



**Annual Quality Assurance Report
for
Academic Year 2017-2018**

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

Table of Contents

Part A

2. IQAC Composition and Activities	2
--	---

Part B

Criteria 1	5
Criteria 2	7
Criteria 3	9
Criteria 4	13
Criteria 5	15
Criteria 6	18
Criteria 7	22
Criteria 8	25
Annexure I	26

2. IQAC Composition and Activities

2.0 Vice Chancellor	0
2.1 Number of Teachers	8
2.2 Number of Administrative/Technical	1
2.3 Number of students	1
2.4 Number of Management	2
2.5 Number of Alumni	1
2.6 Number of any other stakeholder and community representatives	0
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	14
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	3
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

2. IQAC Composition and Activities

2.15 Significant Activities and contributions made by IQAC

Symbiosis Center for Behavioral Studies (SCBS) was established on September 29, 2017 to promote multi-disciplinary research in behavioural sciences and is headed by Dr. Preetha Menon, Assistant Professor, SIBM Pune. Currently the Center is working on several initiatives, including creating cohorts for behavioural studies amongst faculty, building a participant base for research and attracting collaborations both within India among scholars from SIU and other institutions and with scholars from overseas institutions. It is to be noted that if a faculty member's core strength is not mathematical modelling, behavioral studies provides enough and more scope to develop world class research, accepted by A star journals.

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
Curriculum design & development and/or revision, as required	<p>1. Restructuring of Programme Structures of MBA and MBA(I&E) was done during academic year 2017-18.</p> <p>2. Curriculum restructuring was proposed by various stakeholders and confirmed. The same will be implemented for the batch 2018-20</p>
To enhance the quality of Teaching- Learning Process	<p>a) Industry visit at Cummins, Phaltan; & Vigyan Ashram Fab Lab were organized for experiential learning of the students.</p> <p>b) training programme organized for faculty members in respect of Centre for Monitoring Indian Economy (CMIE) Prowess & Euromoney Information System (EMIS) software packages.</p> <p>(c) Initiatives like Sym Accelerate, & Integrated Live Project for students of MBA (I&E) were taken.</p> <p>(d) collaborative initiatives like faculty and students exchange programmes, inviting faculty members from foreign universities to take full time course or part of the credit, and enhancing learning processes.</p> <p>To quote a few examples Faculty Exchange (under foreign exchange programme): ? Prof. Pawan Budhwar, Professor (Aston Business School) taught International HRM – a two credit course to the MBA 2016-18 batch (Sem-IV). ? Dr. Chinmoy Ghosh, Gladstein Professor (University of Connecticut) taught Investment Banking – a two credit course to MBA 2016-18 batch (Sem-III). ? Dr. Prasanta Dey, Professor (Aston Business School, United Kingdom) taught Sectorial Studies in Supply Chain - a two credit course to MBA 2016-18 batch (Sem-III). ? Dr Alain Guiette, professor (University of Antwerp) taught a course Organizational Behavior and Supply Change Management. ? Some faculty members from SIBM Pune visited KTI, Oman for to teach a course. Students' Exchange (under foreign exchange programme): ? Eighteen students from Gaeddu College of Business Studies from Bhutan visited SIBM, Pune in March 2018 under student's exchange programme</p>

Increased focus on research and consultancy	<p>i) Several SIBM Pune faculty members had presented papers at National and International conferences of repute, and their papers research papers were published in leading journals, indexed in top research databases as Scopus.</p> <p>ii) Five faculty members won various awards (Dr. R.Raman, Dr. V.V.Ravikumar, Dr. Poornima Tapas, Dr. Preetha Menon, & Prof. Sandeep Bhattacharya)</p> <p>iii) A minor research project was sanctioned by SCRI-SIU during 2017-18 (Dr. Anugamini & Dr. Vimal Babu) with the grant amount of Rs. 1,50,000/-</p> <p>iv) SIBM Pune has bagged consultancy assignments from HPCL, Nestle, Mother Dairy & Mahindra & Mahindra worth Rs. 16,70,000</p>
Upgradation in Infrastructure and Learning Resources	<p>1. Two Interactive Boards fitted</p> <p>2. renovation of Administrative Areas such as Accounts, Exam Section & Coordinators seating place is completed</p>
Strengthen Alumni and Corporate Connect	<p>a) Efforts were undertaken towards alumni interactions with SIBM students. In an endeavor to connect with SIBM Pune alumni across the globe, alumni meets at different International locations started with the alumni meet at New York on 10th March 2018 and Dr. Mahima Mishra faculty member, SIBM Pune, personally interacted with the alumni.</p> <p>b) Several alumni visited SIBM Pune during 2017-18 as speakers, panelists for various events during 2017-18.</p> <p>c) To enhance corporate connect, various industry stalwarts were invited for guest lectures and also for flagship events like the Senate, Arcturus. There was also an active industry participation for enrichment of curriculum.</p> <p>d) HR Conclave 2017 organized with an objective of bringing HR stalwarts from the industry on the same platform towards creating a strong network with such an initiative.</p>

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

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	1
UG	0	0	0	0
PG Diploma	5	0	5	0
Advanced Diploma	0	0	0	0
Diploma	1	0	1	1
Certificate	0	0	0	0
Others	0	0	0	0
Total	9	0	9	2
Interdisciplinary	9	0	9	2
Innovative	2	0	2	1

Following are the programmes offered by SIBM Pune:

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

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"/>

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

The process of curriculum revision at SIBM Pune takes place by collecting a comprehensive feedback from all stakeholders namely Faculty Members, Students, Alumni, and Industry.

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 in internal and in IQAC meetings.

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

Symbiosis Center for Behavioral Studies (SCBS) was established on September 29, 2017 to promote multi-disciplinary research in behavioural sciences and is headed by Dr. Preetha Menon, Assistant Professor, SIBM Pune

Currently the Center is working on several initiatives, including creating cohorts for behavioural studies amongst faculty, building a participant base for research and attracting collaborations both within India among scholars from SIU and other institutions and with scholars from overseas institutions.

It is to be noted that if a faculty member's core strength is not mathematical modelling, behavioral studies provides enough and more scope to develop world class research, accepted by A star journals.

Criterion - II

2. Teaching, Learning and Evaluation

2.1 Total Number of permanent faculty

Professor	5
Assistant Professor	13
Associate Professor	5
Others	2
Total	25

2.2 Number of permanent faculty with Ph.D.

20

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

	R	V
Professor	1	0
Associate Professors	2	0
Assistant professor	2	2
Others	1	0
Total	6	2

2.4 Number of faculty

Guest	40
Visiting	39
Temporary	NA

2.5 Faculty participation in conferences and symposia

Number of Faculty	International Level	National Level	State Level
Attended	37	2	0
Presented Papers	34	2	0
Resource Persons	0	0	0

2.6 Innovative processes adopted by the institution in Teaching and Learning

Experiential learning approach through management cases, role plays, simulation exercises, web-based exercises, interactive programmes adopted by faculty members for teaching and learning process.

2.7 Total Number of actual teaching days during this academic year

189

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.

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. Deepika Pandita (Member, HR) Dr. Shubhra Aanand (Member, Finance) Prof. Sandeep Bhattacharya (Chairman, Entrepreneurship)
Curriculum Development Workshop	1	Discussion in IQAC meeting also internal faculty members discuss and deliberate upon the required changes, if any, in their respective specializations.

2.10 Average percentage of attendance of students 82.48

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

1. Initiation of periodic Semester review / Academic review (by the Deputy Director)
2. Faculty and course feedback taken every semester.
3. Initiation of Alumni & Industry feedback

2.13 Initiatives undertaken towards faculty development Total : 24

Faculty / Staff Development Programmes	Number of faculty benefitted
Refresher Courses	16
UGC - Faculty Improvement Programme	0
HRD Programmes	1
Orientation Programmes	0
Faculty Exchange Programme	0
Staff Training Conducted by the University	0
Staff Training Conducted by Other Institutions	0
Summer / Winter Schools, Workshops, etc.	5
Others	2

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	33	0	33	0
Technical Staff	4	0	4	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
- SIBM Pune also follows the Research promotion policy of SIU.

3.2 Details regarding major projects

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

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Numbers	2	0	1	0
Outlay in Rs. Lakhs	3.00	0.00	1.50	0.00

3.4 Details on research publications

	International	National	Others
Peer Review Journals	22	13	0
Non-Peer Review Journals	0	0	0
e-Journals	0	0	0
Conference proceedings	3	0	0

3.5 Details on Impact factor of publications

Range	0-2.07
Average	0.5525
h-index	2.07
Nos. in SCOPUS	22

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	NA	NA	0.00	0.00

Projects sponsored by the University/ College	1	Symbiosis International (Deemed University)	1.50	1.00
Students research projects(other than compulsory by the University)	NA	NA	0.00	0.00
Any other(Specify)	NA	NA	0.00	0.00

3.7 Number of books published

i) With ISBN No.	0	Chapters in Edited Books	2
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	0
CPE	0
DBT Star Scheme	0
INSPIRE	0
CE	0
Any Other (specify)	0

3.10 Revenue generated through consultancy

16.70 (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

0

3.13 Number of collaborations

International	59
National	3
Any Other	0

3.14 Number of linkages created during this year

6

3.15 Total budget for research for current year in lakhs

From Funding agency	0.00
From Management of University/College	30.00
Total	30.00

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	3
National	0
State	0
University	0
Dist	0
College	0
Total	3

3.18 Number of faculty from the Institution

who are Ph. D. Guides	7
and students registered under them	18

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	3
SRF	2
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	8	0	0	0

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

NA

An auction/bidding process to buy food and non food stalls at symbihaat, conducted as part of E-Summit 2017

NA

NA

The event was organised to launch the Think Raipur Smart City Initiative. It was conducted by the PR team of Government of Chattisgarh. Students were given a brief about the concept of a Smart City and details pertaining to the ideation competition

The event is designed to expand the knowledge of aspiring entrepreneurs in an informal discussion over a cup of tea.

Guest Speaker - Mr. Shamindra Shinde

The Objective of Prerna is to impact the lives of its beneficiaries by educating them in various aspects of everyday life and empowering them to be aware OF things happening around them. This year the first session of Prerna focused primarily on three topics: Basic English, Operating a Mobile Phone & filing an F.I.R.

The Objective of Prerna is to impact the lives of its beneficiaries by educating them in various aspects of everyday life and empowering them to be aware of things happening around them. This year the Second session of Prerna focused primarily on three topics: Using an ATM, Basic First aid and health and hygiene tips

NA

A collection drive wherein boxes were placed at all hostel entrances for students and staff to donate old clothes, books and anything that could be of use to the underprivileged. The proceeds of the same will be donated to NGOs in Pune

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)	1.348	0	Self	1.348
Class rooms (in Numbers)	16	0	Self	16
Laboratories (in Numbers)	4	0	Self	4
Seminar Halls (in Numbers)	1	0	Self	1
Number of important equipments purchased (1-0 lakh) during the current year	1	5	Self	6
Value of the equipment purchased during the year (Rs. in Lakhs)	3.60	15.19	Self	18.79
Others	0	0	NA	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	229	21	250
Computer Labs	4	0	4
Internet (in Mbps)	100	20	120
Browsing Centres	0	0	0
Computer Centres	0	0	0
Office	0	0	0
Departments	0	0	0
Others	1	12	13

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

1. Upgraded SPSS to 24 version(2017-18) for research
2. Training sessions organized for faculty, staff, & students in usage of Prowess software

4.6 Amount spent on maintenance in Rupees lakhs

i) ICT	97.52
ii) Campus Infrastructure and facilities	493.74
iii) Equipments	6.47
iv) Others	1.05
Total	598.78

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 via President of Students' Council who attends the IQAC 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.
 Administrative officer circulates emails about Anti Ragging Committee and the members and the contact numbers of the latter are displayed on the notice board too.

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	671																					
	Ph.D	0																					
	Other	180																					
b) Number of students outside the state	573																						
c) Number of international students	63																						
Men	Number	%																					
	603	70.86																					
Women	Number	%																					
	248	29.14																					
<table border="1"> <thead> <tr> <th></th> <th>Last Year</th> <th>This Year</th> </tr> </thead> <tbody> <tr> <td>International</td> <td>71</td> <td>63</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>47</td> <td>37</td> </tr> <tr> <td>Scheduled Caste</td> <td>66</td> <td>62</td> </tr> </tbody> </table>				Last Year	This Year	International	71	63	NRI	0	0	Freeship	0	0	Jammu & Kashmir	0	0	Discretionary Quota	47	37	Scheduled Caste	66	62
	Last Year	This Year																					
International	71	63																					
NRI	0	0																					
Freeship	0	0																					
Jammu & Kashmir	0	0																					
Discretionary Quota	47	37																					
Scheduled Caste	66	62																					

Scheduled Tribe	27	29
Open / General	606	647
Differently abled	9	9
Kashmiri Migrants	4	4
Total	830	851

Demand Ratio	1:164
Dropout (in %)	0

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

On Campus			Off Campus
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
85	180	180	0

The average CTC offered to the students saw a significant increase over the previous year, from 15.02 LPA in 2016 to 16.23 LPA in 2017.

5.8 Details of gender sensitization programmes

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. Also briefed about The Sexual Harassment Of Women At Workplace[Prevention Prohibition & Redressal-Act 2013] & process of Complaint Committee.

5.9 Students Activities

	State/University Level	National Level	International Level	
5.9.1 Number of students participated	in Sports, Games and other events	114	37	28
	in Cultural	0	0	0
	State/University Level	National Level	International Level	
5.9.2 Number of medals /awards won by students	in Sports, Games and other events	14	34	8
	in Cultural	0	0	0

5.10 Scholarships and Financial Support

	Number of Students	Amount
Financial support from institution	5	630,500.00
Financial support from government	4	906,560.00
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	0	0	0
Exhibitions	0	1	0

5.12 Number of social initiatives undertaken by the students

1

5.13 Major grievances of students (if any) redressed

No grievances received from students

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 persistent effort and communication with all stakeholders – management, faculty, staff, students and society at large is undertaken by SIBM Pune to develop and upgrade the curriculum. Stakeholders' (student, Faculty members, alumni, employer) feedback is taken and analysed before framing out the syllabus/course outline.

Contemporary curriculum bench marked against the best Universities has been introduced.

Very soon (2018) SIBM-Pune will be offering online courses on major contemporary area of studies. The purpose is to reach out to majority of stakeholders through online platform to enhance their learning curve.

6.3.2 Teaching and Learning

-Faculty Exchange Program-Faculty members from SIBM visited international universities for teaching various courses, & faculty members from foreign universities taught at SIBM Pune.

-Use of Bloomberg laboratory to bring the real world into the classroom and provides students with the same platform used by the world's leading banks, corporations and government agencies to enhance their academic studies across a wide range of disciplines.

-Feedback mechanism, which helps to improve teaching learning activities

6.3.3 Examination and Evaluation

As per SIU rules and regulations, it has been advised to all faculty members & respective staff to complete all the exams related responsibility in a given time span. also Online exam feedback initiated.

6.3.4 Research and Development

-Focus on more research grants

-Focus on more international collaborations for research

-Focus on more consultancy projects

-Focus on students active participation in research & development

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. Online Performance Appraisal Report(PAR) from academic year 2017-18 onwards.

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 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 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

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	No	NA	No	Sharad Shah & Co.

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

For UG Programmes	Yes
For PG Programmes	Yes

A systematic process is followed as per guidelines issued by SIU CoE for declaration of results

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. One of the most notable reforms from the point of view of teaching and learning has been conducting a part of the internal evaluation online.

-In order to ensure that the internal evaluation system adopted is credible and acceptable, faculty members design their components for the courses handled by them. Open book exams that aim at developing the skills of critical and creative thinking have been used as a mode on internal evaluation component for select courses. Diverse components of evaluation including Case Analysis, Essays, Seminar Presentations, Viva- Voce, Quiz, Moot Court, Mock Trials, online tests and simulated Interviews have been conducted to ensure comprehensive evaluation. For select courses, to bring in third party perspective, industry experts were invited during summer project viva. Evaluation based on experiential learning has also been introduced. Jury based evaluation has also been adopted for courses relating to Design, media and Communication. Research based projects and assignments are given to students.

-An assignment and evaluation portal enables online submission and uploading of marks. Paperless documentation of take-home assessments have been adopted through Google Drive. Innovations in the internal evaluations include online certifications, integrated evaluation of multiple courses in form of Mock Investor Summit. E-resources such as HBR simulation and skill based internal assessment have also been used.

-To check unfair means and help to maintain discipline during internal exams, internal squad teams of faculty members for Unit tests has been constituted. MOOC have been added as a component of evaluation.

-Specialisation wise - Check and lock fresh semester courses in software by the University.

-Facility to hold Examination forms of students who are not eligible, as per ATKT examination rules.

-Facility to hold Examination forms of students who have not cleared their Eligibility.

-Alert message on student portal while filling online examination form regarding updating their NAD ID in their login.

-Facility given to students to update their AADHAAR No and NAD ID in their examination portal login.

-System report showing no. of students with/without NAD ID.

-Generate data – Programme / Batch wise to view details of the students who have updated/not updated AADHAAR No. / NAD ID.

-Students can verify AADHAAR No, NAD ID along with their personal details such as Name, Mother's / Father's name, in their Student Portal login before submitting examination form.

-Students can view timetable when they login into their portal

-Institute generate manuscript question paper envelope label as per the Timetable finalised by the University.

-Generation of Examination forms Summary showing details of students who have filled / not filled examination forms with Backlog examination fees status.

-Summary of Exam forms generated in SIU interface after the Hall tickets are generated

-Appointment letters of External Senior Supervisor and Vigilance Squad, Coordinator/Paper Setter, Examiner (Term End Assessment Programme)

-View list of students whose admission is cancelled by the Eligibility Dept., SIU.

-Report generated through software showing list of students awarded TNG, CNG and who are not eligible as per ATKT rule i.e. NE. Same remark will reflect on list of exam forms submitted by institute.

-Report showing data of original / revaluation Result of all institutes for VC.

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 the 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. Alumni also facilitate stronger industry connect.

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

Management team building activities were organized for faculty and staff members on 31st March 2018 at Corinthians resort, for a session on team building.

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

SIBM Pune follows all the initiatives by SIU at the Lavale campus, viz. use of bicycles, installation of electricity saving sensor switches, etc.

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. Revamping the admission process through automation of some processes.
2. Extending alumni connect globally.
3. Establishment of Symbiosis Center for Behavioral Studies

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
Revamping the admission process	This year the admission process was more systematic and effective. 1. Scantron sheets were introduced which made a part of admissions evaluation process automated and error free 2. Rubrics introduced for assessing a prospective student on various parameters 3. More seamless admission process due to clocking of interview hours per candidate
Creation of necessary infrastructure for functioning of the Behavioral lab	1. Focus on hard and soft infrastructure for the behavioral lab. 2. Creation of capabilities 3. FDPs conducted 4. Establishment of Research Advisory Board 5. Invitation of research proposals
To promote digitization in classroom lecture delivery system	Two interactive smart boards fitted
-	--

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

1. Student Driven Institute and culture:
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 Council annual reports are available on SIBM Pune website as well as documented for audit. The teams with exemplary contribution towards the institute were recognised for their contribution and awarded on the Management Day. The winners were Corporate Interface Team, and Innovation Club.

Title: Research Colloquium

Objectives: To equip ourselves with critical thinking capabilities that facilitates our interactions with outside research community & also to enhance the quality culture among faculty members by doing research.

To provide a platform which can enhance the skills of the members of academic community of SIBM Pune for research, discussion, scrutiny and expression.

Develop and articulate a perspective on why research is essential to continuing and enhancing the achievement of SIBM vision & mission.

The Context: At SIBM Pune, for effective learning culture relevant to higher education demands for high-end research activities and related communication. In turn, good quality research is possible only when there is an environment conducive to collective academic scrutiny and constructive scholarly criticism. Development of such culture from scratch is not easy task as it involves conviction in the right intentions behind the critical analysis by others.

The Initiative: Stakeholders: Members of Faculty of SIBM Pune and occasionally, student community, whenever suitable topic is chosen.

Description: The Research Colloquium is once a month meeting of Stakeholders for listening to the Research Seminars delivered by the members of SIBM Pune-Faculty, student or an invited guest. The topics can be related to the Doctoral research, or, any research work they are involved with; or, any paper that they are working on and wish to get scrutinized by their colleagues; or, a good quality published research paper, not necessarily written by them, that may have some value to the audience. The Research Colloquium meetings are slated to be held every second Thursday of the month from 1:15 p.m. to 2:00 p.m. This has been kept a voluntary activity (for presenter as well as the audience) It is a kind of research series to encourage faculty members to interact with each other and exchange their views and ideas on improving their teaching skills, methodology and research areas.

Evidences of Success: For the activities aiming to induce some cultural transformation, time-period of at least ten months is needed to assess performance. The effect of the Research Colloquium initiative will be visible on several fronts including quality of research work (RRC assessments for Doctoral students) of faculty members, number of research papers, quality of journals that publish the papers, classroom delivery and interactions, quality of students' internship and dissertation, students' performance in examination and different competitive events and eventually, recognition of SIBM Pune as an institute of high academic credentials in academia, research as well as industry. Nevertheless, initial signals of success would be - The size of audience, intensive interactions that are visible and the number of faculty members volunteering for this initiative.

7.4 Contribution to environmental awareness / protection

Tree Plantation Drive" conducted at SIU campus on 8th September 2017.

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. Global Alumni connect 3. Strong 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. Research & Consultancy 4. Internationalization 5. Industry collaboration
	Threat/Challenges	Digitization of courses

Criterion - VIII

8. Plans of institution for next year

1. Increased focus on Research & Consultancy
2. Focus on introducing an MDP calendar containing a bouquet of programmes for corporate and academic fraternity
3. Focus on developing MOOCs.
3. Increased focus on Internationalization
4. Increased focus on Industry collaboration
5. Increased focus on entrepreneurship

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
