



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

SAIBALAJI INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES

SURVEY NO - 54, NERE MARUNJE, NEAR HINJEWADI INFOTECH PARK, PUNE

411033

www.sbiims.com

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NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

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1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Saibalaji Group of Institutions under the umbrella of Saibalaji Education Society pioneered by young dynamic professor with global education vision of global market dynamics in 2005 in the Pune. Professor Manish R. Mundada under his leadership provided guidance and directions for developing the Saibalaji International Institute of Management Sciences with a major thrust of developing corporate managers with sound academic and optimum managerial efficiency. The Honorable Founder President is highly qualified person with Global engineering degree , MS from Tolerado University USA. After completing his PG studies in USA he joined academics as a Professor and reached to the post of director in renowned management institution in Pune. His sound academic background in India and Abroad and his experience of academic and administration created as a sensational urge to develop a management institute on bench mark role model of Harvard Business School and IIMs of India.

Have noticed that he has always thrust upon the institute that management institute is not restricted to curriculum alone, He is care and concern not restricted to teaching and result but his focused on ultimate end use of management institute i.e. the placement. Our Institute is affiliated to S.P.University, Pune, So the Curriculum is designed by the University. statutory procedures prescribed by the University. These faculties are engaged in teaching, with interactive learning, case studies and presentations. In business every manger has to take decision, taking decision is a core functions of manager in corporate. Every decision of a manager in corporate has effect on either escalating the cost or increasing run rate of profit of organization. Our institute gives a focus driven attention in developing skill sets to increase the managerial efficiency in his role behavior in complex business situations.

Our academic and professional approach and practices under the dynamic leadership of Prof. Manish R. Mundada, and value based relationship Identity approach, Commitment, Loyalty and hard work of the team of Institution with pointed guidance and directions has made a record in achieving 100% placements of our students in every academic year.

Vision

“To mould students into physically fit, robust and professionally competent individual, who are capable of among ring their rightful place as leader in the industry and in the society of tomorrow”

Mission

To impart holistic and industry oriented management training to student thereby ensuring their evolution into industry professional at the end of their management program me.

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Statutory positioning of the InstitutionThe Institution is affiliated to the S.P. University Pune which is “A” grade NAAC Accredited University in India. It is a historically known as the best institution in higher learning in the country. Pune is known as the OXFORD of East, so Institution has a great strength being affiliated to Pune University.

Infrastructure of the InstitutionThe infrastructure of the institution is as per the prescribed norms by the regulatory authorities. The institution has educated classrooms with LCD projector, Wi-Fi and Internet facilities to the students and staff. Institution has beautiful landscaped garden.

LibraryInstitution has library with norm prescribed by the regulatory authorities. It has sufficient books, national and international journals, e-journals and reading room facility. The learning resources in all academic aspect are sufficient and are of global standards.

Sports Facilities The institution has sports facilities namely Lawn Tennis court, Badminton Court, Football court, Volleyball court, Basketball ground, Modern gym as well as indoor games facilities.

LocationThe institution is located in the Globally known IT park area . So Institution has at its strength getting resource person for guest lectures, Seminar Conferences and workshops. It is a facility of SIP and placement. The institution is surrounded by Green trees and hills so it will be pollution free area of natural clinic. The institution is well connected throughout the country with roads, railways and airways.

Extra Curricular Activities:The sports and cultural activities are organized in the names of VISTA & MANTHAN for students. The sports and cultural activities of multiple types provide the opportunities to the students to showcase their talents.

Employability Enhancement through certificate coursesThe institution has a high strength due to supplementing the students with value added certificate courses.The institution provides free of charge to all students .This certificates course namely: SAP, Digital Marketing, and Business Analytics & ERP.

Placement: The institution has 100 % placement. Placement is a strong index performance of the management institution and our institution has a strong strength represented through its consistent 100 % placement.

Institutional Weakness

1. The students are admitted from different parts of the country. The students have different background of languages with different social and economic backgrounds. They are also of different streams like Arts, Science, Commerce, and Engineering.
2. The majority of the students are relatively weak in English.
3. The students have very high expectations of high salaries and with their dream careers.
4. Difficulty in getting the faculties from IITs & IIMs.
5. Our institute being an young institute of seven year old we have to increase our involvement in consultancy, MDP and research. So our relative performance in the referred areas is stand our weaknesses.

Institutional Opportunity

The institution has opportunities which are summarized as follows. However the focus is on the core opportunities available to the institution.

The institution is in the city of Pune. Pune is a Historical city which has its own history of Maratha and politically known by well known freedom fighter of the country. Pune has a Historical name in Education. It is popularly known as OXFORD of East. Pune is also known for the education in the whole country. As a result the students prefer to come for studies from different part of the countries. This provides opportunities of getting admission for the institution.

Pune is industrially well developed with popularly known as IT hub in India. The other sectors are also equally well developed it is known in the country through IT employment to get job, opportunities in the global markets. So institution has opportunity of providing employment to the students through their Industry Institute Liaison by placement cell.

The pune city is well connected throughout the country through Roads, Rails and Airways. It has an Cosmopolitan culture with availability of qualified competent academic and administrative staff in the market.

Institutional Challenge

The institution has a challenge of getting the admission because there are number of management institution and there are high voltage competitions among management institutions for admission. It is also a challenge to get and retain the highly sound qualified experience and research based competitive staff. It is equally another challenge of placement to the students as all management institutions are competing the same. In such competitions it is hurculous challenge to place the students.

The institution has a challenge to work in a rigid & static academic and administrative framework of the University. The university provides a rigid academic calendar and within that static time framework as well as given fixed curriculum without flexibility institution has to operate.

The institution has a challenge to work in a rigid multiple regulatory authorities of their framework. The institution has a challenge to function in a given regulatory framework by AICTE, DTE, Shikshan Shulk Samiti, Pravesh Niyantra Samiti, S.P. Pune Unievrsty and its academic and administrative regulatory.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

The institution is affiliated to SavitribaiPhule Pune University and approved by AICTE. Therefore the curriculum is designed by expertsin academics and industry. It is mandatory responsibility of the Institution for effective delivery and coveragewithin given academic time frame. For academic delivery of the curriculum, the institution has a adequate,highly qualified, experienced, competent and approved faculty. The Institution designs its academic calendar,time table by keeping in mind university curriculum, co-curricular and extra-curricular activities. The Directorallocates the subjects to the faculty by taking into consideration the expertise and experience of teachers. Everyfaculty prepares the session plans and follows classical conditioning of

learning by using PPTs, Case studies, Presentations and assignments. Institution also organizes conferences, workshops and industrial visits for real life learning.

As per university guidelines, students have to take human rights in first and second semester as a grade subject. The subject taught by the in-house faculties and guest lectures are also held to teach human values and human rights.

To promote universal values the institute conducted Sports & Cultural Events.

One course - *Managing for Sustainability* is mandatory for the students. Though not a part of curriculum, institute organises guest lectures, events to sensitize students about gender issues.

Teaching-learning and Evaluation

The institute admits students as per the guidelines of AICTE, UGC and DTE Govt of Maharashtra. We adopt the methods where students are at the Focal Point. After the completion of admission formalities are over, students are assigned mentors. The mentor-mentee relationship provides an opportunity for the student to seek guidance from the Mentor. In case of students lagging behind, extra remedial classes are provided.

The evaluation of all the students is made on various parameters, as mentioned by the Pune University, such as Group/ Individual Assignments, Case Study Method, Quizzes, News Paper reading etc. We conduct formal written test of all the courses offered.

Transparency is maintained in the evaluation process, all the students are provided an opportunity to verify the results displayed on the notice board. Institute has contributory faculty having rich experience in industry/Corporate. The faculty members are involved in setting and assignment of the internal (CE) question papers.

Institute has adequate teaching faculty as mandated by AICTE as well as DTE and University of Pune. All the faculties extensively make use of ICT for the delivery of the contents.

The Program Outcome (PO's) Program Specific Outcomes (PSO's) and individual Course Outcomes are notified to students at the onset of the academic Session as well as the same are displayed on the web site of

theinstitute.

Research, Innovations and Extension

The Institute has a infrastructure that supports research like good library facility, well equipped computerlaboratory. The Institute encourages its faculty to write and present papers in national and internationalconferences; it has a prestigious journal called SaiBalaji International Journal of Management Scienceswhere academicians, researchscholars, industry expert contribute in large numbers from India, to improve communication skills, teamwork and to help grow students as socially responsible human beings. The Institute has good collaborationwith industries, academic institutes and professional bodies. In addition to getting visibility and identity, collegehas been benefitted financially and academically in a big way.

Infrastructure and Learning Resources

The Infrastructure of the institution is adequate in relation to the academic requirement of the students and theregulatory authorities. The institution has indoor and outdoor sports facilities in the campus. The campus has ahuge sports ground with a boundary wall. The campus is surrounded with Lush green trees and proper parkingslots for the students, teachers and the guests.Paras hall is well furnished and has a capacity to accommodate approximately 180 people. The learning resources in terms of the books inthe library, title and volumes and wells as international and national journals of management are adequate asper the norms prescribed by the regulatory authorities. The library is also having the e-journals, reading roomavailable to the students. The whole campus including library is WI-FI enabled. The internet facilities areavailable to the students, staff and the guests throughout the day. The computer lab is well equipped, sufficientas per the IT norms.

Student Support and Progression

In SBIIMS for holistic development of managementstudents as future manager provides academic and professional development through multi support systemswhich facilitate for his/her dream carrier.

SBIIMSis highly focused, care and concern about the overall development of students which is reflected bythe list of following support systems provided, namely under the following heads

- 1) **Financial support** – Scholarship of Government(students receive financial assistance from the government),Monetary Award, Fees-installment facility., Monetary Award, Fees-installment facility.
- 2) **Academic level support** – Language Lab, IT Facilities, Extracurricularactivity like- Cultural & sports activity, Management Game, etc.
- 3) **Professional level Support** - Placement, Guest Lectures, Workshops, Seminars, Conferences, IndustrialVisits, Mentorship, Career Counseling, Personal Counseling Corporate Exposure Seminars,

personality development program etc.

Set of best practices

- Empowerment of students through the provision of Student Council Members
- Alumni Guest talks- focus on employability and employment
- Participation of students in co-curricular and extra-curricular activities

SBIIMS is highly conscious in providing the above multi support systems to transform the made manager in process for their holistic development, innovative business leader and the end outcome is exhibited through its 95% placement (**PGDM, MBA STUDENT**) which is an index and testimonial of the outcome of multiple support systems.

Governance, Leadership and Management

SBIIMS is headed by a leader designated as Director. They are the operative functional heads, primarily responsible for achieving the mission and actualizing vision of their respective institutions.

The Director is therefore the highest authority of SBIIMS . Management Institution (SBIIMS) has 2 operative wings: 1) Academic and 2) Administrative

The Director ensure creating an ecosystem resulting in employability of students through grooming sessions to equip students for successful performance in the interview and of course in industry thereafter.

The Director of the institution as an prime operative leader represents the institution to the apex governing body of the trust , academic community professionals and parents .

Institutional Values and Best Practices

The institute core values are Dedication to excellence, Collaborative Learning, Credibility & Honesty and Social Responsibility & Ethics. They are reflected in the policies/ functioning/ programs/ events conducted by the institute. To promote gender equity programs like human rights, constitution of India, awareness program about sexual harassment of women at workplace and women's day. Security guards are available 24X7 on the campus. Cameras are installed for safety and security of all the stakeholders. Anti-ragging undertaking is taken from all the students. Anti-ragging Poster is displayed near the entrance. Republic & Independence Day

celebrated every year. Program on Birth/ death anniversary of great leaders are organized. The institute has green landscape with trees throughout the campus. Wastes are properly managed at different levels. The

institute has conducted blood donation camps. Various activities are conducted for the promotion of universal values.

The institute maintains financial, academic and administrative transparency. The institute is functioning as per the professional code prescribed by statutory bodies/ regulatory authorities from time to time. Code of Conduct, Administrative Manual, Prospectus and Handbook is available.

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2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	SAIBALAJI INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES
Address	Survey No - 54, Nere Marunje, Near Hinjewadi Infotech Park, Pune
City	Pune
State	Maharashtra
Pin	411033
Website	www.sbiims.com

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Dhananjay. B. Bagul	020-66547534	9850716430	020-	director@sbiims.edu.in
IQAC Coordinator	Ashok Dombale	020-	9657724106	-	ashokbdombale@gmail.com

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	
Date of establishment of the college	01-06-2011

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

State	University name	Document
Maharashtra	Savitribai Phule Pune University	View Document

Details of UGC recognition

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

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

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	10-04-2018	12	Extension of Approval for the Academic Year

Details of autonomy

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

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

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Survey No - 54, Nere Marunje, Near Hinjewadi Infotech Park, Pune	Semi-urban	1.5	2200

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
PG	MBA,Management	24	Graduate	English	60	60
PG Diploma recognised by statutory authority including university	PGDBM,Pgd m	24	Graduate	English	60	55

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	1				3				12			
Recruited	1	0	0	1	2	0	0	2	4	6	0	10
Yet to Recruit	0				1				2			
Sanctioned by the Management/Society or Other Authorized Bodies	1				3				12			
Recruited	1	0	0	1	2	0	0	2	4	6	0	10
Yet to Recruit	0				1				2			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				9
Recruited	4	5	0	9
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				9
Recruited	4	5	0	9
Yet to Recruit				0

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

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	2	0	0	5	5	0	13
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

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

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

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	2		2		4

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

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG Diploma recognised by statutory authority including university	Male	8	34	0	0	42
	Female	1	12	0	0	13
	Others	0	0	0	0	0
PG	Male	36	16	0	0	52
	Female	5	6	0	0	11
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years						
Programme		Year 1	Year 2	Year 3	Year 4	
SC	Male	10	8	5	0	
	Female	3	2	0	0	
	Others	0	0	0	0	
ST	Male	1	1	0	0	
	Female	0	1	0	0	
	Others	0	0	0	0	
OBC	Male	29	14	9	6	
	Female	7	4	0	0	
	Others	0	0	0	0	
General	Male	49	67	47	52	
	Female	18	17	3	5	
	Others	0	0	0	0	
Others	Male	8	0	2	1	
	Female	2	4	0	0	
	Others	0	0	0	0	
Total		127	118	66	64	

3. Extended Profile

3.1 Program

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

Response: 2

File Description	Document
Institutional Data in Prescribed Format	View Document

Number of programs offered year-wise for last five years

2017-18	2016-17	2015-16	2014-15	2013-14
2	2	2	2	2

3.2 Students

Number of students year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
118	66	64	69	91

File Description	Document
Institutional Data in Prescribed Format	View Document

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

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

File Description	Document
Institutional data in prescribed format	View Document

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

2017-18	2016-17	2015-16	2014-15	2013-14
62	60	55	74	84

File Description	Document
Institutional Data in Prescribed Format	View Document

3.3 Teachers

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

2017-18	2016-17	2015-16	2014-15	2013-14
15	13	9	9	11

File Description	Document
Institutional Data in Prescribed Format	View Document

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

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

File Description	Document
Institutional data in prescribed format	View Document

3.4 Institution

Total number of classrooms and seminar halls

Response: 9

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

2017-18	2016-17	2015-16	2014-15	2013-14
3601784	5758319	3993790	4677258	3601784

Number of computers

Response: 90

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

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

Response:

Saibalaji International Institute of Management Sciences is affiliated to Savitribai Phule pune University So, a prescribed curriculum of the University is to be effectively deliver through classical conditioning of learning in the class to the students. This prescribed curriculum is effectively in a prescribed time frame required to be delivered effectively by academically competent qualified and experienced faculty mix. The institution focuses its all plan academics efforts for effective delivery of curriculum in the class. The director of the institution in consultation with senior colleagues prepares the academic calendar. The director in a meeting through consultation of senior colleagues allocates the subjects to respective faculty with free and fair discussion. Each faculty is given sufficient time to prepare the subject for effective delivery to the students in the class.

The director in consultation with senior colleagues prepares the time table to provide full coverage of curriculum effectively in academic timeframe. Every faculty prepares a session plan as a time bound mechanism for effective delivery of the topics of curriculum.

Every faculty for effective delivery of curriculum practices interactive method, power point presentation of the topic, case study method and illustrative methods. Attempts are made to supplement the theoretical learning in the classroom by organizing Guest lecturers of corporate experienced professionals for sharing their corporate experiences with students, Assignments and tutorials to cement the grass root understanding of curriculum through holistic academic approach of the institute.

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

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

Response: 4

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

2017-18	2016-17	2015-16	2014-15	2013-14
1	3	0	0	0

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

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

Response: 43.86

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

2017-18	2016-17	2015-16	2014-15	2013-14
5	0	0	0	0

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

1.2 Academic Flexibility

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

Response: 0

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

File Description	Document
Details of the new courses introduced	View Document

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

Response: 50

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

Response: 01

File Description	Document
Name of the programs in which CBCS is implemented	View Document
Any additional information	View Document

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

Response: 40

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

2017-18	2016-17	2015-16	2014-15	2013-14
118	66	0	0	0

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

1.3 Curriculum Enrichment

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

Response:

The institute is affiliated to S P Pune University. The curriculum is designed by experts from academics, professionals, social fields, government organizations, corporate and from all sections of the society. Therefore, the designed curriculum has full coverage of the issues listed in the question. The faculties in their teaching of respected subjects also focus on these issues.

The institute in all its academic and ongoing academic activities practices equal participation of boys and girls for sensitizing the gender equality among the students. The institute enlightened the students with various programs about the protections of environment, clean environment and sustainability from the point of view of human society. The institute has Rotractact club which organizes environment awareness through Tree plantation and Swachh Bharat Abhiyaan . The swachh Bharat Abhiyan has been organized in Marunje Village by participating with village people. The institute is located in the area of the lush green hills and it is surrounded by pollution free and in the Natural Clinic.

The Institute is highly focused in its policies, procedures and systems and Role behavior of staff mix which is highly serious in discipline sense of belongingness, honesty commitments integrity and respect to each other. The fabrics of human values are interwoven in the fabrics of academics and administrative work culture. The bond of human values is sharpen and tightened by celebrating religious, social and national festival. In fact genesis of human values is inborn in our religious social and political festivals. Such festivals are ion and vehicles of creating the conscious commitment of human societies for human values. The institute ignites with sensitivity for human values by organizing visit to Old homes Orphanages. This are covered in the Curriculum in corporate social Responsibility.

The made managers in the process are the leaders of their subordinates. The effectiveness of the leadership of managers depends upon the ethic in his role behavior. The managers deal with the physical and human resources in a equity based organizations, ethics of every management professional place a decisive role. So, professional ethics in his role behavior determines his career growth in the corporate. Ethics in role behavior, in task performance, group dynamics, enhances promotional prospects with respects trust and reliability of a manager.

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

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

Response: 3

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

Response: 03

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

1.3.3 Percentage of students undertaking field projects / internships

Response: 37.29

1.3.3.1 Number of students undertaking field projects or internships

Response: 44	
File Description	Document
List of students enrolled	View Document
Institutional data in prescribed format	View Document
Any additional information	View Document

1.4 Feedback System

<p>1.4.1 Structured feedback received from 1) Students, 2) Teachers, 3) Employers, 4) Alumni and 5) Parents for design and review of syllabus-Semester wise/ year-wise</p> <p>A. Any 4 of the above</p> <p>B. Any 3 of the above</p> <p>C. Any 2 of the above</p> <p>D. Any 1 of the above</p> <p>Response: D. Any 1 of the above</p>	
File Description	Document
Any additional information	View Document

<p>1.4.2 Feedback processes of the institution may be classified as follows:</p> <p>A. Feedback collected, analysed and action taken and feedback available on website</p> <p>B. Feedback collected, analysed and action has been taken</p> <p>C. Feedback collected and analysed</p> <p>D. Feedback collected</p> <p>Response: C. Feedback collected and analysed</p>	
File Description	Document
Any additional information	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

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

Response: 63.88

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

2017-18	2016-17	2015-16	2014-15	2013-14
68	35	45	47	64

File Description

Document

List of students (other states and countries)

[View Document](#)

Institutional data in prescribed format

[View Document](#)

2.1.2 Average Enrollment percentage (Average of last five years)

Response: 68

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

2017-18	2016-17	2015-16	2014-15	2013-14
118	66	64	69	91

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

2017-18	2016-17	2015-16	2014-15	2013-14
120	120	120	120	120

File Description

Document

Institutional data in prescribed format

[View Document](#)

Any additional information

[View Document](#)

2.1.3 Average percentage of seats filled against seats reserved for various categories as per

applicable reservation policy during the last five years**Response:** 48.57

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

2017-18	2016-17	2015-16	2014-15	2013-14
21	14	7	5	4

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

2.2 Catering to Student Diversity**2.2.1 The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners****Response:**

In MBA Program the admission is open to all graduates with minimum 50% of marks and above. In the admitted total number of students, graduates from commerce, arts, science, engineering and pharmacy are admitted. The non commerce students have not studied the financial accounts. A financial management is one of the core specializations of the program and financial management is a compulsory subject in the first semester. More over financial management is essential for every MBA student after joining the corporate or becoming an entrepreneur. The nucleus of every business is profit and revenant cost. The business fabrics are interwoven in every venture and are integrated to revenant cost. Therefore institution organizes extra classes for students and fresh learners in the subject of accountancy. The professors of financial management take the classes regularly and prepare the foundation of accountancy for non commerce students.

In the same way all the admitted students in the program of different discipline have to study the decision science as the compulsory subjects. This subject has the coverage of complex areas namely, linear programming, simulation, transportation and decision tree analysis. These topics involve the mathematical inputs and therefore excluding engineering students all other students of different disciplines find it difficult to cope up with the subject. Therefore institution organizes the special coaching to all non engineering graduate students to create understanding of the subject from foundation and equally to bring them to the level of further understanding the topics listed above. So the institution makes every effort and care of every student to bring to a common platform and level with all other students in the program.

In a scenario of globalization students have to work in a multi-culture work environment. Therefore institution organizes the program of foreign languages for the students.

The institution through internal test identifies the slow learner students and the fast learner students. The extra classes are organized for slow learner students to bring them to the level of fast learner students. For the fast learner students the institution motivates them to participate in debate competition, business plan competition, writing of research papers, Practise of case studies and extra focus in accelerating their speed and coverage of learning through extra classes and practice.

2.2.2 Student - Full time teacher ratio

Response: 7.87

File Description	Document
Any additional information	View Document

2.2.3 Percentage of differently abled students (Divyangjan) on rolls

Response: 0

2.2.3.1 Number of differently abled students on rolls

File Description	Document
Institutional data in prescribed format	View Document

2.3 Teaching- Learning Process

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

Response:

In our institute our main focus and practice is on student's centric learning. The management scientist has advocated theory of management learning which has two approaches namely classical conditioning of learning and operand conditioning of learning. This theory of management learning a student centric as well as experiential learning in nature. In the institute we support the management learning theory by applied experiential learning through following methods:

- 1. Case Study method:** The case study method is a main focus in our institute to enrich the management learning by analyzing the business problem and thereby gain the experience learning to the students.
- 2. Business projects competitions:** In order to provide gains of experiential learning the institute organizes business projects competition among different management institute in pune. The students

prepare business projects and present in the class. The corporate experience professional as expert select the first three business projects. This corporate experience professionals share their corporate experience with the students and thereby students benefit through their experience learning.

3. **Presentations:** Each students is assigned a topic and student present the topic prepare under the guidance of faculty. By giving presentations by the students he gains the experiential learning.

4. **On the Job(SIP) :**It is mandatory that every student has to work in the company to acquire experiential learning. After sixty days on the job learning under corporate mentor he comes back to the institute and prepares research projects under the guidance of academic mentor .

5. **Corporate social responsibility:** Corporate social responsibility is a statutory responsibility of every corporate. The institution practices experiential learning by taking students to the Old age home and orphan age homes, and Swachh Bharat Abhiyan. By this experiential learning the student are sensitized for social responsibility and commitment to the national interest by experiential learning.

6. **Vestibule Learning:** Vestibule learning is a bench mark of experiential learning. The institute practices this experiential method by organizing industrial visit of students. Industrial visit exposes to the students to the experiential learning through the interaction with industrial persons.

7. **Sports and Cultural competition:** The institution organizes different sports and cultural competition of students. This competition among students help them to understand the fundamental concept of management namely Decision making, Tolerance, Group Dynamics, Commitments, Leadership Qualities and Team spirit .

8. **Experiential learning from corporate:-**Experience professional:- In order to strengthen the theoretical learning of management, institute organizes guest lecturer of highly experienced corporate professionals. These highly experienced professionals shared their experience learning with students. This provides a laboratory of experience learning to the students.

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

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

Response: 86.67

2.3.2.1 Number of teachers using ICT

Response: 13

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

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

Response: 9.08

2.3.3.1 Number of mentors

Response: 13

File Description	Document
Any additional information	View Document

2.3.4 Innovation and creativity in teaching-learning

Response:

The institute along with the conventional methods and practices of teaching learning focuses on innovative methods to develop creativity in teaching and learning. The institution practices the following methods of innovation and creativity in teaching and learning.

1.The institute follows practices a videography of students giving presentations in the class. The analysis of videography is shown to the student and he is enlightened about his strong and weak areas of performance.

1.Grooming of students: The institute has innovative method of grooming of every student for effective performance in the interviews. The grooming method is well designed and structured. In the first place senior faculties provide clarity of concepts of subjects to every student. In the second stage the training is given for interview and group discussion. In third step a mock interview is organized. And in the Mock interview the performance gaps of the students are identified. Accordingly the training is provided along with the skill set training to wipe out his performance gaps.

1.The institute practices innovative method of organizing start up conclave. The first generation

successful Entrepreneurs share their experiences with the students so that they can become innovative business leaders and become entrepreneurs. The major thrust of the government is to create entrepreneurs rather than employees.

1. The institute equally focuses on innovative method by organizing a workshop of Mr. Minocher Patel for ordinary to extra ordinary for six days from 9:00 am to 6: 00 pm. Mr Minocher Patel as a resource person is a managing director of Solitaire Pvt ltd and renowned corporate trainer. In this workshop the students acquire composite innovative corporate learning which develops a high degree of creativity among student

File Description	Document
Any additional information	View Document

2.4 Teacher Profile and Quality

2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years	
Response: 114	
File Description	Document
Year wise full time teachers and sanctioned posts for 5 years	View Document

2.4.2 Average percentage of full time teachers with Ph.D. during the last five years											
Response: 38.08											
2.4.2.1 Number of full time teachers with Ph.D. year-wise during the last five years											
<table border="1"> <thead> <tr> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> <th>2013-14</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>5</td> <td>4</td> <td>4</td> <td>4</td> </tr> </tbody> </table>	2017-18	2016-17	2015-16	2014-15	2013-14	4	5	4	4	4	
2017-18	2016-17	2015-16	2014-15	2013-14							
4	5	4	4	4							
File Description	Document										
List of number of full time teachers with PhD and number of full time teachers for 5 years	View Document										
Any additional information	View Document										

2.4.3 Teaching experience per full time teacher in number of years**Response:** 0.71**2.4.3.1 Total experience of full-time teachers**

Response: 10.68

File Description	Document
Any additional information	View Document

2.4.4 Percentage of full time teachers who received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the last five years**Response:** 87.72**2.4.4.1 Number of full time teachers receiving awards from state /national /international level from Government recognised bodies year-wise during the last five years**

2017-18	2016-17	2015-16	2014-15	2013-14
2	2	2	0	4

File Description	Document
Institutional data in prescribed format	View Document

2.4.5 Average percentage of full time teachers from other States against sanctioned posts during the last five years**Response:** 38**2.4.5.1 Number of full time teachers from other states year-wise during the last five years**

2017-18	2016-17	2015-16	2014-15	2013-14
3	4	4	4	4

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

2.5 Evaluation Process and Reforms

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

Response:

The institute is affiliated to S P Pune University. Therefore S P Pune University has the academic statutory to decide admissions curriculum examinations, examinations reforms and also to declare the results. The institute does not have the jurisdiction in the mention academic areas to make any change. University has made continuous reforms in internal evaluation. University has declared concurrent parameters for internal evaluation. We strictly follow the following concurrent list of evaluation the student as recommended for numerical structure of assessment. Institute practices the internal assessment of students through assignment or case studies, presentations, midterm written examination and class test.

S P Pune University has introduced examination reforms of conducting the online examination 20 marks, 30 marks internal assessments through concurrent list given by the university and 50 marks for Theory examinations.

File Description	Document
Link for Additional Information	View Document

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

Response:

The institute practices in mechanism of Examinations of University. We practice the internal Midterm examination of 50 marks for each subject. The institute notifies the exam program to the students in advance. The concerned faculty of subjects draws the question paper confidentially and submits to the institute controller of examination. The controller of examination collects all question papers and on scheduled dates the question papers are distributed to the students in the classroom as per the time frame of the examinations.

The whole process of written examination is supervised by the supervisors and after completions of written test the answer books are handed over to the controller of examinations by supervisors. The controller of examinations through the direction of the director distributes the answer books to the concerns examiners for assessments. Examiners after assessments submit the answer sheets and mark sheets to the controller of examinations. The director of the institute declares the results in a given time frame. The whole process is highly transparent in practice and institute follows all rules procedure, pattern and instruction of the University.

File Description	Document
Link for Additional Information	View Document

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

Response:

University has its examination rules printed and it is mandatory to place it outside the examination hall. It is implied that every student has to read and comply with them in the examination. Ignorance of rules has no excuse.

During the examination if any student is found practicing unfair means either caught by the Jr supervisor or Examination Squad the same is reported with all related materials in sealed covers to the Examination Department, University.

University appoints unfair means committee to examine such cases and unfair committee after is probe gives its final verdict which is binding to the students.

If any student has any grievances against the assessment of his answer books he can apply for reassessment within a time frame. The university appoints the examiner for reassessment and the answer books are assessed by the examiner appointed by the University for Reassessment.

File Description	Document
Link for Additional Information	View Document

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

Response:

University declares the Academic calendar and the affiliated management institutions have to demarked the time slot to coverage of curriculum, Examinations, organizing guest lectures, Industrial visit, Seminars, Conference, Workshops, Cultural programs Sports CSR activities , national social and religious festivals. University academic calendar provides the total working days available with holidays, examination, time, schedule etc. So, the institution within given timeframe of academic calendar institute prepares its macro academic planning. So, a tailor cut approach for all its academic planning is plan in a given time frame of academic calendar.

File Description	Document
Link for Additional Information	View Document

2.6 Student Performance and Learning Outcomes

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

Response:

1. Institute has adopted Program outcomes as specified by NBA for Management program. Program Outcomes have been carved out after having brainstorming session with faculty , Industry & academic experts.

2. Course outcomes developed by a team of faculty members having interest & expertise in a specific course.

3. Students are made aware of Program outcomes during orientation program. Soft copy of syllabus along with Program outcomes , Course outcomes are made available on the website & through LMS.

4. Course outcomes are discussed with faculties at regular interval during academic calendar year. For other stakeholders it is available on the Institutional website.

File Description	Document
COs for all courses (exemplars from Glossary)	View Document
Any additional information	View Document
Link for Additional Information	View Document

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

Response:

The assessment tools and processes used for measuring the attainment of each of the Program Outcomes and Program Specific Outcomes are as mentioned below:

Method of assessment of POs / PSOs are assessed with the help of course outcomes of the relevant courses through direct and indirect methods. Direct methods are provided through direct examinations or observations of student knowledge or skills against measurable course outcomes. Knowledge and skills described by the course outcomes are mapped to specific problems thru University Examination, internal

exams and home assignment. Throughout the semester faculty records performance of each student on each course outcome.

The tools used for the assessment of POs/PSOs and their frequencies are given below: End of Session University Examination At the end of each semester university conducts examinations based on the result published by university. The course outcomes are measured based on the course attainment level fixed by the program. In Direct mode assignments are given at the end of each chapters. Assignments provided to students, so students will refer books and understand the expected objective of the given problem. It is the responsibility of the concerned subject teacher to ensure that all students are able to work assignments diligently. The questions asked in assignments are mostly aligned with Course Outcome of respective subject. According to performance of students in answering each question, mapping is carried out with the respective COs for assessing attainment level of specific CO of subject are conducted.

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

2.6.3 Average pass percentage of Students

Response: 90.91

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

Response: 60

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

Response: 66

File Description	Document
Institutional data in prescribed format	View Document

2.7 Student Satisfaction Survey

2.7.1 Online student satisfaction survey regarding teaching learning process

Response:

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

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

Response: 0

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

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

File Description	Document
List of project and grant details	View Document

3.1.2 Percentage of teachers recognised as research guides at present

Response: 6.67

3.1.2.1 Number of teachers recognised as research guides

Response: 1

File Description	Document
Any additional information	View Document

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

Response: 0

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

Response: 00

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

Response: 00

File Description	Document
Any additional information	View Document

3.2 Innovation Ecosystem

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

Response:

The Institute maintains an ecosystem which enables the students to maintain a culture for innovation and research and development in areas of their interests. Students with creative ideas approach the teachers who guide them in their work and later their work is presented in competitions held in the University level.

The Govt. of Maharashtra has initiated a unique research competition named AVISHKAR which is conducted every year by the University of Pune to inculcate research culture among the Students and to encourage original and novel thinking. This platform provides an opportunity for expression of academic talent and promotes interaction among academia, R & D Institutes and Industries.

The Institute provides facility available to students to carry out their is :

Availability of Wi-Fi throughout the campus.

Internet facility of 70 Mbps is available to students and staff.

Computing facility is available and adequate licensed software is also available.

A seminar hall with a seating capacity of over 180 audience, serves as an excellent hall for seminars, guest lectures, technical paper/project presentations and screening of informative educational movies

The college library is having more than 4250 books.

File Description	Document
Link for Additional Information	View Document

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

Response: 0

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

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

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

3.3 Research Publications and Awards

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

Response: Yes

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

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

Response: No

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

Response: 0

3.3.3.1 How many Ph.Ds awarded within last five years

Response: 00

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

Response: 00

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	View Document

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

Response: 5.18

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

2017-18	2016-17	2015-16	2014-15	2013-14
4	1	00	33	21

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

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

Response: 0.61

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

2017-18	2016-17	2015-16	2014-15	2013-14
1	0	4	2	0

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

3.4 Extension Activities

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

Response:

The equity based companies are promoted and developed with society's money. Therefore it is mandatory for every corporate to share the corporate social responsibility. Management is a program of creating made managers for corporate and therefore our institution through following programs sensitized them about social issues in sense of social responsibility.

Our students have collected the used clothes and distributed to the disabled students of NAV KSHITIJ in the Nerhe village. Our students have also helped them to sell their products prepared by them.

The students have visited the old homes Sharad Asharam located in Marunji village and entertained them through various activities to the old people in that asharam. This has sensitized them about the old age problem and ignorance of parental responsibility by young generations. This is a burning outcome of digital revolution in the society.

Our institution has organized to the orphanage homes in kshirgaon. Our students celebrated the common birthday of all the orphanage children's and provided a pleasure and happiness and feeling of their own birthday.

Our students have organized a swachhta abhiyaan in Nerhe village with participation of the local people there and explain them the need of swachhta for health and happiness for every living being on this planet and also exposed them to the policy of government. They have also organized road safety camp in which they assisted the police and enlighten the two- wheelers drivers to wear helmet in their own interest of safety and life. Our students have explained the traffic rules to the peoples of heavily congested and traffic area BHUMKAR CHOWK. Our students have also organized tree plantation in and around the campus and focused on the environment protection and the message of Go GREEN.

File Description	Document
Link for Additional Information	View Document

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

Response: 5

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

2017-18	2016-17	2015-16	2014-15	2013-14
00	2	2	00	1

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

3.4.3 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the last five years

Response: 5

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during the last five years

2017-18	2016-17	2015-16	2014-15	2013-14
1	1	1	1	1

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

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

Response: 0.47

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

2017-18	2016-17	2015-16	2014-15	2013-14
1	1	0	0	0

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

3.5 Collaboration

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

Response: 408

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

2017-18	2016-17	2015-16	2014-15	2013-14
118	66	64	69	91

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

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

Response: 0

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

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

File Description	Document
Details of functional MoUs with institutions of national, international importance, other universities etc during the last five years	View Document

NAAC

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

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

Response:

The Institute has modern adequate infrastructure, classrooms, projector's in each class rooms, computer lab, wi-fi enabled with 24 hrs internet facilities, and adequate learning resources.

Our institute is affiliated to the S.P. Pune University, Pune. The Institute function academically as per UGC norms and under the regulatory authority of AICTE, Government of Maharashtra.

S. P. Pune University has statutory authority to provide affiliation to the Institute after satisfactory report of the Local Inquiry Committee of the University.

Our institute has satisfactory LIC inspection and reports relating to infrastructure, staff- mix, learning resources, computer lab and infra-structure.

However, our management is highly care and concerned about the teaching and learning with infrastructure facilities and all other required facilities supportive for the teaching and learning.

The number of classrooms are adequate in terms of number of students with sitting facilities, fans, windows to provide adequate air and sunlight. Every classroom has a white board projector and wi-fi, enabled with internet facility throughout the day.

The institute has learning resources as per the norms of the regulatory body. We have adequate number of books, journals (national& international), e- journals and reading room facility for students.

Our library uses the library software normally auto lib. Our library has the titles and volumes as prescribed by regulatory authority, national and international journal of functional areas of management.

In view of global digital revolution, the knowledge and skill of computer and its applications in management functional areas for made managers in process is a necessity for every student.

Therefore, in the institute we have computer laboratory with adequate no. of computers, computing equipment, licensed software in our computer lab.

The computer lab is headed by a trained and qualified person to direct the students for computer know now applications. So, institute takes care of training and learning with applications of computers and there software's by experienced trained and qualified person.

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

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

Response:

The institute has focused driven attention in providing sports facilities with gymnasium for the physical fitness of the students. Our institute has indoor sports facilities such as snooker, table tennis, badminton and carrom.

The institute has also outdoor games facilities such as football, ground, long tennis & basketball.

The Institute has also modern gymnasium facility for the students.

Our Institute is under the umbrella of Sai Balaji education society with

1. International Institute of Management Studies and
2. IIMHRD (W) these Management Institutions are Located in a common campus of the same education trust. So, the above indoor outdoor and gymnasium facilities are commonly shared by the institutes jointly.

The institute equally follows a holistic approach of academic, professional physical and socio-cultural development of students, therefore the institute organizes collectively once in a year the cultural programs name as Vista and Manthan. In this program various inter colleges competitions of cultural program mixed are organized and winners are given the prizes. The sports and cultural competition performed on grounds and stages exhibit the laboratory of learning of applied management i.e.- students learn by practice decision making, leadership qualities, commitment, sense of belongingness, tolerance, group dynamics and team spirit.

Gymnasiums the institute along with other 2 institutes of common education trust in the same campus have the modern gymnasium facility. These facilities are shared by students of our institute along with students of our other institutes with different time slot. Thus, to develop the BMI of (body, mind & intellectual) are taken care and concern by the institute.

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

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

LMS, etc**Response:** 77.78

4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 7

File Description**Document**

Number of classrooms and seminar halls with ICT enabled facilities

[View Document](#)

Link for additional information which is optional

[View Document](#)**4.1.4 Average percentage of budget allocation, excluding salary for infrastructure augmentation during the last five years.****Response:** 20.93

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

2017-18	2016-17	2015-16	2014-15	2013-14
1399816	1056288	560535	1023188	414963.29

File Description**Document**

Details of budget allocation, excluding salary during the last five years

[View Document](#)

Audited utilization statements

[View Document](#)**4.2 Library as a Learning Resource****4.2.1 Library is automated using Integrated Library Management System (ILMS)****Response:**

The Library intends to facilitate creation of new knowledge through acquisition, organization and dissemination of knowledge resources and providing for value added services. Library is well equipped with contemporary amenities including Wi-Fi Technology.

Divided into parts like, Stack section, Reference section. Reading hall with a seating capacity of 80 people

is available. We offer open access to the stack room so that readers can chose the book of their area of interest.

A proper process of enrolling to the library facility exists. On producing the admission receipt the admitted Students need to fill up the Library enrolling form. Once the form is processed which takes approximately 2 days, students are given a membership card.

File Description	Document
Link for Additional Information	View Document

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

Response:

The library has a collection of other knowledge resources apart from books recommended by the university. The best project reports are also kept for reference. DELNET e-resource and NDL is made available for reference.

Competition success review yearbook – CSR are also available in the library. These books include current affairs, India – World events, science world, environment, health and medicine, information technology, education and career, sports and geographical information. ‘India reference annual’ gives a comprehensive view of country’s progress in the field of rural and urban development, industry and infrastructure, science and technology, art and culture, economy, health, defense, education and mass communication.

File Description	Document
Link for Additional Information	View Document

4.2.3 Does the institution have the following:

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

A. Any 4 of the above

B. Any 3 of the above

C. Any 2 of the above

D. Any 1 of the above

Response: E. None of the above

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

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

Response: 107333.4

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

2017-18	2016-17	2015-16	2014-15	2013-14
303380	192520	18188	22579	0

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

4.2.5 Availability of remote access to e-resources of the library

Response: No

File Description	Document
Any additional information	View Document

4.2.6 Percentage per day usage of library by teachers and students

Response: 11.28

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

Response: 15

File Description	Document
Any additional information	View Document

4.3 IT Infrastructure

4.3.1 Institution frequently updates its IT facilities including Wi-Fi

Response:

Computer Lab with latest software and Internet facility are available to the students. Practical sessions are allocated within the timetable to ensure optimum utilization of the Computer lab.

The Institute has formed an IT Committee that review and analyze the condition of the computers in the Institute to facilitate and decide the type of up gradation required. Hardware and software up gradations are in line with the demand of latest syllabus as well as student feedback. The Institute purchases new versions of computers as and when required. In the annual budget adequate provisions are made for the same

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

4.3.2 Student - Computer ratio

Response: 1.31

4.3.3 Available bandwidth of internet connection in the Institution (Lease line)

>=50 MBPS

35-50 MBPS

20-35 MBPS

5-20 MBPS

Response: >=50 MBPS

File Description	Document
Any additional information	View Document

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

Response: No

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

4.4 Maintenance of Campus Infrastructure

4.4.1 Average Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, as a percentage during the last five years

Response: 20.35

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

2017-18	2016-17	2015-16	2014-15	2013-14
1000000	970427	1000000	698400	618748

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

4.4.2 There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

Response:

Maintenance of the campus: The employees for housing keeping and cleanliness are appointed by SAIBALAJI INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES. All type of minor repairs and maintenance is carried out by the Institute.

The Institute has a policy of maintaining and upgrading the existing equipment's to meet the requirements of the University and the regulatory body AICTE.

Physical: Yes SAIBALAJI INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES is having certain systems and procedures for maintaining physical facilities SaiBalaji International Institute of Management Sciences is having separately appointed staff like electrician and other skilled employees for the same. Any kind of repairing work when arises it is being completed by above mentioned staff. If the volume of the work is big then physical facilities enhancement work is given to outside agencies who are experts in the same support facilities to do it.

Academic support services: Yes SaiBalaji International Institute Of Management Sciences is having full time teaching staff as per cadre ratio of the university and AICTE along with that Non-Teaching staff like academics Coordinator who is in charge of academics functions like Time Table preparation, Class monitoring, Classroom Monitoring, System and procedures required to smooth functions of academic classes. Along with this computer laboratory assistant is being appointed by SaiBalaji International Institute of Management Sciences to look after computer lab, repairs and maintains of the lab, Wi-Fi, printers of computer lab, office and faculty members PCs. Sports Complex is being cleaned and maintained by staff appointed by SaiBalaji International Institute of Management Sciences. Classroom, Library, and offices of SaiBalaji International Institute of Management Sciences are cleaned by housekeeping staff appointed by SaiBalaji International Institute of Management Sciences .

File Description	Document
Link for Additional Information	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

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

Response: 6.09

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

2017-18	2016-17	2015-16	2014-15	2013-14
14	5	0	0	10

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

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

Response: 0

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

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

5.1.3 Number of capability enhancement and development schemes –

1. For competitive examinations
2. Career counselling
3. Soft skill development
4. Remedial coaching

- 5. Language lab
- 6. Bridge courses
- 7. Yoga and meditation
- 8. Personal Counselling

A. 7 or more of the above

B. Any 6 of the above

C. Any 5 of the above

D. Any 4 of the above

Response: D. Any 4 of the above

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

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

Response: 93.53

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

2017-18	2016-17	2015-16	2014-15	2013-14
113	64	61	61	83

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

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

Response: 0

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

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

File Description	Document
Details of the students benefitted by VET	View Document

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

Response: No

File Description	Document
Details of student grievances including sexual harassment and ragging cases	View Document

5.2 Student Progression

5.2.1 Average percentage of placement of outgoing students during the last five years

Response: 68.46

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

2017-18	2016-17	2015-16	2014-15	2013-14
31	38	48	52	60

File Description	Document
Details of student placement during the last five years	View Document

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

Response: 0

5.2.2.1 Number of outgoing students progressing to higher education

File Description	Document
Details of student progression to higher education	View Document

5.2.3 Average percentage of students qualifying in State/ National/ International level examinations during the last five years (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)**Response:** 0

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

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

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

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

File Description**Document**

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

[View Document](#)**5.3 Student Participation and Activities****5.3.1 Number of awards/medals for outstanding performance in sports/cultural activities at national / international level (award for a team event should be counted as one) during the last five years.****Response:** 0

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

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

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at national/international level during the last five years	View Document

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

Response:

The institute has conducted the elections of the students for student council and after the declaration of the results .The student's council is constituted as a representative body as well as a participative body of the students in the various activities of the institution.The members of the students council actively participate in the organizing the cultural activities, placement, sports competitions, and conference of the industry.

- General Secretary
- Joint Secretary
- Cultural Secretary
- Joint cultural secretary
- Magazine secretary
- Joint magazine secretary
- Sports secretary
- Joint sports secretary
- Hostel Representative

Joint hostel Representative

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

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

Response: 1

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

2017-18	2016-17	2015-16	2014-15	2013-14
1	1	1	1	1

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

5.4 Alumni Engagement

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

Response:

The Institute has alumni association. The institute organizes the Alumni meet once in a year. The Alumni Association is registered and contribute to the institute in the following ways:

The members of Alumni association employed in the different organization contribute in helping then in the placement of the students of the institution.

The members of Alumni Association through there association helps in providing SIP (summer internship project) to the students of institution for their mandatory work experience of 60 days in the companies .The Institute invites the member of alumni association for guest lecturers to share their work experience with the students.

The members of Alumni association equally participate in providing the professional input inframing the curriculum and making it useful to the students for there placement. Thus the members of alumni associations exhibit themselves as role model to the students of one institute.

File Description	Document
Link for Additional Information	View Document

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

? 5 Lakhs

4 Lakhs - 5 Lakhs

3 Lakhs - 4 Lakhs

1 Lakh - 3 Lakhs

Response: <1 Lakh

File Description	Document
Alumni association audited statements	View Document

5.4.3 Number of Alumni Association / Chapters meetings held during the last five years

Response: 5

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

2017-18	2016-17	2015-16	2014-15	2013-14
1	1	1	1	1

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

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

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

Response:

Vision

“To mould students into physically fit, robust and professionally competent individual, who are capable of among ring their rightful place as leader in the industry and in the society of tomorrow”

Mission

To impart holistic and industry oriented management training to student thereby ensuring their evolution into industry professional at the end of their management program me.

The role behavior of director as an effective leader is focus on his Vision and Mission and he is consciously performing his role of translating Vision and Mission in practice.

The director for effective transmission of vision and mission has a perspective plan namely curriculum, faculty, Industry Institute interface, Skill set training, Infrastructure, Guest Lectures, Conferences seminars, and workshops of faculty development program. These are the core areas of strategic plans of the institute structured by the director.

The director for every issue calls the meeting of faculty members and deliberates democratically on issues of relevance; finally with common consensus he takes the decision. The director as a perspective academic plan, perspective placement plan, perspective grooming plan and perspective sports and cultural plans.

Along with academic growth director organizes sports and cultural competitions. In these competitions students learn the management principles and functions such as group dynamics, Discipline, Decision making, tolerance, commitment, sense of belongingness and team spirit.

An effective leadership of a director is reflected in the academic and professional growth through placement. The placement is an index of effective leadership of director of the institute.

File Description	Document
Link for Additional Information	View Document

6.1.2 The institution practices decentralization and participative management

Response:

The institution headed by director practice decentralization at different administrative level functions and in creating academic hierarchy through delegation of authority and responsibility. The director of the institute has decentralized the administrative work viz

1. BCUD liaison, Examination Department, Eligibility, Planning and Development Department.
2. Directorate of Technical Education, Government of Maharashtra
3. Scholarship of social welfare department, Government of Maharashtra
4. AICTE Liaisons.

The Director of the institute has decentralized the above administrative work by assigning to an individual of institution by delegating the each functional administrative duty. The director directs each person performing the administrative functions, monitors and through such decentralization the total administrative work is executed by decentralization.

The Director of the institute also practices the delegation of academic work by creating the position of Dean, Heads of the Department, subject coordinator, examination head, and cultural activities head. The director of the institute practice decentralization by delegating the different functional areas of academics. He remains at the nucleus center of directing, monitoring the performance of different functional head for aggregate performance.

The Director of the institution also practices the participative management in every academic and administrative issue of relevance. The Director always calls the meeting of faculty for every issue and he follows the practice of fair and free deliberations on that issue. After democratic participation of members with common consensus the decisions are taken for an issue.

File Description	Document
Link for Additional Information	View Document

6.2 Strategy Development and Deployment

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

Response:

We illustrate an example of strategic plan of implementation of grooming the student as follows.

SAI BALAJI EDUCATION SOCIETY, under its umbrella has 3 Management Institutions located in one campus at Hinjawadi Pune, Maharashtra.

These three management institution namely

- 1. INTERNATIONAL INSTITUTE OF MANAGEMENT STUDIES**
- 2. SAI BALAJI INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES**
- 3. INTERNATIONAL INSTITUTE OF MANAGEMENT & HUMAN RESOURCE DEVELOPMENT**

Have a common guidance counseling and placement cell. the common guidance and counseling is well organized by senior faculties who have functional specialization in the Subject with corporate experience.

This cell has a focus endeavor with well organized planning for counseling, grooming the students with academic and corporate inputs.

The end objective of this cell is to groom the student with holistic efforts to become competitive and acceptable to the corporate in the interview.

This counseling cell has strategically functioning in 3 core areas of grooming.

In the first stage the senior faculties induct the student with general grooming. This attempt helps the student to be comfortable and effective in interaction in the beginning of the interview to give a positive impression to the committee of the interviewers.

In the second stage the same student is put before the subject experts to create a grass of root conceptual understanding and the probable potential areas of this subject to equip for answer. The care is also taken to enlighten him the areas of application of his subject in the corporate.

A counseling cell is equally focused in its holistic approach. To acquaint him and create the awareness of the company. This phase of grooming helps the student to impress the recruiters by his advance awareness and attitude and interest of the candidate for the job.

As a part of holistic approach of grooming we are highly care and concern of the student of for his performance of the student in interview. Therefore the efforts are made during the process to conduct the group discussion (G.D) and personal interview (P. I). It is a sort of mock training to equip a student to perform better in the interview.

In nutshell our counseling and grooming come practices the same modes of corporate pre-selection process.

We feel happy and proved that this structured process of organization and planning of the counseling cell, we have achieved 100% placement of students.

File Description	Document
Strategic Plan and deployment documents on the website	View Document

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

Response:

Our Institute namely SBIIMS is affiliated to the Savitribai Phule Pune University, Pune and regulated by AICTE, Delhi. So we follow the statutory norms and guidance of AICTE, and Pune University in academic as well as administrative functional areas.

Savitribai Phule Pune University through its local Inquiry Committee (LIC) conducts the inspection of academic and administrative procedures of the institution and submits the report to the university authorities. On the basis of positive LIC report university grants the affiliation. So, it is mandatory for the institution to observe and follow the regulatory authority, AICTE and affiliation authority, Pune University.

Services Rules, Procedures, Recruitment & Promotional Policy

The institute strictly follows the rules and procedures given directed, and monitored by regulatory authority university and AICTE Delhi (All India Council for Technical Education)

Therefore, it is mandatory to follow service rules, procedures of the regulatory body and affiliating authority, University.

The institute strictly follows the statutory norms and procedures in recruitment and promotion of academic and administrative staff. The recruitment and promotional policies are designed by regulatory authority and affiliating authority i.e. University. It is mandatory for the institution to follow the recruitment and promotion policy of these bodies. For recruitment institution gives advertisement for faculty positions in the newspaper which has national coverage. After expiry of period notified in the advertisement, institution receives the application and invites eligible candidate for the interview. The institute informs the University and the Vice Chancellor constitutes the selection committee for interview. The duly constituted selection committee by vice chancellor takes the interview and selects the candidates on the basis of merit and performance. So, institution has no independent role in the selection process of candidate.

The vice chancellor nominates the experts from reserved category in selection committee. The institute follows the statutory norms and direction of promotional policy directed by regulatory authority and affiliating authority, Pune University.

The institute follows the grievance redressal mechanism as per the Savitribai Phule Pune University.

The Institution follows the direction and recommended mechanism for student grievance, sexual harassment and ragging cases by the university. According to the direction and university institute has constituted the committee for sexual harassment and anti-ragging committee.

The Institute has placed the names of committee members and their contact numbers and emails ID's. If there is any grievance of sexual harassment then the victim has to give a complaint in writing to the director. Being competent authority of the institute, the director will constitute a committee chaired by the chairman of women empowerment committee. This committee will fairly investigate into the matter and submit the report to the director of the institute. Accordingly, the director will take the decision in the matter and the verdict of the director will binding to the both parties

Thus, the redressal Mechanism is duly conducted as per the university laid down directions , process and it is transparent and fair in its working .

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

6.2.3 Implementation of e-governance in areas of operation

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

A. All 5 of the above

B. Any 4 of the above

C. Any 3 of the above

D. Any 2 of the above

Response: E. Any 1 of the above

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

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

Response:

We organize National conferences for the benefit of the students & faculty.

The decision on National conference was collectively taken by the committee members.

The purpose is clearly to create an opportunity for knowledge sharing from a wide geographical spectrum. Thereby enriching knowledge and improving perspectives.

Detail of Conclave:

National Conclave on Marketing Management

Venue - Paras Hall, SBIIMS Campus.

Date - 17th March 2018

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

6.3 Faculty Empowerment Strategies

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

Response:

The Management of the institution is highly care and concern for the welfare of teaching and non-teaching staff. The management has taken the group insurance (Health care welfare measure) for teaching and non-teaching staff.

Along with the group insurance, the management provides free transport facility, maternity leave for women, flexibility in working hours, provident fund, paid leave such as PL, CL, & SL (Paid leave, Causal leave and Sick leave). The teaching and non-teaching staff are also provided uniform as welfare measures. The Management also organizes a picnic for teaching and non-teaching staff once in a year.

The Management believes in principle and practice the concept of social organization in terms of institutional organization. In order to maintain respect, affection and organizational bond with sense of

belongings.

The management organizes the get together and celebrates every festival of religion and social in nature. Thus, the treatment of the management in its policies and behaviors creates the strong bond of fabrics of human relation based on trust, respect and mutual understanding of each other.

File Description	Document
Link for Additional Information	View Document

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

Response: 0

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

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

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

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

Response: 0

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

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

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

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

Response: 87.1

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

2017-18	2016-17	2015-16	2014-15	2013-14
14	11	8	7	10

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

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

Response:

The institution has a structured designed appraisal system for staff. It has designed an appraisal form with checklist of performance appraisal of staff.

Every staff has to fill up form of performance appraisal. The institute has constituted a performance appraisal committee. The performance appraisal committee of the institute comprises of Founder President, Director , Member of Governing Council and Senior Faculty . The staff with his performance appraisal form appears before the performance appraisal committee.

This task force performance appraisal committee fairly conducts the performance appraisal of every staff on the basis of performance appraisal of the staff conducted by performance appraisal committee. The decisions such as confirmation, promotion and increment for staff are decided. Thus, institute has permanent structured process of performance appraisal of every staff .

File Description	Document
Any additional information	View Document

6.4 Financial Management and Resource Mobilization

6.4.1 Institution conducts internal and external financial audits regularly

Response:

The institute has independent accounts section headed by experience accountant. The internal audit is conducted by internal auditor cum accountant and the external audit is conducted by external certified firm of chartered accountant (CA) .

The external firm of chartered accountant conducts regularly the financial audit of the institute and along with audited balance sheet of the institute; the firm submits its audit report. The firm submits the audit report with respect to audited balance sheet of the year.

File Description	Document
Link for Additional Information	View Document

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

Response: 0

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

2017-18	2016-17	2015-16	2014-15	2013-14
00	00	00	00	00

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

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

Response:

Since the Institute is permanently Un-aided Private Institute, there is only one and one income source for the Institute, i.e. fees collected from students. The amount of fee is regulated by Fee Regulating Authority, formerly known as Shikshan Shulka Samiti. The fee amount is based on total admissible expenditure divided by number of students. The Fee Regulating Authority has formed certain norms and regulations beyond which the Institute cannot charge any more amounts. The Institute collects appropriate fees from students of categories indicated in GR. These fees are getting reimbursed by Department of Social Welfare, Director of Technical Education and Tribal Board. The major part of fees collected is utilized towards salary of Teaching Staff and part percentage is utilized for salaries of Non-teaching Staff. All other expenses are incurred from collection of fees.

File Description	Document
Any additional information	View Document

6.5 Internal Quality Assurance System

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

Response:

The institute is highly focused on internal quality assurance of students in terms of academic quality, professional quality, ethics and interpersonal qualities. The institution has holistic approach in improving the quality performance of students. The institution has primary and fundamental duty in its quality strategy is to create the academic quality performance of students. The quality performance is the nucleus of imparting quality improvement of students. The critical key input of academic quality is quality of curriculum and quality of faculty. The institution follows the curriculum designed by the university and through classical conditioning; the competent and experienced faculty transforms the curriculum to students. The students are future made managers in the process and therefore our strategy is to provide them corporate input & training. This will make them effective in quality performance in the corporate. In order to orient and train for corporate culture and work we practice on the job training through SIP. Every student undergoes 60 days training under corporate mentor and after that he prepares his project under the guidance of professor. The institute organizes guest lectures, conclaves and workshops. These exercises help students to share the corporate experience of corporate professional. It is applied learning which strong input of corporate quality performance.

Example 2

The students admitted in 1st year M B A every year, 60% in total are from non-commerce background students, these students have no knowledge of the subjects of accounts. But they have to study subject of financial management. Therefore institution organizes extra classes for teaching them fundamentals of accountancy. This strategy of institution helps the students to understand the subject of financial management. Moreover, the financial management has strong linkages with all other subject. Every management student, ultimately join the corporate or starts his business and every business cost and revenues alone decided the viability of business. Ultimately every business done for minimizing cost and maximizing profits and therefore, financial management is the nucleus of management programme.

The quality programme of the institute is measured by its final quality of the products. The transformation of the students' academically, professionally, ethically, and composite performance is measured through the placement. The placement is index of quality of students which are accepted by the end users of the programme. It is a happy truth to state that our institute has 100% placement which means we have processes, system and commitment of quality performances of our product.

Example of grooming to be attached here

6.5.2 The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms

Response:

The institution is highly focused on maintaining consistency in quality, performance, in teaching learning and outcomes in fixed time frame. The teaching and learning are quantitatively reviewed by the tutorial and results of semester examinations. The benchmark academic performance is quantitatively expressed in 70%, 60%, 50% and 40%. The institute constantly reviews the academic performance through the continuous evaluation. The faculties are highly sensitized for academic quality performance of students. The institute conducts the students' presentation to review his academic presentations skill and subject knowledge. Institute take video presentation of each students and his strong and weak point are shown to him for quality improvement. The institute take the feedback of every students to evaluate and monitor the quality of teaching and learning. The feedback is holistic method to monitor the quality of teaching and learning.

The institute organizes the out bound training program for teacher and students. The institute invites the external corporate trainer in this outbound training programme. The corporate trainer conduct the training for faculty and students, and end objective of this method and operation is to improve the quality of teaching and learning. The institute practices case study method as a benchmark method, practice by benchmark management Institution in India. The case study method in management teaching and learning develop the grass root understanding of business problems and analytical skills and decision making. This method of teaching and learning is implied in theoretical understanding with functionally as well as operationally competent in business and corporate. This method is one of the key method globally accepted in teaching and learning of management.

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

Response: 0

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

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

File Description	Document
Number of quality initiatives by IQAC per year for promoting quality culture	View Document

6.5.4 Quality assurance initiatives of the institution include:

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

A. Any 4 of the above

B. Any 3 of the above

C. Any 2 of the above

D. Any 1 of the above

Response: D. Any 1 of the above

File Description	Document
Details of Quality assurance initiatives of the institution	View Document
Any additional information	View Document
Annual reports of institution	View Document

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

Response:

IQAC in SaiBlaji International Institute of Management Sciences was formed in August 2017. Since then efforts have been more systematic and well- coordinated across areas for a common purpose. The areas within IQAC which have progressively improved are as follows:

1. Academic Process (Teaching & Learning) : The criteria for concurrent evaluation is decided before the commencement of the semester duly mapped to the course objectives(Cos). This has helped to ensure that all different facets of development receive their due attention.

2. Administrative Process : Verification and authentication are the underpinning principles for a robust administration process. Antecedent checks and cross references are extensively used to provide this authenticity. The processes involved are, among others ,:

Providing Bonafide certificates,. Providing Transfer Certificates , Preparing Examination forms , Streamlining admission processes.

Infrastructure: Licenced software from Microsoft on windows 10 was installed.

3. The Institute has started using PlagScan Software to prevent plagiarism from Namek Technologies Pune.

Industry : We have also collaborated with industry. We see great merit in it as it will help us get access to evolved individual to share experiences with students , help in internships and placements and a variety of other initiatives that can help bridge the academic-industry gap.

There are other initiative in the pipeline pertaining to some of the above mentioned areas. They include installation of a roof-top solar system.

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

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

Response: 0

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

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

File Description

List of gender equity promotion programs organized by the institution

Document

[View Document](#)

7.1.2

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

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

Response:

Safety & security

The institution is highly sensitive in providing the facilities of safety and security to the boys and girls in campus as well as in the hostel. In the institution there are security guards deployed at various distance points to ensure the safety and security throughout the day in the campus. The institution has organized self defense training through trained instructor to the girls in the institute on 9th & 23rd July 2017 which was conducted by Defense sports academy, Nigdi by instructors Mr. Arvind More & Shital More. For self defense and security the institution has separate gym in the campus for boys and girls with trainer. The institution has separate hostel facilities with separate wardens as well as security. The safety and security of the institution is well organized and well coordinated by ex retired NSG commando of Indian Army.

Counseling:

The institution has a formal organized structure of counseling and grooming to the students with gender parity approach. This formal structure functions without any gender discrimination in the following stages. In the first stage the senior faculty provides conceptual clarity in the subjects and provides profile of the

corporate. In the second stage counseling and grooming is done for personal interview and group discussion. In the third stage, the mock interview is conducted and gaps are identified. Accordingly counseling and training are designed and skill sets training is provided. Thus without any gender discrimination, counseling and full proof training are provided to the students with gender equality.

Common Room :

The institution provides common room facility to the girl students.

7.1.3 Alternate Energy initiatives such as:

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

Response: 0

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

7.1.3.2 Total annual power requirement (in KWH)

File Description

Document

Details of power requirement of the Institution met by renewable energy sources

[View Document](#)

7.1.4 Percentage of annual lighting power requirements met through LED bulbs

Response: 0

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

7.1.4.2 Annual lighting power requirement (in KWH)

File Description

Document

Details of lighting power requirements met through LED bulbs

[View Document](#)

7.1.5 Waste Management steps including:

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

Response:

The institution is highly conscious in maintaining cleanliness in campus. In order to sensitize the students and the staffs on every Mahatma Gandhi Jayanti students and staff voluntarily clean the campus. The

institution has a well organized and sufficient manpower in its housekeeping department. A taskforce persons responsible for cleaning the campus and regularly collect the waste and put the collected waste in the common dustbin provided by panchayat. The dustbins are also placed in the building of institution as well as at the distant places in the campus. The director and the senior faculty members everyday regularly take the round and ensure the waste-less building and campus

7.1.6 Rain water harvesting structures and utilization in the campus

Response:

The institution is surrounded by hills, trees, plants and grass. There is no area in and around the institution of cement and concrete. Therefore rain water is automatically dips into the soil and it has natural storing in the land.

1. Promote water efficiency practices to all the SBIIMS.
2. Monitor and minimize the water consumption in campus.
3. Plants indigenous flora to reduce water usage.
4. Promotes planting indigenous trees in and around the SBIIMS and neighbor campuses to reduce water usage.

Campus also maintains efforts of students, faculty and staff to implement sustainable water consumption. The students' knowledge regarding the scope and operations of rainwater harvesting and conservation techniques.

- Awareness talks.
- Water harvesting Mechanisms & Models exhibition.

7.1.7 Green Practices

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

Response:

Public Transport: The institution is located in the IT Park in a village Marunji. So the institution has a high frequency of public transport system to the students and the staff. In addition to this institution has its own Mini bus as well as the cars. Hence institution has a sufficient network of transport system of its own

for pick up and drop to the staff and students. Moreover institution has its own hostel facility for students near its campus.

Pedestrian friendly roads: The campus of the institution has well connectivity of pedestrian friendly roads for the students, staff and the parents. Due to globally known IT Park, these pedestrian roads are well planned and in good condition throughout the village till to the institution. These public roads are properly maintained by Panchayat as well as IT companies.

Green landscaping with trees and plants: The institution is surrounded by lush green trees, mountains as well as it has its own well maintained green landscaping with trees and plants.

Plastic free campus: The institution is highly care and concern in keeping the campus plastic free. The students are provided backpack free of charge by the institution. The staff and the students exercise the care in not carrying the plastic bag in the campus as well as if any plastic used bag is seen anywhere then the staff as well as students pick up that bag and put into dustbin. So a message and mission of plastic free campus is well knitted in the minds and actions of the students and the staff.

Paperless office: The institution has Wi-Fi campus and internet facility so the institution practices for academic as well as non-academic work through online measures. Thus the thrust of the institution is to practice paperless.

File Description	Document
Link for Additional Information	View Document

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

Response: 0

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

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

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

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

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

A. 7 and more of the above

B. At least 6 of the above

C. At least 4 of the above

D. At least 2 of the above

Response: E. None of the above

File Description	Document
Resources available in the institution for Divyangjan	View Document

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

Response: 0

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

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

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

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

Response: 0

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

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

File Description	Document
Any additional information	View Document

7.1.12**Code of conduct handbook exists for students, teachers, governing body, administration including Vice Chancellor / Director / Principal /Officials and support staff****Response: Yes**

File Description	Document
Any additional information	View Document
URL to Handbook on code of conduct for students and teachers , manuals and brochures on human values and professional ethics	View Document

7.1.13 Display of core values in the institution and on its website**Response: Yes**

File Description	Document
Any additional information	View Document
Provide URL of website that displays core values	View Document

7.1.14 The institution plans and organizes appropriate activities to increase consciousness about national identities and symbols; Fundamental Duties and Rights of Indian citizens and other constitutional obligations**Response: Yes**

File Description	Document
Details of activities organized to increase consciousness about national identities and symbols	View Document
Any additional information	View Document

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

Response: Yes

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

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

Response: Yes

File Description	Document
Any additional information	View Document

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

Response: 35

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

2017-18	2016-17	2015-16	2014-15	2013-14
7	7	7	7	7

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

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

Response:

The institute is highly conscious, committed and enriching the bond of national identities, loyalty and respect to the national symbols and sensitizing the students to the fundamental duties and rights with constitutional obligations by organizing the national festivals among students. The following are the national festivals celebrated every year by institution to develop national identity, awareness of constitutional fundamentals rights and duties of citizen with patriotic citizens and commitment to the fabrics of social justice in the country.

- 1. Independence Day celebration:** the institution celebrates 15 august Independence days. The honorable founder president Prof. Manish R. Mundada, performs the flag hosting ceremony and addresses the students by providing the development profile of nation, constitutional obligations and Indian national as the one religion, one caste, one creed and one country.
- 2. Mahatma Gandhi Jayanti:** The institution celebrates Mahatma Gandhi Jayanti, to remember, respect and follow the path of national service and sacrifice shown by the great leader who has liberated the nation without blood-shed through non- violence. He is a role model to all Indian citizens of nationality, patriotism, sense of belongingness, tolerance, sacrifice, neutrality of religion, caste, color, language, location as society of humanity and equality.
- 3. National Youth Day:** The institution organizes and celebrates an auspicious day of swami vivekannad's birthday on 12th January. India has demographic dividend. Swami Vivekanand a great religious leader and social reformist address the youth to work hard with mantra of work is worship, nothing is impossible and work till goal is achieved. The speech delivered by Swami Ji in the world religious conference for global humanity for peace and role of youth in particular has been communicated to the students because youths are future leaders and responsible citizens of the nation. The fate of nation in terms of peace, progress, equality and nation's pride and patriotism and the society of humanity depend on youth.
- 4. Ambedkar Jayanti:** The institution every year celebrates Ambedkar Jaynti on 14th April in the memory of Dr. Babasaheb Ambedkar, popularly known as father of Indian constitution. Baba saheb ambedkar is the architect of Indian constitution, which has led down the strong foundation of Indian parliamentary democracy. The Indian constitution written by BabaSaheb Ambedkar has covered almost all aspects of humanity, administration, and politics and focused on fundamental rights and duties of citizen. The nation is indebted till the Indian democracy survives.
- 5. Human Rights Day:** The institution also celebrates the human rights day. In this celebration the message is given to the students, that protection of human rights is highest responsibility of civil society under the umbrella of constitution as well as fundamental rights and duties. The students are made aware about the human rights to protect the human society from any unlawful and unconstitutional act of violence from any wrong Dover.

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

Response:

Finance: The institution maintains a complete transparency in its financial matters. The institution has an accounts division. In the office the financial sector is look after by an accountant. She maintains and audits the financial statements. These financial statements and all financial matters are audited and checked by certified external chartered accountants of the chartered accountant firm. This external certified chartered accountant finally audits all the financial statement and give audited balance sheet with audit report to the institution. The fees of students are determined by sikhshan shulk samiti and the students pay their fees in the bank. The salary of academic and administrative staff is directly credited in their bank accounts in every month by the institution. Every year the budget is prepared and approved by the governing council and apex authority of the institution

Academic: The institution maintains complete transparency in curriculum, admissions, examinations, teaching and results. The admission of the students are exclusively done by the DTE, govt. of Maharashtra. DTE conducts the common entrance test, announces the result, cape round for document verification and allotment of seats as per the score of CET to the institutes affiliated to S.P. Pune University. So there is a complete transparency in admission of students maintained by the institutions. Finally the admission are monitored by pravesh niyantran samiti

The fees of students are charged by the institution as per the fees determined by the shikhsan shulk samiti, govt of Maharashtra.

The curriculum is designed by taking into account the corporate requirement and market dynamics by experts through board of studies and faculty board of the university. The institution has to except and complete that curriculum in a given time frame.

For maintaining the transparency in all functional areas of academics and administrative areas, the university appoints Local Inquiry Committee (LIC). The appointment of the LIC committee is done by the vice chancellor of the university. The local inquiry committee conducts the academic audit of the institution and ensures the transparency in all matters of the institution. The submission of positive reports of LIC, university renews the affiliation of the institution.

Administrative: Institution maintains transparency in appointment of the administrative staff, promotions and increments. The appointment of administrative staff and promotions are regulated by regulatory authorities. The appointment of the director as a head of academics and administration is done as per the norm and procedure prescribed by the university, AICTE, DTE and regulatory bodies

Auxiliary: The institution maintains transparency in all its auxiliary functions. The institution organizes guest lectures, conclaves, workshops, faculty development program (FDP), seminars and industrial visits as per the schedule and participation of faculty and students with advanced notification.

Institution has an alumni association which helps the institution in placements, guest lectures , industry-institute interface and sharing their experiences with students. The institution has a corporate relationship cell which develops the liaison to the corporate and functions for exploring the placement opportunities and equally assist the institution for placement.

File Description	Document
Any additional information	View Document

7.2 Best Practices

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

Response:

Best Practices -1

1. Title: Value added and Best Certificate Courses
2. Objectives of the practice: To provide sound academic and professional inputs to the students.
3. The Context: The institution has number of academic and professional practices..
4. The Practice: Along with sound academic with professional input institution provides the value added technical skill based certificate courses. In order to create employability of student's institution free of charge provides certificate courses namely SAP, TALLY, DIGITAL MARKETTING, BUSINESS ANALYTICS & SIX SIGMA to the students. .
5. Evidence of Success: Are seen in final placements of the students
6. Problems Encountered and Resources Required: No

Best Practices -2

1. Title: Holistic Grooming and training of students:
2. Objectives of the practices: To groom and train the students
3. The Context: Institution organizes grooming and training sessions in the first stage a resource person Mr. Minocher Patel conducts the grooming of students holistically of transforming students from ordinary to extra ordinary. In second stage institution through professors trains to understand the conceptual clarity of the subject. In the third stage training for personal interview and group discussion and then mock interviews are conducted and lastly gaps are identified and appropriate training is given to remove their gaps.

4. The Practice: The institution organizes role play technique in which student give presentation and his videography is done. The faculty analyzes the strong and weak areas of students and show to the students for improvement. One of the strong index resulted due to best practices as per the assessment of the NAAC is placement. The composite academic and professional practices result into the placement. So the institute has 100% placement consistently in every academic year and therefore the institute stand with credit with the parameter of placement as the guiding and strong parameter of NAAC

5. Evidence of Success: 100 % Placement of students

6. Problems Encountered and Resources Required: No

File Description	Document
Link for Additional Information	View Document

7.3 Institutional Distinctiveness

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

Response:

As per vision and the priority of all management institution have the priority of placement and the thrust area of management institution. The placement is one of the core areas of performance of management institution. Infact placement is in performance index of management institution. The placement is the principal program outcome of academic, sound growth with professional input and multi industry institute practices. In the priority and one of the key areas of NAAC evaluation is placement. In this key performance analysis the institution has attained the bench mark of 100% placement appreciated, recognize and rewarded by Devang Mehta Award.

5. CONCLUSION

Additional Information :

International Institute of Management Studies is a B School with a difference. A Management g Institution that believes in working 24x7x365 to procreate dynamic managers. We at IIMS firmly believe in making a student fathom the granularities of the corporate world.

It is located at stone's throw distance from the Rajiv Gandhi InfoTech Park, Pune. The institute provides a perfect ambience for management education amidst industrial needs of creativity and innovations. We are blessed with timely guidance from a wide spectrum of industry associations. IIMS is a part of SaiBalaji Education Society. SaiBalaji Education Society is a trust formed by the people coming from industry and academics with a vision and commitment to deliver the best possible global management education. IIMS is approved by AICTE Delhi, Ministry of HRD, Government of India started in the year 2008.

International Institute of Management & Human Resource Development is a B-School with a difference. A Management training Institution that believes in working 24x7x365 to procreate dynamic student managers. At International Institute of Management & Human Resource Development (W) firmly believe in making a students Dynamic Future Manager.

Our Institute provides a perfect ambience for Management education amidst industrial needs of creativity and innovations. We are blessed with timely guidance from a wide spectrum of industry associations.

To impart holistic and industry oriented management training to students thereby ensuring their evolution into industry. At IIMHRD student-managers would be given foundation course exposing them to the theories, principles and techniques of Management.

IIMHRD is affiliated to SavitriBaiPhule Pune University (Formerly known as Pune University, Pune.) and Directorate of Technical Education (DTE) , Government of Maharashtra, AICTE

It is only their kinds especially impart Management education for women.

The MBA graduates of SBIIMS will look at ethical way of doing business. Display individual and corporate social responsibility, and would be conscious of sustainable business practices. All theiractions will be entrepreneurial and innovative in nature so as to create new paradigms of social economics development.

Concluding Remarks :

SBIIMS is leading growing institute in management since 2011 under the aegis of SavitribaiPhule Pune University, Pune. The out me of students passing from this institute are leading National,Multinationals,Mega Nationals Industries across the Globe. SBIIMS offer various certificate programs designed exclusively to fulfill the need of corporates and manufacturing industries across the globe..Student's centric approach is unique of

SBIIMS which made institutes as a must sought B School under the aegis of Pune University, Pune Maharashtra.

In the process we as an institution have become conscious and aware of the systems and processes which lead to the desired objectives of high quality standards and value to stake holders. While the staff's sense of belonging for the institute has been our hallmark leading to an impressive track record on retention of talent, the eye for details and the appreciation for standard procedures are now more visible than ever before. Thus we express our gratitude to the NAAC authorities for creating such a holistic framework. We wholeheartedly participate in your endeavor to secularly upgrade the quality of education in India.

NAAC