilities at SBIIMS are meticulously designed to align with the institute's vision and mission. From the Director's strategic oversight to the Academic Coordinator's operational management and the faculty's commitment to delivering quality education, every role is geared toward shaping students into competent and holistic professionals. Committees further enhance the institute's functioning by integrating diverse perspectives and ensuring a well-rounded educational experience for all students. Through this collaborative effort, SBIIMS aims to fulfill its mission of preparing students for leadership roles in the industry and society while maintaining a commitment to excellence and holistic development.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 6.2 Strategy Development and Deployment

### 6.2.1

*The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc*

**Response:**

### **Visionary Leadership at SBIIMS**

At SaiBalaji International Institute of Management Sciences (SBIIMS), the Director's visionary leadership serves as the guiding force that aligns the institution's vision and mission with a comprehensive perspective plan. This strategic plan encompasses various crucial aspects, all meticulously designed to elevate the institute's academic excellence, industry relevance, and holistic student development.

Comprehensive Perspective Plan:

#### **1. Curriculum Refinement:**

- The Director spearheads initiatives for continuous refinement of the curriculum to ensure it aligns with industry standards and emerging trends.
- Regular updates and modifications to course content and structure are made to equip students with relevant and up-to-date knowledge and skills.

#### **2. Faculty Development:**

- Recognizing the pivotal role of faculty in delivering quality education, the Director prioritizes faculty development programs.
- Workshops, seminars, and training sessions are organized to enhance teaching methodologies and keep faculty abreast of the latest advancements in their fields.

#### **3. Industry-Institute Collaborations:**

- Fostered by the Director's strategic vision, SBIIMS actively cultivates partnerships with industries to bridge the gap between academia and the corporate world.
- These collaborations result in guest lectures, industry visits, internships, and live projects, enriching students' practical learning experiences.

#### **4. Skill-Based Training:**

- The Director champions targeted skill-based training programs to equip students with industry-relevant skills.
- These programs focus on areas such as communication, problem-solving, leadership, and teamwork, enhancing students' employability and professional readiness.

## **5. Infrastructure Upgrades:**

- Recognizing the importance of a conducive learning environment, the Director ensures regular infrastructure upgrades.
- State-of-the-art facilities, well-equipped labs, and modern classrooms are provided to create an inspiring setting for learning and growth.

## **6. Guest Lectures and Faculty Enhancement:**

- Robust programs such as guest lectures and faculty enhancement initiatives are integral to the Director's strategic foundation.
- Eminent industry experts and academic scholars are invited to share their insights, exposing students and faculty to diverse perspectives and cutting-edge knowledge.

### **Participatory Culture:**

The Director fosters a participatory culture by regularly convening faculty meetings. These meetings serve as forums where diverse topics related to academics, administration, and student welfare are openly discussed. Decisions are made through a collaborative consensus-building process, ensuring that all stakeholders contribute to the institution's growth and development.

### **Holistic Student Development:**

Beyond academic pursuits, the Director's visionary leadership extends to grooming initiatives, sports, and cultural programs. Sports and cultural competitions are not just events but experiential learning platforms. They imbue students with essential management principles, fostering traits like:

- Group Dynamics
- Discipline
- Decision-Making
- Tolerance
- Commitment
- Sense of Belonging
- Teamwork

### **Successful Placement Outcomes:**

The Director's adept leadership is reflected in the institute's exemplary placement record. Through a transformative leadership style, the Director cultivates an environment conducive to academic brilliance and holistic student development. This approach ensures that students not only excel academically but also develop into well-rounded individuals ready to succeed in the professional world.

In conclusion, SaiBalaji International Institute of Management Sciences thrives under the visionary leadership of the Director. Their strategic perspective plan, emphasis on participatory culture, and commitment to holistic student development have elevated the institute to new heights. With a focus on academic excellence, industry relevance, and comprehensive student growth, the Director's leadership ensures that SBIIMS remains a beacon of success in the field of management education.



File Description	Document
Upload Additional information	<a href="#">View Document</a>
Institutional perspective Plan and deployment documents on the website	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 6.2.2

#### *Institution implements e-governance in its operations*

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

**Response:** A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	<a href="#">View Document</a>
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	<a href="#">View Document</a>
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 6.3 Faculty Empowerment Strategies

### 6.3.1

**The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression**

**Response:**

#### **Employee Welfare at SBIIMS**

At SaiBalaji International Institute of Management Sciences (SBIIMS), the management's approach to employee welfare is characterized by a prudent and caring ethos, reflecting a deep commitment to the

well-being of both teaching and non-teaching staff. Through a range of thoughtful measures, the management ensures that employees are supported, valued, and provided with essential benefits.

#### 1. Healthcare and Insurance:

- The management has implemented group insurance for healthcare, ensuring that employees have access to medical coverage.
- This measure alleviates the financial burden of healthcare expenses, providing peace of mind to staff members and their families.

#### 2. Transport Facilities:

- Accessible transport facilities are provided to staff, facilitating convenient commuting to and from the institute.
- This provision enhances employee comfort and accessibility, contributing to a positive work environment.

#### 3. Maternity Leave and Flexible Working Hours:

- Provisions for maternity leave for women demonstrate a commitment to supporting employees during significant life events.
- Flexible working hours offer employees the flexibility to balance work and personal commitments, promoting work-life balance.

#### 4. Provident Fund Benefits:

- Employees are offered provident fund benefits, securing their financial future and fostering a sense of security and stability.

#### 5. Paid Leaves:

- SBIIMS provides various paid leaves such as Paid Leave (PL), Casual Leave (CL), and Sick Leave (SL), recognizing the importance of rest and recuperation.
- These leaves allow employees to take time off when needed without concerns about salary deductions.

#### 6. Uniform Welfare Measures:

- The management extends uniform welfare measures to all staff members, ensuring equity and fairness in benefits across the board.
- This inclusive approach fosters a sense of equality and solidarity among the staff.

#### Fostering Community and Togetherness:

- The annual picnic organized by the management serves as a valuable opportunity for both teaching and non-teaching staff to come together outside of the work environment.
- This event promotes camaraderie, teamwork, and a sense of belonging among staff members.

## 7. Social and Religious Celebrations:

- SBIIMS's management values the principle of social organization within the institution, emphasizing respect, affection, and a strong organizational bond.
- Get-togethers and celebrations of various religious and social festivals are organized, creating a cohesive and inclusive environment where diverse traditions are respected and celebrated.

### Cultivating a Strong Fabric of Human Relations:

The management's approach, reflected in their policies and actions, cultivates a strong fabric of human relations among the staff. Rooted in principles of trust, respect, and mutual understanding, SBIIMS fosters an environment where employees feel valued, supported, and part of a larger community. This caring and inclusive ethos not only enhances employee morale and well-being but also contributes to a positive and productive work environment where individuals thrive and contribute their best.

In conclusion, SaiBalaji International Institute of Management Sciences' management's commitment to employee welfare goes beyond conventional benefits. Their holistic approach prioritizes the physical, emotional, and social well-being of staff members, creating a workplace culture built on care, inclusivity, and mutual respect. Through these measures, SBIIMS not only supports its employees but also strengthens the institution as a whole, nurturing a dedicated and motivated workforce.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 6.3.2

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

**Response:** 34.85

**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**

2022-23	2021-22	2020-21	2019-20	2018-19
9	9	0	5	0

<b>File Description</b>	<b>Document</b>
Policy document on providing financial support to teachers	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	<a href="#">View Document</a>
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

**6.3.3**

*Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years*

**Response:** 71.43

**6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
36	29	14	07	04

**6.3.3.2 Number of non-teaching staff year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
12	12	12	12	12

<b>File Description</b>	<b>Document</b>
Refresher course/Faculty Orientation or other programmes as per UGC/AICTE stipulated periods, as participated by teachers year-wise.	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Copy of the certificates of the program attended by teachers.	<a href="#">View Document</a>
Annual reports highlighting the programmes undertaken by the teachers	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 6.4 Financial Management and Resource Mobilization

### 6.4.1

**Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)**

**Response:**

#### **Ensuring Financial Integrity at SBIIMS**

SaiBalaji International Institute of Management Sciences (SBIIMS) places a significant emphasis on financial oversight and transparency, with a dedicated and autonomous accounts section led by seasoned and proficient accountants. The institution understands the critical importance of meticulous financial management and conducts both internal and external audits to uphold integrity in its financial operations.

**Internal Audits:**

Internally, SBIIMS has an adept internal auditor who conducts rigorous audits of the institute's financial records and processes. Often holding the role of an accountant as well, this internal auditor serves as a vital checkpoint for financial integrity within the organization. Their meticulous reviews ensure compliance with financial policies, identify potential discrepancies, and recommend corrective actions where necessary.

**External Audits:**

Externally, SBIIMS engages a reputable and certified firm of chartered accountants (CA) to perform thorough and independent external audits. This external auditing firm, known for its expertise and credibility, conducts regular and comprehensive audits of the institute's financial affairs.

#### Key Aspects of External Audits:

1. **Thorough Analysis:** The external auditors delve deep into the institute's financial records, scrutinizing transactions, accounts, and financial statements.
2. **Independence and Objectivity:** Being independent from the institute, the external auditors bring an unbiased perspective to their assessments, ensuring impartiality in their findings.
3. **Compliance Verification:** The auditors verify compliance with accounting standards, legal requirements, and institutional policies, ensuring that financial practices align with best practices.
4. **Risk Assessment:** They conduct risk assessments to identify potential areas of financial risk, providing recommendations for mitigation strategies.
5. **Audited Balance Sheet:** The culmination of their work results in the submission of an audited balance sheet, a snapshot of the institute's financial position at the end of the fiscal year.

#### Audit Report:

The audit report submitted by the external firm of chartered accountants is a comprehensive document that offers valuable insights and assessments regarding the audited balance sheet for the fiscal year. This report serves as a crucial resource for stakeholders and the institution's management. It provides:

- **Financial Health Analysis:** A detailed analysis of the institute's financial health, highlighting strengths, weaknesses, and areas for improvement.
- **Compliance Evaluation:** An evaluation of the institute's compliance with financial regulations, accounting standards, and internal policies.
- **Recommendations:** The report includes recommendations for enhancing financial practices, improving controls, and mitigating risks.

#### Benefits of External Audits:

- **Credibility:** The external audit report provides stakeholders with an authoritative and professional evaluation of SBIIMS's financial status.
- **Transparency:** It enhances transparency by providing an unbiased assessment of financial operations.
- **Decision-Making Support:** The insights and recommendations in the audit report aid management in making informed decisions for financial management and planning.

In conclusion, SaiBalaji International Institute of Management Sciences's engagement in both internal and external audits demonstrates a strong commitment to financial integrity, transparency, and best

practices. These audits, conducted by seasoned professionals, provide a robust evaluation of the institute's financial health, ensuring accountability and fostering trust among stakeholders. The audit reports serve as valuable tools for management, guiding improvements and promoting effective financial management within the institution.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 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. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities**

**Response:**

### **Fostering Quality Assurance at SBIIMS**

SaiBalaji International Institute of Management Sciences (SBIIMS) is steadfast in its commitment to cultivating internal quality assurance among its students, encompassing not only academic excellence but also professional ethics and interpersonal competencies. The institution's quality strategy revolves around enhancing students' academic performance, recognizing it as the foundation of their overall development.

**Curriculum and Faculty Synergy:**

A core element of SBIIMS's quality assurance strategy lies in the seamless integration of the university-designed curriculum with innovative teaching methodologies by competent faculty members. The curriculum acts as a blueprint, meticulously tailored to meet industry demands and delivered by seasoned faculty. This dynamic synergy ensures that students receive a comprehensive education that prepares them for the complexities of the corporate world.

**Tailored Educational Framework:**

The institute understands the evolving needs of the business landscape, and as such, it strategically integrates corporate inputs and training into its educational framework. Practical exposure is prioritized through the implementation of Summer Internship Programs (SIP). These programs provide students with invaluable hands-on experience, allowing them to immerse themselves in real-world corporate culture and practices.

**Hands-On Experience:**

During the SIP, each student undergoes a rigorous 60-day training stint under the mentorship of a corporate professional. This immersive experience enables students to apply theoretical knowledge to practical scenarios, honing their problem-solving abilities and decision-making skills. Additionally, they work on projects under the guidance of professors, ensuring a blend of academic rigor and practical application.

Benefits of SIP:

- **Corporate Immersion:** Students gain firsthand exposure to the day-to-day operations of various industries, fostering a deeper understanding of business dynamics.
- **Skill Development:** The SIP enables students to develop critical skills such as communication, teamwork, adaptability, and leadership, all of which are essential for success in the corporate world.
- **Networking Opportunities:** Students have the chance to network with industry professionals, potentially paving the way for future career opportunities.

Continuous Improvement:

SBIIMS is committed to continuous improvement in its educational offerings. The feedback gathered from SIP experiences and project work is carefully analyzed, providing valuable insights for curriculum enhancement. This iterative process ensures that the institute remains responsive to industry trends and demands, equipping students with the most relevant skills and knowledge.

In conclusion, SaiBalaji International Institute of Management Sciences (SBIIMS) places a strong emphasis on internal quality assurance through a blend of a meticulously tailored curriculum, innovative teaching methodologies, and practical experiences like the Summer Internship Programs (SIP). By integrating corporate inputs and hands-on training, SBIIMS prepares its students not just academically, but also professionally and ethically, for the challenges of the corporate world. This holistic approach ensures that SBIIMS graduates are not only well-equipped but also industry-ready, poised for success in their careers.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 6.5.2

**Quality assurance initiatives of the institution include:**

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**



- 2. Academic and Administrative Audit (AAA) and follow-up action taken**
- 3. Collaborative quality initiatives with other institution(s)**
- 4. Participation in NIRF and other recognized rankings**
- 5. Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

**Response:** B. Any 3 of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	<a href="#">View Document</a>
NIRF report, AAA report and details on follow up actions	<a href="#">View Document</a>
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	<a href="#">View Document</a>
Link to Minute of IQAC meetings, hosted on HEI website	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## Criterion 7 - Institutional Values and Best Practices

### 7.1 Institutional Values and Social Responsibilities

#### 7.1.1

**Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.**

*Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words*

**Response:**

Gender equity and sensitization are critical aspects of creating an inclusive and supportive educational environment, and SaiBalaji International Institute of Management Sciences (SBIIMS) recognizes their importance. Within the campus, efforts are made to ensure that women have equal opportunities and access to resources in both curricular and co-curricular activities, as well as ensuring the provision of facilities that cater to their specific needs.

In terms of curricular activities, SBIIMS integrates gender perspectives into its academic programs to promote awareness and understanding of gender issues among students. This is achieved through following the MBA curriculum as prescribed by Savitribai Phule Pune University as relevant topics on gender equity, women's rights, and empowerment are included in various courses. Additionally, efforts are made to ensure that course materials, readings, and discussions are inclusive and representative of diverse gender experiences and perspectives.

Moreover, SBIIMS fosters an environment of gender sensitization through interactive sessions, workshops, and seminars that address gender-related topics and promote dialogue and reflection among students, faculty, and staff. These initiatives aim to challenge stereotypes, biases, and discriminatory attitudes, ultimately fostering a more inclusive and respectful campus culture.

In co-curricular activities, SBIIMS strives to provide equal opportunities for participation and leadership roles for women. Student clubs, organizations, and committees are encouraged to promote gender diversity and inclusivity in their activities and events. Furthermore, special initiatives and support networks may be established to address the unique needs and challenges faced by women in the campus community.

Facilities for women at SBIIMS are designed to ensure their safety, comfort, and convenience. This includes designated spaces such as women's restrooms, changing rooms, and lactation rooms equipped with amenities to meet their specific needs. Safety measures, such as well-lit pathways and security personnel, are implemented to create a secure environment for all students, faculty, and staff.

Additionally, SBIIMS may provide support services and resources tailored to women's needs, such as counseling services, health clinics, and career development programs. These initiatives aim to empower women to thrive academically, professionally, and personally, while also promoting their overall well-

being and success.

Thus, SaiBalaji International Institute of Management Sciences has been committed to promoting gender equity and sensitization in all aspects of campus life. Through inclusive curricular and co-curricular activities, as well as the provision of facilities and support services, SBIIMS strives to create a campus environment where women feel valued, respected, and empowered to achieve their full potential.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 7.1.2

**The Institution has facilities and initiatives for**

- 1. Alternate sources of energy and energy conservation measures**
- 2. Management of the various types of degradable and nondegradable waste**
- 3. Water conservation**
- 4. Green campus initiatives**
- 5. Disabled-friendly, barrier free environment**

**Response:** A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	<a href="#">View Document</a>
Geo-tagged photographs/videos of the facilities.	<a href="#">View Document</a>
Circulars and report of activities for the implementation of the initiatives document	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 7.1.3

**Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following**

1. Green audit / Environment audit
2. Energy audit
3. Clean and green campus initiatives
4. Beyond the campus environmental promotion activities

**Response:** C. Any 2 of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	<a href="#">View Document</a>
Policy document on environment and energy usage Certificate from the auditing agency	<a href="#">View Document</a>
Green audit/environmental audit report from recognized bodies	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

#### 7.1.4

**Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)**

**Response:**

SaiBalaji International Institute of Management Sciences (SBIIMS) has established itself as a beacon for promoting inclusivity and cultural harmony within its academic and operational frameworks. This institution stands out for its commitment to nurturing an environment that respects and celebrates diversity across various dimensions including culture, region, language, and socioeconomic backgrounds.

**Cultural and Linguistic Inclusivity:** SBIIMS actively promotes cultural inclusivity by organizing multicultural events and festivals that showcase the diverse heritage of its students and staff. For instance, the institute celebrates festivals such as Diwali, Holi, Christmas, etc. which are inclusive of regional traditions. This not only enhances the understanding among students but also fosters a sense of unity and mutual respect. Linguistic diversity is embraced through the encouragement of multilingual communication and the provision of language support services to students from various linguistic backgrounds.

**Socioeconomic Inclusion:** Understanding the challenges faced by students from various socioeconomic strata, SBIIMS has put in place robust scholarship programs and financial aids that ensure education is accessible to all. These initiatives aim to level the playing field and provide equal opportunities for all students, irrespective of their economic background. The Institute also conducts workshops and seminars on financial literacy and entrepreneurship, empowering students with the skills needed to succeed in a

competitive global market.

**Sensitization and Education on Constitutional Values:** SBIIMS integrates the teaching of constitutional values into its curriculum, ensuring that students are not only academically proficient but also well-versed in the rights, duties, and responsibilities as citizens of India. The Institution also celebrates national Constitution Day every year, conducts regular workshops and guest lectures by experts in law and civic administration to educate students about their constitutional obligations and the importance of civic engagement. Topics such as equality, justice, liberty, and fraternity are deeply embedded in classroom discussions and real-life project implementations.

**Community Engagement and Social Responsibility:** SBIIMS encourages students and faculty to engage in community service and social responsibility projects. These initiatives not only help in societal development but also instill a sense of duty towards the community among students. Programs like teaching underprivileged children, participating in cleanliness drives, and contributing to local NGOs help in fostering a spirit of social responsibility.

**Harmony and Tolerance Education:** To further enhance tolerance and harmony, SBIIMS organizes intercultural dialogues and peace-building workshops where students learn conflict resolution, mediation skills, and the importance of tolerance in a diverse society. These activities are crucial in preparing students to become global citizens who can navigate and thrive in a multicultural world.

**Inclusive Policies and Practices:** SBIIMS’s policies also reflect its commitment to inclusivity. The institute has a strict anti-discrimination policy that ensures no member of the community faces discrimination on the basis of caste, creed, color, gender, or sexual orientation. Regular sensitization sessions are held to educate everyone about these policies, thereby creating a safe and supportive environment for all.

Thus, SaiBalaji International Institute of Management Sciences demonstrates a profound commitment to fostering an inclusive environment where diversity is celebrated, and constitutional values are deeply ingrained in its educational practices. This approach not only prepares students to be better professionals but also responsible and conscientious citizens.

File Description	Document
Provide Link for Additional information	<a href="#">View Document</a>

## 7.2 Best Practices

### 7.2.1

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

**Response:**

## Best Practice- 1

### 1. Title of the Practice: **Employability Grooming Program (EGP)**

### 2. Objectives of the Practices :

- To enhance the employability ratio by nurturing skilled based education as per the Industry need.
- To supply the Industry skill based workforce
- To familiarize students with Industry work experience

### 3. Context:

To make students more employable in professional world, students need to be groomed professionally as per the skill requirements of Industries. SBIIMS nurtures students with skill based knowledge so that they will be professionally ready at the time of employment.

### 4. The Practice

- All students are involved compulsory 3 weeks Induction program scheduled by the Institute at the beginning of their MBA journey.
- Every Saturday is reserved for Industry expert's guest session.
- Students are involved in executing the expert talk right from anchoring and managing the session and vent.
- An expert from the organization would come on campus and deliver a workshop designed by him or her.
- Skill based courses are designed in consultation with Industries and are provided to students in every semester. SAP certification courses in HR, Marketing, Finance and operations are provided to students.
- Students are trained with IT literacy , Analytical tools during their semester program.
- One to Interaction, Mentoring and counselling are conducted by HOD and Director for each students for understanding their real interest and for knowing their Strength and Weaknesses before they opt their specialization.
- Industry visits, Field projects and Internships opportunities are provided to students for enhancing their employability ratio.
- It is mandatory for each student for involving herself in Sector presentations, Current affair diary and discussion.
- Economic Times is provided to each students and Institute ensures that they should maintain their current affair diary on daily basis. Institute provides the Current affair diary and Academic planner to each student.

### 5. Evidence of Success

Students were able to show their learning by organizing and managing the big events like VISTA, Manthan , CFL and SFL. These are National level Inter collegiate and Corporate level events which are well executed by students every year. The outcome of this feature resulted in the students getting placed in their dream companies.

### 6. Problems Encountered and Resources Required

The main problem encountered is of limited time. Since the Institute is affiliated to SPPU and so adhere to SPPU timeline. Grooming girl students and groom them professionally ready. Extra efforts are required for enhancing their communication, personality traits and convincing them that girls can do miracles.

## **Best Practice- 2**

### **1. Title of the Practice: Student Centric Learning**

#### **2. Objectives of the Practices :**

- To focus on students holistic development.
- To adopt the student based Teaching learning pedagogy

#### **3. Context:**

Students are joining the MBA program from vernacular background and from different streams. To make students more thorough with conceptual learnings, student centric learning strategies are adopted by teachers.

#### **4. The Practice**

- Since students are coming from various states and villages of India and with varied background, mentors are assigned to a small group of students for knowing their real life and professional challenges
- Accordingly the special lectures are planned like special verbal communication sessions, written communication, presentation sessions are scheduled. Girls are also taught with dressing sense and professional etiquettes, removing stage fear.
- All students are involved compulsory 3 weeks Induction program scheduled by the Institute at the beginning of their MBA journey. During Induction program sessions are arranged for enhancing their Intelligent Quotient, and Physical Quotient.
- Academic calendar is prepared with considering the students learning aptitudes. Various skill based courses are planned as per the need of students for making them more employable. According the time tables are prepared and executed.

#### **5. Evidence of Success**

Students are excelling in all activities. University Academic excellence is achieved with university results for Batch 2021-23 is 100% . Students confidence level has been increased. 100% students have completed their Summer Internship and received completion certificates. Around 82% students got final placement offer letters.

#### **6. Problems Encountered and Resources Required**

As being affiliated to Savitribai Phule Pune University, the main challenge is to fit the strategy in a fixed time line. Mentors have to put extra efforts for making the schedule and in understanding the students need and taking action accordingly.

File Description	Document
Best practices as hosted on the Institutional website	<a href="#">View Document</a>
Any other relevant information	<a href="#">View Document</a>

## 7.3 Institutional Distinctiveness

### 7.3.1

**Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words**

**Response:**

**SaiBalaji International Institute of Management Sciences: Pioneering a holistic Students' Development Approach in Management Education**

At SaiBalaji International Institute of Management Sciences (SBIIMS), the ethos of management education revolves around one central principle: the student comes first. Amidst the bustling corridors and vibrant classrooms, SBIIMS stands out for its unwavering commitment to providing a truly student-centric learning experience. Through innovative programs, personalized support systems, and a nurturing environment, SBIIMS has redefined the paradigm of education, making the journey of each student not just enriching but transformative.

#### **Holistic Development**

At the heart of SBIIMS's student-centric approach lies a deep-seated belief in holistic development. Recognizing that education is not just about academic excellence but also about nurturing well-rounded individuals, SBIIMS goes above and beyond to cater to the diverse needs and aspirations of its students.

From the moment students step foot on campus, they are embraced as integral members of the SBIIMS family. The institute places a strong emphasis on fostering a sense of belonging and community, creating an inclusive environment where every student feels valued, supported, and empowered to succeed.

#### **Personalized Learning Journey**

One of the hallmarks of SBIIMS's student-centric approach is its commitment to personalized learning. Unlike traditional one-size-fits-all management education models, SBIIMS recognizes that each student is unique, with their own strengths, interests, and learning styles. As such, the institute endeavours to tailor the learning experience to suit the individual needs and preferences of each student.



Over and above the prescribed MBA programme of Savitribai Phule Pune University, SBIIMS offers a wide range of certificate programs, value added courses, workshops, management, sports and cultural events, guest and expert lectures from Industry, etc. allowing students to customize their learning journey based on their career goals and aspirations. Whether it's pursuing a specialization in finance, marketing, human resources, operations or business analytics, or participating in interdisciplinary courses that span multiple domains, students have the freedom and flexibility to chart their own path.

Moreover, SBIIMS employs innovative teaching methodologies such as flipped classrooms, project-based learning, and experiential workshops to engage students and enhance their learning experience. By providing hands-on opportunities for exploration, experimentation, and discovery, SBIIMS empowers students to take ownership of their education and become active participants in the learning process.

### **Comprehensive Support Systems**

In addition to personalized academic experiences, SBIIMS offers comprehensive support systems to ensure the holistic well-being and success of its students. From academic advisors and career counselors to mental health professionals and peer mentors, students have access to a wide range of resources and services to support their personal and professional growth.

The institute places a strong emphasis on mentorship, pairing each student with a faculty mentor who provides guidance, support, and mentorship throughout their academic journey. Whether it's academic advice, career guidance, or personal development, mentors serve as trusted advisors who help students navigate the challenges and opportunities of college life.

Moreover, SBIIMS offers a variety of extracurricular activities, clubs, and student organizations to promote social engagement, leadership development, and cultural enrichment. From sports teams and cultural clubs to community service initiatives and entrepreneurship competitions, students have ample opportunities to pursue their passions, explore new interests, and build meaningful connections with their peers.

### **Continuous Feedback and Improvement**

At SBIIMS, the pursuit of excellence is a never-ending journey, and the institute is committed to continuous feedback and improvement. Through regular surveys, focus groups, and feedback mechanisms, students are encouraged to share their thoughts, suggestions, and concerns about their educational experience.

SBIIMS takes student feedback seriously, using it to inform decision-making, shape policies, and implement changes that enhance the overall student experience. Whether it's revising curriculum, upgrading facilities, or introducing new support services, the institute is dedicated to listening to the voices of its students and making meaningful improvements that benefit the entire community.

### **Measurable Impact**

The impact of SBIIMS's student-centric approach is evident in the success and achievements of its students. Alumni of the institute have gone on to excel in diverse fields, ranging from business and entrepreneurship to academia and public service. Their accomplishments serve as a testament to the transformative power of a student-centric education, where each individual is empowered to reach their

full potential and make a meaningful difference in the world.

Thus, SaiBalaji International Institute of Management Sciences stands as a beacon of excellence in student-centric education. Through its unwavering commitment to holistic development, personalized learning, comprehensive support systems, and continuous improvement, SBIIMS is not just shaping future leaders but also empowering them to create a brighter tomorrow. As the world continues to evolve and the demands of the future workforce change, SBIIMS remains steadfast in its dedication to putting students first and providing them with the tools, resources, and support they need to succeed in an ever-changing world.

<b>File Description</b>	<b>Document</b>
Appropriate web in the Institutional website	<a href="#">View Document</a>

## 5. CONCLUSION

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### Additional Information :

Institutional core values include :

- Commitment towards growth, And excellence
- Agility for quick adapting to change,
- Respect for diversities,
- Empathy towards stakeholders' needs,

Excellence in setting and achieving benchmarks and Responsibility towards society and environment.

SBIIMS has been consistently striving to excel in delivering quality management education in management field. We try to achieve our objective by including state of the art, Learner centric, approaches, participative learning, learning through seminars and symposia, emphasis on research, promoting blended learning through active involvement of all the stakeholders through optimum use of ERP and other ICT Resources. The institute also places equal emphasis on holistic development of students through active participation in Social initiative activities.

The Salient Features:

- Institute offers MBA (Since 2011, current intake 180),
- Institute follows curricular design developed by SPPU (as per AICTE Regulations) and is competency/outcome based with flexibility as per CBCS.
- Institute has qualified, experienced faculty as per norms.
- Institute adopts Innovative, blended pedagogy curriculum delivery and has fair evaluation systems, leading to excellent University results (more than 90%).
- Institute has proactive research policy and MHRD's initiative "Institutional Innovation Council". and Rotaract Club activities inculcated values and service orientation amongst faculty and students.
- SBIIMS has Pune University recognized research center offering PhD degrees in the faculty of Commerce and Management of SPPU.
- Institute is located in Industrial hub and has state-of-the-art physical infrastructure and learning resources with latest ICT facilities. Library is fully automated with facilities of OPAC, e-library, subscription to databases and e-resources.
- Student support strategies include facilitating government scholarships, capacity and skill enhancement schemes, placement/progression and vibrant student support activities (Sports and Cultural).

Institute has participatory and decentralized governance within the hierarchical organogram as per SPPU norms. Institute's effective, well-structured IQAC and committees suggests, implements and monitors the Quality Assurance System in all systems and process. The strategic plan, FDP, welfare measures and sound financial management has ensured good progressive growth and development.

### Concluding Remarks :

Empowering students through holistic development by providing quality and affordable education is an

inherent motto of SBIIMS B-school. The Institute is a pioneer in imparting knowledge and skills for the development of professionals in pursuit of their academic excellence. With this focus the Institute has designed its Vision and Mission statement. Institute is very keen in knowledge dissemination of quality oriented information. SBIIMS is committed towards students holistic development and accordingly nurture its students. SBIIMS provides conducive environment to students and Faculty members are empowered with research support and various welfare measures which encourages teachers for continuous upskilling themselves. Excellent number of students final placements are the key success factor of SBIIMS.

## 6.ANNEXURE

### 1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																																								
1.2.1	<p><b>Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)</b></p> <p>Answer before DVV Verification :</p> <p>Answer After DVV Verification :32</p> <p>Remark : As per clarification received from HEI, and excluding those courses which are part of the regular university curriculum, thus DVV input is recommended.</p>																																								
1.4.1	<p><b><i>Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website</i></b></p> <p>Answer before DVV Verification : A. Feedback collected, analysed, action taken&amp; communicated to the relevant bodies and feedback hosted on the institutional website</p> <p>Answer After DVV Verification: C. Feedback collected and analysed</p> <p>Remark : As per supporting documents provided, thus DVV input is recommended.</p>																																								
2.1.2	<p><b><i>Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years</i></b></p> <p><b>2.1.2.1. Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)</b></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>57</td> <td>54</td> <td>48</td> <td>46</td> <td>29</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>62</td> <td>54</td> <td>46</td> <td>46</td> <td>29</td> </tr> </tbody> </table> <p><b>2.1.2.2. Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years</b></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>57</td> <td>57</td> <td>57</td> <td>46</td> <td>39</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>63</td> <td>63</td> <td>63</td> <td>50</td> <td>50</td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19	57	54	48	46	29	2022-23	2021-22	2020-21	2019-20	2018-19	62	54	46	46	29	2022-23	2021-22	2020-21	2019-20	2018-19	57	57	57	46	39	2022-23	2021-22	2020-21	2019-20	2018-19	63	63	63	50	50
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57	57	57	46	39																																					
2022-23	2021-22	2020-21	2019-20	2018-19																																					
63	63	63	50	50																																					

Remark : As per clarification received from HEI, thus DVV input is recommended.

**2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last five years (consider only highest degree for count)**

**2.4.2.1. Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
9	6	4	4	3

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
07	04	04	04	03

Remark : As per clarification received from HEI, thus DVV input is recommended.

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

**3.1.1.1. Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the last five years (INR in Lakhs)**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
13	0	0	0	0

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
0	0	0	0	0

Remark : As per clarification received from HEI, and grant received beyond the assessment period should not be considered, thus DVV input is recommended.

**3.2.2 Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years**

**3.2.2.1. Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19

12	16	09	10	13
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Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
16	12	08	11	08

Remark : As per clarification received from HEI, thus DVV input is recommended.

**3.3.1 Number of research papers published per teacher in the Journals notified on UGC care list during the last five years**

**3.3.1.1. Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
33	67	23	32	30

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
33	16	12	13	03

Remark : As per clarification received from HEI, and calender year to be considered, and UGC listed entries to be considered, thus DVV input is recommended.

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

**3.3.2.1. Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
27	02	0	0	01

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
05	03	01	00	01

Remark : As per clarification received from HEI, thus DVV input is recommended.

**3.4.3 Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.**

**3.4.3.1. Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
24	17	09	8	9

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
10	17	08	08	09

Remark : As per clarification received from HEI, and only extension and outreach programs to be considered, thus DVV input is recommended.

**3.5.1 *Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.***

Answer before DVV Verification :

Answer After DVV Verification :21

Remark : As per clarification received from HEI, and only functional MOUs to be considered, thus DVV input is recommended.

**4.1.2 *Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years***

**4.1.2.1. Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
26.31	2.0	0	13.52	5.64

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
22.50	2.0	0.0	10.46	5.64

Remark : As per clarification received from HEI, and excluding books expenses, thus DVV input is recommended.

**4.3.2 *Student – Computer ratio (Data for the latest completed academic year)***

**4.3.2.1. Number of computers available for students usage during the latest completed academic year:**



Answer before DVV Verification : 90

Answer after DVV Verification: 60

Remark : As per clarification received from HEI, thus DVV input is recommended.

4.4.1 ***Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)***

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

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
26.86	24.37	7.19	26.19	16.87

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
12.03	9.63	6.84	5.59	3.03

Remark : As per clarification received from HEI, and expenditure for maintenance of infrastructure (physical facilities and academic support facilities) only to be considered, thus DVV input is recommended.

5.1.2 ***Following capacity development and skills enhancement activities are organised for improving students' capability***

1. ***Soft skills***
2. ***Language and communication skills***
3. ***Life skills (Yoga, physical fitness, health and hygiene)***
4. ***ICT/computing skills***

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: B. 3 of the above

Remark : As per clarification received from HEI, DVV input is recommended.

5.1.3 ***Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years***

5.1.3.1. ***Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years***

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
62	76	85	56	40

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
156	160	120	104	60

Remark : As per clarification received from HEI, and Duplicate students participated in both a. guidance for competitive examinations and b. career counselling to be counted once, thus DVV input is recommended.

5.1.4 ***The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases***

1. **Implementation of guidelines of statutory/regulatory bodies**
2. **Organisation wide awareness and undertakings on policies with zero tolerance**
3. **Mechanisms for submission of online/offline students' grievances**
4. **Timely redressal of the grievances through appropriate committees**

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: B. 3 of the above

Remark : As per clarification received from HEI, thus DVV input is recommended.

5.2.1 **Percentage of placement of outgoing students and students progressing to higher education during the last five years**

5.2.1.1. **Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
116	143	114	70	52

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
116	121	99	61	42

5.2.1.2. **Number of outgoing students year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
199	167	132	104	64

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
155	123	103	61	42

Remark : As per clarification received from HEI, and values for the metric id 5.2.1.2 should match values for the metric id 2.6.3.1, thus DVV input is recommended.

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

**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**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
14	06	0	05	06

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
10	04	00	03	03

Remark : As per clarification received from HEI, and excluding runnerup award and team event should be count as one, thus DVV input is recommended.

**5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)**

**5.3.2.1. Number of sports and cultural programs in which students of the Institution participated year wise during last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
30	24	09	23	10

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
02	02	02	02	02

Remark : As per clarification received from HEI, and multiple activities done in an event, should be count as one event, thus DVV input is recommended.

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

**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**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
17	17	0	10	0

Answer After DVV Verification :

2022-23	2021-22	2020-21	2019-20	2018-19
9	9	0	5	0

Remark : As per clarification received, HEI has paid the membership fees as total amount. thus 50% of the HEI input may be considered, thus DVV input is recommended.

6.5.2

**Quality assurance initiatives of the institution include:**

1. **Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
2. **Academic and Administrative Audit (AAA) and follow-up action taken**
3. **Collaborative quality initiatives with other institution(s)**
4. **Participation in NIRF and other recognized rankings**
5. **Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Answer before DVV Verification : A. Any 4 or more of the above

Answer After DVV Verification: B. Any 3 of the above

Remark : As per clarification received from HEI, thus DVV input is recommended.

7.1.3

**Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following**

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**
4. **Beyond the campus environmental promotion activities**

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: C. Any 2 of the above

Remark : As per clarification received from HEI, thus DVV input is recommended.

## 2.Extended Profile Deviations

ID	Extended Questions										
1.1	<p><b>Number of students year wise during the last five years</b></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2022-23</th> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> </tr> </thead> <tbody> <tr> <td>179</td> <td>132</td> <td>167</td> <td>120</td> <td>109</td> </tr> </tbody> </table>	2022-23	2021-22	2020-21	2019-20	2018-19	179	132	167	120	109
2022-23	2021-22	2020-21	2019-20	2018-19							
179	132	167	120	109							

Answer After DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
306	293	286	224	172

2.1 **Number of teaching staff / full time teachers during the last five years (Without repeat count):**

Answer before DVV Verification : 27

Answer after DVV Verification : 24

2.2 **Number of teaching staff / full time teachers year wise during the last five years**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
18	17	17	13	13

Answer After DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
15	14	14	11	12

3.1 **Expenditure excluding salary component year wise during the last five years (INR in lakhs)**

Answer before DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
78.90	141.58	44.74	137.56	172.15

Answer After DVV Verification:

2022-23	2021-22	2020-21	2019-20	2018-19
73.26	128.05	44.75	135.57	146.12