



YEARLY STATUS REPORT - 2022-2023

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. **02067571101**
- Mobile no **9623448939**
- Registered e-mail **director_sibar@sinhgad.edu**
- Alternate e-mail **directormca_sibar@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. Urmila Nikam**
- Phone No. **02067571102**
- Alternate phone No. **9527012626**
- Mobile **9823753301**
- IQAC e-mail address **iqac_sibar@sinhgad.edu**
- Alternate Email address **netra.patil@sinhgad.edu**

3. Website address (Web link of the AQAR (Previous Academic Year))

<http://sibar.sinhgad.edu/>

4. Whether Academic Calendar prepared during the year?

Yes

- if yes, whether it is uploaded in the Institutional website Web link:

http://sibar.sinhgad.edu/naac_2022_23/AC_23

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
MCA	Dr. Panjabrao Deshmukh Vastigurh Nirvah Bhatta Yojana (DTE)	DBT	2022 (365)	600000
MCA	Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulk Shishyavrutti Yojana (EBC)	DBT	2022 (365)	3784328
MCA	Scholarship for students of minority communities pursuing Higher and Professional courses (DTE)	DBT	2022 (365)	35000
MCA	Tution Fees and Examination Fees to OBC Students	DBT	2022 (365)	1749632
MCA	Tution Fees and Examination Fees to SBC Students	DBT	2022 (365)	408633
MCA	Tution Fees and Examination Fees to VJNT Students	DBT	2022 (365)	1336092

MCA	Govt. of India Post-Matric Scholarship	DBT	2022 (365)	1880000
MCA	Post-Matric Tuition fee and Examination fee (Freeship)	DBT	2022 (365)	485000
MBA	Dr. Panjabrao Deshmukh Vastigurh Nirvah Bhatta Yojana (DTE)	DBT	2022 (365)	890000
MBA	Rajarshi Chhatrapati Shahu Maharaj Shikshan Shulk Shishyavrutti Yojana (EBC)	DBT	2022 (365)	7924311
MBA	Scholarship for students of minority communities pursuing Higher and Professional courses (DTE)	DBT	2022 (365)	250000
MBA	Tution Fees and Examination Fees to OBC Students	DBT	2022 (365)	3900270
MBA	Tution Fees and	DBT	2022 (365)	936422

	Examination Fees to SBC Students			
MBA	Tution Fees and Examination Fees to VJNT Students	DBT	2022 (365)	6335422
MBA	Govt. of India Post-Matric Scholarship	DBT	2022 (365)	15952000
MBA	Post-Matric Tuition fee and Examination fee (Freeship)	DBT	2022 (365)	2310000
MBA	Post-Matric Scholarship Scheme (Govt. Of India)	DBT	2022 (365)	465000

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)

- SIBAR thrives each year to enhance its teaching learning pedagogy. The Harvard Case study pedagogy has provided an impetus to value creation for its learners. One evidence that proves alleviation is the academic achievement of a student as University topper from Batch 2020-22. Several Domain workshops were conducted such as Insurance & Risk Transfer, Interpersonal Interactions, Excel Workshop, Negotiation skills using Dramatics, Domain Clubs in which activities are conducted to enhance learning and better comprehension of concepts learnt in classroom. SIBAR fosters a harmonious culture through workshops on Striving for Excellence and Team Building and also sensitize students in light of Gender Equality.
- Research is one area that SIBAR faculty and students are being engraved with. The institute supports by motivating and providing infrastructure to faculty to engage in meaningful research. The SIBAR research journal saw contribution from most faculty members. Also individual faculty publication has seen an incremental rise from xx papers to yy papers. A stepping stone this year has been the publication of Students' research papers, which was a rigorous process starting from apprising them about research papers, guiding them to write and present the paper at a Students Research Paper Competition, of which 18 papers have been published.
- Significant number of students and faculty completed various certifications such as NPTEL, TCS ion, LinkedIn courses, etc. The Institute received special recognition from IIT-M along with the achievement of 2 Domain Scholar and 3 NPTEL Believer certifications.
- An IPR ecosystem is developing with innovation and entrepreneurship cell. IPR Awareness sessions are held intermittently to inculcate a conducive culture and to promote IPR awareness among all stakeholders. SIBAR proudly boasts that 100% of its faculty members have filed copyrights for their teaching content, a few have also successfully published patents.
- Corporate liaising is another feather in SIBARS cap with MOUs being signed in this academic year with NISM, CII, ISTD-Pune Chapter, etc., in addition to the previous ones. We have arranged for several activities and guest speakers through this corporate connect, for supplementary learning and experiential learning. PATH our Placement & Training Hub catalyses enhancement of employability skills among students by conducting Webinars and Seminars on Bridging Skill Gap by Edunet IBM Skill Build program, Rubicon Solutions, GTT, etc.

Among other activities another important activity that aids learning are the visits to several corporates to understand the manufacturing process and functioning of an organisation. Few companies visited include CottonKing Baramati, Parle-G at Hyderabad, Verda Milk & Sai Shawl Factory at Kullu-Manali.

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
Curriculum Enrichment	<p>SIBAR boasts of its teaching learning pedagogy by adopting the Harvard Case based teaching. Case studies are mapped with Course curriculum and then specific calendar is planned and implemented to ensure conduct of cases. Each Course faculty is also encouraged to supplement teaching learning with value reads time to time on specific topics from the course. Students are given assignments based on these reads. Guest sessions by Industry experts on Domain specific topics enhance the learning of students. To set base Bridge courses are also conducted to aid in bridging gap in understanding a new course. Android workshop was conducted for MCA students for the necessary hands-on expertise.</p>
Research paper publication & Research Centre establishment	<p>Research papers by faculty and students is encouraged to be increased. SIBAR research journal has been published and students research conferences was conducted. SIBAR applied for Ph.D. Research Centre under SPPU, the committee visit for which is done and confirmation letter awaited. 2 faculty members are research guides already and now 3 more faculties</p>

	have obtained their 'Recognition as Guide' letters from SPPU.
Certification Program	Faculty members and students were advised to undertake Certification programs. Faculty members have undertaken MOOC certifications, Refresher Course etc. Students have registered and many have completed the certification courses by NPTEL, Coursera, Udemy, TCSion, LinkedIn, etc
IPR promotion and awareness	Apprise faculty and students of the IPR initiative of the institute. Webinars are conducted regularly to create awareness. SIBAR faculty is also a recognised IP Mitra. Copyrights filed by students and 100% faculty members. COEP Bhau Incubation Center visit conducted
Innovation to be motivated and brought out through various events organized under IIC	Design Thinking Workshop conducted, Ideas generated and documented. SPPU Avishkar Competition conducted and entries sent for Zonal Level. COEP Bhau Incubation Centre visit arranged.
Corporate and industry interaction to be increased	MoUs were signed through which activities for the benefit of students was conducted. Guest session and workshop through-out the semester were conducted by industry expert.
Cultural Celebrations and International, National, and Regional days of importance celebrated	Women's Day Program celebrated in innovative way as "Mazi Aai Mazya Collegat" which celebrated mothers of all students as well as staff, all important days celebrated to inculcate and apprise the cultural heritage of India. International Yoga day,

	regional days etc. was celebrated to enthuse open arm spirit culture.
Outreach Programs conducted at national and local level	Cleanliness Drive, Industrial Visit, computer awareness programs for local community held, CSR activity wherein Mamta Foundation was visited, Health check up camp, especially for women for Breast and Cervical cancer was conducted.
Strengthening infrastructure resources	Purchase of library books / electronic equipment for respective laboratories in accordance with the updated SPPU syllabus that specifies the latest technologies implementation. Language lab has been revived and sessions are being conducted for students development. Access to e-resources for faculty and students is made.
Academic Bank of Credit (ABC)	All SIBAR students have an ABC account, to enable transfer of credits across programs.

13. Whether the AQAR was placed before statutory body? Yes

- Name of the statutory body

Name	Date of meeting(s)
IQAC	01/08/2023

14. Whether institutional data submitted to AISHE

Part A

Data of the Institution

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• Name of the Head of the institution	Dr. Dhananjay Mandlik
• Designation	Director
• Does the institution function from its own campus?	Yes
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• Registered e-mail	director_sibar@sinhgad.edu
• Alternate e-mail	directormca_sibar@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
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<ul style="list-style-type: none"> Name of the statutory body 	

Name	Date of meeting(s)
IQAC	01/08/2023

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2021-22	04/01/2023

15. Multidisciplinary / interdisciplinary

Sinhgad Institute of Business Administration and Research is a Techno-management institute. We bring together the students from MBA and MCA to form innovative ideas. Various competition and events are held where students of different streams come together.

The SPPU Curriculum allows ample scope to students to multi-specialise and take up inter-disciplinary assignments. First and foremost, it allows students to undertake dual specialisation during the program period of two years itself. Secondly it provides ample opportunities to students in the form of enrichment courses, open electives and alternative study credit courses which are encouraged at SIBAR. Students undertake multidisciplinary trainings irrespective of their core specialisation. A classic example is the certification program that students undertake, Internships and other field projects, Project based learnings which are multidisciplinary in nature. Courses chosen by the faculty and students as the semester bundle allows ample scope to learn across domains for a better understanding and holistic development. SIBAR follows the Harvard pedagogy for case study, which is one of the Enrichment course type that is conducted for all major domains/specialisation and not specific ones.

Another value addition to SIBAR students is its Flagship program called STP: Student Training Programme under which students are groomed to be industry ready in all aspects starting from communication skills, interpersonal skills, computer proficiency skills and more over the domain skills.

16. Academic bank of credits (ABC):

Sinhgad Institute of Business Administration and Research has brought onboard the ABC for all its students. We started off by

conducting a seminar for students on the use and benefits of ABC. The seminar gave them a chance to understand the importance and purpose of academic credit bank in the long run. This too gave them a chance to present any question and get their doubts cleared from the experts. All SIBAR students were encouraged to create their ABC ID before filling up their examination forms. It was the responsibility of Academic Coordinator to see that each and every student created the ABC ID on the website and Academic Coordinators also handled all the issues that the students faced during this process. This will be followed for the newly admitted students too. Thus, we have all our students with ABC IDs as per the requirement of NEP 2020.

17.Skill development:

Skill building is at the forefront of every activity SIBAR undertakes. Every endeavour of the institute has a specific objective, be it Guest sessions, management games, sports, or any other thing. Emphasis has been on nurturing inherent talent and honing skills, so as to bring out the best of a students' ability to perform. Skill gap is identified intermittently starting with the competency mapping and psychometric testing, where in the students' team building, interpersonal skills, aptitude, reasoning ability, etc. is mapped.

SIBAR aims at building competencies to not survive in today's time but also to flourish in the times to come. Building skill by skill the institute harnesses the potential of each of its student, for instance by activity such as Marketing Club "Express Yourself" the institute tries to bring out the ability of expression of the student both verbal and non-verbal. Outbound learning activity, treks, visits etc. help build social skills of the student.

The flagship STP i.e. Student Training Program focusses on building the employability skills of the student, by means of different modules designed to cater to specific needs of the industry. Soft skill is an important element that is taken care of by the institute, students are apprised on not just speaking skills but other behavioural skills as well such as Table manners, Interview manners, social habits, etc. By all these means we are creating an empowered workforce.

SIBAR is affiliated with Savitribai Phule Pune University (SPPU) and the syllabus prescribed by SPPU has a gradable course on Skill Development Paper I & II. This course provides knowledge to

the students, as well as improve their skills also. SIBAR is organizing training and development programmes and add-on courses for our students to improve their skills which will be helpful for their employment.

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

SIBAR in its implementation of the NEP is focused on IKS. The institute has started work in this direction by encouraging faculties to undertake course and FDPs based on IKS. This has helped faculties in imbibing the IKS. As most of our students come from rural part of the state, instruction language majorly English is supplemented with vernacular language (Hindi or Marathi) intermittently for a better understanding of concepts by the students.

A lot more and in depth understanding is required for implementing it in the current academics. The faculty members are well conversant with minimum three languages (including regional and national language) that makes the communication effective.

At SIBAR we also celebrate all festivals of national and cultural importance to keep our students aware of the rich cultural heritage of our country.

The institute encourages the holistic development of students through various activities conducted under the direction of the University like Marathi Bhasha Diwas, Matrubhasha and Rashtrabhasha Din etc that integrates regional / Indian language and culture through curriculum, events, festivals etc. Youth Day celebration saw an overwhelming response from students where they presented the ideologies of Swami Vivekanand and how each one can have a better content life.

Philosophy, cross-disciplinarily, main approaches and methods are dealt with under some courses of the SPPU curriculum, for instance concepts in the course '*Management Fundamentals*', learnings/management concepts from the Ramayana and Mahabharata in the course called '*Indian Ethos and Business Ethics*', etc. Use of Indian case studies to illustrate a few remarkable accomplishments in diverse fields, eg Biocon Case.

Visit to IKS-related prominent places such as Temples, Gurukuls, Historical sites, Arts & Crafts communities, Healing Centers, that enable faculty members and students to appreciate the

various manifestations of IKS are organized. Some places visited are Kanifnath Temple, Birla Temple, Hidimba Devi Temple, Sinhgad Fort, Charminar, Golkonda Fort, Golden Temple, Salarjung Museum, Jalianwala Baugh, Wagha Border, Vashisht Aashram, etc.

Sharing the life and work of contemporary original thinkers who have made seminal contributions in their field, using IKS framework, would motivate faculty & students to explore various dimensions of IKS. One such thinker is C.K. Prahlad who made significant contribution to the field of Strategic management. His work on socio economics of the population and its implication is elaborated in the article Fortune at the Bottom of the Pyramid. JRD Tata, Vikram Sarabhai – father of India's space program, Narayan Murthy, Dr. Kurien Verghese and many more.

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

Self-Learning is the Key. Outcome based education aims at bringing out the self-learning element of students more than any other form. OBE facilitates learning from both sides i.e. trainer taught content backed with self-study, delving deeper into the topic by one's own self.

SIBAR is affiliated to Savitribai Phule Pune University and follows the syllabus as prescribed by the University, which is a Choice Based Credit System & Grading system. The prescribed syllabus is designed with well-defined Course outcomes and Program Outcomes.

The Institute faculty members put in all efforts to chalk out the course outcomes aligning them with Program outcomes at the beginning of the semester. All course faculty under the guidance of Director and Academic co-ordinator identify the course outcomes, means to evaluate these outcomes through Comprehensive Concurrent Evaluation (CCE), map these to the Program outcomes as outlined in the SPPU Syllabus. Each course faculty also then proceeds to calculate the attainment of these outcomes using a systematic and scientific approach.

This practice is not just confined to faculty members, the students are also apprised about the same in their Academic Orientation session during the Induction Program and also over intermittent periods of time during the semester. This not only enthuses confidence in the students but a better comprehension of what is the current state and what should be or is the desired state. Outcomes of each Course are explained to students for

them to know and understand what's in the course for them. This enables the learner to identify his/her weak points and take the necessary steps / amend his/her learning style to streamline to achieve the final goal. This is done with the help of tools that are either demonstrable or assessable to perform, hence focus is on performance and not the activity or the task.

20.Distance education/online education:

SIBAR is affiliated to Savitribai Phule Pune University (SPPU). MBA and MCA programmes are full time programs that are run in offline mode by SPPU.

Add on courses are provided to students as online certification courses. These courses improve their knowledge and employability skills. SIBAR facilitates MOOC courses for its students and staff through NPTEL SPOC. Multiple efforts are undertaken by the institute to provide supplementary learning in online mode. The TCS ion certification, The GTT training, many such programs have been run for students in online mode.

Also regular teaching learning beyond time is effectively handled by faculty over the weekend or evening in online mode. Recapitulation or Doubt clearing sessions have been conducted online for the convenience of students and due to other constraints.

Students had a session on the LinkedIn Learning platform, Coursera, Udemmy etc wherein couple of students have completed small certifications. Also students have participated in Online National level Quiz competition organised by AIMS.

As part of Online acquaintance to learning, video making, blog writing etc is also encouraged by the institute. Faculty and students also have been provided with access to multiple online resources to enable a conducive and great learning experience.

Currently, SIBAR is providing Koha software for library automation and Language Lab, e-Lab is used for providing e-learning facilities to students.

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	755
Number of students during the year	
File Description	Documents
Institutional Data in Prescribed Format	View File
2.2	360
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	406
Number of outgoing/ final year students during the year	
File Description	Documents
Data Template	View File
3.Academic	
3.1	34
Number of full time teachers during the year	
File Description	Documents
Data Template	View File
3.2	36
Number of sanctioned posts during the year	

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)	1,21,09,128
4.3 Total number of computers on campus for academic purposes	382

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. Academic calendar of SIBAR is prepared considering academic calendar of SPPU. It includes examination dates, events, SIP Viva, holidays, guest lectures, seminars, workshops. Institute level Academic monitoring committee audits performance of institute, which is in turn monitored by committee at society level. A well-documented process ensures that curriculum is aligned with the institution's goals, educational standards, and needs of students. CO, PO & PSOs are matched & assignments, internal examination papers are designed according to COs mentioned in syllabus. Faculties prepare course files which includes Academic Calendar, Lesson Plan, Delivery Report, Evaluation, Lecture Notes, Assignments, Class Tests, Question Bank, University QP. Regular assessment of curriculum delivery allow to make data-informed decisions to enhance teaching strategies, address gaps in student learning, and provide necessary interventions. Faculty members encourage students to read reference books and use e-resources. Remedial coaching is given to students failed in exam to help them cope with course preparation. Additional library support is provided to such students if extra facility is needed. Personal counselling is provided to overcome any barriers in studying. Students feedback helps to know expectations from educators, their performance

evaluation and focus on accountability & quality assurance.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	http://sibar.sinhgad.edu/media/535383/1.1.1.pdf

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

SIBAR Academic calendar ensures evaluation process is structured and consistent in a semester. These dates are predetermined and communicated to students, faculty members to maintain consistency and streamline educational process. Academic calendar for CIE, SIBAR ensures that evaluation process is conducted at regular intervals and aligns with scheduled timelines of academic year. CIE mechanism is transparent. Generally, assignments, class tests, prelims, project presentations, and subject specific evaluation methods are used, students are informed about types of exams, marking scheme, evaluation scheme, judging criteria etc. This allows for a systematic and fair assessment of students' knowledge and skills, providing them with feedback and opportunities for improvement. Course faculties are apprised on the process once again with improvisations if any, followed by deliberations amongst themselves to design the CIE rubrics for the course based on the CO-PO mapping done aligning with respective PSO's, Institute Goals, mission and Vision statement. By following academic calendar, designed at beginning of semester, students & faculties are able to plan their study and teaching schedules accordingly. It helps in managing coursework, assignments, and other academic activities effectively. By conducting evaluations at regular intervals, students receive timely feedback on their performance enabling them to identify areas of improvement and make necessary adjustments to learning strategies which is taken care in mentoring sessions. The internal evaluation thus conducted are assessed, evaluated and scores/performance is communicated with students.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	http://sibar.sinhgad.edu/media/535386/1.1.2.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

A. All 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

2

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)

7

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

479

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

Integrating issues like professional ethics, gender equality, human values, and environmental sustainability into an institution's curriculum is forward-thinking approach to education. Professional ethics are foundational to ethical decision-making within different fields. By conducting certain programs we impart principles of integrity and accountability, equipping students to make ethical choices, help them modify their behaviour and conduct by providing soft skills training. SIBARs gender sensitisation plan averts biases, stereotypes, and discrimination, fostering an inclusive environment. Right from Induction program they are apprised on gender equality, a special program to commemorate the contributions of women is organised in the form of a mega Women's day or Mother's day event. Discussions on human values, such as empathy and social responsibility encourage the development of a strong moral compass, enabling ethical decisions in personal and professional life. Organising cultural and other activities help

to build faith, gain trustworthiness, harmony creation and a strong culture of unity. Environmental and sustainability topics address global challenges. Some activities include SIBAR CSR initiatives such as Visit to orphanages/Old age homes, blood donation camps, Energy conservation activities, avoidance of plastic usage, etc. This comprehensive approach signals the institution's commitment to producing socially responsible graduates with a profound understanding of professional ethics, gender equality, human values, and environmental sustainability. It equips students to tackle the complexities of the modern world and positively impact society.

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

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

6

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
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

319

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	http://sibar.sinhgad.edu/media/535389/1.4.1%20&%201.4.2.pdf
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

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	http://sibar.sinhgad.edu/media/535389/1.4.1%20&%201.4.2.pdf

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

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

360

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

Based on the students' qualifying exam results, result of CET exam, engagement in class, responsiveness to questions during class, and involvement in events, the Institute distinguishes between slow and advanced learners. Learning levels is subjective in nature, that identifies one student from another. At SIBAR handholding of all students is done to ensure bringing them to a desired level.

Slow Learners

The Bridge courses are offered at the start of the semester, and they are extremely beneficial for slow learners. They are able to raise the students' understanding level as a result. The slow learners are placed in remedial classes. The mentors closely observe the students and refer them to a particular course instructor for more coaching. Their project mentors and advisers give them special attention throughout the mini projects, projects, and summer internship programme. Based on one-on-one interactions and observations, mentors support slow learners in establishing their personalities and advancing.

Advanced learners

The Institution encourages advanced learners to take part in contests, technical events, Avishkar and research projects, business plan competitions, management games, and other events. They are provided opportunities to exhibit their skills and pursue novel interests. They receive motivation.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535426/2.2.1%20slow%20and%20advanced%20learner.pdf
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
23	1

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 more important than merely mugging up theoretical concepts. Therefore the teaching-learning methodology is so designed that every student gets involved in activities and learns concepts in an 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 so as to enhance the learning experience of the students.

At Sinhgad Institute of Business Administration and Research, student-centric methods form the cornerstone of enhancing learning experiences. To achieve this, various pedagogical approaches are employed, including experiential learning, participative learning, and problem-solving methodologies.

Experiential learning goes beyond traditional classroom teaching by providing students with hands-on experiences that connect theory with real-world applications. Through internships, industry

visits, and live projects, students gain practical insights, develop critical thinking skills, and understand the complexities of the business world.

Participative learning fosters active student involvement through group discussions, debates, case studies, and presentations. This collaborative approach encourages peer-to-peer learning, nurtures communication skills, and enhances teamwork abilities.

Problem-solving methodologies are integrated into the curriculum, enabling students to analyse complex business challenges and develop innovative solutions. They are encouraged to apply theoretical concepts to practical scenarios, engage in critical thinking, and propose strategic approaches to problem-solving.

These student-centric methods create an inclusive and dynamic learning environment that caters to diverse learning styles and nurtures holistic development.

File Description	Documents
Upload any additional information	View File
Link for additional information	http://sibar.sinhgad.edu/media/535429/2.3.1%20teaching%20learning%20process.pdf

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

For teaching and delivery, the faculty members also employ electronic books, journals, and other resources. At SIBAR, teachers harness the power of ICT (Information and Communication Technology) enabled tools to create an effective teaching-learning process. Recognizing the immense potential of technology in education, the institution integrates various ICT tools into the curriculum to enhance teaching methodologies and optimize learning experiences.

The use of ICT platforms including the Sinhgad APP, HBSP and NDL, ProQuest Management Databases, JSTOR, the National Digital Library, and NPTEL Lectures and Videos has been mastered by faculty members. They also utilize an LCD projector, Google Docs, Google Groups, Microsoft PowerPoint, Google Classroom, WhatsApp, and YouTube. The students are given notes in soft copy, PPTs, book CDs, and other materials.

For both students and staff members, there is also Wi-Fi connectivity on campus. The library also makes computers and online journals accessible to the public, as well as journals to which subscribers have subscribed on the recommendation of academics, and it also makes downloads possible.

Delivery of content is mainly by way of classroom teaching but SIBAR also undertakes Webinars and conducts few sessions online to equip students use digital resources and tools of the present.

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

34

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

34

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

16

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

34

File Description	Documents
Any additional information	View File
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.

Continuous Internal Evaluation is implemented in the institute for monitoring the students' progress in academics. SPPU has provided the guidelines for implementing continuous internal evaluation in the syllabus.

Tools used for Internal Assessment: Internal Assessment involves components like Tests, End Semester internal Examination, Assignments, Practical's, Presentations, Projects, GD & PI, Case study, Viva-voce and Quiz.

Transparency in the execution of Continuous Internal Assessment: The whole CIE system is transparent. Students are informed about the CIE implemented at the institute through notices and through WhatsApp groups. After each assessment the results are communicated to the students.

Robustness in the mechanism of internal assessment: The internal assessment mechanism at SIBAR is designed to be transparent and robust, ensuring fair evaluation and fostering continuous improvement in students' academic performance. The robustness of the mechanism is achieved through various means.

Firstly, the assessments are conducted at regular intervals throughout the academic year, promoting a continuous learning process.

Secondly, the institution utilizes a diverse range of assessment modes, including assignments, presentations, group projects, and practical evaluations. This multi-dimensional approach ensures a comprehensive evaluation.

Additionally, student performance is communicated promptly and constructively, enabling them to identify areas of improvement and seek necessary support from faculty.

File Description	Documents
Any additional information	View File
Link for additional information	http://sibar.sinhgad.edu/media/535264/2.5.1_internal%20assessment%20mechanism.pdf

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

Internal Examination is conducted by the Institute. The grievances

related to the individual courses are handled by respective teachers. Internal Examination grievances are resolved during feedback sessions for Class tests, and End-term Examinations. If any discrepancy is observed, the respective course faculty takes the corrective measures to solve the grievance. If required, the changes in the marks allotted are done by the respective course teacher and the same is communicated to the Internal Marks Committee. Hence complete transparency is maintained.

The Examination Committee addresses the grievances related to the internal as well as university theory examination. The Institute appoints a Senior Supervisor who monitors the entire examination process for smooth conduct. The time-tables, schedules and guidelines are communicated to the students well before the examinations. Instructions are displayed at several locations and also communicated prior to examination in the form of notices and on their Whatsapp groups.

The issues faced by the students during the theory examinations are immediately conveyed by the College Examination Officer (CEO) appointed to the SPPU authorities and the solutions provided are immediately communicated to the students. The grievances raised by the students regarding external/online exams are discussed with the Director and then forwarded to the SPPU by the examination section if need be.

File Description	Documents
Any additional information	View File
Link for additional information	http://sibar.sinhgad.edu/media/535432/2.5.2%20examination%20grievances.pdf

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.

SIBAR (Savitribai Phule Pune University) has taken significant steps to align its students' education with well-defined outcomes, in accordance with the Program and Course Outcomes set by the university. These outcomes are transparently accessible on the institution's website, allowing students to make informed choices about their academic paths and tailor their combinations accordingly. Between 2020 and 2022, SIBAR implemented an effective initiative using Concurrent Internal Evaluation (CIE) to

disseminate outcomes. This approach integrates advanced thinking and engaging tasks, promoting a holistic learning experience. SIBAR values the perspectives of its stakeholders, notably alumni, and maintains communication channels by inviting them for guest sessions. This engagement ensures that the institution benefits from valuable insights and continuously improves its educational offerings. Faculty members play a crucial role in this comprehensive approach, mapping Course Outcomes(COs) to Program Outcomes (POs) and actively engaging students in Competency-Based and innovative tasks. This approach not only nurtures students' growth but also aligns with the institution's vision, creating a robust framework for outcome-based education. In summary, SIBAR's commitment to quality education and its dedication to nurturing growth align with its institutional vision and student aspirations, reinforcing its role as a provider of outcome-based education.

During semester planning course faculty build rubrics and map CO-PO's. This is well communicated to students during the Academic Orientation session, also course faculty apprise students o the same based on course type & specific to the semester.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	http://sibar.sinhgad.edu/media/535435/2.6.1%20mba%20mca%20co%20po.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

SIBAR, affiliated with Savitribai Phule Pune University (SPPU), demonstrates a strong commitment to quality education through its systematic approach to evaluating Programme, Programme-specific, and Course Outcomes. The institution has witnessed tangible improvements, including an increase in student enrolment, higher pass rates, and greater student progression into higher studies.

SIBAR employs a comprehensive assessment strategy that combines formal and informal methods to measure outcome attainment. This

includes soliciting and incorporating stakeholder feedback for indirect assessment, ensuring that the perspectives of various constituents are considered.

Adhering to the academic calendar, SIBAR conducts formative assessments such as assignments, projects, and practical exams, facilitating the diverse evaluation of students' skills and knowledge.

Methodology for Calculating CO PO Attainment

- 1: Develop CO - PO mapping at each Course Level and Program Level
- 2: COs Attainment Targets at Course Level
- 3: Calculating Attainment at each Level of Assessment for Course
- 4: Calculating Semester-wise Attainment for each Level
- 5: Calculating attainment at each level for a Programme - i.e., Direct and Indirect

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	http://sibar.sinhgad.edu/media/535438/2.6.2%20copo%20and%20attainment.pdf

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

298

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	No File Uploaded
Paste link for the annual report	http://cms.sinhgad.edu/media/532261/2.6.3%20-%20pass%20percentage%20of%20students%202021-2022.pdf

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)

<http://sibar.sinhgad.edu/media/535441/2.7.1%20student%20satisfaction%20survey%202022-23.pdf>

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)

Nil

File Description	Documents
Any additional information	View File
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)	View File

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

5

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

Nil

File Description	Documents
List of research projects and funding details (Data Template)	View File
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

SIBAR takes pride in mentioning some of the activities that create an ecosystem for innovation, creation and transfer of knowledge. The State of the Art Infrastructure support includes innovative learning system, innovative learner support system, collaboration and networking of learner support centres. The Institute provides a favourable environment for promoting innovation and incubation.

The College has created an Entrepreneurship Development Cell (EDC) and Institutional Innovation Council (IIC) for promoting innovation & entrepreneurship activities. Awareness meet, industrial visit, workshop, guest lecture on entrepreneurship are organised. Students are provided Opportunities to directly interact with the outstanding entrepreneurs excelling in the field. Institution has created an ecosystem for innovations and has initiatives for creation and transfers of knowledge. The objective of the incubation centre is to facilitate students to convert their ideas into technological innovations.

During the academic period entrepreneurs were invited for guest sessions where they shared their journey with the students, eg. special guest lecture Mumbai dabbawalla. Incubation Centre Visit was also arranged to COEP's Bhau Institute of Innovation Entrepreneurship and Leadership, Pune. For preparation, a special facility like special internet line, library and the workshop facilities has been given 24 x 7 to all the enrolled students. Required infrastructure in terms of space, equipment and support facilities are available in the campus for the competition.

A conducive environment leading to a flourishing number of Copyrights and patents by faculty members is evident.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://sibar.sinhgad.edu/media/535483/3.2.1.pdf

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

24

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

4

File Description	Documents
URL to the research page on HEI website	http://sibar.sinhgad.edu/media/535495/3.1.2%20ph%20d%20guide%20recognition.pdf
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

35

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

9

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

The Extension activities of the SIBAR are designed to sensitize the learners and other stakeholders towards social and sustainable

development issues.

In SIBAR, extension activities are carried out in the neighbourhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year. Institute mainly focuses on service to society through quality education.

To meet this vision, institute facilitates the student in various social and technical activities. Institute has conducted social and technical activities for sensitising and motivating the students to social issues with holistic development. Social activities include blood donation camp, swachha bharat abhiyan, tree plantation, road safety awareness program etc and many more such programmes .

SIBAR planted saplings around the campus. The objective of this activity was to maintain green environment in and around campus and in return greenery in and around college area which would be beneficial to the environment.

Another initiative included cleaning of the water stream flowing at the periphery of the campus, to avoid any flooding of rain water.

Students visited Mamta Foundation. New clothes and some stationary items were donated to them. It helped students to relate to the old age people thereby developing a feeling of relationship.

Among the additional activities a few of them included the Visit to Warkaris during Palkhi procession, celebration of Youth day on the occasion of Swami Vivekanand's birth anniversary etc.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535480/3.4.1%20extension%20activites%20qlm.pdf
Upload any additional information	View File

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

7

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

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

23

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

1004

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

31

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	View File
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

11

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	View File
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 enhancements of infrastructure facilities which are required as per AICTE & SPPU norms.

The institute has well equipped classrooms, tutorial rooms having LCD projector, internet connection and adequate computer labs & laboratory with a capacity of 382 computers. Seminar hall has seating capacity of 100 and auditorium 300 students. The institute has a well-furnished library with a reading hall, a digital library with a large number of reference books, journals and e-journals. 24 x 7 Wi-fi facility is also available to students in the institute.

Director Cabin, board room, Faculty rooms, administrative office, placement office, indoor and outdoor games facilities and exam control room are also available with modern amenities.

The institute has separate common rooms and toilets for girls and boys.

In a language lab, dedicated faculty use's engaging language learning content and resources. Additionally, SIBAR has also created a Studio room for video content making and viewing.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://sibar.sinhgad.edu/media/535213/4.1.1%20infrastructure%20facilities.pdf

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 management events, sports/tournaments and cultural activities and provides 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 on campus. It is equipped with state of the art infrastructure.

Yoga: Yoga sessions are regularly conducted for students to maintain good health, possess mental and emotional stability.

Cultural Activities:

To bring out the hidden talents of the students and for getting exposure in interpersonal skills, team spirit, time management delegating, the students are encouraged to participate and arrange various activities, such as Theme days, Drama, Dance, Poetry etc.

Facilities: Place/Area(sq.m)/Establishment year / user rate

1 Auditorium 268.4 / 2004 /100%

2 Seminar Hall -132/ 2004 /100%

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	http://sibar.sinhgad.edu/media/535216/4.1.2%20adequate%20facilities.pdf

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	http://sibar.sinhgad.edu/media/535219/4.1.3%20ict%20enabled%20facilities.pdf
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)

72,84,372

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 {Integrated Library Management System -ILMS}

Name of ILMS software

Nature of automation (fully or partially)

Version

Year of automation

Koha

Partially

Customized Automated

2022

Easylib

Fully

6.0

2006

SIBAR Library was established in 2004 for MBA & MCA program. Our Library have useful collection of textbooks, reference books, periodicals, magazines, literatures of foreign authors, competitive exam books, bound volumes of national international journals, project reports of students, etc. In year 2009 we purchased Easylib Library Management Software for library automation. We give facilities like OPAC to search books for students & faculties we have kept one computer at the entrance of the SIBAR Library to search books. All books in Library are bar-coded & Issue-Return Transactions 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.

Library Services:

1. Barcode based circulation service.
2. OPAC(Books searching tools)

3. E-Library/Digital Library**4. E-Books searching****5. Internet Facility****6. Electronic Document Delivery****7. Inter library Loan Facility****8. Reference Service****9. Institutional Repository****10. E-mail & SMS service****11. CAS/SDI Service****12. Institutional Membership**

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	http://sibar.sinhgad.edu/media/535222/4.2.1%20subscription%20to%20e-resources.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-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)

101,754.99

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
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

125

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 than the norms. Institution frequently updates its IT facilities including Wi-Fi with 12 access points.

Language Lab – faculty and students use engaging learning content. Additionally, SIBAR has also created a Studio room for video content making and viewing.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://sibar.sinhgad.edu/media/535225/4.3.1_it%20facilities_final.pdf

4.3.2 - Number of Computers

382

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	No File Uploaded

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)

1,21,09,128

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.

STES corporate team assists the institute team for procurement and/or repair of facilities post receiving feedback to maintain, upgrade existing facilities.

Sports Complex:

The institute has ground for Basketball, Volleyball, Tennis court etc. maintenance of these ground is taken care by office. Cleaning of these grounds are done on daily basis.

Computers & Laboratory:

The institute has technical team to take care of computer and ICT equipment. Yearly physical verification of computers done. Cleaning of Computer labs is done on daily basis. Software upgrades and updates in System are done periodically.

Library:

As per the requirement of syllabus of SPPU Books, Journals and magazines are added. To ensure the use of current and e-journals and other reading materials, time to time notification are being send to staff and students about library facilities that are added.

Class Room:

Class rooms are airy and furniture used is ergonomically designed for comfortable seating for long duration. Cleaning of class rooms are done on regular basis.

Health Centre:

The institute has a medical centre 500 m from the campus to treat the students and faculty for any minor health problem. vehicle is available for any emergency cases.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://sibar.sinhgad.edu/media/535228/4.4.2%20sop%20of%20maintenance.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

606

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 benefitted 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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

Nil

File Description	Documents
Upload any additional information	No File Uploaded
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	http://sibar.sinhgad.edu/media/535270/5.1.3%20capacity%20building%20and%20skills%20enhancement%20initiatives%20taken%20by%20the%20institution.pdf
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

57

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

57

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 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

A. All of the above

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	No File Uploaded

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

183

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	View File
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

2

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

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)	View File

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.

7

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

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)

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

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

Student Council comprises of:

- Committee Chairman
- Faculty Coordinator
- Student representative members

For the year 2022-23 following committees were formed:

- Class committee
- Placement Committee
- Hostel Committee
- Ethical Concern & Development
- Grievance Redressal Cell

- Co-curricular Committee
- Cultural Committee
- Sports Committee
- Social Media committee
- Alumni Committee

Roles and Responsibilities of Committees:

- Understanding the issues raised by the student and providing the necessary solution.
- Organizing & participating in meeting along with the faculty members from the council in every academic year.
- To serve the liaison in bringing any issues/suggestions/feedback to the administration at meeting
- 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)
- To suggest, develop and implement solutions to problems related to campus

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/sibar_mba/more-details/naac/student-support-and-progression.aspx
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

3

File Description	Documents
Report of the event	View File
Upload any additional information	View File
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)	View File

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

Meritorious students have graduated from SIBAR MBA and MCA programs in the past. The Institute maintains a registered Alumni Association to foster a close relationship between former students and current ones.

The alumni organization now has a total of 4000+ members till the academic year 2022-2023. A mutually beneficial relationship between the Institute and its graduates is the goal of the graduates Association.

On a regular basis, we arrange yearly Alumni meet, Alumni Interaction sessions, guest sessions, placement support featuring provide valuable insights and share their experiences pertaining to skills, recent technologies & trends in the corporate world, application of knowledge, and corporate working culture. These sessions serve to foster a strong connection between our Institute & Industry.

Our Alumni hold various positions within organizations and are instrumental in keeping our faculty and placement officers informed about available job opportunities. Some of our alumni have ventured into the entrepreneurial world and created their own start-ups in a variety of sectors.

Through this journey, they developed important skills and knowledge that they share with our students through their success stories and experiences. We also arrange reunion gatherings, where alumni have the opportunity to express about networking and

provide guidance.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535510/5.4.1alumni%20meet.pdf
Upload any additional information	View File

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

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

Vision Statement

To develop responsible citizens with values providing a futuristic global platform emphasizing digitalisation, applied research, innovation and sustainable development.

Mission Statement

To create a center of excellence by imparting quality education through experiential learning, incubating inherent talent, encouraging research, entrepreneurial spirit and adoption of technology to excel in the global environment.

- To incubate the future business aspirants to nurture their inherent talent and provide digitally transformed learning experience by encouraging research, entrepreneurship and innovation.
- Also for promoting exponential learning we have established

NPTEL SPOC where a number of students and faculties are enrolling for self learning and development.

- To cultivate a culture of continuous development of mentors who promote students analytical thinking, learning and develop their competence to contribute actively and productively towards the society. Also promoting faculties to participate in FDP, training, workshop and emerging areas and technology along with AICTE'S Universal Human Values FDPs.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535393/6.1.1.pdf
Upload any additional information	View File

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

At Sinhgad Technical Education Society, the teachers play a vital role in the functioning of different committees. The management gives the director the freedom to lead all academic activities across various departments.

Administrative work at SIBAR is delegated with the Registrar and Assistant Registrar overseeing different tasks. They handle student registration, record keeping, document management and coordination with faculty and staff. The registrar and Assistant registrar play avital role in maintaining the administrative structure.

In SIBAR examination committees handle all SPPU and internal exams with the CIE (comprehensive internal evaluation) system.

The purpose of the Student Mentoring at SIBAR is to take care of the overall development of students in terms of academic performance, building the career of students in terms of academic performance, building the career of students, to motivate students to take up challenges

One important committee is the academic monitoring committee,

where faculty members and supporting staff actively participate in activities like mentor-mentee programs and project-based learning to help improve students' grades. The librarian also plays a significant role by requesting new books from faculty and students, which are then approved by the directors and procured for the library. Additionally, students have access to international libraries like the British Library to stay updated on the globalized environment.

The placement cell acts as a bridge between academics and the industry, grooming students for success through guest lectures and grooming sessions.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535513/6.1.2%20.-1.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Academic Coordination Case study -

- Students are putting their requisition for their required utilities and resources .Which further hand over to the class coordinator will cross check the dysfunction physically and put it in front of Overall coordinators for further discussions. Again the situation is going to be inspected by AMC panel members, after inspection and discussion over that particular problem by our academic monitoring committee, required funds for the respective maintenance are allotted.

Supplementary Learning -

Project Based Learning (MCA) :

- The academic monitoring committee takes continuous efforts to improve academic and administrative performance of the institution. At the end of the MCA program students must be able to apply the knowledge of computing fundamentals,

computing specialization, mathematics, and valuable domain knowledge.

Case based learning (MBA):

- A case study is actually designed to make you step into a manager's shoes and think like one. Instead of faculty-led lectures, the case study method encourages students for interaction and class discussion in order to develop solutions to a set case study.
- SIBAR conducts many management events like Cosset To Corporate. Under that event we conduct events like Smartpreneur, Big idea.
- Our institute focuses on research development with research activities in academics

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	http://sibar.sinhgad.edu/media/535396/6.2.1.pdf
Upload any additional information	No File Uploaded

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.

Recruitment Procedure- Local Selection Committee

1. Requisition Submitted from Institute to Society Office.
2. Policies Decision regarding Posts.
3. Advertisement in Leading Newspapers
4. Receipt of Application & Scrutiny.
5. Demo Lecture.

6. Call For Interview to eligible candidate
7. Constitution of Local Selection Committee.
8. Interview & Selection by Local Selection Committee
9. Issue of Appointment Orders to selected candidate
10. Acceptance of Appointment Order and Joining on post.
11. Complete the Teachers approval process and Getting Approval from SSPU , Pune.

Recruitment Procedure- University Selection Committee

1. Requisition Submitted From Institute as per norms of AICTE & University to Society Office.
2. Policies Decision for Communication to Authority , DTE, University, Social Welfare.
3. Approval for Filling the posts By SPPU , Pune & DTE - Maharashtra.
4. A - Advertisement in Leading Newspapers
B - Request for Committee Constitution for Selection To SSPU , Pune
5. Receipt of Application & Scrutiny
6. Call For Interview to eligible candidate
7. Interview & Selection by University Selection Committee
8. Issue of Appointment Orders to selected candidate
9. Acceptance of Appointment Order and Joining on post.
10. Complete the Teachers approval process and Getting Approval from SPPU , Pune.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535402/6.2.2.pdf
Link to Organogram of the institution webpage	http://sibar.sinhgad.edu/media/535399/6.2.2..pdf
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	No File Uploaded
Screen shots of user inter faces	No File Uploaded
Any additional information	View File
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.Providing access to Internet, audio-visual aids, software packages for upgrading knowledge and skills.

2. Granting on duty (OD) leave for presenting research papers at national and international level.

3.Motivating faculty to take membership of known technical and professional bodies like, AIMA, AIB, etc.

4. SIBAR provides various types of training to the Non teaching staff like Fire fighting, Koha software, financial training etc.

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 the latest tools through awareness programs and technical training.

7. Motivating teaching and nonteaching staff for attending various programs like seminar, webinar, FDP etc.

8. Staff quarters are provided to the ones who need it.

9. Provision of free hospital and medicine facility to the staff.

10. Sabbatical/ Maternity/ etc. leaves are provided as per the government and university rules.

11. Campus is provided 24 hours security.

12. Playground with indoor and outdoor facility.

13. Encouraging our staff to achieve higher education.

14. Organizing various faculty development programs.

15. Generator backup is available on campus.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535405/6.3.1.pdf
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

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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	View File
Upload any additional information	No File Uploaded
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

37

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

STES has a policy of annual appraisal system. SIBAR faculty and staff are expected to fill the appraisal form which comprises the employees details, his/her achievements, key performance areas and also other allied contributions. This form once filled is reviewed by the director for his remarks and further process at the corporate office for final review. The Director hands over the performance appraisal to the founder President and Founder Secretary for further review, within a stipulated time frame.

All non-teaching staff members get appraisal with a number of different assessment parameters like quality, communication etc. Initiatives, interpersonal relation, service record are also important parameters in the assessment, attendance plays a vital role in appraisal.

Quality of work is the major parameter for non-teaching staff monitored by SIBAR.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535408/6.3.5.pdf
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 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 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.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535411/6.4.1.pdf
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)

79810

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	View File
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 distribute 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.
2. To grant on duty leave to faculties for conducting management development programmes/corporate training programmes/ consultancy services.
3. Institutional fees include tuition fees, development fee, caution money deposit, credit based course fees, university prorata, student insurance, eligibility fees.
4. Institute provides financial support to the staff for their copyright work.
5. University provides funding for various activities like QIP workshops which was arranged by the institute in February.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535414/6.4.3.pdf
Upload any additional information	View File

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

The IQAC has made significant contributions by implementing various strategies and processes to ensure the quality of education and overall functioning of the institution. Through their efforts, the IQAC has helped the institution to maintain and enhance its quality standards, ultimately benefiting the students and the entire academic committees.

IPR Ecosystem:

SIBAR has formulated an internal IPR policy. This defines the verticals and initiatives to be undertaken within the semester for promotion and awareness of IP Activity conduction and its objectives are made clear to the executing team. Support is also provided for IIC initiatives.

Supplementary Learning-**Project Based Learning -MCA :**

The academic monitoring committee takes continuous efforts to improve academic and administrative performance of the institution. At the end of the MCA program students must be able to apply the knowledge of computing fundamentals, computing specialization, mathematics, and valuable domain knowledge.

MBA Case based learning:

A case study is actually designed to make you step into a manager's shoes and think like one. What if you are the manager, how would you solve this problem? Instead of faculty-led lectures, the case study method encourages students for interaction and class discussion in order to develop solutions to a set case study.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535423/6.5.1.pdf
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 Internal Quality Assurance Cell (IQAC) has played a crucial role in monitoring and ensuring academic progress within the institution. This committee helps to identify areas where improvements can be made and implements strategies to enhance the overall academic experience. As a part of IQAC initiative, the Academic Monitoring Committee has been instrumental in closely monitoring the academic progress of students. By identifying areas

for improvement and implementing strategies to enhance the learning experience, this committee ensures that students receive a high-quality education. Their efforts contribute to the overall growth and success of the institution. It's great to see how the Academic Monitoring Committee is dedicated to support students' academic progress. Their efforts contribute to the continuous growth and success of the institution. They regularly review the performance of students, assess the effectiveness of teaching methods, and provide feedback to faculty members. SIBAR also takes student feedback from all batches of the students.

The academic progress is constantly monitored by the director of the institute. The AMC reviews the academic and administrative activity once in the semester and guides and directs them accordingly. As per the directives academic coordinator has prepared academic calendar and respective coordinator prepared time table of lectures. Time table, academic calendar are communicated with all faculties and all semester wise students.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535417/6.5.2.pdf
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	http://sibar.sinhgad.edu/media/535420/6.5.3.pdf
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	View File
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

SIBAR conducts regular gender equity promotion programs by inviting guest speakers from prominent fields to speak on the given topic which highlights the importance and contribution of women in society. 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.

Gender sensitivity is an inherent value in the cultural ethos of the institute and its neighboring community, as is evident by the following facilities -

Safety and Security

? Well-trained and vigilant security guards stationed across the campus and checkpoints at all campus entries and exits.

? Extensive surveillance network with 24x7 monitored control rooms.

? Rotational duty by all non-teaching staff members for discipline and security in the campus.

? Separate wardens for hostelsmen and women.

Counseling

? Formal and informal avenues for counseling female and male students by staff for academic and other issues/problems.

? Grievance Redressal Committees for staff and students

? Gender sensitization courses and workshops conducted in institute example Human rights I & II

? In the Departments, common rooms have been allocated for men and women, which also facilitate meetings and discussions.

? Enrolment of women students and women staff SIBAR has been successful in caring for its diverse students and staff population harmoniously in its efforts to steadily achieve gender equality.

File Description	Documents
Annual gender sensitization action plan	http://sibar.sinhgad.edu/media/535498/7.1.1%20action%20plan%202022-23.pdf
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	http://sibar.sinhgad.edu/media/535504/7.1.1%20supporting%20brief.pdf

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

A. 4 or All 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

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 staff deal with the segregation of 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 grey water 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.

By means of sign boards all visiting the institute are made conscious about their responsibilities towards the environment

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
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	View File

7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

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

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	View File

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

A. Any 4 or all of the above

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

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

B. Any 3 of the above

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

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).

SIBAR's harmonious culture is evident from each activity that it undertakes. Every effort is made to ensure we build tolerance in our students and ensure harmony is maintained at every stage. Several activities are undertaken to create this environment and to embrace harmony on all fronts. Tolerance to all aspects of life by working together on several academic and non-academic activities is built. Team tasks are specially assigned to ensure achieving the goal of tolerance and harmony. Some of the activities are enlisted below:

Sr. No.

Content

Details

1

CSR Activity - Visit and Food distribution to Warkaris during
Palkhi procession

Report with Photos

2

Blood Donation Camp

Report with Photos

3

Women's Health [Cancer] Check-up Camp

Report with Photos

4

Gender equality sensitisation

Report with Photos

7

Euphoria - Happiness Week

Report with Photos

8

Cultural activities

Report with Photos

9

Annual Quality Assurance Report

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	No File Uploaded

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

SIBAR value system instills a spirit of nationalism and patriotism at the same time. Our students are apprised and motivated to become responsible citizens of the nation who understand the constitutional values and adhere to them. Several activities for students and general public is conducted to apprise them of the constitutional obligations.

The students are sensitized about the Universal Human Values right from Day 1 during the induction program (Program Flow of Induction is appended). A session is conducted to ensure they are informed and made aware of some of these values. As a regular practice the Constitution Day celebration we had students read aloud the Preamble to the Constitution on 26th November, 2022. The Preamble is displayed on different floors of the institution.

Another mechanism that ensures sensitization to Human Rights and the Constitution is the one credit paper that is compulsory for each student across different semesters as mentioned below:

List of One Credit Courses

1. Human Rights Paper I
2. Human Rights Paper II

http://www.unipune.ac.in/university_files/HRE-Syllabus-new.pdf

1. Introduction to Constitution Paper I
2. Introduction to Constitution Paper II

http://unipune.ac.in/university_files/Constitution/All%20PG%20Compulsory%20Paper%20Introduction%20to%20Constitution_13.012021.pdf

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	http://sibar.sinhgad.edu/media/535444/7.1.9.pdf
Any other relevant information	http://sibar.sinhgad.edu/media/535444/7.1.9.pdf

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.

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

INSTITUTION CELEBRATES / ORGANISES NATIONAL AND INTERNATIONAL COMMEMORATIVE DAYS, EVENTS AND FESTIVALS:

SIBAR as an institution is sensitive towards holistic development hence, it ensures that every aspect of life including national and international commemorative days, events and festivals are celebrated or organised for the staff and students.

This practice helps in not only creating awareness among students about various activities and cultures within the home country but also across the global, thereby developing a sense of internationalization in thoughts. Enlarging the horizon of acceptance to cultures and ethnicity of various regions is given due importance at the institute. Some of the events and festivals celebrated are as mentioned below:

- Independence Day Celebration – Flag Hoisting ceremony
- Republic Day Celebration – Flag Unfurling ceremony
- International Womens Day
- Savitribai Phule Jayanti
- Shivaji Maharaj Jayanti
- International Yoga Day Celebration
- Gandhi Jayanti Celebration and many more
- Constitution Day Celebration – Reading Preamble to the Constitution by students.

EXAMPLE: International Yoga Day was celebrated to raise awareness about the benefits of Yoga in daily life. Yoga brings balance between body, soul and mind. Dr. Vimal Deep Saxena QCI Certified YOG trainer recognised by Ayush Mantralay demonstrated the basic asanas and how it is useful for a healthy body and healthy mind. He also spoke about some healthy eating habits.

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	View File

7.2 - Best Practices

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

Best Practice 1

1. Title of the Best Practice

Psychometric Test & Competency Mapping for identifying ability & trait.

2. Objectives of the Practice

SIBAR is determined to ensure all its stakeholders are benefitted through its actions.

Psychometric Tests are conducted by employers to assess intelligence, abilities, potential and personality.

The objective of the competency mapping was to identify gaps in existing and desired competencies and proficiency levels and address these inadequacies by offering goal focussed learning, upskilling, and training support to the students to help them secure their choice of specialization.

Best Practice 2

1. Title of the Best Practice

STP – Student Training Programme.

2. Objectives of the Practice

Enabling students to be better individuals is the core. The whole purpose of the STP is to enhance the employability skill of the students by providing all round grooming.

To inculcate professional manners & etiquettes

To inculcate decent communication skills

To develop their aptitude in various domains.

To develop technical skills

To hone their skills and help them develop those required to be good managers.

File Description	Documents
Best practices in the Institutional website	http://sibar.sinhgad.edu/media/535507/7.2%20best%20practices%20vu.pdf
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

IPR Eco-System:

SIBAR has initiated its long journey on the trails of innovation and development. To establish an ecosystem we started off with an understanding of the how the IPR and innovation must be incorporated in to the curriculum. For this we organized interactive sessions by the stallwards of IP. Taking guidance for both government and non-government agencies. Some examples being; session by NIPAM officials, interaction at the IIC team from all over maharashtra along with honorable Chief Innovation Officer, Ministry of HRD, Govt. of India, Mr. Abhay Jere, visits to Bhau Incubation Center at COEP. This helped us to create awareness among out faculties and students.

We then focused on conducting brain-storming sessions with-in the team to come up with ideas to implement our understanding of IPR. SIBAR planned the following activity under the same:

- FDP on copyright filing,
 - student encouraged to conduct research on market softwares and technologies, based as a poster competition.
 - student encouraged to participate in innovation competition
- Aavishkar

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. Academic calendar of SIBAR is prepared considering academic calendar of SPPU. It includes examination dates, events, SIP Viva, holidays, guest lectures, seminars, workshops. Institute level Academic monitoring committee audits performance of institute, which is in turn monitored by committee at society level. A well-documented process ensures that curriculum is aligned with the institution's goals, educational standards, and needs of students. CO, PO & PSOs are matched & assignments, internal examination papers are designed according to COs mentioned in syllabus. Faculties prepare course files which includes Academic Calendar, Lesson Plan, Delivery Report, Evaluation, Lecture Notes, Assignments, Class Tests, Question Bank, University QP. Regular assessment of curriculum delivery allow to make data-informed decisions to enhance teaching strategies, address gaps in student learning, and provide necessary interventions. Faculty members encourage students to read reference books and use e-resources. Remedial coaching is given to students failed in exam to help them cope with course preparation. Additional library support is provided to such students if extra facility is needed. Personal counselling is provided to overcome any barriers in studying. Students feedback helps to know expectations from educators, their performance evaluation and focus on accountability & quality assurance.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	http://sibar.sinhgad.edu/media/535383/1.1.1.pdf

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

SIBAR Academic calendar ensures evaluation process is

structured and consistent in a semester. These dates are predetermined and communicated to students, faculty members to maintain consistency and streamline educational process. Academic calendar for CIE, SIBAR ensures that evaluation process is conducted at regular intervals and aligns with scheduled timelines of academic year. CIE mechanism is transparent. Generally, assignments, class tests, prelims, project presentations, and subject specific evaluation methods are used, students are informed about types of exams, marking scheme, evaluation scheme, judging criteria etc. This allows for a systematic and fair assessment of students' knowledge and skills, providing them with feedback and opportunities for improvement. Course faculties are apprised on the process once again with improvisations if any, followed by deliberations amongst themselves to design the CIE rubrics for the course based on the CO-PO mapping done aligning with respective PSO's, Institute Goals, mission and Vision statement. By following academic calendar, designed at beginning of semester, students & faculties are able to plan their study and teaching schedules accordingly. It helps in managing coursework, assignments, and other academic activities effectively. By conducting evaluations at regular intervals, students receive timely feedback on their performance enabling them to identify areas of improvement and make necessary adjustments to learning strategies which is taken care in mentoring sessions. The internal evaluation thus conducted are assessed, evaluated and scores/performance is communicated with students.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	http://sibar.sinhgad.edu/media/535386/1.1.2.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/

A. All of the above

Diploma Courses Assessment /evaluation process of the affiliating University

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

2

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)

7

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

479

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

Integrating issues like professional ethics, gender equality, human values, and environmental sustainability into an institution's curriculum is forward-thinking approach to education. Professional ethics are foundational to ethical decision-making within different fields. By conducting certain programs we impart principles of integrity and accountability, equipping students to make ethical choices, help them modify their behaviour and conduct by providing soft skills training. SIBARs gender sensitisation plan averts biases, stereotypes, and discrimination, fostering an inclusive environment. Right from Induction program they are apprised on gender equality, a special program to commemorate the contributions of women is organised in the form of a mega Women's day or Mother's day event. Discussions on human values, such as empathy and social responsibility encourage the development of a strong moral compass, enabling ethical decisions in personal and professional life. Organising cultural and other activities help to build faith, gain trustworthiness, harmony creation and a strong culture of unity. Environmental and sustainability topics address global challenges. Some activities include SIBAR CSR initiatives such as Visit to orphanages/Old age homes, blood donation camps, Energy conservation activities, avoidance of plastic usage, etc. This comprehensive approach signals the institution's commitment to producing socially responsible graduates with a profound understanding of professional ethics, gender equality, human values, and environmental sustainability. It equips students to tackle the complexities of the modern world and positively impact society.

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

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

6

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
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

319

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

A. All of the above

institution from the following stakeholders
Students Teachers Employers Alumni

File Description	Documents
URL for stakeholder feedback report	http://sibar.sinhgad.edu/media/535389/1.4.1%20&%201.4.2.pdf
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

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	http://sibar.sinhgad.edu/media/535389/1.4.1%20&%201.4.2.pdf

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

406

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

360

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

Based on the students' qualifying exam results, result of CET exam, engagement in class, responsiveness to questions during class, and involvement in events, the Institute distinguishes between slow and advanced learners. Learning levels is subjective in nature, that identifies one student from another. At SIBAR handholding of all students is done to ensure bringing them to a desired level.

Slow Learners

The Bridge courses are offered at the start of the semester, and they are extremely beneficial for slow learners. They are able to raise the students' understanding level as a result. The slow learners are placed in remedial classes. The mentors closely observe the students and refer them to a particular course instructor for more coaching. Their project mentors and advisers give them special attention throughout the mini projects, projects, and summer internship programme. Based on one-on-one interactions and observations, mentors support slow learners in establishing their personalities and advancing.

Advanced learners

The Institution encourages advanced learners to take part in contests, technical events, Avishkar and research projects, business plan competitions, management games, and other events. They are provided opportunities to exhibit their skills and pursue novel interests. They receive motivation.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535426/2.2.1%20slow%20and%20advanced%20learner.pdf
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
23	1

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 more important than merely mugging up theoretical concepts. Therefore the teaching-learning methodology is so designed that every student gets involved in activities and learns concepts in an 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 so as to enhance the learning experience of the students.

At Sinhgad Institute of Business Administration and Research, student-centric methods form the cornerstone of enhancing learning experiences. To achieve this, various pedagogical approaches are employed, including experiential learning, participative learning, and problem-solving methodologies.

Experiential learning goes beyond traditional classroom teaching by providing students with hands-on experiences that connect theory with real-world applications. Through internships, industry visits, and live projects, students gain practical insights, develop critical thinking skills, and understand the complexities of the business world.

Participative learning fosters active student involvement

through group discussions, debates, case studies, and presentations. This collaborative approach encourages peer-to-peer learning, nurtures communication skills, and enhances teamwork abilities.

Problem-solving methodologies are integrated into the curriculum, enabling students to analyse complex business challenges and develop innovative solutions. They are encouraged to apply theoretical concepts to practical scenarios, engage in critical thinking, and propose strategic approaches to problem-solving.

These student-centric methods create an inclusive and dynamic learning environment that caters to diverse learning styles and nurtures holistic development.

File Description	Documents
Upload any additional information	View File
Link for additional information	http://sibar.sinhgad.edu/media/535429/2.3.1%20teaching%20learning%20process.pdf

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

For teaching and delivery, the faculty members also employ electronic books, journals, and other resources. At SIBAR, teachers harness the power of ICT (Information and Communication Technology) enabled tools to create an effective teaching-learning process. Recognizing the immense potential of technology in education, the institution integrates various ICT tools into the curriculum to enhance teaching methodologies and optimize learning experiences.

The use of ICT platforms including the Sinhgad APP, HBSP and NDL, ProQuest Management Databases, JSTOR, the National Digital Library, and NPTEL Lectures and Videos has been mastered by faculty members. They also utilize an LCD projector, Google Docs, Google Groups, Microsoft PowerPoint, Google Classroom, WhatsApp, and YouTube. The students are given notes in soft copy, PPTs, book CDs, and other materials.

For both students and staff members, there is also Wi-Fi connectivity on campus. The library also makes computers and

online journals accessible to the public, as well as journals to which subscribers have subscribed on the recommendation of academics, and it also makes downloads possible.

Delivery of content is mainly by way of classroom teaching but SIBAR also undertakes Webinars and conducts few sessions online to equip students use digital resources and tools of the present.

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

34

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

34

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

16

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

34

File Description	Documents
Any additional information	View File
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.

Continuous Internal Evaluation is implemented in the institute for monitoring the students' progress in academics. SPPU has provided the guidelines for implementing continuous internal evaluation in the syllabus.

Tools used for Internal Assessment: Internal Assessment involves components like Tests, End Semester internal Examination, Assignments, Practical's, Presentations, Projects, GD & PI, Case study, Viva-voce and Quiz.

Transparency in the execution of Continuous Internal Assessment: The whole CIE system is transparent. Students are informed about the CIE implemented at the institute through notices and through WhatsApp groups. After each assessment the results are communicated to the students.

Robustness in the mechanism of internal assessment: The internal assessment mechanism at SIBAR is designed to be transparent and robust, ensuring fair evaluation and fostering continuous improvement in students' academic performance. The robustness of the mechanism is achieved through various means.

Firstly, the assessments are conducted at regular intervals throughout the academic year, promoting a continuous learning process.

Secondly, the institution utilizes a diverse range of assessment modes, including assignments, presentations, group projects, and practical evaluations. This multi-dimensional approach ensures a comprehensive evaluation.

Additionally, student performance is communicated promptly and constructively, enabling them to identify areas of improvement and seek necessary support from faculty.

File Description	Documents
Any additional information	View File
Link for additional information	http://sibar.sinhgad.edu/media/535264/2.5.1_internal%20assessment%20mechanism.pdf

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

Internal Examination is conducted by the Institute. The

grievances related to the individual courses are handled by respective teachers. Internal Examination grievances are resolved during feedback sessions for Class tests, and End-term Examinations. If any discrepancy is observed, the respective course faculty takes the corrective measures to solve the grievance. If required, the changes in the marks allotted are done by the respective course teacher and the same is communicated to the Internal Marks Committee. Hence complete transparency is maintained.

The Examination Committee addresses the grievances related to the internal as well as university theory examination. The Institute appoints a Senior Supervisor who monitors the entire examination process for smooth conduct. The time-tables, schedules and guidelines are communicated to the students well before the examinations. Instructions are displayed at several locations and also communicated prior to examination in the form of notices and on their Whatsapp groups.

The issues faced by the students during the theory examinations are immediately conveyed by the College Examination Officer (CEO) appointed to the SPPU authorities and the solutions provided are immediately communicated to the students. The grievances raised by the students regarding external/online exams are discussed with the Director and then forwarded to the SPPU by the examination section if need be.

File Description	Documents
Any additional information	View File
Link for additional information	http://sibar.sinhgad.edu/media/535432/2.5.2%20examination%20grievances.pdf

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.

SIBAR (Savitribai Phule Pune University) has taken significant steps to align its students' education with well-defined outcomes, in accordance with the Program and Course Outcomes set by the university. These outcomes are transparently accessible on the institution's website, allowing students to make informed choices about their academic paths and tailor their combinations accordingly. Between 2020 and 2022, SIBAR

implemented an effective initiative using Concurrent Internal Evaluation (CIE) to disseminate outcomes. This approach integrates advanced thinking and engaging tasks, promoting a holistic learning experience. SIBAR values the perspectives of its stakeholders, notably alumni, and maintains communication channels by inviting them for guest sessions. This engagement ensures that the institution benefits from valuable insights and continuously improves its educational offerings. Faculty members play a crucial role in this comprehensive approach, mapping Course Outcomes (COs) to Program Outcomes (POs) and actively engaging students in Competency-Based and innovative tasks. This approach not only nurtures students' growth but also aligns with the institution's vision, creating a robust framework for outcome-based education. In summary, SIBAR's commitment to quality education and its dedication to nurturing growth align with its institutional vision and student aspirations, reinforcing its role as a provider of outcome-based education.

During semester planning course faculty build rubrics and map CO-PO's. This is well communicated to students during the Academic Orientation session, also course faculty apprise students o the same based on course type & specific to the semester.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	http://sibar.sinhgad.edu/media/535435/2.6.1%20mba%20mca%20co%20po.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

SIBAR, affiliated with Savitribai Phule Pune University (SPPU), demonstrates a strong commitment to quality education through its systematic approach to evaluating Programme, Programme-specific, and Course Outcomes. The institution has witnessed tangible improvements, including an increase in student

enrolment, higher pass rates, and greater student progression into higher studies.

SIBAR employs a comprehensive assessment strategy that combines formal and informal methods to measure outcome attainment. This includes soliciting and incorporating stakeholder feedback for indirect assessment, ensuring that the perspectives of various constituents are considered.

Adhering to the academic calendar, SIBAR conducts formative assessments such as assignments, projects, and practical exams, facilitating the diverse evaluation of students' skills and knowledge.

Methodology for Calculating CO PO Attainment

1: Develop CO - PO mapping at each Course Level and Program Level

2: COs Attainment Targets at Course Level

3: Calculating Attainment at each Level of Assessment for Course

4: Calculating Semester-wise Attainment for each Level

5: Calculating attainment at each level for a Programme - i.e., Direct and Indirect

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	http://sibar.sinhgad.edu/media/535438/2.6.2%20copo%20and%20attainment.pdf

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

298

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	No File Uploaded
Paste link for the annual report	http://cms.sinhgad.edu/media/532261/2.6.3%20-%20pass%20percentage%20of%20students%202021-2022.pdf

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)

<http://sibar.sinhgad.edu/media/535441/2.7.1%20student%20satisfaction%20survey%202022-23.pdf>

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)

Nil

File Description	Documents
Any additional information	View File
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)	View File

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

5

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

Nil

File Description	Documents
List of research projects and funding details (Data Template)	View File
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

SIBAR takes pride in mentioning some of the activities that create an ecosystem for innovation, creation and transfer of knowledge. The State of the Art Infrastructure support includes innovative learning system, innovative learner support system, collaboration and networking of learner support centres. The Institute provides a favourable environment for promoting innovation and incubation.

The College has created an Entrepreneurship Development Cell (EDC) and Institutional Innovation Council (IIC) for promoting innovation & entrepreneurship activities. Awareness meet, industrial visit, workshop, guest lecture on entrepreneurship are organised. Students are provided Opportunities to directly interact with the outstanding entrepreneurs excelling in the field. Institution has created an ecosystem for innovations and has initiatives for creation and transfers of knowledge. The

objective of the incubation centre is to facilitate students to convert their ideas into technological innovations.

During the academic period entrepreneurs were invited for guest sessions where they shared their journey with the students, eg. special guest lecture Mumbai dabbawalla. Incubation Centre Visit was also arranged to COEP's Bhau Institute of Innovation Entrepreneurship and Leadership, Pune. For preparation, a special facility like special internet line, library and the workshop facilities has been given 24 x 7 to all the enrolled students. Required infrastructure in terms of space, equipment and support facilities are available in the campus for the competition.

A conducive environment leading to a flourishing number of Copyrights and patents by faculty members is evident.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://sibar.sinhgad.edu/media/535483/3.2.1.pdf

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

24

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**4**

File Description	Documents
URL to the research page on HEI website	http://sibar.sinhgad.edu/media/535495/3.1.2%20ph%20d%20guide%20recognition.pdf
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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****35**

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****9**

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

The Extension activities of the SIBAR are designed to sensitize the learners and other stakeholders towards social and sustainable development issues.

In SIBAR, extension activities are carried out in the neighbourhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year Institute mainly focuses on service to society through quality education.

To meet this vision, institute facilitates the student in various social and technical activities. Institute has conducted social and technical activities for sensitising and motivating the students to social issues with holistic development. Social activities include blood donation camp, swachha bharat abhiyan, tree plantation, road safety awareness program etc and many more such programmes .

SIBAR planted saplings around the campus. The objective of this activity was to maintain green environment in and around campus and in return greenery in and around college area which would be beneficial to the environment.

Another initiative included cleaning of the water stream flowing at the periphery of the campus, to avoid any flooding of rain water.

Students visited Mamta Foundation. New clothes and some stationary items were donated to them. It helped students to relate to the old age people thereby developing a feeling of relationship.

Among the additional activities a few of them included the Visit to Warkaris during Palkhi procession, celebration of Youth day on the occasion of Swami Vivekanand's birth anniversary etc.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535480/3.4.1%20extension%20activites%20qlm.pdf
Upload any additional information	View File

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

7

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

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

23

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

1004

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

31

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	View File
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

11

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	View File
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 enhancements of infrastructure facilities which are required as per AICTE & SPPU norms.

The institute has well equipped classrooms, tutorial rooms having LCD projector, internet connection and adequate computer labs & laboratory with a capacity of 382 computers. Seminar hall has seating capacity of 100 and auditorium 300 students. The institute has a well-furnished library with a reading hall, a digital library with a large number of reference books, journals and e-journals. 24 x 7 Wi-fi facility is also available to students in the institute.

Director Cabin, board room, Faculty rooms, administrative office, placement office, indoor and outdoor games facilities and exam control room are also available with modern amenities.

The institute has separate common rooms and toilets for girls and boys.

In a language lab, dedicated faculty use's engaging language learning content and resources. Additionally, SIBAR has also created a Studio room for video content making and viewing.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://sibar.sinhgad.edu/media/535213/4.1.1%20infrastructure%20facilities.pdf

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 management events, sports/tournaments and cultural activities and provides 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 on campus. It is equipped with state of the art infrastructure.

Yoga: Yoga sessions are regularly conducted for students to maintain good health, possess mental and emotional stability.

Cultural Activities:

To bring out the hidden talents of the students and for getting exposure in interpersonal skills, team spirit, time management delegating, the students are encouraged to participate and arrange various activities, such as Theme days, Drama, Dance, Poetry etc.

Facilities: Place/Area(sq.m)/Establishment year / user rate

1 Auditorium 268.4 / 2004 /100%

2 Seminar Hall -132/ 2004 /100%

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	http://sibar.sinhgad.edu/media/535216/4.1.2%20adequate%20facilities.pdf

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	http://sibar.sinhgad.edu/media/535219/4.1.3%20ict%20enabled%20facilities.pdf
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)

72,84,372

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 {Integrated Library Management System -ILMS}

Name of ILMS software

Nature of automation (fully or partially)

Version

Year of automation

Koha

Partially

Customized Automated

2022

Easylib

Fully

6.0

2006

SIBAR Library was established in 2004 for MBA & MCA program. Our Library have useful collection of textbooks, reference books, periodicals, magazines, literatures of foreign authors, competitive exam books, bound volumes of national international journals, project reports of students, etc. In year 2009 we

purchased Easylib Library Management Software for library automation. We give facilities like OPAC to search books for students & faculties we have kept one computer at the entrance of the SIBAR Library to search books. All books in Library are bar-coded & Issue-Return Transactions 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.

Library Services:

1. Barcode based circulation service.
2. OPAC(Books searching tools)
3. E-Library/Digital Library
4. E-Books searching
5. Internet Facility
6. Electronic Document Delivery
7. Inter library Loan Facility
8. Reference Service
9. Institutional Repository
10. E-mail & SMS service
11. CAS/SDI Service
12. Institutional Membership

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	http://sibar.sinhgad.edu/media/535222/4.2.1%20subscription%20to%20e-resources.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-

A. Any 4 or more of the above

ShodhSindhu Shodhganga Membership e-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)

101,754.99

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
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

125

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 than the norms. Institution frequently updates its IT facilities including Wi-Fi with 12 access points.

Language Lab - faculty and students use engaging learning content. Additionally, SIBAR has also created a Studio room for video content making and viewing.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://sibar.sinhgad.edu/media/535225/4.3.1_it%20facilities_final.pdf

4.3.2 - Number of Computers

382

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	No File Uploaded

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)

1,21,09,128

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.

STES corporate team assists the institute team for procurement and/or repair of facilities post receiving feedback to maintain, upgrade existing facilities.

Sports Complex:

The institute has ground for Basketball, Volleyball, Tennis court etc. maintenance of these ground is taken care by office. Cleaning of these grounds are done on daily basis.

Computers & Laboratory:

The institute has technical team to take care of computer and ICT equipment. Yearly physical verification of computers done. Cleaning of Computer labs is done on daily basis. Software

upgrades and updates in System are done periodically.

Library:

As per the requirement of syllabus of SPPU Books, Journals and magazines are added. To ensure the use of current and e-journals and other reading materials, time to time notification are being send to staff and students about library facilities that are added.

Class Room:

Class rooms are airy and furniture used is ergonomically designed for comfortable seating for long duration. Cleaning of class rooms are done on regular basis.

Health Centre:

The institute has a medical centre 500 m from the campus to treat the students and faculty for any minor health problem. vehicle is available for any emergency cases.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	http://sibar.sinhgad.edu/media/535228/4.4.2%20sop%20of%20maintenance.pdf

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

606

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 benefitted by scholarships, free ships, etc provided by the institution / non- government agencies during the year

Nil

File Description	Documents
Upload any additional information	No File Uploaded
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	http://sibar.sinhgad.edu/media/535270/5.1.3%20capacity%20building%20and%20skills%20enhancement%20initiatives%20taken%20by%20the%20institution.pdf
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

57

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

57

File Description	Documents
Any additional information	View File
Number of students benefitted 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 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

A. All of the above

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	No File Uploaded

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

183

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	View File
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

2

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

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)	View File

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.**

7

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

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)

At SIBAR, there is an active student's council since 2010. Institute gives an opportunity to students where they showcase

their leadership and organizational skills. They are part of various administrative, co-curricular and extracurricular committees in the institute and organize activities under faculty guidance.

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

Student Council comprises of:

- Committee Chairman
- Faculty Coordinator
- Student representative members

For the year 2022-23 following committees were formed:

- Class committee
- Placement Committee
- Hostel Committee
- Ethical Concern & Development
- Grievance Redressal Cell
- Co-curricular Committee
- Cultural Committee
- Sports Committee
- Social Media committee
- Alumni Committee

Roles and Responsibilities of Committees:

- Understanding the issues raised by the student and providing the necessary solution.
- Organizing & participating in meeting along with the faculty members from the council in every academic year.

- To serve the liaison in bringing any issues/suggestions/feedback to the administration at meeting
- 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)
- To suggest, develop and implement solutions to problems related to campus

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/sibar_mba/more-details/naac/student-support-and-progression.aspx
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

3

File Description	Documents
Report of the event	View File
Upload any additional information	View File
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)	View File

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

Meritorious students have graduated from SIBAR MBA and MCA programs in the past. The Institute maintains a registered Alumni Association to foster a close relationship between

former students and current ones.

The alumni organization now has a total of 4000+ members till the academic year 2022-2023. A mutually beneficial relationship between the Institute and its graduates is the goal of the graduates Association.

On a regular basis, we arrange yearly Alumni meet, Alumni Interaction sessions, guest sessions, placement support featuring provide valuable insights and share their experiences pertaining to skills, recent technologies & trends in the corporate world, application of knowledge, and corporate working culture. These sessions serve to foster a strong connection between our Institute & Industry.

Our Alumni hold various positions within organizations and are instrumental in keeping our faculty and placement officers informed about available job opportunities. Some of our alumni have ventured into the entrepreneurial world and created their own start-ups in a variety of sectors.

Through this journey, they developed important skills and knowledge that they share with our students through their success stories and experiences. We also arrange reunion gatherings, where alumni have the opportunity to express about networking and provide guidance.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535510/5.4.1alumni%20meet.pdf
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

Vision Statement

To develop responsible citizens with values providing a futuristic global platform emphasizing digitalisation, applied research, innovation and sustainable development.

Mission Statement

To create a center of excellence by imparting quality education through experiential learning, incubating inherent talent, encouraging research, entrepreneurial spirit and adoption of technology to excel in the global environment.

- To incubate the future business aspirants to nurture their inherent talent and provide digitally transformed learning experience by encouraging research, entrepreneurship and innovation.
- Also for promoting exponential learning we have established NPTEL SPOC where a number of students and faculties are enrolling for self learning and development.
- To cultivate a culture of continuous development of mentors who promote students analytical thinking, learning and develop their competence to contribute actively and productively towards the society. Also promoting faculties to participate in FDP, training, workshop and emerging areas and technology along with AICTE'S Universal Human Values FDPs.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535393/6.1.1.pdf
Upload any additional information	View File

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

At Sinhgad Technical Education Society, the teachers play a vital role in the functioning of different committees. The management gives the director the freedom to lead all academic activities across various departments.

Administrative work at SIBAR is delegated with the Registrar and Assistant Registrar overseeing different tasks. They handle student registration, record keeping, document management and coordination with faculty and staff. The registrar and Assistant registrar play a vital role in maintaining the administrative structure.

In SIBAR examination committees handle all SPPU and internal exams with the CIE (comprehensive internal evaluation) system.

The purpose of the Student Mentoring at SIBAR is to take care of the overall development of students in terms of academic performance, building the career of students in terms of academic performance, building the career of students, to motivate students to take up challenges

One important committee is the academic monitoring committee, where faculty members and supporting staff actively participate in activities like mentor-mentee programs and project-based learning to help improve students' grades. The librarian also plays a significant role by requesting new books from faculty and students, which are then approved by the directors and procured for the library. Additionally, students have access to international libraries like the British Library to stay updated on the globalized environment.

The placement cell acts as a bridge between academics and the industry, grooming students for success through guest lectures and grooming sessions.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535513/6.1.2%20.-1.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Academic Coordination Case study -

- Students are putting their requisition for their required utilities and resources .Which further hand over to the class coordinator will cross check the dysfunction physically and put it in front of Overall coordinators for further discussions. Again the situation is going to be inspected by AMC panel members, after inspection and discussion over that particular problem by our academic monitoring committee, required funds for the respective maintenance are allotted.

Supplementary Learning -

Project Based Learning (MCA) :

- The academic monitoring committee takes continuous efforts to improve academic and administrative performance of the institution. At the end of the MCA program students must be able to apply the knowledge of computing fundamentals, computing specialization, mathematics, and valuable domain knowledge.

Case based learning (MBA):

- A case study is actually designed to make you step into a manager's shoes and think like one. Instead of faculty-led lectures, the case study method encourages students for interaction and class discussion in order to develop solutions to a set case study.

- SIBAR conducts many management events like Cosset To Corporate. Under that event we conduct events like Smartpreneur, Big idea.
- Our institute focuses on research development with research activities in academics

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	http://sibar.sinhgad.edu/media/535396/6.2.1.pdf
Upload any additional information	No File Uploaded

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.

Recruitment Procedure- Local Selection Committee

1. Requisition Submitted from Institute to Society Office.
2. Policies Decision regarding Posts.
3. Advertisement in Leading Newspapers
4. Receipt of Application & Scrutiny.
5. Demo Lecture.
6. Call For Interview to eligible candidate
7. Constitution of Local Selection Committee.
8. Interview & Selection by Local Selection Committee
9. Issue of Appointment Orders to selected candidate
10. Acceptance of Appointment Order and Joining on post.
11. Complete the Teachers approval process and Getting Approval from SSPU , Pune.

Recruitment Procedure- University Selection Committee

1. Requisition Submitted From Institute as per norms of AICTE & University to Society Office.

2. Policies Decision for Communication to Authority , DTE, University, Social Welfare.

3. Approval for Filling the posts By SPPU , Pune & DTE - Maharashtra.

4. A - Advertisement in Leading Newspapers

B - Request for Committee Constitution for Selection To SSPU , Pune

5. Receipt of Application & Scrutiny

6. Call For Interview to eligible candidate

7. Interview & Selection by University Selection Committee

8. Issue of Appointment Orders to selected candidate

9. Acceptance of Appointment Order and Joining on post.

10. Complete the Teachers approval process and Getting Approval from SPPU , Pune.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535402/6.2.2.pdf
Link to Organogram of the institution webpage	http://sibar.sinhgad.edu/media/535399/6.2.2..pdf
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	No File Uploaded
Screen shots of user inter faces	No File Uploaded
Any additional information	View File
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. Providing access to Internet, audio-visual aids, software packages for upgrading knowledge and skills.
2. Granting on duty (OD) leave for presenting research papers at national and international level.
3. Motivating faculty to take membership of known technical and professional bodies like, AIMA, AIB, etc.
4. SIBAR provides various types of training to the Non teaching staff like Fire fighting, Koha software, financial training etc.
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 the latest tools through awareness programs and technical training.
7. Motivating teaching and nonteaching staff for attending various programs like seminar, webinar, FDP etc.
8. Staff quarters are provided to the ones who need it.
9. Provision of free hospital and medicine facility to the staff.

10. Sabbatical/ Maternity/ etc. leaves are provided as per the government and university rules.

11. Campus is provided 24 hours security.

12. Playground with indoor and outdoor facility.

13. Encouraging our staff to achieve higher education.

14. Organizing various faculty development programs.

15. Generator backup is available on campus.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535405/6.3.1.pdf
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

22

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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	View File
Upload any additional information	No File Uploaded
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

37

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

STES has a policy of annual appraisal system. SIBAR faculty and staff are expected to fill the appraisal form which comprises the employees details, his/her achievements, key performance

areas and also other allied contributions. This form once filled is reviewed by the director for his remarks and further process at the corporate office for final review. The Director hands over the performance appraisal to the founder President and Founder Secretary for further review, within a stipulated time frame.

All non-teaching staff members get appraisal with a number of different assessment parameters like quality, communication etc. Initiatives, interpersonal relation, service record are also important parameters in the assessment, attendance plays a vital role in appraisal.

Quality of work is the major parameter for non-teaching staff monitored by SIBAR.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535408/6.3.5.pdf
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 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 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.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535411/6.4.1.pdf
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)

79810

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	View File
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 distribute 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.
2. To grant on duty leave to faculties for conducting management development programmes/corporate training programmes/ consultancy services.
3. Institutional fees include tuition fees, development fee, caution money deposit, credit based course fees,

university prorata, student insurance, eligibility fees.

4. Institute provides financial support to the staff for their copyright work.
5. University provides funding for various activities like QIP workshops which was arranged by the institute in February.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535414/6.4.3.pdf
Upload any additional information	View File

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

The IQAC has made significant contributions by implementing various strategies and processes to ensure the quality of education and overall functioning of the institution. Through their efforts, the IQAC has helped the institution to maintain and enhance its quality standards, ultimately benefiting the students and the entire academic committees.

IPR Ecosystem:

SIBAR has formulated an internal IPR policy. This defines the verticals and initiatives to be undertaken within the semester for promotion and awareness of IP Activity conduction and its objectives are made clear to the executing team. Support is also provided for IIC initiatives.

Supplementary Learning-

Project Based Learning -MCA :

The academic monitoring committee takes continuous efforts to improve academic and administrative performance of the

institution. At the end of the MCA program students must be able to apply the knowledge of computing fundamentals, computing specialization, mathematics, and valuable domain knowledge.

MBA Case based learning:

A case study is actually designed to make you step into a manager's shoes and think like one. What if you are the manager, how would you solve this problem? Instead of faculty-led lectures, the case study method encourages students for interaction and class discussion in order to develop solutions to a set case study.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535423/6.5.1.pdf
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 Internal Quality Assurance Cell (IQAC) has played a crucial role in monitoring and ensuring academic progress within the institution. This committee helps to identify areas where improvements can be made and implements strategies to enhance the overall academic experience. As a part of IQAC initiative, the Academic Monitoring Committee has been instrumental in closely monitoring the academic progress of students. By identifying areas for improvement and implementing strategies to enhance the learning experience, this committee ensures that students receive a high-quality education. Their efforts contribute to the overall growth and success of the institution. It's great to see how the Academic Monitoring Committee is dedicated to support students' academic progress. Their efforts contribute to the continuous growth and success of the institution. They regularly review the performance of students, assess the effectiveness of teaching methods, and provide feedback to faculty members. SIBAR also takes student feedback from all batches of the students.

The academic progress is constantly monitored by the director

of the institute. The AMC reviews the academic and administrative activity once in the semester and guides and directs them accordingly. As per the directives academic coordinator has prepared academic calendar and respective coordinator prepared time table of lectures. Time table, academic calendar are communicated with all faculties and all semester wise students.

File Description	Documents
Paste link for additional information	http://sibar.sinhgad.edu/media/535417/6.5.2.pdf
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	http://sibar.sinhgad.edu/media/535420/6.5.3.pdf
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	View File
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

SIBAR conducts regular gender equity promotion programs by inviting guest speakers from prominent fields to speak on the given topic which highlights the importance and contribution of women in society. 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.

Gender sensitivity is an inherent value in the cultural ethos of the institute and its neighboring community, as is evident by the following facilities -

Safety and Security

? Well-trained and vigilant security guards stationed across the campus and checkpoints at all campus entries and exits.

? Extensive surveillance network with 24x7 monitored control rooms.

? Rotational duty by all non-teaching staff members for discipline and security in the campus.

? Separate wardens for hostelsmen and women.

Counseling

? Formal and informal avenues for counseling female and male students by staff for academic and other issues/problems.

? Grievance Redressal Committees for staff and students

? Gender sensitization courses and workshops conducted in institute example Human rights I & II

? In the Departments, common rooms have been allocated for men and women, which also facilitate meetings and discussions.

? Enrolment of women students and women staff SIBAR has been successful in caring for its diverse students and staff population harmoniously in its efforts to steadily achieve gender equality.

File Description	Documents
Annual gender sensitization action plan	http://sibar.sinhgad.edu/media/535498/7.1.1%20action%20plan%202022-23.pdf
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	http://sibar.sinhgad.edu/media/535504/7.1.1%20supporting%20brief.pdf

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

A. 4 or All 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

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 staff deal with the segregation of 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 grey water 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.

By means of sign boards all visiting the institute are made conscious about their responsibilities towards the environment

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
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	View File

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**

A. Any 4 or All 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	View File

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

A. Any 4 or all of the above

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

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

B. Any 3 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).

SIBAR's harmonious culture is evident from each activity that it undertakes. Every effort is made to ensure we build tolerance in our students and ensure harmony is maintained at every stage. Several activities are undertaken to create this environment and to embrace harmony on all fronts. Tolerance to all aspects of life by working together on several academic and non-academic activities is built. Team tasks are specially assigned to ensure achieving the goal of tolerance and harmony. Some of the activities are enlisted below:

Sr. No.

Content

Details

1

CSR Activity - Visit and Food distribution to Warkaris during Palkhi procession

Report with Photos

2

Blood Donation Camp

Report with Photos

3

Women's Health [Cancer] Check-up Camp

Report with Photos

4

Gender equality sensitisation

Report with Photos

7

Euphoria - Happiness Week

Report with Photos

8

Cultural activities

Report with Photos

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	No File Uploaded

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

SIBAR value system instills a spirit of nationalism and patriotism at the same time. Our students are apprised and motivated to become responsible citizens of the nation who understand the constitutional values and adhere to them. Several activities for students and general public is conducted to apprise them of the constitutional obligations.

The students are sensitized about the Universal Human Values right from Day 1 during the induction program (Program Flow of Induction is appended). A session is conducted to ensure they are informed and made aware of some of these values. As a regular practice the Constitution Day celebration we had students read aloud the Preamble to the Constitution on 26th November, 2022. The Preamble is displayed on different floors of the institution.

Another mechanism that ensures sensitization to Human Rights and the Constitution is the one credit paper that is compulsory for each student across different semesters as mentioned below:

List of One Credit Courses

1. Human Rights Paper I
2. Human Rights Paper II

http://www.unipune.ac.in/university_files/HRE-Syllabus-new.pdf

1. Introduction to Constitution Paper I
2. Introduction to Constitution Paper II

http://unipune.ac.in/university_files/Constitution/All%20PG%20Compulsory%20Paper%20Introduction%20to%20Constitution_13.012021.pdf

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	http://sibar.sinhgad.edu/media/535444/7.1.9.pdf
Any other relevant information	http://sibar.sinhgad.edu/media/535444/7.1.9.pdf

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this

A. All of the above

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

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

INSTITUTION CELEBRATES / ORGANISES NATIONAL AND INTERNATIONAL COMMEMORATIVE DAYS, EVENTS AND FESTIVALS:

SIBAR as an institution is sensitive towards holistic development hence, it ensures that every aspect of life including national and international commemorative days, events and festivals are celebrated or organised for the staff and students.

This practice helps in not only creating awareness among students about various activities and cultures within the home country but also across the global, thereby developing a sense of internationalization in thoughts. Enlarging the horizon of acceptance to cultures and ethnicity of various regions is given due importance at the institute. Some of the events and festivals celebrated are as mentioned below:

- Independence Day Celebration - Flag Hoisting ceremony
- Republic Day Celebration - Flag Unfurling ceremony

- International Womens Day
- Savitribai Phule Jayanti
- Shivaji Maharaj Jayanti
- International Yoga Day Celebration
- Gandhi Jayanti Celebration and many more
- Constitution Day Celebration – Reading Preamble to the Constitution by students.

EXAMPLE: International Yoga Day was celebrated to raise awareness about the benefits of Yoga in daily life. Yoga brings balance between body, soul and mind. Dr. Vimal Deep Saxena QCI Certified YOG trainer recognised by Ayush Mantralay demonstrated the basic asanas and how it is useful for a healthy body and healthy mind. He also spoke about some healthy eating habits.

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	View File

7.2 - Best Practices

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

Best Practice 1

1. Title of the Best Practice

Psychometric Test & Competency Mapping for identifying ability & trait.

2. Objectives of the Practice

SIBAR is determined to ensure all its stakeholders are benefitted through its actions.

Psychometric Tests are conducted by employers to assess intelligence, abilities, potential and personality.

The objective of the competency mapping was to identify gaps in existing and desired competencies and proficiency levels and address these inadequacies by offering goal focussed learning, upskilling, and training support to the students to help them secure their choice of specialization.

Best Practice 2

1. Title of the Best Practice

STP - Student Training Programme.

2. Objectives of the Practice

Enabling students to be better individuals is the core. The whole purpose of the STP is to enhance the employability skill of the students by providing all round grooming.

To inculcate professional manners & etiquettes

To inculcate decent communication skills

To develop their aptitude in various domains.

To develop technical skills

To hone their skills and help them develop those required to be good managers.

File Description	Documents
Best practices in the Institutional website	http://sibar.sinhgad.edu/media/535507/7.2%20best%20practices%20vu.pdf
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

IPR Eco-System:

SIBAR has initiated its long journey on the trails of innovation and development. To establish an ecosystem we started off with an understanding of the how the IPR and innovation must be incorporated in to the curriculum. For this we organized interactive sessions by the stallwards of IP. Taking guidance for both government and non-government agencies. Some examples being; session by NIPAM officials, interaction at the IIC team from all over maharashtra along with honorable Chief Innovation Officer, Ministry of HRD, Govt. of India, Mr. Abhay Jere, visits to Bhau Incubation Center at COEP. This helped us to create awareness among out faculties and students.

We then focused on conducting brain-storming sessions with-in the team to come up with ideas to implement our understanding of IPR. SIBAR planned the following activity under the same:

- FDP on copyright filing,
- student encouraged to conduct research on market softwares and technologies, based as a poster competition.
- student encouraged to participate in innovation competition Aavishkar

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 endeavours to achieve greater heights and keep improving its processes and performances. SIBAR's Plan of Action aims at the following:

Research Center: SIBAR offers 2 PG programs MBA & MCA. We have Recognised research guides under Savitribai Phule Pune University. Sibar has initialized the process for starting a Ph.D. Research Center with desired facilities.

Student Development: SIBAR successfully raised level of its students, it further plans to better the same by providing value additions in different arenas. Student centric holistic development being the forward leap, to ensure greater opportunities. An environment facilitating empowerment of girl students to increase Gender diversity.

IPR Ecosystem: SIBAR IPR cell guides students and faculties and plans to increase awareness about copyrights, patents and other IPR forms. SIBAR provides financial support to stakeholders for filing copyrights and patents. This year plan is to apply for patent funding under AICTE's KAPILA scheme.

Supplementary Learning: SIBAR plans to boost self-learning among stakeholders through participation in Certification courses such as those provided by NPTEL, SWAYAM, etc. Supplementary learning to be enhanced through various participative learning techniques.

IIC activities: SIBAR IIC cell is keen on implementing a greater number of entrepreneurial activities to boost startup projects. One of its mission of entrepreneurial spirit to be taken to next level in the coming year.

Alumni Connect: Two-way ideology wherein both institute and its alumni benefit from mutual association, enhancing networking, knowledge sharing and co-creation of opportunities.