Yearly Status Report - 2018-2019

Part A	
Data of the Institution	
1. Name of the Institution	**SINHGAD BUSINESS SCHOOL**
Name of the head of the Institution	**Dr.Vijaya Puranik**
Designation	**Director**
Does the Institution function from own campus	**Yes**
Phone no/Alternate Phone no.	**020-25434314**
Mobile no.	**9657725091**
Registered Email	**director_sbs@sinhgad.edu**
Alternate Email	**vijayapuranik@gmail.com**
Address	**19/15 Smt Khilare Marg, Off Karve road, Erandwane**
City/Town	**Pune**
State/UT	**Maharashtra**
Pincode	**411004**

2. Institutional Status

Affiliated / Constituent	**Affiliated**
Type of Institution	**Co-education**
Location	**Urban**
Financial Status	**private**
Name of the IQAC co-ordinator/Director	**Dr Dhananjay Mandlik**
Phone no/Alternate Phone no.	**02025434314**
Mobile no.	**9623448939**
Registered Email	**dhananjay@sinhgad.edu**
Alternate Email	**vishalgaikwad.sbs@sinhgad.edu**

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	http://cms.sinhgad.edu/sinhgad_management_institutes/sbs_mgt/institute_details.aspx

4. Whether Academic Calendar prepared during the year

4. Whether Academic Calendar prepared during the year	**Yes**
if yes,whether it is uploaded in the institutional website: Weblink :	https://drive.google.com/file/d/1253EhVlFnFpqrzLvELQZMDQbcZ4YlXnf/view

5. Accrediation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity	
				Period From	Period To
1	**B++**	**2.78**	**2018**	**02-Nov-2018**	**01-Nov-2023**

6. Date of Establishment of IQAC

6. Date of Establishment of IQAC	**03-Oct-2017**

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by	Date & Duration	Number of participants/ beneficiaries

IQAC		
The practical orientation of business concept was implemented by the initiative of SBS through Biz- Wiz competition Plan.	10-Dec-2018 1	56
The certification program on financial model was undertaken to have practical exposure to application used in Industry	28-Jan-2019 7	47
Reading Compression, Writing an essay was included in Student training program.	01-Jan-2019 90	190
Case study workshop was organized in collaboration with SKNCC for under-graduate students.	11-Mar-2019 1	90
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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Sinhgad Business School	Scholarship	DBT	2018 180	26031134
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9. Whether composition of IQAC as per latest NAAC guidelines:	**Yes**
Upload latest notification of formation of IQAC	[View File](#)
10. Number of IQAC meetings held during the year :	**3**
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	**Yes**
Upload the minutes of meeting and action taken report	[View File](#)
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	**No**

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

1) LED panels installed 2) Elibrary 3) Interactive session through video conferencing " Pariksha pe charcha" program by prime minister Narenda Modi helps the students to overcome examination stress.

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

Plan of Action	Achivements/Outcomes
Institute has invited experts to enhance the soft skills/english language of the students especially from rural areas	Positive effect on Campus interview results
Alumni interaction was given more importance through various academic & placement related activites to preapre students to meet the industry contemporary expectations	Students are preparing themselves more in terms of academic & placement to meet industry expectations
Faculty members were encouraged more for the involment in various research & related activites.	Increased the numbers of papers in articles & in journals, Also increased the participation in varoius conferences
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14. Whether AQAR was placed before statutory body ?	No
15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	No
16. Whether institutional data submitted to AISHE:	Yes
Year of Submission	2019
Date of Submission	17-Jan-2019
17. Does the Institution have Management Information System ?	Yes
If yes, give a brief descripiton and a list of modules currently operational (maximum 500 words)	Tally Accounting GEMS Library, Performance Appraisal

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

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

Criterion I pertains to the practices of an institution in initiating a range of programs and courses that are in tune with the emerging national and global trends and relevant to the local needs. Apart from issues of diversity and academic flexibility, aspects on career orientation, multi-skill development, feedback system and involvement of stakeholders in curriculum updating are also gauged. Sinhgad Business School affiliated to SPPU is currently having the following mechanisms for effective delivery of curriculum- 1. At the beginning of an academic session, meetings are held in which curriculum and academic calendars are prepared in line with the SPPU and institutional guidelines. 2. Number of classes for each topic is decided according to the syllabus and credits per course assigned to each topic/course etc. 3. Time table committee prepares well-constructed weekly Schedule/ time table for each semester for conduct of classes. 4. Faculties prepare their Teaching Plan according to the course/syllabus/subjects allotted and classes allocated. 5. Classes held according to the time table under the supervision of overall coordinators. 6. Various classroom teaching methods based on various needs of different courses are regularly used for the effective delivery of the curriculum such as- ICT-enabled teaching-learning method, Use of different software, Use of Scientific models and charts for effective lecture delivery, Distribution of class notes by teachers, Group discussion amongst the students during the class, seminars by students related to curriculum, Paper presentation by the students. 7. Project work, dissertations are conducted for fulfilment of their degrees. 8. Special talks by experts are also arranged regularly in the guest sessions. 9. Regular class tests, Midterm examinations, End term examinations, regular assessment, viva-voce, are organised to keep track on the improvement of the students. 10. Remedial classes are also conducted based on requirement. 11. SBS maintains the detailed record of the classes, assessments, attendance, etc.

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
HRD Instruments	NA	06/03/2018	3	Employability/Entreprenurship	Decision Making Analytical and Leadership Skills, HRD Sillss
Advance Excel	NA	27/08/2018	2	Employability/ entrepreneurship	Handling Excel efficiently, Data analysis using Excel
Financial Modelling	NA	28/01/2019	6	Employability/ entrepreneurship	Proficiency in analyzing financial data, Learning of

					Basic and Advance Excel applications, Budgeting planning
AMCAT	NA	12/12/2018	2	Employability/ entrepreneurship	Aptitude Logical Reasoning Skills for employability

1.2 – Academic Flexibility

1.2.1 – New programmes/courses introduced during the academic year

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

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Marketing, HRM, Finance, Operations, IT, IB	01/08/2018

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

	Certificate	Diploma Course
Number of Students	312	0

1.3 – Curriculum Enrichment

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

Value Added Courses	Date of Introduction	Number of Students Enrolled
English Language Lab	17/08/2018	52
German Language Lab	17/08/2018	28
Business Communication	17/08/2018	189
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1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Summer Internship in Marketing, HRM, Finance, Operations, IT, IB	334
MBA	Dissertation in Marketing, HRM, Finance, Operations, IT, IB	352
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	Yes
Alumni	Yes
Parents	Yes

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

Feedback Obtained

Student's feedback is filled by all MBA Students first, second year on their last examination day in the institute. Attendance of each student is mentioned in the feedback form. Feedback is received on varied aspects of the college including location, office, library, administration and academics. The points are calculated according to the grades given by the students in various criteria. The grades are given as A, B, C, D, E (where A5, B4, C3, D2, E1). The Average and percentage of various criteria are calculated. The strength and weaknesses mentioned by the students are summarized. Feedback is also collected from the parents during Parent Teacher Meetings (PTMs) that are organised by the institute. Suggestions and comments given by the guardians are also taken into account for future development. The different areas where improvements are required are discussed in respective committees. The proposals given by the different committees are discussed in the meeting for necessary action. Strengths of the institute are also taken into consideration for further up gradation.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	Marketing, HRM, Finance, Operations, IT, IB	360	204	190
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2.2 – Catering to Student Diversity

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

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	0	520	0	23	23

2.3 – Teaching - Learning Process

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

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-	ICT Tools and resources available	Number of ICT enabled Classrooms	Numberof smart classrooms	E-resources and techniques used

| 23 | 23 | 6 | 13 | 1 | 12 |

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

Mentoring activity is executed at the beginning of every semester of the academic year in our Institute. During induction program all fresher students are made aware of Mentoring program and the process conducted in the institute. Mentoring activity coordinator allocates group of MBA 1st and 2nd year students to each faculty member for mentoring. On an average each faculty is assigned 15 to 20 students of first year for conducting mentoring sessions. And second year students are mentored by their Project guides from whom they seek project guidance. Mentor- Mentee allocation list is displayed in each class notice board and also circulated on student's what-Sapp group. For conducting mentoring sessions, a special slot is kept in the time table on every Thursday. Faculties guide the students about MBA course, credit structure certification courses related to specialization, examination system, cultural sports events within and outside campus, industrial visits, student training program (STP) activities, seminars, workshops etc. They also give guidance for Summer Internship Program project sponsorship and placement opportunities in various sectors. The company feedback received by placement officer is shared with the students and action towards filling the gap is initiated by the mentors. Faculty mentors also call Alumni to interact and share their experience with the students.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
520	23	1:23

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
36	23	13	2	12

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

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
2019	Dr. Vijaya Puranik	Director	Vice President, South Region CEGR

2.5 – Evaluation Process and Reforms

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

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year- end examination	Date of declaration of results of semester- end/ year- end examination
MBA	613610110	I	04/05/2019	06/07/2019
MBA	613610110	II	14/05/2019	06/07/2019
MBA	613610110I	III	04/05/2019	06/07/2019
MBA	613610110I	IV	11/05/2019	06/07/2019

2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

As per revised MBA Curriculum, the domain heads appointed by Director along with course teachers, prepare the scheme of Comprehensive Concurrent Evaluation (CCE) before commencement of the term. The scheme of Comprehensive Concurrent Evaluation explicitly state the linkages with the Course Outcomes (CO) defined in curriculum. Course teachers opt for a combination of one or more CCE methods for each course as per guidelines given in the syllabus. The course teacher design scoring parameters that define performance expectations for learners. The final scores of all CCE components are then converted to internal marks weightage. The outcome of each course CCE shall be duly signed. A copy of the duly signed assessment outcome by the course teacher, coordinators, overall coordinators and the director is displayed on the notice boards and course teachers guide the students on a need basis. Every semester internal examination team conducts End term examination based on entire syllabus. The marks of End term examination are displayed on the notice board and answer sheets are shown to the all students by the subject teachers. Students who are placed through college placement drive and students who remain absent for genuine reason who are unable to attend the internal exam during the period have been given facility of submission of assignment. Soft copies of question papers are mailed to them by the exam team. At the time of submission of answer sheet, subject teacher conducts their viva and maintain the record. Students who fail in the internal exam were asked to rewrite the same question paper and at the time of submission their viva is taken by the subject teacher to judge their performance.

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

Faculties prepare their teaching plan for the conduct of teaching sessions. Academic calendar is displayed on institute website at the beginning of every semester. It also includes details of activities such as Induction program for newly admitted students, specialization orientation for second semester students, placement orientation sessions for third and fourth semester students, Summer Internship guidance sessions, certificate courses, details of activities such as cultural and sports events, industrial visits, case study sessions, guest sessions, alumni interaction session , national conference , state level seminar etc. . All faculties follow the calendar for the conduct of academic activities.

2.6 – Student Performance and Learning Outcomes

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

http://collegecirculars.unipune.ac.in/sites/documents/Syllabus%202016/MBA_NEW_Syllabus_2016-17-17-6-16.pdf

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
613610110	MBA	Marketing, HRM, Finance, Operations, IT, IB	328	286	87.20

2.7 – Student Satisfaction Survey

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

Marketinghttps://goo.gl/forms/ZV41vFUzQ0AMV1333Financehttps://goo.gl/forms/eL2erqv8jEfooDS73HRhttps://goo.gl/forms/bOdPX2jRbp65Y8g43IThttps://goo.gl/forms/WGx1z2iPOnMWC3k72Operationshttps://goo.gl/forms/Fm6Ran6kOfCOe6Cv1IBhttps://goo.gl/forms/5L17pOEOUqb7YDOs2SEM_Ihttps://goo.gl/forms/5bSWaj3nle7YmY5G2

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

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

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
No Data Entered/Not Applicable !!!				
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3.2 – Innovation Ecosystem

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

Title of workshop/seminar	Name of the Dept.	Date
Alumni Association Meet	Management	05/04/2019

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

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
No Data Entered/Not Applicable !!!				
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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
Innovation Incubation Cell	Innovation Incubation CellS	SPPU	Brand Build Media	Start - up Consultancy online	27/11/2018

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3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
1	0	0

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

Name of the Department	Number of PhD's Awarded
Management	5

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

Type	Department	Number of Publication	Average Impact Factor (if any)

National	Management	7	3.2
International	Management	18	2.8

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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Management	1

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

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
No Data Entered/Not Applicable !!!						
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3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

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

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

Number of Faculty	International	National	State	Local
Presented papers	1	3	1	3

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3.4 – Extension Activities

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

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Autism Center	Sinhgad Business School	2	15
Utthan	Sinhgad Business School	4	15
Tree Plantation	Sinhgad Business School	4	38
Blood Donation	Sinhgad Business School	2	35

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

during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
Blind School Donation	Appreciation Letter	Blind Association, Madurai	33

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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activites	Number of students participated in such activites
Swachh Bharat	Sinhgad Business School	Cleaning the premises	2	20
Street Play	Sinhgad Business School	Street Play	2	6
AIDS Awareness	Sinhgad Business School	Guest Session	2	125
Gender Issue	Sinhgad Business School	Guest Session	2	96

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3.5 – Collaborations

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

Nature of activity	Participant	Source of financial support	Duration
Live Project	4	Brand Build Media Pune	60
MDP	62	MCED, Pune	1
MDP	18	Pat Samstha	1
MDP	60	SBI	20
Training Program in German	6	Propellence Consultancy	60
National Sumit – Round table discussion	35	CEGR	1
Training Program	60	VAMICOM	3

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

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Knowledge Sharing	Case Study	SKN Sinhgad College of Commerce	01/07/2018	31/03/2019	160

| Resource Person | Ph. D. Course Work | Sinhgad Institute of Management and Compter Application , Pune | 05/06/2019 | 05/06/2019 | 43 |
| Resource Person | Session Chair for Research Conference | D. Y. Patil Institute of Management Studies | 01/02/2019 | 02/02/2019 | 90 |

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

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Harvard Business Publishing	04/09/2018	Case Study	190

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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

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

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
435358	171000

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Campus Area	Existing
Class rooms	Existing
Laboratories	Existing
Seminar Halls	Existing
Video Centre	Existing
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Newly Added

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4.2 – Library as a Learning Resource

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

Name of the ILMS software	Nature of automation (fully or patially)	Version	Year of automation
GEMS	Fully	13	2013

4.2.2 – Library Services

Library	Existing	Newly Added	Total

Service Type						
Text Books	14995	5138514	12	3240	15007	5141754
Reference Books	2550	685179	0	0	2550	685179
e-Books	0	0	1050	0	1050	0
Journals	16	38600	0	0	16	38600
e-Journals	0	0	136	0	136	0
Digital Database	0	0	0	0	0	0
CD & Video	782	0	6	0	788	0
Library Automation	0	0	0	0	0	0
Weeding (hard & soft)	0	0	0	0	0	0
Others(spe cify)	1	55000	0	0	1	55000

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

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
No Data Entered/Not Applicable !!!			
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4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/ GBPS)	Others
Existing	240	60	240	35	73	18	27	32	27
Added	0	0	0	0	0	0	0	18	0
Total	240	60	240	35	73	18	27	50	27

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

50 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
Yes	https://sites.google.com/site/onlinesbs library/guidance-from-the-faculties

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary

component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurredon maintenance of physical facilites
454319	270943	74306	114365

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

There are detailed procedures for maintaining and utilising the physical, academic and support facilities:- • Maintenance register is provided for any requirement of work to be done for Computer Lab, any service related request for computer hardware and software, any electrical requirement, or any stationary requisition • Movement register is maintained for all staff whenever required • Library entry register for students, maintenance of books and records is done as per compliance • Process for availability and requirement of Seminar Hall, Annex Hall for any academic and non academic purpose if any is in place. • All Annual Maintenance Contract are renewed every year

http://www.sinhgad.edu/2018/SBS/NAAC-2018/Procedures-and-policies-for-maintaining-and-utilizing-physical-academic-and-support-facilitie.pdf

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	NA	0	0
Financial Support from Other Sources			
a) National	M.P. State Govt. -Non Matric Scholarship(For Backward Classes) Bihar Student Credit Card Scheme (For Education Loan) , Mahindra Finance Scholarship	3	339965
b)International	NA	0	0
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
Induction Program	08/08/2018	180	Sinhgad Business School other external experts
Excel Workshop	27/08/2018	90	Mr. Ravi Phadke
Financial Modeling Worshop	28/01/2019	47	ERICAP(Mr. Hrushikesh Kale)

Yoga Meditation	13/03/2019	60	Patanjali Yoga Vidya
Personal Counselling Mentoring	02/08/2018	520	Sinhgad Business School
Soft Skills Development Module	10/08/2018	180	Sinhgad Business School other external experts
German Language Training Session	10/09/2018	20	Prof. Dushmanto Chakra
For Subjects : 202 F.M. , 204 D.S., 101 ABD, 102 EABD, 104 BRM, 105 OB	20/10/2018	120	Sinhgad Business School
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passedin the comp. exam	Number of studentsp placed
2018	Mentoring	0	520	0	451
2018	Aptitude	0	190	0	0
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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
0	0	0

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Nameof organizations visited	Number of students participated	Number of stduents placed	Nameof organizations visited	Number of students participated	Number of stduents placed
69	247	119	73	178	105
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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
2018	1	MBA	Management	Gokhale Institute of Politics	M.Sc.(Economics)

| | Economics | |

5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	0
SET	0
SLET	0

5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Roop Ganesha	Intra-Institute	50
Readers Day	Intra-Institute	20
Stage Play	Inter-Institute	100
Wall Street Titans	Inter-Institute	60
Punk-D-Junk	Inter-Institute	50

5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2018	0	National	0	0	0	0

No file uploaded.

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

An active Student Council in the institute promotes representation by students on various academic and administrative committees like Industry-Institute Interaction Committee, Placement Committee, Alumni Committee, Cultural and Sports Committee etc. to encourage participation in sports, cultural, social and extra-curricular activities. In 2017-18, the Institute has constituted College Development Committee (CDC) to promote activities for student's development. President and Secretary of the Student Council are student representatives. In addition to this, student's representation is also promoted by the Institute on other important committees namely Governing Council committee, SC/ST Committee, Grievance Redressal Committee, Anti-ragging Committee, Anti-Sexual Harassment Committee. There is active participation of students in various activities conducted at the Institute through various Student Clubs. Student Clubs help in promoting value-based education for inculcating social responsibility and good citizenry amongst the student community. They help in fostering holistic development of students and facilitate development of various skills and competencies among students.These Clubs work smoothly and systematically within the purview of the college norms and rules. Currently eight Student Clubs are operational.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?
Yes
Main objective of the Association is to bridge the gap between the college and alumni. Alumni Association members have been responsible for keeping complete track of alumni with their required details, inform them about the current changes and achievements of the institute. Alumni association meetings take place yearly and future plans are discussed in the meetings. Along with the association meeting annual alumni meet is also organized at the institute level every year. Alumni contribution happens in various non -financial forms such as alumni interaction week, alumni challenge competition. Alumni on our campus for the benefit of the juniors, namely for conducting viva, STP activity, conducting mock personal interviews, discuss business and entrepreneurship opportunities. During the interaction alumni have highlighted the importance of current trends in the market and guided the students about the career opportunities in different fields. They have also shared their personal experiences with students. Alumni visit campus at regular intervals to support the existing batch of students in planning and organizing events, extend support and guidance for functioning of various students clubs. Alumni who are entrepreneurs have been providing inputs on how to start a new venture and turning them in to job providers. This has resulted in to two out of four students who have in progress of their revenue streams. Some of the alumni are actively participating in social service combining with creative activities for rural area kids. These activities are quite motivational and create enthusiasm among children resulting in awareness related to importance of education among poor children. All these activities are carried out during weekends. Whenever these alumni visit the campus they motivate students to follow their path for the betterment of the society. Alumni extend their support for campus placements and summer and winter internships for HR, Finance and Marketing students from time to time. To expand the scope and reach of the alumni association, a new governing body was formed in August- 2017 to decide formation of the Nasik Chapter. Mr. Anup Mahajan, President of the association mooted the idea to form chapters in different cities in Maharashtra which was well received by the Institute and Alumni both.

5.4.2 – No. of enrolled Alumni:
321

5.4.3 – Alumni contribution during the year (in Rupees) :
321000

5.4.4 – Meetings/activities organized by Alumni Association :
1

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)
The institute practices decentralization and participative management in decision making wherein the Director, Local Management Committee (LMC) later changed to College Development Committee (CDC) conducts the meeting of the faculty members and staff members to decide the academic and administrative policy of the institute. The CDC plays vital role in formulating the standard operating procedures (SOPs) for academics, administration and infrastructural augmentation. The academic and administrative leadership is in the hand of the Director. Participative Management: a)The following committees are formed to

ensure smooth functioning of academics and administrative activities: ?
Admission Committee ? Academic Committee ? Grievance Redressal Committee ?
Placement Committee ? Sports and Cultural Event Committee ? Exam Committee ?
Administration Committee b) Student Clubs: The activities undertaken by
Student's Clubs are guided and monitored by faculty members. The following
clubs ensure Participation in Sport and Cultural events to explore student's
talents. Participation in skill development programs to prepare students for
placements. Arranging Guest sessions as a part of industry-academia interface.
Publishing newsletters containing the details of the events, achievements of
the students' etc

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

6.2 – Strategy Development and Deployment

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

Strategy Type	Details
Curriculum Development	As per the revised syllabus upgraded by university. Some faculties were involved in Syllabus development activity and also participated in designing the evaluation of the course.
Teaching and Learning	1. Institute has invited experts to enhance the soft skills of the students. 2. " Pariksha pe charcha" program by prime minister Narenda Modi helps the students to overcome examination stress.
Examination and Evaluation	Subject Viva-Voce has introduced as a new methodology to evaluate the students.
Research and Development	To enhance research culture, faculty were encouraged to participate in conferences and Journals through their research work which are financially supported by the institute.
Library, ICT and Physical Infrastructure / Instrumentation	Library has created electronic source for the subject content in the form of e-books / ppts/ articles which student can access through web.
Human Resource Management	Faculty members were encouraged to attend AICTE sponsored FDP's/ Workshop conducted by SPPU on enhancing the teaching skills and research aptitude.
Industry Interaction / Collaboration	Alumni working with the industries were invited to train the students from placement perspectives and deliver the session to make them aware about Industry expectation.
Admission of Students	Zoom Software is linked up with tally software to generate admissions e-receipts.

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

E-governace area	Details
Planning and Development	GEMS – ERP software
Administration	GEMS , CCTV , Library Software, Biometric System
Finance and Accounts	AUS Paywhiz Professional Software, Tally: Apex Actsoft Technologies Pvt Ltd,
Student Admission and Support	Zoom Software Wi-Fi
Examination	To maintain the confidentiality, Only CEO of Examination will get OTP (One -time-password) to download the SPPU Exam Papers few minutes prior to exams.

6.3 – Faculty Empowerment Strategies

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

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2018	Dr. Vidyut Deshpande D.S.Vilasani	International Workshop 14 to 15th Fe,2019 at Modern college of Engineering 18/02/2019	NA	2300
2018	Sandhya Shelar	National Conference at HNIMR in the February2019 28/02/2019	NA	1000
2019	Prof. Jayraj Sasane	Research Paper in IJMSS 14/01/2019	NA	2300
2019	Dr. Vidyut Deshpande	Paper Publication in peer reviewed UGC listed Joornal	NA	800
2019	D.S.Vilasini	2 Research paper published at DIMR – PUNE 12/03/2019	NA	1000
2019	Dr Prashant Kotasthane	Publication of Case study in Journal 25/03/2019	NA	14394
2019	Dr Prashant Kotasthane	2 days Conclave on "Innovation Start Up sahyog"-in SPPU 19/03/2019	NA	500

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

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2018	NA	GST Training	27/06/2018	27/06/2018	0	2
2018	NA	GST And Tally Training	04/12/2018	04/12/2018	0	2
2019	Case Based Teaching by KG Guruji Consulting Pvt. Ltd.	NA	31/03/2019	31/03/2019	23	0
2019	NA	Team Building	26/06/2019	26/06/2019	0	12

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

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
Innovation teaching skills for management teachers conducted by UGC	5	15/07/2018	21/07/2018	7
Soft skills for teachers conducted by UGC	1	19/12/2018	25/12/2019	7
Research Methodology for management teachers conducted by SPPU	2	23/07/2018	29/07/2018	7
Bloomberg Training	2	10/04/2019	11/04/2019	2
Bloomberg Training for Finance	5	17/07/2019	20/07/2019	4

faculties				

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

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
23	23	42	42

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
1) Group Insurance Scheme (GIS): Institute provides Group insurance which is supplemental coverage to better ensure the physical, mental and financial health of insured members and their families. 2) City Allowance: Institute has policy to provide the city allowance to all the employees. 3) Accident Insurance: Accidental Insurance is provided to the employees under Group Insurance Scheme. 4) Free Medical Treatment: Each employee is provided the free medical treatment from STES's Medical college and Hospital. 5) Maternity leave as per government norms: As per the government's maternity rules, each lady employees who has completed two years of service entitles for the maternity leave. 6) Employee Provident Fund (EPF):The employees who are already registered with EPFO entitled to get the Employee Provident Fund. 7) Gratuity: The employees who has completed 5 years of tenure of services in the same organization receives gratuity after their discontinuation of service. 8) Staff Quarters: Institute provides the residential quarters to both teaching	1) Group Insurance Scheme (GIS): Institute provides Group insurance which is supplemental coverage to better ensure the physical, mental and financial health of insured members and their families. 2) City Allowance: Institute has policy to provide the city allowance to all the employees. 3) Accident Insurance: Accidental Insurance is provided to the employees under Group Insurance Scheme. 4) Free Medical Treatment: Each employee is provided the free medical treatment from STES's Medical college and Hospital. 5) Maternity leave as per government norms: As per the government's maternity rules, each lady employees who has completed two years of service entitles for the maternity leave. 6) Employee Provident Fund (EPF):The employees who are already registered with EPFO entitled to get the Employee Provident Fund. 7) Gratuity: The employees who has completed 5 years of tenure of services in the same organization receives gratuity after their discontinuation of service. 8) Staff Quarters: Institute provides the residential quarters to both teaching	Students insurance, pro rata student welfare fund,

and non-teaching staff members. 9) Cafeteria: The institute has cafeteria in the campus	and non-teaching staff members. 9) Cafeteria: The institute has cafeteria in the campus	

6.4 – Financial Management and Resource Mobilization

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

The institute conducts the internal and external audit. The internal audit and external audit is conducted periodically. The audited reports are maintained for accounting year April 2018 to March 2019

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
Sinhgad Technical Education Society (STES), Pune	62326499	Academic Administrative Expenses

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6.4.3 – Total corpus fund generated

62326499

6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No		Yes	STES
Administrative	No		Yes	STES

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

1) Guest Lecture: Parents of the students has suggested the resource person from various industries for the guest lecture as a part of Industry Academia Interface 2)Industry Visits: The industry visits to best companies in and around pune were recommended /supported by the parents 3) Student Internship: Students were given chance to work in parent's/ relatives business.

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

1) Yoga- The Yoga program was organized for the well-being of staffs. 2) Tally Software Training: Training Program on Tally and related software. 3) Fire-fighting Training: Staff Safety Mock drill session was conducted twice in a year.

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

1) Alumni Meet- The Alumni association meeting was conducted on 05 /04/2019. 2) Biz-wiz: Application oriented activity was executed to give practical exposure to the student. 3) E-library - The E-source of the course content was developed in the library. The link for accessing the repository is shared with the students

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes

b)Participation in NIRF	No
c)ISO certification	No
d)NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	The practical orientation of business concept was implemented by the initiative of SBS through Biz-Wiz competition Plan.	14/09/2018	12/10/2018	12/10/2018	17
2019	The certific ation program on financial model was undertaken to have practical exposure to application used in Industry.	20/11/2018	28/01/2019	28/01/2019	47
2019	Reading Compression, Writing an essay was included in Student training program.	20/11/2018	01/01/2019	01/03/2019	190
2019	Case –study workshop was organized in collaboratio n with SKNCC for under-graduate students.	20/11/2018	11/03/2019	11/03/2019	90
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CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

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

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Video Clip on gender discrimination	03/10/2018	03/10/2018	19	31
Awareness program on 'Sexual Harassment Of Women At Workplace (Prevention, Prohibition & Redressal Act, 2013)	08/02/2019	08/02/2019	48	36
Women's Day celebration	08/03/2019	08/03/2019	49	10

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

Percentage of power requirement of the University met by the renewable energy sources
0

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	0
Provision for lift	Yes	0
Ramp/Rails	Yes	0
Rest Rooms	Yes	0
Scribes for examination	Yes	0
Special skill development for differently abled students	Yes	0

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2018	1	0	16/10/2018	1	Utthan	Creating A Positive Learning	15
2018	0	1	16/08/2018	1	Janeev	Tree Plantation.	30
2019	1	0	15/02/2019	1	Janeev	Blood Donation	35

| 2019 | 0 | 1 | 04/02/2019 | 1 | Janeev | Autism | 15 |

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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Code of conduct (Handbook)	01/07/2018	Code of conduct handbook exits for students and staff of Sinhgad Business School Erandwane, Pune. Students, and staff follow the rules and guidelines mentioned in the handbook in day to day work.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Sadbhavana Diwas 2018	20/08/2018	20/08/2018	44
Mahatma Gandhi Jayanti and Swachh Bharat Abhiyan	02/10/2018	02/10/2018	30
Readers Paradise	15/10/2018	15/10/2018	22
Siyali Ramamrita Ranganathan (S.R.R.) Librarian Day	14/08/2018	14/08/2018	10
Roop Ganeshache	28/09/2018	28/09/2018	20
International Yoga Day	13/03/2019	15/03/2019	66

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7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

1)Waste to Best: - SBS has organized "Waste to Best" program on 8th September 2018. Main idea behind this program is to create awareness about saving environment, advocating not to us plastic, using all type of waste to create some new article, and providing students a platform to showcase their creativity. 2)E-waste Management: Institute believes in preventive management and hence has a central policy for maintaining computers and its accessories. This enhances the life of the hardware, thus eliminating the need to upgrade frequently. This contributes to the reduction of e-waste. All the computers are upgraded time to time and old computers and accessories are disposed of through an E-waste management agency. E-wastes are disposed of periodically through a professional e-scrap vendor. 3)Anti-plastic drive: It is conducted in the college campus and surrounding area of Erandwane. College is promoting paper bags and advocated to avoid the use of plastic. We have mounted slogans like "Today is no plastic day" etc. 4) "Swachhbharat Abhiyan" Swachh Bharat Mission runs by ministry of HRD in India from 2nd October 2014 to 2019. In this series once again Sinhgad Business School, Pune (SBS) celebrated Swachh Bharat Mission in the college premises along with celebration of Mahatma Gandhi Jayanti. The campus was cleaned by the teaching, non-teaching staff and the students, the cleaning of polythene bags, collecting dirty materials and fencing around the

plant plantation site and the wastage was dispersed in to the dumping yard. The students also cleaned the circulation area. The students also watered the plants. Various cleanliness and hygienic aspects were discussed. Teacher speakers told about this Swachata mission and it's important. 5) No Vehicle day: - Bicycles, Public Transport, Pedestrian friendly roads, The College is situated in the central location of Pune i.e. Erandwane. Public transportation facilities are easily available like PMPML Bus, Shivaji Nagar bus stand and Railway Station Staff members and students use the bicycles, carpool, share vehicle as well as those who are staying nearby use the bicycles and prefer walk. Footpaths are available surrounding the college so pedestrians are using friendly roads. 6) Tree Plantation: -A Tree Plantation Drive was undertaken on 16/08/2018 to celebrate World Environment Day (celebrated world over on Tuesday, 5 June 2018). Around 30 students of MBA 1st year planted trees in the area dedicated for a Taljai Hills with the help of 5 faculty members using simple implements provided by the Gardener. A variety of plants were procured from Plant Nurseries free of charge. The students promised to take due care of the plants with the help of the Gardener.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

1.Title of the Practice: Student Training Program (STP) at SBS In order to achieve the stated goals and objectives of the institute SBS, has taken an initiative in all round development of the students called Students Training Program popularly known as STP. There is a separate STP team of the faculty members who plan and execute the STP program throughout the semester. Several activities are conducted under STP program which gives opportunity to each SBS students to excel in their professional career it also gives them complete idea on how to crack the competition etc. Focus of the STP program is on Aptitude test, Group discussion, personal interview, improving communication skills, CV writing etc. Since all the activities are well planned and well executed in time it gives a great learning experience to all the students of SBS and after successful completion of STP program student come to know area of improvement as well as everyone get the chance to improve on that area. Faculty in charge of the activity takes care to find the gap between what is expected and what has been achieved by the student 2.Title of the Practice: Biz Wiz - One Day Entrepreneur SBS wants their students to know the professional and business environment on their own, so we always try to create such environment at SBS. One of such opportunity is BIZ WIZ- One-day entrepreneur program. As the whole activity involves initial investment by the group of participating students, the ROI (Return on Investment) is not guaranteed, the principal amount is at risk so participants have to form a strategy for success of their business in this program.

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

http://www.sinhgad.edu/2018/SBS/NAAC-2018/Best-Practices2018-19.pdf

7.3 – Institutional Distinctiveness

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

Institutional Distinctiveness- I Psychometric Test and Counseling to every SBS student: Every person in this world is unique. No one is useless – everyone is special. Success efforts go hand in hand. Your efforts will give you maximum returns provided you are in the right field. Psychometric tests are very significant to know about right picture of one's personality, right field/ specialization, etc. Psychometric tests are a standard and scientific method

used to measure individuals Aptitude, Personality Interpersonal Profile. They identify the extent to which candidates personality and cognitive abilities match those required to perform role. Employers use the information collected from the psychometric test to identify the hidden aspects of candidates that are difficult to extract from a face-to-face interview. Considering the importance of psychometric testing in students' career, SBS has decided to conduct Psychometric tests for its MBA first year students and to counsel them by the experts. We conduct these tests in the Induction program itself, so that the students can be counseled immediately in the first semester of the course. They get suggestions from the experts in the initial days of their course, therefore they can mold themselves, acquire essential knowledge, and learn new skills during the two years of the course. This helps students to match their profile and aspirations to their career goals

Provide the weblink of the institution
http://www.sinhgad.edu/2018/SBS/NAAC-2018/Institutional-Distinctiveness2018-19.pdf

8.Future Plans of Actions for Next Academic Year

FUTURE PLANS RECOMMENDED FOR SBS Keeping in mind the changing needs of the VUCA environment in the industry, changing profile of students, the advent of Industry 4.0 AND at the same time, going along with the vision of the institute …" responsibility to build a society that is vibrant and growing through knowledge sharing"……the following initiatives will be focussed upon and pursued in SBS in the upcoming academic year. 1. Institute Corporate Alliance- Proposed Strategies a) Student Profiling - Interested Specialization, Sector b) Alliance with the company for selecting and training selected students for a particular company from day one of MBA course for final placement. c) Sector wise special training by industry experts along with internal faculty members of SBS. d) Mini projects throughout the semester by the company to the selected students. e) Faculty industry interaction for effective teaching pedagogy and contents. 2. Interactive Sessions- For every subject there will be one interactive session in a week. The plan for the interactive session to be prepared separately and linked with the session plan of the subject. The focus of the interactive sessions will be to conduct activities which require maximum student participation and are oriented towards relevant skill development. 3. Case Study Method Training- Faculty members to be given training in how to use case study as a teaching tool. Purpose is to reorient Faculty members to case based teaching to enhance the use of Harvard Cases in delivery of syllabus and beyond syllabus. 4. Faculty development Program in Research Methodology- As was brought to the notice that research could be better in the institute, a training program in research methodology will be planned to support the research initiatives of the faculty members. 5. Reorienting teaching Pedagogy- To reorient the pedagogy to best match Industry 4.0, Interaction with experts of the same and an FDP on Teaching Pedagogy to be planned for the faculty members. 6. Increased interaction with Alumni- Alumni association with the institute has been more informal than structured. Hence more meetings with smaller groups of Alumni will be planned to explore multiple avenues of collaboration between the institute and Alumni. 7. Enhanced Placement orientation- To emphasize the importance of self-development and learning and advising students on the various opportunities therein, the Central Placement Cell Director will be addressing the students every month. 8. Monthly Newsletter- To maintain appropriate and timely records of the activities of the institute a monthly e-newsletter has been proposed. 9. Faculty Exchange- Considering the added perspective of IOT (Internet of Things) in nearly all the courses of MBA, it is suggested to initiate a faculty exchange program with MCA institutes under Sinhgad Technical Education Society. 10. Empowering students- With the aim of empowering students, every activity in the institute will have increased number and level of student driven initiatives.