



# **SELF STUDY REPORT**

**FOR**

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

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

**PCETS S. B. PATIL INSTITUTE OF MANAGEMENT, SECTOR NO. 26, NEAR  
AKURDI RAILWAY STATION, PRADHIKARAN, NIGDI, PUNE**

**411044**

**[www.sbpatilmba.com](http://www.sbpatilmba.com)**

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**Submitted To**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**BANGALORE**

**March 2024**

# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

S. B. Patil Institute of Management (SBPIM) is **the Premier MBA Institute in Pune**, established in 2009, nurtured and managed by Pimpri Chinchwad Education Trust. The Institute offers two year MBA program with an intake of 240 seats. The Institute is NBA and NAAC accredited, permanently affiliated to Savitribai Phule Pune University, AICTE approved and recognized by Government of Maharashtra. The Institute is recognized under section 2(f) and 12(b) of UGC act 1956. The PCET trust is led by a distinguished group of educationists, industrialists, entrepreneurs, professionals, and philanthropists. The predominant objective is to foster excellence in education across diverse domains, including technology, Management, Architecture, Polytechnic, School and Junior College in two campuses. The trusts has two campuses. The campus at Akurdi, Pune, nearly 7,200 students are being groomed in specialised courses like Engineering, Architecture, MBA, & PGDM by professional and passionate instructors. The Ravet campus has 1,200 students at the College of Engineering, around 800 pupils at the Junior College, and approximately 2,500 students at the Public School, all amounting to a total of 11,700-odd students. The trusts unwavering commitment revolves around delivering education of International standards instilled with traditional Indian values. Through this approach, the endeavour lies to cultivate future business leaders capable of employing both intellect and empathy in their decision-making processes. Pimpri Chinchwad Education Trust (PCET) has been awarded the 'Bharat Leadership Award 2021' for providing **Quality Education** from KG to Ph.D. in Pune, Maharashtra India at the hands of Hon'ble Governor of Maharashtra Shri Bhagat Singh Koshyari.

S B Patil Institute of Management is committed in crafting Global Business Professionals. We achieve this by leveraging top-notch infrastructural facilities, a seasoned faculty, a robust "Industry-Focused Teaching-Learning process," and fostering strong Industry-Institute partnerships. Our mission extends to nurturing both entrepreneurs and highly skilled individuals ready for immediate employment, ensuring our graduates are well-prepared for the dynamic global business landscape. Recently the Institute is ranked 52nd by IIRF-2024 in Best B School (Private) ranking. Our student has secured 1st Rank (Gold medal) in MBA Savitribai Phule Pune University Examination batch 2019-2021.

### Vision

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### **Mission**

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

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

### **Institutional Strength**

- Strategic Location: Centrally located in PCMC for convenient accessibility.
- Academic Excellence: Strong student enrolment and strict adherence to the curriculum
- Effective Leadership and Supportive Management
- Innovative Teaching Approaches, Adoption of modern teaching methods and IT tools.
- Comprehensive Infrastructure & Industry Collaboration, qualified faculty and industry partnerships.
- Focus on students' achievements, career-oriented programs, mentorship and active engagement in Institute Social Responsibility (ISR) activities for social upliftment.

### **Institutional Weakness**

- Few projects with research grants
- A Small number of students progressing to higher education
- Only few students attempt to state/national/ international level examinations, competitive examinations
- National and International Student diversity
- Limited scope for diversified courses in curriculum

### **Institutional Opportunity**

- Foster collaboration with foreign universities for certificate programs.
- Strengthen linkages with industry for opportunities in internship, placement, research, and consultancy.
- To start Integrated BBA program.

- Fortify the alumni network. Expand and develop customized programs in collaboration with the industry. Additionally, get academic autonomy for diversified course structure.

### **Institutional Challenge**

- National and International Collaborations and to develop student exchange activities
- Limited Financial Resources as the Institute is private and non-aided.
- Attracting the overseas students / faculty

## **1.3 CRITERIA WISE SUMMARY**

### **Curricular Aspects**

- S. B. Patil institute of Management (SBPIM) runs MBA programme affiliated to Savitribai Phule Pune University (SPPU) and follows Choice Based Credit System (CBCS) pattern.
- SBPIM takes efforts in effective Academic Planning and Curriculum Delivery and adheres to the Academic Calendar prepared in the beginning of each semester as per the academic schedules provided by the University.
- Internal Quality Assurance Cell (IQAC) and HoD Academics ensure continuous process of maintaining quality of teaching and learning.
- Faculty members are part of various committees and cells for smooth functioning of the institute.
- Faculty members participate in faculty development programs, research seminar / conferences, publishing and presenting research papers benefits to upgrade teaching experience.
- The institute takes extensive efforts to cater to the students of varied credentials and skills through conducive teaching-learning environment.
- Curriculum delivery involves a wide range of methods like – Presentation, Discussion, Problem Solving, Case Study, News Analysis.
- Institute integrates Experiential Learning by conducting guest sessions, competitions, seminar and events as a part of co-curricular activities, extra-curricular activities that foster critical thinking and creativity.
- Sixteen different certification courses were conducted during last five years involving 1000+ students. Every year students undergoes Internship Project.
- Cross cutting issues like professional ethics, gender, human values, environment and sustainability are addressed through 36 different courses, 72 Guest sessions along-with 22 Institute Social Responsibility activities and various events conducted by institute.
- Comprehensive Concurrent Evaluation (CCE) are conducted throughout the semester as a part of internal assessment in a time bound manner. These includes individual and group assessment methods like: Written Home Assignment, Presentations, Situation Analysis, MCQ Test, Scrap Book, Creating Websites, etc.
- Institute collects feedback on the curriculum through the feedback from the stakeholders namely students, teachers parents alumni and employers. The feedback is analyzed to identify appropriate actions for the betterment of the teaching-learning process.
- Institute provides adequate infrastructure for having ICT enabled classrooms, Library, Seminar Halls, Computer Lab, Auditorium, internet and Wi-Fi facility.
- SBPIM strives towards transforming students to professionals, entrepreneurs and researchers having deep rooted sense of Social Responsibility and Ethical Citizens who generate value for the Industry,

Society and the Nation.

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

The institute follows student centric teaching learning pedagogy along with transparent and time bound evaluation mechanism focusing on outcome based education philosophy. The admission process is governed by DTE, Government of Maharashtra. The Institute takes admission as per the rules and provisions of State Common Entrance Cell. State CET Cell conduct Common Entrance Test every year.

During the assessment period average Enrollment Percentage is 98%. The institute adheres to the reservation policy of Central and State Government. Average percentage of students admitted from the reserve categories is 87.22%. The institute has maintained Teacher – Student ratio as 1:20.

The institute has highly qualified teachers with rich experience in academics and industry. The average percentage of full time teachers with Ph.D./NET/SET is 82.47% during the assessment period shows the teacher's competency to cater diverse needs of the students.

Student centric methods such as experiential learning, participative learning and problem solving methodologies like summer internships, industrial visits, ISR activities etc. develop analytical thinking with social awareness. These techniques encourage students for active and participative learning. It fosters critical thinking and teamwork among students. Value-added courses, Certificate programmes offer ample opportunities for skill inculcation. It excelled student's quality in curricular and co-curricular aspects and transformed students in to successful leaders. The institute is equipped with ICT tools that enhance the quality of teaching-learning process. Teachers use ICT tools in teaching learning process for effective course delivery.

Examination and evaluation process is followed as per affiliating university guidelines. Director, College Exam Officer, and Exam Committee ensures adherence to exam schedule and timetable. Transparency, robustness and fairness are maintained in the conduct, monitoring and assessment of examinations.

Students are familiarized with Outcome Based Education (OBE), right from Student Induction Programmes and subsequently through interaction by course teachers. The COs and POs mapping and attainment is measured and displayed on the institute website. Attainment reports are analyzed and necessary actions are taken. The average pass percentage of final year students is 92.24%. Students have secured good university ranks.

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

S. B. Patil Institute of Management (SBPIM), is committed to achieve excellence in research and consultancy that contributes to the well-being of society. To promote research culture, our institute has Research Policy. Our institute has strengthened its research capacity and increased the research output substantially during the last five years. Below are the highlights;

- The institute have completed 12 research project worth Rs. 5.74 Lakhs and received grant of Rs. 2.62 lakhs for organizing National Conference from AICTE, ICSSR and Savitribai Phule Pune University.
- The institute promotes the Entrepreneurship through Entrepreneurship Awareness Camp in association with MCED, incubation centre in association with PCCOE-CIIL, and SPPU CIIL. The institute has conducted sessions on IPR. Our institute has successful guided and mentored 64 entrepreneurs.

- The institute has organized conducted 47 workshops/seminar/conference and guest sessions focusing on Research Methodology, Entrepreneurship, IPR, Indian Knowledge system, Startups, etc.
- The faculties at SBPIM are continuously engaged in publication, 88 research articles/papers are published in UGC, ABDC, Scopus, Web of Science, and peer reviewed research journal. At the same time 42 books/Chapters in edited books, conference proceedings with ISBN.
- The institute organized 45 extension and outreach programmes to sensitize the students towards social issues of the society and involvement of neighborhood in the holistic development of the students.
- The institute have 47 MoUs/Linkages/Collaboration for Academic, Research, students internship, research projects and ISR. The institute has conducted 77 activities under the functional MOUs.
- Along with this the institute has good infrastructure for research activity including well equipped library and journals, e-journals, database and data analysis software.
- The faculty members and students are participating, presenting and publishing their research work in various national and international conferences/seminars. Our faculty members are actively engaged in research and are participating as resource persons and delegates in various events in India.

### **Infrastructure and Learning Resources**

- The Institute has provided state of the art infrastructure to the students to make teaching learning more interactive and effective. The Institute has a total built-up area of 3247.19 sq.mtr.
- There are sufficient infrastructural facilities, including 10 classrooms with ICT facilities out of which 05 Classrooms with Smart Boards (Interactive Flat Panel), 02 Acoustic Seminar Halls, 02 Computer Labs., 01 Room for IQAC, 02 Faculty Rooms, Administrative Office, Conference Room, Examination Control Room, Library, Reading Hall, Boys Common Room and Girls Common Room.
- The library is spread over a 200 sq.mt. area including separate reading hall. The total resource collection of library comprises of 10150 books, 26 Journals-magazines and a collection of 91 rare books. SBPIM Library provides e-Resources facility with Institutional & Individual membership of DELNET & NLIST by INFLIBNET. Users can access e-books, e-Journals and research papers through Shodhsindhu and Shodhaganga. A separate space with 10 computers for Digital Library along with printer is available. Library operations done through Koha and Vriddhi Software and the circulation of books is through RFID technology & Barcodes. The institute has subscribed 46 renowned titles from E-Pearson, Capitaline online database and CMIE Industry Outlook.
- The institute has made regular updating of IT facilities. There is a 100 Mbps broadband internet connection available. The institute has total 223 computers with latest configuration.
- The average expenditure for infrastructure development and augmentation is 13.00% of the total expenditure excluding the salary component.
- The expenditure incurred on the maintenance of academic and physical facilities during the assessment period is 39.92% of the total expenditure excluding the salary component.
- The campus has 2 playgrounds that are used for games such as Cricket, Football, volleyball, Kho-Kho & Kabaddi. An open gym and Multi Gym facility is available. The campus has a spacious arena for indoor sports.

### **Student Support and Progression**

Student support and progression are paramount in our educational institution, where we prioritize the success of our students as our primary goal. We believe in implementing student-centric practices to ensure a supportive environment that empowers them.

Our institution focuses on inclusivity, skill development, and social integration to empower our students. We incentivize participation in intercollegiate competitions, certification programs, and skills development activities, reflecting our commitment to student welfare.

Upon admission, students gain access to a range of facilities supporting their development. Participation in activities like case study competitions in association with National Management Olympiad, Cases studies initiated by Business Standard, entrepreneurship programs in association with Maharashtra Centre for Entrepreneurship Development (MCED), and startup competitions allows them to apply knowledge, enhance critical thinking, and network with industry professionals.

Our active student council drives various events, including entrepreneurship development, corporate interactions, cultural celebrations under ZING, and sports. Additionally, our institute magazine and institute website showcases students' achievements in academic, co-curricular, and extracurricular spheres.

Partnerships with organizations like Pune Management Association (PMA) and Confederation of Indian Industry (CII), YOUNG INSPIRATORS NETWORK (YIN), Pimpri Chinchwad Smart Sarathi to expose students to managerial and entrepreneurial skills. We prioritize sports and recreational activities, internship opportunities, and consulting training programs for practical learning experiences.

Student clubs focusing on entrepreneurship, career guidance, and social responsibility promote leadership and teamwork. Events like YUVOTSAV and networking opportunities foster professional connections.

We facilitate access to government financial schemes and provide career counseling and placement services. Our alumni network supports students' placement endeavors.

In addition, students have presence in administrative bodies, such as the Anti-ragging, Grievance and ICC Committee, Placement Cell, Library Committee, Sports Cell, and IQAC of the Institute.

Students hold memberships in administrative bodies, ensuring their voices are heard in decision-making processes, promoting their well-being.

In conclusion, our institution's dedication to student support and progression is evident through various initiatives and programs. Our student-centric approach fosters overall success. We commit to evolving our practices to meet the evolving needs of our students.

## **Governance, Leadership and Management**

The Governance of the institution through **Governing-Body**, College-Development-Council (CDC) is a reflective of and in tune with the vision and mission of the institution to **Sustained institutional growth, decentralized & participation practices** of institute performed through committees guided by faculty members.

Head-Academic & Head-Research leads curricular/co-curricular activities by allocating work to

Faculty members. There is a fair amount of representation of faculties and academic leaders in

Committees like **IQAC, Governing Body, and College Development Committee.**

The required supportive **infrastructure & IT network** to staff & faculty to use effectively ICT. Institute cares **Teachers' participation** in increasing effectiveness of the Institutional processes. The Director involves them in planning, implementation and evaluation of all Activities by delegating responsibilities. Institution develops and deploys **strategic, perspective plan** with the mutual benefit of all stake holders.

Constant up-gradation is give importance at the Institute; teaching staff are motivated for advancement by providing financial assistance for participation in conference, FDP and other professional Development trainings. Non-Teaching staff are also encouraged to enhance their skills by providing leaves and platform for attending development programs. The Institute strongly stands by the Human-Capital growth and wellbeing of the staff by providing effective welfare mechanisms as per the well-structured policies. Both teaching and non-teaching staff are assessed using a structured performance appraisal system.

Financial management and resource mobilization is taken care by preparing a detailed budget taking into consideration requirements of all academic activities, administrative office and various committees of the Institute. Financial audits are conducted regularly to ensure optimum utilization of budget and infrastructure.

The institute has a well-established IQAC which significantly contributes for improving quality assurance strategies. IQAC periodically monitors teaching-learning process and administrative performance by conducting academic and administrative audit. Feedback is collected from all the stakeholders and analyzed and used for quality enhancement. Regular meetings of IQAC are conducted every three months. IQAC is instrumental in adopting best practices like Green-Campus, Energy and Environment audits, also Collaborative initiatives with other institutions for quality-enhancement have been executed. Major quality initiatives monitored by IQAC are e-learning, organizing national conferences/workshops, awareness regarding Gender-sensitization, creating environmental consciousness and social-responsibility.

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

The Institutional values & Best Practices Institute pledge to demonstrate the following organizational ideals via its plans, programs, and initiatives.

**Gender empowerment:** The institute complies with gender sensitization regulations and supports initiatives and policies that promote gender equity. The academic and administrative committees are composed of female students and faculty members. For female students, safety, security, and counseling services are provided.

**Eco-friendly initiatives, waste management, and audit:** The institute has prioritized environmental sustainability, including rainwater harvesting, energy management, and waste management. Eco-friendly programs such as waste management and solar energy are initiated. Energy and green audits contribute to the upkeep of a sustainable environment.

**Divyangjan facilities:** The institute has made its building disability friendly by installing ramps and an elevator for easy access to classrooms, restroom, suitable signages and other amenities.

**Inclusiveness:** The institute embraces inclusivity and diversity in all of its spheres. One of the institute's main goals is to inculcate strong moral standards and ethics among both staff and students. The institute has created a code of conduct for instructors, administrative staff, and students while also commemorating national and international events.



**Institute's persistent best practices:**

The Two best practices that the institute follows are

**01-Yuvotsav- Khelo India Jeeto India and**

**02- Sakhi – Seva Sahayog -Vocal for Local.**

Best practices benefit students directly and help enhance their employability quotient through extracurricular activities, and other factors that simulate a professional work environment. Student accomplishments and advancement serve as proof that best practices are being successfully used.

**Institutional distinctiveness:** The institute's distinctiveness is **“Human Capital Enrichment through T3 Model – Trust, Transparency & Transformation.”** SBPIM's distinctiveness is also in "transforming the youth through holistic education towards an enlightened society".

## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	PIMPRI CHINCHWAD EDUCATION TRUSTS S. B. PATIL INSTITUTE OF MANAGEMENT
Address	PCETs S. B. Patil Institute of Management, Sector No. 26, Near Akurdi Railway Station, Pradhikaran, Nigdi, Pune
City	Pune
State	Maharashtra
Pin	411044
Website	<a href="http://www.sbpatilmba.com">www.sbpatilmba.com</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Kirti Dharwadkar	020-27656900	9423239460	-	kirtisd@gmail.com
IQAC / CIQA coordinator	Amarish Shankar Padma	020-27600223	9970860605	-	mailto:amarish@gmail.com

Status of the Institution	
Institution Status	Private and 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**

State	University name	Document
Maharashtra	Savitribai Phule Pune University	<a href="#">View Document</a>

**Details of UGC recognition**

Under Section	Date	View Document
2f of UGC	09-02-2021	<a href="#">View Document</a>
12B of UGC	09-02-2021	<a href="#">View Document</a>

**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	<a href="#">View Document</a>	14-06-2023	12	

**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	PCETs S. B. Patil Institute of Management, Sector No. 26, Near Akurdi Railway Station, Pradhikaran, Nigdi, Pune	Urban	0.5	3247.19

**2.2 ACADEMIC INFORMATION**

<b>Details of Programmes Offered by the College (Give Data for Current Academic year)</b>						
<b>Programme Level</b>	<b>Name of Programme/Course</b>	<b>Duration in Months</b>	<b>Entry Qualification</b>	<b>Medium of Instruction</b>	<b>Sanctioned Strength</b>	<b>No.of Students Admitted</b>
PG	MBA,Management,	24	Graduation	English	240	240
Doctoral (Ph.D)	PhD or DPhil ,Management ,	60	Post Graduation	English	38	37

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

<b>Teaching Faculty</b>												
	<b>Professor</b>				<b>Associate Professor</b>				<b>Assistant Professor</b>			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	2				5				14			
Recruited	0	2	0	2	2	2	0	4	9	5	0	14
Yet to Recruit	0				1				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				1			
Recruited	0	0	0	0	0	0	0	0	1	0	0	1
Yet to Recruit	0				0				0			

<b>Non-Teaching Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				1
Recruited	0	1	0	1
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				9
Recruited	8	1	0	9
Yet to Recruit				0

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

### **Qualification Details of the Teaching Staff**

<b>Permanent Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	2	0	2	2	0	8	3	0	17
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	2	1	0	3
UG	0	0	0	0	0	0	0	0	0	0

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

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female	Others	Total
		10	5	0	

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

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	250	3	0	0	253
	Female	217	8	0	0	225
	Others	0	0	0	0	0
Doctoral (Ph.D)	Male	11	3	0	0	14
	Female	22	1	0	0	23
	Others	0	0	0	0	0
Certificate / Awareness	Male	0	0	0	0	0
	Female	0	0	0	0	0
	Others	0	0	0	0	0

<b>Provide the Following Details of Students admitted to the College During the last four Academic Years</b>					
<b>Category</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
SC	Male	19	23	24	31
	Female	19	20	13	10
	Others	0	0	0	0
ST	Male	0	0	0	2
	Female	1	1	0	0
	Others	0	0	0	0
OBC	Male	39	34	36	41
	Female	36	32	31	28
	Others	0	0	0	0
General	Male	137	130	120	103
	Female	105	99	87	89
	Others	0	0	0	0
Others	Male	27	30	34	0
	Female	18	13	17	36
	Others	0	0	0	18
<b>Total</b>		<b>401</b>	<b>382</b>	<b>362</b>	<b>358</b>

### **Institutional preparedness for NEP**

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>The NEP 2020 Policy aims to offer high-quality education to students, enabling them to meet global challenges with a strong foundation rooted in indigenous knowledge. Aligned with this vision, our Institute's existing policy embraces a multi/interdisciplinary approach as outlined in its vision statement. We are committed to promoting this approach through various initiatives and strategies. a. The Institute is affiliated to Savitribai Phule Pune University and adheres to the Choice-Based Credit System (CBCS) syllabus introduced for MBA program since 2013. The students get cafeteria approach to choose elective courses they wish to offer. b. The institute provides courses in Corporate</p>
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	<p>Governance, Indian Ethos and Business Ethics, and Corporate Social Responsibility. These courses deliver education in community engagement, social service, environmental protection, and value-based learning contributing to a comprehensive and multidisciplinary educational experience. The college promotes its students and faculty to complete multi/inter-disciplinary online courses of the NPTEL, SWAYAM and ARPIT. c. The institute has an active Institute Social Responsibility cell that plays an active role in projects related to community engagement, environmental awareness, and value-based education integrated into the curriculum. d. As part of the curriculum, students undertake research projects and internships with industries to address and find solutions to the most pressing issues and challenges faced by society. e. The Institute conducts various certificate, add on courses, organise seminars and conferences to enhance Multidisciplinary education. Guest Speakers, Experts are invited to give talks on various interdisciplinary &amp; multidisciplinary topics.</p>
<p>2. Academic bank of credits (ABC):</p>	<p>The Academic Bank of Credits (ABC) allows students to register and transfer credits. Academic institutions use the NAD Platform to manage the final results of credit redemption, certificate issuance, and the collection of award records. SBPIM has registered on NAD (<a href="http://www.nad.digilocker.gov.in">www.nad.digilocker.gov.in</a>) under ABC (NAD ID – NAD087408) and one of our staff member is appointed as Nodal Officer. During the Induction sessions the students are made aware about the importance of ABC and the benefits of ABC getting mobility, academic flexibility. ABC allows student to choose own learning path &amp; recognized learning achievements. Students will be supported in this matter by both the examination section and their respective class instructors. The institute will comply with any further instructions or directives conveyed to it by the relevant authorities.</p>
<p>3. Skill development:</p>	<p>MBA is a professional program. Along with the curriculum the Institute conducts various certification course which enhances the skills and employability. The courses like corporate mentorship programme incorporates business communications and leadership skills. Psychometric test is conducted to understand the cognitive ability for selecting the specialization. We are committed to inspiring students to participate</p>

	<p>in training programs. Specialized certifications like Digital Marketing, HR Generalist, and Financial Modelling &amp; Business Valuations give an added edge to the program. Training and Placement cell conducts various technical and soft skills programs. Students join different training programs, certificate courses, hands-on workshops, and events that focus on entrepreneurship skills. These activities help them improve their chances of getting a job by developing employability, communication, and interpersonal skills. Our aim is to extend beyond the established curriculum, encouraging the cultivation of managerial and analytical skills tailored to the demands of today's dynamic business environment.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>The Institute is affiliated to Savitribai Phule Pune University and approved by AICTE. The MBA program syllabus is provided by the University and the language of study is English. If the students find difficult in understanding some concepts in English the teacher takes care to help the students in regional language Marathi as well as National language Hindi. Students participate in intercollegiate and university-level cultural festivals, and through this student engagement we inculcate Indian culture and values. Various cultural festival of India like Makarsankranti (Kite festival &amp; TilGul distribution), Navratri, Dusshera, Garba Dandia, Traditional days, Fashion Shows are celebrated by students which reflects Unity in Diversity. Institute celebrates Ganesh Utsav by organizing a workshop of making Eco friendly Clay Ganesh idol and immersed in a Pond. Celebration of Shivjayanti, Marathi Rajyabhasha Divas creates awareness of Indian Culture and promote Indian traditions, values and ethics. Annual Cultural &amp; Management Festival Zing is celebrated every year where students showcase their talent. We also promote regional languages through publishing student's content and poems in our college magazine called Accolade, various books on Hindi and Marathi language are available in the library. Students from various states and regions of Maharashtra take admission in the Institute and in this fest they represent their culture and also display food stall of their local cuisines. The Institute sensitizes students towards society. It aims to link Indian art and culture into teaching learning process. Institute facilitates linkages between education and culture through</p>

	<p>promoting use of various online platforms such as SWAYAM, NPTEL which provides teachers &amp; students with a structured, user-friendly, rich set of assistive tools for monitoring progress of learners. Numerous initiatives, such as the National Anthem at the start of every formal function, make it a point to honour our flag and inspire a sense of pride and reverence for one's motherland. Yoga and meditation workshops both online and offline are offered as part of it, in collaboration with the Heartfulness Institute &amp; Art of Living foundation.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>The Institute adheres to the syllabus of Savitribai Phule Pune University which was built upon the Choice Based Credit System (CBCS) and Grading System and the Outcome Based Education. The MBA Curriculum 2022 also incorporates several aspects of NEP. Competency/Outcome-based education (OBE) is an approach that is performance based is emerging as a prominent model for the reform of education on a global scale. The POs, COs, PEO's, PSO's and their attainment has been worked out in accordance with the requirements of the National Board of Accreditation and the All India Council for Technical Education. Every course's teaching strategy is created with cognitive abilities such as remembering, understanding, applying, analysing, evaluating, and creating at their core. In addition to domain-specific knowledge, learning outcomes at all levels guarantee social responsibility, morality, and entrepreneurial abilities so that students can actively contribute to the economic, environmental, and social well-being of the country. Given the wide range of options available to students in the CBCS, it is crucial to outline the course objectives and what the student will learn by the end of the course. The Institute places a significant emphasis on problem-solving, experiential learning, and participatory learning in several of its courses on the curriculum. The curriculum has a compulsory course Summer Internship Programme which incorporates Project based learning.</p>
<p>6. Distance education/online education:</p>	<p>During COVID -19 epidemic, our Institute adopted digital platforms like Google meet, Google classroom, Zoom, Teams etc. for engaging online classrooms, holding webinars, conferences, and meetings. To effectively support online education, the college made investments in upgrading its</p>

technical infrastructure. This required enhancing internet access, supplying essential hardware and software, and educating teachers and staff on the best practices for online instruction. Even during this difficult phase, the Institute maintained continuity in terms of teaching, continuous assessments were conducted by short presentations, posters, and flyer preparations and conducting internal as well as external examination through online mode. To test students' comprehension and development, the college also used online assessment tools, such as quizzes, assignments, and exams. Online sessions helped slow learners. Whatsapp groups enhanced student communication and comprehension. The Institute faculties participate in the development of E-Content that our students can access. The Institute library also has a subscription to INFLIBNET, which offers quick and easy access to an enormous number of resources. It is quite simple to obtain textbooks, reference books, research papers, and a lot of other reading material. Students were encouraged to undertake online skill development courses through ODL Coursera, SWAYAM/NPTEL Platforms. The Faculty & students pursued a lot of online certification courses on Coursera and various other digital platforms.

**Institutional Initiatives for Electoral Literacy**

1. Whether Electoral Literacy Club (ELC) has been set up in the College?

The Institute participates in the Systematic Voter Education and Electoral Participation (SVEEP) program of Government of Maharashtra. Under this Electoral Literacy Club (ELC) has been set up in SBPIM in 2021 which serves as a platform to engage students through interesting activities and hands-on experience to sensitize them on their electoral rights and familiarize them with electoral process of registration and voting. The Electoral Literacy Club (ELC) is working effectively in the Institute. The ELC (Election Cell) has a Nodal officer and campus ambassadors from the institute. The Nodal officer's job is to coordinate all election awareness activities with the assistance of campus ambassadors. Both the Nodal officer and campus ambassadors consistently participate in meetings and programs organized by

	<p>the election cell.</p>
<p>2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?</p>	<p>SBPIM has appointed following Campus ambassador and Nodal Officer: 1) Nodal officer - Dr.Kajal Maheshwari 2) Campus Ambassadors - Pratik Ramesh Kamble 3) Chairman name - Akash Baban Jadhav 4) President name - Dinanath Dnyaneshwar Shedege The role of campus ambassador is to organize the election awareness activities under the guidance of nodal officer. The role of Nodal officer is to regularly attend the meetings. The ELC's agenda aligns with the Election Commission of India, and it operates in a representative manner.</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>SBPIM Electoral Literacy Club organizes a Voters Registration Drive in association with Worship Earth Foundation, and the District Collector &amp; Election Office, Pune to sensitize students for their electoral rights and familiarize them with the electoral process of registration and voting. It's a significant step towards empowering the next generation of voters. With each student registered, we're building a stronger, more engaged democracy. These young voices will shape the future of our nation, and Institute is proud to be a part of their journey. National Voter's Day is celebrated on 25th January every year to encourage, facilitate and maximize enrolment, especially for the new or first-time voters &amp; to encourage the youth to participate in the vote in the electoral process. National Youth Day, International Women's Day, Indian Constitution Day is celebrated to create awareness among the youth and sensitizing the young generation about the rights of voting for a secured democratic nation.</p>
<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>SBPIM has officially signed an MOU with the Electoral Literacy Club in collaboration with Worship Earth Foundation, the District Collector &amp; Election Office in Pune, India. Our commitment to promoting electoral literacy and civic engagement getting stronger with this partnership and we aim to foster a deeper understanding of the electoral process, empower citizens to exercise their right to vote, strengthen democracy through awareness and education. The MBA curriculum has a non-credit course 'Human Rights' and 'Constitution of India'. The course creates awareness in the young generations. Institute has conducted a workshop on 'Human Rights, Indian Judiciary System and The</p>

	<p>Constitution of India' in association with NSS department of Savitribai Phule Pune University.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>The minimum age of MBA students is 21 years and all the students in the Institute are guided and persuaded for their enrolment in the voters list. Most of the students are registered as Voters. New voter's registration drive will be organized for the students who have yet to register. We aim to organize mock demonstrations to inform voters about how EVMs, VVPATs, and the voting process work, providing a hands-on experience of democratic setups. Additionally, we plan to conduct motivational programs to raise awareness about electoral procedures.</p>

## Extended Profile

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### 1 Students

#### 1.1

Number of students year wise during the last five years

2022-23	2021-22	2020-21	2019-20	2018-19
401	382	362	358	339
File Description		Document		
Upload Supporting Document		<a href="#">View Document</a>		
Institutional data in prescribed format		<a href="#">View Document</a>		

### 2 Teachers

#### 2.1

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

Response: 26

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

#### 2.2

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

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

### 3 Institution

#### 3.1

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

2022-23	2021-22	2020-21	2019-20	2018-19
192.20	171.81	96.08	110.07	150.05

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



## 4. Quality Indicator Framework(QIF)

### Criterion 1 - Curricular Aspects

#### 1.1 Curricular Planning and Implementation

##### 1.1.1

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

##### **Response:**

MBA Program run by **S. B. Patil institute of Management (SBPIM)** is **affiliated to Savitribai Phule Pune University (SPPU)** and follows the syllabus given by University includes **Choice Based Credit System (CBCS)** approach. The Institute has a well-planned curriculum delivery mechanism including Academic calendar and conduct of continuous internal Assessment.

##### **Academic Planning:**

- At the beginning of academic year **SPPU issues Academic Calendar** for affiliated colleges and institutes subsequently **HOD Academics** prepares **Institute's Academic Calendar including Guest Session, Activities and Events.**
- **Course Allocation** is done by HOD Academics considering course preferences and institute requirement.
- As per the course allocation **Time Table** is prepared.
- **Course teachers prepare course file** including detailed course plan, course outcomes, mapping of Course outcomes and program outcomes, teaching material and relevant material.
- Students are continuously **assessed through Comprehensive Concurrent Evaluation (CCE).** These are planned and mapped with Course Outcomes with **appropriate timeline** for the same are decided.
- **Course file is reviewed and approved by HOD Academics** before commencement of sessions.

##### **Curriculum Delivery:**

- Course teacher **deliver course content using course delivery methods** like – Presentation, Discussion, Problem Solving, Caselets, Case Study, News Analysis, etc. and lectures are conducted as per time table.
- **Institute integrates Experiential Learning** by conducting induction program, guest sessions, certification programs, competitions, seminar and events as a part of co-curricular activities, extra-curricular activities.

##### **Assessment:**

- Course teachers conduct Comprehensive Concurrent Evaluation (CCE) throughout the semester as a **part of internal assessment in a time bound manner.**
- CCEs are conducted using **individual and group assessment methods** like: Written Home Assignment, Presentations, Situation Analysis, MCQ Test, Scrap Book, Creating Websites, etc.

- **SPPU conducts end semester examination** as per schedule given by University.

**Monitoring & Feedback:**

- **Periodic review** is conducted by **HOD Academics and Director** in the context of syllabus completion, attendance along with guest sessions, certification programs, competitions, seminar and events as a part of co-curricular activities, extra-curricular activities
- **Students Feedback** is conducted by **HOD Academics** for courses delivered by course teachers **to understand curriculum delivery gaps.**
- **Feedback from stakeholders** including students, teachers, parents, alumni and employers is conducted and **gaps are identified for improvements in curriculum.**

**Corrective Measures:**

- On the basis of Periodic review, students feedback for courses delivery **corrective measure are taken to improve quality** of teaching learning and evaluation by **HOD Academics and Director.**
- **Feedback on curriculum is discussed at committees** consist of Academic Advisory Committee, Internal Quality Assurance Cell, College Development Committee, Governing Body.
- Collective feedback for improvement in curriculum is **communicated to University through Board of Studies of SPPU.**

The institute provides **adequate infrastructure for teaching learning and evaluation** such as ICT enabled classrooms (LCD projectors, interactive panel), Library, Seminar Halls, Computer Lab, Auditorium, internet and Wi-Fi facility **for effective delivery of curriculum.**

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

**1.2 Academic Flexibility**

**1.2.1**

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

**Response: 16**

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

### Other Upload Files

1

[View Document](#)

### 1.2.2

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

**Response:** 60.1

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

2022-23	2021-22	2020-21	2019-20	2018-19
257	240	177	210	223

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

## 1.3 Curriculum Enrichment

### 1.3.1

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

### **Response:**

S. B. Patil Institute of Management (SBPIM) is affiliated Savitribai Phule Pune University (SPPU). The MBA program offers Curriculum wherein syllabus consists of bouquet of courses **reflects Professional Ethics, Gender, Human Values, Environment and Sustainability** such as **Organizational Behaviour, Human Resources Management, Business, Government & Society, Strategic Management, Corporate Governance, Indian Ethos & Business Ethics, Corporate Social Responsibility & Sustainability** and many more.

In course content delivery process faculty members incorporate real life examples, situation analysis, Case Study, NEWS article analysis, and current affairs study that ensures integration of said issues throughout the program resulting into a holistic development of students.

Institute's Motto "**Suprabandhe Rashtra Samridhi**" means "Better Management for a Better Nation". Along-with Motto the Vision and Mission of the Institute depicts the said crosscutting issues. In combination with syllabus and course content institute plans and conducts co-curricular and extracurricular activities to further **strengthen sense of Professional Ethics, Gender, Human Values, Environment and Sustainability**.

### **Professional Ethics:**

Professional Ethics refers integrity and reputation of the profession, and ensures that professionals are held to account for their actions.

Institute focuses on inculcating professional ethics in students. They are made aware of code of conduct and professional ethics during induction program and through classroom sessions, guest sessions, events and activities throughout year. **Students learn, practice and implement Professional Ethics through industry visits and certification programs.**

### **Gender:**

Gender is a social construct that impacts attitudes, roles, responsibilities and behavior patterns of boys and girls, men and women in all societies.

The Institute organizes various Programs for gender sensitization to make students familiar with the various related acts, rules and legal consequences. Institute initiated "Nirbhaya" that conducts activities for safety & empowerment of women. The statutory as well as non-statutory **committees consists of female student** as member and key positions are also held by them.

### **Human Values:**

Human Values develop individual being empathetic, kind, respectful, and responsible members of society.

Institute make sure **Human Values are instilled through social involvement of students** in activities conducted under Institute Social Responsibility (ISR). Specific activities under "Jagruti" (Social Awareness) and "Ujjwal Bhavishya" (Programme for Underprivileged Children and Promoting Education) also contribute in sensitizing human values among students.

**Environment and Sustainability:**

Environment and Sustainability issues are currently considered as Global concern.

Institute **motivates future leaders to consider Environment and Sustainability** related situations into their decision making process. Students are made aware about concerns through guest sessions, seminars, conferences, competitions.

**Prakriti (Environment protection)** related activities underwrite awareness towards spreading awareness of safeguarding natural resources. Institute take care of environment and its sustainability aspects through rain water harvesting, solar panels, use of LED.

SBPIM strives towards transforming students **to professionals, entrepreneurs and researchers** having deep rooted sense of **Social Responsibility and Ethical Citizens** who generate **value for the Industry, Society and the Nation.**

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

**1.3.2**

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

**Response:** 46.63

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

Response: 187

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

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

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

*the feedback is made available on institutional website*

**Response:** A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

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

## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

#### 2.1.1

##### Enrolment percentage

**Response:** 98

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

2022-23	2021-22	2020-21	2019-20	2018-19
180	180	162	180	180

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

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

#### File Description

#### Document

Institutional data in the prescribed format

[View Document](#)

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

[View Document](#)

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

[View Document](#)

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

[View Document](#)

#### 2.1.2

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

**Response:** 87.23

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

2022-23	2021-22	2020-21	2019-20	2018-19
51	52	52	66	59

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

2022-23	2021-22	2020-21	2019-20	2018-19
60	59	60	74	68

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

## 2.2 Student Teacher Ratio

### 2.2.1

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

**Response:** 17.43

## 2.3 Teaching- Learning Process

### 2.3.1

**Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process**



**Response:**

**Experiential Learning**

Experiential learning is designed to engage student's emotions as well as enhancing their knowledge and skills. Institute inculcate in teaching course concepts through application of experiential learning. These activities include Field Work, Research Work, Summer Internship Project, Entrepreneurship Development, Activity based learning, Team Building Learning, Industrial visits etc. Institute Social Responsibility sensitizes students about social issues and concerns. Institute has organized various activities like Blood Donation, National Voter's Day, Volunteer at KISAN Agri Show etc.

**Participative Learning**

Participative teaching methods, strategies and techniques that are focused on encouraging students to become actively involved in their learning process. Group discussion, Mock Interview, Resume Writing are organized to boost students' employability and domain capabilities. Alumni are invited to deliver sessions on their corporate experience and give the glimpse of industry expectations.

Course teachers encourage students to participate in activities like Group Discussions, Role Plays, Debates, Quizzes, Poster-Making, Brain-Storming, Management Games, Team Building Exercises and Exhibitions which encourage students to participate actively and help to build up their confidence. Participation in Seminars, Conferences, Workshops and Guest Lectures helps to develop skills and enhance the domain specific knowledge. Holistic Development of students is ensured through participation in Cultural Fest, Sports Fest and Eco-Friendly Diwali.

Students are motivated to participate in Intra-Collegiate and Inter-Collegiate Events and Competition. Students handle various responsibilities in Student's Council and participate in various Statutory & Non Statutory committees of the Institute.

**Problem Solving Methodologies**

Course teachers adopt problem solving method to develop the logical thinking ability and creative thinking. It includes Case Study Analysis and Discussion, Video Based Case Study, Situation and Scenario Analysis, Research and Survey-based Projects, Summer Internship Project, Online-offline quiz, Problem-based learning etc. to give insight of real life business situation. Besides regular academic exercise, students have completed various Certification Programs that help analyse and resolve industry problems.

Participative learning, experiential leanings and problem-solving methodologies have excelled student's quality in curricular and co-curricular aspects and transformed students in to successful leaders.

**Use of ICT Enabled Tools**

The institute is equipped with ICT tools that enhance the quality of teaching-learning process. Classrooms are equipped with ICT enabled tools like LCD Projectors, Smart Interactive Panels, Web-Cam, LAN, Internet & Wi-fi Connectivity that enables effective teaching-learning process.

G-Suite is used to augment the teaching learning process. E-content of courses is available on Faculty Personal Websites. Course teachers utilize e-resources like E-Pearson, e-Journals, NDLI , DELNET, N-List, NPTEL and e-research papers through Shodhaganga and Shodhgangotri for effective teaching learning. Course teachers use online platform like Google Meet, MS Team, Zoom etc. to deliver lectures effectively.

In 2020 new cloud based ERP has been introduced Eduplus for the purpose of course teacher and student administration. The institute has subscribed CMIE database (Prowess IQ and Industry Outlook) to be used by the faculties and students for teaching, learning, internship and research related aspects. Institute has recently added Capitaline Database which is used by course teachers in their regular teaching learning process.

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

## 2.4 Teacher Profile and Quality

### 2.4.1

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

**Response:** 100

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

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

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

### 2.4.2

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

**Response:** 82.47**2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years**

2022-23	2021-22	2020-21	2019-20	2018-19
20	16	15	16	13

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

**2.5 Evaluation Process and Reforms****2.5.1**

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

**Response:****A Structured Mechanism for Internal Assessment at SBPIM:**

The syllabus of Savitribai Phule Pune University (SPPU) defined Programme Outcomes (PO) and Course Outcomes (CO) and Bloom's Taxonomy under CBCS Pattern 2013 and revised 2019 pattern respectively.

As per academic policy of the institute and syllabus of SPPU, the institute has designed internal assessment mechanism. The academic calendar includes the planned dates for internal assessment and it is communicated to students at commencement of semester. Course teacher design Comprehensive Concurrent Evaluation (CCE's) based on syllabus and it is mapped to the course outcomes of respective courses. On the basis of basket of various CCE's given in the syllabus of SPPU, course teacher design CCE's and its rubrics for respective courses. Each CCE is mapped with the specific course outcome as per Blooms Taxonomy.

A course file is prepared by course teacher; the content of course file includes details of planned concurrent evaluations and tentative schedule of the same. Additionally, internal examination as per SPPU exam pattern is also conducted for practice. Internal Examination Committee is formed to ensure smooth functioning of examination. Students are communicated about the assessment methods at the beginning of semester. Examination committee prepares and finalizes time table referring the academic calendar, with approval of HOD Academics and Director. Exam time table is communicated well in advance to faculty members and students.

Question paper of internal examination is mapped with the respective Course Outcomes. Faculty members are given a time frame of around 8 to 10 days for assessment of examination papers as per the model answer and communication of result.

The CCE's marks are displayed on the notice board. Students with grievances on evaluation can discuss with respective course teacher within the given period. Grievances if any are resolved within 5 days of assessment sharing. CCE marks are then displayed for student's reference. Students can approach the HOD Academics for unresolved grievances, if any.

### **Mechanism for External Assessment**

- The external examination is conducted by affiliating University (SPPU).
- The smooth functioning of examination is executed by the External Examination Committee and College Examination Officer (CEO).
- External examination is conducted as per the norms and schedule given by the SPPU. Institute follows all rules, regulations and ordinances laid by SPPU.
- Students can approach the competent authority of SPPU, in case of grievances beyond institute's scope.
- Students may apply for photo copy/ revaluation of answer sheets by paying fees, once the results are declared.

The SPPU competent authority deals with the grievances related to external examinations.

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

## **2.6 Student Performance and Learning Outcomes**

### **2.6.1**

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

**Response:****COs & PO's/ PSOs- Mechanism of Communication:**

- The Institute is affiliated to Savitribai Phule Pune University, Pune and offers MBA Program, follows SPPU Curriculum and Examination Schedules.
- **The COs** of all the courses is defined by **SPPU in the 2019 Revised Syllabus**.
- **Program Specific Outcomes (PSOs)** are designed at the Institute led by **Director, HoD Academics and Specialization Experts**.
- The Director along with Head Academics discusses the **POs, COs and PSOs** in the **academic meeting** with course teachers and the required co-curricular and extra-curricular activities are planned accordingly so as to achieve **Graduate Attributes (GAs)**.
- As per academic policy of the institute and syllabus of SPPU, the institute design internal assessment mechanism.
- Then, the course teachers prepare Comprehensive Concurrent Evaluations of their respective course in alignment with **COs, POs and PSOs** and after approval from HoD Academics, **communicated to students, well in advance in their classroom sessions**.
- Students are informed about the syllabus, examination pattern and expected outcomes of the courses during the **induction program and classroom sessions**.

**Display of COs & POs/PSOs:**

- After verification of IQAC all COs & POs/PSOs are displayed **on the Institute website <https://www.sbpatilmba.com/program-outcomes.php>**, **notice boards** and communicated to students through the following ways:
  - During the student **admission counseling**.
  - Through **information/admission brochure**.
  - Institute **website**.
  - During the Student **Induction Program**.
  - During the **lectures** in the class rooms.

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

**2.6.2**

*Attainment of POs and COs are evaluated.*

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

**Response:**

COs and POs are the measures of the knowledge, skills, and attitudes that students are expected to

acquire at the end of a course or program. The attainment of **COs and POs** is an important indicator of the effectiveness of a course and the teaching-learning evaluation process. As per academic policy of the institute and syllabus of SPPU, the institute has designed CO and PO evaluation and attainment Process. The CO and PO Evaluation and Attainment Process is as follows -

### **CO Attainment & Evaluation:**

1. Firstly, the Course Attainment Levels are set at the institute; the following are the Attainment Levels.  
**Attainment Level 1:** 40% students scoring more than 50 % marks in the assessment.  
**Attainment Level 2:** 50% students scoring more than 50 % marks in the assessment.  
**Attainment Level 3:** 60% students scoring more than 50 % marks in the assessment.
2. The **Target Level** for the batch 2021-23 is **Level 2**
3. **CO Attainment** is calculated by considering both SPPU External Examination and Comprehensive Concurrent Evaluations (CCE) during Semester.
4. External Examination is conducted by SPPU at the end of the Semester in alignment with the Blooms Taxonomy.
5. CCEs are designed by the Course Teacher considering the COs of the course and Cognitive Abilities. The CCE basket includes Class Test, MCQs, Open Book Test, Viva-Voce, Case Study, Caselet, Situation Analysis, Presentations, Field Visits, Small Group Projects, Situation Analysis, Role Play, Learning Diary, Research Paper, Simulation Analysis etc.
6. **The Course Outcome (CO) attainment** is calculated by the Formula: **80% Attainment Level of SPPU External Examination + 20% Attainment level of CCEs.**
7. If the course attained the **Target Level**, proceed and maintain the standard, if not then redefine the evaluation process.

### **PO/PSO Attainment & Evaluation:**

1. PO/PSO Attainment is calculated by considering  
**Direct Assessment:** The performance of the students in the examinations during the semester in each course is used to compute the level of attainment of the POs and PSOs. Direct Method Includes CO Attainment Level of All Courses.  
**Indirect Assessment:** The **feedback** is collected through an on-line survey from the **Students, Corporates, Parents, Alumni and Management** at the end of Programme.
2. The overall PO/ PSO Attainments are calculated by considering **80% of Direct Attainment (Results) and 20% of Indirect Attainment through surveys.**
3. **The attainment of the PO & PSO** is computed as a weighted average of attainment of the COs that are mapped to the given PO & PSO.
4. The **CO's attainment** levels are analyzed and accordingly **corrective measures** are taken into consideration and action plans are prepared.

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

### 2.6.3

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

**Response:** 92.45

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

2022-23	2021-22	2020-21	2019-20	2018-19
177	159	174	172	126

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

2022-23	2021-22	2020-21	2019-20	2018-19
193	180	177	173	151

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

## 2.7 Student Satisfaction Survey

### 2.7.1

**Online student satisfaction survey regarding teaching learning process**

**Response:**

<b>File Description</b>	<b>Document</b>
Upload database of all students on roll as per data template	<a href="#">View Document</a>



## Criterion 3 - Research, Innovations and Extension

### 3.1 Resource Mobilization for Research

#### 3.1.1

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

**Response:** 5.74

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

2022-23	2021-22	2020-21	2019-20	2018-19
1.77	2.32	0	0	1.65

#### File Description

#### Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

### 3.2 Innovation Ecosystem

#### 3.2.1

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

**Response:**

SBPIM has well defined Research Policy to promote Research Culture among the faculty members and students to undertake research activities. The institute has created an ecosystem for Innovations, IKS, IPR, and Incubation Centre for creation and transfer of knowledge. **The major objectives of our ecosystem are to develop the students on Management Thoughts, Skills, Strategies and Administration Skills.**

#### 1. Indian Knowledge System

The IKS comprises of Jnan, Vignan and Jeevan Darshan. Under IKS the institute has conducted following activities

1. **Chhatrapati Shivaji Maharaj Jayanti:** To showcase the **rich heritage and history of Maratha**

**Empire**, we celebrate “**Chhatrapati Shivaji Maharaj Jayanti**” where in the **current students as well as pass out students participate in different activities.**

2. **Management Lessons from Ramayana:** The institute conducted a session on the teachings and lessons from Ramayana.
3. **Indian Constitution:** A lecture was conducted on the Indian Constitution.
4. **India’s Freedom Fight:** A lecture was conducted on the Indian Freedom Fighters.
5. **Marathi Bhasha Gaurav Din and Marathi Bhasha Samvardhan Pandharwada:** It is celebrated from 1st to 15th January every year to preserve the glory of Marathi language and for conservation of Marathi language.

## 2. Intellectual Property Rights

To provides a deep understanding of the competitive and strategic advantages of IPR the institute has conducted the following activities:

1. SBPIM in association with **Rajiv Gandhi National Institute of Intellectual Property Management, GoI** conducted **IPR awareness seminar.**
2. A Guest session on **The Patent Champion** was conducted.
3. SBPIM has published an edited book on **Entrepreneurship, Innovation and Patenting** having ISBN. Eleven research papers were published related to the central theme.
4. **Three patents** have been published by **two SBPIM faculty members.**

## 3. Incubation Centre

1. in association with **PCCOE Centre for Innovation, Incubation and Linkages Forum, Pune Shares Incubation Resources** and provide Guidance & Mentoring to Incubetees related to **business plan and management, administration and market research.**
2. SBPIM is a **member of Centre for Innovation, Incubation & Enterprise, SPPU and Quality Circle Forum of India.**

## 4. Entrepreneurship Cell

The institute has set up an **Entrepreneurship Cell** at the institution to push entrepreneurship among the students. The activities conducted at ED Cell are as follows:

1. The ED Cell has organised three **Entrepreneurship Awareness Camp in association with MCED** during the assessment years
2. The ED Cell has conducted **four ED Sessions** related to **innovations in public system, designing Business Plan, resource management, strategies for business.**
3. The institute has guided students to become entrepreneur; **sixty four successful entrepreneurs** started their venture during or after completion of MBA.
4. The ED Cell conducts lecture series called **Start-ups series seminar, thirteen sessions and one panel discussion on role Women entrepreneurship** have been conducted.
5. **'Innovation 2 Enterprise' a Project Report competition** in association with **CIIE, SPPU** was conducted. **Two students** have been short listed to present their innovative idea at University Level.

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

**3.2.2**

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

**Response:** 47

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

2022-23	2021-22	2020-21	2019-20	2018-19
7	17	16	3	4

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

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

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

**Response:** 3.38

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

2022-23	2021-22	2020-21	2019-20	2018-19
28	19	34	1	6

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

### 3.3.2

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

**Response:** 1.62

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

2022-23	2021-22	2020-21	2019-20	2018-19
7	2	2	22	9

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

## 3.4 Extension Activities

### 3.4.1

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

### **Response:**

The Institute makes conscious efforts to strengthen the Institute -Neighborhood-Community network, marking a notable contribution to society and the environment. A lot of focus is placed on student involvement, service-oriented activities, and the *holistic development* of students that promotes good citizenship. The Institute hosts a variety of outreach programmes to promote institute *neighborhood community to sensitize the students towards community needs.*

Our Institute- Social- Responsibility committee has segregated activities into 5 heads

- **Prakriti (Environment Protection)**

The institute made thoughtful efforts to protect the environment in the vicinity and protect natural resources. Events under this title included: workshops on creating eco-friendly Ganpati-idols, cleanliness-drive under the *Swachh-Bharat-Abhiyaan*, an eco-friendly Diwali celebration, poster making competition for waste management, and tree plantation drive. Students also volunteered at Ganesh-Visarjan, helping devotees to dispose of the Nirmalya and protect natural-resources.

- **Jagruti (Social Awareness)**

Health-awareness activities such as diabetes at early age, Thalassemia concerns, importance of blood-donation and mental-health have been conducted. Students prepared an awareness film about prevention of *Corona-Virus* and conducted an online-quiz for the society regarding awareness of COVID19, and distribution of face-masks to the housekeeping and security officers. Sensitization to safe riding in carried out in association with Honda. Donation drives, such as the *Kolhapur flood-relief* initiative, have been carried out to address various societal challenges. Awareness of national-integrity and celebration of *Azadi-ka-Amrit-Mohatsav* were encouraged by online pledge on *Rashtriya-Ekta-Diwas*, integrity and Rashtragaan.

- **Ujjwal Bhavishya (Programme for Underprivileged Children and Promoting Education)**

To empower all needy children with the gift of knowledge, promote education and uplift their well-being donation-drives to the deprived and underprivileged students at orphanages were carried out: books, furniture, clothes, toys, stationary, and food grains were donated at Aniket-Seva-Bhavi-Sanstha and Vatsalya-Shikshan-Santha, NGO taking care for specially-abled children.

- **Gyaan Ganga (Knowledge Transfer)**

A lecture series is conducted by the faculty members at various collages mostly in rural areas on Career-Guidance and some motivational topics. The objective is to educate about the importance higher-studies for better future.

- **Nirbhaya (Safety & Empowerment of Women)**

Awareness sessions for women's health, such as sanitary-waste disposal sessions in collaboration with

the Rotary Club, preventive measures for cervical cancer in collaboration with Jivika Health Care Private Limited, session on mental health for women, personal defense training, preventive measures for rising cyber-crimes against women, and session on financial-wellness for women, have been organized. In order to empower and promote the work done by impoverished women, the institute hosts regularly exhibitions and sales of products from Seva Sahyog and TANA BANA.

#### Outcome:

- Students get an awareness of the **social issues** prevailing in the society.
- Students become aware of their ability to change in the **neighborhood** and thus the **society**.
- Students understand that even a small effort can make a difference in someone's life.
- These activities promote a sense of camaraderie and affection for the neighborhood, and especially the less privileged ones.
- Students get a platform to enhance various skills like problem-solving, analytical, perceptual, interpersonal, ethical leadership, and management competencies leading to **Holistic Development**.

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

### 3.4.2

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

##### Response:

S.B.Patil Institute of Management has initiated various activities under its ISR Umbrella catering to **Nirbhaya -Safety & Empowerment of Women, Ujjwal Bhavishya (Programme for Underprivileged Children and Promoting Education), Prakriti -Environment Protection, Jagruti -Social Awareness, and Gyan-Ganga.**

Our efforts for organising and conducting the extension and outreach activities were awarded and recognised by the various **Government and Government recognised bodies**, which are registered as a Charitable Trust, Private and Limited companies, Member of Municipal Corporation, Government Primary Health Centre, etc.

1. The Institute received the '**Certificate of Honour**' from '**Sahyadri speciality Hospital (Blood Bank)**' for **Blood Donation Drive an outreach activity on 12 and 13 January 2023.**
2. **Appreciation Certificate** was awarded by **Indian Red Cross Society and Sahyadri Hospital** and for **Blood Donation drives on 12 and 13 January 2023.**
3. A '**Letter of Thanks**' is received from '**Vatsalya Mentally Retarded Children's Hostel**' for **supporting and providing monthly Grocery under the Outreach activity – Donation Drive**

on 8 June 2023.

4. **Letter of Appreciation** was given by ‘**Krantijyoti Savitribai Phule Sanstha**’, Mohan Nagar, PCMC in association with **Sproug Hub Foundation** for **Outreach activity** called ‘**Shram Dhan – Interactive Wall Painting**’ for the social initiatives under taken by the institute on **22 April 2023**.
5. The institute and our students actively supported **India’s largest agri Show ‘KISAN’** from **14 to 18 December 2022**, by contributing as **volunteer**. The students have received the **appreciation certificate**.
6. Under the MOU with ‘**Seva Sahayog Foundation**’ the institute organised extension activities for ‘**Women Empowerment**’ on various occasion. These efforts were very well recognised by Seva Sahayog Foundation by awarding a ‘**Letter of Appreciation**’.
7. A ‘**Certificate of Participation**’ were given by Honda Motorcycle & Scooter India Pvt. Ltd. For ‘**Safety Riding Training**’ on **26 September 2019**.
8. A ‘**Certificate of Commitment**’ is awarded to our students for **actively participating and committed to uphold highest standard of honesty and integrity in the extension activity – Integrity Pledge**.
9. An ‘**Appreciation Letter and Thank you letter**’ received from ‘**Primary Health Centre, Savarde, Kolhapur**’ for **Outreach activity of Donation Drive for Flood Relief** on 19 August 2019.
10. A ‘**Certificate of Appreciation**’ was received from ‘**Rajesh Constructions**’, Akurdi for the Outreach activity called ‘**Donation Drive for the children of Construction site workers**’.
11. An Appreciation from ‘**Prayaas Youth Foundation**’ for an active participation in the **donation drive** at ‘**Aniket Seva Bhavi Santha**’ to the under-privilege people on **5 June 2022**.
12. A **Certificate** is issued by Council member, Pune Municipal Corporation for **Volunteer at Cleanliness Drive** at ‘**Saint Tukaram Maharaj Dindi**’
13. The Institute received the ‘**Certificate of Honour**’ from ‘**Sahyadri speciality Hospital (Blood Bank)**’ for **Blood Donation Drive an outreach activity** on **13 March 2019**.

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

### 3.4.3

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

**Response:** 45

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

2022-23	2021-22	2020-21	2019-20	2018-19
9	12	8	7	9

  

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

### 3.5 Collaboration

#### 3.5.1

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

**Response:** 47

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



## Criterion 4 - Infrastructure and Learning Resources

### 4.1 Physical Facilities

#### 4.1.1

The Institution has adequate infrastructure and other facilities for,

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

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

**Response:**

**Building:**

The Institute has provided state of the art infrastructure to the students to make teaching learning more interactive and effective. The Institute has a total built-up area of 3247.19 sq.mtr.

**Classrooms:**

The institute has 10 Classrooms out of which 05 Classrooms have Smart Interactive Panels and remaining 05 have LCD Projectors. 02 Acoustic Seminar Halls are also present.

**Computer Laboratories:**

The institute has 02 well equipped Computer Labs with 100 Computers including a Language lab to enhance students' English linguistic skills. All Computers are connected with LAN network.

**ICT Facilities:**

The institute's ICT infrastructure helps in enhancing the quality of teaching-learning process. Classrooms are supported with ICT enabled tools like Smart Interactive Panels, LCD Projectors, Web-Cam, LAN, Internet & Wi-Fi Connectivity that enable effective teaching-learning process. The institute has subscribed CMIE database (Prowess IQ and Industry Outlook) to be used by the faculties and students for teaching, learning, internship and research related assignments. The Institute has recently subscribed to Capitaline Database for teaching learning process.

**Internet Connectivity:**

Total 1600 mbps Leased Line Internet Connectivity is available at campus from BSNL and Limras Telecommunication Pvt. Ltd. Out of which 100 mbps connectivity is dedicatedly assigned to SBPIM.

**Library:**

The library is spread over a 200 sq.mt. area including separate reading hall. The total resource collection of library comprises of 10150 books, 26 Journals-magazines and a collection of 91 rare books. SBPIM Library provides e-Resources facility with Institutional & Individual membership of DELNET & NLIST by INFLIBNET. Users can access e-books, e-Journals and research papers through Shodhsindhu and Shodhaganga. A separate space with 10 computers for Digital Library along with printer is available. Library operations done through Koha and Vriddhi Software and the circulation of books is through RFID technology & Barcodes.

#### **Facilities for Cultural Activities:**

The Institute has 2 acoustic seminar halls and 1 centralised high-tech auditorium to conduct cultural events. The Institute organizes various co-curricular and extracurricular activities and motivate students to participate in intercollegiate competitions.

#### **Facilities for Sports Activities / Gymnasium:**

The campus has 2 playgrounds that are used for games such as Cricket, Football, volleyball, Kho-Kho & Kabaddi. An open gym and Multi Gym facility is available. The campus has a spacious arena for indoor sports.

#### **Facilities for Yoga:**

The Institute promotes Yoga on campus. We organize various events especially on International Yoga Day to keep students and staff, healthy & motivated.

#### **Other Facilities:**

Special care is provided for differently-abled students, to help them feel comfortable. Additional Support Railings, Washrooms for specially-abled students, Ramp, Wheel Chair and Lift facility are available.

Generator, UPS, Solar Panel, Rain Water Harvesting, Fire Fighting System, Sanitary Napkin Vending Machine, Cafeteria, Stationary Store and Xerox, ATM facilities are available. The entire campus is under CCTV surveillance.

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

#### **4.1.2**

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

**Response:** 13.01

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

2022-23	2021-22	2020-21	2019-20	2018-19
31.08	17.02	27.18	5.37	13.02

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

**4.2 Library as a Learning Resource****4.2.1**

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

**Response:****Introduction:**

The SBPIM library is fully automated with RFID technology. It is the focal point of an institute's curriculum, playing a pivotal role in the knowledge development of students and faculty members. The library caters to all knowledge-related requirements. The Library Advisory Committee's decisions help in smooth functioning of library. SBPIM cares for differently-abled students by providing a special book bank facility.

**Integrated Library Management System (ILMS)**

SBPIM Library uses Koha and Vriddhi Software for all operations. The circulation system of books is based on RFID technology and Barcodes. Installation of Gate station, Book Drop Box, Self-Kiosk, and OPAC is carried out with the use of LAN. It makes daily circulation more convenient and hassle-free. WEBOPAC is available and linked to the official website of SBPIM. For the teaching-learning purpose

ICT enabled facilities are provided along with E-books, E-journals, E-resources and various online databases.

### **Library Area, Collection & Sections:**

The library is spread over a 200 sq. mt. area, including a dedicated Reading hall. The total resource collection of the library comprises 10,150 books, 26 journals-magazines, and a collection of 91 rare books. An ample collection of textbooks, reference books, general books, e-books, print journals, e-journals, unique rare books, and CDs etc. is available. A separate section for Reference, Textbooks, Journal & Magazine, Stack-Room, and Newspaper & Property Counter is maintained. A separate space is provided for the Digital Library with 10 computers having multimedia facility. Reprography facility is available. All the sections of the library are under CCTV Surveillance.

### **Subscription of E-Resources:**

The library provides e-Resources facilities with institutional as well as individual membership of DELNET and NLIST by INFLIBNET. NLIST has 6150+ e-Journals and 164,309+ e-Books. Users can access open source e-books, e-Journals, and research papers through Shodhsindhu and Shodhaganga. The Institute has subscribed to 46 renowned titles from E-Pearson, Capitaline online database, and CMIE Industry Outlook with remote access and IP address-based access all over LAN, SYSTAT software for data analysis.

### **Amount Spent on Purchase of Books and Journals**

The Institute has spent Rs.21,78,299/- on knowledge creation facility for Books, Journals, e-resources etc. in the last five years.

### **Optimal Usage of Library:**

The faculty and students make optimal use of library for their teaching learning processes, research and assignments through books, journals and other material. Faculty & Students visit regularly to read newspapers, refer to journals for home assignments, internship projects and CCE's. The Reading hall is used for reading and self-study.

### **Library Activities:**

SBPIM library takes special efforts to imbibe reading habits in students, display new arrivals, newspaper clippings and share articles through email. In addition the library is used to conduct various activities

such as Book Exhibition, Book Review and Best Reader Award to motivate students and enhance their management and leadership skills.

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

### 4.3 IT Infrastructure

#### 4.3.1

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

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

**Response:**

**IT Facilities:**

The Institute has 223 computers with latest configuration adequately supported by 100 Mbps leased lines for internet connectivity that helps students and faculty for academic work. It is also equipped with a wide range of licensed system software and application software. LAN Messenger is used to ease communication within the Institute. A Lab. Technician and Lab. Assistant are appointed to manage IT-related-operations.

**Internet Connectivity:**

Total 1600 mbps Leased Line Internet Connectivity is available at campus from BSNL and Limras Telecommunication Pvt. Ltd. out of which 100 mbps internet connectivity is dedicatedly assigned to SBPIM.

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

**Wi-Fi facility:**

IT support is made available by installing Wi-Fi zones at locations such as Reading Hall, Hostels,

Corridors and Green lawn area. Staff and Students can access the facility on their Laptops by registering themselves. The institute has state-of-art RUCKUS Wi-Fi access points to provide access through Wi-Fi zones.

#### **Intercom Facility:**

The campus is well connected with a well-planned Telecom Network of BSNL lines with intercom facilities. 6 IP based BSNL landline connections are available telephones.

#### **Hardware & Softwares:**

The software and hardware are regularly updated. Softwares such as Tally, ERP, SYSTAT for Data Analysis, *iThenticate* for Plagiarism and Globarina for Language Lab., System and Application Softwares are available.

#### **Language Lab:**

Apart from Soft Skill Training we also encourage the students to use Language Lab for linguistic self-enhancement. It helps student to build the confidence for interaction and presentation in English.

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

### **4.3.2**

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

**Response:** 3.65

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

Response: 110

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

## 4.4 Maintenance of Campus Infrastructure

### 4.4.1

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

**Response:** 39.93

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

2022-23	2021-22	2020-21	2019-20	2018-19
85.20	84.20	25.33	31.80	61.04

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

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

#### 5.1.1

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

**Response:** 61.13

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

2022-23	2021-22	2020-21	2019-20	2018-19
247	227	226	231	195

File Description	Document
Year-wise list of beneficiary students in each scheme duly signed by the competent authority.	<a href="#">View Document</a>
Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).	<a href="#">View Document</a>
Upload policy document of the HEI for award of scholarship and freeships.	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

#### 5.1.2

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

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

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



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

### 5.1.3

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

**Response:** 60.1

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

2022-23	2021-22	2020-21	2019-20	2018-19
228	238	178	222	241

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

### 5.1.4

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

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

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

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

## 5.2 Student Progression

### 5.2.1

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

**Response:** 74.26

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

2022-23	2021-22	2020-21	2019-20	2018-19
134	128	121	120	97

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

2022-23	2021-22	2020-21	2019-20	2018-19
177	159	174	172	126

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	<a href="#">View Document</a>
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

### 5.2.2

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

**Response:** 2.88

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

2022-23	2021-22	2020-21	2019-20	2018-19
1	2	0	1	2

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

## 5.3 Student Participation and Activities

**5.3.1**

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

**Response: 7**

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

2022-23	2021-22	2020-21	2019-20	2018-19
2	1	4	0	0

File Description	Document
Upload supporting document	<a href="#">View Document</a>
list and links to e-copies of award letters and certificates	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>
Provide Links for any other relevant document to support the claim (if any)	<a href="#">View Document</a>

**5.3.2**

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

**Response: 41.6**

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

2022-23	2021-22	2020-21	2019-20	2018-19
75	26	21	41	45

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

## 5.4 Alumni Engagement

### 5.4.1

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

**Response:**

**Engagement of Alumni at SBPIM**

**Registered and Functional:**

**SBPIM Alumni Association, registered under the Societies Registration Act Registered on 11th June 2012, Registration No: *Mh-1290/2012/Pune* under Societies Registration Act 1860**, exemplifies a vibrant community committed to the institution's progress. With a functional approach, the association engages alumni from diverse batches, creating a network that transcends time and geographical boundaries.

SBPIM and the Alumni Association share a common commitment to fostering a lifelong connection. The Alumni Association serves as a vital interface, facilitating connections among Alumni, Industry, Staff, and Students of the institute. Noteworthy is their involvement in Career Development, IQAC, and Academic Advisory, Students mentoring, Entrepreneurship guidance etc.

**Alumni Engagement Overview:**

**Alumni Meet:**

SBPIM upholds the tradition of organizing the Annual Alumni Meet, "Convergence," in the latter half of the year. This event serves as a platform for alumni to reconnect with their Alma mater and former peers. "Convergence" provides a networking opportunity and a space for sharing insights into current corporate trends, offering valuable inputs for academic shaping.

**Visit to Institute and Interaction with Students:**

Alumni contribute as resource persons in various events, guest lectures, and panel discussions. They share insights on skills, recent technologies, corporate culture, and the application of knowledge, providing valuable perspectives to aspiring MBA graduates.

**Involvement in Curriculum Delivery:**

SBPIM actively seeks feedback from alumni on curriculum delivery aspects. Suggestions are

incorporated into various courses, and content of certification programs are designed introduced based on alumni suggestions.

### **Summer Internship Programme Guidance:**

Alumni play a crucial role in providing diverse summer internship opportunities in various companies, enhancing the practical exposure of students as an integral part of the MBA curriculum.

### **Assistance in Entrepreneurship:**

Several alumni have successfully established startups across different sectors, with many being first-generation entrepreneurs. They share their experiences, challenges, and success stories, enlightening students on the entrepreneurial journey.

### **Placement & Career Guidance Assistance:**

Alumni, occupying various roles in organizations, keep faculty and placement officers informed about job opportunities. They actively guide students in interview preparation, sharing their experiences and motivating them for career development.

### **Campus Recruiters:**

Alumni serve as recruiters, visiting the campus for placements and recommending SBPIM to their employers, strengthening the institute's corporate connections.

### **Promoting Institute Events:**

Alumni actively participate in planning and organizing events such as "Yuvotsav," which was initiated by them, now it's a flagship sports event, contributing to its popularity and enhancing the institute's brand.

### **Institute Social Responsibility:**

Collaborating with SBPIM, alumni engage in social activities, contributing through donations of books, blankets, chairs, mats, storage containers, stationery, and other forms of support. From educational outreach programs to community welfare initiatives, the association actively engages in projects that extend the institution's positive impact beyond its campus boundaries.

### **Resources Raised:**

Alumni contributions include book donations, over the years, enriching the institute's resources and academic environment.

In conclusion, our registered and functional Alumni Association multifaceted contributions, alumni continue to shape the legacy of our alma mater and inspire generations

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

## Criterion 6 - Governance, Leadership and Management

### 6.1 Institutional Vision and Leadership

#### 6.1.1

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

#### **Response:**

Pimpri Chinchwad Education Trust's S.B Patil Institute of management is approved by All India Council for Technical Education (AICTE), affiliated to Savitribai Phule Pune University (SPPU) and approved by Directorate of Technical Education (DTE), Government of Maharashtra. Institute functions in compliance with the guidelines and norms of these Statutory Regulatory Agencies.

The Institute has clearly stated Vision & Mission that reflects in its academics & Administrative Governance.

#### **Vision**

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

#### **Mission**

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

#### **The institutional Governance and Leadership**

Institute has governance functional committees which include the **Governing Body, College Development Committee (CDC)**, statutory & non-statutory committees at different levels. The committees work on effective academic and holistic development of the students.

#### **NEP implementation**

The Institute adheres to the syllabus of Savitribai Phule Pune University which is built upon the Choice Based Credit System (CBCS) and Grading System and the Outcome Based Education. The MBA Curriculum 2022 also incorporates several aspects of NEP. Competency/Outcome-based education (OBE) is an approach that is performance based is emerging as a prominent model for the reform of education on a global scale. The Institute promotes its students and faculty to complete multi/ inter-



disciplinary online courses of the NPTEL, SWAYAM and ARPIT.

**Sustained institutional growth.**

Institution has made significant developments in terms of its infrastructure, academic programs, faculty Development and student skills. Institute’s sustained growth is clearly evident by its expansion in intake and new courses. The IQAC is actively implementing quality initiatives for the progressive development of the Institute.

**Decentralization**

Institute vision of workplace autonomy with decentralization is carried through operational committees such as CDC, GB, Academic advisory and IQAC.

Head Academics and Head Research execute the curricular and co-curricular activities with support of faculties. Clear Planning helps in implementation of designed policies efficiently & effectively.

The Institute has active student’s council where they elected and selected by the faculty members.

Institute organizes many events for overall development of student’s personality such as **“Zing” Cultural fest, Entrepreneurship development Awareness boot camp** also, to **imbibe values in students by celebrating Shivjayanti & Marathi Bhashadivas.**

**Short term and long term Institutional Perspective Plan.**

Keeping in purview the Institute perspective plan Institute has recently started with **B.Voc** course in supply chain & logistics & retail management embrace the current industry expectations. Institute has increased intake from **180 to 240 Seats**. Institute with strong academic and research base look forward to go for academic autonomy to integrate various courses as per NEP 2020.

Institute increase its presence on national canvas through research, student competitions, faculty exchange And International collaboration with Universities.

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

**6.2 Strategy Development and Deployment**

**6.2.1**

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

**Response:**

SBPIM operational systems are well defined through CDC, Governing body and well established policies, administrative setup. Institute is strictly adhere to appointment & service rules, procedures given by competent authority. The effective deployment of institutional Strategic/ perspective/ development plan is followed diligently.

**Effective Policies:**

SBPIM has well-established academic and administrative policies. This makes the decision process more transparent and efficient for operations.

The 3 layered system CDC & GB, Director and faculty with students executes the planned activities as per schedule. Enabling all stakeholders to participate in decision-making, governing its operations and safeguarding the Institution's objectives well execution of the plan.

Institution has a clear hierarchy of authority, with different levels of authority assigned for specific tasks ensuring that everyone knows their roles and responsibilities; The Vision & Mission of the Institute is directed by its Strategic Plan.

The Governing Body directs the entire Institution, followed by the Director who Heads the overall academic and administrative functioning. **IQAC, Governing Body, College Development Committee** etc. these committees have clear objectives and functions that are aligned with the interests of all stakeholders which are extremely vital part of overall governance of the institute for all holistic development of students.

**Effectively deployed and functioning**

The Director, who upholds the Institute's vision and Mission, heads the Institute ensuring implementation of the decisions of Governing Body in a participatory and transparent manner. HOD Research & HOD Academics with the help of administrative and support staff are empowered to oversee their operations.

**Cultural, Sports and Management events** provide platform to them to take their decision and implement their ideas in execution, this is **reflecting the spirit of decentralization**.The institute has clear **polices in its manual for staff recruitment & promotion as per statutory authority. Research grants & administrative practices are well defined considering the employee welfare.**

**Appointment, Service rules and procedures**

Institute's appointment and service rules are fair, transparent and designed on merit to attract and retain highly qualified faculty and staff. Institution has a rigorous selection process as per UGC and AICTE norms to ensure to get skilled individuals are recruited.

**Participative Management:**

Director of the Institute generally in consultation with its faculty and staff execute its decisions for execution of various events and activities followed by Periodic reviews.

**Perspective plan****Academic Autonomy:**

SBPIM look forward to get academic autonomy to integrate the multidisciplinary approach in its program. The alignment of various courses will equip the students to choose the courses from different stream

**Employability Skills:**

There is always a gap in what is required and what is given to bridge this gap, institute look forward to introduce the course structures which incorporate hands on training as integral part of assessment.

**Time bound Perspective Plan:**

<b>3 year plan</b>	<b>5 year plan</b>	<b>7 year plan</b>
<b>To achieve Top Ranking institution</b>	<b>Get NBA Re-accreditation</b>	<b>Achieving autonomous status</b>
Developing high level employability skills through Trainings, certification courses.	Raising the quality of students for Getting jobs in MNCs.	Becoming a Number One institute in Pune in Employments and Teaching.

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

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

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

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

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

### 6.3 Faculty Empowerment Strategies

#### 6.3.1

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

**Response:**

#### *Performance Appraisal System*

SBPIM Performance Appraisal policy is mentioned in Employee Section of the Administration-Handbook (chapter-5). The Trust has formulated Departmental promotion committee, which looks after the appraisal and promotion of staff members of the Trust. The Committee is monitored by the Dean-HR and other Honorable members.

Procedure of Faculty Performance Appraisal at SBPIM

a) Establishment:

The O.S./Head-Clerk fills details of employee along with the details of his/her previous appraisal of the appraisal form.

**b) Self-appraisal:**

Faculty members fill the appraisal form about data related to

1. Academic Involvement- Teaching pedagogy, Result of the course taught, Development of e-learning-contents, activities/lectures conducted, SIP-guidance, and Mentoring.
2. Research and Development- Publication of papers in Journals, national & International Conferences, Chapters in Books, Publication of Books, citations, Grants received for research-projects, copyright received, revenue generated through training programs/MDP, student-

collaboration and award/fellowship received, and National/ International-Industry/University Interaction.

3.Self-Development- Acquiring Ph.D, Training Program Attended Training Program Organized, Teacher as Ph.D Guide, Portfolios headed and handled, role in the Institute-branding.

**b) Students' Feedback:**

Feedback evaluation parameters include coverage of syllabus, course depth, delivery & presentation of content, effective use of delivery tools, faculty punctuality and enthusiasm in teaching.

d) HOD-Academics appraises the employee as the Reporting-Officer

e) Director appraises the employee as the Reviewing-Officer

f) Examination Results:

Feedback regarding the end term examination results of the courses taught by the faculty is also taken into consideration

***Effective welfare measures for teaching and non-teaching staff***

SBPIM is committed to faculty welfare and it offers a platform for the talented and the aspiring members. SBPIM has provided following social welfare schemes.

**Monetary Measures**

- 1.Provident Fund Contribution: Regular PF contribution to all the staff
- 2.Group (Term-Insurance Scheme) for the employees. Life Insurance cover for all members of a group and is under one year renewable group term assurance plan(OYRGTA)
- 3.Gratuity Scheme for the employees.
- 4.PCET's Karmachari Sahakari Pathsanstha Maryadit: (Employee-credit-cooperative-society) where staff who are members of this society get financial assistance. Emergency-loan to the member of Rs.20,000, Loan facility upto 5-7 lakhs, yearly dividend to the members(7.5%) and felicitation of the wards of the members with academic achievements.

**Non-Monetary Measures**

- 1.Maternity Leaves and nursing breaks.
- 2.Trust sponsored Staff picnic.
- 3.Trust sponsored Uniform for Non-teaching staff
- 4.Management has supported for Covid-19 Vaccination.
- 5.Flexible-Timing in special cases for employees travelling by train.
- 6.Recognition for Special Achievements.
- 7.Short-Leave (time-off) on Birthdays, school open-day, bank and other personal work.
- 8.Initiatives for health and wellness of the employees through Yoga and meditation.
- 9.Festival and birthday celebrations by Recreational-Committee
- 10.Employee-Welcome and Farewell by Recreational-Committee
- 11.Provision of Canteen/Mess, Cafetria at the campus.

## 12. Women's day and Men's Day Celebration.

***Career development/progression:***

SBPIM has been constantly motivating teaching staff to attend faculty development program. Also paid leaves/on duty leave are provided to teaching and non-teaching staff for any career enhancement program, academic assignments and training programs. Financial assistance is provided to the staff for research publication, FDP, conference/ seminar/ workshop.

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

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

**Response:** 19.59

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

2022-23	2021-22	2020-21	2019-20	2018-19
4	0	4	4	7

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

### 6.3.3

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

**Response:** 57.14

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

2022-23	2021-22	2020-21	2019-20	2018-19
20	19	14	14	17

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

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

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

## 6.4 Financial Management and Resource Mobilization

### 6.4.1

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

#### Response:

SBPIM has a well-defined budgeting system and **utilization process** to optimally use the **resources & funds**. Funds received can be considered as follows

#### Internal (Fees from MBA and PhD Students)

#### External (University/ Industry and Non-government)

- SBPIM is a self-Financed Institute and the primary source of income is through tuition fees collected from students (MBA and Ph.D). The Institute has an appropriate Budgeting system, **resources projection, resources and funds mobilization and utilization process**. At the beginning of the academic year, Head-Academics along with all other event coordinators prepares the budget proposal based on the projected requirements in respective areas, and present it to the Director. Director allocates and approves the maximum amount of funding required to spend on a given item, event or program, which is then sanctioned by the College Development Committee. All expenses are made strictly as per the Sanctioned budget. Whenever there are additional expenses over and above the budget proposals, special sanction is to be taken from the trustees.
- Being the Business Management Institute resource mobilization from other sources is also explored. The areas where the **external funding** is available from the various bodies for example National Conference organized at the Institute for which funds are received from AICTE, ICSSR and/or SPPU and sponsorship from Industry. Institute also mobilizes funds through non-government entity such as Industry under live research projects. Institute also successfully mobilizes the funds through sponsorships from Industries for events like our annual sports event



Yuvotsav. The Institute aligns its expenses with the budget allocated for each heads. The periodic-review of budget and expenses through periodic-meetings helps to keep the track of fund flow. Any spontaneous expenses requirement and deviation (if any) from the plan are monitored by the Administrative Department and Director.

SBPIM has implemented a well-defined and effective framework for utilizing the available financial resources. This includes creating a budget for the fiscal year, determining cash-flow requirements, and setting strategic goals and objectives. The Finance and Account division is critical to maintaining the seamless operation of financial planning, execution, reporting, and controls. The accounting section precisely maintains books of account, which are useful during audits. CA Swanand Agashe conducts **periodical audits** of the Institutional Accounts to ensure financial transparency.

- **The Internal Audit** process is a critical component of the Institute's financial management systems. As part of the control process, the audit team visits the institute to verify the accounts and ledgers. Internal audits primarily focus on equipment usage and maintenance, stock-registers, verification of all payment receipts and journal vouchers of transactions, cash books, and ledger account reviews, among other things.

**The External Audit** is conducted every financial year annually. The Institute prepares the balance sheet, income and expenditure statement and other required documents. The financial records are audited by qualified chartered accountants at the end of each financial year. The financial records are certified i.e., income and expenditures, balance sheet, and notes on accounts. The institution publishes audited financial statements on the institution’s website as information for the stakeholders

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

## 6.5 Internal Quality Assurance System

### 6.5.1

**Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities**

**Response:**

IQAC has contributed significantly for institutionalizing the quality assurance strategies and processes at all levels.

**Major quality initiatives of the IQAC are listed below :**

## A. Teaching Learning Process

- 1.Preparation of Academic Calendar to schedule all the activities systematically.
- 2.Elaborate, extensive and in-depth Induction Program that introduces students to the institutional policies, processes and values.
- 3.Preparation of course files with detailed session plan including varied teaching **methodologies** to enhance effectiveness.
- 4.Diverse assessment **methods** to measure the attainment of course outcomes based on learning levels of Blooms Taxonomy.
- 5.**ICT** enabled **Smart Classroom** , advanced computing laboratory with unlimited internet access through **LAN and Wi-Fi** and well stocked Library.
- 6.**Periodic Reviews** and **Feedback** from all stakeholders including students, faculty, alumni, teachers and parents.

### Outcome:

- 1.Incremental improvements in University results. **(83% in 2018-19 to 92% in 2022-23)**
- 2.University **Gold Medal** received by **Ms. Manaswi Deshmukh** (Batch 2019-21)
- 3.Increase in number of books added per year in library **(117 books added in 2018-19 to 349 in 2022-23)**

## B. Research

- 1.Promoting research and strengthening research and consultancy endeavors through Research Vision 2025.
- 2.Provision of Financial Assistance to attend conferences & Publication of research papers.
- 3.Organizing National Conference from past ten years.
- 4.Ph.D. research coursework is conducted in association with SPPU.
- 5.Institute provides access to books, journals, e-journals , e-books and various databases to facilitate research efforts.
- 6.Faculty members are motivated to attend conferences & FDPs , pursue higher education and upgrade knowledge through various certification modules.

### Outcome:

- 1.Increase in number of inhouse Ph.D. guides **(3 guides in 2018-19 to 8 in 2022-23)**
- 2.Faculties have published research papers in renowned journals and conferences
- 3.**Patents** published by Faculties
- 4.Training & Consultancy for industry

## C. Student Development

- 1.Certification Courses to enhance employability.
- 2.Organizing Cultural Event “Zing” and Sports Event “Yuvotsav” annually to unleash creativity, artistic skill and sportsmanship.
- 3.Inviting Guest Lectures, industry experts for Industry Institute Interaction.
- 4.Institute Conducts ISR activities to inculcate social responsiveness amongst students.
- 5.Institute in association with Sakal YIN organizes activities for leadership networking and

inspiring youth.

**Outcome:**

1. Ms. Sanskruti Salve & Mr. Mihir Date underwent a summer school program titled Marketing Strategy Solutions to Draycir at University of Leicester, UK
2. Student Participation and Achievements in Inter Collegiate activities
3. **Increased Participation** of students in **ISR Activities**

**D. Training and Placement**

1. Employability Enhancement Training Programs through professional agencies to make students industry ready.
2. Aptitude tests and Corporate Mentorship Program for student development.
3. Industrial Visits are organized for practical exposure.
4. An Alumni Meet is organized every year and an exclusive Alumni portal “Alma Connect” is created for networking.

**Outcome:**

1. **Increase** in number of **Placements (97 students in 2018-19 to 129 in 2022-23)**
2. A student Shriyash Patil (Batch 2019-21 ) is placed in US based Marketing firm

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

**6.5.2**

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

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

**Response:** A. Any 4 or more of the above

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

## Criterion 7 - Institutional Values and Best Practices

### 7.1 Institutional Values and Social Responsibilities

#### 7.1.1

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

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

#### **Response:**

SBPIM is committed to promote *gender equity* and **inclusivity** in the workplace and campus. Our staff and student committees represent our dedication to parity and *inclusive* approach.

At SBPIM, we have a very *secure & welcoming environment* for **Women**. We promote gender equity and *encourage women* to participate in all activities.

In order to eventually address *Goal 5 (Gender Equity) of the United Nations Sustainable Development Goals (UNSDG)*, SBPIM organizes a variety of programmes based on *gender sensitization*. By following our principles we advocate *women empowerment, gender parity & gender sensitization*. We foster an excellent learning environment and value women's voices for a thriving environment.

#### *Curricular Initiatives:*

- Courses in the MBA Curriculum are offered that touch upon gender related issues.
- Female students choose to take admission in SBPIM in good numbers due to a safe environment.
- We conduct a *gender audit* to assess our practices & procedures for students in terms of resources, support & opportunities.
- SBPIM's *Student Council* has a *Lady Representative* post.

#### *Co-Curricular Initiatives:*

- SBPIM shows *gender sensitivity* by providing *counseling* through Mentorship Programme.
- Regular *counseling* is provided in mentorship meetings. Also a provision to set up counselor sessions with a psychologist if necessary.
- Anti-Ragging, Grievance Redressal & Internal Complaints Committees, address gender related issues if any.
- Regular *gender-sensitization* events are organized; we invite speakers to help raise gender consciousness and women entrepreneurship.

An array of events related to Women Safety, Disposing Sanitary Waste, Riding Safety, Cervical Cancer, E-Communication Etiquettes, POSH, Women & her hourglass, Glam Up-Grooming & Beauty, PCOD, Self-Defense, Women's Day celebration, Mental health, Professional Grooming, Yoga, Menstrual Hygiene, UN Session, Nirbhaya etc are arranged.

A gender audit report has been consolidated to understand the male & female composition & representation at various levels.

**Safety & Facilities for Women on Campus**

- We have assigned *security personnel & female guards* at our gates.
- Fire safety equipment is installed & *CCTV Camera* surveillance is placed at strategic locations on campus which is monitored regularly.
- There is a common rest room available for Female students to rest and recuperate.
- The girls' washroom has a *Sanitary Pad Vending & disposal machine*, clean washrooms with mirrors & exhaust fans.
- Beds for rest, medication for pain relief & a doctor on call at the girls' hostel.
- An Open Gym is installed outside the Girl's hostel.
- A *female doctor and car & driver facility* for medical emergencies are available.
- We have a separate mess for girls & a *conducive hostel environment*

Female faculty & staff are highly co-operative; students always count on their assistance and support. At SBPIM, We promote gender equity, empowering women & creating an inclusive and equitable environment for students, contributing to the institution's overall development and success.

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

**7.1.2**

**The Institution has facilities and initiatives for**

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

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

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

### 7.1.3

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

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

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

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

### 7.1.4

**Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of**

**students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)**

**Response:**

In order to contribute to nation building, the Institute is dedicated to assisting youth in acquiring moral responsibility and a constructive outlook. We incorporate *human rights, peace, tolerance, love, compassion, harmony, social values, environmental preservation* awareness, and ethics in addition to the standard curriculum. SBPIM caters to the higher education needs of the society irrespective of caste, creed, religion, gender, region, language or community.

The Institute is committed to helping young minds develop moral responsibility and a positive attitude to strengthen the nation.

**Cultural events:** *Cultural festivals and performances 'Zing'* are organized by SBPIM to highlight the diverse cultures, languages, and regions that are represented at the Institute. We encourage students to take part in all cultural activities including *dancing, music, art, and management games*.

**Regional events:** Ch. Shivaji Maharaj Jayanti is celebrated with great pomp. Ganpati Idol Making workshop & Visarjan helps student celebrate Ganesh Festival in an environmentally sustainable way.

**Linguistic diversity events:** The Institute offers a range of programs to foster *multilingualism* through valuing linguistic diversity. Languages such as English, Hindi & Marathi are spoken on campus and we organize events such as Vachan Prerna Din, Marathi Bhasha din etc.

**Communal & Socioeconomic events:** Every day at 9:00 am, students perform "Om chanting" to improve focus, grasping ability and mental health. Positive interactions between various racial and cultural origins are established as a result. We conduct many social welfare activities through our **Institute Social Responsibility (ISR) Committee**.

**Diversity & Sensitization of students & employees to the constitutional obligations: values, rights, duties and responsibilities of citizens:**

The *National Anthem* is sung at the beginning of every formal event/function as a mark of respect to the National Flag & instill values of patriotism and love for one's nation. The PCET Trust's faculty, staff & students unite to celebrate Independence Day & Republic Day.

We organize events like *National Youth Day, Hutatma Diwas, Voter's Day, Constitution day, Sadbhavana Pandhrawada, National Integration day, Azadi ka Amritmahotsav, Parakram Diwas* to unite students and staff from all backgrounds to promote peace and oneness.

**Additional Events:**

- We observe significant days such as International Yoga Day, Women's Day & Peter Drucker's Birth Anniversary.
- An ethics code is created for employees and students to adhere, regardless of social, linguistic, cultural, or geographic diversity among communities.
- The Grievance Redressal committee, Internal Complaints Committee, Anti-Ragging Committee,



resolve concerns without considering the ethnicity or cultural background of the students.

To support students' overall development and equip them to be *responsible citizens* who respect the nation's objectives of *social cohesion, national integration, and community peace*, The faculty members make it a point to promote these teachings, throughout lessons and activities in the classroom.

This is our effort to create a peaceful environment for everyone and foster tolerance for different cultural, regional, linguistic, communal socio-economic, and social backgrounds, diversity and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens.

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

## 7.2 Best Practices

### 7.2.1

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

**Response:**

#### **BEST PRACTICE- 1**

**1. Title of the Practice – YUVOTSAV – “Let the Youth Dominate -Khelo India Jeeto India.”**

**2. Objectives of the Practice –**

- To provide a platform for students to develop **networking, leadership, management skills & teamwork** through event lead by Alumni.
- To foster **sportsmanship values, honesty & integrity**.
- To **build a network of like-minded individuals** by **bridging gap** between **students, alumni, inter-collegiate networks, sponsors & vendors**
- To develop **Professional Perspective** through **Experiential Learning** in planning, organizing, decision-making, marketing & negotiation.

**3 The Context - “Yuvotsav”, Let the youth dominate- Khelo India Jeeto India**

**1. Aim: 'Yuvotsav' promotes networking, management & leadership among students, in line with PM's vision to encourage sports through 'KHELO INDIA.' The event also promotes a**

### **healthy lifestyle and sportsmanship spirit.**

Yuvotsav a **flagship event** led by **SBPIM Alumni & juniors**, acts as a **catalyst** for student development & **future leaders**. It provides a platform for collaboration & an **environment** for **contribution & growth**. A unique experience for students to learn **networking and leadership** through **decentralized management** is offered. It fosters **valuable connections** with **alumni, sponsors, vendors, and inter-collegiate networks** while balancing academics. It promotes learning through **practical experience**; the growing success is evident in participation and sponsorships.

### **2.The Practice:-**

'Yuvotsav' is an SBPIM Inter-collegiate Sports event organized by students for students, **promoting fairness & transparency**. It brings together players, umpires, a supporting Trust, and a dedicated committee. Initiated in 2015, the event is run by alumni & juniors, applying classroom learning practically.

**The Process:** The 'Student Council' & organizers plan the event 2 months prior to securing budgets, sponsors, venue, theme etc.,

**Event Proposal:** Final Proposal approved by Director, is forwarded to Trust for budget sanction. Students lead the event with Alumni & Faculty committees.

**Smooth Co-ordination:** Students manage 50 matches & 1000+ students in 3 days, while coordinators handle participants, sponsors & match scheduling while maintaining a green campus. Sports include Football, Girls box cricket (introduced to **empower girls**) & Volleyball.

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

Yuvotsav is a **networking platform** for **experiential learning & alumni insights** on **business dynamics**.

**Networking and Collaboration:** 'Yuvotsav' is a **hub** for **personal, professional & social development, connecting like-minded individuals** for **networking & collaboration**.'

**Management skills:** Yuvotsav promotes **academic excellence** and **leadership** for **students, alumni, and societal change**.

**Platform:** A **transformative journey** for students, fostering collaboration and providing exposure to business areas for sponsorship and internships.

**Event Success:** The event's success lies in teamwork, fair play, devotion & zeal.

**Popularity:** The event is popular in UG & PG colleges in Maharashtra.

## 6. Problems Encountered and Resources Required

**Period:** Due to conflict with GATE exams, Yuvotsav is scheduled in Feb/March, a busy time for exams/events for other colleges.

**Scope:** Institute needs more State & National Team participation.

**Pandemic:** It led to online events that promote teamwork & managerial abilities

**Post-pandemic:** Motivating students to participate proactively is an issue.

**Attendance:** For huge batches, it is necessary to provide extra classes to make-up for missed sessions & allow students to attend these activities.

## 7. Notes

### BEST PRACTICE- 2

1. **Title of the Practice – SAKHI - Seva Sahayog Foundation – “Vocal for Local”**

2. **Objectives of the Practice –**

- a) To encourage **Women entrepreneurship**.
- b) To **empower** women to launch businesses.
- c) To combine academics with broader **societal & entrepreneurial development**.
- d) To create **holistic learning experiences for women**, focusing on ethics, values & knowledge to benefit society & business.
- e) To train women entrepreneurs in soft skills, business planning, fostering responsible citizenship & diversifying product offerings.

3. **The Context**

**“I want every little girl who’s been told she’s bossy to be told again she has leadership skills.” — Sheryl Sandberg, COO at Facebook**

SBPIM’s SAKHI initiative empowers local women entrepreneurs in Pune & PCMC, hence advancing the government's aim of **“VOCAL FOR LOCAL.”** “The institute **collaborates** with local small-scale businesses & gives them preference for marketing & sales opportunities. Recently, the institute launched a Diwali Mandi, where 30+ female entrepreneurs displayed handmade/eco-friendly products to generate significant revenue. Being a Business school, SBPIM provides training to these projects to improve their services & benefit the society as a whole. Through this support and encouragement, the institute aims to strengthen the women entrepreneur community & foster strong professional and ethical relationships. Our Seva Sahayog collaboration has created a positive societal impact & helped develop strong connections with these entrepreneurs.

#### 4. The Practice

Women's participation in the business environment fosters strong-ethics & connections amongst underrepresented groups, leading to ethical business expansion. Our effort to promote women entrepreneurship through **MOUs & partnerships with self-help-groups** & small sized women-led-businesses helps showcase their products on various platforms. These activities **motivate and inspire female students**, who make up a significant portion of the enrolment. SBPIM purchases their products as gifts for guests on different occasions, demonstrating our commitment to **promoting sustainability and environmental awareness**.

Under MOU of CII Yi G20, women entrepreneurs shared experiences with students. The institute's effort to this noble cause is well supported by students to promote our Diwali Mandi. We help & market our partner Seva Sahayog at many corporate events.

#### 5. Evidence of Success

SBPIM's strong belief of values and ethics percolate to students by helping the needy & handholding to scale up these businesses. Such associations create positive feelings among female students. An ED Cell boot camp in association with Maharashtra Centre for Entrepreneurship Development gets good response from female students. Events like Diwali Mandi have high participation from female students showing interest in entrepreneurial learnings. Students get the courage to launch their own business in the coming years. Hand-holding sessions by our Alumni turned Entrepreneur; help guide & encourage students. Our CII-Yuva events empower women entrepreneurs.

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

Finding support for women entrepreneurs, as they tend to focus on limited range of products. Publicizing and organizing events for women entrepreneurs during conferences & induction programs is difficult. Due to pandemic restrictions, events like Diwali Mandi were not organized. Inviting all women entrepreneurs during festive season can be tricky.

#### 7. Note

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

### 7.3 Institutional Distinctiveness

#### 7.3.1

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

**1000 words**

**Response:**

**Title: *Human Capital Enrichment through T3 Model***

***(Trust, Transparency & Transformation)***

The goal & mission of PCET & SBPIM demonstrate the founders' vision & foresight. As it marks 33 years of service, the organization has restated its goal of "transforming youth holistically to develop them into enlightened citizens".

***SBPIM follows the T3 model that focuses on Trust, Transparency, & Transformation.***

T3 helps bring this vision to life by connecting students, society & the environment through our faculty-student-centered approach to learning. The fact that the T3 Model directly benefits parents, corporates, faculty, staff, students, & alumni demonstrates its uniqueness. ***Our processes & practices align with the Vision & Mission of the Trust***

***Dimension of Trust, Transparency & Transformation for Human Capital Enrichment***

***Enrichment of Human capital via the T3 model & its effect can be closely observed in the following dimensions:-***

#### ***A. Dimension of Trust***

***Retention Rate:*** The faculty retention rate at PCET amply demonstrates the strength of trust among the PCET family. The same values percolate at SBPIM considering maintaining Human Capital is a critical component of growth; Employees appreciate the work environment with senior management upholding the values & ethics of governance. At SBPIM, since its inception, the average employee retention rate is 79% and an average tenure of experience is more than 8+ years.

#### ***Human Capital Enrichment & Progression:***

The distinctiveness of Multifaceted Learning was evidenced as Teaching & Non-Teaching staff have advanced in their education since their hire. Faculties are encouraged to pursue research, SBPIM shares costs associated with research publications. Majority of faculty completed their doctorate degree during their tenure at SBPIM. Similarly, the Non-Teaching staff of SBPIM has either pursued master's degrees or related courses.

***Admissions:*** A maximum of 60% students at SBPIM are admitted via recommendations from companies, alumni, & family members. Many times, all siblings & close relatives choose SBPIM over others.

#### ***B. Dimension of Transparency***

***Ethical & Value-based Leadership:*** PCET strongly believes that ethical values are the most crucial aspects of long-term growth & sustainability. *All the stakeholders have immense trust in the Institute & this TRUST transforms to REALITY.*

***Governance:*** SBPIM has a well-defined governance structure for the institute comprising of Committees, a Strategic plan, Governing Policy, an employee Code of conduct, Grievance Policy, Leave Policy, Reimbursement Policy & Covid Policy.

***Decentralized Approach & Autonomy:*** PCET's leadership & decentralization policy is passed down from the Founders to its Management, Director, Faculty, Staff & students. Responsibility with authority is delegated. The same principle & vision percolate from Trust to the Director & from Director to the staff & students.

### ***B. Dimension of Transformation***

***Student Holistic Transformation:*** Our main priority is students, & we work hard to help develop their skill sets. We value *Teaching learning progression* & prepare them professionally for the corporate world, just like to a bud blossoming into a flower.

***Faculty:*** Faculty members teach a range of multidisciplinary courses, a basket of available courses is used to solicit the course preference of faculty. They are then assigned courses based on their choice & encouraged to develop new courses.

***Self-Sustainable Approach:*** SBPIM adheres to the principles of PCET & works towards imparting quality education, professional grooming of students, & the best opportunities for career growth.

***Brand:*** At state, national, and international levels, PCET is acknowledged on numerous platforms as a Trusted Brand in Education & is renowned for its governance, high-quality education & successful placements.

***Achievements:*** SBPIM has achieved many milestones in prestigious national B-School surveys such as Outlook, Times-B-School & the Week.

***Research Empowerment & Engagement:*** Research is the backbone of academic development. Faculties are encouraged to submit research papers in high-quality journals & conferences. The Institute has a Research Vision 25 to empower faculty for research & consultancy projects.

***Alumni & Corporate:*** We take great pleasure in our 12-year history of close ties with alumni. 200+ alumni attend the yearly Meet. Our brand is enhanced by Institute Industry Interactions & supports long ties with corporates.

***Society at Large & ISR:*** SBPIM provides skilled manpower to the Pune Industrial Hub & supports many activities. The Trust continues its legacy of giving back to society through ISR, the Committee handles several areas called Prakriti, Jagruti, Ujwal Bhavishya, Gyan Ganga, & Nirbhaya, gradually touching people's lives.

*"Our most valuable assets are our human capital; SBPIM exemplifies its commitment to good governance, transparency, & quality education through enrichment of its Human Capital."*

File Description	Document
Appropriate web in the Institutional website	<a href="#">View Document</a>
Any other relevant information	<a href="#">View Document</a>

## 5. CONCLUSION

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### **Additional Information :**

S. B. Patil Institute of Management (SBPIM) was established in 2009 under the umbrella of Pimpri Chinchwad Education Trust (PCET). SBPIM runs Postgraduate (PG) programme MBA. SBPIM is operational on four dimension Philosophy; the four dimensions being Academic Excellence Professional Development, Research Promotion, and Social Responsibility.

SBPIM is self-quality conscious therefore institute undergone quality academic accreditation such as ISO, NAAC and NBA to set its own benchmarks. SBPIM believes in kaizen and try to implement for achieving continuous improvement in national Level Ranking surveys such as IIRF India Best B-School Ranking 24 – secured 52th Rank and Ranked 89th Top Private B-School by OUTLOOK -ICARE Ranking 2023.

SBPIM participate and host several events like competitions, FDPs, seminars at its campus. The institute believe in holistic development of students and ensure to have encourage students to participate in National, state level business, sports and cultural events.

SBPIM ensured that every year institute must host at-least one Seminar/workshop supported by National Funding agencies such as AICTE/UGC/ICSSR. Institute encourages faculty to publish their papers in renowned journals of national and international level with institute financial support. Despite being a non-technical institute, SBPIM finds difficult to grab the big funding from govt. organisations such as DST, SERB etc.

SBPIM have good faculty retention ratio and many faculties have enhanced their academic excellence in association with SBPIM like PhD, NET/SET, non-teaching staff done MBA degrees. Students who wants to go for competitive exams are encouraged and mentored to crack the exams like IBPS, NET/SET, and Ph.D. etc. Presently the Institute has 17 PhD faculty.

PCET and SBPIM have come up with a Community Radio named PCET's Infinity 90.4 FM with the catchphrase "Reflecting You!" The radio aims at giving expression to the issues faced by the populace around the Institute and to find solutions for those issues. The radio works on the axiom "Of the Community, By the Community, and For the Community". SBPIM faculty carried the renowned entrepreneur's interview series to share their experiences. Students presents their poems, stories and any innovative ideas. SBPIM students are also sensitized towards society by various ISR activities.

### **Concluding Remarks :**

In last 28 years Pimpri Chinchwad Education Trust (PCET) is become one of the renowned time tested brand on academic landscape. The trust and all allied institutes are known for its academic perseverance, values and ethics. The trust in last 28 years has grown from one Polytechnic College to eight Institutions offering education from KG to PhD. Around 35,000 students have already been educated under the guardianship of PCET. SBPIM is affiliated to SPPU and syllabus and external examination scheme are governed by SPPU. Internal assessment is done transparently using varied methods of assessments. The efforts are evident from SBPIM students has secured SPPU Gold medal in 3 categories for her academic excellence. The students competed in National Management Olympiad and bag the award as champion with competing with students of India's prestigious management institutes.



