



YEARLY STATUS REPORT - 2020-2021

Part A

Data of the Institution

1.Name of the Institution	INSTITUTE OF BUSINESS MANAGEMENT AND RESEARCH, WAKAD
• Name of the Head of the institution	Dr Roopali Kudare
• Designation	DIRECTOR
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02067174200
• Mobile no	9922449145
• Registered e-mail	ibmrwakadpune@gmail.com
• Alternate e-mail	director@ibmrpune.in
• Address	Survey No 130 off Mumbai Bangalore Highway Near Cafe Coffee Day, Bhumkar Chowk Wakad Pune
• City/Town	PUNE
• State/UT	MAHARASHTRA
• Pin Code	411057

2.Institutional status

• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Rural

• Financial Status	Self-financing
• Name of the Affiliating University	Savitribai Phule Pune University, Pune
• Name of the IQAC Coordinator	Dada Patil
• Phone No.	9011069227
• Alternate phone No.	9011069227
• Mobile	9011069227
• IQAC e-mail address	dada.patil@ibmrpune.in
• Alternate Email address	durgaesh.patil@gmail.com
3. Website address (Web link of the AQAR (Previous Academic Year)	http://www.ibmrpune.in
4. Whether Academic Calendar prepared during the year?	Yes
• if yes, whether it is uploaded in the Institutional website Web link:	http://www.ibmrpune.in

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	2.50	2018	26/09/2018	25/09/2023

6. Date of Establishment of IQAC**26/12/2015****7. Provide the list of funds by Central / State Government
UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,**

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NA	NA	NA	NA	NA

8. Whether composition of IQAC as per latest NAAC guidelines**Yes**

- Upload latest notification of formation of IQAC

[View File](#)

9.No. of IQAC meetings held during the year	2	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<p>A project under Aspire with funding of 2,00,000/ was approved by Savitribai Phule Pune University. 2. Organized workshops / experts' talks / guest lectures etc. for the benefit of the students 3. One Day Workshop on Psychology of Managers 4. One Day Workshop on Identifying Personal Capabilities Self Development. 5. Diwali Exhibition Activity Make Money Activity</p>		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		
Plan of Action	Achievements/Outcomes	
<p>Faculty Development Programs were organised to ensure the continuous learning for teachers.</p>	<p>Faculty development programs were organised during the session.</p>	
13.Whether the AQAR was placed before statutory body?	Yes	
<ul style="list-style-type: none"> Name of the statutory body 		
Name	Date of meeting(s)	
CDC MEETING	07/07/2021	

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2021	25/02/2020

15.Multidisciplinary / interdisciplinary

We committee of same to avoid ragging and maintain discipline in campus.

16.Academic bank of credits (ABC):

We have created each students ABC id before filling examination form. And each student have to create ABC id and then only examination forms are accepted.

17.Skill development:

We have various guest lecture, visiting lecture to develop the skill. We also call expert to boost their skill.

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)

We follow and celebrate all festivals i.e Teachers day, Gurupornima, Independence Day, Ganesh Festival, Dashera, Diwali every year with students and teach them value of our culture to students.

19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):

Program outcomes, program specific outcomes and course outcomes are not provided on the University website, instead of those program objectives and course objectives are provided. We consider program objective provided by university as program outcome and course objective as course outcome. The program and course objectives are communicated to all the students and faculty members by displaying it on the Institute website.

It is presented during the Induction Program organized by departments of the Institute at the beginning of each academic year. In addition, it is communicated during first parent-teacher meet and also at the time of admission counseling. Course objectives are explained by subject teacher in the very first lecture.

20.Distance education/online education:

We have got approval of Distance MBA of Savitribai Phule Pune University we will shortly do admission for that course also.

Extended Profile

1.Programme						
1.1 Number of courses offered by the institution across all programs during the year		1				
<table border="1"> <tr> <td>File Description</td><td>Documents</td></tr> <tr> <td>Data Template</td><td>View File</td></tr> </table>			File Description	Documents	Data Template	View File
File Description	Documents					
Data Template	View File					
2.Student						
2.1 Number of students during the year		51				
<table border="1"> <tr> <td>File Description</td><td>Documents</td></tr> <tr> <td>Institutional Data in Prescribed Format</td><td>View File</td></tr> </table>			File Description	Documents	Institutional Data in Prescribed Format	View File
File Description	Documents					
Institutional Data in Prescribed Format	View File					
2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year		72				
<table border="1"> <tr> <td>File Description</td><td>Documents</td></tr> <tr> <td>Data Template</td><td>View File</td></tr> </table>			File Description	Documents	Data Template	View File
File Description	Documents					
Data Template	View File					
2.3 Number of outgoing/ final year students during the year		61				
<table border="1"> <tr> <td>File Description</td><td>Documents</td></tr> <tr> <td>Data Template</td><td>View File</td></tr> </table>			File Description	Documents	Data Template	View File
File Description	Documents					
Data Template	View File					
3.Academic						
3.1 Number of full time teachers during the year		10				
<table border="1"> <tr> <td>File Description</td><td>Documents</td></tr> <tr> <td>Data Template</td><td>View File</td></tr> </table>			File Description	Documents	Data Template	View File
File Description	Documents					
Data Template	View File					
3.2		10				

Number of sanctioned posts during the year

File Description	Documents
Data Template	View File

4.Institution

4.1	06
Total number of Classrooms and Seminar halls	
4.2	18698399
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	120
Total number of computers on campus for academic purposes	

Part B**CURRICULAR ASPECTS****1.1 - Curricular Planning and Implementation**

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

Our Institute is affiliated to Savitribai Phule Pune University and we follow the curriculum designed by the University. At the beginning of Academic Year the Institute prepares the academic calendar which consists of curricular, co-curricular and extracurricular activities for effective implementation and delivery of the curriculum. • Institute academic co-ordinator prepares the timetable. • A comprehensive teaching plan is prepared by the faculty members which includes the delivery of lectures, presentations and guest lectures. • "Induction Program" orients the students about: facilities and welfare schemes available, code of conduct and discipline, extracurricular activities. • Internal Exams are conducted at the end of semester and results are considered for Internal. Periodical meetings of IQAC are held with the Director to take review and discuss the curriculum delivery. • Intra-departmental meetings for the review of the teaching, planning of internal examinations, seminars and workshops. Assignments, tutorials and CCE are given to the students under the supervision of the faculty. Guest lectures are conducted by Industry Expert for updated Industrial exposure. Regular Mentor-Mentee meetings are conducted for identifying the problems of the students regarding

academic, social and financial issues. University conducts Final Exams at end of the semester.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE) Institute of Business Management & Research follows the Academic Calendar made by Academic Coordinator based on the University schedule for the Academic Year and plans all its activities including the conduct of Continuous Internal Evaluation (CIE). The calendar comprises guest lectures, workshops, and industrial visits, other co-curricular and extra-curricular activities. IQAC Coordinator closely supervises and monitors the completion of the syllabus as per the lesson plan prepared by the faculty members. Internal Assessment (IA) Internal Examinations, assignments, and seminars are part of the Continuous Internal Evaluation (CIE) of students. There is a well-defined process for the conduct of CIE as per the calendar of events. The concerned faculty prepares Internal Assessment question papers (MCQ Papers) based on the syllabus along with the scheme of evaluation. The internal examinations time table prepared by the College Examination Officer. Continuous evaluation and assessments are also done for project work, seminars, and internships & updated to Parents in PTA meet. The Director through the academic meetings frequently reviews the semester's progress and provides suitable suggestions.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the

following academic bodies during the year.
Academic council/BoS of Affiliating University
Setting of question papers for UG/PG
programs Design and Development of
Curriculum for Add on/ certificate/ Diploma
Courses Assessment /evaluation process of the
affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

1

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

3

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

97

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

1.3 - Curriculum Enrichment

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

Gender equality -

- In the institute men and women are getting same rights and opportunities.
- The institute promotes gender equality and elimination of unlawful discrimination and harassment by arranging different gender equality programs.
- The institute clearly mentions that ragging is totally banned and anyone found guilty of ragging and/or abetting Ragging is liable to be punished.
- The regulations are given to each candidate in printed form as a handbook at the time of admission.
- Rules of anti-ragging law are displayed on all notice boards in Institute Premises

There is a need to focus on environmental issues which have caused climatic changes. Initiatives taken in this area are as follows:

- Waste water of the Institute is also used for watering green areas of the Institute and Water harvesting facility is also available in institute premises.
- Institute installed Solar Panels for generating electricity.
- Institute arranged E-waste collection drive by the Faculty & Students.

Human Rights

Lectures related to human rights are conducted for creation of awareness amongst the students. The syllabus prescribed by the University for Human Rights covers the Human Values common to all. As per Savitribai Phule Pune University curriculum, institute provides guidance on Human Rights

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

1

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

45

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	A. All of the above
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File Description	Documents
URL for stakeholder feedback report	https://docs.google.com/document/d/1A7LaKJFPZkqiHfYTA-A8xxNTayLgIqju/edit?usp=sharing&ouid=101648289959694286442&rtpof=true&sd=true
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	No File Uploaded
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows	C. Feedback collected and analyzed
File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://docs.google.com/document/d/1A7LaKJFPZkqiHFYTA-A8xxNTayLgIqju/edit?usp=sharing&ouid=101648289959694286442&rtpof=true&sd=true
TEACHING-LEARNING AND EVALUATION	
2.1 - Student Enrollment and Profile	
2.1.1 - Enrolment Number Number of students admitted during the year	
2.1.1.1 - Number of students admitted during the year	
51	
File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	No File Uploaded
2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)	
2.1.2.1 - Number of actual students admitted from the reserved categories during the year	
21	
File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	No File Uploaded
2.2 - Catering to Student Diversity	
2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners	
Institution Assessment and initiative Programs -For Advance learners and Slow Learners Institute analyses student marks in previous	

qualifying examination and common entrance test, on this basis advance and slow learners are identified. From thorough analysis of result, the students who are likely to fail in Credit Test are identified. Students are continuously monitored and council by class teacher through parent teacher students meeting and advance and slow learners are identified.

Institution Assessment and initiative Programs -For Slow learners:
On the basis of qualified examination result and Credit Test score slow learners are identified. From thorough analysis of result, the students who are likely to fail in Credit Test are identified. Experienced teachers are assigned to the classes of slow learners.

For Advance learners: Institute provides guidance and organizes expert talks and guest lecture, workshops and competitions. Regular meetings are scheduled with students, where all difficulties are discussed and additional inputs are given, so that their academic performance increases.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
51	5

File Description	Documents
Any additional information	No File Uploaded

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

The college focuses on the participative and experiential learning of students. Different programs including guest lectures, group discussions, competitions are arranged to encourage and develop the interest of students in the subjects. HR Meet, Business Fair (E-Commerce), Social Media Marketing, The students are motivated to participate in National research competitions

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	Nil

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

The College has been emphasizing ICT-enabled tools for the effective Teaching-Learning process. All the teachers were already used to conducting lectures using LCDs. But to the pandemic situation, all the teachers had to quickly adapt to Online Teaching and Learning. The College conducted several training sessions on Online teaching using LMS like Google Classrooms, online assessment methods, recording software, and other ICT tools. All the lecture recordings and contents were uploaded on the Subject Google Classrooms. All the teachers use Google Classroom for their respective subjects. This has made the teaching-learning process more effective and available at any point of the time for all the students.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	No File Uploaded

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

5

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<u>View File</u>
Circulars pertaining to assigning mentors to mentees	<u>View File</u>
Mentor/mentee ratio	No File Uploaded

2.4 - Teacher Profile and Quality**2.4.1 - Number of full time teachers against sanctioned posts during the year**

10

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	No File Uploaded

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)**2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year**

0

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	No File Uploaded

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)**2.4.3.1 - Total experience of full-time teachers**

10

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	No File Uploaded

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

Internal assessment is the outcome of all teaching activities conducted by the faculties. It plays an important role in the academic development of the students. Institute continuously monitors the performance of the students through practice tests, internal theory and practical examinations. Institute communicates internal examination system and mode well in advance during the Induction program. Parent teacher conducts class level meetings and share necessary instructions of internal examination. Due to Covid 19 pandemic, as per the government and university guidelines the academic year 2020-21 started in online mode. The internal examinations (theory and practical) were also conducted in the online mode. Institute have practice of creating whatsapp groups for each class and notices, instructions and schedules were shared on whatsapp groups. This routine practice proved very useful during the Covid 19 pandemic. All notices, timetables, guidelines of online examination, marks etc. were shared through class wise whatsapp group.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

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

Due to Covid 19 pandemic as per university guidelines internal examinations of various courses were conducted in the online mode. Institute used various applications like Zoom, google classroom, google forms for the internal examinations. Link for the internal examinations were shared in the what's app group of the classes / Student's responses of the google forms were maintained by the subject teachers for future references. Student's doubt in the evaluation system was clarified by the respective subject teachers. Institute have also designed a system for the redressal of grievances related to internal examination under which student need to fill up the grievance redressal form and submit it to the departmental examination committee. Departmental examination committee considers it and sort out the grievance.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Program outcomes, program specific outcomes and course outcomes are not provided on the University website, instead of those program objectives and course objectives are provided. We consider program objective provided by university as program outcome and course objective as course outcome. The program and course objectives are communicated to all the students and faculty members by displaying it on the Institute website. It is presented during the Induction Program organized by departments of the Institute at the beginning of each academic year. In addition, it is communicated during first parent-teacher meet and also at the time of admission counseling. Course objectives are explained by subject teacher in the very first lecture.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

Attainment of POs/PSOs and COs: SPPU Exam Evaluations & Internal Assessments are evident tools to distinguish the institute's academic performance & to gauge attainment of CO's linked with PO's/PSO's. CCEs score and end semester results are referred as direct method and all feedback are referred as indirect method for measuring attainment of PO's & PSO's. PO Attainment Level : PO = 80% (AVG attainment level by Direct Method By CO attainment level) + 20% (AVG attainment level by Indirect Method - Feedback from (Students / Alumni / Employers / Parents/ Faculty / Management).1. Co attainment Level: Calculation of COs attainment level is based on internal & SPPU scores. Percentages of students score > 50 % marks in

internal & external final marks are considered to set attainment levels. Formula: (CO) 101 = 80% (Attainment level of External Exam) + 20% (Attainment level of Internal Exam). CO attainment levels are set considering the syllabus of 2019 pattern Levels Set Course Attainment Levels 1 40% students scoring >50 % marks in final examination 2 (Target) 50% students scoring >50 % marks in final examination 3 60% students scoring >50 % marks in final examination

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

55

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

www.ibmrpune.in

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 year (INR in Lakhs)

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

200000

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	No File Uploaded

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)**3.1.2.1 - Number of teachers recognized as research guides**

1

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	No File Uploaded

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year**3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year**

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
Paste link to funding agency website	bcud.unipune.ac.in/Template_Aspire/

3.2 - Innovation Ecosystem**3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge**

Research activities at IBMR take place in the form of encouragement and support to doctoral research scholars, conducting BCUD and other agencies sponsored research projects, SIP and dissertations of students, The institute has a research committee IBMR publishes a peer reviewed journal - 'I.B.M.R.-Wakad's Journal of Management Research' which is registered under ISSN bearing No.: 2349-8722 from 2014. This year the Journal Issue -April 2020- September 2020 has been published on the theme-Impact of Covid on economy and education. Institute Conducted a National Level Research paper/article writing Competition in June 2020 where faculty members and students participated from different states. Full course on Business Research Methods and related subjects offered in the MBA curriculum. Students are encouraged to participate and present the papers in Conferences, Seminars organized by the institute. encourages students to participate in external competitions such as Case Study Competition, Research Paper Presentation, Summer Internship Project Competition, etc. IBMR invites experts from specific domain and experts in research methodology to interact with faculty members and for guidance on various aspects of research. The institute has invited well-known experts in research during state and national level seminars, workshops, and guest lectures from time to time. Financial support is also provided to the faculty members

Future plan ? Purchasing the anti-plagiarism software. ? Purchasing Research software for analysis purpose like SPSS.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://ibmrpune.in/

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

17

File Description	Documents
Report of the event	No File Uploaded
Any additional information	<u>View File</u>
List of workshops/seminars during last 5 years (Data Template)	No File Uploaded

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

0

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	No File Uploaded
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

3

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	<u>View File</u>

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

0

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Institute believe in a holistic education that addresses intellectual, physical, emotional, spiritual, and social needs and capacities of students that help them become their best self in the service of society at large. Student Development comprising of different cells and committees is committed to provide programs and opportunities that support students in achieving their overall development.

Objectives :

To create a sense of commitment and nationalism To create and develop social awareness amongst the students.

To understand society's needs and problems to help overcome the same

To use education as a tool for solving individual and societal difficulties

Student development Cell conducted following activities

Gender Issues-Awareness about Preventin of Sexual harrasment at Work place -Sapana Devtale

Tree Plantation

Swatcha Bharat

Voting Awareness

Constitution Day

Covid awareness Quiz

Awareness program on Safe Driving

Distribution of Mask

Distribution of sanitizer

International Yoga Day

Day of Reading

Online Elocution Competition-Reading Day.

National level research paper competition on Covid-and Economy

Internnatiional Women's Day

Impact : Through extension and outreach programs, we sensitize the students to develop social values, widespread their responsibilities and knowledge in societal issues and problems by making them to involve with the community people. Through this, we establish a good relationship with NGO, tie-up with Company and join hands with local community organization and serve the community. Students with profound interest attain the social values and responsibility. Above all, the students learn values like sharing, honesty, empathy, management, responsibility and sustainability.

File Description	Documents
Paste link for additional information	www.ibmrpune.in
Upload any additional information	View File

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

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

1

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	No File Uploaded

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

13

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDS awareness, Gender issue etc. year wise during year

65

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/internship during the year**3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/internship year wise during the year****6**

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	<u>View File</u>

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year**3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year****7**

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<u>View File</u>

INFRASTRUCTURE AND LEARNING RESOURCES**4.1 - Physical Facilities****4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.**

We are a well-known Management Institute, located at a prime location in Pune. It is very well connected by bus routes to many parts of Pune City. In order to implement the plans and achieve desired goals, the Institute has created adequate infrastructure in terms of State-of-the-art computer labs, library, language lab, faculty rooms, and classrooms. The Institute maintains a conducive environment

by maintaining good infrastructure and a stimulating atmosphere within the campus. Institute has a vision to strengthen its international presence and for that the classrooms are the cornerstone for learning and development of students and equipped to ensure the process is efficient as well as interactive this promote students to think out of the box. Pleasant Class Room is the place where students learn with zeal to achieve their goals. Class rooms are equipped with mounted LCD projectors facilities, green boards. One classroom with Smart interactive board is available.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

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

Sports help to build character and teach the importance of discipline in Life. Sports Facilities in the institute is well equipped with sports facilities for the students, which includes indoor as well as out-door, such as Cricket, Table Tennis, Chess, and Carom. The ground for Cricket, Volleyball, Basketball and Football is spacious and well maintained.

Indoor Sports Facilities

a) Table-tennis b) Chess c) Carom

Indoor Gymnasium & Open Gymnasium (For Boys & Girls separate gymnasium)

Indoor Gymnasium: 6 stations multi-gym units. Abdomen conditioner with ladder Inclined bench Adjustable bench Motorized treadmill. Exercise cycles body gym strength Weightlifting rod Dumb-bells Weight plates Rubber mats Manual jogger Exercise cycle Adjustable bench Weightlifting rod

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

06

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	No File Uploaded

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

50

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	No File Uploaded

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

Online Public Access Catalogue (OPAC): Online Public Access Catalogue facility is made available through Master Software, Library

Management Software. User can search the library collection through OPAC with all bibliographical details of a specific book. **Internet Facility:** Internet facilities are made available for the students as well as faculty members to access e-resources in digital library. Students and faculty members can access various study materials, audio and video clips related to academics and research purpose. **Library Portal:** Library portal is available on Institute's website to act as one step solution for all the informational need of its users. Institutional repository is created on library portal to give access to course notes, question banks, previous question papers and links to various e-books, e-journals and also to various video lectures. It includes published research articles of faculty members of the Institute

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	Nil

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access to e-resources	B. Any 3 of the above
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File Description	Documents
Upload any additional information	No File Uploaded
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<u>View File</u>

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	<u>View File</u>
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	No File Uploaded

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

50

File Description	Documents
Any additional information	No File Uploaded
Details of library usage by teachers and students	No File Uploaded

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Institute has given top priority to up-gradation of IT facilities for ensuring high-end teaching-learning environment. Institute has updated hardware configurations and licensed software. Institute ensures updates of IT infrastructure through suggestions and requirements from head of departments, IT In-charge and lab assistants after reviewing changes in course requirements and current status of computer labs. Suggestions and requirements provided by HOD's, IT In-charge and lab assistants are reported to IQAC for review. As per suggestions of IQAC, updates of IT infrastructure are fulfilled by the Institute. Presently there are 241 desktop computers in working condition. In order to provide full-fledged internet connectivity, Institute has 100 Mbps internet connection which is provided through Wi-Fi by using 9 access points. Internet connection is provided to students after registration of mobile and laptop MAC address. All computers of the Institute are connected through wired network and internet access is controlled through firewall. Institute has server room for systematic control on computer labs and for providing uninterrupted IT services for teaching and learning. Institute always reviews the current needs and accordingly internet bandwidth is upgraded from time to time.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

4.3.2 - Number of Computers**120**

File Description	Documents
Upload any additional information	No File Uploaded
List of Computers	No File Uploaded

4.3.3 - Bandwidth of internet connection in the Institution **A. ? 50MBPS**

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure**4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)****4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)****50**

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	No File Uploaded

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

1.

Infrastructural facilities: Infrastructural facilities are maintained centrally by central construction department. 2. Optimum utilization of Infrastructural facilities: Optimum utilization of class rooms, computer labs and seminar hall are ensured by allocating time-table for each department before commencement of semester. 3. Computers, ITequipments and Software: Repairing and maintenance of computers, ITequipments and software are conducted before commencement of semester examination by lab assistants under supervision of IT In-charge and HOD's of respective departments. 4. Annual Maintenance contracts (AMC): Repairing and maintenance of generator, airconditioner, UPS and batteries, drinking water cooler, R.O. purification plant and Solar panels are ensured through annual maintenance contracts with respective suppliers. 5. Health and Hygiene: Housekeeping staff is appointed to maintain cleanliness and hygienic conditions. Water tank cleaning services are hired by the Institute. 6. Library: Institute ensures effective utilization and maintenance of library through Institute level library committee. IT facilities of library are maintained by lab

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

48

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

0

File Description	Documents
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Data Template)	No File Uploaded

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

File Description	Documents
Link to Institutional website	www.ibmrpune.in
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

0

5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

21

File Description	Documents
Any additional information	No File Uploaded
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

D. Any 1 of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	No File Uploaded

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

21

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year**5.2.2.1 - Number of outgoing student progression to higher education**

0

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	No File Uploaded

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)**5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year**

0

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	No File Uploaded

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 year

5.3.1.1 - 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 year.

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	No File Uploaded

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

Anti-ragging committee:- This committee ensures zero ragging incidents in the Institute and also spreads awareness among students against any ragging activities. Student council representatives help in creating ragging free atmosphere on and out of the campus.

Cultural Committee:- The cultural activities of the Institute are planned by the cultural committee every year. Cultural representative helps in assisting the events, giving suggestions, actual conduction, forwarding notices to the students, etc. The students enthusiastically organize and participate in various cultural events. The committee identifies student's qualities in cultural programmes and trains them for institute activities as well as inter-college cultural festivals.

Sports Committee:- In sports committee, there is a sports representative from student council. He / She helps in organizing, planning, and execution of various sports activities such as, - Chess, Box Cricket, Carrom, Volleyball, etc. and also helps in organizing annual sports events.

Training and Placement cell:- Institute has active T&P cell and separate full-time T&P officer. All CRs from Student Council are involved in various T&P activities. They always help TPO for organizing various training programmes and placement drives in the Institute.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

0

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template))	No File Uploaded

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

Institute has registered Alumni Association under the name of SnehaBandhan. The association established and registered on 18/12/2019.

The alumni association is an important factor for achieving the goals which we have set for ourselves i.e. to set highest standards in academics and to meet the aspirations of our stakeholders. Membership is open to all who have participated in the institute's programs. We invite all our alumni to keep in touch with the institute and also remain in touch with each other and be a continuous source of motivation to all of us. Many of our alumni are in leadership positions in corporate sector. These leaders with their vision, dreams, aspirations and hopes have contributed to the academia and their organizations have benefitted equally.

The main objectives of the association are 1. To encourage and nurture the interaction between Alumni and the institute benefited mutually to both. 2. To urge the Alumni to take interest in the process and development of the institute. 3. To guide the students of the Institute for professional development, higher education, and being good citizens. 4. To promote the formation of regional chapters to increase participation of Alumni

File Description	Documents
Paste link for additional information	https://ibmrpune.in/wp-content/uploads/2020/02/Alumni-Registration.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)	E. <1Lakhs
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File Description	Documents
Upload any additional information	No File Uploaded

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

The Institute vision for excellence in academics and integrity of character and aim to develop a scientific temperament for a caring , impartial and inclusive society, with its mission to create and facilitate an environment for knowledge, research, skill , self-reliance and humanitarianism that people the young to build a caring and sharing society is seen in its governance. Its high morals and values are reflected in its policy of welcoming staff as well as students from all strata of society.

The management always encourages the involvement of the staff in the quality assurance, enhancement and developmental activities of the college by being members of bodies such as IQAC, IMC, Staff council, as coordinators of cells, subject Associations, students council, etc.

The management leads the Director and faculty, towards the fulfilment of the stated mission. The management / Governing Council meet twice a year for discussion, policy making and its implementation based on feedback received from director. The Management has been proactive in extending all guidance, support and cooperation after the outbreak of the COVID-19 pandemic. Management has also provided support of infrastructure for online teaching.

File Description	Documents
Paste link for additional information	https://ibmrpune.in/
Upload any additional information	No File Uploaded

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

The Management along with the Institute Development Council and IQAC discussion and approves important administrative issues such as budget, admissions, results etc. Governing Council, Staff Council also review the activities and necessary suggestions are made by them. Major decisions are taken by the Director in consultation with Governing Council, CDC, AQAC and Council.

Administrative power and responsibilities are delegated to teachers on the basis of their competence, commitment and aptitude to meet the institutional objectives.

The institution's democratic director of decentralisation and participative management are also reflected through involvement of staff members and students in various committees. IQAC looks after smooth functioning and quality enhancement of the institute.

Students as well as members of non-teaching staff are members of CDC, IQAC associations, and are further delegated responsibility of planning and execution of activities, overseen and guided by teachers.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Institute Management believes in setting up perspective plan for excellence in academic and infrastructural development. This is drawn in the form of long term and short term goals in different aspects of college functioning. These perspective plans are reflected in the annual action plans. The IQAC decides the perspective plan which is to be approved in the CDC (College Development Council) meetings.

The institute have well defined Policies for various bodies, processes etc. and the Policy Document is available in office (It includes : Service Rules, Recruitment Policy, Probation Policy, Group Medi-claim & Accident Insurance Policy, Policy against Sexual Harassment, Leave Policy, Time and Attendance Management Policy, Anti-Ragging Policy, Consultancy Policy).

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File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	https://ibmrpune.in/code-of-ethics/code-of-ethic/
Upload any additional information	No File Uploaded

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

The organizational structure of the College facilitates its smooth functioning. The Governing Council is the policy making body. The overall supervision of the College comes under its purview. After discussion, it decides the academic policy keeping in view the national policies in higher education, existing priorities and local

needs. Regular feedback obtained from the alumni, students, parents and faculty along with suggestions of NAAC peer team form the major inputs for the planning. These inputs are discussed and analyzed by the Governing Council, the Principal,

IQAC, and CDC. The planning and infrastructural development is decided by the Head of the institution in consultation with the Governing Council. The plans proposed are discussed by the respective Cells and committees, fine-tuned as per needs and then finalized. Financial implications and possible hurdles are thoroughly looked into and taken care of before finalizing any plan. The Principal, Heads of Departments, committee / cell in-charges and office staff, monitor and work together for the effective implementation of these policies.

Admission :

Institute use computerized applications such as Microsoft Excel, MS Word etc for administration and recording of information. CCTV System .Bio Matrix Attendance System EPABX (Internal Landline System)

Finance and Accounts :

Tally Software Students administrative: Institute assist students to fill their online scholarship forms.

Examination :

For University Exam the institute uses Savitribai Phule Pune university (SPPU) Examinations online portal as guided by university.

Planning and Development :

Institute use computerized applications for planning and development such Microsoft Excel, MS

Word etc.

File Description	Documents
Paste link for additional information	https://ibmrpune.in/code-of-ethics/code-of-ethic/
Link to Organogram of the institution webpage	https://ibmrpune.in/
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	A. All of the above
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File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies
6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff
Progress of an organization depends on its employees. The Institute has effective welfare schemes for the benefit of its teaching and non-teaching staff. Pay structure being followed is the sixth pay commission with 75% DA and 15% HRA. Faculty and staff are entitled to EPF and gratuity. All faculty and staff are insured for medical coverage. Maternity leave of ninety days is provided for maximum of one time. Institute encourages its teachers in acquiring the latest skills by deputing them for various programs/conferences. Institute supports the teachers by providing Special Leave /study Leaves to pursue Project /Doctoral /Post-doctoral research. The Institute has rules for Leaves, DA and HRA, EPF, Gratuity, Medical insurance, Transport facility, Residential Accommodation, Canteen facility etc. All the above facilities are mentioned in the Service Rules which is displayed in the website. Campus medical assistance through a MBBS doctor as well as a Professional Counselor to address stress

and depression of the Staff. Sports , Gym (male and female), Yoga Instructors are available to maintain a healthy and balanced life. The Institute has Grievance Redressal committee, Internal complain committee, SC/ST Committee responsible to sort out the issues/complaints, if raised by any staff.

File Description	Documents
Paste link for additional information	https://docs.google.com/spreadsheets/d/1-Wa417B7r26sqzBD-6LmAKXKZ6b2V_TA/edit?usp=sharing&ouid=103002207975456498023&rtpof=true&sd=true
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

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

0

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

0

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	No File Uploaded

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

2

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

A systematic and effective Performance Appraisal System of the Institute provides teaching and non-teaching staff with eloquent appraisals that encourages professional learning and growth. Appraisal system for performance review of the faculty members is conducted by the Appraisal Committee of the Institute comprising of senior academicians /technocrats duly appointed by the Principal on

the basis of following criteria. A structured "Self-Appraisal Form" is given to each faculty member for evaluation purpose. The concerned HOD gives their remarks on the performance of the faculty member. Performance Appraisal form for Non-Teaching staff is based on the qualitative and quantitative responses towards performance parameters. Performance Review is conducted at the end of an academic year. Wherever, there is scope for improvement, it is communicated to the concerned faculty /staff through the HoDs/Reporting officials. Criteria , Marks , Allotted Marks Power Point Presentation on a topic of the concerned subject & Question-Answers on PPT Subject Knowledge & Skill Ability to deliver lectures & Communication Skills , Research Contribution/Paper Publication/Newsletter Management in other specialization wise departmental / institutional activities (MOOCs, Exam, Placement, NBA, NAAC, NIRF) Performance Review is conducted at the end of an academic year. Wherever, there is scope for improvement, it is communicated to the concerned faculty/staff through the IQAC / Reporting officials.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

Annual Financial Audit account is done by a Chartered Accountant, most recently in September- 2021.. This helps in review of funds, planning and preparing budget of the next financial year.

External Financial Audit is conducted by the State Government through the Director of IBMR, The latest conducted in May 2018. Audit is also carried out periodically by the Office of the Accountant General, especially for the grants received from Government bodies such as UGC, RUSA, etc.

In case of UGC grants, an account is prepared in the required format on completion of the sanctioned project/seminar/workshop/conference, etc which is first audited by the CA, and then submitted to the UGC. A no-objection certificate is received after settlement of accounts.

Accounts for the examinations conducted in the Institute on behalf of the SPPU University are also audited, first by the Director and then by Pune University.

Audit objections, if any, in case of all the above audits are complied with promptly by the Accounts section of the Institute and the CA is also consulted whenever required.

Audit objections, if any, in case of all the above audits are complied with promptly by the Accounts section of the College, and the CA is also consulted whenever required.

College conducts internal and external financial audits regularly.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

Being a self-financed institute , fees collection is the only major source of revenue / income generation for the institute.

The annual budget is prepared according to the need and requirements of the departments taking into consideration the annual intake of students, laboratory and infrastructure development, students, faculty and staff requirements and promotions and latest technologies etc.

The Institute obtains form the concerned departments regarding expenditure in an academic year, which is matched with the projected income for an academic year and is consolidated by the Director of Institute for a approval by the Society that manages the affairs of the Institute. Once it is approved by the Society, the Director apprises the Department of the allocation so that re-appropriation of budget outlays are avoided or kept to the minimum. After the allocation, the departments can avail the financial resources within the given limit.

Purchases are made with the recommendations of duly constituted purchase committee. If any expenditure is made beyond budget sanctioned , it gets ratified in a special meeting.

Our object for resource mobilization and optimal utilization of resources puts in the forefront quality of education and growth of students , as the primary and fundamental objective.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

As an IQAC quality initiative member all the departments were suggested to initiate Research Proposal and consequently submit to the funding agencies for procuring Govt. Fund as well as begin Industry-Institute partnership through MoU signing.

Practice -1

Management submitted a proposal to conduct an On-line FDP on "foundations and Practical Aspects of Cyber Security" for which Rs. 0.93 lakhs were granted by AICTE under AICTE ATAL Academy Programme. The FDP was organized during 15th to 17th December, 2020 where in total 35 participants across the country attended.

R& D Cell applied for establishment of AICTE IDEA Lab with a proposal of Rs. 78.99 lakhs . Out of 175 applicants, 35 proposal were selected and the Instyitute received the approval on 17/06/2021.

Practice - 2

Management Department took initiative for signing a MoU with ---- to provide suggestions for improving the efficiency of existing highway assets of the country. A MoU was signed on 15 th Oct 2020 under the ambit of Institute Social Responsibilities (ISR) , and there are two MOU submitted and quality assurance report ws submitted by the Institute tot eh Govt Authorities.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

The institution reviews its teaching learning process , structures and methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities (For second and subsequent cycles- Incremental improvements made for the preceding year with regard to quality and post accreditation quality initiatives) Describe any two example of institutional reviews and implementation of teaching learning reforms facilitated by the IQAC within a maximum of 200 words each.

To have an effective teaching -learning process during the pandemic through virtual mode, IQAC has taken initiative such that all the students are provided with class notes as per the class schedule, after the on-line mode of teaching is over through Google Meet, Zoom

. IQAC further advised to take virtual lab classes. Institute also took initiative for recording of videos of real-time and sharing with students.

IQAC further suggested that the students should be counseled through the Mentors to reduce the stress in students during the pandemic situation. Faculty Mentors remained always in touch with the Mentees and took care of the students as their Guardians which improved personal bonding, teaching-learning process and improvement of attendance.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

B. Any 3 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://drive.google.com/file/d/1GVuXJsANTyJ98KZ_b6-awwV7V-509pql/view?usp=sharing
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	No File Uploaded
Upload details of Quality assurance initiatives of the institution (Data Template)	No File Uploaded

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

The institution has installed CCTV cameras inside the premises of the college for security, especially for girls and women.

It offers general counselling to girl students through a Women Development Cell.

The institution offers various programmes to highlight women related issues.

2 common rooms have been allotted to girls students for personal and resting purposes.

The college maintains a good work culture that encourages gender equity and gender sensitivity. Students of any gender, culture, or region have equal opportunities and rights in the institute. Institute has also constituted the Anti-sexual Harassment Cell & the Antiragging Cell to protect and support students of both genders against any kind of harassment on campus. Girl students are made aware of Anti Sexual Harassment Act through guest lectures followed by a question-and-answer session where girl students can freely talk about their concerns or queries. For the convenience of girls, there is a separate common room. There is a vending machine for sanitary pads in the girls' common room

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	Nil

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures
 Solar energy
 Biogas plant Wheeling to the Grid
 Sensor-based energy conservation
 Use of LED bulbs/
 power efficient equipment

C. Any 2 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

Institute's key operations have very little impact on the environment as its conscious efforts on generating less waste. It focuses on recycling the waste by passing it through a system that enables the used material to be reused ensuring that less natural resources are consumed. The Institute has segregated waste into three parts: Solid waste management Liquid waste management E-waste management Solid Waste Management: Use of Dust Bins: Institute takes all measures and precautions to ensure that the campus is free of plastic materials and other harmful wastes. Institute follows the policy of Reduce, Reuse and Recycle. Separate dustbins are provided on the campus for dry and wet garbage. Institute further takes precautions to maintain harmony in the campus. Institute does not generate any hazardous waste. Garbage from Institute areas, and lifted from the garbage dumps daily by the Municipality vehicles. Liquid Waste Management: Drinking water facility is available at every floor of the building. Save water posters are displayed at drinking water areas to avoid wastage of drinking water. Proper drainage system is arranged in the Institute building. Institute does not use any chemicals and other liquids, so no chance for liquid waste.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	No File Uploaded

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:	E. None of the above
<ol style="list-style-type: none"> 1. Restricted entry of automobiles 2. Use of bicycles/ Battery-powered vehicles 3. Pedestrian-friendly pathways 4. Ban on use of plastic 5. Landscaping 	

File Description	Documents
Geo tagged photos / videos of the facilities	No File Uploaded
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following	E. None of the above
<ol style="list-style-type: none"> 1. Green audit 2. Energy audit 3. Environment audit 4. Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities 	

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen	E. None of the above
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File Description	Documents
Geo tagged photographs / videos of the facilities	No File Uploaded
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).
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Institution provides an inclusive environment for everyone with tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities. Different sports and cultural activities organized inside and outside the college promote harmony towards each other. Institution initiated and organized
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events or activities in association with other organizations to raise public awareness so that socio-economic and racial discrepancies among the society can be decreased and positive interaction among people of different racial and cultural backgrounds can be increased. Special days like Women's day, Yoga day, World health day along with many regional festivals like Ganpati Festival and Dasara are celebrated in the college. Events like "Trees for the Future" on occasion of World Environment Day are celebrated to create the awareness amongst the student and staff regarding conserving of environment. Students celebrated Rakshabandhan with the most hardworking and selfless pillars of our society, the frontline workers. There are different grievance redressal cells in the institute like Student grievance redressal cell, Women grievance redressal cell which deal with grievances without considering anyone's racial or cultural background

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	No File Uploaded
Any other relevant information	No File Uploaded

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

To inculcate the values, Rights, duties and Responsibilities amongst the students and staff of the institute various programs and initiatives are being taken. To inculcate the Constitutional Values Days like Independence Day, Republic Day is celebrated, where all the staff and students do take part. The institute has organized the various events like Swatch Bharat Abhiyan, Tree Plantation Drive; Visits to Orphanages, Blood Donation camp etc. In Such type of activity all the students and staff has to involve and participate actively for the success of events. We have also created awareness through MajhiVasundhara Pledge, Vigilance Awareness, Sadhbhavna Day, such type of activity make our students and staff aware about their duties as a citizen of this country. All these activities helped our students and staff to understand and equipped them with the values, rights and their duties as a responsible citizen of a country

File Description	Documents
Details of activities that inculcate values; necessary to render students into responsible citizens	Nil
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized	D. Any 1 of the above
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File Description	Documents
Code of ethics policy document	No File Uploaded
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	No File Uploaded
Any other relevant information	No File Uploaded

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals
The institution usually celebrates national and international commemorative days, events and festivals. Independence Day, Republic Day to instil humanistic sensibility in a wider sense. However, because of the lockdown, these days were celebrated on a low key with only a few staff members and students attending the programme, the details of which have been mentioned earlier.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	No File Uploaded
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	No File Uploaded

7.2 - Best Practices

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

Title of the Practice:

"More Trees Better Tomorrow..."

- **Objectives of the Practice:**

1. To motivate each student and faculty members to plant tree.
2. To create awareness among the students regarding the importance of ecology and the natural environment.
3. To maintain a conducive atmosphere inside the campus.

- **The Practice:**

Due to the tremendous increase in the pollution level also a need of time; we organize tree plantation programme every year from 2017. This practice we organize under the student and faculty of the Institute in Institute Campus, Every year on occasion of 15 August Independence Day we organize this event has belief to make our society a good and healthy environment to leave.

Title of the Practice:

To make Effective use of free E- sources and social Media in Teaching Learning - Students participation in AICTE FDP's and different MOOC courses.

Objectives of the Practice:

1. To introduce learning through E- sources and social Media.
2. To motivate students to make Effective use of free E- sources

and social Media in teaching Learning.

3. To attract students for different certifications/ ATAL FDP's which can add the value to their knowledge.

The Practice:

From 2019 MBA Students are directed to register and attend the different Certification Courses (MOOC courses) and ATAL FDP courses which is provided by AICTE and easily available on different platforms. Time span is given to all the students to complete the certification / Course and submit their certificates. The students are guided by faculty members..

File Description	Documents
Best practices in the Institutional website	https://ibmrpune.in/about-ibmr/best-practices-institutional-distinctiveness/
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

Institute constantly practices innovative and interactive learning processes through quality and well recognized programs for 360 degree development of students to impart high quality education in Maharashtra. Institute is well committed to the overall development of students irrespective of their origin, cast, culture or family background. Institute treats everyone equally when it comes to discipline and career development and their professional development. Institute majorly focuses on the following aspects: Innovative and creative learning process Business ethics for Professionals Interactive learning curriculum Focus on employability skills Students grooming from rural to global level Outcome based learning during Covid19 Pandemic through online educational Many students are clueless or confused at the time of taking admission in the Institute, but every member of Institute is well equipped with this unique skill to make him or her understand that discipline is a regular practice here in order to achieve career goal. Special lectures on Career Guidance, Soft skills, Technical aptitude, Mock

Interviews are arranged for students to make them industry ready.

File Description	Documents
Appropriate web in the Institutional website	<u>View File</u>
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

To smoothly complete the NBA accreditation process. 2. To look forward for an opportunity in sanctioned research projects. 3. To improve the quality of the students admitted to the Institute. 4. To conduct NAAC - Academic and Administrative Audit 5. To improve on the faculty consultancy given to Industry in terms of remuneration, number of opportunities and the overall quality of conduction.