



**Annual Quality Assurance Report  
for  
Academic Year 2015-2016**

**Submitted by**

**Symbiosis Institute of Business  
Management, Pune**

**Submitted to**



**SYMBIOSIS INTERNATIONAL (DEEMED UNIVERSITY)**

**(Established under section 3 of the UGC Act 1956, by  
notification No.F.9-12/2001-U3 Government of India)**

**Re-accredited by NAAC with 'A' Grade**

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## 2. IQAC Composition and Activities

2.0 Vice Chancellor	0
2.1 Number of Teachers	4
2.2 Number of Administrative/Technical	1
2.3 Number of students	1
2.4 Number of Management	1
2.5 Number of Alumni	1
2.6 Number of any other stakeholder and community representatives	1
2.7 Number of Employers/ Industrialists	1
2.8 Number of other External Experts	0
2.9 Coordinator	0
2.10 Total Number of members	10
2.11 Number of IQAC meetings held	3
2.12 Number of Quality related meetings with various stakeholders	

Faculty	2
Non-Teaching Staff Students	2
Alumni	0
Others	3
Total	7

2.13 Has IQAC received any funding from UGC during the year?

If YES, mention the amount

2.14 Seminars and Conferences (only quality related)

i) Number of Seminars/Conferences/ Workshops/Symposia

International	0
National	0
State	0
Institution Level	0
Total	0

NA

ii) Themes of Conferences/  
Workshops/Symposia (Only Quality  
Related)

2.15 Significant Activities and  
contributions made by IQAC

NO

2.16 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year

Plan of Action	Achievements
-To ensure Time-table is fixed and the students go for a flexible cafeteria of selecting the courses, without change in the time table on a day to day basis	Base time table based class scheduling has been successfully implemented for two semesters in 2015-16. Software implemented to collect student elective preferences through an online mechanism.
To ensure that mini case lets are published by SIBM faculty members.	Each Faculty member has been motivated to write at least couple of caselets. Faculty members have submitted few cases manually and those are being reviewed.
To ensure that Alumni are brought into class room for taking up sessions	Some of the Alumni are conducting either full course / few sessions for some courses in MBA.
To enhance internationalization initiatives.	Faculty members liaisoning with international faculties to take-up courses for MBA students.
To create repository of database - which will be company wise questions asked in SIRP and CRP, which can benefit all the MBA aspirants	Repository created and maintained by students council and being used for Interview preparations.

2.17 Whether the AQAR was placed in statutory body Yes

(If YES : Management :  Syndicate :  Any other body :

Provide the details of the action taken

Yet to receive further feedback for actions to be taken in future.

## Criterion - I

### 1. Curricular Aspects

#### 1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added/career oriented programmes
PHD	0	0	0	0
PG	3	0	3	2
UG	0	0	0	0
PG Diploma	5	0	5	0
Advanced Diploma	0	0	0	0
Diploma	0	0	0	0
Certificate	0	0	0	0
Others	0	0	0	0
<b>Total</b>	<b>8</b>	<b>0</b>	<b>8</b>	<b>2</b>
Interdisciplinary	2	0	2	2
Innovative	1	0	1	0

Following are the programmes offered at SIBM Pune

MBA

MBA (Innovation & Entrepreneurship)

MBA (Executive Education)

#### 1.2

(i) Flexibility of the Curriculum:

Core/CBCS

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	8
Trimester	0
Annual	0

#### 1.3 Feedback from stakeholders

	Mode Of Feedback (tick whichever is applicable)		
	Online	Manual	Co-operating Schools
Alumni	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Students	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Formal periodic feedback is obtained from students. The same is communicated by the Director to the faculty with personal counseling on improvements required, if any. In addition, there is a facility for online feedback by students on both academic as well as administrative issues.

Inputs from faculty regarding curriculum is a continual process. In many of the faculty meetings issues related to curriculum and teaching learning processes are discussed and debated.

Improvements in the teaching-learning processes are implemented appropriately, while changes in curriculum requiring approval from the University are implemented after appropriate processes are followed e.g. approved programme structure.

IQAC meetings provide a strong platform for direct feedback from various stakeholders and also acts as a platform where action taken on feedback gets discussed and highlighted.

1.4 Whether there is any revision/update of regulation or syllabi ,if yes, mention their salient aspects

New programmes are generally conceived as a part of top management vision. Inputs from faculty regarding curriculum is a continual process. In many of the faculty meetings issues related to curriculum and teaching learning processes are discussed and debated.

Improvements in the teaching-learning processes are implemented appropriately, while changes in curriculum requiring approval from the University are implemented after appropriate processes are followed e.g. approved programme structure.

1.5 Any new Department/Centre introduced during the year. If yes, give details

NO

## Criterion - II

### 2. Teaching, Learning and Evaluation

2.1 Total Number of permanent faculty

Professor	4
Assistant Professor	13
Associate Professor	4
Others	1
Total	22

2.2 Number of permanent faculty with Ph.D.

15

2.3 Number of Faculty Positions Recruited (R) and Vacant (V) during the year

	R	V
Professor	4	0
Associate Professors	5	3
Assistant professor	16	1
Others	0	1
Total	25	5

2.4 Number of faculty

Guest	16
Visiting	30
Temporary	NA

2.5 Faculty participation in conferences and symposia

Number of Faculty	International Level	National Level	State Level
Attended	5	0	0
Presented Papers	5	1	0
Resource Persons	1	0	0

2.6 Innovative processes adopted by the institution in Teaching and Learning

1. Using the Business daily newspapers to discuss contemporary business news articles in sync with the course.
2. Implementation of Pearson's learning management system.
3. Case based teaching and evaluation methods.

2.7 Total Number of actual teaching days during this academic year

192

2.8 Examination/ Evaluation Reforms initiated by the Institution

(for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions)

- ? The Pre-Induction exam has been totally conducted online.
- ? Simulation based evaluation in one course.

2.9 Number of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Studies/Faculty/Curriculum Development workshop

	Numbers	Description
Board of Studies	7	There is representation of SIBM-Pune faculty members at the SIU level in relevant committees.
Faculty Meetings	0	NA
Curriculum Development Workshop	0	NA

2.10 Average percentage of attendance of students

75

2.11 Course/Programme wise distribution of pass percentage

Title of the Programme	Total Number of students appeared for completion of program	Grade				
		Passed	A %	B %	C %	D %
PGDMM(2014-2015)	28	21	0	9	11	1
PGDICE(2014-2015)	23	14		7	7	0
PGDFB(2014-2015)	19	18		6	12	
PGDOM(2014-2015)	35	29	0	12	17	0
PGDHRM(2014-2015)	18	14		6	7	1
PGDFM(2014-2015)	28	19	0	9	9	1

Pass percentage of each batch per course and semester is maintained by the examination department of SIBM Pune.

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes

IQAC conducts minimum 3 meetings on an annual basis wherein teaching learning processes are discussed and deliberated upon. There are built-in mechanisms in the institutional administrative processes to stringently monitor, audit and take necessary corrective action regarding teaching learning experience of faculty members and students.

2.13 Initiatives undertaken towards faculty development

Total : 11

Faculty / Staff Development Programmes	Number of faculty benefitted
Refresher Courses	9
UGC - Faculty Improvement Programme	0
HRD Programmes	0
Orientation Programmes	0
Faculty Exchange Programme	0
Staff Training Conducted by the University	1
Staff Training Conducted by Other Institutions	0
Summer / Winter Schools, Workshops, etc.	0
Others	1

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	29	3	29	0
Technical Staff	7	0	7	0



## Criterion - III

### 3. Research, Consultancy and Extension

#### 3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

Proposal to create a repository of more than 100 caselets exclusively written / authored by SIBM Pune faculty members. This will enhance the magnitude of research and publishable reference material on behalf of SIBM-Pune. This in-turn can help boost the International footprint of SIBM Faculty through national and global level purchase of these cases in future.

#### 3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Numbers	0	0	0	0
Outlay in Rs. Lakhs	0.00	0.00	0.00	0.00

#### 3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Numbers	1	5	0	1
Outlay in Rs. Lakhs	1.35	7.00	0.00	1.50

#### 3.4 Details on research publications

	International	National	Others
Peer Review Journals	2	34	0
Non-Peer Review Journals	0	0	0
e-Journals	0	0	0
Conference proceedings	0	2	0

#### 3.5 Details on Impact factor of publications

Range	0.015 to 0.673
Average	0.2
h-index	0
Nos. in SCOPUS	9

#### 3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned (in Lakhs)	Total grant Received (in Lakhs)
Major projects	1	IBM	6.35	1.00
Minor Projects	1	SCRI	7.00	2.50
Interdisciplinary Projects	0	0	0.00	0.00
Industry sponsored	0	0	0.00	0.00

Projects sponsored by the University/ College	0	0	0.00	0.00
Students research projects(other than compulsory by the University)	0	0	0.00	0.00
Any other(Specify)	0	0	0.00	0.00

3.7 Number of books published

i) With ISBN No.	1	Chapters in Edited Books	3
ii) Without ISBN No.	0		

3.8 Number of University Departments receiving funds

UGC-SAP	0
CAS	0
DST-FIST	0
DPE	0
DBT Scheme/funds	0

3.9 For colleges

Autonomy	
CPE	
DBT Star Scheme	
INSPIRE	
CE	
Any Other (specify)	

3.10 Revenue generated through consultancy

114.62 (Rs. In lakhs)

3.11 Number of conferences organized by the Institution

Level	Number	Sponsoring Agencies
International	0	
National	0	
State	0	
University		
College	0	

3.12 Number of faculty served as experts, chairpersons or resource persons

3.13 Number of collaborations

International	1
National	0
Any Other	0

3.14 Number of linkages created during this year

3.15 Total budget for research for current year in lakhs

From Funding agency	6.35
From Management of University/College	42.00
Total	48.35

3.16 Number of patents received this year

Type of Patent	Number	
	National	Applied
Granted		0
International	Applied	0
	Granted	0
Commercialised	Applied	0
	Granted	0

3.17 Number of research awards/ recognitions received by faculty and research fellows Of the institute in the year

International	0
National	0
State	0
University	0
Dist	0
College	0
Total	0

3.18 Number of faculty from the Institution

who are Ph. D. Guides	5
and students registered under them	23

3.19 Number of Ph.D. awarded by faculty from the Institution

2
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3.20 Number of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF	3
SRF	0
Project Fellows	0
Any other	0

3.21 Number of students Participated in NSS events

University level	State level	National level	International level
0	0	0	0

3.22 Number of students participated in NCC events

University level	State level	National level	International level
0	0	0	0

3.23 Number of Awards won in NSS

University level	State level	National level	International level
0	0	0	0

3.24 Number of Awards won in NCC

University level	State level	National level	International level
0	0	0	0

3.25 Number of Extension activities organized

University forum	College forum	NCC	NSS	Any Other
0	4	0	0	0

### 3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

Service learning activities are taken up by the student council SECC (Social Entrepreneurship & Consulting Cell) at SIBM Pune. Since new academic sessions have begun in June so students are just back on campus. Activities will be planned shortly.

NA

Jugaad 7 August: Various Products were pitched by students to Prof Pushkar who chose the winners. The winners collected the NGO merchandise and sold it in the city to raise Donation funds.

NA

Winter Internship Program for SIBM I&E batch with NGO's in major cities.

NA

NA

Prerna is the flagship social event of SIBM Pune, SECC, where students volunteered in imparting basic education to the housekeeping staff of SIU, Lavale Campus over a period of 6 continuous weekends on 3rd, 16th and 24th January being the final session.

Consulting Fair (26/01/2016): One day consulting event organized by SECC brought startups from in and around Pune & Mumbai to SIBM Pune, Lavale campus to identify the brightest minds of the country to work on their consulting assignments. This time 8 Emerging startups provided 15 different consulting assignments to the students across multiple disciplines - Marketing, Finance, Human Resources, Operations and Innovation & Entrepreneurship? on the Consulting Fair day which was held on 26th January 2016.

Guests: Sachin Deshpande, CEO & MD, Innobytes

Sushil Bora, MD, EmSeva

Savita Wandre, CFO, Emseva

Navdeep Singh Saini, Group Manager, Engage4more

Raj Mundel, CEO, Lets Ride

Yashodar, M.D., CREST

Vishal COO, CREST

SIBM Pune along with other colleges of SIU participated in the Nation wide Plastic free campaign, initiated by Environment Minister Prakash Javaedkar. The campaign was launched at Pune on 13th February and was implemented by the Pune Municipal Corporation, where students collected plastics wastes from areas around their institution.

SECC on behalf of SIBM Pune assisted Symbiosis Center for Waste Management and Sustainability (SCWMS) and SIU in organizing the event.

Joy of Giving instills in people the act of giving to others and ensures the experience of joy of giving. The event was conducted from 24th February 2016 to 29th February 2016.

The event mainly entailed on the act of giving something back to the society by the students of SIBM Pune. The event had multiple ways to give back to the society ? helping the visually challenged special friends selling their chocolates, raising money through the act of selling donuts and donating it to the war widows association, collecting books and clothes and donating them to the needy.

NA

NA

NA

## Criterion - IV

### 4. Infrastructure and Learning Resources

#### 4.1 Details of increase in infrastructure facilities

Facilities	Existing	Newly created	Source of Fund	Total
Campus area (in Acres)	1.3478	0	Self	1.3478
Class rooms (in Numbers)	16	0	Self	16
Laboratories (in Numbers)	2	0	Self	2
Seminar Halls (in Numbers)	0	1	Self	1
Number of important equipments purchased ( 1-0 lakh) during the current year	7	0	Self	7
Value of the equipment purchased during the year (Rs. in Lakhs)	35.72	0.00	Self	35.72
Others	3	0	Self	3

#### 4.2 Computerization of administration and library

New ERP software introduced for better governance. HR Module implemented. Other modules being tested. Library is centralized at SIU level and SIBM Pune uses these facilities for students and faculty members.

#### 4.3 Library services

	Existing		Newly added		Total	
	Number	Value (in Lakhs)	Number	Value (in Lakhs)	Number	Value (in Lakhs)
Text / General Books	0	0.00	0	0.00	0	0.00
Reference Books	0	0.00	0	0.00	0	0.00
Journals	0	0.00	0	0.00	0	0.00
e-Journals	0	0.00	0	0.00	0	0.00
Digital Database	0	0.00	0	0.00	0	0.00
CD & Video	0	0.00	0	0.00	0	0.00
e-Books	0	0.00	0	0.00	0	0.00

#### 4.4 Technology up gradation (overall)

	Existing	Added	Total
Total Computers	209	5	214
Computer Labs	2	0	2
Internet (in Mbps)	32	16	48
Browsing Centres	0	0	0
Computer Centres	0	0	0
Office	0	0	0
Departments	0	0	0
Others	0	0	0

#### 4.5 Computer, Internet access, training to teachers and students and any other programme for technology

2 Labs fully operational for student use, Each faculty member and staff has one PC with Internet access.  
New ERP software introduced for better governance. HR Module implemented. Other modules being tested.

#### 4.6 Amount spent on maintenance in Rupees lakhs

<b>i) ICT</b>	81.33
<b>ii) Campus Infrastructure and facilities</b>	412.75
<b>iii) Equipments</b>	2.52
<b>iv) Others</b>	1.51
<b>Total</b>	498.11

## Criterion - V

### 5. Student Support and Progression

#### 5.1 Contribution of IQAC in enhancing awareness about Student Support Services

IQAC meetings are conducted thrice in a year at SIBM-PUNE. Student representation is an integral part of these discussions from academic + administrative angles. Any concerns are heard and clarified on this platform. Other than this platform SIBM-Pune also conducts Openhouse sessions with the Director wherein awareness is created about student support and guidance for any services applicable to all of them. There are other mechanisms for student support such as Anti-Ragging cell, Grievance Cell, Anonymous on-line feedback mechanism.

#### 5.2 Efforts made by the institution for tracking the progression

1. Tracking system for attendance
2. Online feedback mechanism
3. IQAC meetings wherein all the progression in academics, administration and allied areas is discussed and deliberated upon.

#### 5.3

a) Total Number of students	UG	0																																				
	PG	700																																				
	Ph.D	0																																				
	Other	100																																				
b) Number of students outside the state	432																																					
c) Number of international students	58																																					
Men	Number	%																																				
	580	72.50																																				
Women	Number	%																																				
	220	27.50																																				
<table border="1"> <thead> <tr> <th></th> <th>Last Year</th> <th>This Year</th> </tr> </thead> <tbody> <tr> <td>International</td> <td>50</td> <td>58</td> </tr> <tr> <td>NRI</td> <td>0</td> <td>0</td> </tr> <tr> <td>Freeship</td> <td></td> <td></td> </tr> <tr> <td>Jammu &amp; Kashmir</td> <td></td> <td></td> </tr> <tr> <td>Discretionary Quota</td> <td>52</td> <td>46</td> </tr> <tr> <td>Scheduled Caste</td> <td>46</td> <td>60</td> </tr> <tr> <td>Scheduled Tribe</td> <td>23</td> <td>25</td> </tr> <tr> <td>Open / General</td> <td>656</td> <td>597</td> </tr> <tr> <td>Differently abled</td> <td>10</td> <td>9</td> </tr> <tr> <td>Kashmiri Migrants</td> <td>4</td> <td>5</td> </tr> <tr> <td><b>Total</b></td> <td><b>841</b></td> <td><b>800</b></td> </tr> </tbody> </table>				Last Year	This Year	International	50	58	NRI	0	0	Freeship			Jammu & Kashmir			Discretionary Quota	52	46	Scheduled Caste	46	60	Scheduled Tribe	23	25	Open / General	656	597	Differently abled	10	9	Kashmiri Migrants	4	5	<b>Total</b>	<b>841</b>	<b>800</b>
	Last Year	This Year																																				
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<b>Total</b>	<b>841</b>	<b>800</b>																																				

Demand Ratio	139.7:1
Dropout (in %)	0

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

NA. As students are admitted to SIBM Pune through national level competition -SNAP- for pursuing MBA, preparing for any other competitive examination or providing support for it is outside the purview.

Number of students beneficiaries :

<b>NET</b>	
<b>SET/SLET</b>	
<b>GATE</b>	
<b>CAT</b>	
<b>IAS/IPS etc</b>	
<b>State PSC</b>	
<b>UPSC</b>	
<b>Others</b>	

5.5 Number of students qualified in these examinations

5.6 Details of student counselling and career guidance

The Placement advisory team provides counselling to all students towards preparation for interview processes. This is done internally as well as externally as applicable and as needed.

Number of students benefitted :



## 5.7 Details of campus placement

On Campus			Off Campus
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
77	204	180	24

As a premier institution of India's B-School fraternity, SIBM Pune continued to enjoy immense confidence of the industry as testified by the phenomenal placement season for the batch of 2014-16. Campus Recruitment Programme 2015-16 at SIBM Pune concluded on a high note with record number of job offers secured by students in myriad sectors viz. FMCG/ FMCD, Consulting, E-commerce, BFSI, Telecom, Manufacturing and Technology, Information Technology, Pharmaceutical, Infrastructure, etc.

90% of the MBA 2014-16 batch secured placements within the first three days of the commencement of the placement season. SIBM Pune's unrivalled reputation was complimented with a record 77 organizations vying for the best talent in this year's recruitment programme. With one-third of the participating organizations being first time recruiters, SIBM Pune's reach across the diverse industry spectrum improved even further.

The excellent batch quality is reflected in the increased number of Pre-Placement Offers (PPOs) / Pre-Placement Interviews (PPIs) bagged by SIBM Pune's students through Summer internships and various national level corporate competitions which resulted in 30% of the 2014-16 batch securing Pre-Placement Offers.

### Highlights

MBA 2014-16 batch received Pre-Placement Offers from various prominent organizations which included Asian Paints, Britannia, Capgemini, Castrol, Coca-Cola, Cummins India, Dell, GSK Consumer Healthcare, Godrej Industries Limited and Associated Companies, Hindustan Coca-Cola Beverages, HSBC India, ICICI Bank, Idea Cellular, ITC, J.P. Morgan Services, Mahindra & Mahindra Ltd., Nestle, Nomura Services, Pidilite Industries, Syngenta India, Tata Steel and Wipro among others.

The companies that participated in CRP for the first time included Bajaj Auto Ltd., Bharti Airtel, Bharti AXA Life Insurance, CarDekho, Cipla India, Dr Reddy's Laboratories, HT Media Ltd, Hewlett Packard Enterprise, Indus Valley Partners, KGK Group, Michael Page, Piramal Enterprises, SBI Cards, ShopClues.com, Trident Group, Vedanta Resources Ltd. to name a few.

## 5.8 Details of gender sensitization programmes

Gender sensitization programmes are organized for all the employees & students. An expert is invited to share his/her insights on this followed by a detailed question & answer session.

## 5.9 Students Activities

### 5.9.1 Number of students participated

	State/University Level	National Level	International Level
in Sports, Games and other events	10	16	0
in Cultural	1	0	0

### 5.9.2 Number of medals /awards won by students

	State/University Level	National Level	International Level
in Sports, Games and other events	10	16	0
in Cultural	1	0	0

5.10 Scholarships and Financial Support

	Number of Students	Amount
Financial support from institution	3	442,500.00
Financial support from government	5	1,165,900.00
Financial support from other sources	0	0.00
Number of students who received International/ National recognitions	0	0.00

5.11 Student organised / initiatives

	State/University Level	National Level	International Level
Fairs			
Exhibitions			

5.12 Number of social initiatives undertaken by the students

5

5.13 Major grievances of students (if any) redressed

No major grievances have been reported

## Criterion - VI

### 6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

6.2 Does the Institution has a management Information System

6.3 Quality improvement strategies adopted by the institution for each of the following

6.3.1 Curriculum Development

Inputs from faculty regarding curriculum is a continual process. In many of the faculty meetings issues related to curriculum and teaching learning processes are discussed and debated.

6.3.2 Teaching and Learning

1. Two classrooms equipped with Pearsons' learning management system
2. Flipped classroom sessions introduced
3. Case based learning while using self written cases as often as possible

6.3.3 Examination and Evaluation

1. Online examination set-up for internal evaluation has been tested for Multiple Choice Questions.

6.3.4 Research and Development

Research Grant received from IBM to SIBM Pune Faculty members.

- 2 Research grants received within evaluation period from SIU - SCRI

6.3.5 Library, ICT and physical infrastructure / instrumentation

CCTV cameras installed at various locations on SIBM-Pune campus for enhanced monitoring and safety.

6.3.6 Human Resource Management

SIBM Pune follows SIU guidelines towards HR processes as outlined in the HR Manual.

6.3.7 Faculty and Staff recruitment

SIBM Pune follows SIU guidelines in recruitment as per UGC norms.

6.3.8 Industry Interaction / Collaboration

Experts from industry / alumni are invited to conduct interviews during admissions process and wherever applicable.  
CIT The corporate Interface team organizes events and invites leaders from industry for sharing their business insights.

6.3.9 Admission of Students

Practices from the previous year have been continued. Based on feedback from the panelists talks are on towards further automation in the admissions process.

6.4 Welfare schemes for

Teaching

Health Insurance for all teaching staff.  
All teaching staff undergo a compulsory annual medical checkup.

Non teaching

Health Insurance for all Non teaching staff.  
All Non-teaching staff undergo a compulsory annual medical checkup.

Students

Health and accident Insurance for all students.  
All students undergo a compulsory annual medical checkup.

6.5 Total corpus fund generated (Amount Rs. in Cr.)

0

6.6 Whether annual financial audit has been done

Yes

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	NA	Yes	SIU
Administrative	Yes	MSDN Associates	Yes	Sharad Shah & co

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes	No
For PG Programmes	No

Results are declared in 30 to 45 days. A systematic process is followed as per guidelines issued by SIU COE

6.9 What efforts are made by the University for Examination Reforms?

In BOS sub-committee meeting at SIU level, all issues related to exam and solutions are discussed and implemented as appropriate.  
- As a process of Internationalization the credits taken from foreign universities are accepted.  
- Term end examinations are rescheduled for students representing Symbiosis International University in sports at Zonal National / International level.  
- The term end answer scripts are shown to students of B Tech and M Tech programme. All students can see their answer on following a process

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

NA

6.11 Activities and support from the Alumni Association

In absence of formal alumni association, the ex-students of SIBM-Pune participate in forums such as IQAC and provide valuable feedback on curriculum as well as overall functioning of the institute.

In terms of activity within the evaluation period, a 15 year reunion was held this year for the batch of 2000. The event was held on 22nd August 2015, on our campus.

6.12 Activities and support from the Parent - Teacher Association

Parents interact with the institute on need-basis however no formal PTA is formed.

6.13 Development programmes for support staff

Training for support staff conducted within the evaluation period in the following areas.

- > Microsoft Excel Basic and Advanced
- > HR Module of ERP implementation for SIBM Pune
- > Administrative module of ERP implementation

In addition to these formal training, support staff are also encouraged to attend MRA on a round-robin basis - Moral Rearmament programme along-with students.

6.14 Initiatives taken by the institution to make the campus eco-friendly

SIBM Pune faculty members and students participated in the Cleanliness drive. In accordance with SIU guidelines, SIBM-Pune ensures a Motorfree campus and Students are encouraged to use Bicycles within campus.

Visible boards with messages to turn off lights and fans are placed at strategic points in the institute.

## Criterion - VII

### 7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

Caselets writing by all Faculty members was initiated by the Director as an IQAC initiative. This translates directly in a heavy caselet repository for use by the faculty in the classroom. It also enhances chances of higher number of publications per faculty member.

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

Plan	Action taken
Collaboration with Foreign universities for student exchange programme.	Collaboration done within the evaluation period with NTU Singapore for Summer school programme. Semester exchange programme with various international schools.
Inviting International Faculty Members for teaching and research collaboration.	PROF JACOB EISENBERG,UCD Michael Smurfit Graduate School of Business ,University College Dublin, Ph.D. Applied Social/Organizational Psychology, Colorado State University, USA, , M.A.Social/Personality Psychology, York University, Canada, B.A. Honours Psychology, University of Haifa, Israel, was guest at SIBM Pune from 18th Jan to 21st Jan 2016. He provided insights in the areas of Organisational Behaviour and Cross-cultural Management.
Increase faculty interaction and learning through collective training.	Attending FDPs on various subjects which increases faculty interactions. SIU run initiatives such as MDHEA have also assisted SIBM-PUNE faculty to interact & learn with other faculty members.
Ensure funding is generated for conducting quality research.	IBM Grant received for conducting collaborative research in the area predictive analytics.
An improved system for students application for elective subject selection.	New software developed for an online mechanism towards students' ease of submission of their electives.
A base timetable in a simplified manner for consistency during teaching learning process providing increased effectiveness and efficiency both for Faculty members and students.	Timetable based on new improved automated mechanism of elective selection.
A continued effort towards making SIBM-Pune known for academic excellence.	Learning management systems put in place for better time management of both students and faculty members. This would in-turn help faculty members to accelerate the process of teaching and provide possibility of covering more complex areas for discussion.
Continual efforts towards excellence in Research and publications.	Samvad published for the year 2015-16, containing research papers from faculty members, students and external contributors.
Building on strong Alumni relationship.	Director's blog goes a long way towards continual connectivity with the Alumni network. Alumni have been showing positive response towards various initiatives taken to connect with them.

7.3 Give two Best Practices of the institution (*please see the format in the NAAC Self-study Manuals*)

1. Student Driven Institute:

Title: Student-Driven Institute

Objective: Learning by doing. SIBM Pune has always believed that students learn more by doing and practicing the principles of management in real life. The objective of allowing students to govern and monitor some crucial activities and are encouraged to participate in the decision-making process that shapes their future as well as that of the institute. .

Context: The student councils participate in activities related to Academics, Professional development, Society, Sports and Culture through a strongly knit body of nine councils.

Practice: Nine students councils namely Alumni Team, Aspirants Relations Team, Corporate Interface Team, Co-curricular Team, Placement Advisory Team, Research and Scholastic Development Team, Social, Entrepreneurship and Consulting Cell, Sports Management Team, Information Systems & Media Relations Team, are responsible and accountable for all activities conducted on campus throughout the year. The teams consist of students from the first and second year led by coordinators. These coordinators, along with the President of the Students? Council, form an executive body to oversee all activities.

The teams work in the interest of SIBM Pune, the student community, industry and alumni in keeping the vision of the institute and striving towards excellence. The executive council has been provided the independence to plan and set goals for their respective teams, and to efficiently use budgeted resources to accomplish them. The Director and Faculty Chairperson offer their guidance and support.

Evidence: Student?s Council report for each year is made available on SIBM-Pune website as well as documented in for audit as appropriate and necessary.

2. Strong Industry connect through Alumni network and MDPs, consultancy assignments and research grants:

Title: Industry Connect

Objective: SIBM, Pune has been one of the foremost training partners for leading corporates in India. The objective is to offer customized MDPs (Management Development Programmes) for top companies in India based on their requirements which in-turn increases the industry connect for SIBM-Pune and enhances the skill-sets and exposure of its own faculty members which they utilize while shaping SIBM students for their future endeavors.

Context : Organizations engage in MDPs with SIBM-Pune mainly for following reasons.

- ? To upgrade the skills and learning for employees
- ? To reward good performers within an organization.
- ? To build solutions for business challenges and equip the employees in this endeavor.
- ? To enhance the in-house L & D programs of an organization
- ? To provide the employees with additional certifications/qualifications

Practice : The programmes on offer are both long term and short term. SIBM, Pune is equipped with state of the art learning infrastructure with well-designed corporate training rooms. It also offers the corporates the option of conducting the programmes on their campus. The faculty at SIBM, Pune comprise of a group with industry experience and competence in academics thus providing the participants with cutting edge learning experience blending theoretical learning with industry related contemporary inputs. SIBM, Pune offers MDPs in all the functional areas of Management namely Marketing, Finance, Human Resources and Operations in addition to the programmes in General Management.

Evidence : MDP agreements with various corporate houses are continually maintained and documented for audit purpose. Payments of faculty members for any MDPs conducted are also processed centrally for total transparency and accountability.

7.4 Contribution to environmental awareness / protection

Participation in the Nation wide Plastic free campaign: SIBM Pune along with other constituents of Symbiosis International University participated in the Nation wide Plastic free campaign, which was initiated by the environment minister Mr.Prakash Javaedkar. The campaign was launched at Pune on 13th February and was implemented by the Pune Municipal Corporation.  
 Social,Entrepreneurship and Consulting Cell (SECC) on behalf of SIBM Pune assisted Symbiosis Centre for Waste Management and Sustainability (SCWMS) and Symbiosis International University (SIU) in organizing the event. More than 40 students from SIBM participated in the event.

7.5 Whether environmental audit was conducted?

No

NA

7.6 Any other relevant information

<b>SWOT Analysis</b>	<b>Strength</b>	<p>Brand Value: SIBM Pune's major strength comes from its brand value built over the last 35 years. Right from its inception in 1978, SIBM Pune has prided itself in providing value added inputs to keep students ahead of the game. A high percentage of aspirants who apply for SNAP opt for SIBM Pune as their preferred choice which speaks volume about the Brand value of SIBM Pune.</p> <p>2. Alumni Network: SIBM Pune conducts annual events such as Blueprint and Arcturus to network with highly placed alumni who are willing to support their alma mater in all possible ways.</p> <p>3. Placements: Known for its meritorious placement records, SIBM Pune is the place to study at, for an MBA aspirant specifically aiming for a well-paid corporate job.</p> <p>4. Student-driven culture: SIBM Pune has a unique identity of being a student-driven Institute. This is ensured through a unique set of nine Student Councils namely - Alumni Team, Aspirant Relations Team, Corporate Interface Team, Co-Curricular Team, Information Systems &amp; Media Relations Team, Placement Advisory Team, Research and Scholastic Development Team, Social Entrepreneurship and Consulting Cell, Sports Management Team resulting in immense opportunities to learn not just about business but also about social issues and concerns.</p> <p>5. Strong industry connect: SIBM Pune has often been awarded as the B-school with best industry interface. This is reflected strongly in the kind of events it hosts and the MDPs it conducts. SIBM Pune extensively addresses corporate audience through a number of Management and Executive development programmes for top corporates like L&amp;T, Cybage, John Deere, Khimji Ramdas Group (Muscat), Credit Suisse.</p>
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<p style="text-align: center;"><b>Weakness</b></p>	<p>1. Focus on Entrepreneurship: With the increasing synonymity between the MBA Course and Placements, and given its positioning amongst the better known B-Schools, SIBM Pune has developed a natural focus towards good placements for its students. This positive activity, over time, surreptitiously created an imbalance in focus on Entrepreneurship as compared to that on Placements for its students.</p> <p>2. Consultancy: SIBM Pune has had and continues to receive a surge of enquiries for Management Development Programmes (MDPs); and has been successfully running many MDPs for major Corporates like L&amp;T, John Deere etc for a long time. With all its energy and efforts directed to the "Macro Focus" required in the successful creation and running of MDPs, SIBM Pune has not been able to leverage these contacts into the "Niche Area Problem Solving" skills prerequisite by Consulting as an activity.</p>
<p style="text-align: center;"><b>Opportunity</b></p>	<p>1. Focus on entrepreneurship: With its current focus on entrepreneurship and the launch of relevant programmes in innovation and entrepreneurship, SIBM Pune now has an opportunity to carve a niche in this space.</p> <p>2. Research: With its traditionally strong industry interface and its newly-found focus on Research, SIBM Pune has an excellent opportunity to produce research that is not merely academic but can help industry solve complex problems.</p> <p>3. Consultancy: With its strong industry connections, SIBM Pune now endeavours to get consultancy projects from the industry.</p> <p>4. Internationalisation: With the strong relationships that the university has with international Universities, SIBM Pune is poised for meaningful relationship with them, leading to collaborative research and student/faculty exchange.</p> <p>5. Executive education: With its well-established executive education programmes and MDPs, SIBM Pune is well-poised to launch a wider variety of such programmes at an even higher level.</p>

<p><b>Threat/Challenges</b></p>	<p>Faculty Retention: With a number of B-schools vying for the same pool of good academicians, SIBM Pune may find it challenging to retain good faculty.</p> <p>2. Increase the culture of reading: The student community in general is now more interested in case study analysis, visits, internships, hands on experiential learning rather than strengthening of knowledge through serious reading.</p> <p>3. Competition: Like any B-School, SIBM Pune faces competition from other B-schools as well as alternative learning models like Distance Learning and MOOC. Not to mention a perceptible decline in overall MBA aspirants.</p>
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## Criterion - VIII

### 8. Plans of institution for next year

1. Officially launching SIBM-Pune Caselet repository for the outside world.
2. Give impetus to internationalization initiatives towards better faculty collaboration in teaching, learning and research.
3. Winning more research and consultancy contracts for SIBM-Pune.
4. Strengthening transparency in overall administrative processes.

Name: \_\_\_\_\_

Name: \_\_\_\_\_

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*Signature of the Coordinator, IQAC*

*Signature of the Chairperson, IQAC*

## Annexure I

### Abbreviations:

CAS - Career Advanced Scheme  
CAT - Common Admission Test  
CBCS - Choice Based Credit System  
CE - Centre for Excellence  
COP - Career Oriented Programme  
CPE - College with Potential for Excellence  
DPE - Department with Potential for Excellence  
GATE - Graduate Aptitude Test  
NET - National Eligibility Test  
PEI - Physical Education Institution  
SAP - Special Assistance Programme  
SF - Self Financing  
SLET - State Level Eligibility Test  
TEI - Teacher Education Institution  
UPE - University with Potential Excellence  
UPSC - Union Public Service Commission

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