



**Annual Quality Assurance Report
for
Academic Year 2016-2017**

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	1
2.1 Number of Teachers	5
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	1
2.10 Total Number of members	13
2.11 Number of IQAC meetings held	3
2.12 Number of Quality related meetings with various stakeholders	

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

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

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

No such conference/workshop in the current academic year. However, an international conference around the theme of leadership/ strategy/Innovation is being planned to be held in near future.

2.15 Significant Activities and contributions made by IQAC

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
Continual improvement in academic & administrative processes	-Eklavya software has been implemented for better management of time table, attendance capturing, & lecture plans. - Some faculty members also used Eklavya software for conducting one component of internal evaluation
Efforts to be made towards inviting faculty members from international universities to teach a course/part of the course	Following faculty members from international universities at SIBM Pune for teaching : 1. Prof. Chih-peng Chu, Ph.D., National Dong Hwa University taught Business Statistics at SIBM Pune to Semester II students in Sem II (2016) 2. Dr. Alain Guiette of Universiteit Antwerpen would teach Organisation Development and Change to Sem III students tentatively in August / September 2017 3. Prof. Pawan Budhwar, PhD, Professor of International HRM, Aston University, UK, has agreed to come to SIBM Pune to teach International Human Resource Management to Sem IV students tentatively in Dec.2017.
Identifying sources for research funding & consultancy opportunities from corporate & funding agencies.	Consultancy: 1. SIBM Pune's project proposal titled 'Promote cashless transaction through various digital payment modes in villages located near Symbiosis International University' has been given a financial grant of Rs.10 lakhs under RITES CSR Plan 2016-17. 2. SIBM Pune has secured another consulting services order from a corporate client, Bharti Axa Life. Area of consulting is Women Leadership & Empowerment.
Efforts to be made towards strengthening corporate & alumni connect	1. A new structured feedback form has been designed for alumni & corporate to broaden the scope on curriculum feedback. 2. Creation of SIBM Olympus, a platform designed to bring together SIBM Pune alumni from diverse backgrounds to discuss contemporary business issues in a boardroom setting.
Establishment of research laboratory (Marketing & Behavioral Lab)	Setting up of Marketing & Behavioral Lab has been initiated & phase 1 is complete.

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

AQAR was presented before SIU IQAC on 27th April, 2017.

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	1	6	1
Advanced Diploma	0	0	0	0
Diploma	1	0	1	1
Certificate	0	0	0	0
Others	0	0	0	0
Total	9	1	10	4
Interdisciplinary	8	1	9	3
Innovative	0	0	0	0

Following are the programmes offered by SIBM Pune

1. MBA
2. MBA (Innovation & Entrepreneurship)
3. MBA (Executive)
4. PG Diploma Programmes (HR, Marketing, Finance, Operations, and Innovation & Entrepreneurship)
5. Diploma in Business Management (for students of Symbiosis Institute of Technology)
6. PG Diploma in Business Management (PGDBM) for a company

1.2

(i) Flexibility of the Curriculum:

Core/CBCS

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	8
Trimester	1
Annual	0

1.3 Feedback from stakeholders

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

Some of the samples of the feedback received are as follows-

1. Please consider including People Engagement (or People Management) as a subject. This could include Performance Management, motivating for performance, Rewards and Recognition, coaching a mentoring) etc. should include some practical lessons, theatrics and case studies.
2. I have witnessed a number of young managers with great business performance but little or no people management skills. It is also the single most important reason
3. Fundamentals of Statistics - It can be covered under Business Statistics
Power & Politics in Organization – should be replaced with ‘Bringing Cultural Change’
4. I don’t see any need of ERP-CRM to be taught separately in fourth semester which ideally should be covered as a topic under CRM.

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

The process of curriculum revision at SIBM Pune takes place by collecting a comprehensive feedback from all stakeholders namely Faculty Members, Students, Alumni, Parents and Recruiters.
Formal student feedback is obtained online through semester-by-semester mandatory course evaluation using feedback mechanism. Feedback is collected on course relevance as well.
Online feedback is collected from alumni as well as recruiters/corporate via structured questionnaire against existing program structure.
Suggestions/recommendations are discussed with concerned faculty members and in IQAC meetings.

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	3
Assistant Professor	12
Associate Professor	2
Others	2
Total	19

2.2 Number of permanent faculty with Ph.D.

18

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

	R	V
Professor	4	0
Associate Professors	4	2
Assistant professor	11	8
Others	2	0
Total	21	10

2.4 Number of faculty

Guest	15
Visiting	44
Temporary	NA

2.5 Faculty participation in conferences and symposia

Number of Faculty	International Level	National Level	State Level
Attended	20	2	0
Presented Papers	20	0	0
Resource Persons	0	0	0

2.6 Innovative processes adopted by the institution in Teaching and Learning

- 1) Posters
- 2) Mindmaps
- 3) Simulations

2.7 Total Number of actual teaching days during this academic year

201

2.8 Examination/ Evaluation Reforms initiated by the Institution

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

SIBM Pune follows the examination/evaluation reforms as laid down by SIU examination department.

The process of payment requests, sanctions and approvals for Examination duties has been moved online to the EduWiz system. The earlier system of processing the remuneration for various examination related activities used to be manually done, using MS-Excel.

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	3	Prof. Prabir Bandyopadhyay Prof. Poornima Tapas Dr. Deepika Pandita
Faculty Meetings	5	Prof. Prabir Bandyopadhyay (Member, Operations) Dr. V V Ravikumar (Chairman of Marketing Committee) Dr. Mallika Srivastava (Member, Marketing) Dr. Deepika Pandita (Member, HR) Dr. Shubhra Aanand (Member, Finance) Prof. Sandeep Bhattacharya (Chairman, Entrepreneurship)
Curriculum Development Workshop	1	Internal faculty members discuss and deliberate upon the required changes, if any, in their respective specializations.

2.10 Average percentage of attendance of students

80.34

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 %
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

Contribution

Upgradation of infrastructure for knowledge sharing and dissemination

CISCOs Web-ex solution has been installed. The video conferencing solution will enable present information, share applications, and collaborate on projects. It would streamline the meeting process with a centralized space for managing activities and information.

Greater collaboration with international faculty/ universities & efforts to be made towards more research collaborations with international faculty/universities

1. Research paper published by Dr. Prabir Kumar Bandyopadhyay and Denis Leonard "The Value of using the Baldrige performance excellence framework in manufacturing organisation" the journal for quality and participation october 2016

2. Dr. Preetha Menon's project "Adoption of umbilical cord blood banking: Examining the mediative effect of perceived risk, received funding of \$1500-3500\$ from New Castle University, Australia

Setting up of Marketing & Behavioral Lab has been initiated & phase 1 is complete.

A new structured feedback form has been designed for alumni & corporate to broaden the scope on curriculum feedback.

Consultancy: 1. SIBM Pune's project proposal titled 'Promote cashless transaction through various digital payment modes in villages located near Symbiosis International University' has been given a financial grant of Rs.10 lakhs under RITES CSR Plan 2016-17.

2. SIBM Pune has secured another consulting services order from a corporate client, Bharti Axa Life. Area of consulting is Women Leadership & Empowerment.

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taught Business Statistics at SIBM Pune to Semester II students in Sem II (2016)

2. Dr. Alain Guiette

of Universiteit Antwerpen

would teach Organisation Development and Change to Sem III students tentatively in August / September 2017

3. Prof. Pawan Budhwar, PhD,

Professor of International HRM, Aston University, UK, has agreed to come to SIBM Pune to teach International Human Resource Management to Sem IV students tentatively in Dec.2017.

-Eklavya software has been implemented for better management of time table, attendance capturing, & lecture plans.

- Some faculty members also used Eklavya software for conducting one component of internal evaluation

2.13 Initiatives undertaken towards faculty development

Total : 19

Faculty / Staff Development Programmes	Number of faculty benefitted
Refresher Courses	14
UGC - Faculty Improvement Programme	0
HRD Programmes	0
Orientation Programmes	1
Faculty Exchange Programme	0
Staff Training Conducted by the University	0
Staff Training Conducted by Other Institutions	0
Summer / Winter Schools, Workshops, etc.	1
Others	3

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	30	0	30	0
Technical Staff	4	0	3	0

Criterion - III

3. Research, Consultancy and Extension

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

- | |
|---|
| - Initiated Research Colloquium in 2014 and facilitating it every year
- Involvement in ensuring regular Institute Research Committee meetings twice an year |
|---|

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Numbers	0	1	1	0
Outlay in Rs. Lakhs	0.00	6.35	6.35	0.00

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Numbers	2	4	4	0
Outlay in Rs. Lakhs	2.35	2.05	2.05	0.00

3.4 Details on research publications

	International	National	Others
Peer Review Journals	19	11	0
Non-Peer Review Journals	0	0	0
e-Journals	0	0	0
Conference proceedings	0	0	0

3.5 Details on Impact factor of publications

Range	0.07-1.19
Average	0.36
h-index	6
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	NA	NA	0.00	0.00
Minor Projects	NA	NA	0.00	0.00
Interdisciplinary Projects	NA	NA	0.00	0.00
Industry sponsored	1	RITES	10.00	10.00

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

3.7 Number of books published

i) With ISBN No.	0	Chapters in Edited Books	1
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

10.00 (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

1

3.13 Number of collaborations

International	3
National	1
Any Other	1

3.14 Number of linkages created during this year

6

3.15 Total budget for research for current year in lakhs

From Funding agency	16.00
From Management of University/College	30.00
Total	46.00

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	2
National	0
State	0
University	0
Dist	0
College	0
Total	2

3.18 Number of faculty from the Institution

who are Ph. D. Guides	7
and students registered under them	13

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

0

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

JRF	2
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	0	0	0	3

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

NA

NA

A social case study competition where participants were working on a sustainable business model for E waste management

5-August-2016

SIBM Pune hosted a one of a kind workshop titled 'Breaking the Glass Closet' in association with MINGLE and Godrej on 24/09/2016 at the SIU Convention Centre. LGBT diversity inclusion has become an important topic in recent years as it is becoming an asset for building corporate image and generating positive PR. The workshop highlighted the business impact of LGBT supportive policies and how building an inclusive workplace can benefit the organisation, the workshop also touched points on what it means for an individual to be sensitised.

SECC has not conducted any event in the month of October.

A small initiative where blankets were distributed for people in need across the streets of Pune to endure the cold winters, funds for which were raised through one of the events named JUGAAD- The Fundraiser from Entrepreneurship Summit 2016.

Prerna, taking into the prevailing economic conditions in the country, aims to increase awareness by conducting sessions on cashless transactions among the residents of Lavale Village.

Organised on 15th, 19th and 23rd undertook activities such as digital transactions and e-wallets for shopkeepers and local residents and basics of computing for class 7 and 8th students in the local area (Lavale)

9-2-17 The First Phase of Prerna in collaboration with RITES commenced with a session on banking and digitization with the housekeeping staff of the SIU campus. Also, door to door sessions was conducted in the nearby village of Nande to help promote digital transactions.

24-2-17 - Taking into consideration the prevailing economic conditions, Prerna in association with RITES was conducted in three nearby villages of Amberwed, Gotwade and Lavale around the Symbiosis International University Campus. The main aim of these sessions, which were both door to door sessions as well as mass gatherings, was to help people understand and facilitate the use of digital banking.

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	0.0002	Self	1.348
Class rooms (in Numbers)	16	0	Self	16
Laboratories (in Numbers)	2	2	Self	4
Seminar Halls (in Numbers)	1	0	Self	1
Number of important equipments purchased (1-0 lakh) during the current year	7	-6	Self	1
Value of the equipment purchased during the year (Rs. in Lakhs)	35.72	-32.12	Self	3.60
Others	3	-3	0	0

4.2 Computerization of administration and library

Administration

Use of Eklavya software for management of attendance, time table, classes planned & conducted; evaluations & lesson plans

Central Library:

- 20 computers are for students, 260 sitting capacity, Wi-Fi and Internet facility, Clear and prominent display of floor plan, adequate signboards, fire alarm
- ramps at the entrance of the Central Library for differently-abled users, Book-Bank, Question Banks.
- Purchased ERP for student management

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	214	15	229
Computer Labs	2	1	4
Internet (in Mbps)	48	52	100
Browsing Centres	0	0	0
Computer Centres	0	0	0
Office	0	0	0
Departments	0	0	0
Others	0	1	1

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

1. Upgraded SPSS to 24 version(2016-17) for research
2. Training sessions organized for faculty, staff, & students in usage of Eklavya software

4.6 Amount spent on maintenance in Rupees lakhs

i) ICT	113.60
ii) Campus Infrastructure and facilities	455.04
iii) Equipments	10.21
iv) Others	2.15
Total	581.00

Criterion - V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

Student representation is an integral part of all deliberations at SIBM Pune- discussions from academic + administrative angles; concerns; grievances, etc.
IQAC has a student representation by the President of Students' Council who who attends the meetings and is a part of all discussions made therein.

Director, SIBM-Pune, also conducts Open house sessions wherein awareness is created about student support and guidance for any services applicable to all of them.

5.2 Efforts made by the institution for tracking the progression

1. Eklavya software for tracking systems- attendance; number of lectures planned and conducted; online assignments; evaluations; time table
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	562																														
	Ph.D	0																														
	Other	192																														
b) Number of students outside the state	465																															
c) Number of international students	71																															
Men	Number	%																														
	526	69.76																														
Women	Number	%																														
	228	30.24																														
<table border="1"> <thead> <tr> <th></th> <th>Last Year</th> <th>This Year</th> </tr> </thead> <tbody> <tr> <td>International</td> <td>59</td> <td>71</td> </tr> <tr> <td>NRI</td> <td>0</td> <td>0</td> </tr> <tr> <td>Freeship</td> <td>0</td> <td>0</td> </tr> <tr> <td>Jammu & Kashmir</td> <td>0</td> <td>0</td> </tr> <tr> <td>Discretionary Quota</td> <td>48</td> <td>47</td> </tr> <tr> <td>Scheduled Caste</td> <td>60</td> <td>66</td> </tr> <tr> <td>Scheduled Tribe</td> <td>25</td> <td>27</td> </tr> <tr> <td>Open / General</td> <td>423</td> <td>530</td> </tr> <tr> <td>Differently abled</td> <td>9</td> <td>9</td> </tr> </tbody> </table>				Last Year	This Year	International	59	71	NRI	0	0	Freeship	0	0	Jammu & Kashmir	0	0	Discretionary Quota	48	47	Scheduled Caste	60	66	Scheduled Tribe	25	27	Open / General	423	530	Differently abled	9	9
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Scheduled Tribe	25	27																														
Open / General	423	530																														
Differently abled	9	9																														

Kashmiri Migrants	5	4
Total	629	754
Demand Ratio	190:1	
Dropout (in %)	1:3	

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

Not Applicable

Number of students beneficiaries :

NET	0
SET/SLET	0
GATE	0
CAT	0
IAS/IPS etc	0
State PSC	0
UPSC	0
Others	0

5.5 Number of students qualified in these examinations

5.6 Details of student counselling and career guidance

Buddy Program, Summer Internship Recruitment Program Preparatory session, Campus Recruitment Program Preparation

Number of students benefitted :

5.7 Details of campus placement

Number of Organizations Visited	On Campus		Off Campus
	Number of Students Participated	Number of Students Placed	Number of Students Placed
67	204	190	0

Opted out- 11
Debarred- 4

5.8 Details of gender sensitization programmes

1. Students were briefed about gender sensitization during induction in which the Director talked about the importance of both the genders being aware of and respecting the feelings of each other.
2. 5-August-2016: SIBM Pune hosted a one of a kind workshop titled 'Breaking the Glass Closet' in association with MINGLE and Godrej on 24/09/2016 at the SIU Convention Centre. LGBT diversity inclusion has become an important topic in recent years as it is becoming an asset for building corporate image and generating positive PR. The workshop highlighted the business impact of LGBT supportive policies and how building an inclusive workplace can benefit the organisation, the workshop also touched points on what it means for an individual to be sensitised.

5.9 Students Activities

	State/University Level	National Level	International Level	
5.9.1 Number of students participated	in Sports, Games and other events	45	136	12
	in Cultural	0	1	0
	State/University Level	National Level	International Level	
5.9.2 Number of medals /awards won by students	in Sports, Games and other events	36	139	12
	in Cultural	0	1	0

5.10 Scholarships and Financial Support

	Number of Students	Amount
Financial support from institution	4	485,500.00
Financial support from government	0	0.00
Financial support from other sources	1	75,000.00
Number of students who received International/ National recognitions	0	0.00

5.11 Student organised / initiatives

	State/University Level	National Level	International Level
Fairs	0	0	0
Exhibitions	0	1	0

5.12 Number of social initiatives undertaken by the students

0

5.13 Major grievances of students (if any) redressed

No grievances 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

A new course on Digital Manufacturing is under consideration. A Domain Course on Digital Manufacturing has been taught by SIBM Faculty Member for PhD Scholars as part of their coursework.

6.3.2 Teaching and Learning

Faculty Members from Universities around the globe were invited, and they conducted sessions for SIBM Pune students on various subjects.

6.3.3 Examination and Evaluation

- 1) Online exam feedback initiated
 - 2) Inclusion of Aadhar details of students

6.3.4 Research and Development

1. Upgradation of SPSS software to its latest version 24.
 2. Focus on more research grants
 3. Focus on more international collaborations for research

6.3.5 Library, ICT and physical infrastructure / instrumentation

Installation of CISCOs Web-ex video conferencing solution to enable conducting collaborative sessions across the globe for meetings, presentations or webinars.

6.3.6 Human Resource Management

Automation of manual HR processes such as maintenance and monitoring of attendance, time-keeping etc.

6.3.7 Faculty and Staff recruitment

SIBM Pune follows guidelines laid down by SIU for recruitment of faculty and staff

6.3.8 Industry Interaction / Collaboration

Right since admissions process, there is involvement of industry representatives as interview panelists. The Corporate Interface Team at SIBM Pune organizes events as Arcturus, Festival of Thinkers, The Senate, for thought leaders from the corporate world to engage in panel discussions on various facets of their industries and share their business acumen with the students. Managers from renowned companies are also invited as guests for delivering lectures in workshop mode on latest topic of relevance.

6.3.9 Admission of Students

High-Speed Document Scanning process was implemented in order to reduce paper work of Admissions processes to be submitted to SIU.

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

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

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	SIU	Yes	SIU
Administrative	No	SIU	Yes	Sharad Shah & co.

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

For UG Programmes	Yes
For PG Programmes	Yes

Some of the results are declared between 30 and 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?

SIBM Pune follows the guidelines laid down by SIU for all examination related processes and reforms. The process of payment requests, sanctions and approvals for Examination duties has been moved online to the EduWiz system. The earlier system of processing the remuneration for various examination related activities used to be manually done, using MS-Excel.

1. Orientation programme conducted for all institutes on 10 January 2017
2. Passing Certificate issued at the time of result declaration of last semester of the programme to eligible candidates with a clear statement stating that the degree / diploma will be conferred in the ensuing convocation for the benefit of the students as convocation is issued subsequently.
3. Term Not Granted (TNG) / Course Not Granted (CNG) / Not Eligible (NE) cases marked in the software.
4. Hall tickets not generated for students granted TNG/NE.
5. Eligibility pending cases marked in ledger for reference
6. Undertaking of backlog examinations (digital form acceptance in student portal
7. Name of examiner and director printed in the mark list for submission to University
8. Grade wise count reflected in Internal/Practical/Term end mark lists
9. Mark list not printed unless all students related personal and academic details such as name, gender, mother's name, and courses are corrected by the Institutes prior to result declaration.
10. Implementation of suggestions given by legal advisor in the format and processes of Unfair means cases
11. Verification completed within month and verification fees waived off for Law candidates of Bar council of India
12. Green initiative of providing soft copy of time table to Vigilance Squad members and External Senior Supervisors
13. Generation of appointment letter for TAP and re- evaluation through software.
14. Exam claims generation through software as per scale of remuneration
15. Examination feedback taken online.

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

SIBM Pune exercises autonomy in terms of selection of interview panels & students in admission process; curriculum designing and updation; planning of events; formation of student councils, and teaching & learning processes

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.

6.12 Activities and support from the Parent - Teacher Association

NA

6.13 Development programmes for support staff

Training organized for staff on Eklavya software for understanding attendance system, time tables, and other details in its usage.

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

SIBM Pune follows all the initiatives constituted for the Lavale campus, viz. use of bicycles, installation of electricity saving sensor switches.

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.

1. Continual improvement in academic & administrative processes
-Integrated evaluations across specializations for the first time.
-Assessments conducted using newly introduced Eklavya software. Faculty members encouraged to use more technology for conducting evaluations.
2. Installation of CISCOs Web-ex solution. The video conferencing solution will enable present information, share applications, and collaborate on projects. It would streamline the meeting process with a centralized space for managing activities and information.
3. Identifying resources for research funding from corporate funding agencies
4. Establishment of research laboratory (Marketing & Behavioral Lab)
Setting up of Marketing & Behavioral Lab has been initiated & phase 1 is complete.

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
Continual improvement in academic & administrative processes	-Eklavya software has been implemented for better management of time table, attendance capturing, & lecture plans. - Some faculty members also used Eklavya software for conducting one component of internal evaluation
Upgradation of infrastructure for knowledge sharing and dissemination	CISCOs Web-ex solution has been installed. The video conferencing solution will enable present information, share applications, and collaborate on projects. It would streamline the meeting process with a centralized space for managing activities and information.
Identifying resources for research funding from corporate funding agencies	Consultancy: SIBM Pune's project proposal titled 'Promote cashless transaction through various digital payment modes in villages located near Symbiosis International University' has been given a financial grant of Rs.10 lakhs under RITES CSR Plan 2016-17.
Establishment of research laboratory (Marketing & Behavioral Lab)	Setting up of Marketing & Behavioral Lab has been initiated & phase 1 is complete.

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:

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

1. Dr. Preetha Menon of SIBM Pune conducted sessions on Waste Management & Sustainable Practices for the students of MBA & Diploma programmes during their induction programme.

2. Installation of sensor switches

7.5 Whether environmental audit was conducted?

No

NA

7.6 Any other relevant information

SWOT Analysis	Strength	<ol style="list-style-type: none"> 1. Brand Value 2. Alumni Network 3. Placements 4. Student-driven culture 5. Strong industry connect
	Weakness	<ol style="list-style-type: none"> 1. Placement bias 2. Training bias
	Opportunity	<ol style="list-style-type: none"> 1. Focus on entrepreneurship 2. Collaborative research 3. Consultancy 4. Internationalisation
	Threat/Challenges	Faculty retention

Criterion - VIII

8. Plans of institution for next year

1. Attract International Faculty members
2. Focus on Funded Research
3. Strengthen Collaboration with Universities Abroad
4. Functioning of Experimental Lab

Name: _____

Name: _____

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
