P.C.E.T.'s

S. B. PATIL INSTITUTE OF MANAGEMENT

Pimpri Chinchwad Education Trust's
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STRATEGIC PLAN 2017-2022

PIMPRI CHINCHWAD EDUCATION TRUST'S
S. B. PATIL INSTITUTE OF MANAGEMENT

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Sector No. 26, Nigdi, Pradhikaran, Pune 411044. Maharashtra, India

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STRATEGIC PLAN 2017-2022

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Pimpri Chinchwad Education Trust's
S. B. PATIL INSTITUTE OF MANAGEMENT

MESSAGE FROM THE DIRECTOR

Our Motto "सुप्रबन्धे राष्ट्र समृद्धि" which means "Better Management for a Better Nation" signifies our pursuit to excellence by educating the masses and empowering the youth to build a strong nation. We strive to build a strong relationship between our Institute and the people we educate and serve. As a Management Institute, we provide Management education program in the region to create ethical professionals. Our program is responsive to the needs of major employers in the area, and our graduates contribute to the economy and quality of life in the region. Consistent with our mission, the Institute strives to provide students with access to convenient, affordable, and quality higher education opportunities that prepare them for successful and productive careers. The success of students in their academic programs and in their chosen careers is a primary link between the Institute and the community.

The 2017-2022 Strategic Plan emphasizes the importance of attracting, retaining and advancing an increasing number of students while maintaining the Institute's commitment to quality. Building on the Institute's success in attaining its accreditation and implementing quality processes, the Strategic Plan focuses on initiatives designed to increase student success. Institute pursuits to meet the skill demands of various careers, enhance the infrastructure, and provide sound budgeting for maximum support of the vision of the Institute. The implementation of Strategic Plan will show continuing advancement over

the next five years in assessing our progress and in reporting our success to the Institute faculty, staff, and administration.

On behalf of the Institute, I express appreciation to all faculty and staff-members of the Institute for their efforts. I look forward to working with the administration, faculty, and staff as well as the community as we strive to fulfill our commitment and enable an increasing number of students to realize their dream of becoming a Management graduate and a valued citizen.

Dr. Daniel Penkar
Director
S.B. Patil Institute of Management

INTRODUCTION

Pimpri Chinchwad Education Trust (PCET) was established by Late Shri. Shankarrao Patil in the year 1990 with a vision to provide value added educational platform to society in multiple dimensions right from Nursery to Doctoral programs in all professional streams enabling all our students to achieve Freedom through Education. The aim of the Trust was that a program of higher technical education and research in India be pushed forward. In the beginning started with the Diploma Course in 1990 as Pimpri Chinchwad Polytechnic. Over the years, has gained widespread recognition as institution of excellence has led to enter into Degree College named Pimpri Chinchwad College of Engineering in year 1999. S. B. Patil Institute came in to existence in 2009 as stand-alone Management Institute considering the need of market. It was initially had sanctioned intake of 60 students annually which has increased to 180 students from year 2010. The campus came up in adjourned MIDC site of about 11 acres which was offered by Pradhikaran. Today the Institute has well over 360+ students enrolled in M.B.A. and Ph.D. degrees.

Since the establishment of institute the country's economic environment has changed, and industry has developed. There have been global changes as well, particularly in the new millennium, such as, an explosive growth in the use of the personal computer, outsourcing of service and manufacturing activities and the development of the Internet. All these changes have led to a redefinition of the role of technology in India. Under the circumstances of change, the institute absorbed the changes as per the environment and made necessary changes in operational environment suitable to current requirement.

The project consisted of a series of coordinated interventions to bring about changes in the Institute's direction, structure, interfaces and performance. A strategic plan, outlining recommendations and action plans for implementing the strategy, was drawn up. Subsequently, as part of the planning cycle, the strategic plan has been reviewed and revised at intervals.

The broad goals of Strategic Plan 2022 are an affirmation of SBPIM's commitment to excellence in research and education, and the Strategic Plan consequently focuses on these core themes. The Strategic Plan enunciates SBPIM's aim of being recognized as a top management institute in research and education. SBPIM seeks to attract the best students from diverse backgrounds and offer them an excellent educational experience. It offers more flexibility and choice to the students in the academic programs, an inviting and stimulating ambience for education and research, and a rich exposure of extra- and co-curricular activities. Personality development, life-skills and career planning will be a part of the holistic development.

The Strategic Plan seeks to leverage the strengths that SBPIM has developed over the past 8 years and to build upon them and acquire or develop new strengths. In particular, the Strategic Plan proposes to nurture the group of faculty working on student excellence and that have the potential to address the societal challenges faced in India today—specifically in areas such as Career Planning, Employability Skills, Entrepreneurship Skills and Educational Excellence. It outlines steps to increase the quality and quantity of research output through an increase in research intensity, faculty strength, Ph.D. student enrolment, infrastructure, engagement with industry and international collaborations.

SBPIM MOTTO

Our Motto **"॥ सुप्रबन्धे राष्ट्र समृद्धि ॥"** means "Better Management for a Better Nation."

SBPIM VISION

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

SBPIM MISSION

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

Mission statement defines distinctive characteristics as:

- SBPIM being an Educational Institute is highly committed to provide knowledge, skills, research and consultancy for holistic development of the students with attributes of a responsible citizen and a moral human being for Institutes' and stakeholders' sustainable development.
- The Institute is committed to instill various Life Skills like Analytical Thinking, Problem Solving, Decisions Making, Creative Abilities, Emotional Intelligence and Positive Approach.
- The Institute is committed to accomplish its mission by using latest technology, infrastructure, guidance and feedback from all stakeholders.

SBPIM STATEMENT OF VALUES

S. B. Patil Institute of Management respects the diversity of its students and recognizes the worth and potential of each student. Therefore, the Institute affirms the following values:

1. **Commitment to Students** — Belief in providing quality, accessible instruction, resources, and support services to enhance the growth and development of students.
2. **Commitment to Faculty and Staff** — Belief in the importance of providing a work and learning environment characterized by integrity, clear communications, open exchange of ideas, involvement in decision making, and respect for all individuals.
3. **Commitment to Community** — Belief in enhancing the environmental and socio-economic vitality and quality of life for all citizens of the community, industry and business.
4. **Commitment to Diversity** — Belief in acknowledging and respecting the diversity of the community.
5. **Commitment to Excellence** — Belief in the pursuit of excellence in all Institutes' programs and services.

OBJECTIVES

1. To be a premier management institute known for its teaching, training, research, extension and consultancy.
2. To impart value based education by undertaking holistic and sustainable developmental approach in transforming the students which can develop responsible citizens with emotional stability who shall create value for the nation and worldwide.
3. To be highly committed and maintain everlasting trust between institution and the stakeholders.
4. To collaborate with stakeholders in bringing quality in curricular and co-curricular activities.
5. To promote entrepreneurial activities for developing job creators in the society.

S.B. PATIL INSTITUTE OF MANAGEMENT

STRATEGIC PLANNING PROCESS

The S. B. Patil Institute of Management, Nigdi planning process shall be conducted on a two-year cycle and shall project strategic direction for the institution. The Director shall appoint the Strategic Planning Committee and lead the strategic planning process.

The Strategic Planning Model [Figure (a)], represents the Institute's cyclic planning process. The Planning Process Chart [Figure (b)], illustrates the concept used to establish the following foundation elements which provide the basis for the S. B. Patil Institute of Management Strategic Plan:

The mission statement outlines briefly the purpose of the institution.

- The organizational assessment reviews the strengths and weaknesses of the internal educational processes, services, and programs and examines the internal demographics of our students and employees.

- Environmental scanning analyzes the opportunities and threats which will potentially impact the Institute based on external demographics assessments.

- Priority Initiatives are developed to address priorities which will direct the Institute toward continual improvement over the next two years.

Through analysis of the Institute's internal strengths and weaknesses as well as opportunities and threats, S. B. Patil Institute of Management is better prepared to define its institutional initiatives and corresponding goals.

The mission as well as the strategic initiatives and corresponding goals constitute the Institute's strategic plan. The strategic plan forms the foundation for annual operational planning.

The strategic planning process at S. B. Patil Institute of Management shall involve meetings with key constituency groups, including faculty, professional staff, students, and members of external advisory committees. These groups shall participate in a SWOT analysis responding to questions related to their viewpoints about the strengths, weaknesses (or challenges), opportunities, and threats regarding S. B. Patil Institute of Management and the community it serves. A second phase in the strategic planning process would involve the Institute's Management in a review and planning session. Management members shall review the Institute's Strategic Planning Report, which shall be provided annually by the Strategic Planning Committee and contains data on how well the Institute fulfilled the most recent Strategic Plan, relating to each individual Strategic Initiative and Related Goal. In addition, information related to emerging trends in the external environment shall be examined, particularly as they are related to population trends, educational levels, and future employment opportunities in the region.

The results of the Management planning session, discussions with constituency groups, the SWOT analysis, and the discussions and review by the Strategic Planning Committee shall provide the basis for strategic initiatives and related goals for S. B. Patil Institute of Management Strategic Plan.

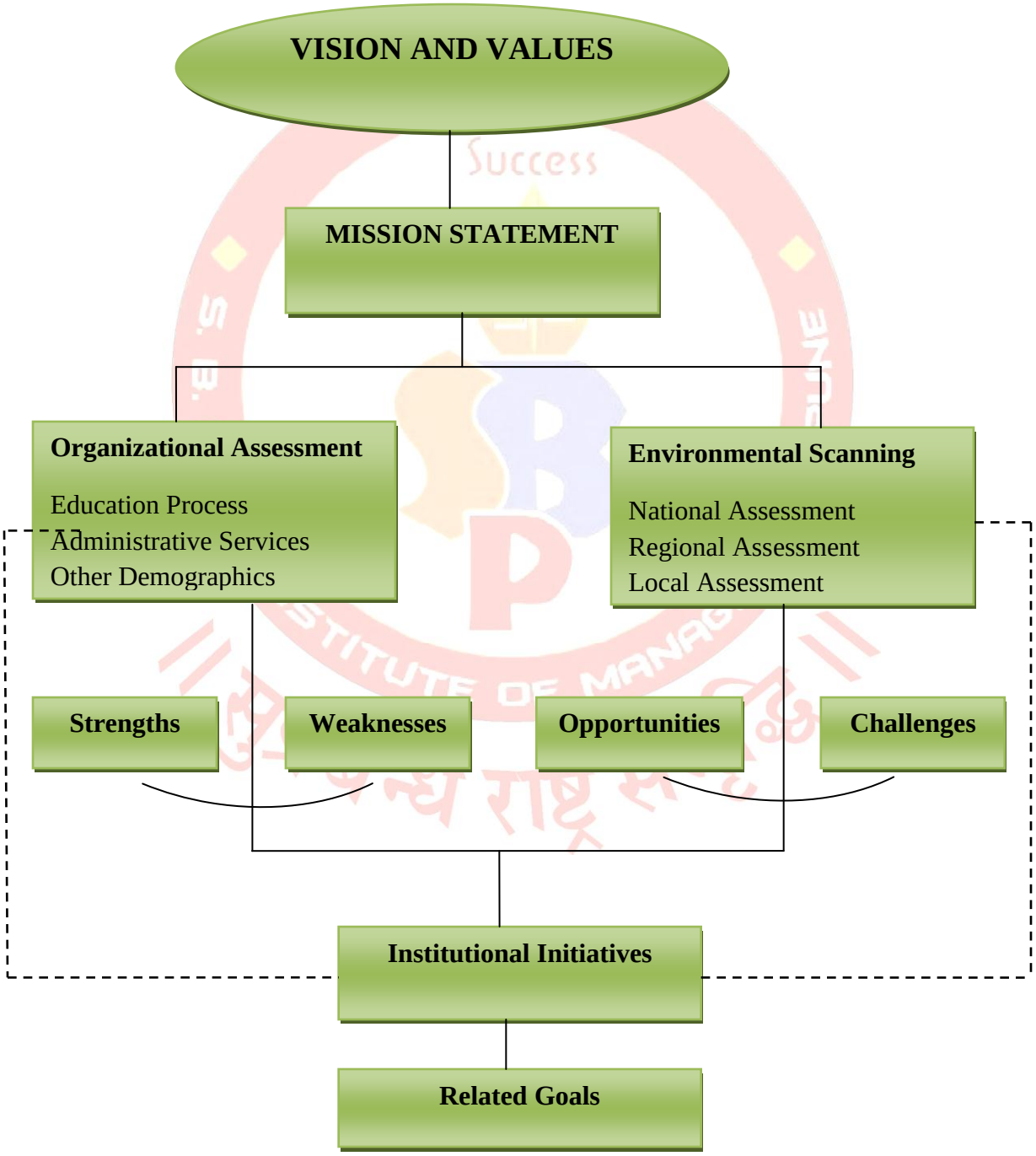
Finally, strategic planning requires periodic assessment of progress toward initiatives and goals. In some cases, goals may be revised or eliminated and new goals formulated in response to changes within the Institute or in the external community. Ongoing assessment shall be essential component of a successful strategic plan.

PCET's S.B. PATIL INSTITUTE OF MANAGEMENT

STRATEGIC PLANNING PROCESS MODEL

PCET's S.B. PATIL INSTITUTE OF MANAGEMENT

STRATEGIC PLANNING PROCESS CHART



STRATEGIC PLANNING AND MONITORING COMMITTEE (SPMC)

	STRATEGIC PLANNING AND MONITORING COMMITTEE MEMBERS	
Sr. No	**Name**	**Designation**
1	**Dr. Daniel Penkar** **Director** M.Com, M.A. (Eco), PGDM, M.M.S., Ph.D., D Lit.	**Chairman**
2	**Dr. Hansraj Thorat** **Head-Research** M.Com (Adv. Accountancy and Adv.Costing), M.Com. (Tax & Co-op), M.Phil, G.D.C&A, Ph.D.	**Member**
3	**Dr. Kirti Dharwadkar** **Head-Academics** Ph. D., M.A. Economics, M.B.A. HR, MPM	**Member**
4	**Dr. Dipti Sharma** **Assistant Professor** Ph.D, MBS International Business & Finance	**Teaching Representative and Secretary**
5	**Ms. Pranita Burbure** **Assistant Professor** MBA-HR, DLL&LW, NET,SET	**Teaching Representative**
6	**Dr. Bhushan Pardeshi** **Assistant Professor** Ph.D, MBA-Finance	**Teaching Representative**
7	**Mr. Prasannakumar Ohal** **Head Clerk** B.Com, Cost and Works Accounting and DCA	**Non-Teaching Representative**
8	**Ms. Isha Bhatia** **Alumni** MBA-HR	**Student Representative**
9	**Secretaries of all working committees**	**Committee Representative**

PCET'S STRATEGIC PLAN ADVISORS

1	**Smt. Padmatai Bhonsale**	**Vice President (PCET)**
2	**Shri. V. S. Kalbhor**	**Secretary, PCET**

SPMC: OBJECTIVES AND FUNCTIONS

Objectives and Functions

The Strategic Planning and Monitoring Committee's primary objective is to provide assistance to the Institute in its work to protect Institute's shareholders' interests via exercising control of the Institute's strategic development.

Key functions of the Committee are as follows:

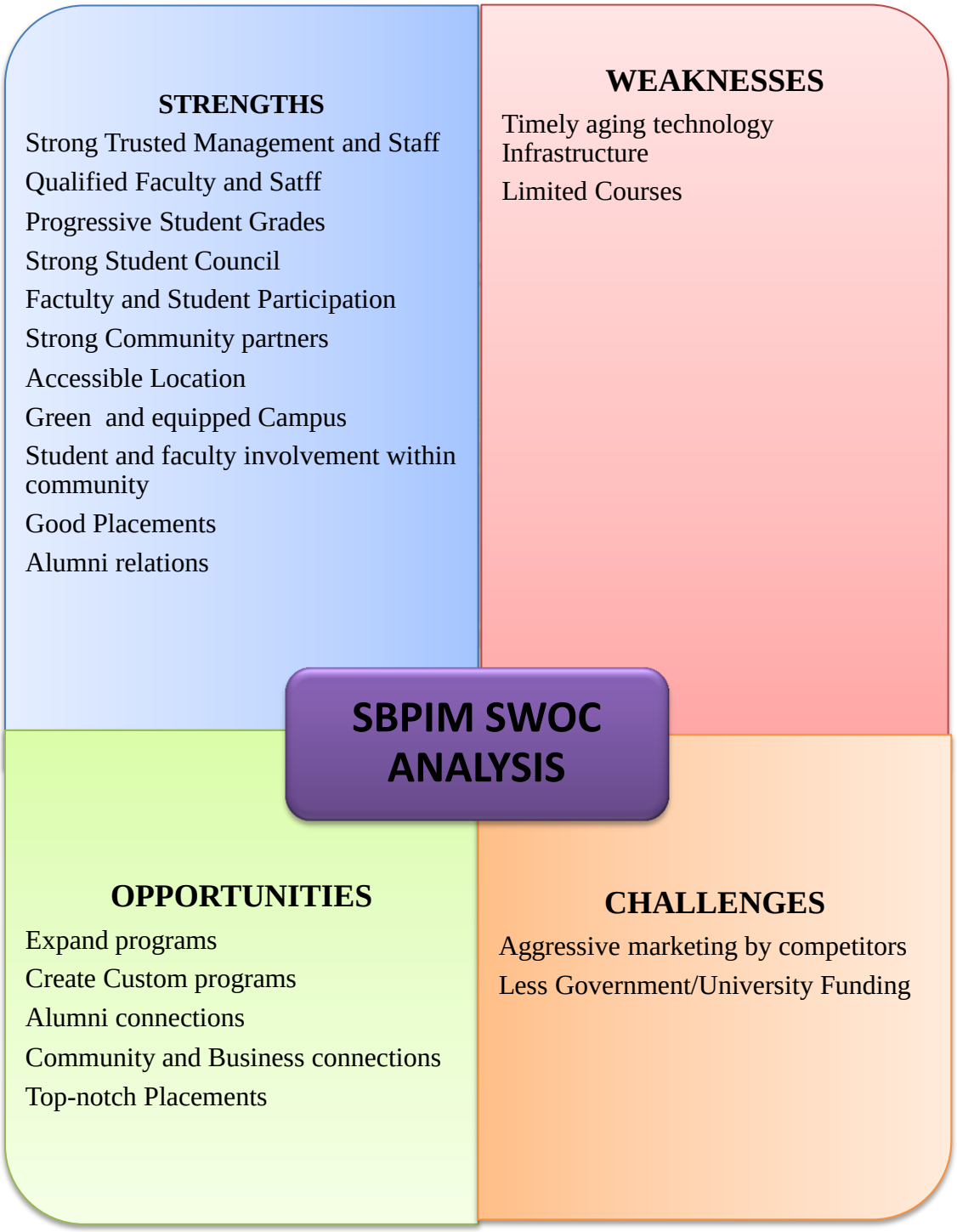
- Determine the direction and scope of the Institute over longer term;
- Participate in establishing concrete goals and priority areas of the Institute, assessment of strategic initiatives with regard to development and implementation control of the Institute Strategy and work-area specific strategies of the Institute;
- Analyze principal trends of the current educational sector in relation to the Institute activities and communicate relevant information to the Institute Management/ Director;
- Participate in control of Institute Plan delivery;
- Assess efficiency of the Institute interaction with stakeholders of the Institute;
- Review the strategic plan.

The Committee provides assistance to the Management/Director in the following areas of its competence:

- Identification of the Institutes' strategic objectives and development milestones;
- Assessment of the Institutes' long-term efficiency;
- Ensuring efficient strategic and work planning;
- Formulation of the Institute policy;
- Reviewing the strategic plan every 2 to 3 years;
- Planning to deal with upcoming challenges.

PCET's S. B. PATIL INSTITUTE OF MANAGEMENT

SWOC ANALYSIS



STRATEGIC PLAN 2017-2022

PCET's S. B. PATIL INSTITUTE OF MANAGEMENT

STRATEGIC GOALS

1.	**Goal 1**	***Build Human Capital Strength***
2.	**Goal 2**	***Build Student Strength***
3.	**Goal 3**	***Build Brand Strength***
4.	**Goal- 4**	***Build Financial Strength***
5.	**Goal- 5**	***Build strong Research environment***
6.	**Goal 6**	***Build quality Infrastructure***
7.	**Goal 7**	***Build quality Placement opportunities through long-term synergic Relationships***
8.	**Goal 8**	***Build an Inclusive and Ethical Culture***
9.	**Goal 9**	***Monitor and realign : Continuously upgrade every arena***

STRATEGIC MAPPING

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

Vision : Key Targets	***Strategic Goals***
Leading Management Institute (Nationally and Internationally accredited)	▪ *Build Human Capital Strength*
	▪ *Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services*
	▪ *Build Brand Strength*
	▪ *Build Alumni, Community, Professional and Business Relationships*
	▪ *Build Financial Strength*
	▪ *Build a Research environment among Faculty & Students*
	▪ *Build an Inclusive, Global and Ethical Culture*
	▪ *Build quality Infrastructure*
Provide Quality Education (Collaborative Learning and Cafeteria Approach)	▪ *Build Human Capital Strength*
	▪ *Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services*
	▪ *Build a Research environment among Faculty & Students*
Research and Consultation (Incubation Center)	▪ *Build a Research environment among Faculty & Students*
Build Professionals	▪ *Build Student Strength through Innovative*

	Academic Programs, Quality Placements and Student Services
	▪ *Build Alumni, Community, Professional and Business Relationships*
Build Entrepreneurs	▪ *Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services*
	▪ *Build Alumni, Community, Professional and Business Relationships*
	▪ *Build a Research environment among Faculty & Students*
Socially Responsible Citizens	▪ *Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services*
	▪ *Build an Inclusive, Global and Ethical Culture*

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

Mission: Key Targets	***Strategic Goals***
Pursuit Excellence in Management Education	▪ *Build Human Capital Strength*
	▪ *Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services*
	▪ *Build Brand Strength*
	▪ *Build Alumni, Community, Professional and Business Relationships*
	▪ *Build Financial Strength*

	▪ *Build a Research environment among Faculty & Students*
	▪ *Build an Inclusive, Global and Ethical Culture*
	▪ *Build quality Infrastructure*
Excellence in Research Program	▪ *Build a Research environment among Faculty & Students*
	▪ *Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services*
Sustainable Developmental Approach	▪ *Monitoring and realigning : Continuously upgrade every arena*
Holistic Developmental Approach	▪ *Build Human Capital Strength*
	▪ *Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services*
	▪ *Build Alumni, Community, Professional and Business Relationships*
	▪ *Build a Research environment among Faculty & Students*
	▪ *Build an Inclusive, Global and Ethical Culture*
	▪ *Build quality Infrastructure*
Create Leaders	▪ *Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services*
	▪ *Build Alumni, Community, Professional and Business Relationships*
	▪ *Build a Research environment among Faculty & Students*
	▪ *Build an Inclusive, Global and Ethical Culture*
Create Ethical Citizens	▪ *Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services*

	▪ *Build an Inclusive, Global and Ethical Culture*
Transformative Entrepreneurs	▪ *Build Alumni, Community, Professional and Business Relationships*
	▪ *Build a Research environment among Faculty & Students*
Generate Value for Industry, Society and Nation	▪ *Build Human Capital Strength*
	▪ *Build Student Strength through Innovative Academic Programs, Quality Placements and Student Services*
	▪ *Build Brand Strength*
	▪ *Build Alumni, Community, Professional and Business Relationships*
	▪ *Build Financial Strength*
	▪ *Build a Research environment among Faculty & Students*
	▪ *Build an Inclusive, Global and Ethical Culture*
	▪ *Build quality Infrastructure*

STRATEGIC PLAN 2017-22: INITIATIVES

GOALS	OBJECTIVES	STANDARDS
GOAL 1	OBJECTIVE	STANDARD/ TARGET
Build Human Capital Strength	1: Attract, support, recognize and retain high-quality faculty, staff and technical employees	**1:**Develop the Faculty as Prominent Academicians with high Research Aptitude
		2: Develop the Staff and Technical Employees as more efficient, skilled and competent employees.
GOAL 2	OBJECTIVES	STANDARD/ TARGET
Build Student Strength	1: Develop Innovative Academic Programs for Student progression	Develop standard scholastic Programs for higher academic and professional development of students.
	2. Provide excellent facilities and quality opportunities to students for all-round personal and professional growth	Keep upgrading the facilities to develop quality professionals who shall add value to the Business, Society and Nation.
GOAL 3:	OBJECTIVES	STANDARD/ TARGET
Build Brand Strength	1: Develop SBPIM as a 'Trusted Brand' recognized as a symbol of excellence	1: Maintain SBPIM as a 'Trusted and consistent Brand' nationwide
GOAL 4	OBJECTIVES	STANDARD/ TARGET

Build Financial Strength	1: Generation of Funds through different sources	1: Develop Future Development and Revenue-generating plan
GOAL 5	OBJECTIVES	STANDARD/ TARGET
Build strong Research environment	1: Develop nurturing research environment for Faculty and students	1: Continually upgrade and expand Research Centre activities and related facilities
GOAL 6	OBJECTIVES	STANDARD/ TARGET
Build quality Infrastructure	1: Provision of high quality infrastructural facilities	1: Develop existing facilities to excellent-quality infrastructure
GOAL 7:	OBJECTIVES	STANDARD/ TARGET
Build quality Placement opportunities through long-term synergic Relationships	1: To improve placement ratio through Alumni, Community, Business and Professional Relationships	1: Excel in providing quality placements through long-term synergic stakeholder relationships
GOAL 8	OBJECTIVES	STANDARD/ TARGET
Build an Inclusive and Ethical Culture	1: Develop embed ethics, inclusivity and a global viewpoint amongst staff and students.	1: Create adaptive, ethical and globally competitive professionals.
GOAL 9	OBJECTIVES	STANDARD/ TARGET
Monitor and realign: Continuously upgrade every arena	1: Continuously upgrade every arena to meet changing standards	1: Develop a systematic change management system

GOAL 1	**OBJECTIVE**	**STANDARD/ TARGET**
Build Human Capital Strength	1: Attract, support, recognize and retain high-quality faculty, staff and technical employees	**1:**Develop the Faculty as Prominent Academicians with high Research Aptitude
		2: Develop the Staff and Technical Employees as more efficient, skilled and competent employees.

GOAL 1: Build Human Capital Strength

OBJECTIVE : Attract, support, recognize and retain high-quality faculty, staff and Technical Employees

PROVISIONS : *SBPIM strengthens its Faculty through the following actions:*

SBPIM has highly developed Human capital. It is a composite of an individual or workforce's knowledge, skills, and life experiences and higher levels of human capital, which develops, strengthens and enhances the complete academic arena, benefitting individuals and society as a whole. We have faculty and staff from diverse fields with rich experience in various domains like industry, research and academics. SBPIM strives to utilize the skills, knowledge and experience of this human capital to build better and stronger processes to become a successful Institution. In tune with this, SBPIM continuously works to develop the Faculty and staff through programs like FDPs, Seminars, Workshops, Conferences, Training Programs, Certifications, and Research Projects etc. To achieve the set standards, SBPIM has a vision to cultivate a culture of growth for healthier enhancement of Faculty skills and experiences by providing better facilities, infrastructure, funds for continuously uplifting the benchmarked standards in the areas of Academics, Research and Innovation etc. and create Best-in-class Faculty

and Staff who are capable of creating value for the society, nation and world at large.

At SBPIM, we believe that Faculty is the backbone of any educational Institute. The institute is the reflection of the kind of faculty it has. The more educated, skilled and experienced the faculty is, the more opportunity of getting better productivity. And so, to develop and enhance our faculty strength at SBPIM, we match faculty skills, strengths and interests with the job-tasks, allocation of various curricular, co-curricular and extra-curricular activities as well as semester-wise workload assignments.

We have a culture that encompasses values and behaviors along with a focus on being knowledge-oriented, development-oriented and progress-oriented that can contribute uniquely to the progress of the institution. To acquire such proficiency, SBPIM caters to the multidimensional development of faculties by organizing various FDPs, Seminars, Workshops, Conferences, and Training Programs. To promote exposure to current and contemporary scenario, SBPIM supports and funds the faculty and staff for FDPs, Seminars, Workshops, Conferences, Training Programs, Certifications, and Research Projects etc. by proactively supporting the development of skill acquisition, implementation and enhancement which enriches the faculty and staff. SBPIM supports to increase Professional participation in University and other government functioning bodies related to Industry, academics, CSR and other relevant activities. Similarly for Non-teaching and technical staff, SBPIM proactively supports for advanced academic, technical and technological up gradation.

Not only professional development, SBPIM looks after the 360 degree development and wellbeing of its faculty and staff. In tune with this, suitable Welfare facilities are provided to the faculty and staff. Also, their Recreational needs are taken care off through various recreational activities. To boost their morale and increase motivation we appreciate and recognize faculty accomplishments and contributions from time to time. Due to such nurturing and encouraging culture, SBPIM faculty and staff are able to perform their allocated

tasks and duties effectively and efficiently. With an unbiased and robust evaluation process, we evaluate faculty and staff performance through systematic feedback mechanisms and a structured Performance Appraisal Management System for continuous improvement and strengthening their challenging areas.

SUMMARY:

1. At SBPIM, we have faculty and staff from diverse fields with rich experience in various domains like industry, research and academics.
2. We have knowledge-oriented, development-oriented and progress-oriented Culture
3. At SBPIM, we match faculty skills, strengths and interests with the job-tasks, allocation of curricular, co-curricular and extra-curricular activities as well as semester-wise workload assignments.
4. We cater to multidimensional development of faculties by organizing FDPs, Seminars, Workshops, Conferences, and Training Programs
5. Provide Support and fund for FDPs, Seminars, Workshops, Conferences, Training Programs, Certifications, and Research Projects
6. SBPIM boosts staff morale through various motivational workshops
7. SBPIM provides Recreational and Welfare facilities
8. Recognition of faculty and staff accomplishments and contributions
9. Professional participation in University and other government functioning bodies related to Industry, academics, CSR
10. Proactively support skills acquisition, implementation and enhancement of skills
11. SBPIM has an unbiased and structured Performance Appraisal Management process

STANDARD 1: Develop the Faculty as Prominent Academicians with high Research Aptitude

STANDARD 2: Develop the Staff and Technical Employees as more efficient, skilled and competent employees.

SBPIM strives to achieve the set standard through:

With an aim to transform Human capital to highly Value-driven Intellectual capital, SBPIM intends to enhance the skills and subject expertise of faculty through quality training Programs and certifications. Moreover, SBPIM plans to develop faculty research aptitude by involving them in superior quality research and scholarly contributions in journals with high impact factor. Consequently, SBPIM aims to develop staff participation in workshops and office automation related activities and enhance their skills and expertise through quality training Programs and certifications which will help to achieve the projected targets. To accomplish the set standards, SBPIM attempts to increase the generation and mobilization of additional funds for Professional Development and growth of Faculty and staff through higher-level national and international exposure. In addition, to boost the spirits of the employees, SBPIM desires to develop Annual College Award Program for Faculty and staff.

SUMMARY

SBPIM aims to:

1. Transform Human capital to highly Value-driven Intellectual capital
2. Enhance the skills and subject expertise of faculty through quality training Programs and certifications
3. Develop faculty research aptitude by involving them in superior quality research and scholarly contribution
4. Develop staff participation in workshops and office automation related activities and enhance their skills and expertise through quality training Programs and certifications
5. Increase the generation and mobilization of additional funds for Professional Development
6. Conduct higher-level national and international exposure
7. Develop Annual College Award Program for Faculty and staff

GOAL 2	OBJECTIVES	STANDARD/ TARGET
Build Student Strength	1: Develop Innovative Academic Programs for Student progression	Develop standard scholastic Programs for higher academic and professional development of students.
	2. Provide excellent facilities and quality opportunities to students for all-round personal and professional growth	Keep upgrading the facilities to develop quality professionals who shall add value to the Business, Society and Nation.

GOAL 2: Build Student Strength

OBJECTIVE 1: Develop Innovative Academic Programs for Student progression

PROVISION 1 : *SBPIM strengthens its students through the following actions:*

With well-qualified teachers, at SBPIM, we provide the students with necessary teaching tools and materials that aid to mold the learners and develop their social skills, professional skills and abilities. Management Education aids learners to make use of all the senses to capture the essence of the learning processes, guided by appropriate tools. At SBPIM, Teaching and learning tools and materials are customized as per the requirements of the students for better learning. We augment curricular teaching with rigorous coursework and blended learning through Outcome Based Education. We provide tangible, real-life situation and learning processes inside and outside of the classroom through Certifications, SIP, Case Studies, Industry Exposure, Industrial Visits, Group Research Projects and Group /Team activities etc. to supplement practical application of curriculum.

For holistic teaching-learning process, cognitive capabilities, affective abilities (values), psychomotor skills and life skills acquisition is given primary consideration. As such, the traditional chalk and blackboard teaching tools do not suffice. For Academic Progression, adequate and relevant teaching and learning

materials, including reference books, journals, edited books, other reading materials, subject-wise web material, tools for practical subjects, computers and other teaching and learning aids are provided at SBPIM. With the advent of ICT, audio-visual teaching and learning tools have also been enhanced and utilized greatly. For sustained interest of the learners more colourful, animated and real-life examples are utilized in the learning environment. For needy students, Grade Improvement programs are also conducted through Subject related remedial classes. We monitor continued improvement of students through direct and indirect assessments during the course. We also promote student presence at curricular, co-curricular and extra-curricular events sponsored by the University, Government bodies and related. SBPIM offers, supports and explores better professional opportunities in academics, industry and Public Sector. Keeping Holistic development of students in mind, we advocate and uphold socially responsible behavior by encouraging students' participation in community projects, CSR activities and events/ activities of social and national relevance.

SUMMARY

1. At SBPIM, we augment curricular teaching with rigorous coursework and blended Learning through Outcome Based Education.
2. At SBPIM, we have digitally equipped classrooms which permit the use of technology to develop high-quality instructional materials.
3. Practical Learning at SBPIM: Certifications, SIP, Case Studies, Industry Exposure, and Industrial Visits to enrich practical application of curriculum.
4. Group Learning through Group Research Projects and Group/Team activities.
5. We develop socially responsible behavior through students participation in community projects, CSR activities etc.
6. We promote student presence at curricular, co-curricular and extra-curricular events organized/ sponsored by the University, Government bodies and related.
7. Grade Improvement programs for needy students through remedial classes.
8. We Monitor continued improvement through direct and indirect assessments during the course.

9. We Provide and explore professional opportunities in academics, industry and Public Sector.

STANDARD 1: Develop standard scholastic Programs for higher academic and Professional development of students.

SBPIM strives to achieve the set standard through:

SBPIM aims for continuous innovation and up gradation in curricular, co-curricular and extra-curricular activities through high-quality pedagogical approaches. For better development and proficiency, we aim to transform our Digital Classrooms to Smart Classrooms and use simulation-based as well as active learning approaches. To monitor and improve our processes, we are inclined to introduce developmentally-focused approach for teaching outcome evaluations. Furthermore, to give superior professional exposure to our students, we target for Industrial Visits and Summer Internship Programs in World's Top-notch companies across India and abroad. In addition to it, we seek to initiate Winter Internship Programs. We endeavor to promote and advance in higher education by offering students with diverse Professional certifications, diploma programs, and crash courses and add wide range of vocational courses and certifications. We aspire for all round development and student progression by using all resources efficiently and effectively.

SUMMARY

SBPIM aims to:

1. Have continuous innovation and up gradation in curricular, co-curricular and extra-curricular activities through high-quality pedagogical approaches
2. Transform Digital Classroom to Smart Classroom
3. Industrial Visits and SIP in World's Top-notch companies across India and abroad
4. Promote higher education through diverse Professional certifications, diploma programs, crash courses.
5. Add wide range of vocational courses and certifications
6. Introduce developmentally-focused approach for teaching outcome evaluations.
7. Use simulation-based and active learning approaches.

OBJECTIVE 2: Provide excellent facilities and quality opportunities to students for all-round personal and professional growth

PROVISION 2: *SBPIM strengthens its students through the following actions:*

SBPIM believes that facilities impact teaching and learning in profound ways. Facilities can play an important role in improving outcomes for both teachers and students. In tune with this, SBPIM provides healthier learning environment with adequate facilities for academic soundness and wholesome student development. For advance learning, SBPIM is equipped with facilities like Lab, Library, Reading hall, Wi-Fi, Sports equipment, etc. Furthermore, SBPIM also takes care of welfare of the students through welfare facilities at the campus like Girls room, Boys room, Canteen and Mess, First aid and other facilities. Student safety is to taken care through SBPIM Sexual harassment cell, Anti-ragging cell. Moreover, Security and Safety guards are appointed and are present in the campus 24/7. SBPIM has a strong Student Council to represent and facilitate student interests. SBPIM caters to the professional needs of students with a sound Training and Placement Cell which offers pre-placement training and placement opportunities in all relevant fields and offers 100 percent Placement Assistance to its students.

For all round development, SBPIM Students are also provide with exposure to Industry experts, prominent academicians, Specialists from various domains through Guest lectures, seminars, panel discussions, conferences etc. In addition, we promote Inter-collegiate learning opportunities through encouraging student participation by providing required support and funding. We consistently appreciate student's efforts and persistently recognize their achievements.

Our open and friendly culture promotes an open access to faculty or staff for Professional advice, Personal /Professional Counseling and related guidance. For overall grooming, SBPIM offers Mentoring program which includes the contribution from Buddy, Peer, and Faculty in all diverse areas. SBPIM also has, the Alumni Interaction program which is held annually for providing Corporate Awareness, addressing the professional problems, and issues of students. For

analytical and intellectual development, SBPIM has a Research center which develops students' research aptitude and participation in research related activities.

SUMMARY

1. SBPIM provides healthier learning environment for academic soundness and wholesome student development
2. We provide exposure to Industry experts, prominent academicians, Specialists from various domains through Guest lectures, seminars, panel discussions, conferences etc.
3. SBPIM offers 100 percent Placement Assistance to its students
4. Student welfare facilities such as Girls room, Boys room, canteen and mess, First aid, and other facilities like Lab, Library, Reading hall, sports equipment, Wi-Fi.
5. SBPIM looks after Student safety through Sexual harassment cell, anti-ragging cell, grievance cell and students council
6. We develop students' research aptitude and participation in research related activities.
7. We promote Inter-collegiate learning opportunities through encouraging student participation by providing required support and funding.
8. We have Mentoring program for student support- Buddy, Peer, Faculty
9. Alumni Interaction program for Corporate Awareness, Problems discussion and resolution, advice etc.
10. We have open access to faculty or staff for Professional advice, Personal /Professional Counseling and related advice.
11. We have Strong Student Council.
12. We continuously recognize student's achievements.

STANDARD 2: Keep upgrading the facilities to develop quality professionals who shall add value to the Business, Society and Nation.

SBPIM strives to achieve the set standard through:

SBPIM targets to standardize and continuously upgrade all its systems, processes and facilities with an objective of 360 degree development of students and the college. SBPIM aspires to develop a SBPIM Career Management Center where students can get career guidance pre and post-placements. SBPIM aims to incessantly improvise Training and Placement center activities to provide placements in top-notch companies with higher level job profiles. In near future, host a SBPIM annual program to highlight and recognize student achievements in different areas. For improvement of various college systems and processes, SBPIM wishes to develop an Online Student Exit Survey.

SUMMARY

SBPIM aims to:

1. Standardize and continuously upgrade all its systems, processes and facilities for 360 degree development of students and the college
2. Develop a College Career Management Center
3. Up gradation of Training and Placement center activities to provide placements in top-notch companies with higher level job profiles.
4. Host an annual program to highlight student achievements
5. To develop Student exit survey

GOAL 3:	**OBJECTIVES**	**STANDARD/ TARGET**
Build Brand Strength	1: Develop SBPIM as a 'Trusted Brand' recognized as a symbol of excellence	1: Maintain SBPIM as a 'Trusted and consistent Brand' nationwide

GOAL 3: Build Brand Strength

OBJECTIVE: Develop SBPIM as a 'Trusted Brand' recognized as a symbol of excellence

PROVISION: *SBPIM strengthens its Brand through the following actions:*

SBPIM is a Brand known for excellence in Management Education creating high aptitude and innovative professionals. To promote the brand we employ consistent communications including a high quality web presence and active social media presence. We are trusted across all stakeholders as well as the industry/recruiters and maintain synergic relationships. We conduct programs pertaining to various arenas like HR Meet, Corporate Hi Tea, Alumni Meet, National Conference, CSR etc. which strengthen our positioning. We have a periodic college-wide publication highlighting the accomplishments of faculty, students and alumni.

SUMMARY

1. SBPIM is a known for excellence in Management Education
2. We strive to create high aptitude and innovative professionals
3. High quality web presence and active social media presence
4. We maintain synergic relationships and are trusted across all stakeholders
5. We conduct HR Meet, Corporate Hi Tea, Alumni Meet, National Conference, CSR etc.
6. We publish various periodic publications.

STANDARD 1: Maintain SBPIM as a 'Trusted and consistent Brand' nationwide

SBPIM strives to achieve the set standard through:

SBPIM aims to strengthen the brand and maintain brand positioning in the field of Management education and Research through standardized operations. To establish and maintain the brand image, SBPIM strives to enroot its presence in the market and the society. To realize this goal, SBPIM intends to form long-term relationships with all stake holders like industry, university, government bodies, recruiters, alumni, parents, students etc. and improve relationships with current associates. Furthermore, to adapt to the changing environment, SBPIM continually plans to build comprehensive, state-of-art facility through a public/private partnerships.

SUMMARY

SBPIM aims to:

1. Strengthen brand and maintain brand positioning in the field of Management education and Research.
2. Form long-term relationships with industry and recruiters and improve relationships with current associates.
3. To adapt to the changing environment, continually plan to build comprehensive, state-of-art facility through a public/private partnership.

GOAL 4	**OBJECTIVES**	**STANDARD/ TARGET**
Build Financial Strength	1: Generation of Funds through different sources	1: Develop Future Development and Revenue-generating plans

GOAL 4: Build Financial Strength

OBJECTIVE : Generation of Funds through different sources

PROVISION: *SBPIM strengthens its finances through the following actions:*

SBPIM operates student centric policies with focus on skill based research driven quality education which should be accessible and affordable by youth of rural and urban areas. At SBPIM, the major source of cash inflow is course fees from students. As per the University and AICTE norms, on application for different Quality Improvement Programs, University and AICTE grants funds for major and minor research projects, infrastructure for teaching-learning pedagogy, student and staff development and welfare etc. SBPIM also obtains Sponsorship from various external bodies for Co-curricular, Extra-curricular activities and student

development and welfare. SBPIM also receives interest on the investments with financial institutions. All these funds are majorly used for student development and welfare. In addition, SBPIM tries for fund development from prospective centers with potential for regional/national visibility.

SUMMARY

1. SBPIM generates recurring funds through MBA course fees**.**
2. We generate funds through University Grants for Major and Minor Research Projects.
3. We generate funds through University grants for Quality Improvement Programs.
4. We generate funds through Sponsorship from any other external bodies for extra-curricular activities.
5. We hunt for Fund development from prospective centers

STANDARD: Develop Future Development and Revenue-generating plans

SBPIM strives to achieve the set standard through:

SBPIM aims to increase the Cash inflow likely from Government and Non-Government funding, Sponsorship/grants, interest and others etc. We plan to provide Consultancy and organize Management Development Programs for corporate or business houses so as to generate more funds which can be further utilized for student and staff development and welfare. SBPIM aims to set up Consultancy services at a low cost for the companies where SBPIM Alumni are holding key positions or budding Entrepreneurs which will help them grow faster. In addition, SBPIM targets to organize quality programs for Faculty Development. SBPIM also plans to start new courses like Specialized Bachelor Degree, Diploma Programs, Certificate Programs, and Practical-Orientated Programs applicable in corporate world to enhance its financial strength. SBPIM aspires to explore and develop more sources of funds as well as ways to slash the costs for effective and efficient operations and betterment of Institution and Society.

SUMMARY

SBPIM aims to:

1. Increase Cash inflow from Government and Non-Government funding, Sponsorship, Grants, Capital Investment Interest and others.
2. Consultancy services
3. FDP/MDP
4. Alumni Funding
5. Start new courses: Specialized Bachelor Degree, Diploma Programs, Certificate Programs, and Practical-Orientated Programs applicable in corporate world.

GOAL 5	**OBJECTIVES**	**STANDARD/ TARGET**
Build strong Research environment	1: Develop nurturing research environment for Faculty and students	1: Continually upgrade and expand Research Centre activities and related facilities

GOAL 5: Build a Strong Research environment

OBJECTIVE : Develop nurturing research environment for Faculty and students

PROVISION: *SBPIM strengthens its Research area through the following actions:*

At SBPIM, we believe that 'Research is creating and disseminating new knowledge'. Consequently, SBPIM has a nurturing research environment. Here, Teaching and Research are integrated in a way that it expands students' horizons. The Research Centre established in 2012 at the Institute is one of the strongest pillars of SBPIM. Various research activities and publications by SBPIM are National conference, edited books, Monographs, Annual journal, Research projects, Funded Projects, Research Proceedings,

Research-oriented Seminars, Workshops and FDPs. SBPIM Journal "JOMAT" is approved by University Grants Commission (UGC) and Savitribai Phule Pune University (SPPU).

Research publications help in dissemination and knowledge sharing when they are brought in public domain for wider circulation and readership. SBPIM provides a research publications platform to the budding authors who come from varied background, scholarly traditions and writing dispositions. SBPIM ensures the quality of the published material in terms of originality, relevance, significance and contribution to knowledge of the readers.

SBPIM encourages faculty, students and prospective researchers and also financially supports their research endeavors. SBPIM also has provision of duty leave for attending FDP, seminars, workshops and conference etc. SBPIM focuses on development of research aptitude of faculty and students through promoting them to write research papers and present in various national and international conferences. Provision of guidance for students' Summer Internship Projects and persuade them for industry-applicable and systematic study. SBPIM has a provision of monetary and non-monetary rewards to students for quality SIP and Dissertation and faculty for quality research work as well as undertaking major/minor research projects. In addition, necessary resources are made available for enhancing their research skills.

SUMMARY

1. SBPIM motivates the faculty, students and professionals to undertake research and write Research Papers of national and international level.
2. We have provision of duty leave and financial support for attending FDP, seminars, workshops and conferences
3. SBPIM supports and encourages faculty to apply and obtain various funded projects (AICTE/ UOP etc.)
4. We have provision of guidance for students' Summer Internship Projects and persuade them for industry-applicable and systematic study.

5. SBPIM undertakes research oriented publications such as Journal, Monograph, Proceedings, and Compendiums etc.
6. SBPIM motivates faculty for quality research work as well as undertaking major/minor research projects.
7. We provide Monetary or non-monetary rewards to Faculty and students for quality research
8. SBPIM organizes research based seminars, workshops.

STANDARD: Continually upgrade and expand Research centre activities and related facilities

SBPIM strives to achieve the set standard through:

SBPIM aims to expand the Research Centre by increasing number of scholarly Guides and number of Ph.D. awarded. Our long-term goal is to upgrade Research Centre and related facilities and to promote and extend interdisciplinary research. SBPIM positively targets to increase the diversity of Ph.D. / Research topics to cover and strengthen wide areas of importance while maintaining and enhancing quality. SBPIM aims to establish FDP and MDP programs of higher eminence. In addition, SBPIM also has plans to conduct International conference to get global exposure. Moreover, SBPIM strives to continuously enhance and achieve consistent growth in research by mounting its benchmark from time-to-time.

SUMMARY

SBPIM aims to:

1. Upgrade Research Centre and related facilities
2. Expand Research Centre by increasing number of scholarly Guides and number of Ph.D. awarded
3. Increase the diversity of Ph.D. / Research topics while maintaining and enhancing quality.
4. Conduct Research oriented FDP and MDP programs.
5. Promote and extend interdisciplinary research
6. Organize International conference to get global exposure.
7. Maintain consistent growth in research by timely mounting our benchmark.

GOAL 6	OBJECTIVES	STANDARD/ TARGET
Build quality Infrastructure	1: Provision of high quality infrastructural facilities	1: Develop existing facilities to excellent-quality infrastructure

GOAL 6: Build quality Infrastructure

OBJECTIVE : Provision of high quality infrastructural facilities

PROVISION: *SBPIM strengthens its infrastructural facilities through the following actions:*

SBPIM believes that Infrastructure is the physical undergirding of any Institution and Institute's infrastructure and facilities plays a large role in determining its long-term trajectory. SBPIM pays focused attention to design and develop appropriate infrastructure which can facilitate smooth conduction of curricular, co-curricular and extra-curricular activities at college. For smooth execution of routine operations, SBPIM employees are well-equipped with separate cubicles and personal computers with internet facility. SBPIM looks into overall development of students and consequently has provision of fully functional digitally enabled classrooms with audio visual teaching aids, digitally well-equipped Seminar Hall, technologically updated computer labs, digitalized and well equipped library. SBPIM also provides other facilities like Sports ground, Sports room, Sports equipment, separate Boys and Girls common-room, First aid box, Sick bay, Cafeteria and sufficient number of lavatories.

SUMMARY

1. SBPIM has separate cubicles and personal computers with internet facility for employees
2. We provide technologically updated computer labs
3. We have digitalized and well equipped library
4. We have digitally enabled classrooms with audio visual teaching aids

5. We have digitally well-equipped Seminar Hall
6. We provide facilities like Sports ground, Sports room, Sports equipment, separate Boys and Girls common-room, First aid box, Sick bay, Cafeteria and sufficient number of lavatories.

STANDARD: Develop existing facilities to excellent-quality infrastructure

SBPIM strives to achieve the set standard through:

SBPIM is well-equipped with quality infrastructure, furnishings and well maintained facilities. However, In order to be at par with changing environment, SBPIM aims to continually upgrade its infrastructure to facilitate superior education. In tune with this, SBPIM aims to transform the current facility into fully functional Web-based and virtual Classrooms for national and international exposure which will result in better learning and development of students. SBPIM targets to develop Library enriched with international standards. Also, develop a well-resourced Convention center for multi-national participation in different events. SBPIM does not only focus on educational development but also on all-round development of the students so that interested students can professionally take up sports and represent on national and international level. Therefore, we aim to provide top-notch Sports facilities with modern equipment and training facilities as per the need. SBPIM plans for a well-maintained and modern Cafeteria to satisfy staff and students requirements. Also, provide fully furnished and modern Hostel facility with modern resting rooms. This can help students and staff to utilize these facilities and infrastructure for exploiting their full potential which will uplift SBPIM to the next level.

SUMMARY

SBPIM aims to:

1. Build quality infrastructure, furnishings and well maintained facilities.
2. Build fully functional Web-based and virtual Classrooms
3. Build Library enriched with international standards
4. Build Well-resourced Convention center for multi-national participation

5. Build Well-maintained and modern Cafeteria
6. Provide Sports facilities with modern equipment and training facilities
7. Build Fully furnished and modern Hostel facility
8. Build Modern resting rooms

GOAL 7:	**OBJECTIVES**	**STANDARD/ TARGET**
Build quality Placement opportunities through long-term synergic Relationships	1: To improve placement ratio through Alumni, Community, Business and Professional Relationships	1: Excel in providing quality placements through long-term synergic stakeholder relationships

GOAL 7: Build quality Placement opportunities through long-term synergic Relationships

OBJECTIVE: To improve placement ratio through Alumni, Community, Business and Professional Relationships

PROVISION: *SBPIM strengthens its placements and relationships through the following actions:*

To foster a culture of pride, advocacy and professionalism, SBPIM maintains cordial relationships with alumni, community and businesses. To improve and maintain alumni relations, SBPIM conducts Alumni meet annually. Through Alumni Mentoring Program, we invite alumni for student interaction from time-to-time to increase employability for better placements. We regularly communicate with alumni for suggestions and inputs regarding corporate awareness and to understand the expectations of industry from the students. We recognize alumni achievements and encourage their endeavors through physical as well as online mediums like WhatsApp, Facebook, LinkedIn and other such

social media sites. We ensure that current batches of students and faculty are connected and involved with alumni for better contribution from them in areas of training, skill development, personality development and grooming, job/domain/industry-specific information, pre and post-placement activities.

To improve and maintain community relations, SBPIM focuses of community needs and rigorously work for contributing to the society in its own ways through various CSR activities. This helps in giving a morale angle to the personality of students. Moreover, qualities like initiation, coordination, team bonding, team spirit, empathy, communication skills, leadership skills etc. are imbibed in the students which make them a better human being and ready to face the society and world. In the same way, SBPIM encourages students to take up value-adding projects and promotes such projects that can contribute in societal development. SBPIM persuades and supports to engage its students and faculty in community development activities which promote sense of responsibility, ethics and morale amongst them. This adds more civility as well as professionalism to their persona, making them better and honest prospects for industry/ recruiters.

To improve and maintain Business and Professional Relationships, SBPIM believes in cultivating strong relationships with industry and government and professional bodies for the success of our placements standards. To achieve this, we ensure active presence and participation of students and faculty in corporate through industry projects, visits, specialist invitation for expert lectures etc. SBPIM continues to build partnerships with industry and corporate for active learning and consulting opportunities. It helps to closely understand industry expectations and needs and provide training accordingly. Such relationships aid to strengthen the placements, summer internship and related activities, providing more and better placement opportunities for SBPIM students to choose from.

SUMMARY

1. SBPIM improves its placement ratio with the help of Alumni, community and business relationships
2. We promote quality Industry Institution Interaction through conferences, seminars, C2C activities etc.
3. SBPIM conducts Alumni lectures and visits

4. We engage in community development through CSR.
5. We continue to build partnerships and networks
6. We rigorously work for contributing to the society in its own ways through various CSR activities
7. We take up value-adding projects and promote such projects that can contribute in societal development
8. We ensure active presence and participation of students and faculty in corporate and community activities
9. We build partnerships with industry and corporate for active learning, consulting and placement opportunities
10. We understand industry expectations and needs and train students accordingly to make them industry-ready.

STANDARD : Excel in providing quality placements through long-term synergic stakeholder relationships

SBPIM strives to achieve the set standard through:

SBPIM aims to develop a full proof and standardized Training and Placement process to provide top-notch employment to our students. Provide them professionally unique guidance, direction and support. To achieve this, SBPIM strives to develop and maintain synergic and long-term relationships with the stakeholders majorly with Industry, Community, Alumni and others. This focus can benefit students with superior industry exposure and excellent placements which will prove to be the USP of SBPIM.

SUMMARY

SBPIM aims to:

1. Excel in providing Top-notch quality placements
2. Increase engagement in various activities related to Training and Placement opportunities.
3. Increase faculty and student involvement in various projects and initiatives.
4. Build synergic and long-term Business and Professional Relations

5. Continue to build partnerships for high profile placement opportunities in top companies.
6. Continue to get support from alumni and other bodies for placements and related activities.

GOAL 8	**OBJECTIVES**	**STANDARD/ TARGET**
Build an Inclusive and Ethical Culture	1: Develop embed ethics, inclusivity and a global viewpoint amongst staff and students.	1: Create adaptive, ethical and globally competitive professionals.

GOAL 8: Build an Inclusive and Ethical Culture

OBJECTIVE : Develop embed ethics, inclusivity and a global viewpoint amongst staff and Students.

PROVISION: *SBPIM strengthens its Culture through the following actions:*

SBPIM has an inclusive culture which involves the full and successful integration of diverse employees and students. SBPIM has an environment in which respect, equity, and positive recognition of differences are all cultivated with positive employment experience.

The ethical culture represents the organization's "Ethics personality." SBPIM ensures creating and sustaining a strong ethical culture which is a key to create an organization that supports people making good ethical decisions and behaving ethically every day. SBPIM employees are motivated to practice transparency and honesty which reflects in their in daily operations. In addition, SBPIM integrates ethics and moral behavioural values with the curriculum. And we ensure that the human values are imbibed in the students by reinforcing it in the curriculum. We promote and uphold honest practices in curricular, co-curricular and extra-curricular aspects. SBPIM promotes inclusivity and global culture by organizing

multicultural events at college for students and faculties and discuss its significance in the classroom. We emphasize on ethical, cultural and global aspects throughout the course to reinforce inclusive behavior amongst students which will make them ready for taking up global challenges.

SUMMARY

1. SBPIM has an inclusive culture
2. SBPIM has an environment of respect, equity, and positive recognition of differences.
3. We cultivate culture of ethical practices in routine staff operations
4. We organize multicultural events at college for students and faculties and discuss its significance in the classroom.
5. SBPIM integrates ethics and moral behavioral values with the curriculum
6. We emphasize on ethical, cultural and global aspects throughout the course.

STANDARD: Create adaptive, ethical and globally competitive professionals.

SBPIM strives to achieve the set standard through:

SBPIM endeavors to encourage student participation for various events and activities nationally and internationally to create global awareness. Thereby, providing an opportunity to comparatively study and understand different cultures and their moral practices. SBPIM aspires to encourage and develop opportunities for faculty to study/research on national and international platform. SBPIM motivates students to apply for higher studies at foreign Universities. Furthermore, SBPIM plans to develop association with Banks to provide Education loan and related information to students regarding opportunities to Study Abroad. We encourage student participation for various events and activities nationally and internationally. In this manner, making them adaptive and globally competitive professionally and ethically.

SUMMARY

SBPIM aims to:

1. Participation for various events and activities nationally and internationally to create global awareness
2. Develop association with Banks to provide Education loan and related information
3. Encourage and develop opportunities for faculty to study/research on national and international platform.
4. Encourage students to apply for higher studies at foreign Universities.

GOAL 9	**OBJECTIVES**	**STANDARD/ TARGET**
Monitor and realign: Continuously upgrade every arena	1: Continuously upgrade every arena to meet changing standards	1: Develop a systematic change management system

GOAL 9: Monitor and realign

OBJECTIVE : Continuously upgrade every arena to meet changing standards

PROVISION: *SBPIM strengthens its systems and processes through the following actions:*

SBPIM believes that 'Change is endemic in the education sector'. The demand for change comes from all sides: change in educational policies, course structure, changes to the funding and regulatory regime, doing more with less, improving the quality of student learning and the learning experience, globalisation and the pace of change is ever increasing. Living with change and managing change is an essential skill for all. To manage the changing environment, SBPIM has a systematic process. Various Working committees are formed to undertake specific responsibilities. These committees time-to-time monitor the work and processes of their respective areas and understand the need for

up gradation. Any need for change is channeled through proper communication across the hierarchy. SBPIM committees adapt to the changes by successfully planning and executing strategies at all levels of the organization. At SBPIM, we try to realign every process and resources to cope up with the changing scenario.

SUMMARY

1. Align change and change strategies with SBPIM vision and mission
2. Working committees monitor and plan to realign the processes
3. Channeled communication
4. Successfully plan and execute strategy at all levels of the organization to adapt to the changes.

STANDARD: Develop a systematic change management system

SBPIM strives to achieve the set standard through:

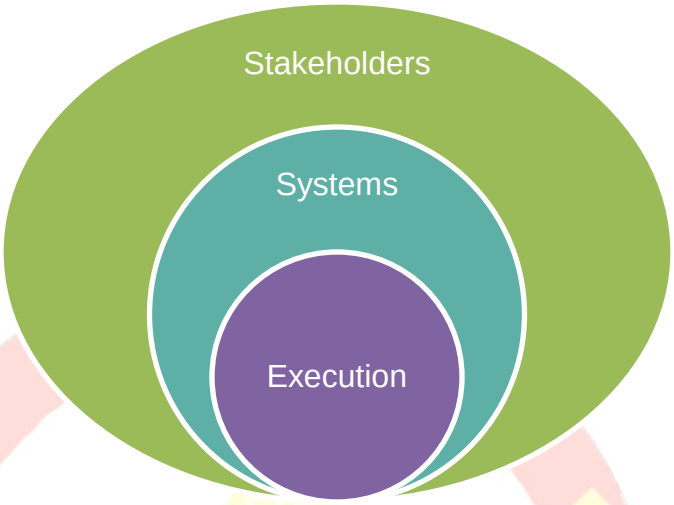
As per the Vision and Mission of SBPIM, we aspire to design and develop a systematic and standardized Change Management System which can enable us to survive the change and grow in the education sector. We aim to adapt processes to suit the change intended and develop prompt vertical and horizontal communication and carry out teamwork with directional leadership. Apply suitable approaches for managing change taking into consideration institutional culture and various other aspects.

SUMMARY

SBPIM aims to:

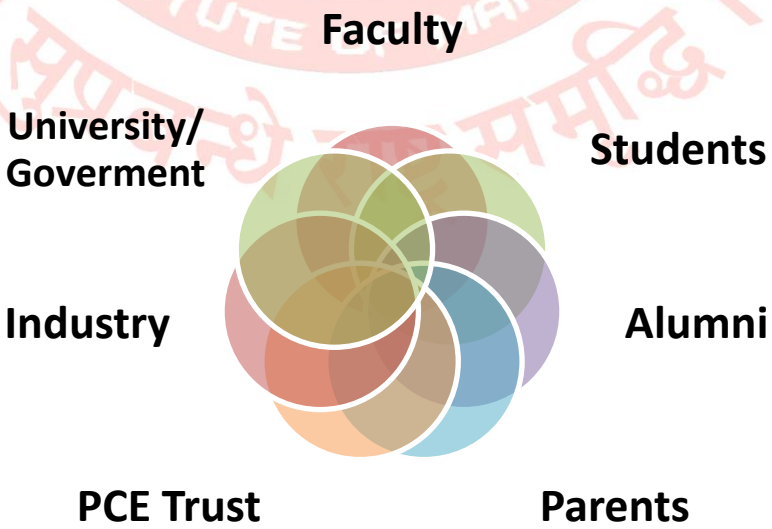
1. Adapt processes to suit the change intended
2. Prompt vertical and horizontal communication
3. Employ teamwork with directional leadership
4. Utilize suitable approaches for managing change
5. Consider institutional culture and various other aspects

OVERVIEW OF STRATEGIC ANALYSIS



Our Stakeholders are as under:

1. **Faculty**
2. **Students**
3. **Alumni**
4. **Parents**
5. **PCE Trust**
6. **Industry**
7. **University/ Government**



The SBPIM strategy is to strengthen faculty and by delivering value based education to gain the trust of all stakeholders and to be the preferred choice of aspirant as well as of employers.

Systems:

Systems here suggest to the institutional processes related to program delivery, course delivery, management and administration for quality education and transformation of students into responsible citizens of the nation with the help of holistic approach in line with various activities related to curricular, co-curricular and extra- curricular.

Execution:

At Institution level, accurate implementation of various plans and processes ensures systematic execution in all arenas that leads to achievement of the set strategic goals and objectives for short, medium and long-term.

Dr. Daniel Penkar
Director
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Pimpri Chinchwad Education Trust's

S. B. PATIL INSTITUTE OF MANAGEMENT

SBPIM ACTION PLAN 2017-2022

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

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

To stand true to SBPIM Vision and Mission, the Institute achieves its Strategic Goals, as per the

'SBPIM ROADMAP TO SUSTAINABILITY'

Strategic Goals		*Key Result Area*	*Key Indicators*	*Action Plan*	*Time Line*
G1	*BUILD HUMAN CAPITAL STRENGTH*	*Highly qualified and skilled Faculty and staff*	*Ph.D.*	*1. Motivate Faculty/Staff to pursue H.E. or required skill-set*	*1 to 3 years*
			Other Degrees		*Continuous*
			Courses/Certifications/Training Programs/FDPs		*Continuous*
G2	*BUILD STUDENT STRENGTH*	*Holistic Development of students*	*High Industry-ready student turnover*	*2. Innovative Academic Programs supported by*	*Batch-wise for 2 years of*

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				Rigorous Course-curriculum	*the MBA program and Continuous*
G3	***BUILD BRAND STRENGTH***	*Brand Image in Pune and Suburb*	***Brand equity through :***	*Effective implementation of Action Plan 1& 2*	*Continuous*
			Quality Education		
			Placements		
			Research and innovation		
			Socially Responsible students		
		Brand Image on State/Nation Level	***Brand equity through:*** *National Accreditation*	*NAAC*	*2018-19*
				NBA	*2021-22*
		Brand Image on International Level	***Brand equity through:*** *International Accreditation*		*Initiation of Process by 2023*
G4	***BUILD FINANCIAL STRENGTH***	*Availability and Mobility of Funds*	*Capital Rationing*	*Budget*	*Continuous*
				Course Fees	
				Grants	
				Research Projects	
				MDPs	*Initiation of Process by 2019-20*
				FDPs	
				Research Projects	

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				Consultancy *Certification* *New Courses*	*onwards*
G5	***BUILD STRONG RESEARCH ENVIRONMENT***	*Ph. D.s* *Conferences* *Research Projects* *Research Papers* *JOMAT and Monograph Publication* *FDPs (Internal)*	*Number of Ph.D.s , Conferences, Research Projects, Research Paper, FDPs and Grants received for Research Projects*	*Association of more number of Research Guides,* *Enroll more number of Ph.D. students,* *Motivation to write/conduct society and Industry- ready Research Papers/Projects*	*Continuous*
		Consultancy *MDPs* *FDPs*	*Funds raised through Consultancy and MDPs*	***Society and Industry-oriented Consultancy, MDPs***	*Initiation of Process by 2019-20 onwards*
		Incubation Center	*Number of Start-Ups/Funds*	*Effective implementation of Ignition Point*	*Continuous*
				Academic and Certification Programs Promoting Research,	*Initiation of Process by 2019-20*

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				Innovation and creativity	*onwards*
G6	***BUILD QUALITY PLACEMENTS OPPORTUNITIES THROUGH LONG-TERM SYNERGIC RELATIONSHIPS***	*100% placement and 100% paid internships*	*Total placements of eligible students*	*Effective implementation of Action Plan 1, 2, 3, 4 & 5*	*Continuous*
		International placement of students	*Number of opportunities and placement*		
		Top notch job positions	*Number of opportunities and placement*		
G7	***BUILD QUALITY INFRASTRUCTURE***	*Facilitates the Teaching-Learning Process*	*Learning and Usage outcome*	*Adopt latest technology and infrastructural norms*	*Up grading as needed*
		Clean, Green and safe campus	*Sustainability metrics reports*	*Green Audit*	*Continuous*
G8	***BUILD AN INCLUSIVE AND ETHICAL CULTURE***	*Moral, ethical and value-based education*	*Morally Ethically sound students who believe in core values and integrity*	*Effective implementation of Action Plan 1 & 2*	*Continuous*
G9	***MONITOR AND REALIGN***	*All systems, processes and procedures*	*Outcome/ Feedback*	*IQAC*	*Continuous*
				SP&MC	
				Statutory and Non-Statutory Committees	
				Feedback	

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ACTION PLAN 2017-2022

ACADEMIC YEAR 2017-2022

THE PROGRAMS/PROJECTS UNDERTAKEN DURING EACH ACADEMIC YEAR

SR. NO.	TITLE OF PROGRAM/PROJECT	TENTATIVE DATE AND MONTH	TIME FRAME	INCHARGE	ESTIMATED BUDGET (RS.)
1	RHYTHM (INDUCTION PROGRAM)	1-3 AUG	3 DAYS	FACULTY COORDINATOR	1,00,000
2	ALUMNI INTERACTION	12 AUG	1 DAY	T&P, FACULTY COORDINATOR	1,00,000
3	ISR ACTIVITY	31 AUG	1 DAY	ISR AND FACULTY COORDINATOR	5,000
4	C2C / GUEST LECTURE	9 SEPT	1 DAY	FACULTY COORDINATOR	3,000
5	C2C / GUEST LECTURE	16 SEPT	1 DAY	FACULTY COORDINATOR	3,000
6	T & P - ACTIVITY(MBA - 1)	18 SEPT	1 DAY	T&P COORDINATOR	5,000
7	ISR ACTIVITY	20 SEPT	1 DAY	ISR AND FACULTY COORDINATOR	10,000
8	ALUMNI INTERACTION	23 SEPT	1 DAY	T&P, FACULTY COORDINATOR	2,000
9	C2C / GUEST LECTURE	7 OCT	1 DAY	FACULTY COORDINATOR	3,000

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10	IPO/ C2C / GUEST LECTURE	14 OCT	1 DAY	FACULTY COORDINATOR	3,000
11	T & P – ACTIVITY (MBA- 2)	16 OCT	1 DAY	T&P COORDINATOR	5,000
12	T & P – ACTIVITY	16 DEC	1 DAY	T&P COORDINATOR	5,000
13	IDEAL	18- 23 DEC	6 DAYS	FACULTY COORDINATOR	15,000
14	WINTER PROJECT (MBA - 1)	26-30 DEC	5 DAYS	FACULTY COORDINATOR	20,000
15	ISR ACTIVITY	12 JAN	1 DAY	ISR AND FACULTY COORDINATOR	10,000
16	C2C / GUEST LECTURE	13 JAN	1 DAY	FACULTY COORDINATOR	3,000
17	ALUMNI INTERACTION	15 JAN	1 DAY	T&P, FACULTY COORDINATOR	2,000
18	NATIONAL CONFERENCE	19-20 JAN	2 DAYS	RESEARCH AND FACULTY COORDINATOR	3,00,000
19	REPUBLIC DAY + IP3 (PARENTS MEET)	26 JAN	1 DAY	FACULTY COORDINATOR	30,000
20	IPO / C2C / GUEST LECTURE	27 JAN	1 DAY	FACULTY COORDINATOR	3,000
21	YUVOTSAV	29-31 JAN	3 DAYS	SPORTS AND FACULTY COORDINATOR	2,00,000
22	INDUSTRIAL VISIT (MBA - 1)	5 FEB	1 DAY	T&P, FACULTY COORDINATOR	50,000

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23	SIP ORIENTATION SESSION	8 FEB	1 DAY	FACULTY COORDINATOR	
24	H.R. MEET	10 FEB	1 DAY	T&P , FACULTY COORDINATOR	50,000
25	ZING	14-17 FEB	4 DAYS	CULTURAL AND FACULTY COORDINATOR	50,000
26	SPORTS WEEK	21-23 FEB	3 DAYS	SPORTS AND FACULTY COORDINATOR	50,000
27	CONVERGENCE (ALUMNI MEET)	24 FEB	1 DAY	T&P AND FACULTY COORDINATOR	90,000
28	ISR ACTIVITY	10 MAR	1 DAY	ISR AND FACULTY COORDINATOR	10,000
29	ALUMNI INTERACTION	12 MAR	1 DAY	T&P AND FACULTY COORDINATOR	2,000
30	C2C / GUEST LECTURE	17 MAR	1 DAY	FACULTY COORDINATOR	3,000
31	BC & L (MBA - 1)	19-24 MAR	5 DAYS	FACULTY COORDINATOR	20,000
32	MOA (MBA - 1)	14-19 APRIL	6 DAYS	FACULTY COORDINATOR	20,000
33	SUMMER INTERNSHIP PROJECT (SIP)	MAY TO JULY	2 MONTHS	FACULTY COORDINATOR	15,000
34	SIP-OVERVIEW SESSION (MBA-2)	JULY	1 DAY	FACULTY COORDINATOR	

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ADDITIONAL KEY PROGRAMS/PROJECT TO BE UNDERTAKEN

ACADEMIC YEAR 2017-18

SR. NO.	TITLE OF PROGRAM/PROJECT	TENTATIVE DATE AND MONTH	TIME FRAME	INCHARGE	ESTIMATED BUDGET (RS.)
1	MINOR RESEARCH PROJECT	OCT 2017	2 YEARS	RESEARCH COORDINATOR AND INDIVIDUAL FACULTY	AS PER SPPU SANCTION

ACADEMIC YEAR 2018-19

SR. NO.	TITLE OF PROGRAM/PROJECT	TENTATIVE DATE AND MONTH	TIME FRAME	INCHARGE	ESTIMATED BUDGET (RS.)
1	FDP	MAY OR DEC	1-3 DAYS	RESEARCH COORDINATOR AND FACULTY COORDINATOR	1,00,000
2	MINOR RESEARCH PROJECT	SPPU AND ICSSR NOTIFICATION	2 YEARS	RESEARCH COORDINATOR AND INDIVIDUAL FACULTY	AS PER SPPU SANCTION

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ACADEMIC YEAR 2019-20

SR. NO.	TITLE OF PROGRAM/PROJECT	TENTATIVE DATE AND MONTH	TIME FRAME	INCHARGE	ESTIMATED BUDGET (RS.)
1	CONSULTANCY	AS PER ASSIGNMENT	AS PER ASSIGNMENT	RESEARCH COORDINATOR, T&P AND FACULTY COORDINATOR	10,000
2	FDP	MAY OR DEC	1-3 DAYS	RESEARCH COORDINATOR AND FACULTY COORDINATOR	1,00,000
3	RESEARCH PROJECT (MINOR+MAJOR)	SPPU AND ICSSR NOTIFICATION	2 YEARS	RESEARCH COORDINATOR AND INDIVIDUAL FACULTY	AS PER SPPU SANCTION
4	MDP	DEC	1-3 DAYS	RESEARCH COORDINATOR AND FACULTY COORDINATOR	2,00,000
5	INTERNATIONAL CONFERENCE	JAN	3 DAYS	RESEARCH COORDINATOR AND FACULTY COORDINATOR	6,00,000

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ACADEMIC YEAR 2020-21

SR. NO.	TITLE OF PROGRAM/PROJECT	TENTATIVE DATE AND MONTH	TIME FRAME	INCHARGE	ESTIMATED BUDGET (RS.)
1	CONSULTANCY	AS PER ASSIGNMENT	AS PER ASSIGNMENT	RESEARCH COORDINATOR, T&P AND FACULTY COORDINATOR	10,000
2	FDP	MAY OR DEC	1-5 DAYS	RESEARCH COORDINATOR AND FACULTY COORDINATOR	2,00,000
3	RESEARCH PROJECT (MINOR+MAJOR)	SPPU AND ICSSR NOTIFICATION	2 YEARS	RESEARCH COORDINATOR AND INDIVIDUAL FACULTY	AS PER SPPU SANCTION
4	MDP	DEC	1-3 DAYS	RESEARCH COORDINATOR AND FACULTY COORDINATOR	3,00,000

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ACADEMIC YEAR 2021-22

SR. NO.	TITLE OF PROGRAM/PROJECT	TENTATIVE DATE AND MONTH	TIME FRAME	INCHARGE	ESTIMATED BUDGET (RS.)
1	CONSULTANCY	AS PER ASSIGNMENT	AS PER ASSIGNMENT	RESEARCH COORDINATOR, T&P AND FACULTY COORDINATOR	20,000
2	FDP	MAY OR DEC	1-5 DAYS	RESEARCH COORDINATOR AND FACULTY COORDINATOR	2,00,000
3	RESEARCH PROJECT (MINOR+MAJOR)	SPPU AND ICSSR NOTIFICATION	2 YEARS	RESEARCH COORDINATOR AND INDIVIDUAL FACULTY	AS PER SPPU SANCTION
4	MDP	DEC	1-3 DAYS	RESEARCH COORDINATOR AND FACULTY COORDINATOR	3,00,000
5	INTERNATIONAL CONFERENCE	JAN	3 DAYS	RESEARCH COORDINATOR AND FACULTY COORDINATOR	7,00,000

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