YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	Sinhgad Institute of Business Administration and Research
• Name of the Head of the institution	Dr. Dhananjay Mandlik
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	02026934443
• Mobile no	9623448939
• Registered e-mail	director_sibar@sinhgad.edu
• Alternate e-mail	netra.patil@sinhgad.edu
• Address	Sr. No. 40/4A+4B/1, Near PMC Octroi Post, Kondhwa-Saswad Road, Kondhwa (Bk)
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	411048
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Urban

• Financial Status	**Self-financing**
• Name of the Affiliating University	**Savitribai Phule Pune University**
• Name of the IQAC Coordinator	**Dr. Vijay Dhole**
• Phone No.	**02026933633**
• Alternate phone No.	**02026934443**
• Mobile	**7972329614**
• IQAC e-mail address	**vijaydhole_sibar@sinhgad.edu**
• Alternate Email address	**archana.nair@sinhgad.edu**
3.Website address (Web link of the AQAR (Previous Academic Year)	https://drive.google.com/file/d/1TyI0qhNNKo4rl29t4f2iEbzCEPzIAxco/view
4.Whether Academic Calendar prepared during the year?	**Yes**
• if yes, whether it is uploaded in the Institutional website Web link:	https://drive.google.com/file/d/19evZ4HWNeTFKrzBOxIikc9m5bY4snZHJ/view

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B**	**2.47**	**2018**	**02/11/2018**	**01/11/2023**

6.Date of Establishment of IQAC	**30/11/2017**

7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

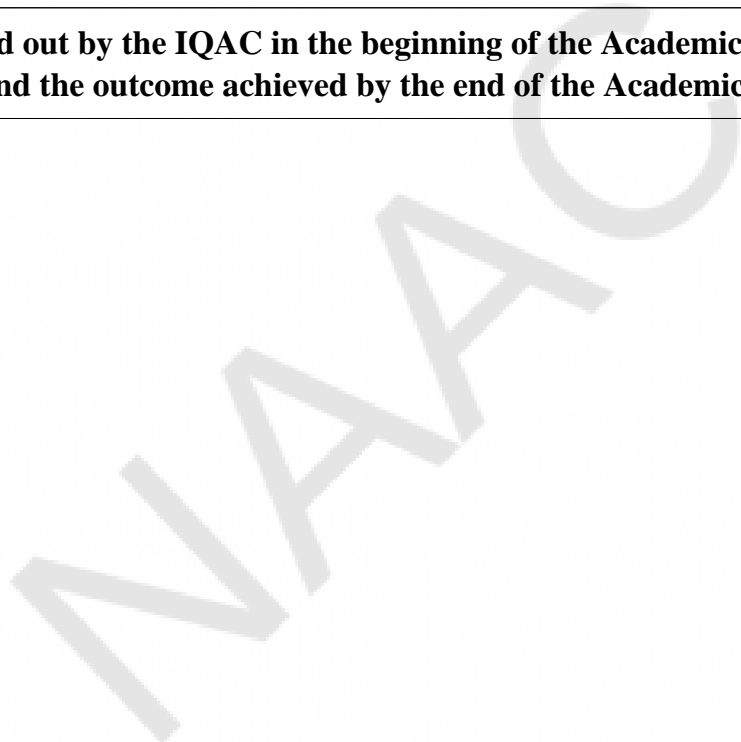| Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
MBA	Government of India PostMatric Scholarship	DBT	2020 (365)	1,22,82,885
MBA	Tuition Fees and Examination Fees to OBC Students	DBT	2020 (365)	36,73,129
MBA	Tuition Fees and Examination Fees to VJNT Students	DBT	2020 (365)	37,56,348
MBA	Tuition Fees and Examination Fees to SBC Students	DBT	2020 (365)	9,77,035
MBA	Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulkh Shishyavrutti Yojan (EBC)	DBT	2020 (365)	65,49,537
MBA	Scholarship for students of minority communities pursuing Higher and Professional courses(DTE)	DBT	2020 (365)	50,000
MBA	Dr Punjabrao Deshmukh Vastigruh	DBT	2020 (365)	5,40,000

	Nirvah Bhatta Yojna(DTE)			
MBA	Post Matric Scholarship (Govt. of India) Tution and Exam Fee for Tribal Students	DBT	2020 (365)	4,64,065
MCA	Government of India PostMatric Scholarship	DBT	2020 (365)	18,50,035
MCA	Tuition Fees and Examination Fees to OBC Students	DBT	2020 (365)	11,75,402
MCA	Tuition Fees and Examination Fees to VJNT Students	DBT	2020 (365)	9,36,065
MCA	Tuition Fees and Examination Fees to SBC Students	DBT	2020 (365)	4,76,677
MCA	Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulkh Shishyavrutti Yojan (EBC)	DBT	2020 (365)	38,98,946
MCA	Scholarship for students	DBT	2020 (365)	1,50,000

	of minority communities pursuing Higher and Professional courses(DTE)				
MCA	Dr Punjabrao Deshmukh Vastigruh Nirvah Bhatta Yojna(DTE)	DBT	2020 (365)	4,50,000
MCA	Post Matric Scholarship (Govt. of India) Tution and Exam Fee for Tribal Students	DBT	2020 (365)	3,00,795

8.Whether composition of IQAC as per latest NAAC guidelines	Yes	
• Upload latest notification of formation of IQAC	View File	
9.No. of IQAC meetings held during the year	4	
• Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?	Yes	
• If No, please upload the minutes of the meeting(s) and Action Taken Report	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
• If yes, mention the amount		

11.Significant contributions made by IQAC during the current year (maximum five bullets)

1. Frequent community service activities organized taking into consideration the need of the society in and around the institute campus. 2. Case based learning (Cases from Harvard Publishing) for MBA Program and Project based learning pedagogy for MCA Program 3. Research eco-system kick started. 4. NPTEL now an integral part of curriculum and Global Certification Program in Progress 5. Cyclomatic analysis and Competency mapping of the student to be undertaken, to understand their inclination to a particular area of specialization.

12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year

Plan of Action	Achievements/Outcomes
1. CSR activities must be undertaken with the involvement of local citizens and government bodies.	a. The 2nd World Walkathon and Mini Run was conducted from the 16th of July 2021, till the 30th of July. Institute was a partner in the event along with International Aviation Games Board and South Asian University Games Federation.
2. Research activity to be persistent	a. 2 days National Level Faculty Development Program on "Research Methodology and Elaborating New Trends in Image Processing
3. Certification Program to be included and students to be encouraged to participate	a. Android App Development Hands-on workshop to be conducted by industry expert.
4. Course Content Development Program	a. Continuous improvement and updating of Online course content and simulations are developed and used b. National Webinar on "Python Programming". c . Webinar on Introduction to software testing tools (Selenium, SoapUI, JMeter)
5. Encouraging faculties and staff to undertake self growth initatives.	a. Faculties attended 2 TEQUIP, 2 refresher courses ,4 webinars,24 different faculty development Programs,9 workshops and many quizzes during the lockdown pandemic situation.

13.Whether the AQAR was placed before statutory body?

Yes

- Name of the statutory body

Name	Date of meeting(s)
IQAC	22/06/2020

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2020	14/01/2022

15.Multidisciplinary / interdisciplinary

Sinhgad Institute of Business Administration and Research is a Techno-managerial institute. We bring together the students from MBA and MCA to form innovative ideas. Our campus holds commerce and pharmasy colleges too. SIBAR is formulating plans to collaborate with them on various fronts to bring forth ideas and collaboration.

SIBAR is affiliated to Savitribai Phule Pune University, so the cross-cutting courses have not been introduced yet. But off-syllabus collaboration take place being in the same campus.

16.Academic bank of credits (ABC):

Sinhgad Institute of Business Administration and Research has on the date of filling the AQAR does not have an ABC system. We are closelly following the University norms and rules, and will definately start with bank of credit.

17.Skill development:

The institue has many curricular and extra curricular courses that are offered to increase the billability of our students. MCA Project based learning approach in SIBAR MCA is practiced across five levels.

SIBAR has always been the archetype of techno-management institute. We have carried the perfect blend of core technicality and refined management. Enhancing the values on which the organization stands we grow an ecosystem of research and recent trends. Focus is on building SIBAR as the institute for dissemination of knowledge on the emerging areas of Data Science, Artificial Intelligence, Cloud Computing and Internet of Things, amongst several other contemporary areas. Promoting and helping faculties in achieving excellence in the same areas by means of development programs and workshops. The objective of these research teams is to serve as inter-disciplinary and multi-disciplinary avenues for exchange of upcoming technologies and ideas, best research practices and research outcomes, for the benefit of the corporate professionals, industry practitioners, academicians and researchers at large.

Increasing the faculty and student involvement in MOOC courses offered by SWAYAM and ARPIT Portal of MHRD government of India, so

as to have a global standard of course content and making students match up to the best in market class. Developing and updating the study material to equalize with the finest in the country.

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

SIBAR in its implementation of the NLP is focused on IKS. The istituted has started work in this direction by encouraging faculties to undertake course and FDPs that help in embibing the IKS in the current acaemics.

We are also in the process of creating short term courses that will be offered in indian langauges. Ranging from programming to management courses.

We also celebrate all festivels of national and cultural importance to keep are students aware of the rich cultural heritage of our country.

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

The institute follows the concurrent and continuous evaluation pattern based on the POs, PSOs, COs. The academic evaluation process consists of class tests, home assignments, class presentations, internal examination, viva-voce, online quizzes, project presentations in PBL and laboratory exercises. Each activity is assigned a weightage of marks for the purpose of assessment. Miniprojects developed by students in every semester help to attain the outcome of making the students good analysts, team member and programmers.

A weighted average of aggregate marks is considered for internal evaluation of every student. Apart from academic evaluation, there is also an evaluation of students based on their performance in co-curricular activities such as Programming competition, website development which helps in creating highly competitive environment in the institute.

20.Distance education/online education:

Sinhgad Institute of Business Administration and Research, is a full time on campus course, affiliated to Savitribai Phule Pune University.

As of today we do not offer any courses in online or distance learning mode

Extended Profile

1.Programme

1.1	**2**
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	**574**
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	**150**
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	**174**
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3.Academic

3.1	**38**
Number of full time teachers during the year	

File Description	Documents
Data Template	View File

3.2 Number of sanctioned posts during the year	36

File Description	Documents
Data Template	View File

4.Institution

4.1 Total number of Classrooms and Seminar halls	22
4.2 Total expenditure excluding salary during the year (INR in lakhs)	13652494
4.3 Total number of computers on campus for academic purposes	577

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

SIBAR is affiliated to Savitribai Phule Pune University (SPPU) and hence follows the syllabi set by SPPU. Apart from the university syllabus SIBAR designs its own curriculum for open subjects keeping in view the technology upgradation and the industry expectations from the students.

1. The faculties prepare the course files and set the various evaluation parameters for continuous assessment of students. The course files consists of, Academic Calendar, lesson Plan and Delivery Report, Evaluation, Lecture Notes, Assignments, Class Tests, Question Bank, University Question Papers, Online Quiz.
2. Project based Learning (PBL) was implemented through all the relevant subjects in MCA. Remedial classes were taken for students who lagged in certain subjects.
3. AMC (Academic monitoring committee) (consisting of senior academicians of STES) has been established and is monitoring the performance of the institute for the past few years. The

main focus is on quality delivery of curriculum and continuous assessment of the students. Delivering appropriate knowledge and skills to the students of MBA through Harvard Case Study which provides real life exposure which helps them capable to deal with the changing needs of the society. Problem based learning and Student Training Program (STP) is also implemented as extra-curricular activities.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	http://cms.sinhgad.edu/sibar/Student_Satisfaction_Survey_Report.pdf

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

University website provides its academic calendar declaring the start and end date of semester, schedule of examination form submission, tentative examination schedule. The institute prepares its academic calendar and incorporates university guidelines on Online/Practical Examinations, List of holidays, External examinations, internal assessment, along with co-curricular and extra-curricular activities. Academic plan is prepared at the start of each semester and is displayed on MS Teams.

The C.I.E mechanism used at the institute is transparent. Methodology is discussed with students in induction program and in their respective classes. The students are informed about the types of exams associated with each subject, the marking scheme, the evaluation scheme, judging criteria, schedules etc.

The academic calendar is strictly followed. If any student is not able to attend internal examination due to genuine reason, the action is taken accordingly. A separate schedule of exam is prepared for such students. This schedule is not mentioned in the academic calendar as these are adhoc cases.

Students are exposed to corporate mentoring, mentorship programs, and guest lecturers from eminent personalities from industry. On job training (OJT), live research projects and summer internship for MBA are encouraged which are evaluated in three stages of by project monitoring committee.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	http://cms.sinhgad.edu/sibar/Program/Program OutcomesCourseOutcome.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University	**B. Any 3 of the above**

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

1.2 - Academic Flexibility

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

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

6

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

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

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

4

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

124

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

1.3 - Curriculum Enrichment

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

The curriculum enrichment is undertaken to bring about the development of the students both at intelligent and emotional front as depicted in below mentioned subjects of syllabus.

- Skill Development : Human values & Professional ethics is an integral part of 'Skill Development' subject. In this subject Students are taught how to conduct oneself in a professional set-up, managing self with respect to emotions, ego and pride is incorporated.

- Introduction to Human rights and duties: Human values like dignity, liberty, equality, justice, unity in diversity, ethics and morals are discussed in the classroom. Nature & concept of duties as well as inter-relationship between rights and duties is also part of the syllabus. It is a half credit course in semester I and semester II.

Activites

- Institute planted and maintained more than 150 plants in Bapdeo Ghat area, last 2 years.

- Women empowerment programmes conducted to maintain Gender Justice;

-Lecture series was organised of 15 session on Human rights and Indian Constitution.

- Business ethical code information provided through lecture.

-Plastic free Campus, E waste management, tie with local authority programmes arranged .

-The Vermicomposting plant is started on campus as a Green environment.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

598

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

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

184

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

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	**A. All of the above**

File Description	Documents
URL for stakeholder feedback report	**Nil**
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	**No File Uploaded**

1.4.2 - Feedback process of the Institution may be classified as follows	**B. Feedback collected, analyzed and action has been taken**

File Description	Documents
Upload any additional information	View File
URL for feedback report	**Nil**

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

321

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

150

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

At SIBAR the emphasis is laid on class participation, raising queries and responsiveness in the class room, for categorization of the students as Slow Learners and Advanced Learners.

Slow Learners

The students who are little slow in their grasping are identified on the basis of their class participation, classroom performance, and regularity in submission of assignments, punctuality and personal interactions are categorized as Slow Learners. Slow learners are thought to be the ones who find it difficult in retaining as well understanding the concepts. Remedial classes are arranged specifically in the subjects like Optimization Techniques, Accounting for Business Decisions, Decision science, Financial Management enabling them to overcome their lacking areas.The mentorsconduct regular meetings with the students and help them, particularly slow learners to develop their personality.

Advanced Learners

Advanced learners are encouraged to participate in various intercollegiate competitions, technical events, business plan competitions, management games,etc. They are provided different platforms to showcase their talents and are provided challenging avenues. The institute encourages the advanced learners through initiatives like career enhancement programs supported by industry. The advanced learners are encouraged to enroll for certification courses.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

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

Number of Students	Number of Teachers
571	**38**

File Description	Documents
Any additional information	[View File](#)

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

The Institute strongly believes that student learning is very important than merely mugging up theoretical concepts. The teaching-learning methodology is so designed that every student gets involved in activities and learns concepts in experiential way. The pedagogy adopted is taking into consideration the different learning styles of students. The faculty members make use of interactive methods which are student centric in addition to the traditional method of teaching.

Experiential Learning Methods: These activities make learners reflect on their experience of doing something, so as to gain conceptual insight as well as practical expertise. The various methods adopted are

1. Project based learning
2. Industry Internships

   3. Laboratory Experiments

Participative Learning Methods:

The students are engaged by making them to actively participate in group activities. This enables to develop leadership qualities amongst students and also teaches them to work in teams. This is achieved through group discussions, ice-breaking games, debates, case studies, question and answer sessions. The institute invites eminent academicians, research scholars, professionals and corporate executives organizing guest lectures, conferences and seminars.

Problem Solving Methodology:

Students learn through the experience of solving problems. The institute incorporates Case studies and assignments in most of the subjects.

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	**Nil**

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

Faculty members use ICT technology to improve the teaching and learning process and enrich the academic environment. Subsequent efforts are taken by the institute to provide e-learning atmosphere in the classroom. LCD projectors, computer/laptops are used in the classrooms. MS Teams app is used to deliver lectures online, communicate, provide material and syllabus, make announcements, conduct tests and upload assignments. The faculty members use the IT enabled learning tools, softwares and online resources such as google groups, google docs, Microsoft powerpoint, youtube, audios, videos, audio system, wired network (LAN), wireless network (Wi-Fi-), internet (100 mbps leased line) and file transfer protocol server. The faculty members use e-books, e-journals, etc for teaching and delivery. Teaching notes in soft copy, PPTs, CDs of books etc are provided to the students.

Various online softwares are integrated with teacher's explanation and students are encouraged to learn and practice through

interactive activities. WhatsApp groups are used to address student queries, mentor and share information.

Faculty members have achieved competencies in using various ICT platforms such as HBPS, Proquest Management Databases, JSTOR, NPTEL Lectures and Videos.The library also provides access to computers and online journals freely available in public domain and subscribed journals suggestedby faculty.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

25

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

38

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

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

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

15

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

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

2.4.3.1 - Total experience of full-time teachers

278

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

2.5 - Evaluation Process and Reforms

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

Concurrent Internal Evaluation is implemented in the institute as per the SPPU guidelines to keepclose watch on the students' progress in academics, curricular and co-curricular activities. Students are always kept well informed about the detailed concurrentinternal evaluation process.

Continuous Internal Evaluation involves various parameters like Unit Tests, Prelim Examination, Assignments, Program writing, Presentations, Projects, Group Discussion & Personal Interview, Aptitude Test, Case study, Viva-voce.Every assessment is followed by

the result declaration. The exam schedule, syllabus or topics for examare conveyed to the students through notices,time-tables , announcements on MS Teams andWhatsApp groups.

Transparency in the execution of Concurrent Internal Evaluation:

The whole CIE system is kept transparent by sharing theevaluation criteria with the students. After the assessment the results are declared and communicated to the students. If they wish to discuss the evaluation criteria and the marks obtained they are allowed to. The model answers are discussed with the students.

Robustness in the mechanism of internal assessment:

The Question papers for class test as well as internal exam are set uniformly as per the SPPU guidelines. The model answers are prepared with marking scheme and given to course faculty for uniformity in assessment.

File Description	Documents
Any additional information	[View File](View_File)
Link for additional information	Nil

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

Internal Examination (Institute Level) – is conducted by the Institute. The grievances related to the individual subjects are handled by the respective subject teachers. Internal Examination grievances are resolved during feedback sessions for Class tests, Mid-Term and End-term Examinations. If any discrepancy is observed the respective subject faculty takes the corrective measures to solve the grievance. If required the changes in the marks allotted are done by the respective subject teacher and the same are communicated to the Internal Marks Committee.

The online tests/quizzes/MCQ based exams are conducted on MS Teams or google. forms. The results of these tests are displayed to the students immediately after submission of the tests. Hence complete transparency is maintained

The Examination Committee addresses the grievances related to the internal examination as well as university online and theory examination. The Institute appoints a College Examination Officer

(CEO) who monitors the entire examination process for smooth conduction. The time-tables, schedules and guidelines are provided to the students well before the examinations. The issues faced by the students during the online/ theory examinations, are immediately conveyed by the CEO appointed to the SPPU authorities and the solutions provided are immediately communicated to the students. If the need may be the grievances raised by the students regarding external/online exams are discussed with the Director and then forwarded to the SPPU by examination section.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

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

The Teaching-Learning process being the back bone of any academic institution, SIBAR gives utmost importance to the teaching learning process. The faculty members concentrate on teaching in addition to research and extension services and have evolved the best possible strategies and teaching pedagogy to facilitate students' learning. The learning outcomes are clearly defined as per Savitribai Phule Pune University (SPPU). These are clearly communicated to faculty and students atthe appropriate time. They are also made available on institute's website.These outcomes are influential in achieving the mission and objectives of the Institute as well as University.

The learning outcomes clearly describe the knowledge, skills, and competencies that students are expected to acquire as a result of completing their course. The outcomes are assessed and measured to identify the extent to which goals are accomplished. The gaps identified after the analysis are addressed through the properly laid action plan.

The assessment of student learning outcomes is done through assignments, class tests, viva, internal examination scheme. Assessment methodology/tools are decided keeping in mind the parameters/learning outcomes to be measured and the desired emphasis during the delivery of a programme as prescribed in the course curriculum.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	<u>Nil</u>
Upload COs for all Programmes (exemplars from Glossary)	<u>View File</u>

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

The institute follows the concurrent and continuous evaluation pattern based on the POs, PSOs, COs. The academic evaluation process consists of class tests, home assignments, class presentations, internal examination, viva-voce, online quizzes, project presentations in PBL and laboratory exercises. Each activity is assigned a weightage of marks for the purpose of assessment. Miniprojects developed by students in every semester help to attain the outcome of making the students good analysts, team member and programmers.

A weighted average of aggregate marks is considered for internal evaluation of every student. Apart from academic evaluation, there is also an evaluation of students based on their performance in co-curricular activities such as Programming competition, website development which helps in creating highly competitive environment in the institute.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	<u>Nil</u>

2.6.3 - Pass percentage of Students during the year

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

174

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

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

https://drive.google.com/file/d/1nr4EDWxmeq8uvkn0GHJZ0L-ycPchklGf/view

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

0

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

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

3.1.2.1 - Number of teachers recognized as research guides

03

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

Our Institution provides healthy atmosphere, infrastructure, resources, confidence for enhancement of the capacity and competencies of students and teachers in research and innovative activities. All innovative and extension activities are student centric. Various activities are conducted to nurture and nourish youth's minds. These activities help students to understand the various problems faced by the society andfind solutions on them.

The Research cell of the Institute is also responsible for conducting various research project which were restricted due to the pandemic. Institute also providing timely help for the Ph.D scholars of the institute and encouraged all the time. Eminent personalities who have significantly contributed in research, social activities, industries, are invited as resource persons so that our students benefit from their experience and expertise. Institute has entrepreneur cell to conductactivities to encourage students to have hands on experience.

Some other initiatives include: 1. Pre-Placement Talks/Alumni Talks 2. Visits to industries 3.Techno festto foster creativity and innovation 4. Project work for all third year students. 5. Annual exhibits of Models and Innovative ideas of students on Foundation Day.

SIBAR has SPPU Pune incubation cell in its premises to gain information and support students.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

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

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

08

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

3.3 - Research Publications and Awards

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

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

0

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

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

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

67

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

61

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

3.4 - Extension Activities

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

SIBAR College organizes and participates in various extension activities to promote College-Neighborhood-Community network. Major emphasis is given on student engagement, service orientation and

holistic development of students contributing to good citizenship. Our students whole heartedly participate in blood donation events organized in the college every year. The mass participation shows their inner values of harmony and mercy.

We took initiatives to recognize their contribution by Doctors and covid warriors. We have honored them with the Covid-warriors award. SIBAR organized event on Women empowerment.

The institute promotes regular engagement of faculty, students and staff with neighborhood community for their holistic development and sustained community development through various activities.

Various awareness programs, workshops, rallies and road shows with themes like cleanliness, green environment & tree plantation, gender sensitization, traffic rule awareness, demonetization and digital payment, and empowerment of girls and women are organized.

Continuous voluntary activities by students to maintain cleanliness in and around the Campus create awareness about the role of clean environment.

Following activities were conducted

- Blood Donation camps have been organized
- Awareness of Legal Rights
- Awareness about Consumers' rights and duties is significant in the process of economic development of the country.

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

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

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

5

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

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

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

6

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

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

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

457

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

3.5 - Collaboration

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

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

165

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

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

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

20

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The institute gives highest priority for upkeep of infrastructure facilities which are required as per AICTE & SPPU norms.

Instructional Facilities :

The institute has well equipped classrooms, tutorial rooms and

computer labs having LCD projector, internet connection. Seminar hall has seating capacity of 100 students and auditorium is of 300. The institute has a well-furnished library with hall, digital library with large number of reference books, journals and e-journals. 24 x 7 Wi-fi facility is also available students in institute.

Administrative Facilities:

Director Cabin, board rooms, Faculty rooms, administrative office, placement office and exam control room also available with modern amenities.

Other Amenities :

The institute has separate common rooms and toilets for girls and boys. A playground is available for outdoor games as throw ball, Volley basketball, cricket and lawn tennis. An indoor area is provided for games such as carom board, chess and table tennis. Stationery store, Bank with ATM and parking is also available in campus. Separate hostels for boys and girls with central mess facility. The campus has Urban Training Centre having experienced Doctors, Nurse, Medical Social Worker, Sanitary Inspector to provide treatment to Student, Staff. Health Centre having 7 Cots and 13 rooms.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://drive.google.com/file/d/1clNboaenImEqWsxT97VdeHSQj_lrwHQd/view

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

To nurture the talents of students in different fields and for their all-round development institute encourages the students to participate in various sports/tournaments and cultural activities and providing facilities accordingly.

Indoor Games:An indoor area is provided for games such as carom board, chess and table tennis.

Outdoor Games:A spacious playground is available for outdoor

cricket, football, volleyball, basketball, badminton, lawn tennis etc.

Gymnasium:Gymnasium facility is also available for staff and students.

Yoga:

The Yoga club has been formed for students to maintain good health, possess mental and emotional stability.

Facilities: Place/Area/Establishment year / user rate

1Auditorium 268.4 / 2004 /100% The seating capacity is 300. All protect from sunlight.

2 Seminar Hall -132/ 2004 /100% It is equipped LCD and sound system

3 Girls / Boys Common Room - 75.00/ 2004 /100%

4 SIBAR Lawn - 3850 /2004 /100%

5 Urban Health Centre -2600/ 2007 /100%

6 Gymnasium - 86.37 /2004 /100%

7 Table Tennis-58.16/ 2004/ 100%

8 Volleyball Ground-1500/2004 /100%

9 Basketball Court - 576 /2004 /100%

10 Tennis court – 1482/2004/100%

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://drive.google.com/file/d/1gxCUjxsgc78V1yoUlttOsEByI7s1B7S4/view

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

22

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://drive.google.com/drive/folders/1TA_7_12kkZ2y7m5BZBWfPEFG0XJP7izj
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	[View File](#)

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

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

13,652,494

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

4.2 - Library as a Learning Resource

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

. Library is automated using Integrated Library Management System (ILMS)

Name of the ILMS Software

Nature of Automation

Version

Year

Easylib Software

Fully Automated

Version 6.0(Barcode enabled Version)

From 2006

SIBAR Library established in the year 2004 with MBA & MCA Course. Our Library have useful collection of textbooks, reference books, periodicals, magazines, soft skills, literatures of foreign authors, competitive exam books, bound volumes of national international journals, project reports of students, etc. In the year 2009 we purchased Easylib Library Management Software for library automation. We give facilities like OPAC to search books for students & faculties we kept one computer at the entrance of the SIBAR Library to search books. All books in the Library having bar-coded & Issue-Return Transaction have being done with Scanner. Students get their books in the rack with the help of guide chart. EasyLib Software having modules like Masters, Circulation, Advanced OPAC, Requisition Admin Tool, etc for managing & functioning user-friendly.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://drive.google.com/file/d/1rHif9jyE3Tq BFFyimGuQ0TzCZFW6Rlu6/view

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-	A. Any 4 or more of the above

books Databases Remote access toe-resources

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

14,196

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

78

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

All the classrooms, computer labs, hostel and library of the institute are provided with internet facility.

Every system is protected with a username and password, individual login identities are provided to students and faculty to access the internet facility. The computers have been enabled with firewall for restricted access to the websites. All rooms in the girls and boy's hostels are provided with internet and Wi-Fi facility. All the servers are provided with power backup for uninterrupted service. Budget is allocated for the up gradation of software and the maintenance of computers. LCD projectors and computer system are provided in each classroom, computer lab, seminar hall, board room with internet access. The number of PCs to students' ratio at present is 1:2 which is more in proportion then the norms. Institution frequently updates its IT facilities including Wi-Fi with 12 access points.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://drive.google.com/drive/folders/1U8R8Cu9ECPShMZzhm15YawZ4-y_TSmzl

4.3.2 - Number of Computers

577

File Description	Documents
Upload any additional information	[View File](#)
List of Computers	[View File](#)

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

File Description	Documents
Upload any additional Information	[View File](#)
Details of available bandwidth of internet connection in the Institution	[View File](#)

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

13,652,494

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

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

Physical, Academic and Support facilities:

The institute has appointed housekeeping staff on pay roll for day to day cleanliness of corridors, washrooms, hostels and maintenance of the premises.

Electrical department who look after all electrical requirement and repair and maintenance of institute throughout year. Electrical department is also looking after maintenance of generator room.

Maintenance of Lawn and gardening is taken care by gardening staff of campus.

Sports Complex:The institute has ground for Basketball, Volleyball, Tennis court etc. maintenance of these ground is taken care by office.

Library:As per the requirement of syllabus of SPPU Books, Journals and magazines are added.Software and database of digital library and e-journals on regular basis.

Class Room:Institute has class rooms as per required norms of AICTE and SPPU.It is equipped projector, LAN internet as well as Wi-Fi connection.Technical team take care of ICT facility regularly.

Health Centre:The institute has a medical centre 0.5 km from the campus to treat the students and faculty for any minor health problem. vehicle is available for any emergency cases. Medical

centre has experienced Doctors, Nurse, Medical Social Worker, Inspector to provide medical treatment to Student, Staff.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://drive.google.com/file/d/16HXt-rCMZQfxqrNOAl50vsgQ8lpXMbQy/view

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

477

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

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

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

01

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

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

A. All of the above

File Description	Documents
Link to Institutional website	**Nil**
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

712

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

712

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student

A. All of the above

grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

75

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

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

0

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

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

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

0

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

5.3 - Student Participation and Activities

5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

0

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

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

Student Council

At SIBAR, there is an active student's council since 2010. College gives an opportunity to students where they showcase their leadership and organizational skills. They are part of various academic & administrative committees in the institute and organize activities under faculty monitoring.

Selection of students for various committees, constitution of committees, activities is managed by the staff.

SIBAR Student's Council comprises of

1. Committee Chairman.

2. Faculty Coordinator.

3. Four student representative members.

The student representatives are elected unanimously among the first year students, while second year

Representatives are continued as per last year's selection.

The committee comprise of 4 members (2 members from first year & 2 members from second year)

For the year 2018-19 the following committees have been formed:

Student committees-

1. Academic Monitoring Committee

2. Ethical Concern & Development

3. Grievance Redressal Cell

4. Website Development & Maintenance

5. Placement Committee

6. Hostel Committee

7. Cultural Committee

8. Sports Committee

Roles and responsibilities of the institute

1. Understanding the issues raised by the student representatives related to student and providing the necessary solution.

2. Active participation of students and the representatives for organizing and conductingactivities at the institute, campus level and necessary support.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	View File

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

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

0

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

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Alumni Cell

Formation - 11th May 2007

Registration Number (MCA) - MAH/585/207/Pune

Registration Number (MBA) - F22022/Pune

Alumni Registrations - 406

Alumni Registrations - 2481

SIBAR has a glorious history of meritorious students passing out under various management programs. As recognition of their achievements in various fields and to enlighten the current batch about practical corporate interface we have been hosting the Alumni Meet every year since 2010. Presently there are 2910 total alumni members in alumni association.

Nature of alumni events held in last one year

  1. Alumni meet
  2. Alumni Interaction
  3. Expert Sessions

Extent of alumni involvement in the development of the Institution:

  1. Student- Alumni Interaction through guest lectures

2. **Contribution to Placement Activity**
3. **Promote Industry Institute Interaction**

ALUMNI –STUDENT INTERACTION

The alumni interact with the students in the following ways

- **Group discussions**
- **Guest Lectures**

Regular interaction in the form of

1. **Guest Lecture**
2. **Panel Discussion**
3. **Placement**
4. **OJT**

ALUMNI – INSTITUTE - INDUSTRY INTERACTION

The alumni contribute towards the placement of students, by informing about vacancies in different IT sectors. More and more alumni are becoming referrals for the placement activity.

ALUMNI FEEDBACK

The feedback forms enquiring about their time spent in SIBAR, their current working position is collected through e-mails.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

5.4.2 - Alumni contribution during the year (INR in Lakhs)	**C. 3 Lakhs - 4Lakhs**

File Description	Documents
Upload any additional information	[View File](#)

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

MBA

Our VISION is to be the most preferred management institute in Pune and one of the best in India.

Our MISSION is to developcompetent managers by educating them and nurturing their inherent talents

MCA

OUR VISION is Achieve academic excellence in science, applications and technology using a project based learning approach and through dedication to duty, innovation in teaching and faith in human values.

OUR MISSION is to Enable our students to develop into outstanding professionals with high ethical standards to face the challenges of the next technology era. Fulfill the expectation of our society by equipping our students to stride forth as resourceful citizens, aware of their immense responsibility to make the world a better place to live.

File Description	Documents
Paste link for additional information	http://cms.sinhgad.edu/sinhgad_management_institutes/sibar_mca/april-2013/about-us.aspx
Upload any additional information	View File

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

The teacher has always proved themselves leading towards the success and their opinion in the decision making process has significant weightage. The teachers are the backbone of Sinhgad Technical Education Society. All the Founder-Members of the Society are also the teachers. The Institute has always been in favor of participative management.

Meeting of Alumni, Teachers, Placement Coordinators, Parents and Management Representativeswas conducted. The conclusion of meeting was toorganizeguest sessions for the students.Hence for academic

year 2020-21, selective guest sessions wereorganized for the students through online mode. Institute is also working on joint certification programs and MOUs, which helps to arrange training programmes, etc. Respective coordinator of that committee is responsible to conduct the activity. After the approval from the head office the director communicates the schedule to organizing team who is responsible for the smooth conduction of the program.Institute organized training programmes for teaching and non-teaching staffs and students about how to fight with Covid spread and what precautionary measures we should take.

Institute also organized Felicitation programme for non-teaching and supporting staffwho provided their services to corona suspected/infected patients at SIBAR Hostels. Campus security and other stake holders have taken maximum care of admitted patients

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	[View File]()

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The management gives liberal freedom to the Director together with the department committees to lead all the academic activities of the Institute. They regularly meet and take necessary steps to formulate and implement strategic plans of the institution.

Activities:

- Mentorship program is introduced in all the divisions and it is supervised by the Director. Each mentor is allotted around 12-15 MBA& MCA students. Student are supposed to meet to his respective mentor on regular interval. Students can discuss academic and nonacademic issues with his mentor and mentor helps him to solve these.
- MBA & MCA students do the summer internship projects, Dissertation under the guidance of mentor. Attendance, participation, involvements of mentees in curricular co-curricular activities is rigorously observed by mentor.
- Close bonding between the mentor and mentee is created for academic purposes. Report of activities, meetings with mentors is prepared and communicated to the director.

File Description	Documents
Strategic Plan and deployment documents on the website	**No File Uploaded**
Paste link for additional information	https://drive.google.com/file/d/17sDl_Jq7CuQrYMYD1hc60CaEQ_0qq9ec/view
Upload any additional information	View File

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

The Sone of the renowned technical educational hub in Pune, has gained its name in the field, by implementing their plans and policies effectively and efficiently through the participative type of the governance.

Recruitment Procedure

- Decision for recruitment
- Requirement Calculation
- Approval of Various Posts by University of Pune
- Advertisement in National and Local dailies
- Constitution of Selection Committee by SPPU
- Scrutiny of applications and call letters
- Interviews , selection and subsequent information to SPPU
- Sending out appointment letters
- New joining
- Approval from SPPU

Recruitment Committee

1. Chairman President of the trust
2. VC Nominee General Appointed by University
3. VC Nominee Reservation Appointed by University
4. Three Subject Experts Appointed by University
5. Secretary Director of Institute

Promotion Policy

- Promotion Policy is as per AICTE Norms
- Any Faculty/Staff Completing M. Phil degree gets additional two increments.
- Any Faculty/Staff completing Ph.D. degree gets additional

- three increments.
- **Performance appraisal process.**

Performance Appraisal Criteria for Teaching Faculty

- **Student's feedback**
- **Research contribution in terms of publication in National and International journal and conferences.**
- **Faculty continuous education/ Skill up-gradation.**
- **Faculty involvement in departmental and organizational work.**

Performance Appraisal Criteria for Non-teaching Staff

- **Staff continuous education/ Skill- up-gradation**
- **Staff behavioral Aspects**
- **Staff Regularity and punctuality**
- **Supervisors Feedback**

File Description	Documents
Paste link for additional information	https://drive.google.com/file/d/1IpEQ0zh-iTGrgVPVLJBetaNVIwBh6hTe/view
Link to Organogram of the institution webpage	**Nil**
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning)Document	View File
Screen shots of user inter faces	View File
Any additional information	**No File Uploaded**
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

Institute takes many efforts for teaching & non-teaching staff empowerments such as:

1. Promoting teaching staff for attending workshop, seminar and conferences at national and international level.
2. Motivating teaching and nonteaching staff for higher educations.
3. Organizing various faculty development programs.
4. Granting on duty (OD) leave for presenting research papers at national and international level.
5. Encouraging faculties to do their research through various R&D funding agencies such as BCUD and external funded research etc.
6. Enabling teaching and nonteaching staff to make use of latest tools through awareness programs and technical trainings.
7. Providing access to Internet, audio-visual aids, software packages for upgrading knowledge and skills.
8. SIBAR provides group insurance facility to the faculties' in the form of group insurance.
9. Staff quarters are provided to the ones who needed.
10. Provision of free hospital and medicine facility to the staff.
11. Maternity leaves are provided as per the government and university rules.
12. Institute provides Employee Provident Fund (EPF) with gratuity.
13. Campus is provided 24 hours security.
14. Playground with indoor and outdoor facility.
15. Generator backup is available in the campus.

File Description	Documents
Paste link for additional information	https://drive.google.com/file/d/1LNlhJOJ78x1Zcbr_srgwhM_SC7bzkSS8/view
Upload any additional information	View File

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

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

0

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

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

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

3

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

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

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

35

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

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

Part A-The first component is done by the individual faculty .In this segment, the individual faculty furnishes information about the achievements he/she has attained in the ongoing academic year. This sheds light on his/her participation in FDP, MDP, seminar, conferences and workshops. Apart from this the individual also has to furnish information regarding consultancy work he has executed under his guidance, working on funded research work if any. Emphasis is also on the number of books published, membership association he has bridged with various professional bodies. Research has a substantial place his /her research contribution to both national and international fronts. At the same patents attained if so are too be highlighted.

Part B- The second parameter of appraising is done by the Head of department i.e. the Director of SIBAR. In this section the authenticity and affectivity of the activities performed by the faculty is been assessed by the Director along with the Monitoring committee.

Part C-The Third component is the end of the performance appraisal process. The Director hands over the performance appraisal to the founder President and Founder Secretary for further review, within a stipulated time frame.

File Description	Documents
Paste link for additional information	https://drive.google.com/file/d/17-xTi7nMZRr LTytStSSMrV7VF2g8JcjD/view
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

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

The Top Management has a well-defined procedure to monitor effective and efficient utilization of available resources for infrastructure, development and teaching learning process. All the major financial transactions are monitored by the Finance Director and approved by the President and Secretary. Institute has also a well-defined policy for handling the available financial resources.

Sinhgad Institute of Business Administration and Research conduct itsinternal and external audits regularly. For internal audit, Quarterly Internal Audit system is established. In addition to that Finance Department of Sinhgad Technical Education Society also performs surprise inspection for all the accounts. Institute also has established system for external audit. External audit is performed for every financial year. For the conduction of external audit the institution has appointed M/s K. S. Mali & Co. Rohan Complex, Mahatma Phule Chowk, At/Po/Tal. Sangola, Dist Solapur-413307.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

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

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

0

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

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

Resource mobilization policy is formed which includes following points:

1. **To do optimum utilization of Infrastructural resources like computer laboratories, auditorium, and classrooms.**
2. **To do optimum utilization of human resources which includes teaching staff, non-teaching staff and students.**
3. **To focus on updating of academic and technical resources**
4. **To promote research consultancywe motivate students and faculties to undertake various research projects.**
5. **To organize faculty development programmes and cater industries with management development programmes.**
6. **To split money received through corporate training programmes/research consultancy/research projects/management development programmes among respective faculties and SIBAR. 60% is given to faculties and 40% for SIBAR.**
7. **To grant on duty leave to faculties for conducting management development programmes/corporate training programmes/ consultancy services.**

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

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

MCA Project based learning approach in SIBAR MCA is practiced across five levels.

- **Level I: Domain Analysis Projects**
- **Level II: Students develop projects on current and advanced technologies as per the market demand. They are also exposed to research techniques and methodologies. Problem definition, feasibility survey, Fact finding, documentation of analysis and logical design including - database, input form and report design**
- **Level III: Three Tier Architecture Projects**
- **Level IV: Complete Application as a Commercial product. Here students are exposed to the concepts and implementation perspective of three tier and web based applications.**

MCA/MBA Daily monitoring of teaching:

- **For daily monitoring of teaching every faculty updates their delivery report regularly.**
- **All class coordinators maintain the record of daily schedule which includes conducted lectures & strength of the class.**
- **All class coordinators monitors student's absent numbers.**
- **Daily report is maintained for scheduled lab & conducted lab.**

MBA Case based teaching:

- **Delivering appropriate knowledge and skills to the students through Harvard Case Study which provides real life exposure which helps them capable to deal with the changing needs of the society.**
- **Students are encouraged to participate actively in classroom discussions, various programming and project competitions, in-house and other events.**

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

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

The academic progress is constantly monitored by the AMC. In the meetings of AMC feedback from the students is discussed with faculty members and the director of the institute. The AMC reviews the

academic and administrative activity once in the semester and guides and directs them accordingly.

Example of institutional reviews and implementation of teaching learning reforms facilitated by the IQAC-

1. Online Classes

Due to pandemic situation, offline lectures were not permitted, Government and University authorities advised to start academic year by online mode only, In the meeting of Academic Monitoring Committee, it was decided to go only by online mode. As per the directives academic coordinator has prepared academic calendar and respective coordinator prepared time table of online lectures. Respective Class coordinators formed WhatsApp group of his division. Time table, academic calendar are sent to the groups. Respective subject faculty send his lecture link on WhatsApp group mentioning subject name, title of topic, time of lecture on this official group. As per the scheduled timing students join the lecture through the received link. Students attended the lectures as per time table.

Study notes, assignments, home works, evaluations are sent to the students through this group.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	[View File](#)

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	**Nil**
Upload e-copies of the accreditations and certifications	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Upload details of Quality assurance initiatives of the institution (Data Template)	[View File](#)

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Gender equality is yet to be achieved in reality,society talks about equality but unfortunately due to low awareness we still livein a dominant society. In somecommunitiesacross the country across work cultures, we need to abreast females with their rights. For this SIBAR conducts regular gender equity promotion programs. Guest speakers from prominent fields are invited to speak on the given topic which highlights the importance and contribution of women in society. SIBAR has a strong ethical work culture that is based on inclusivity. It observes the highest ethical standards in all its activities. Equal opportunities are provided to all individuals irrespective of gender, race, caste, colour, creed, language, religion, political or other opinions. Its unique work culture, healthy traditions, and ethos have led to the enrolment of a good number of women students and women teaching and non-teaching staff. Safety, security, and well-being, along with gender equity and a friendly working atmosphere are the issues of prime concern to SIBAR. A number of workshops, seminars, guest sessions, poster competition,etc is held in this regard. Also, Mentoring of students is done gender-based so as to provide special attention to female students.

File Description	Documents
Annual gender sensitization action plan	https://drive.google.com/file/d/18J_KtMWzGZfth-PRwVkWnyU5898Ta51j/view
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://drive.google.com/file/d/1MEh0UTfMVCcizoatjt9Naz9SmWIcJzr9/view

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	**B. Any 3 of the above**

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

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

Sinhgad Institute of Business Administration & Research (SIBAR) has a deep concern to protect the environment, health, and well-being through the implementation of effective waste management practices such as segregation, recycling, and composting. Awakening to control a 'throw-away' lifestyle and grow consciousness of generating less waste among students, staff, and faculty members has also been adopted. Our housekeeping staff, gardeners, and sweepers help in the segregation of waste. The institute implements several techniques for the management of degradable and non-degradable waste. The primary focus is to reduce, reuse and recycle the waste. The institute management has also advised refusing anything which is not needed. The institute has different dustbins to segregate the different wastes into wet and dry.The housekeeping staffdeal with the segregationof waste. The institute strives to reduce waste, it has a sewage treatment plant, a biogas plant to deal with the wet waste out from its institute canteens and mess, a water recycling unit, wherein the greywater from sewers is re-used to water the lawn

and other green areas in the campus. In addition, the institute also has a garbage recycling unit installed on its premises.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	**No File Uploaded**
Geo tagged photographs of the facilities	[View File](#)

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

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	[View File](#)
Any other relevant information	**No File Uploaded**

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows:

1. **Restricted entry of automobiles**
2. **Use of bicycles/ Battery-powered vehicles**
3. **Pedestrian-friendly pathways**
4. **Ban on use of plastic**
5. **Landscaping**

B. Any 3 of the above

File Description	Documents
Geo tagged photos / videos of the facilities	[View File](#)
Various policy documents / decisions circulated for implementation	[View File](#)
Any other relevant documents	**No File Uploaded**

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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	D. Any 1 of the above

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	C. Any 2 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

The institution believes in equality of all cultures and traditions as is evident from the fact that students belonging to different caste, religions, regions are studying without any discrimination. Though the institution's students & faculty havediverse socio-cultural backgrounds and different linguistic, we do not have any intolerance towards cultural, regional, linguistic, communal socio-economic, and other diversities.

Through this activity, students get acquainted with the different cultures of our nation and help to develop tolerance and harmony towards cultural, regional, linguistic, communal socio-economic, and other diversities. This also creates an inclusive environment in the college and society.

The institute has taken special efforts due to the pandemic. The staff has sincerely and selflessly worked towards various activities to help combat various challenges due to the COVID19 pandemic. It was a peak period and a surge in cases led to a dire need for more and more people to come forward and work. The crux was to work at a time when no one wanted to work, interact or be in contact with people due to the fear of the spread of the pandemic.The institute organized a ceremony to recognize the efforts of all COVID Warriors at its Kondhwa Campus.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

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

Our country is one with diversity is not just linguistic but also cultural, ethnic, social, and economic backgrounds that is mentioned and guided by the Constitution irrespective of caste creed, or color. At SIBAR sensitization of students and staff towards constitutional obligation with respect to values, rights, duties, and responsibilities of citizens enable them to become responsible citizens. In order to apprise them and sensitize them towards these,

the institution provides information, knowledge and tries to inculcate values that are essential for striking a good balance in life for self and others.

The institution takes efforts to enthuse value systems that aid and inspire a sense of responsibility. Student participation in various programs on cultures, traditions, values, etc indicates their acceptance to imbibe constitutional values. Even the SPPU syllabus which is followed has made provision to include this by introducing a one-credit paper on Human Rights for the students spread over a period of two semesters in the first year. Apart from this several days of importance are earmarked for celebration that includes apprising students on the various rights and values they need to develop.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://drive.google.com/file/d/1eElLYQUXEfq kwWRtJSqCEF5Zr4ZJ4Pdl/view
Any other relevant information	**Nil**

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized	**C. Any 2 of the above**

File Description	Documents
Code of ethics policy document	[View File](#)
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	[View File](#)
Any other relevant information	[View File](#)

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

SIBAR has been at the forefront when it comes to recognizing and apprising its stakeholders of various days of national and international importance. Various events and festivals have been always celebrated with festive fervor and enthusiasm. It is an integral value system cum culture at SIBAR to commemorate various days of importance. The COVID 19 pandemic put forth various challenges in conducting these events and activities. Despite the odds, SIBAR took great efforts to try and accommodate the celebration of these days in some way big or small as the case may be. The Institute celebrates & organizes birth anniversaries of national heroes and important Days, which this period was confined to merely one or two staff members attending campus due to the lockdown, also this year it was not possible to cover each and every event otherwise planned.

A few events/days celebrated at SIBAR were 2nd October 2020 Gandhi Jayanti, 26th January 2021 Republic Day, Women's Day in March 2021, June 2021 the International Yoga Day to mention a few. These activities help to develop a sense of belongingness and responsibility among the youth of today, this is a small endeavor of SIBAR to nurture responsible national citizens.

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

7.2 - Best Practices

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

1.The teaching-learning methodology is so designed that every student gets involved in activities and learns concepts in experiential way.Themethods adopted isProject Based Learning (PBL)

2 .Summer and winter projects served as a platform to supplement theory with practice, this practical exposure paved another opportunity for students to get a feel of the real corporate and IT world.

File Description	Documents
Best practices in the Institutional website	https://drive.google.com/file/d/1UqGInt9FH4sxfOz1TdnddRZ2LpIw1EN6/view
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

Despite the odds, SIBARgave continuous effortsto remain connected with all stakeholders via various offline and online media.

1. SIBAR implemented a learning management system, that included lecture meeting all as per the time table to keep students up with the syllabus. This was effectively combined with MOOC platforms to enhance the effectiveness of study. Asteady alumin-student connect has been maintained by SIBAR throughout the academic year.

2.SIBAR has carved a niche by having a well-designed Corporate Mentoring programme for all its students.This is an exclusive program offered to those deserving candidates who have the potential to learn through observation and experience.The basic outcomes is to hone their inherent skills, to apprise them of the real corporate world. Thementorsbenefitas - they get a feeler ofprospective employees andsmall short-term activities are completed.

3. A continuous effortsto remain connected, isachieved through the digital presence on Facebook, Blogger,institute website. The primary objective;being connected and upto date.It also helped SIBAR to

develop a sense of belongingness. Faculty and students together have contributed about 80+ articles so far in domains such as motivation, experiential learning, business arenas, etc.

File Description	Documents
Appropriate web in the Institutional website	[View File](#)
Any other relevant information	[View File](#)

7.3.2 - Plan of action for the next academic year

SIBAR as an institution strives to nurture and develop all its stakeholders. Students, faculty members, administrative staff, alumni etc all are catered to in the development plan. Each year for progression SIBAR initiates steps to ensure betterment of all.

The institution will be encouraging faculty members and students to adapt to technology and learn the skills required. With most activities going digital, it is imperative to not only apprise faculty and students but also to ensure participation by them in various programs on ICT to keep pace with the changing times. The institute shall encourage all its faculty to equip themselves with the tools of today to be used especially during the Online sessions, and also encourage all to undertake online courses through platforms like Swayam, Coursera, etc.

Another initiative that SIBAR wishes to focus upon is supplementary learning through more guest sessions, seminars, and workshops. It intends to provide intensive programs to enhance the employability of its students through the Student Training Program (STP) which is a specially designed program for our students to hone their skills in activities such as Group Discussions, Personal Interviews, Aptitude Tests, General Knowledge, Current Affairs along with Domain knowledge skills.