



Yearly Status Report - 2018-2019

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. Avadhoot D. Pol
Designation	Director
Does the Institution function from own campus	Yes
Phone no/Alternate Phone no.	020-26906171
Mobile no.	8411887335
Registered Email	registrar_sibar@sinhgad.edu
Alternate Email	director_sibar@sinhgad.edu
Address	S. No. 40/4, Near Octroi Post, Kondhwa Saswad Road, Kondhwa (Bk.)
City/Town	Pune
State/UT	Maharashtra
Pincode	411048

2. Institutional Status																			
Affiliated / Constituent		Affiliated																	
Type of Institution		Co-education																	
Location		Semi-urban																	
Financial Status		private																	
Name of the IQAC co-ordinator/Director		Dr. Vijay Dhole																	
Phone no/Alternate Phone no.		+919422020034																	
Mobile no.		7972329614																	
Registered Email		vijaydhole_sibar@sinhgad.edu																	
Alternate Email		vivekswami_sibar@sinhgad.edu																	
3. Website Address																			
Web-link of the AQAR: (Previous Academic Year)		http://cms.sinhgad.edu/sinhgad_management_institutes/sibar_mba/more-details/naac.aspx																	
4. Whether Academic Calendar prepared during the year		Yes																	
if yes,whether it is uploaded in the institutional website: Weblink :		http://cms.sinhgad.edu/sinhgad_management_institutes/sibar_mba/more-details/naac.aspx																	
5. Accrediation Details																			
<table border="1"> <thead> <tr> <th rowspan="2">Cycle</th> <th rowspan="2">Grade</th> <th rowspan="2">CGPA</th> <th rowspan="2">Year of Accrediation</th> <th colspan="2">Validity</th> </tr> <tr> <th>Period From</th> <th>Period To</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>B</td> <td>2.47</td> <td>2018</td> <td>02-Nov-2018</td> <td>01-Nov-2023</td> </tr> </tbody> </table>						Cycle	Grade	CGPA	Year of Accrediation	Validity		Period From	Period To	1	B	2.47	2018	02-Nov-2018	01-Nov-2023
Cycle	Grade	CGPA	Year of Accrediation	Validity															
				Period From	Period To														
1	B	2.47	2018	02-Nov-2018	01-Nov-2023														
6. Date of Establishment of IQAC			30-Nov-2017																
7. Internal Quality Assurance System																			
Quality initiatives by IQAC during the year for promoting quality culture																			

Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
IOT Workshop	22-Feb-2019 1	45
Tech. Drill Competition	27-Feb-2019 1	75
Registration with NPTEL as SPOC Centre	01-May-2019 365	14
Cyber Crime and Information Security Law Workshop	10-Jun-2019 5	32
Workshop on Cloud computing with Amazon web services	19-Jul-2019 1	78
Harvard case study Mapping	19-Aug-2019 1	154
Seminar on Digital Marketing	27-Aug-2019 1	125
Student Training Programme	16-Sep-2019 90	154
E-West Collection	23-Sep-2019 1	35
Cosset to Corporate	04-Oct-2019 2	180
No Files Uploaded !!!		

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

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
MBA	Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulkh Shishyavrutti Yojan (EBC)	DBT	2018 365	4422819
MBA	Tution fees and Examination fees to OBC, SBC, VJNT students	DBT	2018 365	7106388
MBA	Government of India Post Matric Scholarship	DBT	2018 365	6172000
MBA	Post-Matric Tution fee and examination fees (Freeship)	DBT	2018 365	1585000

MCA	Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulkh Shishyavrutti Yojan (EBC)	DBT	2018 365	2388167
MCA	Tution fees and Examination fees to OBC, SBC, VJNT students	DBT	2018 365	2450038
MCA	Government of India Post Matric Scholarship	DBT	2018 365	1952950
MCA	Post-Matric Tution fee and examination fees (Freeship)	DBT	2018 365	168000
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9. Whether composition of IQAC as per latest NAAC guidelines:	Yes
Upload latest notification of formation of IQAC	View File
10. Number of IQAC meetings held during the year :	4
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	Yes
Upload the minutes of meeting and action taken report	View File
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	No
12. Significant contributions made by IQAC during the current year(maximum five bullets)	
1. Registration with NPTEL as SPOC centre 2. Frequent community service activities organized taking into consideration the need of the society in and around the institute campus. 3. Started Simulation course for student and faculty members (iBizSim: International Business Simulations) 4. Case based learning (Cases from Harvard Publishing) fo MBA Program and Project based learning pedagogy for MCA Program	

[View File](#)

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

Plan of Action	Achievements/Outcomes
Encouraging students for NPTEL MOOCs courses	Sixteen students enrolled and fourteen faculty members enrolled with NPTEL Courses and completed successfully
Registering institute as a SPOC center with NPTEL	Registered SIBAR as SPOC center in the Month of August
Simulation based course for students	Started iBizSim: International Business Simulations for students
Organizing contemporary workshops	Workshops on Cyber Crime and Information Security Law, Cloud computing with Amazon web services, Cyber Security and Ethical Hacking etc. were organized at SIBAR
Elaborate student training program	Throughout the both semester students have undergone structured Student Training Program included Aptitude Tests, Domain Test, Writing and Reading Skills, GD & PI, etc.
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14. Whether AQAR was placed before statutory body ?

Yes

Name of Statutory Body	Meeting Date
Academic Monitoring Committee	10-Dec-2019

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?

No

16. Whether institutional data submitted to AISHE:

Yes

Year of Submission

2020

Date of Submission

14-Jan-2020

17. Does the Institution have Management Information System ?

Yes

If yes, give a brief description and a list of modules currently operational (maximum 500 words)

1. Student Training program (STP): SIBAR offers STP to the students in respect to make them employable. Various activities are being planned throughout the year. Aptitude Test, Group Discussions, Personal Interviews,

AMCAT Test, General Knowledge Test, Reading skills, Writing skills, Business Quiz, Session on grooming and business etiquettes, Domain Test and Entrepreneurship development activity are the activities under Student Training Program conducted at SIBAR. 2. Case base learning: Cases of Harvard Publishing are used in the classrooms for the conduct of the academic sessions with the students. 3. Project based learning: MCA department conducts their academic classes on Project Based learning pedagogy. 4. Mentor mentorship program: Students have been allotted the faculty mentors for their every need. The students are assisted and helped with every aspect such as academics, exam preparations, placements, career counselling etc. The student is attached with faculty throughout the program. 5. Industry interaction: Industry experts are regularly visiting the institute for student interactions and updating the current industry scenario. SIBAR conducts industrial visits for providing practical exposure to the students. Summer Internship Program is carried out by each and every student of the institute. 6. Cocurricular activities: Cosset to Corporate, Guest lectures, Marketing Club activities, HR Club activities and Finance Club activities are organized by the students and participated also. 7. Faculty Development program: Faculty members are encouraged to participate in Faculty Development Programs to enhance their skills and update the knowledge with different course. 8. Research Cell: Faculty members are encouraged to write the research papers in different reputed journals (UGC Care, ISBN, ISSN, Scopus index etc.). Research Cell takes up consultancy projects from the industry and faculty members and students are involved in this activity. 9. Spectrum: This is yearly Management Fest is organized and participants are invited from all management institutes of Maharashtra. 10. Simulation: Online business simulation is being planned for the students and faculty members.

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

I-Planning: At the Institute level Academic Calendar is designed taking into consideration the interests of stakeholders, which is then prepared and properly documented taking into consideration the university dates for commencement and end of the semester, Online/Practical Examinations, List of holidays, External examinations, internal assessment, and events (guest lectures, seminars, certification course, workshops) are decided which form the core of Academic calendar. Before the semester starts, the subject choices are invited from the faculties and subject are allocated as per the expertise and experience of them. The faculties prepare the course files and set the various evaluation parameters for continuous assessment of students. To review and revise strategy, the Director and the faculty members conduct regular meetings during the semester. Simultaneously the, students view point (through feedback) is also taken into consideration for necessary modifications. Based on the learning abilities of the students they are categorized as slow and fast learners, which is further complemented by add on programs. The infrastructure support such as classrooms, seminar hall, computer labs, and auditorium are configured and made ready, well in advance. The institute also plans Induction program for new admissions. It involves activities which act as ice-breaking sessions, personality- and skill development, and also enables them to understand SIBAR culture, curriculum norms, SPPU examination pattern, SIBAR code of conduct. II-Implementation: 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. Also (IQAC) has been formed according to the norms of NAAC which consists of senior faculty from different domains. MCA department has special emphasis on Project Based Learning (PBL) and Case Study Based Teaching. The main focus is on quality delivery of curriculum and continuous assessment of the students. 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. Apart from the day to day classroom teaching they are exposed to different tutoring practices like, corporate mentoring, mentorship programs, and guest lecturers from eminent personalities from industry. Students are encouraged to undertake on job training (OJT), live research projects and summer internship for MBA and six month industrial projects for MCA, which are evaluated in three stages of by project monitoring committee. Remedial classes are arranged for slow-learners enabling them to overcome their lacking areas in the subject. Mid-term Faculty feedback and End-Term faculty feedback is collected from students for each semester and corrective action if required is taken by the authorities. The faculties identify MOOC courses related to their subject and students are encouraged to take them up. Faculties also take the role of mentors for the online courses and guide students towards certifications.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
NPTEL (MBA 2019-20)	NA	13/08/2019	64	Focus on employability	Domain Skills

OT Certification Course (MCA 2018-19)	NA	07/01/2019	5	Focus on employability	IOT
Software Testing Certification Course (MCA 2018-19)	NA	14/01/2019	5	Focus on employability	Software Testing
Amazon Web Services Certification (MCA 2019-20)	NA	14/01/2019	28	Focus on employability	Amazon Web Services

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
No Data Entered/Not Applicable !!!		
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Tourism & Hospitality Management	01/08/2019
MBA	Marketing Management	01/08/2019
MBA	Financial Management	01/08/2019
MBA	Operations Management	01/08/2019
MBA	Human Resource Management	01/08/2019
MBA	Business Analytics	01/08/2019
MBA	Rural & Agribusiness Management	01/08/2019
MBA	Pharma & Healthcare Management	01/08/2019
MCA	General	01/08/2019

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
No Data Entered/Not Applicable !!!		

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Dabur India Limited - Live project on Consumer Behavior	23/01/2019	14
Skill Development	26/06/2019	190

Introduction to Human rights and duties	18/06/2019	190
Cyber Security	08/08/2019	190
Event Management	10/07/2019	190
No file uploaded.		

1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	All Spec. SIP(MBA 2018-19)	282
MBA	All Spec, SIP(MBA 2019-20)	114
MCA	Internship (MCA 2018-19)	72
MCA	Internship (MCA 2019-20)	150
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution? (maximum 500 words)

Feedback Obtained
<p>Feedback is the fundamental principle that underlies all self-regulating systems. The feedback from all stakeholders in terms of its relevance and appropriateness are considered to be a key aspect for enhancing and redefining the Institute. Feedback is the impact to a system component that is a consequence of an action performed by that component. The Institute is committed to obtain timely and appropriate feedback from different stakeholders to reflect on the progress and development effectively. Feedback, and acting on feedback, is therefore part of the enhancement process for the Institute. Faculty members are actively involved in the syllabus revision workshops and discussions. Apart from this, the teachers also participate in Syllabus revision? workshops organized by various colleges/ institutes. Teachers had also worked as Resource persons in workshops organized for syllabus restructuring. There is a formal mechanism to obtain feedback from the students and stakeholders. The process is as follows: - 1. The Institute takes feedback on curriculum from the different stakeholders like students, teachers, parents, alumni, employers in a pre-defined feedback format. 2. These feedbacks are gathered and analysed by the Domain Heads and concerned subject in charge. 3. These are discussed by the Domain Heads with the Director. 4. Letters to the Board of Studies (BOS) are drafted by the subject in charge and Domain Heads. These letters are forwarded to the Director and in turn sent to the BOS. 5. Till the changes are incorporated in the syllabus, Institute organizes various guest lectures, events, content beyond syllabus to enrich the curriculum.</p>

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	All	240	156	153
MCA	General	120	88	62
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2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	0	672	0	50	50

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
43	43	14	18	2	17

[View File of ICT Tools and resources](#)

[View File of E-resources and techniques used](#)

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

The very purpose of the Mentor Program at SIBAR is to prepare students for flourishing careers in corporate by assimilating academic learning with real-world experiences and to become a model for workforce readiness, embraced by the community. At SIBAR, each Batch/division has a faculty coordinator who is responsible for day to day monitoring of the classes. The faculty mentors are assigned to individual students who monitor the performance of students under their mentorship. The Mentors provide them personal, academic and social counselling. Institute also does the scrutiny of qualifying and entrance examination scores of students for segregating them into slow learners and advanced learners. This is further augmented by -

- Respective mentors
- Course teachers

Apart from the above assessment emphasis is also laid on Class participation, Raising queries and responsiveness in the class room, for categorization of the students. The Slow learners: On the above basis, the students who are little slow in their grasping as compared to their counterparts are identified on the basis of their class participation, pass percentage, classroom performance, and regularity in submission of assignments, punctuality and personal interactions. Subject wise special remedial classes are provided for slow learners. The mentors help the students, particularly slow learners to develop their personality and move ahead. Slow learners are thought to be the ones who find it difficult in retaining as well understanding the concepts. Thus we help them by providing remedial classes specifically in the subjects like Accounting for Business Decisions, Decision science, Financial Management etc. Special attention is provided towards such students by their project guides during Summer Internship Program so as to make it more learning oriented through practical aspects interspersed with conceptual clarity of the theoretical concept. Attention is also provided by the faculty members through activities like mentorship and bridge courses. Mentors (faculty) are allotted for group of students and they conduct regular meetings with the students to understand them. Based on the personal discussions and observation, mentors help slow learners. The Advanced learners: - Provided different platforms to showcase their talent. Some of the initiatives

1. Encouragement for participation in the intercollegiate project

competitions, business plan competitions, management games etc. 2. Corporate mentorship program to have a better understanding of the real world business environment. 3. Promotion for research assignments through publication in the journal entitled 'Manthan'. 4. Providing a platform for paper presentation in the in-house as well as outside seminars, conferences. 5. HBPS case study analysis, Assignment on Harvard Business Review. Alumni are invited for interaction with the final year students so as to help them analyse job profiles and career options after completion of their course. Guest lectures are arranged for the students to help them in overall personal and professional development. The students are encouraged to participate in various Seminars, Workshops Competitions. The firm process is adopted for the regular interactions between mentors and mentees and the systematic reports are generated. On the same reports further course of actions are initiated by the mentors

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
672	50	1:13

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
51	43	8	7	16

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
No Data Entered/Not Applicable !!!			
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2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
MBA	MBA	II IV (APRIL 2018)	11/05/2018	27/06/2018
MBA	MBA	I III (DEC 2018)	12/12/2018	22/01/2019
MBA	MBA	II IV (APRIL 2019)	14/05/2019	06/07/2019
MBA	MBA	I III (DEC 2019) - MBA REV. 2019	30/12/2019	23/12/2019
MCA	MCA	Sem-I	01/12/2018	18/01/2019
MCA	MCA	Sem-III	10/12/2018	18/01/2019
MCA	MCA	Sem-V	19/12/2018	18/01/2019
MCA	MCA	Sem-II	03/05/2019	04/07/2019
MCA	MCA	Sem-IV	11/05/2019	04/07/2019

MCA	MCA	Sem-VI	17/05/2019	04/07/2019
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

As per the guidelines of SPPU, CIE is designed and incorporated by the course teacher before the commencement of the semester with the approval of Director linking to the COs and POs and the same is communicated to the students. Duly signed assessment outcome CCE is displayed on the notice board within a week after its conduction. This includes both curricular and co-curricular activities. Tools used for Internal Assessment: Continuous Internal Assessment involves Class Tests, Unit Tests, Prelim Examination, Assignments, Program writing, Presentations, Projects, Group Discussion Personal Interview, Aptitude Test, Case study, Field visit report, Viva-voce, Role Play, Online Quiz etc. Transparency in the execution of Continuous Internal Assessment: The whole CIE system is kept transparent. Students are well informed about the type of tests and the schedule of tests. The evaluation criteria are also shared with the students, so that they know the way of assessment. Following initiatives have led to enhanced robustness in internal Assessment: • The Question papers for class test as well as internal exam are set uniformly for all the divisions. • The model answers for questions are prepared with marking scheme and given to course faculty for uniformity in assessment. • Students' marks are decided after considering performance of student in various methods of C.I.E altogether. • Assessment of subjects is carried out based on nature of subject. For Certain subjects, field assignments, group projects computer lab based assignments are given for assessment. At the end of semester outcome of CCE is mapped with COs and POs

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

SIBAR is affiliated to Savitribai Phule Pune University (SPPU) and hence follows the academic schedule provided by the SPPU. The institute adheres to the Academic Calendar prepared according to the calendar provided by SPPU. The academic calendar is prepared before the commencement of each semester for smooth academic functioning such as session plans, examination schedules, declaration of results etc. This also ensures that the curriculum is enriched through related activities like Guest lecture, extension series and industry interaction. The academic calendar is prepared after rigorous discussions with industry experts and alumni. The academic calendar was displayed on the institute website to ensure proper execution. The academic calendar provided the schedule for the entire semester ranging from the list of holidays (national level holidays, state level holidays, local holidays and the institutional holidays), date schedule of the unit tests, prelim examinations, SPPU examination, etc. The commencement and conclusion dates of the semester were also mentioned in the academic calendar. The tentative dates of various departmental activities, guest lectures, seminars, workshops and placement activities were also given in the academic calendar. It also provided the dates of other activities such as social and cultural programmes, sports etc. Faculty members of SIBAR prepares individual course plan on the basis of academic calendar. The conduct of academic calendar is strictly followed for CIE and the assessment and declaration of results on time. Conduct of the all CIE of each course is monitored by Director personally.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<http://cms.sinhgad.edu/sibar/Program/ProgramOutcomesCourseOutcome.pdf>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
MBA (2019)	MBA	All	278	232	83.75%
M.C.A.	MCA	General	73	52	71.23%
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2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

http://cms.sinhgad.edu/sibar/Student_Satisfaction_Survey_Report.pdf

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
No Data Entered/Not Applicable !!!				
No file uploaded.				

3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Emerging Trends in Business Digitization Social Media(National Seminar) Sponsored by SPPU Pune	MBA	04/10/2018
Modern Business Practice(State Level Seminar) Sponsored by SPPU Pune	MBA	26/02/2019
One Day workshop on the Art of Writing A Research Paper and Research Proposal	MCA	04/10/2019

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
No Data Entered/Not Applicable !!!				
No file uploaded.				

3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
No Data Entered/Not Applicable !!!					
No file uploaded.					

No Data Entered/Not Applicable !!!

No file uploaded.

3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
No Data Entered/Not Applicable !!!		

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
No Data Entered/Not Applicable !!!	

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
International	MCA	2	5.87
International	MBA	5	5.7
National	MBA	8	5.7
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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
No Data Entered/Not Applicable !!!	
No file uploaded.	

3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
Study of CSR influence on Brand Loyalty of FMCG companies' organized retail outlets in Solapur City	Vivek Swami	Proceedings of 2nd Annual International Conference organized by Department of Commerce - Dr. Babasaheb Ambedkar Marathwada University	2019	0.7658	Department of Commerce, Dr. Babasaheb Ambedkar Marathwada University, Aurangabad	15
Financial Performance of selected Public and	Vivek Swami	Proceedings of National Conference of DY	2019	0	SPPU, DY Patil Institute of Management	0

Private sector banks based on CAMEL model with reference to Indian Banking Sector		Patil Institute of Management and Entrepreneur Development				and Entrepreneur Development
Calculation of Compounded Annual Growth Rate of Bharat Forge Ltd. for Finding its Financial Performance	Dr. Avinash Ghadage	International Journal of 360 Management Review	2019	0	International Journal of 360 Management Review	0
ANALYSIS OF CORRELATION IN BUSINESS VALUATION BY PRICE EARNING MULTIPLE METHOD AND CURRENT MARKET VALUE METHOD	Dr. Avinash Ghadage	International Journal of 360 Management Review	2019	0	International Journal of 360 Management Review	0
ANALYSIS OF VOLATILITY OF EQUITY SHARE PRICES OF MAHINDRA AND MAHINDRA LTD BY USING STANDARD DEVIATION AS A TOOL	Dr. Avinash Ghadage	Review Of Research ISSN: 2249-894X	2019	0	Review Of Research ISSN: 2249-894X	0
Calculation of beta value of stock of listed	Dr. Avinash Ghadage	International Journal of Science and	2019	0	International Journal of Science and	0

company from national stock exchanges website to find out better investment opportunity		research			research	
Analytical Financial Performance of Export Promotional Pharmaceutical Companies in India UGC listed held in Jan.2019 at Maharashtra State Commerce Association , Jalgaon with impact factor 6.261 ISSN 2348-7143 GST Registration	Prof. Urmila Nikam	Maharashtra State Commerce Association , Jalgaon	2019	0	Maharashtra State Commerce Association , Jalgaon	0
Current Trends in Export Earnings in India UGC listed online journal Think India in Dec.2019 edition ISSN:0971-1260	Prof. Urmila Nikam	Think India	2019	0	Think India	0
Understanding the Influence of Education, Profession , and	Dr. Shriram S. Dawkhar	ADALYA Journal	2019	0	ADALYA Journal	0

Income on Multi-Partner Loyalty Program's Associated Factors						
Export Promotional Pharmaceutical Companies in India UGC listed held in Jan.2019 at Maharashtra State Commerce Association , Jalgaon with impact factor 6.261 ISSN 2348-7143	Prof. Urmila Nikam	Maharashtra State Commerce Association , Jalgaon	2019	0	Maharashtra State Commerce Association , Jalgaon	0

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3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
No Data Entered/Not Applicable !!!						

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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	6	7	1	19
Presented papers	3	2	0	0
Resource persons	1	2	0	6

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3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
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No Data Entered/Not Applicable !!!

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3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
No Data Entered/Not Applicable !!!			
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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
CSR(MBA MCA)	Traffic Counselling Department Pune City	Rasta Suraksha Abhiyan -2019	4	80
CSR(MBA MCA)	Pune Municipal Corporation Forest Department Pune	Tree Plantation	4	65
No file uploaded.				

3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
No Data Entered/Not Applicable !!!			
No file uploaded.			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Students Internship and Placement (MBA)	Summer Internship Program	SIBAR(MBA)	01/06/2018	31/07/2018	114
Students Internship and Placement (MCA)	Synchrony	SIBAR(MCA)	01/08/2018	31/12/2019	20
Students Internship and	KPIT Cummins	SIBAR(MCA)	01/01/2018	31/12/2019	35

Placement (MCA)					
No file uploaded.					

3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
No Data Entered/Not Applicable !!!			
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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
63	61.45

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Campus Area	Existing
Class rooms	Existing
Laboratories	Existing
Seminar Halls	Existing
Classrooms with LCD facilities	Existing
Classrooms with Wi-Fi OR LAN	Existing
Seminar halls with ICT facilities	Existing
Video Centre	Existing
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Newly Added
No file uploaded.	

4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
Easylib Software	Fully	6.0	2006

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	8026	2103784	4	3477	8030	2107261
Reference Books	28532	7197004	0	0	28532	7197004

e-Books	345	0	0	0	345	0
Journals	8	13427	7	11667	15	25094
e-Journals	3	1400	3	1400	6	2800
Digital Database	7	0	0	0	7	0
CD & Video	1400	0	0	0	1400	0
Library Automation	1	30000	0	0	1	30000
No file uploaded.						

4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
No Data Entered/Not Applicable !!!			
No file uploaded.			

4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others
Existing	509	8	1	3	7	12	2	45	0
Added	0	0	0	0	0	0	0	0	0
Total	509	8	1	3	7	12	2	45	0

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

45 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
No Data Entered/Not Applicable !!!	

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
62.5	59.98	63	61.45

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

The college has maintenance committee that oversees the maintenance of buildings, classrooms and laboratories. •The maintenance committee is headed by
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the Registrar who in turn monitors the work of the Supervisor at the next level. The Supervisor is accountable to the Registrar and functions as the coordinator who efficiently organizes the workforce, maintaining duty files containing details about their individual floor-wise responsibilities, timings, leave etc. The maintenance officer conducts periodic checks to ensure the efficiency / working condition of the infrastructure. •Adequate in-house staff is employed to meticulously maintain hygiene, cleanliness and infrastructure on the campus so as to provide a congenial learning environment. Classrooms, Staffrooms, Seminar halls and Laboratories, etc are cleaned and maintained regularly by Non-teaching staff assigned for each floor. Wash rooms and rest rooms are well maintained. Dustbins are placed in every floor. • Optimum working condition of all properties/ equipment on the campus is ensured through annual maintenance contracts (AMC). The AMC purview includes maintenance of Generator, Air Conditioners, CCTV cameras and Water Purifiers. Apart from contract workers, the college has trained in-house electricians and plumbers. • Lab assistants under the supervision of the System administrator maintain the efficiency of the college computers and accessories. • Parking facility is well organized. It is efficiently maintained by annually renewed contract employees. •The campus maintenance is monitored through surveillance Cameras. •Every department maintains a stock register for the available equipment. •Proper inspection is done and verification of stock takes place at the end of every year. • The civil and electrical work is adequately monitored and maintained by the Estate office. • Periodic reporting on requirements of repairs and maintenance are submitted by the HODs to the Administrative office. The requirements are collectively processed in every semester break so as to keep things ready for the new semester. • Campus head and his team are involved in the maintenance of infrastructure facilities. This Team looks after the regular maintenance of civil works such as furniture repairs, masonry and plaster works, painting, carpentry, plumbing and house-keeping. • The non-teaching staff is also trained in maintenance of science and computer equipment. • The Estate office workers look after the maintenance of rest rooms, approach roads and neatness of The entire premises. Housekeeping services are regularly executed and monitored.

http://cms.sinhgad.edu/sinhgad_management_institutes/sibar_mba/about-sibar.aspx

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	0	0	0
Financial Support from Other Sources			
a) National	State Government Scholarship	393	26330362
b) International	0	0	0

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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
Remedial Coaching (MCA)	01/10/2018	26	In - house

Remedial Coaching (MCA)	01/04/2018	15	In - house
Peace of Mind and Body (Yoga Meditation) (MCA)	09/07/2018	181	Phoenix India Ltd
Remedial Coaching (MBA)	01/10/2019	12	In - house
Remedial Coaching (MBA)	12/04/2019	8	In - house
Remedial Coaching (MBA)	03/10/2018	30	In - house
Remedial Coaching (MBA)	01/04/2019	30	In - house
Soft skill development	02/09/2018	60	Safal ho
Soft skill development	23/12/2019	80	Safal ho
No file uploaded.			

5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2018	Career Counselling	0	175	0	110
2019	Career Counselling	0	83	0	22
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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
2	2	5

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
Attached	90	37	Attached	33	10
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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of	Programme	Department	Name of	Name of
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	students enrolling into higher education	graduated from	graduated from	institution joined	programme admitted to
2018	8	SIBAR	MBA	SIBAR	MBA Dual
2019	8	SIBAR	MBA	SIBAR	MBA Dual
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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
No Data Entered/Not Applicable !!!	
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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Showcase Your Coding Love" C programming Competition	State	91
"Chill Zone" Competition	State	33
SINHGAD SPORTS KARANDAK	State	76
SINHGAD NEON	State	24
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5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
No Data Entered/Not Applicable !!!						
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5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

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 conducting the activities at the institute,

campus level and necessary support. Roles and responsibilities of the members:-

1. Organizing and participating in the meeting along with the faculty members from the council, at least once in semester/ once in a month
2. To work as a conduit for smooth communication between student and college administration
- 3.

To serve the liaison in bringing any issues/suggestions/feedback to the administration at meeting

4. To relay key messages from administration to the student (college also forward such important messages through formed WhatsApp group as well as through official emails)
5. To bring to notice any administrative related issues or infrastructure related issues to the institute administrative body.
6. To suggest, develop and implement solutions to problems related to campus.
7. To collaborate with students to coordinate events and enhance student communication opportunities.

Activities Undertaken 2018 - 19

1. The grievance Redressal committee undertook an awareness program with the MBA MCA first year students on Anti-Ragging rules and policies.
2. Teachers Day Program was organized by the student members of the Cultural Committee on 5th of September every year.
3. Academic monitoring committee undertook the Lab Maintenance Activity on 7th Jan 2018

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

Alumni Cell Formation - 11th May 2007 Registration Number (MCA) - MAH/585/207/Pune Registration Number (MBA) - F22022/Pune Alumni Registrations (MBA) - 2481 Alumni Registrations (MCA) - 1519 SIBAR has a glorious history of meritorious students passing out under MBA and MCA programs. For the year 2018-19 a total of 85 members from MCA and ____ from MBA have been added to the alumni association, making the total of 4000. Nature of alumni events held in last one year

1. Alumni Student Interaction
2. Expert Sessions
3. Contribution to Placement Activity

ALUMNI –STUDENT INTERACTION The alumni interact with the students in the following ways ? Group discussions ? Guest Lectures Students get to interact with the alumnus during their visits to the campus. They update them about the current trends in IT and the knowledge base to work on. They are also made aware of their working profile, hiring trends, any future plans of their current company which might lead to hiring, tips on soft skill improvement, etc. The alumni also make it a point to talk to the faculty regarding various issues. Group Discussions are held by alumni, where the alumni guide the students and help in focusing their thinking on a topic given.

0. Guest Lectures are organized annually, where alumni share their knowledge. The third year students are allowed to attend the lecture. The students accumulate in a good number to hear their super seniors. The feedback of the lecture have been encouraging. News Letters have been published from this year. It is a platform for the Alumni and students to present their ideas and latest knowledge for the benefit of everyone.

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 Feedback from alumni is collected on all these events. The feedback forms enquiring about their time spent in SIBAR, their current working position is collected through e-mails. Alumni Meet feedbacks are also collected to ensure that the alumni are satisfied with the institute's efforts and suggest improvisations.

5.4.2 – No. of enrolled Alumni:

4021

5.4.3 – Alumni contribution during the year (in Rupees) :

0

5.4.4 – Meetings/activities organized by Alumni Association :

3 Meeting organized by Alumni Association in the year 2018-19

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

The apex decision making body at institute level is the Local Managing Committee (LMC). The LMC has representatives from teaching as well as non teaching staff. All the issues regarding academics, administration and enhancement of infrastructure, are decided by the LMC. The director plays the role of middle man between the management and the staff members of the institute. The Director and Office Superintendent are responsible for academic and administrative leadership of the institute. The Director meets faculty members and Office Superintendent to discuss academic and administrative issues as well as quality policy and plans. Decentralization: Institute arranges various activities like seminars, conferences and workshop, guest lecturers for which the required budget is allocated by the director after getting it approved from the management. Roles and Responsibilities are assigned to the faculty members for various programs, activities, departments, examination, library, research, cultural etc. The delegation of authority remains with the concern faculty members. The director and dean of academics take all the decisions for the smooth functioning of the activities. Participative management: The institute promotes a culture of participative management. Faculties and students are also involved in the process. Faculties and students' concern issues are represented by their respective representatives. Students are also part of IQAC, which monitors the teaching learning process. Academic head regularly conducts the meetings with the staff regarding the different decisions to be taken for the betterment of academics of the institute. Regular meetings are conducted between Director, Dean and Teaching Non Teaching Staff on different agendas. Issues and concerns are recorded and efforts are made to solve them. Serious issues are presented before the management and discussed. Participative management culture is also observed at the campus level for the admissions strategy, sports meetings, cultural activities etc.

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Teaching and Learning	The institute has competent teaching faculty and good infrastructure for conduction of smooth teaching. The comprehensive model of teaching and learning is blend of conventional and modern teaching methodology. Institute adopts different pedagogies to make learner-centric education effective. Teaching staff provide a variety of learning experiences to make learning process constructive. Institute uses student training program which comprises of Group discussion, mock

interviews, aptitude test, programming and web designing competition, experiential learning, participative learning and problem solving methodologies. This gives appropriate Academic Industry interface to the students, so that they can cope up with the exact requirements of the organization. Institute also takes interest in research and extension, so that the students can develop their views regarding the business environment.

Curriculum Development

The Institute follows the curriculum of Savitribai Phule Pune University (SPPU). The Institute has been making consistent and concerted efforts to supplement the University's Curriculum to ensure that the academic programme and Institution's goals and objectives are integrated. Conscious efforts were being made for providing exposure to students to other institutions/industries through eminent faculty and resource persons/social workers/ activists by conducting a series of guest lectures, seminars and workshops, project based learning and case based teaching. Various value-added courses/enrichment programmes like NPTEL SWAYAM courses are offered to ensure holistic development of students, moral and ethical values, employable and life skills, better career options, community orientation through career guidance, equal opportunity and remedial classes.

Examination and Evaluation

All evaluation reforms of the University are adopted and effectively implemented as per the guidelines issued by the authority from time to time. Emphasis was shifted from giving marks to Attendance to actual learning of students through various subject specific criteria. For student evaluation, complete transparent system is set by the institute which is aligned with university norms. Concurrent evaluation process as per the requirement of SPPU is adopted and all the evaluations are conducted throughout the semester as per the set academic plan such as Assignments, Presentations, Group Discussions, Class test, MCQ, Unit test, Midterm examination and End term exam etc. Internal Evaluation results are

displayed regularly. Internal squad comprising of senior faculty members oversees the smooth conduction of university theory examination. Internal marks evaluation process is followed as per the guidelines given by SPPU and it is strictly followed by all the faculties in their respective Subjects. CCTV cameras are deployed at selected locations to monitor the online examinations.

Research and Development

SIBAR has conducted variety of the research projects and activities of Government and non-government agencies with an active participation of students' as well as faculty members which helps to increase employability as well entrepreneurial skill of the students simultaneously. Research papers are presented by the faculty members in the national and international conferences and published in reputed journals. Faculty members are also encouraged to pursue projects funded by BCUD, SPPU. Institute has subscription to various e-journals and magazines to help researchers to be updated and informed about recent research activities across the globe.

Library, ICT and Physical Infrastructure / Instrumentation

The library is fully automated and digitalized which is equipped with text books and reference books of different streams. Besides these text and reference books, institute is also subscribing a large number of national and international journals, e-journals, magazines, newspapers etc. There are few computers available for the student and teachers to access to electronic resources in the library. The library is equipped with free internet and Wi-Fi connection for the staff and students. Question papers of University examinations of previous years are kept in the library. Institute has independent buildings which are used to run both the management programmes where classrooms (with smart board facility), tutorial rooms, board room, interview cabins, girls' common room, boys' common room, staff rooms and seminar hall are available. Institute also has sports ground for the students. Institute provides Girls and boys hostel and staff quarter facilities at the campus.

Human Resource Management

Human Resources management is a

critical element for starting and operating a successful institute. Institute has adequate number of Teaching, non-teaching and supporting staff headed by the director as per the norms. Teaching staff is taking care of lectures, examinations and other academic related activities. Admin staff of the institute performs the activities like maintaining the leave records of teaching and non teaching staff, maintaining personal files etc. Accounting staff takes care of all the accounting activities including purchase, salary calculation and disbursement, scholarships etc. Housekeeping staff takes care of the cleanliness and maintenance of the institute.

Industry Interaction / Collaboration

An active Industry Institute Interaction Cell has been functioning in the Institute. The function of the Cell is to promote closer interaction between the academic field and the professional field. Industry Institute Interaction Cell is established to provide closer links with industries. The purpose of the cell is to find out the gap between need of the industry and end product of the institute. The cell is the bridge between the industry, the real world and the institute. Industrial exposure of Faculty is very much helpful to guide students about latest industrial practices. Industries are able to know recent developments and inventions in their fields and implement projects for technologically driven economy. Institute also conducts industrial visit to various industries every semester. Based upon the departmental strengths and needs, Memorandum of Understandings (MoUs) were signed with reputed organizations.

Admission of Students

Centralized Admission Process is carried out by DTE, Govt. of Maharashtra for the admission to MBA course. Institute helps the students in filling up application form for Entrance examination. The institute acts as Facilitation Center on behalf of DTE, Maharashtra, for verification of documents and filling up the online option forms for seat allocation by CET cell. After the display of selection list of CAP rounds, the students have

to report to Admission Reporting center (ARC) to choose from freeze / betterment option. Digital payment facility for payment of fees is provided to the students. After confirmation of seat students has to report to the allotted institute and complete the admission process by paying the college fees.

6.2.2 – Implementation of e-governance in areas of operations:

E-governance area	Details
<p>Finance and Accounts</p>	<p>The finance and accounts department is made fully online for maintaining the transparency and accuracy in the system. Softwares like Tally, APEX, ZOOM, Paywhiz and Aspire are used for maintaining the financial records. For any kind of purchase online quotations are demanded from the parties. Then the online purchase orders are created and sent through email to the parties. Online payments are made to the parties for all kind of purchases. Students can pay their fees through different online modes like RTGS, demand draft, NET banking etc. Salaries of all the employees are credited in their nationalized bank accounts through online mode. At the same time scholarships of all the students are credited into their accounts through online medium only.</p>
<p>Planning and Development</p>	<p>The Institute undertakes the development of student simultaneously on curricular, co-curricular and extracurricular activities. The institute is equipped with a clear perspective plan for future development and strategies to maintain competitive edge in imparting quality education. As a part of strategic plan, certain activities like mentorship, Corporate Institute Interface Cell, GEMS implementation were introduced and implemented in the institute. The institute has implemented e-governance in the various areas i.e. Admission, Administration, examination etc. with the help of ERP. The institute makes use of ICT in Planning and Development for improvement in process of Administrative planning and Academic planning. The institution uses predominantly Windows 7 and 8, MS office 2010 and Tally 9, Photoshop, Autolib Library Software and SPSS.</p>

<p>Examination</p>	<p>Students fill the Examination form through online mode by their individual login. At the same time their hall tickets of Examination are made available through online mode. The question papers of external theory examinations are sent through the university web portals. And these papers can be accessed by the respective institutes through their college login. The examination department takes the printout of the papers and conducts the examination. Internal marks of all the subjects are also filled on the web portal of the university. The university declares the results on its official website and the hard copies of the mark sheets are made available in the respective institutes by the university. Students can also fill the applications of re-verification and revaluation of marks in the due date through online mode.</p>
<p>Administration</p>	<p>Institute has formed governing body as well as local management committee to monitor overall functioning of the institute. Institute has adopted participative management wherein each stakeholder has well defined roles and responsibilities in decision making necessary for controlling and overall betterment of the institute. All the issues regarding academics, administration and enhancement of infrastructure etc are decided by the LMC. E-governance in education sectors allows use of information and communication technologies with the aim of improving education improve information, service delivery, encourage student participation in the decision making process, making administration transparent and effective. The institute maintains all its records like admissions, accounts, scholarships, examinations, placement of students etc. Institute also communicates to its staff and students through online mode like emails, whatsapp, facebook etc. College has Bio-metric attendance for Teaching and Non-teaching staff members. All day to day information is circulated through Gmail group accounts. The office is well connected with internet and wi-fi facility.</p>
<p>Student Admission and Support</p>	<p>All the students willing to take</p>

admission have to fill the online applications of entrance examination through the respective web portals. Then these examinations are conducted through online mode by the respective authorities. The results of these examinations are declared on their respective websites and sent to all the students through their registered emails. The document verification of the students is conducted by different facilitation centers through online mode. DTE conducts the CAP rounds and ask the students to fill the online option forms through their own logins. Then the DTE sends the information to the respective students about their selection in CAP rounds. Then the students have to go to ARC for online confirmation of admission. And finally the students have to report to the allotted institutes and confirm their admissions on the portal of DTE to complete the admission process.

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2019	Vivek Swami	Quality Improvement and Capacity Building Programme for Members of Associations of Indian Management Schools	Indian Institute of Management, Bangalore	17700
2019	Dr. Vijay Dhole	Innovative and Best Practices in Higher Education	Modern College of Arts, Science and Commerce, Pune	1000
2019	Prof. Rubina Sheikh	"Innovative and Best Practices in Higher Education"	Modern College of Arts, Science and Commerce, Pune	1000
2019	Vivek Swami	Innovative and Best Practices in Higher Education	Modern College of Arts, Science and Commerce, Pune	1000

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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2019	FDP cum Workshop on Summative Evaluation based on outcome based Education Philosophy for MBA	NA	24/08/2019	24/08/2019	4	0
No file uploaded.						

6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Faculty Development Programme on Finance and Accounts (Revised Syllabus 2019 Pattern)	1	28/06/2019	28/06/2019	1
FDP on OBE in Marketing Management	1	29/06/2019	29/06/2019	1
Cyber Security and Data Sciences - FDP	1	08/04/2019	13/04/2019	6
Bloomberg Market Concepts (BMC) - Certification Program	1	11/04/2019	11/04/2019	1
Faculty Development Programme on Cyber Security	2	08/04/2019	13/04/2019	6
Problem Based Learning (ICT15)	1	02/12/2019	06/12/2019	5

Certification Course on Marketing Research and Analysis	2	12/08/2019	08/10/2019	58
Management Accounting	1	10/07/2019	04/10/2019	86
FDP at IIM Ahmedabad	1	15/05/2019	31/08/2019	109
View File				

6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
43	43	45	45

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
Provident fund, Group Insurance Scheme, Gratuity etc.	Provident fund, Group Insurance Scheme, Gratuity etc.	Group Insurance Scheme

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

All the major financial transactions are monitored by the Finance Director and approved by the President and Secretary. Sinhgad Institute of Business Administration and Research conduct its internal 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 has established the system for its external audit regularly. External audit is performed for every financial year. The institution has appointed M/s K. S. Mali Co. for conducting the external audit.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
NA	0	NA
No file uploaded.		

6.4.3 – Total corpus fund generated

0

6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	LIC (SPPU)	Yes	Academic Monitoring Committee

Administrative	Yes	LIC (SPPU)	STES Auditors
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6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

SIBAR continually remains in touch with our students' parents and considers them an important stakeholder and contributor in the success of the institution. We invite them time to time to update about the progress of their ward, placement scenario and the various activities held at SIBAR. As many parents come from out stationed locations, their hospitality, stay and mess arrangements have always been given the utmost importance. The various events where parents have participated during the last academic year are as follows. • Introduction to SIBAR Academics and Placements: Introduction to SIBAR academics and placements was held on 22/08/2018 in the auditorium of SIBAR. The objective of organizing this event was to make them aware about the academics and placements so that they can also guide their wards about the same. • Pinning Ceremony: SIBAR organizes the Pinning Ceremony every year for rewarding the academic achievers. It was held on 10/10/18 in which more than 40 parents have participated. • SIBAR Annual Award Ceremony: SIBAR Annual Award Ceremony is organized to recognize student achievements under various co-curricular and extra-curricular activities. These types of events help the institute to develop an association with the parents and collect their relevant feedback.

6.5.3 – Development programmes for support staff (at least three)

The institute regularly conducts and motivates the supporting staff towards the up gradation of their knowledge and skills by attending different workshops, conferences and seminars. The institute bears the travelling and food expenses in this regard and gives on duty leave to attend these types of programmes. Few of the programmes attended by the support staff is mentioned below. • Workshop for the chief executive officers of examination which was organized by Savitribai Phule Pune University, Pune on 08/09/2018. • Training session on online process of eligibility of students which was organized by Savitribai Phule Pune University, Pune on 19/07/2018. • Moving towards Smart Library with IOT and Open Source Softwares which was organized by Central Library, Pune Institute of Computer Technology, Pune on First Second February 2019. • T10KL workshop on Koha and Library Automation which was organized by National Virtual Library of India and Funded by Ministry of Culture, Govt. of India on 12/10/2018.

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1. Registration of the institute with NPTEL as SPOC center 2. Workshop on Cloud computing with Amazon web services 3. Faculty contribution in New revised 2019 syllabus of MBA Program 4. Panel Discussion of Young Entrepreneurs 5. IOT Workshop 6. Harvard case study Mapping with new MBA Program syllabus

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b) Participation in NIRF	No
c) ISO certification	No
d) NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	Spectrum - Management Fest	03/10/2018	15/02/2018	20/02/2018	270

2018	Web Development Workshop	11/06/2018	01/09/2018	02/09/2018	32
2019	Tech. Drill Competition	02/01/2019	27/02/2019	27/02/2019	75
2019	Registration with NPTEL as SPOC Centre	01/01/2019	01/05/2019	01/05/2019	14
2019	Workshop on Cloud computing with Amazon web services	01/07/2019	19/07/2019	19/07/2019	78
2019	Work shop on IOT	02/01/2019	22/02/2019	22/02/2019	45
2019	Cyber Crime and Information Security Law Workshop	02/01/2019	10/06/2019	14/06/2019	32
2019	Harvard case study Mapping with New Syllabus of MBA Program	17/07/2019	19/08/2019	19/08/2019	154
2019	Student Training Programme	17/07/2019	16/09/2019	31/12/2019	154
2019	Cosset to Corporate	17/07/2019	04/10/2019	05/10/2019	180
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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Workshop on Women Health Hygiene	17/08/2018	17/08/2018	60	0
Women's Day Celebration	08/03/2019	08/03/2019	60	15
"Women Empowerment" at Chhatrapati College of Science and	25/01/2019	25/01/2019	55	34

Commerce, Shrigonda				
Women Health & Hygiene & Medical Check- up for Women	07/10/2019	07/10/2019	60	0
"Nirbhay Kanya Abhiyaan" at Marathwada Mitra Mandal Commerce College, Deccan, Pune in Association with Pune University	09/02/2019	09/02/2019	130	15

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
Percentage of power requirement of the College met by the renewable energy sources: 6.14 Total power requirement: 53750 KW. Power requirement met by renewable energy sources: 3300 KW Renewable energy sources: Solar Water Heater and Bio- Gas

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	0
Provision for lift	Yes	0
Ramp/Rails	Yes	0
Braille Software/facilities	No	0
Rest Rooms	Yes	672
Scribes for examination	Yes	5
Special skill development for differently abled students	Yes	0
Any other similar facility	Yes	0

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2019	1	4	30/01/2019	1	Swachhata Abhiyaan	Students Faculties were involved	345

						in Swachhata abhiyaan. Rally	
2019	1	2	11/10/2019	1	Rasta Suraksha Abhiyan	Pune Police Guided Students, Faculties and people on Road Safety	42
2019	1	1	27/01/2019	1	Distribution of Study related material like books, pen, pencil, notebook etc. at Sakhar Shala at Sant Tukaram Sugar Factory in Kasar sai, Pune	Helping Children of Suagr Factory workers who were staying at Sugar Factory	10
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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Code of Conduct for Students	01/06/2018	The students are briefed on the day on induction about our code of Conduct. Students are also informed about availability of Code of conduct handbook institute website for their ready reference. At the time of first day of every academic year students are reminded about code of conduct.
Code of Conduct for Teachers	01/06/2018	All teachers are expected to know and follow the outlined code of conduct for their profession. For the same SIBAR Admin Office do briefing to all new joining faculties,

about various code of conduct that they must know and follow in SIBAR. For the reference it is also uploaded on institutes website.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Tree Plantation Drive	26/09/2018	26/09/2018	67
Traffic Awareness Programme	11/10/2019	11/10/2019	56
Collection of Material Distribution to Flood affected are of Sangali, District.	13/08/2019	13/08/2019	40
Tree Plantation Drive	18/09/2019	18/09/2019	57
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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

SIBAR over the years has become more nature friendly by using green practices. Plastic free campus: "Rally for plastic ban - step towards Green Campus" was successfully organized. Placards and street play for the awareness of damage to the mother earth through the use of plastic was demonstrated. Ozone day was observed at SIBAR. There was a collage competition which was organized for the students, for making the youth aware about the depleting ozone layer and its harmful effects on the Humans. Meticulous use of water was the main emphasis on World Water Day. Rally for river was an initiative which was organized by SIBAR in collaboration with ISHA foundation. Pledge for the Support for Rally for Rivers was extended by a huge mob by just giving a missed call to 80009 80009. In the advent of making the working in the organization paperless, technology is mostly used in communication like WhatsApp and emails in order to communicate with the staff and students. Attendance recordkeeping is also done with the help of soft copies. Thus, the usage of paper is discouraged. GEMS-ERP system is used to maintain all academic and administrative data. Use of LED lights in the campus. Use of Solar system for Water heating in hostels. Rain Water harvesting

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

MBA: Social Media and Digital Presence: The information age offers an interesting intersection of education and technology. It also presents an opportunity to the educators and administrators to leverage their digital skills to deliver their best to the stakeholder's. SIBAR utilizes its Digital Presence for collaborating, networking, sharing and generating knowledge and content. We also keep ourselves abreast with the latest trends in technology and student life by effectively using the Social Media to reach out to recruiters, alumni, students and public at large to spread awareness about the quality of education imparted at SIBAR. Platforms like SIBAR Face book page are heavily used to share the recent campus updates, utilize group resources and devise mechanisms to improve student life. SIBAR uses the social media to

provide students with the ability to get more useful information, to connect with learning groups and alumina. Through these social networks, we incorporate social media plugins that enable sharing and interaction. SIBAR takes various initiatives on a day to day basis to share knowledge and add value through social media such as: • Insightful Wednesday • Book Reviews • Sabio SIBAR Blogs: SIBAR regularly takes initiatives to put new ideas into practice. This year, we have come up with our blogs. Our Blogs enchant the readers with knowledge and insights of what otherwise seems humongous to read or listen to. We shall keep sharing snapshots of what's in through these thought provoking bogs. SIBAR attempts to know and to inspire one and all to know as well, and that's where these blogs come into picture. Henceforth every week probably we shall share with our readers some quick readings for knowledge enrichment. Each piece of information will surely help our readers through the journey of 'Knowing and DOING'. MCA: GEMS - Governing Education Management System. Objectives 1. One stop solution for all education needs. 2. Quick reports powerful dashboards are designed. 3. Structured, integrated and systematic modules for governance of education management system. Context GEMS can promptly help SIBAR to govern, communicate, manage, organize, monitor, measure, report and analyse all of your day-to-day academic operations. Practice Academics module takes care of everything that is central to learning, education, and teaching. Academics are supported with an easy and collaborative Content Management System through which faculty can share educational content, manage projects assignments, handle notifications, conduct quizzes etc. Admissions module effectively manages admission through merit, entrance exam or a government regulated agency. The Exam module manages internal exams and concurrent assessments for institute. Placements module effectively manages the entire campus placement process. Feedback module includes academic-specific feedback, customizable evaluation parameters, flexible key process areas, grading, and more. Library module takes care of books/journals/CDs/DVDs/magazines management, membership management, catalogue management, Online Public Access Control (OPAC), Book Bank Management, transactions, digitization, auditing, reporting and other library functions. Online test module maintains question banks, can set objective/subjective question papers with random or fixed questions. Success 1. All the processes starting from admission to alumni are streamlined. 2. Students are able to access course content, notes, e-library from anywhere, anytime. 3. Online objective test are best source to practice and revise the study. Problems Training of the faculties, students and non-teaching staff for its usage. Relatively less speed of the system was a hurdle in the process initially since the usage estimation was less.

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

MBA: The Corporate Institute Interface committee is formed in order to establish SIBAR as one of the most preferred institute and to develop competent managers by educating them and nurturing their inherent talents. This committee undertakes activities such as: Corporate Mentorship: students are mentored by very high-level professionals, CEO's Entrepreneurs, CFO and VPS. This gives the students a chance to explore the corporate world, understand the expectation of the corporate's and gives them an opportunity of pre placement offer depending upon their performance. Panel Discussion: This involves a student group to discuss a topic related to business or academics. At SIBAR panel discussions

are conducted to enlighten students on various issues related to national and corporate issues. Guest lecturers: Guests from corporate and academia is invited to share their valuable knowledge and Insights from their experience about their contemporary business issues. Industrial Visits: Students visit companies and get insights of on the internal working environment of the company. Students interact with the company people on how a corporate entity works and get accustomed to the industrial working practices. Live Projects and on the job Training: Students work in the corporate world like malls, manufacturing units etc to get hands on experience of learning while doing. Cosset to Corporate: An experience of meeting and managing corporate deadlines through various assignments, tests, presentations, making of video clipping, social work and additional responsibilities. Buddy program: This is a tool to assist newly appointed project managers. The buddy system encourages the students to share project management tips, tools, knowledge and techniques. MCA: Project based learning approach in SIBAR MCA is practiced across five levels. • Level I First Semester: Domain Analysis Projects: This is the familiarization stage wherein a student gets a basic idea of how to develop a project. E.g. C projects - Aiming at logic development • Level II Second Semester: Basic projects: This is the practice stage, where 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 design, input form design, report design, menu design - ON PAPER • Level III Third Semester: Three Tier Architecture Projects: Here students are exposed to the concepts and implementation perspective of three tiers and web-based applications. Implementation of projects done in second semester using various GUI supports, and fetching and storing data in the database • Level IV Fourth Semester: Complete Application: This is the stage for developing complete deployable application including backend database integration. Here students are exposed to the concepts and implementation perspective of three tier and web-based applications • Level V Fifth Semester: Commercial product: Project to Product Transition This is the stage for developing complete deployable application including backend database integration.

Provide the weblink of the institution

8.Future Plans of Actions for Next Academic Year

Future Plans of action for next academic year 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 plan to grow an ecosystem of research and recent trends. Focus will be on building SIBAR as the institute for dissemination of knowledge on the emerging areas of Data Science, Artificial Intelligence, Cloud Computing, Internet of Things, Business Analytics, Digital Marketing etc 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 will be 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. We plan to identify niche area of subject for each faculty so that they make their team of students to work on some live projects as project based learning is our main facet. 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. We plan to arrange case based and simulation based teaching sessions for some subjects on regular basis so that students should understand practical aspects associated with those subjects. We are planning to inculcate research culture in the institute by improving the ratio of PhD faculty members and student researchers. We are applying to all possible funding and grant schemes from government and non government organizations and from University of Pune. For reaching to all the parts of state and country students, we plan to focus on admission outreach by conducting MBA/MCA course awareness workshops, entrance test information workshops in various undergraduate colleges, coaching institutes etc. We plan to connect to our alumni by inviting them for talks and build a strong alumni network for better placement opportunities for our students through it.