

MULSHI INSTITUTE OF BUSINESS MANAGEMENT

SELF ASSESSMENT REPORT FOR PGDM

Part A : Institution Details

1 Name and Address of the Institution

MULSHI INSTITUTE OF BUSINESS MANAGEMENT,
GAT NO 237-243, SAMBHAVE, MULSHI, PUNE - 412 108

2 Name and Address of the Affiliating University, if applicable:

AICTE

3 Year of establishment of the Institution

2010

4 Type of the Institution

Note : Edit institute type will cause changes in Criteria 1.1(program curriculum)

AICTE Approved PGDM Institutions(Autonomous Institution)

5 Ownership Status:

- | | |
|--|--|
| <input type="checkbox"/> Central Government | <input type="checkbox"/> Trust |
| <input type="checkbox"/> State Government | <input type="checkbox"/> Society |
| <input type="checkbox"/> Government Aided | <input type="checkbox"/> Section 25 Company |
| <input checked="" type="checkbox"/> Self financing | <input type="checkbox"/> Any Other(Please Specify) |

6 Vision of the Institution:

To be a pioneer in shaping the future by **transformative education**, empowering students to become **innovative business leaders** who drive meaningful change through business excellence, equity, and inclusion for the **betterment of communities and the global society**.

7 Mission of the Institution:

1. Mission of the Institution:

M1: Business Leadership:

To empower students with transformative **knowledge** and **Education**, fostering professional excellence and entrepreneurial skills through innovative **leadership** in business.

M2: Impact

Our commitment is to **inspire and ignite minds**, changing lives to enhance organizations, **uplift communities** and contribute to a better world.

M3: Community

By **promoting DEI and sustainability**, we strive to cultivate resilient change agents who drive global growth through **innovative research, social development and ethical practices**.

8 Details of all the programs offered by the institution:

Name of Program	Program Applied level	Start of year	Year of AICTE approval	Initial Intake	Intake Increase	Current Intake	Accreditation status	From	To	Program for consideration	Program for Duration
POST GRADUATE DIPLOMA IN MANAGEMENT	PG	2010	2010	120	No	120	Not accredited (specify visit dates, year)	27/10/2023	29/10/2023	Yes	2

9 Programs to be considered for Accreditation vide this application

S No	Level	Discipline	Program	Current Year Sanctioned Intake	Current Year Admission (in Nos.)
1	Post Graduate	Management	PGDM	120	77

10 Contact Information of the Head of the Institution and NBA coordinator, if designated:

Head of the Institution	
Name	Dr. Saroja Asthana
Designation	Director
Mobile No.	9960281813
Email ID	saroja.asthana@gmail.com

NBA Coordinator, If Designated

Name	Dr. Vilas Pharande
Designation	Professor
Mobile No.	8806661739
Email ID	director@mgi.ac.in

PART B: Criteria Summary

Criteria No.	Criteria	Total Marks	Institute Marks
1	VISION, MISSION & PROGRAM EDUCATIONAL OBJECTIVES	50	42.00
2	GOVERNANCE, LEADERSHIP & FINANCIAL RESOURCES	100	86.00
3	PROGRAM OUTCOMES & COURSE OUTCOMES	100	82.00
4	CURRICULUM & LEARNING PROCESS	125	106.00
5	STUDENT QUALITY AND PERFORMANCE	100	73.43
6	FACULTY ATTRIBUTES AND CONTRIBUTIONS	250	184.58
7	INDUSTRY & INTERNATIONAL CONNECT	100	72.00
8	INFRASTRUCTURE	75	61.00
9	ALUMNI PERFORMANCE AND CONNECT	50	40.00
10	CONTINUOUS IMPROVEMENT	50	39.00
	Total	1000	786

Part B - Program Level Criteria

1 VISION, MISSION & PROGRAM EDUCATIONAL OBJECTIVES (50)

Total Ma

1.1 State the Vision and Mission of the Department and Institute (5)

Total

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Vision of the institute	To be a pioneer in shaping the future by transformative education , empowering students to become innovative business leaders who drive meaningful through business excellence, equity, and inclusion for the betterment of communities and the global society .								
Mission of the institute	<p>1. Mission of the Institution:</p> <p>M1: Business Leadership:</p> <p>To empower students with transformative knowledge and Education, fostering professional excellence and entrepreneurial skills through innovative lea in business.</p> <p>M2: Impact</p> <p>Our commitment is to inspire and ignite minds, changing lives to enhance organizations, uplift communities and contribute to a better world.</p> <p>M3: Community</p> <p>By promoting DEI and sustainability, we strive to cultivate resilient change agents who drive global growth through innovative research, social deve and ethical practices.</p>								
Vision of the Department	To be a pioneer in shaping the future by transformative education, empowering students to become innovative business leaders who drive meaningful chang business excellence, equity, and inclusion for the betterment of communities and the global society.								
Mission of the Department	<table border="1"> <thead> <tr> <th data-bbox="259 1092 409 1142">Mission No.</th> <th data-bbox="409 1092 1547 1142">Mission Statements</th> </tr> </thead> <tbody> <tr> <td data-bbox="259 1142 409 1234">M1</td> <td data-bbox="409 1142 1547 1234">Business Leadership: To empower students with transformative knowledge and Education, fostering professional excellence and entrepre skills through innovative leadership in business.</td> </tr> <tr> <td data-bbox="259 1234 409 1327">M2</td> <td data-bbox="409 1234 1547 1327">Impact Our commitment is to inspire and ignite minds, changing lives to enhance organizations, uplift communities and contribute to a bett world.</td> </tr> <tr> <td data-bbox="259 1327 409 1419">M3</td> <td data-bbox="409 1327 1547 1419">Community By promoting DEI and sustainability, we strive to cultivate resilient change agents who drive global growth through innovative research, social development and ethical practices.</td> </tr> </tbody> </table>	Mission No.	Mission Statements	M1	Business Leadership: To empower students with transformative knowledge and Education, fostering professional excellence and entrepre skills through innovative leadership in business.	M2	Impact Our commitment is to inspire and ignite minds, changing lives to enhance organizations, uplift communities and contribute to a bett world.	M3	Community By promoting DEI and sustainability, we strive to cultivate resilient change agents who drive global growth through innovative research, social development and ethical practices.
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1.2 PEOs statements (5)

Total

Ins

PEO No.	Program Educational Objectives Statements
PEO1	PEO1: To cultivate innovative business leaders to drive transformation and adapt to market changes.
PEO2	PEO2: To prepare business excellence and entrepreneurial leadership as an integral program strategy.
PEO3	PEO3: To integrate Diversity, Equity, and Inclusivity principles into future business leaders' development to meet global practices.

1.3 Dissemination among stakeholders (10)

Total

The vision and mission statements were effectively communicated to key stakeholders, including current and former students, faculty, staff, members of the institutes advisory council and parents, through a systematic dissemination process. MIBM prioritizes ensuring its vision and mission remain highly visible by engaging stakeholders through various activities. The institute fosters active involvement, values employee engagement, and utilizes diverse channels to reach and connect with its stakeholders.

Our Vision and Mission Statements are shared and displayed across multiple platforms and events to ensure accessibility and awareness among all stakeholders:

- **Published on our official website:** www.mgi.ac.in (<http://www.mgi.ac.in>)
- **Presented during key meetings:** Board of Governors and Board of Studies meetings
- **Introduced to students during:**
 - Orientation Programs
 - Trimester Registration Programs
- **Shared with alumni:**
 - At Alumni Meets
 - Through the Alumni Webpage
 - Library, Computer Center, and other suitable areas
 - Corridors and inside Classrooms
 - Admission Brochures and Prospectus
 - All other Informational Brochures
 - All students
 - All management and faculty members
- **Prominently displayed at various locations:**
- **Included in publications:**
- **Implementation and Display on ERP**

This multi-channel approach ensures that the Vision and Mission Statements are consistently communicated and remain an integral part of the institution's identity.

Fig: Mission and Vision at the entry of Building



Fig: Institute Website



Fig: Library Photo

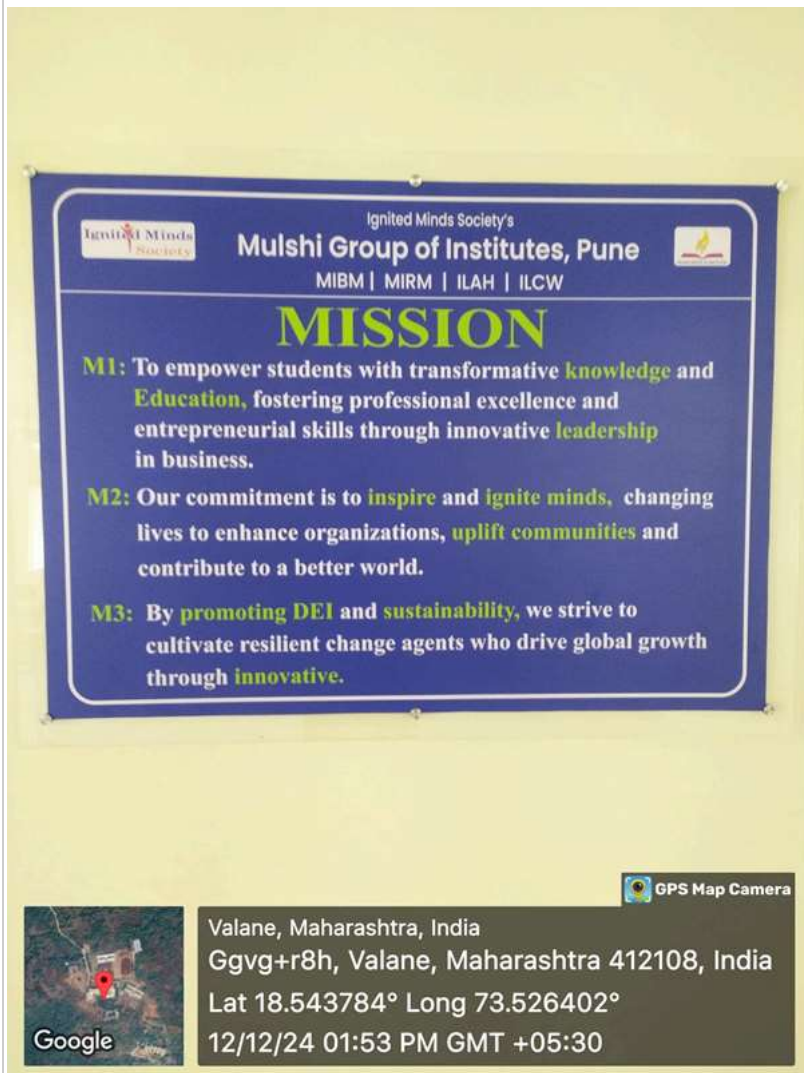


Fig: Prospectus Photo



Fig.: Institutes ERP System



The vision, mission and PEO's are disseminated to the stakeholders of the program as shown in Figure below:

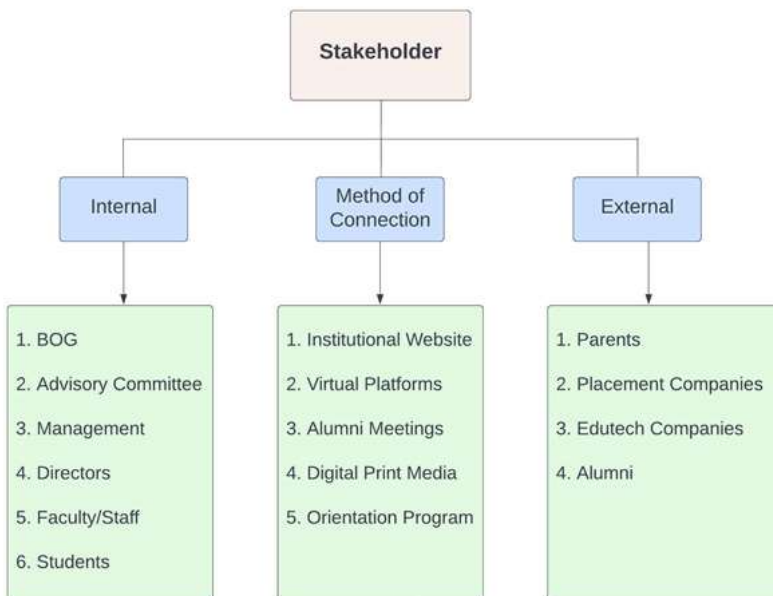


Fig.: Various types of stakeholders and information disseminating channels

Further, the vision, mission and PEO's are disseminated to the stakeholders of the program by displaying them on College Website, Program Prospectus, Departmental Group I Course Files, Departmental Notice Board (NB), Laboratory NB, Library NB, Class Room NB, mentioned in all interactions with Industry, Parents and Professional Bodies such as:

1.4 Formulation process (15)

Total P

Ins

A. Description of process involved in defining the Vision and Mission:

The methodology employed in formulation process of the vision and mission has inclusivity of all possible internal and external stockholders.

□ Internal Stakeholders:

- **Key Contributors:** Board of Governors, Board of Studies, Management, Directors, Faculty members, Staff members, and Students.
- **Role:** Internal stakeholders contribute to shaping the institutions strategic direction, aligning with academic and operational priorities.

□ External Stakeholders:

- **Key Contributors:** Employers, Alumni, EdTech Companies, and Parents.

1. **Role:** External stakeholders provide industry insights, feedback on employability skills, technological trends, and parental perspectives to align programs with real-world n

2. Collaboration and Communication Channels:

- **Digital Platforms:** The institute connects stakeholders through its official website, social media platforms like LinkedIn, Facebook, and other digital tools such as e-
- **Print Media:** Key information and updates are shared through brochures, newsletters, and other printed materials.
- **Social Media Campaigns:** Platforms are leveraged for promotional activities and stakeholder engagement to maintain an active dialogue and gather feedback.

3. Continuous Feedback Loop:

Stakeholders input is regularly reviewed and integrated to refine the Vision and Mission, ensuring they remain dynamic and aligned with institutional goals and global tren

This structured process fosters collaboration, ensures stakeholder alignment, and strengthens the foundation for academic and professional excellence.

Having completed existence of 14years, MIBM consulted stakeholders on their views on vision and mission. It has been released that, MIBM should consider revision of vision a mission as time is changing and so business environment, more so after covid19. Following process has been adopted:

- Revision of Vision and Mission Statements is suggested by BoG
- Management did exploratory work and agreed with the BoG's suggestion
- Data analysis is done for top 100 B-schools globally
- A White Paper is written giving relevant analysis of top 100 B-schools
- This is shared with BoG, BoS, Alumni, Faculty and Staff and other stakeholders
- Comments were sought from them
- Suitable keywords were finalized
- Vision and Mission Statements were drafted
- Approval is sought from BoG

B. Description of process involved in defining the PEO's of the Program:

In line with vision and mission and guidelines given by AICTE POs are defined. Further PSOs were drafted for achieving excellence. PEO's are defined keeping in view Pos, PS Program exit survey and success stories of alumni. MIBM achievers are spread over the World on highest positions in MNCs. Since MIBM has kept a constant connect with suc achievers they have contributed significantly in defining PEOs.

The process is defined as below:

- Vision, Mission and existing PEOs were communicated to all stakeholder's
- Feedback is sought and analyzed
- Brain storming sessions were conducted among internal stakeholders
- Deliberations are drafted and presented to IQAC
- BOS has discussed and redefined PEOs in consultation with IQAC draft
- BOG ratified final version of PEOs in January 2023
- These PEOs are disseminated to all stakeholders

1.5 Consistency of PEOs with the mission (15)

Total P

Matrix of PEOs and elements of Mission statements has been prepared after doing careful analysis of performance indicators and establishing relationship.

Consistency or justification of co-relation parameters between PEOs and the mission is stated as below:

Table: Mapping of Consistency of PEOs with the Mission

Mapping Elements	Justification
<p>PEO1: To cultivate innovative business leaders to drive transformation and adapt to market changes.</p> <p>M1: Business Leadership: To empower students with transformative knowledge and Education, fostering professional excellence and entrepreneurial skills through innovative leadership in business.</p> <p>Correlation: 3</p>	<p>Both PEO1 and M1 emphasize the importance of innovative leadership. PEO1 aims to create leaders who can drive transformation, while M1 focuses on equipping students with the skills to lead innovatively.</p> <p>PEO1 mentions the need to adapt to market changes, and M1s focus on entrepreneurial skills and transformative knowledge helps students become leaders who are adaptable and responsive to those changes.</p> <p>Both statements aim at empowering leaders—PEO1 does so in the context of transforming businesses, while M1 does so by providing education that nurtures both leadership and entrepreneurship.</p> <p>Therefore, Correlation between PEO1 and M1 is high (3)</p>
<p>PEO1: To cultivate innovative business leaders to drive transformation and adapt to market changes.</p> <p>M2: Impact: Our commitment is to inspire and ignite minds, changing lives to enhance organizations, uplift communities and contribute to a better world.</p> <p>Correlation: 2</p>	<p>Both statements viz. PEO1 and M2, emphasize adaptability, leadership, and a commitment to positive change, connecting individual growth to societal impact.</p> <p>This alignment reinforces the institutions mission to create transformative leaders who make meaningful contributions on both organizational and global scales.</p> <p>Therefore, Correlation between PEO1 and M2 is medium (2)</p>
<p>PEO1: To cultivate innovative business leaders to drive transformation and adapt to market changes.</p> <p>M3: Community: By promoting DEI and sustainability, we strive to cultivate resilient change agents who drive global growth through innovative research, social development and ethical practices.</p> <p>Correlation: 2</p>	<p>M3 complements PEO1 by extending the vision of leadership to include global growth, sustainability, and ethical decision-making alongside the core competencies of innovation and adaptability.</p> <p>Both statements highlight the development of leaders who are capable of not only driving business success but also contributing positively to society.</p> <p>Therefore, Correlation between PEO1 and M3 is medium (2)</p>
<p>PEO2: To prepare business excellence and entrepreneurial leadership as an integral program strategy.</p> <p>M1: Business Leadership: To empower students with transformative knowledge and Education, fostering professional excellence and entrepreneurial skills through innovative leadership in business.</p> <p>Correlation: 3</p>	<p>M1 supports PEO2 by detailing how the program will empower students through education to achieve both business excellence and entrepreneurial leadership.</p> <p>The emphasis on transformative knowledge, professional excellence, and innovative leadership in M1 is directly aligned with the goals laid out in PEO2, creating a clear and cohesive strategy for developing well-rounded, capable leaders.</p> <p>Therefore, Correlation between PEO2 and M1 is high (3)</p>

Mapping Elements	Justification
<p>PEO2: To prepare business excellence and entrepreneurial leadership as an integral program strategy.</p> <p>M2: Impact: Our commitment is to inspire and ignite minds, changing lives to enhance organizations, uplift communities and contribute to a better world.</p> <p>Correlation: 2</p>	<p>M2 complements PEO2 by broadening the scope of leadership and business excellence to include the positive impact that students, as future leaders, can have on organizations and communities.</p> <p>The emphasis in M2 on changing lives and enhancing communities reinforces the idea that business excellence and entrepreneurial leadership, as developed in PEO2, should have a lasting, socially responsible effect beyond organizational success.</p> <p>Therefore, Correlation between PEO2 and M2 is medium (2)</p>
<p>PEO2: To prepare business excellence and entrepreneurial leadership as an integral program strategy.</p> <p>M3: Community: By promoting DEI and sustainability, we strive to cultivate resilient change agents who drive global growth through innovative research, social development and ethical practices.</p> <p>Correlation: 2</p>	<p>M3 complements PEO2 by emphasizing that the entrepreneurial leadership and business excellence cultivated in PEO2 should be grounded in ethical practices, sustainability, and social responsibility.</p> <p>While PEO2 prepares students for success in business and leadership, M3 reinforces the importance of making a positive impact on society, focusing on global growth, DEI, and sustainability.</p> <p>This alignment ensures that the leadership developed in PEO2 is responsible and capable of effecting change that benefits both organizations and the broader world.</p> <p>Therefore, Correlation between PEO2 and M3 is medium (2)</p>
<p>PEO3: To integrate DEI principles into future business leaders development to meet global practices.</p> <p>M1: Business Leadership: To empower students with transformative knowledge and Education, fostering professional excellence and entrepreneurial skills through innovative leadership in business.</p> <p>Correlation: -</p>	<p>PEO3 supports M1 by ensuring that the leadership development provided to students includes a strong foundation in DEI, which is critical for their success in global business leadership. However, they are not directly correlated and hence the correlation is not significant.</p>
<p>PEO3: To integrate DEI principles into future business leaders development to meet global practices.</p> <p>M2: Impact: Our commitment is to inspire and ignite minds, changing lives to enhance organizations, uplift communities and contribute to a better world.</p> <p>Correlation: 3</p>	<p>PEO3 directly contributes to M2 by ensuring that future business leaders are equipped with the skills and mindset needed to create inclusive, socially responsible organizations and positively impact communities. This alignment ensures that the mission of developing leaders who inspire change and contribute to a better world is achieved.</p> <p>Therefore, Correlation between PEO3 and M2 is high (3)</p>
<p>PEO3: To integrate DEI principles into future business leaders development to meet global practices.</p> <p>M3: Community: By promoting DEI and sustainability, we strive to cultivate resilient change agents who drive global growth through innovative research, social development and ethical practices.</p> <p>Correlation: 3</p>	<p>PEO3 supports M3 by ensuring that the business leaders of the future are well-equipped to promote DEI and sustainability in their leadership practices, driving ethical and inclusive growth that contributes to global development and positive social impact.</p> <p>Correlation exists based on Ethical and Inclusive Leadership, Global Growth and Innovation, Resilient Change Agents for Social Development and Sustainability and Long-Term Impact.</p> <p>Therefore, Correlation between PEO3 and M3 is high (3)</p>

PEO Statements	M1	M2	M3
PEO1: To cultivate innovative business leaders to drive transformation and adapt to market changes.	3	2	2
PEO2: To prepare business excellence and entrepreneurial leadership as an integral program strategy.	3	2	2
PEO3: To integrate Diversity, Equity, and Inclusivity principles into future business leaders' development to meet global practices.	-	3	3

2 GOVERNANCE, LEADERSHIP & FINANCIAL RESOURCES (100)

Total Ma

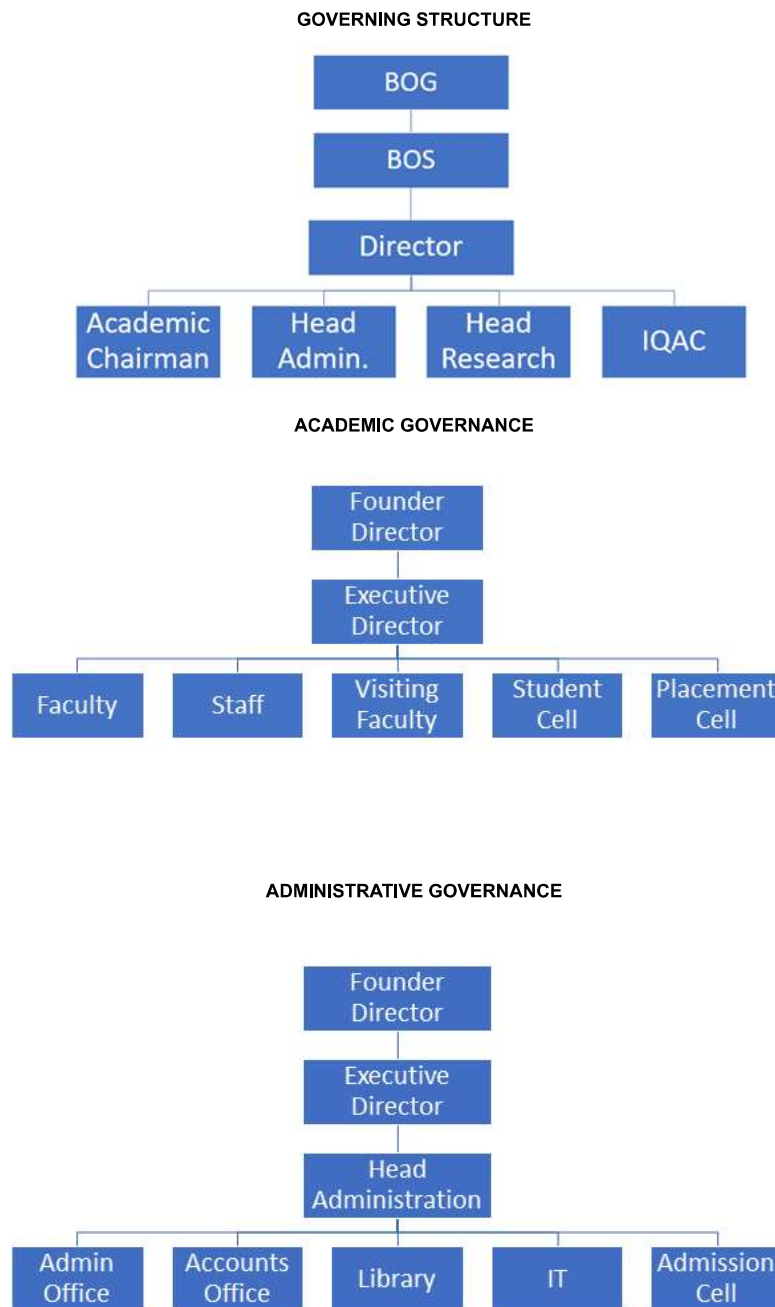
2.1.1 Governance Structure and Policies (30)

Total P

2.1.1.1. Governing Structure (10)

Governing Structure (10)

MIBM has a robust governing Structure at 3 different verticals as mentioned below:



a. Board of Governor

The Board of Governors (BoG) is the apex decision-making body responsible for the efficient operation of the institute. While the Board oversees all activities within the institute, it is particularly focused on advancing the mission in alignment with the institute's vision. Additionally, the BoG plays a key role in the management structure and in maintaining the health of the institution.

The members of the Board are drawn from diverse fields, bringing valuable experience from both industry and academia. They are appointed on an honorary basis and serve as advisors to the institute.

SN	Name	Designation	Status
1	Dr. Saroja Asthana	Founder Director, Mulshi Group of Institutes, Pune	Chairman

SN	Name	Designation	Status
2	Dr. Pramod Kumar	President, ISB&M, Pune	Member
3	Mr. Ronald Sequira	Managing Partner, Anrott, Mumbai	Member
4	Mr. Udai Upendra	Founder CEO, The HR Company	Member
5	Dr.C.M. Dwivedi	Group CHRO and Director, Jivika Healthcare Pvt. Ltd., Consultant and advisor-MSME and Public Private Partnership- NITI Aayog, Govt. of India	Member
6	Mr. Ravendra Mishra	President-HR Garware Technical Fibres Ltd	Member
7	Mr. Soumitra Das	Global CHRO, Redington Limited	Member
8	Dr. Saagarika Ghoshal	Managing Director, MATCHBOARD LLP	Member
9	Mr. Shirish Kulkarni	Lead Consultant, Leap2Excel Consulting LLP Former Director - HRD Region Asia West KSB Pumps Ltd	Member
10	Mr. Suresh Amin	Head HR - India Business, J. B. Pharma & Chemicals Ltd	Member
11	Ms. Arpita Gupta	Senior Analyst in Global Human Resource shared services center, TIAA	Member
12	Mr. Amitesh Banerjee	Senior Vice President-BeanstalkAsia	Member
13	Dr. Mahendra Ramdasi	Director, Agile cockpit	Member
14	Mr. Manikrao Bamane	VP – Marketing, Reliance Industries Ltd.	Member
15	Mr. Sunil Karandikar	Principal Specialist - Finance Atos Syntel	Member
16	Mr. Sanjay Patwardhan	Head- Business Int.& Data Analytics, Cybage	Member
17	Mr. Pravin Sawant	Sr. Vice President and CHRO, 63 Moons Technologies Ltd, Mumbai	Member
18	Ms. Sonali Kadam	Faculty, MIBM, Pune	Member convenor
19	Dr. Vilas Pharande	Executive Director, MIBM, Pune	Member-Secretary

The Board of Governors members and their area of specialization is presented below:

1. Dr. Saroja Asthana, Secretary, IMS and Founder Director, MIBM

B.E., M.S. from Maryland, USA and Ph.D. from IIT Kharagpur. Worked in XLRI, Jamshedpur, NML and NCL, CSIR labs. Published several articles in highly rated journals, guide and established Mulshi Group of Institute.

Area of Interest: MIS, Policy and Strategic Management, Mech. Engineering

2. Dr. Pramod Kumar, President, Ignited Minds Society (IMS)

M.A. in Psychology from University of Allahabad and Ph.D. in OB from IIT Bombay

Held various research & faculty positions in IIT Bombay, IIM Ahmedabad, XLRI Jamshedpur. Leadership positions as Research and Placement Chairperson at XLRI, Director Sy Institute of Business Management (SIBM), Pune. He has established ISB&M in 2000. Dr. Kumar aspire to build a large and highly respected educational organization in India an

Area of Interest: Transformational Leadership, Emotional Intelligence, Power and Politics in Business Organizations and several other

3. Mr. Ronald Sequira

A graduate from XLRI Jamshedpur and is a Managing Partner, Anrott, Mumbai

An HR Leader with extensive experience, having worked at the board level and leadership positions for several years. An experience that spans Pharmaceuticals (GlaxoSmithK Pharma), Banking (HSBC), Power (Tata Power) and Engineering/Chemicals (Union Carbide).

Area of interest: HRM

4. Mr. Udai Upendra

Founder CEO, The HR Company

Mr. Udai is a Management and Human Resource practitioner with 35 years of experience at Unilever, Colgate Palmolive and other global corporations. Member of Apex management committees.

He is an alumnus of BHU, XLRI, IIM Kolkata, Ashridge University (UK), IMD (Lausanne), Center for Creative Leadership (North Carolina), Indian School of Business Hyderabad, Stanford Business School (California), through academic and learning exposures. Visiting Professor to Engineering & Management Institutes/Universities.

Area of Interest: HRM, Leadership, Change Management

5. Dr.CM. Dwivedi

M.A and Ph.D. in Industrial Psychology from University of Allahabad.

Group CHRO and Director, Jivika Healthcare Pvt. Ltd., Consultant and advisor-MSME and Public Private Partnership- NITI Aayog, Govt. of India

Dr. Dwivedi has a rich experience: 27 years in Research and Academics, Niti Aayog – Government of India has recently appointed Dr Dwivedi as its Advisor and HR Consultant Sector and Public Private Partnership Projects.

Area of Interest: OB and HR

6. Mr. Ravindra Mishra

M.Tech (IIT, Bombay) and President-HR at Garware Technical Fibers Ltd.

Dr. Mishra has a vast industry experience like Vice President, Head - Corporate Human Resources, Matix Fertiliser & Chemical Ltd., Suzlon Group - Head HR - Global Manufacturing Business, Tata Power Company - Corporate HR

Area of Interest: Compensation, Labor Relations, Management Information Systems

7. Mr. Soumitra Das

Global CHRO, Redington Limited

He has done MBA (HR) from XLRI, he is a motivational speaker, a certified Psychometric Assessor & an ICF Coach.

Soumitra Das is a senior global HR leader with extensive experience of leading HR and leadership programs in diverse organizations - Manufacturing, Engineering, Automobile, Professional Services, Healthcare & IT Distribution.

He has acquired expertise in managing complex, highly matrixed HR ecosystems and large-scale HR operations (<10000, Hybrid workforce) in multigenerational, geographically dispersed & culturally diverse organizations with complex reporting structures & disparate leadership styles.

Area of Interest: HR and Leadership

8. Dr. Saagarika Ghoshal

Managing Director, MATCHBOARD LLP, a consulting firm that helps organizations across various industries achieve talent strategy, diversity and inclusion, and cultural transformation goals.

Dr. Ghoshal has over 28 years of HR expertise and is an Independent Director, advise boards and senior leaders on corporate governance, HR due diligence, and organization development for mergers, acquisitions, and joint ventures. She is Founder of the Womens World Leadership Forum, a platform that empowers and connects women leaders from sectors and backgrounds.

Area of Interest: HR. Women Empowerment

9. Mr. Shirish Kulkarni

Mr. Shirish Kulkarni has been formally nominated as an expert for PGDM institutions BOG by AICTE New Delhi vide email dated 10 July 2023. CHRO, Transformational HR leader Change Management, Coach, HR Consultant, and a Former Director - HRD Region Asia West KSB Pumps Ltd.

Dr. Kulkarni has 35 years of rich and varied experience in HR function at leadership positions in multinational and Indian organizations in India and Asia Pacific. He is an experienced professional with expertise in driving Organizational Development (OD) initiatives and aligning HR strategies with corporate goals.

Area of Interest: various aspects of HR

10. Mr. Suresh Amin

Head HR - India Business, J. B. Pharma & Chemicals Ltd

Mr. Amin is a functional HR leader with diverse industry experience spread over Manufacturing, Engineering, IT, ITeS, Insurance, Automobile and Pharmaceutical with proven execution organization transformation. He has led organizational change initiatives involving business transformation across units / locations and complex business processes. He is also Certified Coach (CFP).

Area of Interest: Employee Engagement, Talent Management

11. Arpita Gupta

An alumnus of MIBM is a Senior Analyst in Global Human Resource shared services center, TIAA

Arpita is a proactive HR Specialist and a seasoned Human Resources Specialist with over five years of in-depth experience in the tech sector, dedicated to fostering inclusive work and enhancing employee experiences. Arpita is a certified POWER BI user and Workday expert

Area of Interest: HR operations and strategic talent acquisition

12. Mr. Amitesh Banerjee

Senior Vice President-BeanstalkAsia

Amitesh Banerjee is a seasoned, positive integrated communications disruptor with three decades of multicountry, multi-domain experience. He started his career with JWT Dubai with ITC Hotels in India and then moved to Sri Lanka as Director Marketing- New Zealand Dairy Board

Amitesh was with the Della Group for two and a half years as Head of Corporate Communications, working in the Chairmans office. He has a long association with MIBM as visitor and advisor.

Area of Interest: Marketing communication

13. Dr. Mahendra Ramdasi

Director, Enterprise Agile Transformation Consulting Practice at Agile Cockpit based in Palo Alto, California.

He has developed several high profile software's and is technocrat of first order.

Area of Interest: Software for engineering solutions

14. Mr. Manikrao Bamane

VP – Marketing, Reliance Industries Ltd. He has done his M.Tech in Mechanical Engineering from IIT Bombay and PGDM in Marketing from IIM, Lucknow

Mr. Bamane has 29 years of experience in Sales & Marketing, Business Development and Distributor/Channel Management across Petrochemical, specialty chemicals, paint in across globe mainly west Africa, SEA, NEA, China, and MEA region.

Seasoned Techno-commercial, marketing professional, targeting management level assignments in Sales & Marketing, Business Development, P&L Management

Area of Interest: Sales marketing, Channel management and Business Development

15. Mr. Sunil Karandikar

Location Head Finance Pune at Eviden. He is Former Principal Specialist - Finance Atos Syntel

He has done Diploma IFRS, the Association of Chartered Certified Accountants, UK

He has over 20 years' experience in Finance and Accounting including significant experience in Auditing

Area of Interest: Statutory Audits, Internal Audits and Due Diligence Reviews, strategic decision making

16. Mr. Sanjay Patwardhan

Head- Business Int.& Data Analytics, Cybage. He has done M.B.A. from UIB, Belgium.

Mr. Patwardhan has 32 years of leading BI/DW Data Analytics Practice, Program (Project) Management, Account Management, Client Engagement and Relationship building.

An accomplished results-driven Manager leading from the front, with 25+ years of experience in implementing, maintaining, reorganizing and enhancing systems to successfully change and sustain growth.

Area of Interest: Business Analytics

17. Dr. Pravin Sawant

Sr. Vice President and CHRO, 63 moons technologies ltd, Mumbai. He has done MBA from NMIMS. Dr. Sawant is having a 20 years' rich experience, CHRO with Experience in handled large manpower, teams and have handled crisis situations.

Area of Interest: OB and HR

18. Ms. Sonali Kadam

A faculty at MIBM, Sonali has done her M.Tech from IIT Kharagpur. She is a passionate researcher and has gained acumen in several administrative areas like organizing Intern Conferences and high level meetings.

Area of Interest: Gamification, IoT and Statistics based studies

19. Dr. Vilas Pharande

Ph.D. in Mechanical Engineering from COEP, Pune Currently working as Executive Director, MIBM, Pune

Dr. Pharande has published several papers and have done several consultancy projects. He is recognized Ph.D. Guide. He also has several patents to his credit. A passionate academician also has acumen in administrative work.

Area of Interest: Finance

a. Summary of Board of Governors meetings conducted during assessment period at MIBM, Pune

Date	Venue	Agenda
12 April 2024	MIBM Campus	To review last year's budget utilization and discussions on budget allocation of FY 2025-26
30 December 2023	MIBM Campus	To review HR status and discussions on HR requirement.
28 January 2023	MIBM Campus	To access overall reporting of MIBM and review of International MoUs and aligned activities.
28 November 2022	MIBM Campus	Discussion on revision of vision and mission of MGI To review of International Conference on Trends in Business and Human Resource (ICTBHR)-2022 and planning for forthcoming International conferences in 2023

14 July 2022	MIBM Campus	To review NBA accreditation application and status of SAR
18 December 2021	Orchid Hotel, Pune	To discuss MoUs signed with different Institutions/Agencies by the Institute. To access retention and welfare activities for faculty members and staff members of the Institute.
4 December 2020	MIBM Campus	To develop research policies as it considered an essential component for the Institute's growth. Further, to build ecosystem to promote research and development activities.
18 July 2019	Virtual	To revamp the academic programs to inculcate flexibility and choice with more focus on industrial relevant and frontier areas.



Photo: Board of Governors meeting held on 21 January 2023



Photo: Board of Governors meeting held on 27 January 2024

a. Board of Studies

The Board of Studies (BoS) is an esteemed advisory body composed of members from both industry and academia. Its primary role is to support the institutions management the gap between academic learning and industry practices. BoS members offer valuable insights to help update and redefine curricula, ensuring that they are aligned with current trends and standards. Additionally, they identify courses with low performance levels and recommend corrective actions. The BoS also plays a crucial role in fostering collaboration leading global management institutes, proposing new areas of learning, and facilitating industry linkages. Furthermore, the Board helps regulate research initiatives, contribute institutions overall academic and industry engagement strategy. Following is the Members of BoS

SN	Name	Designation
1	Dr. Saroja Asthana	Founder Director, Mulshi Group of Institutes, Pune
2	Dr. Pramod Kumar	President, ISB&M, Pune

3	Dr. Dinesh Kumar Srivastava	Professor OB& HR, IIM, Mumbai
4	Dr. Deepak Shah	Professor, Gokhale Institute of Politics and Economics, Pune
5	Dr. Anurag Asawa	Associate Professor, Gokhale Institute of Politics and Economics, Pune
6	Miss. Arpita Gupta	Alumni- MIBM, Senior Analyst, TIAA, Pune
7	Dr. P. Chandiran	Professor, Loyala Institute of Business Administration, Chennai
8	Dr. Manoj Pareek	Associate Professor, School of Management, Bennett University, Noida
9	Dr. Preetha Menon	Associate Professor, Advertising and Branding, FLAME University, Pune
10	Dr.C.M. Dwivedi	Group CHRO and Director, Jivika Healthcare Pvt. Ltd., Consultant and advisor-MSME and Public Private Partnership- NITI Aayog, Govt. of India
11	Dr. Mahendra Ramdasi	Director, Agile cockpit
12	Mr. Clifford Mohan Pai	Executive Director-Christ University, Bangalore. Clifford is a Former VP HRD Infosys BPM Ltd
13	Ms. Sonali Kadam	Faculty, MIBM, Pune
14	Dr. Vilas Pharande	Executive Director, MIBM, Pune

Board of Studies

1. Dr. Saroja Asthana

B.E., M.S. from Maryland, USA and Ph.D. from IIT Kharagpur. Worked in XLRI, Jamshedpur, NML and NCL, CSIR labs. Published several articles in highly rated journals, guide and established Mulshi Group of Institute.

Area of Interest: Advance Heat Transfer, Policy and Strategic Management

2. Pramod Kumar

Dr. Pramod Kumar has done his M.A. in Psychology from University of Allahabad and Ph.D. in OB from IIT Bombay

Held various research & faculty positions in IIT Bombay, IIM Ahmedabad, XLRI Jamshedpur. Leadership positions as Research and Placement Chairperson at XLRI, Director Sy Institute of Business Management (SIBM), Pune. He has established ISB&M in 2000. Dr. Kumar aspire to build a large and highly respected educational organization in India and

Area of Interest: Transformational Leadership, Emotional Intelligence, Power and Politics in Business Organizations and several other

3. Dr. D.K. Srivastava, Professor OB& HR, IIM, Mumbai

Dr. Srivastava has done his M.A. in Psychology from University of Allahabad and Ph.D. in OB from IIT Bombay

He has published lots of Research Papers in highly rated journals and also participated in several research projects. For Industry Connect he conducts MDP & UBP that is Unit Program regularly

Area of Interest: Organization Structure, Competency Assessment and Development

Challenges of Millennial Workforce

4. Dr. Deepak Shah

Professor, Gokhale Institute of Politics and Economics, Pune

Dr. Shah is one of the most senior researchers at the Institute and has been working in the area of agricultural and rural economics over the last three decades. He specializes in agricultural and livestock economics and likes to work on agriculture policy, rural finance, technology adoption, infrastructure, horticulture and livestock development, marketing, cooperatives development, policies relating to climate change, and so on.

5. Dr. Anurag Asawa

Associate Professor, Gokhale Institute of Politics and Economics, Pune. He is also Associate Dean, Academic Affairs

He has a huge list of publications such as books and book chapters, research papers, completed and ongoing projects.

Area of Interest: Econometrics, Mathematical Economics

6. Arpita Gupta

An alumnus of MIBM is a Senior Analyst in Global Human Resource shared services center, TIAA

Arpita is a proactive HR Specialist and a seasoned Human Resources Specialist with over five years of in-depth experience in the tech sector, dedicated to fostering inclusive work and enhancing employee experiences. Arpita is a certified POWER BI user and Workday expert

Area of Interest: HR operations and strategic talent acquisition

7. Dr. P. Chandiran

Professor, Loyala Institute of Business Administration, Chennai and area chair of Operations. Dr. Chandiran has done B.E., M.B.A., Ph.D. from Anna University in Logistics & Supply Chain Management

Expert in modeling, he has done several projects successfully. He has taken Courses in Operations for International students of MBA (Social Entrepreneurship) at Catholic Univ Eastern Africa, Nairobi in collaboration with ALTIS, Milan, Italy and courses in Accra, Ghana. (2011-14)

8. Dr. Manoj Pareek

Associate Professor, Bennett University, New Delhi
|Educator and Researcher in Finance & BFSI Domain |

Two decades of experience in the industry, encompasses various leadership and management roles, such as Vice President- Bancassurance-HDFC ERGO General Insurance, Manager, and Regional Product Manager.

Area of Interest: Finance and BFSI, Healthcare Financing, Health Economics, Insurance and Risk Management

9. Dr. Preetha Menon, PhD (IIT, Madras)

Associate Dean-Faculty of Communication, Associate Professor, Advertising and Branding, FLAME University, Pune

Dr. Menon holds a doctorate degree in Management Studies from IIT Madras. She also holds an M.M.S. degree (Marketing) from University of Mumbai and PGD in Advertising : Marketing from Xavier Institute of Communication. Prof. Preetha's current research includes consumer neuroscience and experimental research on advertising and branding topics well published in international journals of repute like European Journal of Marketing, Journal of Strategic Marketing, International Journal of Innovation Science, Media Watch and others.

Area of Interest: Consumer neuroscience and experimental research on advertising and branding topics.

10. Dr.CM. Dwivedi

Group CHRO and Director, Jivika Healthcare Pvt. Ltd., Consultant and advisor-MSME and Public Private Partnership- NITI Aayog, Govt. of India

Dr. Dwivedi has a rich experience: 27 years in Research and Academics, Niti Aayog – Government of India has recently appointed Dr Dwivedi as its Advisor and HR Consultant Sector and Public Private Partnership Projects.

11. Dr. Mahendra Ramdasi

Director, Enterprise Agile Transformation Consulting Practice at Agile Cockpit based in Palo Alto, California.

He has developed several high profile software's and is technocrat of first order.

Area of Interest: Software for engineering solutions

Area of Interest: Statutory Audits, Internal Audits and Due Diligence Reviews, strategic decision making

12. Mr. Clifford Mohan Pai

Executive Director-Christ University, Bangalore. Clifford is a Former VP HRD Infosys BPM Ltd

An HR Expert with three decades of experience worked across Senior Leadership roles across multiple industries namely - Service, Biotechnology, Clinical Research, Pharmac FMCG, IT- ITES and start up environments. Managing HR in alignment with strategic business needs, building capacity for transformation & change.

Being a prominent & respected Global HR Leader, He is passionate about Coaching and mentoring.

Area of Interest: HR Consulting, Coaching & Mentoring, Employee Relations and Employee Engagement

13. Ms. Sonali Kadam

A faculty at MIBM, Sonali has done her M.Tech from IIT Kharagpur. She is a passionate researcher and has gained acumen in several administrative areas like organizing Intern Conferences and high level meetings.

Area of Interest: Gamification, IoT and Statistics based studies

14. Dr. Vilas Pharande

Ph.D. in Mechanical Engineering from COEP, Pune, Director, MIBM

Dr. Pharande has published several papers and have done several consultancy projects. He is recognized Ph.D. Guide. He also has several patents to his credit. A passionate academician also has acumen in administrative work.

Area of Interest: Finance

Summary of Board of Studies meetings conducted during assessment period at MIBM, Pune

Date	Venue	Agenda
12 April 2024	MIBM Campus	Review of IQAC and Academic Audit Reports and discussions on various issues to improve the overall academic performance levels.
15 November 2023	MIBM Campus	Discussion on gap analysis of attainment levels and suggestion on remedial action.
21 January 2023	MIBM Campus	Discussion of innovation in teaching, student engagement and actions taken on improvement weaker students
8 October 2022	MIBM Campus	Review of program, course structure, curriculum and academic policy Suggestions on Institute brand building
7 July 2022	MIBM Campus	Introduction of foundation courses in trimester I

Date	Venue	Agenda
26 November 2021	MIBM Campus	Consideration of requirements of NBA accreditation Discussion on building Internationalization of an Institute
7 July 2021	MIBM Campus	Overall review of curriculum of PG program
19 November 2020	Virtual	Discussion on strengthening academic research and consultancy Discussion on industry Interface
16 April 2020	Virtual	Discussion on the Institute progress for the year 2018-20 Decision on need-based foundation courses Consideration of the academic initiatives taken by the Institute
22 November 2019	Virtual	Discussion on the scheme and PGDM syllabus of trimester I, II and III PGDM for 2019 Batch and trimester IV, V and VI for 2018 Batch Discussion on Scheme and Syllabus including COs, POs, CIE, SEE, Text & Reference books Finalization of syllabus along with incorporations of recommendations and suggestions



Photo: Board of Studies Meet held on 28 June 2022

a. Director and her Functioning:

- Ensure overall faculty development, and to create future leaders.
- Enable implementation of reforms.
- Ensure proper utilization of funds, timely submission of financial management reports, and utilization certificates.
- Develop and implement academic enhancement programs for students
- Create an environment favorable for learning.
- Collaborate with other institutions nationally and internationally.
- Adopt annual statement of accounts and submit it to Government.
- Create quality policy, quality manual.
- Make the institution enterprising.
- The Director has authority to constitute committees, formulate policies in concurrence with Apex body as and when required for smooth functioning of the Institute.

Profile of Dr. Saroja Asthana, Director, MIBM



B.E. (Mech), MS (MIS), USA and PhD, IIT, Kharagpur

Contributor of NOBEL PEACE PRIZE 2007 to IPCC,

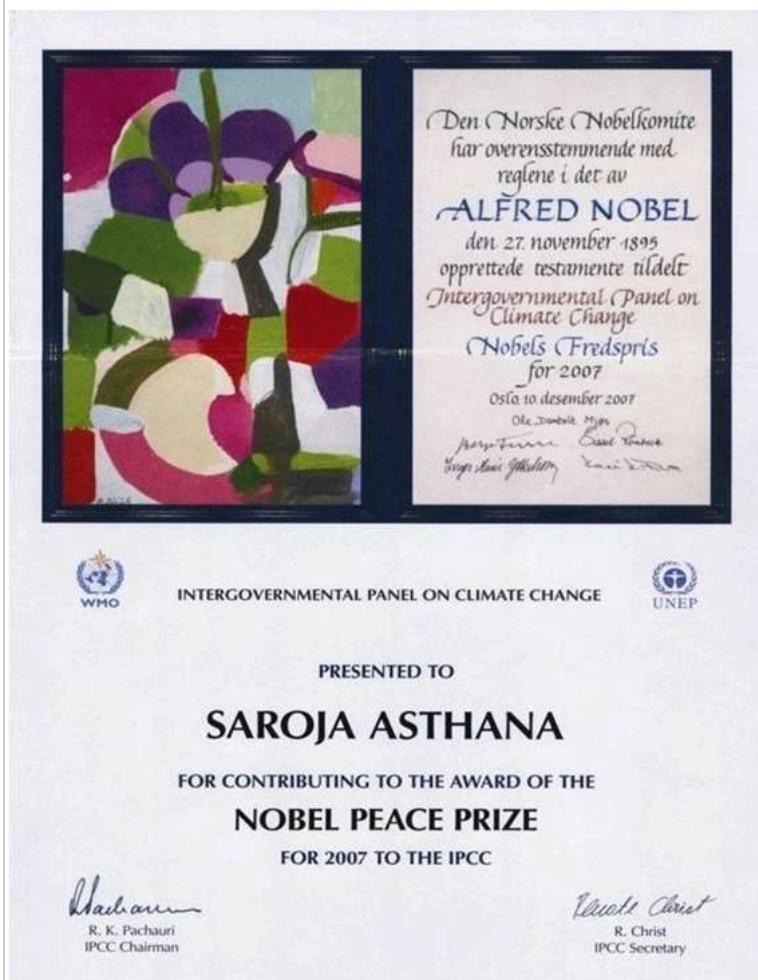
Fmr. Scientist National Chemical Lab., Pune & National Metallurgical Lab, Jsr., CSIR.

Fmr. Faculty XLRI, Jamshedpur.

Consultant to IPCC, SDC, GTZ, UNFCCC Ministry of Environment and Forest, GOI and several industries globally.

Author of several highly reputed research papers and PhD Guide.

Awards conferred on Dr. Saroja Asthana





भारत सरकार
Government of India

भारत सरकार जलवायु परिवर्तन संबंधी संयुक्त राष्ट्र अन्तर-शासकीय पैनल में डॉ० सरोजा अस्थाना के योगदान को सम्मानित करती है। यह पैनल वर्ष 2007 के नोबल शान्ति पुरस्कार का संयुक्त विजेता है।

The Government of India recognizes the contribution of Dr. Saroja Asthana to the work of the United Nations Intergovernmental Panel on Climate Change which is the joint winner of the Nobel Peace Prize for 2007.


मनमोहन सिंह
प्रधान मंत्री
Manmohan Singh
Prime Minister

नई दिल्ली, 26 नवम्बर, 2007
New Delhi, 26th November, 2007

Leaving a Trace! MIBM continues to Excel



Times 3 School Tuesday, 18 April 2023

Decisive moments and actions shape your education at MIBM

Mulshi Institute of Business Management (MIBM) is one of the most preferred B-Schools in Pune. MIBM is committed to quality assurance and enhancement. The contents of all the programs of study are developed to ensure that their excellence is comparable anywhere in the world. Ahead of time, institute believe in inculcating value-based transformation with economic value creation.

MIBM offers AICTE approved two years' full time PGDM with trimester system and dual specialization in Marketing, Finance, HR, Supply-chain and Operations, Media and Communication and Business Analytics. PGDM is also recognized by USBES, California, USA.

MIBM has philosophy of "Education by Educators". MIBM Founder Director Dr. Saroja Asthana is academicians of high repute. She has authored several research papers and guided Ph.D. During her tenure at NCL, Pune, Dr. Asthana has contributed to Nobel Peace Prize 2007 to IPCC. Her contribution was recognized by both IPCC and the then Hon. Prime Minister of India. Under her able guidance institute has highly competent faculty drawn from IITs, IIMs and XLRI. Also, MIBM organizes national and international conferences, publishes articles in Scopes Indexed Journals and has international connect with prestigious institutes worldwide.

MIBM has consistently achieved outstanding placements since its inception and the recent placement for Batch 2021-22 has been praiseworthy with the highest CTCs Lacs and average 8 Lacs. Students were offered profiles in domains like Marketing, Consulting, Finance, Operations, IT & Analytics and General Management by reputed companies like Deloitte, PwC, E&Y, Hewlett Packard, Wipro, ICICI Bank, BNY Mellon, HSBC, Motilal Oswal, Accenture, TFC Info Tech, Atlas Copco, Bosch & Lomb, CEAT, GEP Worldwide, Asian Paints, PepsiCo, CRISIL, Sony Entertainment, Grasim Paints and many more. Institute's consistent track record of stellar placements with a significant increase in the average salary year after year are testaments to the quality of their student pool, student-driven culture and the robustness of the curriculum.

For more information, visit: www.mgl.ac.in or call: 9923810437




Dr. Saroja Asthana,
Founder Director - MIBM
Ph.D, IIT Kharagpur,
Contributor to Nobel Peace
Prize in 2007 to IPCC

RANKED #92

Among India's Best
B Schools by Times
B School 2023

TIMES B SCHOOL RANKING SURVEY 2023

The objective of this research was to identify and rank Top MBA/PGDBM Institutes in India. The research had 3 major modules i.e., Desk Research, Factual survey & Perceptual Rating survey followed by scientifically developed analysis & ranking process.

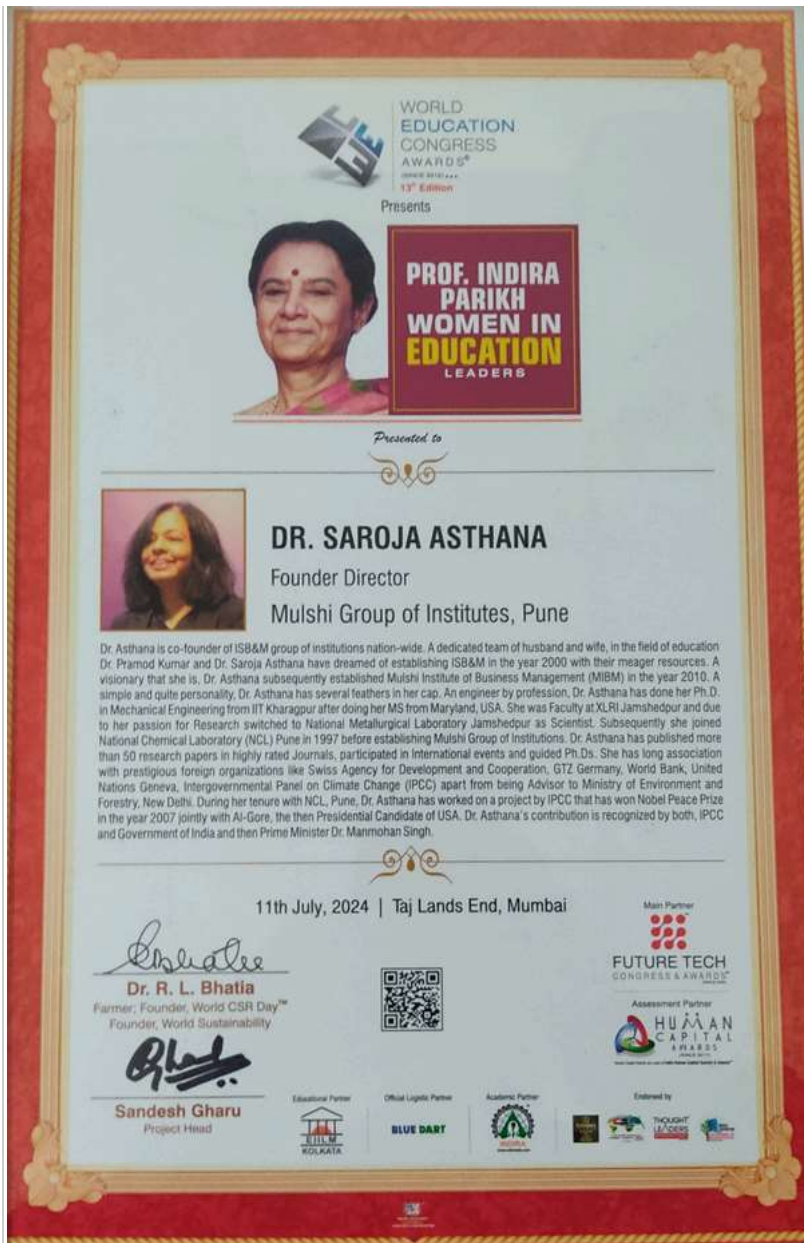
Research Methodology continued on page 2

TOP 100 B SCHOOLS

INSTITUTE/B SCHOOL	RANK	INSTITUTE/B SCHOOL	RANK
Symbiosis Institute of Business Management, Pune			
Indian Institute of Management, Raipur			
Institute of Management Technology, Ghaziabad			
MIBM- Mulshi Institute of Business Management, Pune	92		

Pune Leadership Award





WORLD EDUCATION CONGRESS AWARDS®
13th Edition
Presents

PROF. INDIRA PARIKH WOMEN IN EDUCATION LEADERS

Presented to

DR. SAROJA ASTHANA
Founder Director
Mulshi Group of Institutes, Pune

Dr. Asthana is co-founder of ISB&M group of institutions nation-wide. A dedicated team of husband and wife, in the field of education Dr. Pramod Kumar and Dr. Saroja Asthana have dreamed of establishing ISB&M in the year 2000 with their meager resources. A visionary that she is, Dr. Asthana subsequently established Mulshi Institute of Business Management (MIBM) in the year 2010. A simple and quite personality, Dr. Asthana has several feathers in her cap. An engineer by profession, Dr. Asthana has done her Ph.D. in Mechanical Engineering from IIT Kharagpur after doing her MS from Maryland, USA. She was Faculty at XLRI Jamshedpur and due to her passion for Research switched to National Metallurgical Laboratory Jamshedpur as Scientist. Subsequently she joined National Chemical Laboratory (NCL) Pune in 1997 before establishing Mulshi Group of Institutions. Dr. Asthana has published more than 50 research papers in highly rated Journals, participated in international events and guided Ph.Ds. She has long association with prestigious foreign organizations like Swiss Agency for Development and Cooperation, GTZ Germany, World Bank, United Nations Geneva, Intergovernmental Panel on Climate Change (IPCC) apart from being Advisor to Ministry of Environment and Forestry, New Delhi. During her tenure with NCL, Pune, Dr. Asthana has worked on a project by IPCC that has won Nobel Peace Prize in the year 2007 jointly with Al-Gore, the then Presidential Candidate of USA. Dr. Asthana's contribution is recognized by both, IPCC and Government of India and then Prime Minister Dr. Manmohan Singh.

11th July, 2024 | Taj Lands End, Mumbai

Dr. R. L. Bhatia
Farmer, Founder, World CSR Day™
Founder, World Sustainability

Sandesh Gharu
Project Head

Future Tech Congress & Awards
Main Partner

Human Capital Awards
Assessment Partner

Blue Dart
Official Logistics Partner

Thought Leaders
Endorsed by



IOD Building Tomorrow's Boards
Institute of Directors

Annual Membership No.: M-6598

Certificate of Membership

This is to certify that

Dr. Saroja Rajendra Asthana
is admitted as
Member
of
Institute of Directors
given under the seal of Institute Of Directors

Secretary General

Date: March 01, 2024

IOD is a Society (National Level), registered under the Societies Registration Act 1860. Regd. No. 527193-1/1982, in India.

a. Committees:

Following Committees are formed as per AICTE guidelines effective implementation of policies:

1. Internal Quality Assurance Committee (IQAC):

Sr.No	Name	Company	Designation
1	Dr. Saroja Asthana	Head of Institute-Director	Chairman
2	Dr. Pramod Kumar	Management Representative-Chairman IMS	Member
3	Dr. Vilas Pharande	Teacher Representative-Professor	Member
4	Dr. Mahendra Ramdasi	Industry Nominee -Director, Agile cockpit, Pune	Member
5	Sourabh Limje	Alumni Nominee- MIBM	Member
6	Harish Patil	Social Nominee- Nature Club, Pune	Member
7	Mrs. Sonali Kadam	Teacher Representative -Assistant Professor	Member
8	Mr. Dilip Wagh	Administrative Officer- Office Superintendent	Member
9	Dr. Nitin Deshmane	Senior Teacher as Coordinator-Associate Professor	Member- Coordinator

Sr.No	Name	Company	Designation
1	Dr. Saroja Asthana	Director/ Principal	In Chair
2	Dr. Vilas Pharande	Professor	Member
3	Mr. Nitin Deshmane	Assistant Professor	Member
4	Mrs. Sonali Kadam	Assistant Professor	Member
5	Mr. Dilip Wagh	Office Superintendent	Member

a. Departmental Management**1. ACADEMIC CHAIRPERSON**

- To formulate institute level policy and coordinate as well as review the following:
- Curriculum/Syllabus
- Time- schedules
- Evaluation of academic performance of student's
- Academic awards
- Academic planning with regard to new activities and review of existing departments and centers



Photo: Dr. Nitin Deshmane, Academic Chairman, MIBM (first from right) with Prof. R.S. Ganapathy, Fmr. Chairman, BOG, MIBM and Aluminous from MIBM

1. RESEARCH CHAIRPERSON

- To facilitate and promote quality research in the Institute.
- To coordinate and facilitate submission of research project proposals to various funding agencies.
- Shall liaison with relevant international, national/regional agencies/organizations/group/ individuals for financial support and promotion of quality research in the Institute.
- To motivate and supervise research activities of students.

Research Committee (RC)

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Director MIBM	In Chair
2	Dr. Vilas Pharande	Professor	Member
3	Dr. Anita Khaire	Associate Professor	Member
4	Dr. Nitin Deshmane	Associate Professor	Member
5	Ms. Sonali Kadam	Assistant Professor	Member Convener

1. FACULTY

- Monitoring the student discipline and conduct, including attendance.
- Maintaining the decorum of the institution.
- To demonstrate excellent teaching pedagogies in their classes.
- To provide guidelines for assignments, evaluate students' assignments, exams, projects and offer intellectual feedback.
- To help slow or below average learners by taking extra efforts.
- Undertake teaching, research and consultancy projects as per Institutes norms.
- More information on faculty is available on **Criteria 6**

2. COORDINATORS

- Overseeing the teaching learning procedures of regular faculty and visiting faculty
- Establishing academic guidelines, liaising with external agencies, and coordinating with administrators.

The service rules for the employees are available on the website and in the institute for their reference. The service book has also been given to all staff members with the help of and if any changes or amendments are made that is also notified to the staff. The institute has a very clear policy on the transparency. To ensure the notice reaches everyone the department does its best to communicate the same via multiple channels such as website, email, notice board, meetings, verbal announcement etc.

The institute has rules relating to Holidays, Work Time & Workdays, Salary, Performance Appraisal, Other Benefits related to Salary, Recruitment & Selection Process, Leave Rules, Career Advancement, Consultancy and other general rules. In order to ensure equality and fairness, institute has taken lots of efforts while designing these rules. As MIBM is managed by highly accomplished academicians who believe in holacracy, faculty and staff is always treated with equality and respect.

Qualification for Teaching Staff

The qualification for making recruitment of lecturers, Assistant Professor and Professor for department of management is as per UGC norms approved by AICTE, New Delhi available at www.aicte-india.org (<http://www.aicte-india.org>)

Qualification for Non-Teaching Staff

The qualification for making recruitment of non-teaching staff UGC norms approved by AICTE, New Delhi available at www.aicte-india.org (<http://www.aicte-india.org>) are following

HR Policy

HR Policy Manual for MIBM is designed keeping in view the latest trends and legal rights of employees and employer. The objective of this Manual is to compile the HR policies and procedures. It also presents the general rules and regulations that govern the employees of the Institute.

This Manual supersedes all previous manuals, handbooks, and memorandums that may have been issued from time to time on subjects covered in this Manual.

The Institute reserves its right to interpret; change; suspend; cancel; or dispute, with or without notice; all or any part of what is contained in the Manual. The Institute always not employees of such changes.

In the interpretation of any policies and procedures covered in the Manual, the Director's decision is treated as final and binding on all employees of the Institute.

A detailed HR Manual is available in Institutes Website

https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf (https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

MIBM has guidelines and policies that have been set by the Institute regarding academic and discipline and same are mentioned in Institute's Manual. This Manual is given in hard copy and soft copy form, to each and every student upon confirmation of admission. Same is available on Institute's website. These well-defined policies and guide for faculty, students, alumni and other stakeholders. The Institute has also initiated and developed these policies with the help of the stakeholders. The inputs and suggestions provided by the stake holders have made it possible to amend the policy guidelines from time to time.

The institute has well defined guidelines for almost all the domains for which it requires to have the guidelines. Academic, placement, admission, hostel related, anti-ragging and Laboratory usage etc. all such guidelines are available on Institute website at https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf (https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

1 SC/ST Committee

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Director/ Principal	In Chair
2	Dr. Vilas Pharande	Professor	Member
3	Mrs. Rupali Lendave	Non-Teaching	Member
4	Mr. Niraj Kamble	Student	Member
5	Mr. Sajan Mohod	Student	Member

1. Grievance Committee (Details given under 2.1.3.1)
2. Anti-Ragging Committee (Details given under 2.1.3.1)
3. Women Sexual Harassment at Work Committee (Details given under 2.1.3.1)

The role and responsibilities of each of these committees are placed on institute's website and changes, if any, are also update at https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf (https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

Code of Conduct

The institute has well defined guidelines for almost all the domains for which it requires to have the guidelines. Code of conduct norms are covered in the policy book and at https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf (https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

2.1.1.4. Strategic Plan (5)

Ins

Being a Management Institute, it firmly believes in doing analysis of strength and weaknesses before formulating Strategic Plan for the Institute. **The SWOT analysis** of the Inst conducted from time to time.

SWOT Analysis

Strengths	Weaknesses	Opportunities	Threats
<p>Qualified & dedicated Faculty Education by educators.</p> <p>Vast network of Management with Corporate World due to their experience in the education and industry.</p>	<p>Consultancy / sponsored projects with industries</p>	<p>Strategic tie-ups with industries</p>	<p>Meeting global challenges in the field of management education</p>
<p>Heterogeneity of students Nationwide Admissions Student run institute Individual Capacity Building Programs</p> <p>Social, Cultural and sports events</p> <p>Research activity</p> <p>Huge exposure given to students with corporates guests in guest talks and through placement activity.</p>	<p>Competition with other similar institutes to better identify ways to differentiate the institutions value proposition</p>	<p>Location advantage as Pune is known for its high education standards. It is IT hub and center for automobile and chemical industries</p> <p>Pune is safe city for girl students</p>	<p>Ever changing corporate environment and gap in specific specializations such as Business Analytics which is fast changing. Getting faculty is sometimes difficult</p>
<p>Curricula that is responsive and relevant</p> <p>1. Meet often with business leaders and employers to evaluate curricula</p> <p>2. Diversity in programs and offerings</p>	<p>Limited financial resources</p> <p>1. Technology changing how learning occurs faster than capacity to respond</p> <p>2. Funds for professional development for faculty and staff are limited</p> <p>3. Funds for conference travel are limited</p>	<p>New marketing approaches through social media</p>	<p>Need to rely on enrollment and tuition rate increases for new financial resources</p>
<p>The institution is recognized as one of the top 100 B-schools in the country (Times B School-rating 2023, dated 18/4/2023). This positions the institution as a leader in management education, enhancing its market position to prospective students and corporate partners alike.</p>		<p>National and International Partnership opportunities across campus</p>	
<p>New programs that serve the students (within last three years)</p>			
<p>Supportive Business Community. Participation of Alumni in activities such as admission, training and placement.</p>			

Supportive environment for experimenting innovative teaching methods and continuous efforts with integrating learning assessment, and improving student success			
Separate research wing (PIDC) conducting MDPs, EDPs, International Conferences, FDPs, Publications and Patent activities.			

Strategic priorities

In order to mitigate the current weaknesses and threats, and leverage strengths while exploring new opportunities the Strategic Planning Committee has undertaken the following measures.

Identified following strategic priorities

1. Quality and Continuous Improvement
2. Stakeholder and Community Engagement
 3. Innovation in Teaching and Learning
4. Industry connects
5. Internationalization
6. Research impact

Identified short and long-term goals inclusive of actions plans

Identified short and long-term goals inclusive of actions plans

Implementation and Dissemination of the Strategic Plan is presented below:

Academic Year	Major Actions and activities
2022-2032	To be accredited by various reputed National / International accreditation agencies
2024-2029	To introduce short term program for executives as continuing education program.
2018-2030	To offer customized programs in various fields of management education and MOU with companies for assured placement and support.
2020-2035	To focus on sponsored research and consultancy projects
2023-2033	Social media presence and branding



Certificate of Accreditation

This is to certify that

**Mulshi Institutes of Business Management
Institute**

is accredited and recognized by the IAO complying
with all the established professional and
educational standards and criteria.

IAO confirms that the institution meets its quality
of education responsibility to its students and to
the education profession.



March 09, 2017

Valid Through

Accreditation Committee



USBES
UNITED STATES BOARD FOR
EDUCATION STANDARDIZATION

USBES Certificate of Membership

This is to certify that

Mulshi Institute of Business Management

upon offering high quality education to students, meeting the global educational standards.

USBES acknowledges that the institution conforms to the higher education criteria
and demonstrates professionalism.



PRESIDENT USBES



6/5/23, 5:28 PM MoE, National Institute Ranking Framework (NIRF) Gallery | Contact

National Institutional Ranking Framework
Ministry of Education
Government of India

India Rankings 2023: Participated Institutes Management

Institution list in alphabetical order Back

Show 100 entries Search: PUNE

Name	City	State
Anekar Education Societys Anekar Institute of Management Studies, Co. Tuljaram Chaturchand College Campus, Baranatti, Dist. Pune 413102	Baranatti	Maharashtra
Abard Institute and Management Sciences, Pune	Pune	Maharashtra
All India Shivaji Memorial Societys Institute of Management, Kenedi Road, Near RTO, Pune 411001	Pune	Maharashtra
Aurtyngle Tantra Shikshan Sansthas Institute of Industrial and Computer Management and Research, Nigdi, Pune 411044	Pune	Maharashtra
Balaji Institute of International Business (BIIB)	Pune	Maharashtra
Balaji Institute Of Management And Human Resource Development (BIM-HRD)	PUNE	Maharashtra
Balaji Institute of Modern Management (BIMM)	Pune	Maharashtra
Balaji Institute of Technology & management	PUNE	Maharashtra
Bharati Vidyapeeths Institute of Management and Entrepreneurship Development	Pune	Maharashtra
Dr. D. Y. PATIL B-SCHOOL	Pune	Maharashtra
Dr. D. Y. Patil Institute of Management and Research	Pune	Maharashtra
Dr. Vishwanath Karad MIT World Peace University	Pune	Maharashtra
Institute of Management Education Research and Training	Pune	Maharashtra
Institute of Sciences Institute of Business Management and Research, Pune	Pune	Maharashtra
INTERNATIONAL INSTITUTE OF MANAGEMENT STUDIES	Pune	Maharashtra
K. J. S. Educational Institute's Trinity College of Engineering and Research	Pune	Maharashtra
K.E.S.Pratibha Institute of Business Management,Chinchwad, Pune 411019	Pune	Maharashtra
K.J.S.Education Institute Trinity Institute of Management and Research, Village Poush, Tal.Hawel, Dist.Pune 411048	Pune	Maharashtra
Lexicon Management Institute of Leadership and Excellence	Pune	Maharashtra
Maharashtra Education Societys Institute of Management and Career Course IMCC, Mayur Colony, Kothrud, Pune 411029	Pune	Maharashtra
Maharshi Karve Stree Shikshan Sansthas Sint. Heroben Nanawati Institute of Management and Research for Women, Korenagar, Cuthmins College Campus, Pune 411052	Pune	Maharashtra
MULSHI INSTITUTE OF BUSINESS MANAGEMENT-POST GRADUATE	Pune	Maharashtra
National Institute of Bank Management	Pune	Maharashtra
National Insurance Academy	Pune	Maharashtra
Padmasree Dr. D. Y. Patil Institute of Management Studies	Pune	Maharashtra
Pimpri Chinchwad Education Trusts S.B.Patil Institute of Management, S.No. 26,Pradhikaran, Nigdi,Pune 411044	Pune	Maharashtra
PROGRESSIVE EDUCATION SOCIETYS MODERN INSTITUTE OF BUSINESS MANAGEMENT, PUNE	Pune	Maharashtra
Pune Institute of Business Management	Pune	Maharashtra
Rajgad Institute of Management Research and Development, S.No. 31,2,12-16, Opp. Dhankawadi Post Office, Dhankawadi, Pune 411043	Pune	Maharashtra
S. K. N. Sirghad School of Business Management	Pune	Maharashtra

<https://www.nirfindia.org/2023/ManagementRankingALL.html> 1/2

2.1.2. Faculty Empowerment (15)

Total 1

2.1.2.1. Faculty development policies (5)

The Institution has a faculty development policy in order to meet high educational and governance suitable for an Institute of high repute. Further, faculty play critical role in orier students for management studies that ultimately leads to high level campus placements.

National and International Activities

Sr. No	Activity
1	Conducting well developed FDPs at institute level and sending faculty for FDPs to other institute with monitory benefits.
2	Attending and presenting research papers in National & International Conferences/ workshops/Symposia/Seminar etc. with fully paid registration fees along with on duty leave.
3	Visiting Institutes/ Industries/ Special Training/ Presentation of research project proposal etc. with partial financial support.
4	Connecting with industry and be on Boards in different industries promote with honorary recognitions.
5	Membership of Professional Bodies/Societies both National and International up to maximum one in an academic year for one time to faculty members.
6	Faculty is provided with required digital resources for effective functioning such as laptops and peripherals along with all necessary consumables.
7	Faculty is entitled to purchase books, e-books, magazines and stationary items etc. up to worth Rs.5000 every year.

2.1.2.2. Decentralization, delegation of power and Collective decision making (10)

The department believes in the policy of participative management and decentralization. Emphasis is made on including every faculty and staff member by involving them in various committees.

Following table depicts powers and role of HOD and other faculty members. However, this is not exhaustive and many a time power and authority is delegated to faculty and staff on situation and requirement.

Powers and Roles of HOD and Other faculty members

Name & Designation	Academic	Financial	Managerial & Administrative	Remarks related to utilization of powers & evidence files
Dr. Saroja Asthana, Director	Participation in Syllabus design and review	Seeking approvals for all institutional expenses from the Society	Maintaining discipline and overall monitoring of academic and administrative activities	Strategic resources Approval
Dr. Vilas Pharande Executive Director	Review of all the activities such as Admissions, Academic, Placement arranging extra-curricular activities.	Up to Rs. 50000	Compliance to all statutory government and non-government organizations.	AICTE, State Government, Campus
Dr. Nitin Deshmane, Academic Chairman	Academic planning and implementation for core and elective courses. Implementation of Individual Capacity Building Program	Up to Rs.25000/- for Departmental Expenses	All students related activities Industry Connect Alumina Connect	Forming various Committees and supervising their activities
Mr. Dilip Wagh, OS Finance	Forwarding requirement of faculty and staff to the Management authorities	Up to Rs.25000/- for Institutional Expenses. All activities under Finance	All society related compliances and coordination with CA	Banks and other financial agencies
Ms. Sonali Kadam, Research Chairperson	Supervising and forwarding all research related activities	Approvals of budgets	International connects Coordinating MoU with them	Coordination with faculty and students

Institute has a tie up for Summer internship at the end of first year of program and final placement upon completion of course with ISB&M, Nande, Pune for an excellent track record placement and a huge network with Corporate World. In addition, Institute also has independent placement cell (PAC) headed by Prof. Nitin Deshmane and the activities of placement managed by the students.

Roles and Responsibility of PAC

- Managing the student's data for placement and internship purpose
- Maintaining and updating the data of the company for contacting them
- Contacting the companies and inviting them for placement
- Ensuring the slot availability while inviting the company
- Ensuring the requirements of the company on campus is fulfilled like stay, food, arrangements for conducting online test, GD rooms and interview rooms.

Sr.No.	Name	Company	Designation
1	Dr. Nitin Deshmane	Asst. Professor	In Chair
2	Mr. Vinay Jajodia	Student	Member
3	Mr. Chirag Jain	Student	Member

4	Miss. Shreya Chaturvedi	Student	Member
5	Miss. Muskan Alwa	Student	Member

2.1.3. Effective Governance Indicators (15)

Total

2.1.3.1. Grievance redressal mechanism (2)

Following procedure is defined for filling a complaint

- Complaint must be made by the victim or witness in writing.
- Oral Complaints are to be lodged in person or by person accompanying the victim before the Chairperson or to any member of the Committee.
- All complaint must be addressed to the Chairperson of the committee.
- Complaint must be filled in a proper hierarchy.
- The following committee is constructed to handle the concerned matter.

Grievance Redressal Cell

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Director/ Principal	In Chair
2	Dr. Vilas Pharande	Professor	Member
3	Dr. Nitin Deshmane	Asst. Professor	Member
4	Mr. Sunil Chavan	Computer Lab In-charge	Member
5	Mr. Dilip Wagh	Office Superintendent	Member

Policies to prevent Sexual Harassment in MIBM

Following procedure is defined for filling a complaint:

- Complaint must be made by the victim in writing.
- Oral Complaints are to be lodged in person or by person accompanying the victim before the Chairperson or to any member of the Committee.
- All complaint must be addressed to the chairperson of the committee.
- Complaint must be filled in a proper hierarchy.
- The following committee is constructed to handle the concerned matter

Complaint Committee for Women Sexual Harassment at Work (CC- WSHW)

Sr.No.	Name	Company	Designation
1	Mrs. Sonali Kadam	Asst. Professor	In Chair
2	Dr. Nitin Deshmane	Asst. Professor	Member
3	Dr. Vilas Pharande	Professor	Member
4	Mrs. Megha More	Non-Teaching	Member
5	Ms. Kajari Mitra	Social Worker	Member
6	Mr. Ojas Deolankar	Advocate	Member
7	Ms. Priya Maheshwari	Student	Member

2.1.3.2. Transparency (5)

Ins

The Institute firmly belief in transparency, the system rules and policies are drafted to promote equality and egalitarianism. In order to achieve such motive, the Institute provide and policy to stakeholders, primarily students and their parents/guardians. The policies and important rules are made available on multiple platforms such as the Institute website and hardbound form is the department office and the administration building of the institute. Other than that, students are given College and Hostel Manuals on first day of Orientation in hardbound form. Also, a session is held to explain them code of conduct etc. by Academic Chairman. Dissemination of all academic information related to students, faculty members and staff members is available on institute ERP system. ERP system is extensively used from admission of the student till imparting PGDM degree.

2.1.3.3. Leader and Faculty selection process (5)

Ins

For the faculty selection, MIBM give wide publicity in print media, digital media and institutes network. All resumes are scrutinized by HR committee. For higher posts webinar/se be deliver by the candidate on relevant topic. This is followed by personal interviews by adhoc selection committee. Selected candidates are briefed about institute culture and fr before the joining.

As explained earlier in 2.1.1.2 & 3 MIBM govern on Service Rules, HR Policy, Research Policy and general Code of Conduct. The same is available on institute website at https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf (https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

2.1.3.4. Stability of the academic leaders (3)

Ins

The policies and processes that have been formulated jointly by Management, Director and BOG. The institute has been able to grow multifold under the able guidance of Dr. S: Asthana, Director, MIBM and Dr. Pramod Kumar, President, Ignited Minds Society and has achieved new heights. MIBM Faculty retention depicts faculty satisfaction level and th commitment for the betterment of the Institute. Dr. Nitin Deshmane and Mr. Dilip Wagh are totally committed to student's development and welfare. While Ms. Sonali Kadam is a researcher and result of student's participation in research activities itself define MIBM standards. MIBM track record of placement depict our success and motto of building care our students could work anywhere in the World comfortably. Recent Times Business School rating dated 18 April 2023 gives MIBM 92 rank nationwide. This is suggestive of visi mission of our leaders and drive and passion to achieve it.

2.2.1. Budget Allocation, Utilization, and Public Accounting at Institute level (40)

Total f

2.2.1 a - Total Income at Institute level: For CFY,CFYm1,CFYm2 & CFYm3

Table 1 - 2023-24 (CFY)

Total Income 59553649				Actual expenditure(till...): 44816820			Total Stude 133
Fee	Govt.	Grants	Other sources(specify)	Recurring including salaries	Non Recurring	Special Projects/Anyother, specify nil	Exper stude
59553649	0	0	0	26500000	18316820	0	3369

Table 2 - 2022-23 (CFYm1)

Total Income 51509408				Actual expenditure(till...): 44918756			Total Stude 116
Fee	Govt.	Grants	Other sources(specify) Sponsored Pro	Recurring including salaries	Non Recurring	Special Projects/Anyother, specify nil	Exper stude
50321408	0	0	1188000	17626870	27291886	0	3872

Table 3 - 2021-22 (CFYm2)

Total Income 51302338				Actual expenditure(till...): 38643448			Total Stude 131
Fee	Govt.	Grants	Other sources(specify) Nil	Recurring including salaries	Non Recurring	Special Projects/Anyother, specify nil	Exper stude
51302338	0	0	0	15356182	23287266	0	2949

Table 4 - 2020-21 (CFYm3)

Total Income 42046136				Actual expenditure(till...): 21119997			Total Stude 156
Fee	Govt.	Grants	Other sources(specify)	Recurring including salaries	Non Recurring	Special Projects/Anyother, specify nil	Exper stude
42046136	0	0	0	13721311	7398686	0	1353

2.2.1 b- Summary of budget and the actual expenditure incurred (for the stand alone Management Institute/ Management department of an institute)

Items	Budgeted in 2023-24	Actual Expenses in 2023-24 till	Budgeted in 2022-23	Actual Expenses in 2022-23 till	Budgeted in 2021-22	Actual Expenses in 2021-22 till	Budgeted in 2020-21	Actual I in 2020-
Capital Expenditure								
Infrastructure Built-Up	1000000	9380581	2000000	2144220	2000000	1798369	2500000	204392
Library'	1000000	783887	250000	208411	200000	192900	200000	103322
IT Infrastructure	2000000	2587351	2000000	1630044	1000000	420668	500000	348250
Others Capital Expenditure, specify	5000000	5565001	5000000	4011227	5000000	4690006	5000000	490319
Operational Expenditure								
Salary (Teaching, Non-teaching a	1750000	1724083	1500000	1507991	1350000	1359845	1250000	127333
Capacity Development	7000000	7330980	1500000	1209823	1200000	1123104	1000000	594005
Others Operational Expenditure , sp	2000000	2099592	1500000	1337135	800000	634621	500000	394006
Total	44500000	44988224	45250000	44918756	41700000	38643448	22200000	2111999

2.2.1.1. Adequacy of budget allocation (15)

Ins

Every year institute conducts two days meeting to do comprehensive analysis of budget allocation. The responsible faculty member or staff member present their next year final requirement. Management takes appropriate decision and allocate budget to maintain the financial stability of the institute.

Further, management takes frequent reviews to have a close loop on utilization of allocated budget. Hence budgets are effectively utilized under allocated category only. The utilization percentage are being summarize below:

2023-24: 101.1%

2022-23: 99.26%

2021-22: 92.67%

2020-21: 95.13 %

2.2.1.2. Utilization of allocated funds (15)

Ins

The detailed utilization of the Head wise expenditure is in line with planned activities. Hence the allocation and utilization is in tune.

The following criteria is adopted for budget utilization:

After budget allocation, the concerned faculty/staff is asked to get quotations. After careful selection of product/service an agency is decided by purchase committee under the guidance of Director. Terms and Conditions are defined carefully.

Standard format work order (WO)/ purchase order (PO) is given to chosen agency. Ignited Minds Society has a policy of disbursing 20-50% advance with WO/PO, as the requirement be.

Progressive and continuous monitoring of task is done and in case, task is not attained, additional support is provided. Interim disbursements were made as per the terms and conditions defined in WO/PO.

Upon completion of task, the concerned faculty submits satisfactory completion report to the Director. Director after review, forward to Accounts Department for final disbursement the process is complete.

This procedure has yielded desired utilization of allocated budgets under different heads.

2.2.1.3. Availability of the audited statements on the institute's website (10)

Ins

Balance Sheets of all Assessment Years are available on Institutes Website.

Link: https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf (https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

3 PROGRAM OUTCOMES & COURSE OUTCOMES (100)

Total Marks

3.1 Establish the linkage between the Course Outcomes, the Program Outcomes (POs) and Program Specific Outcomes (20)

Total Marks

a. List the Program Outcome (PO)

POs	Statement
PO1	Knowledge & Skill To equip students with the knowledge and skills to identify, formulate, and solve global business problems.
PO2	Critical Thinking: To foster analytical and critical thinking abilities for evidence-based decision making.
PO3	Leadership: To develop value-based leadership and cognitive abilities to work effectively in diverse business environments.
PO4	Business Ethics: To make ethical decisions in complex business situations involving diverse stakeholders.
PO5	Individual and Team work: To enhance the ability to assess and improve team building through goal-setting, feedback, and continuous development.

b. List the Program Specific Outcomes (PSOs), if any

PSOs	Statement
PSO1	To establish a foundation of value-based learning in leadership and teamwork, emphasizing integrity and transparency.
PSO2	To develop initiative-driven, innovative and creative thinking through the integration of cross-cutting technologies.

Program Articulation Matrix

3.1.1. Course Outcomes (COs) (5)

Ins

Note : Number of Outcomes for a Course is expected to be around 6.

Course Name: Ciii Year of Study: YYYY – YY; for ex. C202 Year of study 2021-22

Course Name :	C1 03	Course Year :	2023-24
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Course Name	Statements	Action
C1 03.1	Define (BL-1) and explain (BL-2) key marketing concepts like m	
C1 03.2	Demonstrate (BL-2) the interrelationship and illustrate (BL-2) th	
C1 03.3	Utilize (BL-3) marketing intelligence tools to analyze SWOT and	
C1 03.4	Analyze (BL-4) the customer journey and compare (BL-2) const	
C1 03.5	Develop (BL-3) marketing strategies focusing on segmentation,	

Course Name :	C1 13	Course Year :	2023-24
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Course Name	Statements	Action
C1 13.1	Understand (BL-2) the nature, functioning, and design of organi	
C1 13.2	Examine (BL-4) the reciprocal relationship between organizati	
C1 13.3	To develop (BL-3) theoretical and practical insights in understar	
C1 13.4	Compare (BL-2) and contrast (BL-2) the differences and similar	
C1 13.5	Contrast (BL-4) different strategic processes to attain organizati	

Course Name :	C2 04	Course Year :	2023-24
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Course Name	Statements	Action
C2 04.1	Understand (BL-2) the role and function of the financial system	
C2 04.2	Demonstrate (BL-2) an awareness of the current structure and i	
C2 04.3	Acquaint (BL-2) the students with the appropriate concepts, the	
C2 04.4	Understand (BL-2) the latest developments in investment mana	
C2 04.5	Evaluate (BL-5) and create (BL-6) strategies to promote financi	

Course Name :	C2 18	Course Year :	2023-24
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Course Name	Statements	Action
C2 18.1	Analyze (BL-4) the concepts of information systems and evalua	
C2 18.2	Examine (BL-4) the latest trends in technology and assess (BL-	
C2 18.3	Relate (BL-2) the fundamental concepts and technologies utiliz	
C2 18.4	Compare (BL-4) and contrast (BL-4) the processes involved in c	
C2 18.5	Discuss (BL-6) the ethical, social, and security issues associate	

C101 is the first course in first year and '1' to '6' are the outcomes of this course.

Note: Semester may be read as Trimester/Semester/Yearly as applicable

3.1.2. CO-PO Matrices (5)

Ins

Instructions -

Data of above tables are used in following tables. Alter the above table data will cause the loss of records in following tables. Click the button to load the data in following grid
Please avoid the manipulation of data after filling the following grids. Click the button to load the data in following Grids.

1 . course name : C103

Course	PO1	PO2	PO3	PO4	PO5
C103.1	3 ▾	- ▾	- ▾	- ▾	1 ▾
C103.2	2 ▾	- ▾	2 ▾	- ▾	3 ▾
C103.3	1 ▾	1 ▾	- ▾	2 ▾	2 ▾
C103.4	1 ▾	2 ▾	- ▾	- ▾	2 ▾
C103.5	1 ▾	3 ▾	2 ▾	2 ▾	3 ▾
C103	1.60	2.00	2.00	2.00	2.20

2 . course name : C113

Course	PO1	PO2	PO3	PO4	PO5
C113.1	2 ▾	1 ▾	1 ▾	- ▾	1 ▾
C113.2	3 ▾	2 ▾	2 ▾	- ▾	1 ▾
C113.3	2 ▾	2 ▾	3 ▾	- ▾	- ▾
C113.4	2 ▾	2 ▾	1 ▾	- ▾	1 ▾
C113.5	3 ▾	3 ▾	2 ▾	- ▾	2 ▾
C113	2.40	2.00	1.80	0.00	1.25

3 . course name : C204

Course	PO1	PO2	PO3	PO4	PO5
C204.1	3 ▾	- ▾	1 ▾	1 ▾	2 ▾
C204.2	2 ▾	2 ▾	2 ▾	1 ▾	2 ▾
C204.3	1 ▾	2 ▾	2 ▾	2 ▾	3 ▾
C204.4	1 ▾	2 ▾	2 ▾	2 ▾	2 ▾
C204.5	1 ▾	- ▾	2 ▾	3 ▾	1 ▾
C204	1.60	2.00	1.80	1.80	2.00

4 . course name : C218

Course	PO1	PO2	PO3	PO4	PO5
C218.1	3 ▾	1 ▾	2 ▾	- ▾	2 ▾
C218.2	2 ▾	- ▾	- ▾	- ▾	2 ▾
C218.3	2 ▾	- ▾	- ▾	- ▾	2 ▾
C218.4	3 ▾	- ▾	2 ▾	- ▾	2 ▾
C218.5	3 ▾	- ▾	2 ▾	3 ▾	2 ▾
C218	2.60	1.00	2.00	3.00	2.00

Note:

1. Enter correlation levels 1, 2 or 3 as defined below:

1: Slight (Low) 2: Moderate (Medium) 3: Substantial (High)

If there is no correlation, put "-"

1 . Course Name : C103

Course	PSO1	PSO2
C103.1	- ▾	- ▾
C103.2	3 ▾	3 ▾
C103.3	1 ▾	2 ▾
C103.4	1 ▾	1 ▾
C103.5	3 ▾	3 ▾
Average	2.00	2.25

2 . Course Name : C113

Course	PSO1	PSO2
C113.1	2 ▾	- ▾
C113.2	1 ▾	- ▾
C113.3	2 ▾	- ▾
C113.4	1 ▾	- ▾
C113.5	2 ▾	- ▾
Average	1.6	0

3 . Course Name : C204

Course	PSO1	PSO2
C204.1	3 ▾	1 ▾
C204.2	3 ▾	1 ▾
C204.3	2 ▾	2 ▾
C204.4	3 ▾	2 ▾
C204.5	2 ▾	1 ▾
Average	2.6	1.4

4 . Course Name : C218

Course	PSO1	PSO2
C218.1	3 ▾	3 ▾
C218.2	2 ▾	3 ▾
C218.3	2 ▾	2 ▾
C218.4	- ▾	2 ▾
C218.5	3 ▾	2 ▾
Average	2.5	2.5

Note:

1. Enter correlation levels 1, 2 or 3 as defined below:

1: Slight (Low) 2: Moderate (Medium) 3: Substantial (High)

If there is no correlation, put “-”

3.1.3. Course-PO Mapping matrix of all courses in the program (10)

Ins

Course	PO1	PO2	PO3	PO4	PO5
BM101	1.6	2.6	2.00	0	1.00
BM102	2.6	2.8	1	1.67	PO5
BM104	1.75	2.00	1.50	1.00	2.50
BM105	1.75	1.5	1.00	2.25	1.5
BM106	1.8	1.8	1.4	1.8	1.8
BM107	2.00	1.40	0	1.4	2.00
BM108	2.8	1.6	1.6	1.4	2.00
BM109	2.4	1.8	0	1.00	1.00
BM110	1.40	2.20	2.50	1.33	1.00
BM111	2.00	2.20	1.75	1.00	1.00
BM112	2.40	2.40	0.00	0.00	0.00
BM114	2.60	2.40	1.25	1.60	1.40
BM115	2.80	1.20	1.20	1.40	1.40
BM116	2.80	1.00	1.80	1.25	1.40
BM117	2.60	2.00	1.50	1.40	1.60
BM119	2.20	2.00	1.60	1.60	1.40
BM119	2.20	2.00	1.60	1.60	1.40
BM120	1.8	2.00	1.60	2.20	1.00
BM120	1.80	2.00	1.60	2.20	1.00
BM121	1.60	2.20	0.00	1.60	1.67
BM121	1.60	2.20	0.00	1.60	1.67
BM124	1.60	1.00	2.20	1.00	1.40
BM124	PO1	PO2	PO3	PO4	PO5
C103	1.6	2.00	2.00	2.00	2.2
C113	2.40	2.00	1.80	0.00	1.25
C204	2.00	2.80	1.80	1.60	2.20
C218	2.60	1.00	2.00	3.00	2.00
EA902	3.00	2.80	2.40	1.00	1.80
EA907	2.60	2.60	2.40	1.20	2.00
EA908	2.72	2.52	2.48	2.44	2.20
EA909	3.00	2.60	2.20	1.60	1.60
EA910	3.00	2.60	1.80	1.20	2.00
EA911	3.00	3.00	1.60	2.00	2.20
EA912	2.00	2.20	2.20	1.40	2.00
EA913	2.00	2.20	2.20	1.40	2.00
EF401	1.20	2.60	2.20	2.00	2.00
EF402	1.60	2.60	1.80	1.40	1.80
EF405	1.60	2.80	2.00	2.00	1.80
EF406	1.60	2.80	2.00	2.00	1.80
EF407	2.20	2.80	2.00	1.00	2.00
EF409	2.00	3.00	1.00	1.80	1.50
EF412	2.00	2.20	2.20	1.20	1.80
EF414	2.00	2.60	2.20	2.40	1.80

EF417	3.00	2.00	1.33	1.00	1.80
EF418	3.00	2.40	1.40	1.75	1.60
EF420	1.40	2.20	1.40	1.75	1.60
EF421	1.60	2.60	2.20	3.00	2.00
EH501	2.60	2.40	2.20	3.00	2.40
EH503	3.00	2.40	2.40	2.00	2.20
EH505	1.20	2.80	2.00	2.00	2.25
EH506	3.00	2.80	2.00	2.00	2.67
EH508	3.00	2.40	2.00	0.00	3.00
EH515	3.00	2.60	2.60	2.40	2.40
EH516	3.00	2.60	2.60	2.40	2.40
EH519	2.40	2.60	2.20	2.20	1.60
EH520	1.20	2.60	2.20	1.60	1.80
EH521	2.20	2.50	1.00	1.50	2.33
EH522	1.20	2.80	2.20	1.60	2.20
EM301	2.60	2.25	2.00	1.00	1.00
EM302	1.40	2.60	3.00	1.00	2.40
EM303	1.40	2.40	1.60	1.25	1.20
EM304	1.80	2.60	1.80	1.00	2.60
EM305	2.80	1.00	2.00	0.00	2.40
EM306	2.80	1.00	2.00	1.00	2.60
EM307	1.60	2.00	1.80	1.80	2.00
EM309	1.60	1.67	0.00	1.33	2.00
EM310	3.00	2.60	2.67	2.00	2.25
EM311	1.40	2.40	1.50	2.50	2.00
EM312	3.00	2.60	2.00	1.60	2.00
EM313	1.40	2.80	2.40	1.80	2.60
EM314	3.00	2.40	2.33	2.33	1.50
EM815	2.80	2.80	2.20	1.40	2.20
ES702	3.00	2.80	1.80	0.80	1.40
ES707	3.00	2.80	2.50	1.40	2.00
ES710	2.60	2.80	2.50	1.40	2.00
ES711	2.80	2.60	2.60	2.40	2.40
ES712	1.40	1.20	2.20	1.40	2.40

Course-PSO Mapping matrix of all courses in the program

Course	PSO1	PSO2
BM101	2.20	2.60
BM101	1.50	2.40
BM102	2.00	2.00
BM102	2.40	2.60
BM103	1.25	2.00
BM104	1.33	2.50

BM104	2.33	2.50
BM105	2.60	2.20
BM105	1.00	2.00
BM106	2.20	2.00
BM106	2.20	1.80
BM107	1.00	2.00
BM107	2.00	2.00
BM108	1.00	2.00
BM108	2.00	2.20
BM109	1.80	1.00
BM109	2.00	1.00
BM110	1.40	1.33
BM111	1.80	1.00
BM112	1.00	0.00
BM114	2.60	2.20
BM115	1.60	1.60
BM116	1.80	1.40
BM117	1.60	1.60
BM119	1.80	1.80
BM120	2.00	1.80
BM121	1.60	1.00
BM124	2.60	1.40
C103	2.00	2.25
C113	1.60	0.00
C204	2.40	2.00
C218	2.50	2.40
EA902	2.60	2.20
EA907	2.80	2.60
EA908	2.76	2.72
EA909	1.00	2.20
EA910	1.00	2.60
EA911	1.00	2.80
EA912	1.00	2.00
EA913	1.00	2.00
EF401	2.80	2.20
EF402	2.00	1.80
EF405	2.40	2.40
EF406	2.40	2.40
EF407	1.50	1.50
EF409	1.67	1.67
EF412	2.60	2.40
EF414	2.60	2.40
EF417	2.80	1.60
EF418	2.80	2.40

EF420	2.40	2.60
EF421	2.80	2.40
EH501	2.60	2.40
EH503	3.00	2.20
EH505	2.40	1.80
EH506	2.40	1.75
EH508	2.20	1.67
EH515	3.00	2.60
EH516	3.00	2.60
EH519	2.80	2.60
EH520	3.00	2.20
EH521	2.00	1.75
EH522	3.00	2.25
EM301	1.80	1.00
EM302	2.20	1.25
EM303	1.20	1.00
EM304	2.20	2.20
EM305	2.00	1.80
EM306	2.20	2.00
EM307	2.60	1.40
EM309	2.00	1.00
EM309	2.00	1.00
EM310	2.60	1.60
EM311	2.00	2.00
EM312	2.60	2.60
EM313	2.80	2.40
EM314	2.80	1.80
EM815	2.60	2.00
ES702	1.60	1.00
ES707	2.80	2.50
ES710	2.60	2.80
ES711	2.80	2.80
ES712	2.00	2.40

3.2 Course Outcomes (40)

Total P

3.2.1 Describe the assessment tools and processes used to gather the data upon which the evaluation of Course Outcome is based (10)

The Institute has implemented complete Outcome based Education (OBE). The assessment of the course outcome is based on the various assessment techniques implemented. The Institute is as follows

The exhaustive list of Direct Assessment Tools used are as follows. The faculty use a combination of the assessment tools based on the specific requirements of the course

1. Quiz
2. Class Test
3. Case Discussion
4. Class / Take Home Assignments
6. Student Seminars & Group Projects
8. Mid-Term Exam
9. End-Term Exam
10. Summer Internship Project (SIP)
11. Dissertation

Following flow chart depicts a typical teaching learning process used in management education various pedagogy and used by MIBM faculty.

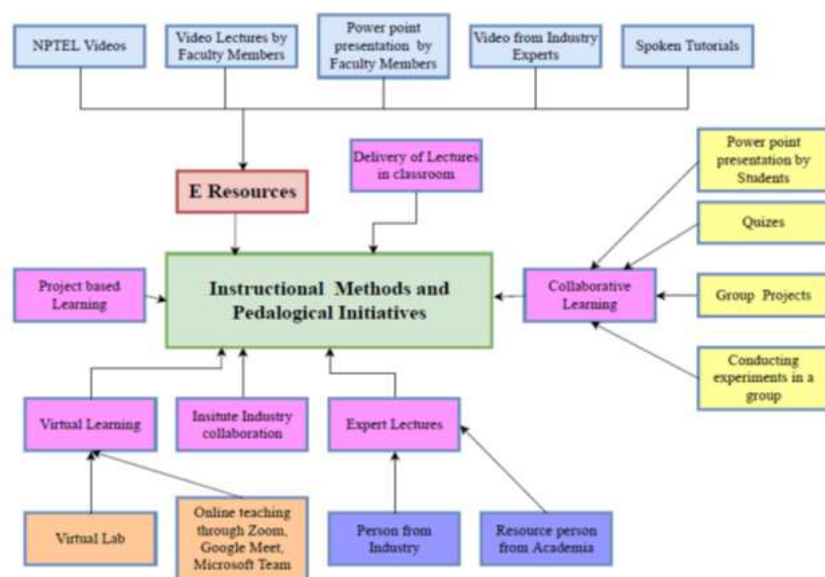


Fig: Instructional methods and pedagogy

The quality of assessment processes and tools are assured through standard rubrics and evaluation sheets.

Assessments of all courses are divided in two components, Internal Assessment and End Trimester Examination; weightage is in the ratio 70:30 respectively.

The faculties regularly monitor the attainment of course with the help of different pedagogy tools and in case the target is not attainment, supplementary activities such as assign case studies,

class test, presentation, group discussion etc. are conducted additionally.

Direct assessment tools and marks distribution for each course is as follows:

Sr.No.		Assessment	
1.	A	Internal Assessment: Case studies /Quiz /Assignments/Report etc. Tutorial (Discussion forum) & Group activity (as decided by course faculty) and Mid-term	70
2.	B	End term	30
		Total	100
4.	D	SIP	200
5.	E	Dissertation	100

Assessment process and its quality:

Due importance is given to quality assessment by MIBM faculty under each pedagogy breakdown. For example, a contemporary MCQ quiz is conducted with binary evaluation. participation during case analysis and group projects is evaluated objectively. Mid-term evaluation is conducted either "Take Home" mode or "Written Mode" based on faculty's p A written end-term exams is evaluated in a traditional way.

A) Summer Internship Program

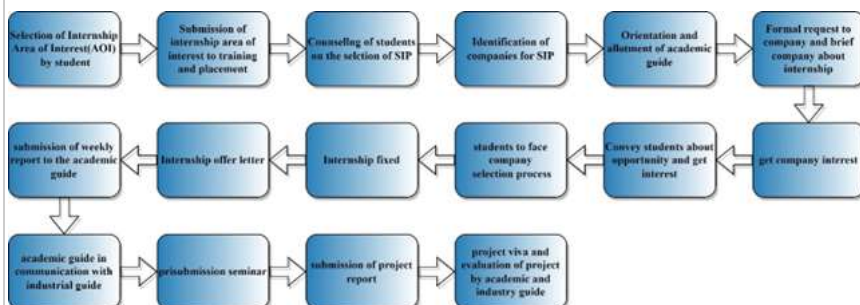
Summer Internship Program is an important component of PGDM as it is first brush of Corporate World to MIBM students. Program which provides the student with a real-life sit an Industry and provides him/her the practical exposure.

On completion of third trimester exams students are sent to industry for SIP. The period for SIP is 8 weeks and could be stretched to 12 weeks in special cases. It will start just after Trimester 3 exams normally from second April and end in second week of June every year. SIP carries 200 marks and the 6 credit are assigned to it.

100% SIP is arranged from Campus and no student is allowed to arrange at his/her own. The selection process for SIP begins at the beginning of third trimester. There are two guides/mentors, first one from Institute and second one from Industry they are doing their SIP. They review progress of project continuously and at the end of SIP students bring certification signed by Industry mentor proving successful completion of the project.

MIBM encourages students to be disciplined and perform well so that chances of Pre Placement Offer raises.

B) SIP milestones: As depicted in flow chart below



C) Evaluation of SIP consists of following weightage:

The evaluation of the dissertation is done based on multiple parameters targeted towards of attainment of direct program outcome. Dissertation is of 100 marks

- Industry Guide Evaluation,
- Academic Guide Evaluation.
- Viva-Voce

Sr.No.	Description	Marks
1	Evaluation by Industry Guide (Attendance, Punctuality, Appearance, Initiative, Professionalism, Courtesy, Attitude, Cooperation, Work habits, Accuracy of work, Communication, Adaptability)	60
2	Evaluation by Academic Guide Report (Contents, style and overall presentation)	60
Evaluation of Viva-Voce Examination jointly with external examiner		
3	a. Basic knowledge and understanding of the functional area of the Project study	20
	b. Knowledge and understanding of the industry and the organization	20
	c. Suggestions and Recommendations, Value addition	20
	d. Depth of Understanding through (Viva Voce)	20
Total		200

D) Dissertation

Students undertake dissertation during their 4th trimester on a topic related to the contemporary issues in management. The topic is chosen in consultation with faculty mentor from ISB&M. It provides opportunity to work largely independently and study in depth on a chosen topic. A dissertation outlines the entire problem, literature and results obtained. It is expected that students shall provide evidence of competence in understanding varied aspects of the topic. Academic office schedules particular dates dissertation submission. The faculty monitor the progress of the dissertation accordingly. Final copies of dissertation and records of evaluation are preserved by the academic of

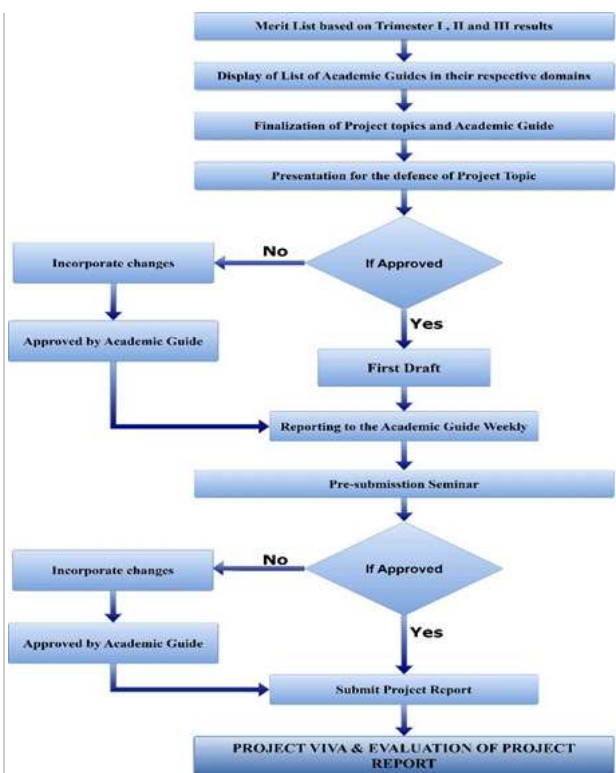


Fig. Flowchart for process of Dissertation

Written Report	80 Marks
Choice of subject/Title and its industrial replicability	20
Clarity about objectives scope and coverage of the study	10
Design of the study and methodology, Review of earlier work/literature available for the subject, data collection primary, secondary: questionnaire used where applicable, field work	15
Analysis and Interpretation of data: Data Processing technique quantitative OR other tools made use of.	10
Innovative technique/approach to problem solving	10
Finding of Research Study; recommendations, suggestions, policy issues	5
Report writing and presentation; language, composition & chapter scheme.	5
Usefulness of the Study; applicability in business/industry, in decision making/system development	5
Viva Voce	20 Marks
Identification of the problem. Clarity about objectives, scope and coverage of the study	5
Ability to discuss the report design, methodology instruments used literature connected with the report, data quality analysis and interpretation findings and recommendations	10
Depth of the subject and conceptualization of the key areas after completing the Project Work	5
Overall presentation	5

3.2.2 Record the attainment of Course Outcomes of all courses with respect to set attainment levels (30)

Ins

The Course Outcomes were measured by students' performance. The scores of all the students in different assessments in a course were tabulated and mapped to Course Outcome Threshold limits for student's performance or score were set at the beginning of the course.

Step 1: Define Course Outcomes for each course

Step 2: Setting threshold level

Threshold levels were set for all courses. The threshold level was set at 70% for internal assessments and end-term examinations. Most of the companies' basic criteria for job requirements is 60% or CGPA of 6 out of 10. Therefore, the threshold has been fixed as 60%.

Step 3: Setting Attainment Level

Attainment can be defined as the percentage of students scoring above the threshold marks set.

The attainment level is given below:

Attainment Level 3: 80% or more students scoring more than the threshold

Attainment Level 2: 70-79% of students scoring more than the threshold

Attainment Level 1: 60% to 69% of students scoring more than the threshold

Step 4: CO attainment level is calculated for all the COs stated for all courses

The Course Outcomes for each course were measured using different assessment tools as provided in the respective course outlines, like quizzes, assignments, class participation, projects, case study, presentation, mid-term exam and end term examination etc. Various components of assessments were mapped to COs. The performance of all students in COs was calculated, to determine the number of students who crossed the prescribed threshold limit.

The CO attainment for the course will be calculated by taking the average of all CO's final attainment value. If the Final Attainment of the Course outcomes are equal to the target, the course outcomes are attained else not attained.

If a course failed to attain the set attainment target, then action to be taken for continuous improvement will be suggested by the course handling faculty.

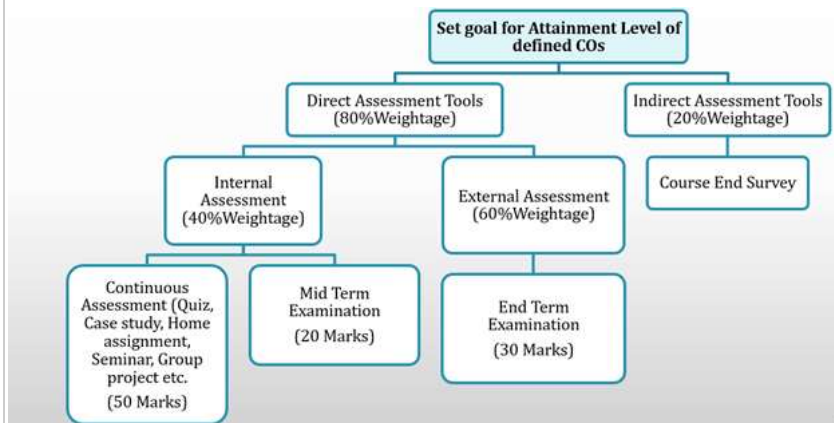


Fig. Process of defining CO attainment

Table (a): Attainment of Course Outcomes for Academic Year 2023-24

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall CO attainment
Core Subjects							
BM101	Managerial Economics	2.24	2.16	2.19	2.14	2.20	2.19
		Attained	Attained	Attained	Attained	Attained	
BM102	Financial Management	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
BM103	Marketing Management I	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
BM104	Operations Management I	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
BM105	Quantitative Techniques I	2.98	2.97	2.14	2.15	2.16	2.48
		Attained	Attained	Attained	Attained	Attained	
BM106	Organizational Behavior	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
BM107	Introduction to Data Sciences & Business Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall CO attainment
BM108	Microeconomics Theory and Policy Analysis	2.18 Attained	2.17 Attained	2.14 Attained	2.15 Attained	2.16 Attained	2.16
BM109	Management Accounting	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96
BM110	Marketing Management II	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96
BM111	Operations Management II	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96
BM112	Quantitative Techniques II	2.18 Attained	2.17 Attained	2.14 Attained	2.15 Attained	2.16 Attained	2.16
BM113	Organizational Design and Leadership	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96
BM114	Business Environment	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96
BM115	Business Research Methodology	2.18 Attained	2.17 Attained	2.14 Attained	2.15 Attained	2.16 Attained	2.16
BM116	Supply Chain Management	2.18 Attained	2.17 Attained	2.14 Attained	2.15 Attained	2.16 Attained	2.16
BM117	Business Policy and Strategy	2.98 Attained	2.97 Attained	2.94 Attained	2.15 Attained	2.16 Attained	2.64
BM118	Management Information System	2.98 Attained	2.97 Attained	2.94 Attained	2.15 Attained	2.16 Attained	2.64
BM119	International Business	2.98 Attained	2.17 Attained	2.94 Attained	2.15 Attained	2.96 Attained	2.64
BM120	Business Ethics and Corporate Governance	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96
BM121	Business Law	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96
BM122	Human Resource Management	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96
Electives							
Marketing							
EM301	Consumer Behaviour	2.98 Attained	2.97 Attained	2.94 Attained	2.15 Attained	2.16 Attained	2.64
EM302	Sales & Distribution Management	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96
EM303	Digital Marketing	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96
EM304	Product & Brand Management	2.18 Attained	2.17 Attained	2.14 Attained	2.15 Attained	2.94 Attained	2.32
EM305	B-to-B Marketing	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96
EM306	Customer Relationship Management	2.98 Attained	2.97 Attained	2.94 Attained	2.95 Attained	2.96 Attained	2.96

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall CO attainment
EM307	Marketing of Financial Services	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
EM309	Rural Marketing	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
EM310	Retail Management	1.38	1.37	2.94	2.95	2.96	2.32
		Not Attained	Not Attained	Attained	Attained	Attained	
EM311	Integrated Marketing Communication	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM312	Strategic Marketing	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
EM313	International Marketing	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
EM314	Services Marketing	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
Finance							
EF401	Corporate Finance	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
EF402	Financial Statement Analysis	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EF404	Financial Market & Services	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EF405	Strategic Perspectives in Banking	2.18	2.17	2.14	2.15	2.94	2.32
		Attained	Attained	Attained	Attained	Attained	
EF406	Financial Modelling	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EF407	Modern Investment & Portfolio Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EF409	Investment Banking	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
EF412	Derivatives, Options and Futures	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
EF414	Corporate Taxation	1.38	1.37	2.94	2.95	2.96	2.32
		Not Attained	Not Attained	Attained	Attained	Attained	
EF417	Econometrics for Managers	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EF418	Wealth Management	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
EF420	Advance Accounting for Managers	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
EF421	Contemporary Trends in Finance and Risk Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
HR							
EH501	Performance Management System	2.18	2.97	2.94	2.95	2.96	2.80
		Attained	Attained	Attained	Attained	Attained	

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall CO attainment
EH503	Training and Development	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
EH505	Organization Change and Development	2.98	2.97	2.14	2.15	2.16	2.48
		Attained	Attained	Attained	Attained	Attained	
EH506	Career management	2.98	2.97	2.14	2.15	2.16	2.48
		Attained	Attained	Attained	Attained	Attained	
EH508	Strategic Human Resource Management	2.18	2.97	2.94	2.95	2.96	2.80
		Attained	Attained	Attained	Attained	Attained	
EH515	Competency-Based HRM	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EH516	HR Analytics	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
EH519	Strategic Compensation Management	2.18	2.17	2.14	2.95	2.96	2.48
		Attained	Attained	Attained	Attained	Attained	
EH520	Executive Search and Consulting	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EH502	Recruitment and Selection	2.98	2.17	2.14	2.15	2.16	2.32
		Attained	Attained	Attained	Attained	Attained	
EH522	Employee Relations	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM815	Brand Management	2.18	2.97	2.14	2.95	2.96	2.64
		Attained	Attained	Attained	Attained	Attained	
SCOM							
ES702	Project Management	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
ES707	Quality Management	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
ES710	Tools for Problem Solving	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
ES711	Procurement Management	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
ES712	Technology in SCM	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
Business Analytics							
EA902	Fundamentals of Database Design & Data mining	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA907	Web and Social Media Analytics	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
EA908	Business Intelligence	2.98	2.97	2.94	2.15	-	2.76
		Attained	Attained	Attained	Attained	Attained	
EA909	Managing Data Structures	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall CO attainment
EA910	Advance Statistical Analysis With R	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA911	Machine Learning for Predictive Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA912	Marketing and Retail Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA913	Introduction to Big Data Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
	SIP	3.00	3.00	3.00	3.00	3.00	3.00
		Attained	Attained	Attained	Attained	Attained	
	Dissertation	3.00	3.00	3.00	3.00	3.00	3.00
		Attained	Attained	Attained	Attained	Attained	
	Overall CO Attainment	2.75	2.74	2.73	2.57	2.63	2.69

Table (b): Attainment of Course Outcomes for Academic Year 2022-23

Course Code	Name of Course	CO1	CO2	CO3	CO4	CO5	Overall CO attainment
	Core Subjects						
BM101	Managerial Economics	2.02	2.01	1.98	1.99	2.00	2.00
		Attained	Attained	Attained	Attained	Attained	
BM102	Financial Management	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
BM103	Marketing Management I	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
BM104	Operations Management I	1.86	1.85	1.82	1.83	1.84	1.84
		Attained	Attained	Attained	Attained	Attained	
BM105	Quantitative Techniques I	2.18	2.17	2.14	2.47	2.48	2.29
		Attained	Attained	Attained	Attained	Attained	
BM106	Organizational Behavior	2.18	2.17	1.66	2.15	2.16	2.06
		Attained	Attained	Attained	Attained	Attained	
BM107	Introduction to Data Science and Business Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
BM108	Macroeconomic Theory & Policy Analysis	2.66	2.65	2.14	1.67	1.68	2.28
		Attained	Attained	Attained	Attained	Attained	
BM109	Management Accounting	2.50	2.01	1.98	1.99	2.00	2.10
		Attained	Attained	Attained	Attained	Attained	
BM110	Marketing Management II	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
BM111	Operations Management II	1.70	2.17	2.62	2.63	2.16	2.26
		Attained	Attained	Attained	Attained	Attained	
BM112	Quantitative Techniques II	1.70	1.69	1.66	1.67	1.68	1.68
		Attained	Attained	Attained	Attained	Attained	
BM113	Organizational Design and Leadership	2.02	2.65	2.14	2.63	2.64	2.42
		Attained	Attained	Attained	Attained	Attained	

Course Code	Name of Course	CO1	CO2	CO3	CO4	CO5	Overall CO attainment
BM114	Business Environment	2.66	1.69	1.66	1.67	1.68	1.87
		Attained	Attained	Attained	Attained	Attained	
BM115	Business Research Methodology	2.18	2.17	2.14	2.63	1.68	2.16
		Attained	Attained	Attained	Attained	Attained	
BM116	Supply Chain Management	2.50	2.65	2.62	2.63	2.64	2.61
		Attained	Attained	Attained	Attained	Attained	
BM117	Business Policy and Strategic Management	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
BM118	Management Information System	2.66	2.65	2.14	2.15	2.64	2.45
		Attained	Attained	Attained	Attained	Attained	
BM119	International Business	1.70	2.17	2.62	1.67	1.68	1.97
		Not Attained	Attained	Attained	Attained	Attained	
BM120	Business Ethics and Corporate Governance	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
BM121	Business Law	2.50	2.49	2.46	2.47	2.48	2.48
		Attained	Attained	Attained	Attained	Attained	
BM122	Human Resource Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
BM123	Introduction to Contemporary Mass Media (Only for Media)	2.98	2.97	2.94	2.15	2.96	2.80
		Attained	Attained	Attained	Attained	Attained	
BM124	Introduction to communication management (only for media)	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
Electives							
Marketing							
EM301	Consumer Behaviour	2.98	2.65	2.62	2.63	2.64	2.70
		Attained	Attained	Attained	Attained	Attained	
EM302	Sales & Distribution Management	2.98	2.49	2.46	2.95	2.96	2.77
		Attained	Attained	Attained	Attained	Attained	
EM303	Digital Marketing	2.98	2.49	2.46	2.95	2.48	2.67
		Attained	Attained	Attained	Attained	Attained	
EM304	Product & Brand Management	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
EM305	B-to-B Marketing	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM306	Customer Relationship Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM307	Marketing of Financial Services	2.98	2.17	1.34	2.15	1.36	2.00
		Attained	Attained	Not Attained	Attained	Not Attained	
EM309	Rural Marketing	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM310	Retail Management	2.98	2.97	2.94	2.63	2.64	2.83
		Attained	Attained	Attained	Attained	Attained	
EM311	Integrated Marketing Communication	2.50	2.49	2.46	2.47	2.48	2.48
		Attained	Attained	Attained	Attained	Attained	

Course Code	Name of Course	CO1	CO2	CO3	CO4	CO5	Overall CO attainment
EM312	Strategic Marketing	2.50	2.49	2.46	2.95	2.48	2.58
		Attained	Attained	Attained	Attained	Attained	
EM313	International Marketing	2.66	2.65	2.14	2.15	2.16	2.35
		Attained	Attained	Attained	Attained	Attained	
EM314	Services Marketing	2.98	2.49	2.94	2.47	2.48	2.67
		Attained	Attained	Attained	Attained	Attained	
Finance							
EF401	Corporate Finance	2.66	2.65	1.66	1.67	1.68	2.06
		Attained	Attained	Attained	Attained	Attained	
EF402	Financial Statement Analysis	2.02	1.53	1.98	1.99	2.00	1.90
		Attained	Attained	Attained	Attained	Attained	
EF403	Finance and Risk Analytics	1.70	1.69	1.66	1.67	1.68	1.68
		Attained	Attained	Attained	Attained	Attained	
EF404	Financial Market & Services	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EF405	Strategic Perspectives in Banking	2.66	2.65	2.14	2.63	2.16	2.45
		Attained	Attained	Attained	Attained	Attained	
EF406	Financial Modelling	2.18	1.69	2.14	1.67	2.16	1.97
		Attained	Attained	Attained	Attained	Attained	
EF407	Modern Investment and Portfolio Analysis	2.98	2.65	2.14	1.99	2.64	2.48
		Attained	Attained	Attained	Attained	Attained	
EF408	International Finance	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
EF409	Investment Banking	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
EF412	Derivatives, Options and Futures	2.18	2.17	2.62	2.15	2.16	2.26
		Attained	Attained	Attained	Attained	Attained	
EF414	Corporate Taxation	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EF417	Econometrics for Managers	2.98	2.97	2.94	1.35	1.84	2.42
		Attained	Attained	Attained	Not Attained	Attained	
EF418	Wealth Management	2.50	2.49	2.94	1.99	2.00	2.38
		Attained	Attained	Attained	Attained	Attained	
EF419	Behavioral economics	2.50	2.49	1.98	1.99	2.96	2.38
		Attained	Attained	Attained	Attained	Attained	
EF420	Advance Accounting for Managers	2.50	2.49	1.98	1.99	2.96	2.38
		Attained	Attained	Attained	Attained	Attained	
EF421	Contemporary Trends in Finance and Risk Management	2.18	2.17	2.14	1.67	2.64	2.16
		Attained	Attained	Attained	Attained	Attained	
HR							
EH501	Performance Management System	2.66	2.65	2.14	2.15	2.16	2.35
		Attained	Attained	Attained	Attained	Attained	
EH502	Talent Management	2.66	2.65	2.62	2.63	1.68	2.45
		Attained	Attained	Attained	Attained	Attained	

Course Code	Name of Course	CO1	CO2	CO3	CO4	CO5	Overall CO attainment
EH503	Training & Development	2.18	1.69	1.66	2.15	2.16	1.97
		Attained	Attained	Attained	Attained	Attained	
EH506	Career Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EH508	Strategic Human Resource Management	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
EH509	Labour Laws-I	2.98	2.49	2.46	2.95	2.96	2.77
		Attained	Attained	Attained	Attained	Attained	
EH516	HR Analytics	2.66	2.65	1.98	2.47	2.48	2.45
		Attained	Attained	Attained	Attained	Attained	
EH519	Strategic Compensation Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EH520	Executive Search and Consulting	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EH522	Employee Relations	2.66	2.65	2.62	2.15	1.68	2.35
		Attained	Attained	Attained	Attained	Attained	
IRM							
EI602	Risk Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EI606	Enterprise Risk Management	2.66	2.65	2.62	2.63	-	2.64
		Attained	Attained	Attained	Attained	Attained	
Media							
EM801	Media Planning & Sales	2.18	2.17	2.14	1.67	2.16	2.06
		Attained	Attained	Attained	Attained	Attained	
EM802	Public Relations and Media Ethics	2.50	2.97	2.46	1.99	2.48	2.48
		Attained	Attained	Attained	Attained	Attained	
EM803	Campaign Planning and Inbound Marketing	2.50	2.97	2.46	1.99	2.48	2.48
		Attained	Attained	Attained	Attained	Attained	
EM806	Branding for OTT and TV	2.50	2.97	2.46	1.83	2.48	2.45
		Attained	Attained	Attained	Attained	Attained	
EM808	Film Production and Editing	2.50	2.49	2.46	1.99	2.48	2.38
		Attained	Attained	Attained	Attained	Attained	
EM811	Client Servicing and Media Management	2.02	2.01	1.98	1.99	2.00	2.00
		Attained	Attained	Attained	Attained	Attained	
EM812	Corporate Communication and CSR	2.18	2.17	2.46	2.15	2.16	2.22
		Attained	Attained	Attained	Attained	Attained	
EM813	Media and Interaction Design	2.66	2.65	2.14	2.63	2.64	2.54
		Attained	Attained	Attained	Attained	Attained	
EM814	Advertising and Consumer Culture	2.66	2.65	2.62	2.63	2.48	2.61
		Attained	Attained	Attained	Attained	Attained	
Business Analytics							
EA901	Introduction to ML and AI concepts	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA902	Fundamentals of Database Design & Data Mining	2.98	2.97	2.46	2.95	2.96	2.86
		Attained	Attained	Attained	Attained	Attained	

Course Code	Name of Course	CO1	CO2	CO3	CO4	CO5	Overall CO attainment
EA905	Marketing and Retail Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA906	Optimal Decision-making Using Simulation	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA907	Web and Social Media Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA908	Business Intelligence	1.86	1.85	1.34	1.83	-	1.72
		Attained	Attained	Not Attained	Attained	-	
EA909	Managing Data Structures	2.50	2.49	1.98	2.47	2.48	2.38
		Attained	Attained	Attained	Attained	Attained	
EA911	Introduction to Big Data Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
	SIP	3.00	3.00	3.00	3.00	3.00	3.00
		Attained	Attained	Attained	Attained	Attained	
	Dissertation	3.00	3.00	3.00	3.00	3.00	3.00
		Attained	Attained	Attained	Attained	Attained	
	Total Attainment	2.60	2.55	2.45	2.42	2.47	2.27

Table (c) Attainment of Course Outcomes for Academic Year 2021-22

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall
	Core Subjects						
BM101	Managerial Economics	2.99	2.99	2.99	2.97	2.97	2.98
		Attained	Attained	Attained	Attained	Attained	
BM102	Financial Management	2.02	2.01	1.98	1.99	2.00	2.00
		Attained	Attained	Attained	Attained	Attained	
BM103	Marketing Management I	2.67	2.67	2.67	2.65	2.65	2.66
		Attained	Attained	Attained	Attained	Attained	
BM104	Operations Management I	2.19	2.19	2.19	2.17	2.17	2.18
		Attained	Attained	Attained	Attained	Attained	
BM105	Quantitative Techniques I	2.99	2.99	2.99	2.97	2.97	2.98
		Attained	Attained	Attained	Attained	Attained	
BM106	Organizational Behavior	2.99	2.99	2.99	2.97	2.97	2.98
		Attained	Attained	Attained	Attained	Attained	
BM107	Introduction to Data Sciences & Business Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
BM108	Microeconomics Theory and Policy Analysis	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
BM109	Management Accounting	2.67	2.67	2.67	2.65	2.65	2.66
		Attained	Attained	Attained	Attained	Attained	
BM110	Marketing Management II	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
BM111	Operations Management II	2.67	2.67	2.67	2.65	2.65	2.66
		Attained	Attained	Attained	Attained	Attained	

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall
		1.22	1.21	1.18	1.19	1.20	1.20
BM112	Quantitative Techniques II	Not Attained	Not Attained	Not Attained	Not Attained	Not Attained	
BM113	Organizational Design and Leadership	2.67	2.67	2.67	2.65	2.65	2.66
		Attained	Attained	Attained	Attained	Attained	
BM114	Business Environment	2.34	2.33	2.30	2.31	2.32	2.32
		Attained	Attained	Attained	Attained	Attained	
BM115	Business Research Methodology	1.55	1.55	1.55	1.53	1.53	1.54
		Attained	Attained	Attained	Attained	Attained	
BM116	Supply Chain Management	2.98	2.01	1.98	1.99	2.00	2.19
		Attained	Attained	Attained	Attained	Attained	
BM117	Business Policy and Strategy	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
BM118	Management Information System	1.71	1.71	1.71	1.69	1.69	1.70
		Attained	Attained	Attained	Attained	Attained	
BM119	International Business	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
BM120	Business Ethics and Corporate Governance	2.51	2.51	2.51	2.49	2.49	2.50
		Attained	Attained	Attained	Attained	Attained	
BM121	Business Law	2.50	2.49	2.46	2.47	2.48	2.48
		Attained	Attained	Attained	Attained	Attained	
BM122	Human Resource Management	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
BM123	Introduction to Contemporary Mass Media (Only for Media)	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
BM124	Introduction to Communication management (Only for media)	2.99	2.99	2.99	2.97	2.97	2.98
		Attained	Attained	Attained	Attained	Attained	
Electives							
Marketing							
EM301	Consumer Behaviour	2.02	2.01	1.98	1.99	2.00	2.00
		Attained	Attained	Attained	Attained	Attained	
EM302	Sales & Distribution Management	2.99	2.99	2.99	2.97	2.97	2.98
		Attained	Attained	Attained	Attained	Attained	
EM303	Digital Marketing	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM304	Product & Brand Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM305	B-to-B Marketing	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM306	Customer Relationship Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM307	Marketing of Financial Services	2.99	2.97	2.98	2.97	2.99	2.98
		Attained	Attained	Attained	Attained	Attained	
EM308	Quantitative Marketing Research	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM309	Rural Marketing	2.99	2.99	2.99	2.97	2.97	2.98
		Attained	Attained	Attained	Attained	Attained	

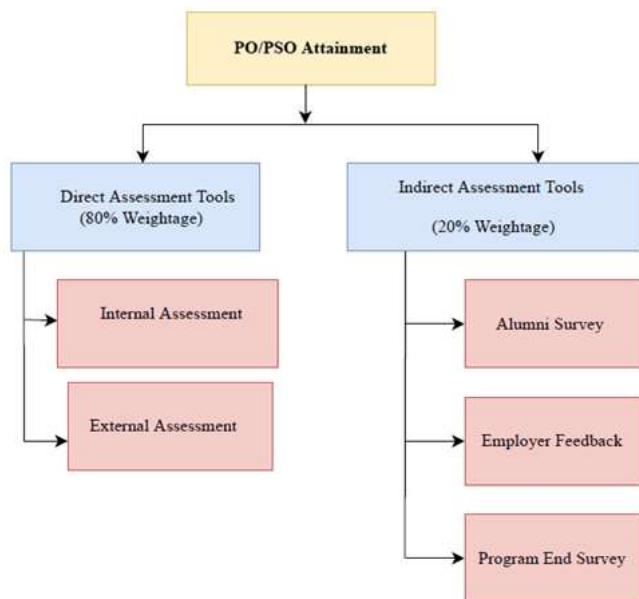
Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall
EM310	Retail Management	2.67	2.65	2.66	2.65	2.67	2.66
		Attained	Attained	Attained	Attained	Attained	
EM311	Integrated Marketing Communication	2.51	2.49	2.50	2.49	2.51	2.50
		Attained	Attained	Attained	Attained	Attained	
EM312	Strategic Marketing	2.50	2.49	2.46	2.47	2.48	2.48
		Attained	Attained	Attained	Attained	Attained	
EM313	International Marketing	2.35	2.35	2.35	2.35	2.35	2.35
		Attained	Attained	Attained	Attained	Attained	
EM314	Services Marketing	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM315	Responsible and Sustainable Marketing	2.99	2.99	2.99	2.99	2.99	2.99
		Attained	Attained	Attained	Attained	Attained	
Finance							
EF401	Corporate Finance	1.08	1.08	1.08	1.08	1.08	1.08
		Not Attained	Not Attained	Not Attained	Not Attained	Not Attained	
EF402	Financial Statement Analysis	2.04	2.04	2.04	2.04	2.04	2.04
		Attained	Attained	Attained	Attained	Attained	
EF403	Finance and Risk Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EF404	Financial Market & Services	2.34	2.33	2.30	2.31	2.32	2.32
		Attained	Attained	Attained	Attained	Attained	
EF405	Strategic Perspectives in Banking	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
EF406	Financial Modelling	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EF407	Modern Investment & Portfolio Management	2.50	2.49	2.46	2.47	2.48	2.48
		Attained	Attained	Attained	Attained	Attained	
EF408	International Finance	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
EF409	Investment Banking	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
EF412	Derivatives, Options and Futures	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
EF413	Fixed Income Securities	1.06	1.05	1.02	1.03	1.04	1.04
		Not Attained	Not Attained	Not Attained	Not Attained	Not Attained	
EF414	Corporate Taxation	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EF415	Forex Risk Management	2.02	2.01	1.98	1.99	2.00	2.00
		Attained	Attained	Attained	Attained	Attained	
EF417	Econometrics for Managers	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EF418	Wealth Management	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
EF419	Behavioral Economics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	

HR

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall
EH501		2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
EH502	Talent Management	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
EH503	Training & Development	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EH505	Organization Change and Development	1.86	1.85	1.82	1.83	1.84	1.84
		Attained	Attained	Attained	Attained	Attained	
EH506	Career management	2.02	2.01	1.98	1.99	2.00	2.00
		Attained	Attained	Attained	Attained	Attained	
EH508	Strategic Human Resource Management	1.54	1.53	1.50	1.51	1.52	1.52
		Attained	Attained	Attained	Attained	Attained	
EH509	Labour laws-I	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EH510	Labour laws-II	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EH511	Grievance Management	2.98	2.97	2.94	2.15	2.16	2.64
		Attained	Attained	Attained	Attained	Attained	
EH512	Negotiation Skills and Collective Bargaining	1.54	1.53	1.50	1.51	1.52	1.52
		Attained	Attained	Attained	Attained	Attained	
EH513	HR Issues in Mergers and Acquisition	1.86	1.85	1.82	1.83	1.84	1.84
		Attained	Attained	Attained	Attained	Attained	
EH514	Trade Union and Industrial Relations	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
EH515	Competency based HRM	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
EH516	HR Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EH517	Global Human Resource and Diversity Management	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
EH518	Industrial Discipline	1.86	1.85	1.82	1.83	1.84	1.84
		Attained	Attained	Attained	Attained	Attained	
EH519	Strategic Compensation Management	2.18	2.17	2.14	2.15	2.16	2.16
		Attained	Attained	Attained	Attained	Attained	
EH520	Executive Search and Consulting	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
EH521	Recruitment & Selection	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
IRM							
EI601	Insurance Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EI603	Credit Risk & Rating Management	2.98	2.97	2.94	2.95	-	2.96
		Attained	Attained	Attained	Attained	Attained	
EI605	General Insurance Practices	2.66	2.65	2.62	2.63	-	2.64
		Attained	Attained	Attained	Attained	Attained	
SCOM							
ES701	Enterprise Resource Planning	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall
ES702	Project management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
ES705	Advanced Supply chain Analytics	2.34	2.33	2.30	2.31	2.32	2.32
		Attained	Attained	Attained	Attained	Attained	
ES706	Managing Operational Improvement	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
ES708	Logistics and Distribution Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
Media							
EM801	Media Planning and Sales	2.50	2.49	2.46	2.47	2.48	2.48
		Attained	Attained	Attained	Attained	Attained	
EM802	Public Relations and Media Ethics	2.66	2.65	2.62	2.63	2.64	2.64
		Attained	Attained	Attained	Attained	Attained	
EM804	Social Media and Content Management	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM807	Digital Media Campaign Strategies	2.98	2.97	2.94	2.95	-	2.96
		Attained	Attained	Attained	Attained	Attained	
EM808	Film Production and Editing	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EM809	Media Research and Analysis	2.98	2.97	2.94	2.95	-	2.96
		Attained	Attained	Attained	Attained	Attained	
EM811	Client Servicing and Media Management	2.34	2.33	2.30	2.31	2.32	2.32
		Attained	Attained	Attained	Attained	Attained	
Business Analytics							
EA902	Fundamentals of Database Design & Data mining	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA903	Public Policy Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA904	Business Analytics Technologies	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA905	Marketing Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA907	Web and Social Media Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
EA912	Marketing and Retail Analytics	2.98	2.97	2.94	2.95	2.96	2.96
		Attained	Attained	Attained	Attained	Attained	
	SIP	3.00	3.00	3.00	3.00	3.00	3.00
		Attained	Attained	Attained	Attained	Attained	
	Dissertation	3.00	3.00	3.00	3.00	3.00	3.00
		Attained	Attained	Attained	Attained	Attained	
	Total Attainment	2.61	2.59	2.57	2.56	2.56	2.58

Fig. shows the Process of defining PO/PSO Attainment



List of PO and PSO Assessment Tools:

Assessment tools are categorized into two types for Program Outcomes (POs), Program Specific Outcomes (PSOs).

1. Direct Assessment Method– Through CO attainment in relevant courses.
2. Indirect Assessment Method –Employer Feedback, Alumni feedback, Program Exit Survey.

Direct Assessment Method:

CO attainment of course shows knowledge and skills obtained by students from respective courses derived from their performance in the continuous assessment, unit tests, onl examinations, in-semester examinations, end-semester examinations, reviews, assignments etc. These methods provide strong evidence of student learning.

Indirect Assessment Method:

Surveys of students are taken to know their learning. Feedback of various stake holders like employer, alumni etc is taken to know the capabilities and necessary improvements

For e.g.

Employer survey: To provide information about our graduate's skills and capability.

Program exit survey: To evaluate the success of programme in providing students with opportunities to achieve the POs and PSOs every year.

Process for Evaluation and Assessment of POs & PSOs

- The activity, questionnaires and frequency of feedback is defined by the Program for POs and
- PSOs attainment through in direct tools.
- The CO-PO mapping and CO attainment is considered as reference for PO attainment as a part of direct tool. If the CO average attainment (Internal & External) is achiev 3 then the PO attainment level is same CO-PO mapping level.
- If CO attainment level is 2/1/0 then CO - PO mapping level is transformed as per the CO attainment level as given below,
 1. If CO attainment level is 1 and CO-PO mapping is at level 2 then PO attainment level will be $(2*1)/3 = 0.667$, here value 3 is maximum CO attainment level.
 2. The same process is followed to calculate PSO attainment.

PO and PSO attainment are calculated by considering 80% weightage to direct assessment and 20% weightage to indirect assessment through surveys as shown in following fi

PO/PSO Attainment = $0.8 * \text{Direct Attainment} + 0.2 * \text{Indirect Attainment}$

3.3.2 POs and PSO attainment levels (30)

POs Attainment

Course	PO1	PO2	PO3	PO4	PO5
BM101	1.17	1.87	1.45	0	0.73
BM102	1.87	2.01	0.73	1.20	0
C103	1.16	1.44	1.44	1.43	1.58
BM104	1.26	1.44	1.08	0.72	1.80
BM105	1.60	1.08	0.83	1.68	1.08
BM106	1.78	1.77	1.38	1.78	1.77
BM107	1.98	1.38	0.00	1.38	1.97
BM108	2.02	1.15	1.15	1.01	1.44
BM109	2.37	1.77	0.00	0.98	0.98
BM110	1.38	2.17	2.46	1.31	0.98
BM111	1.98	2.17	1.72	0.98	0.99
BM112	1.64	1.50	1.08	0	0.72
C113	2.37	1.97	1.77	0	1.23
BM114	2.57	2.37	1.23	1.58	1.38
BM115	2.02	0.86	0.86	1.01	1.01
BM116	2.28	0.85	1.51	1.10	1.22
BM117	2.30	1.43	1.42	1.22	1.42
C218	2.25	0.99	1.62	2.16	1.76
BM119	1.96	1.76	1.42	1.36	1.27
BM120	1.78	1.96	1.58	2.17	0.99
BM121	1.58	2.17	0	1.58	1.64
BM124	1.58	0.99	2.17	0.99	1.38
EM301	2.43	2.32	1.87	0.93	0.92
EM302	1.38	2.56	2.96	0.99	2.37
EM303	1.38	2.37	1.58	1.23	1.18
EM304	1.21	1.93	1.10	0.78	1.47
EM305	2.76	0.99	1.97	0	2.37
EM306	2.76	0.99	1.97	0.99	2.56
EM307	1.16	1.43	1.29	1.29	1.44
EM309	1.50	1.53	0	1.23	1.83
EM310	2.32	2.03	2.62	1.62	1.95
EM311	1.38	2.37	1.47	2.47	1.97
EM312	2.80	2.42	1.85	1.49	1.86
EM313	1.22	2.44	2.05	1.56	2.24
EM314	2.96	2.37	2.30	2.30	1.48
EF401	0.87	1.71	1.31	1.33	1.23
EF402	0.62	1.02	0.71	0.53	0.71
C204	1.97	2.76	1.77	1.58	2.17
EF405	1.42	2.44	1.71	1.71	1.62
EF406	1.05	1.69	1.17	1.17	1.14
EF407	2.17	2.76	1.98	0.98	1.97
EF409	1.97	2.96	0.98	1.78	1.47

EF412	1.97	2.17	2.17	1.18	1.77
EF414	0.91	1.18	0.99	1.09	0.81
EF417	2.96	1.97	1.31	0.99	1.77
EF418	0.56	0.45	0.26	0.33	0.3
EF420	1.38	2.17	1.38	2.95	0.98
EF421	1.58	2.56	2.17	2.96	1.97
EH501	2.41	2.26	2.11	2.96	2.26
EH503	2.64	2.05	2.05	1.44	1.90
EH505	1.03	2.28	1.57	1.43	1.75
EH506	2.48	2.28	1.43	1.44	1.91
EH508	2.80	2.26	1.97	0.00	2.96
EH515	2.96	2.56	2.56	2.37	2.37
EH516	2.64	2.24	2.24	2.05	2.10
EH519	1.94	2.14	1.85	1.90	1.36
EH520	1.19	2.56	2.17	1.58	1.78
EH521	1.69	1.93	0.99	1.08	1.95
EH522	1.19	2.76	2.17	1.58	2.17
ES702	2.64	2.44	1.88	1.05	1.46
ES707	2.64	2.44	2.20	1.22	1.71
ES710	2.36	2.46	2.2	1.79	2.38
ES711	2.50	2.30	2.24	2.10	2.10
ES712	1.38	1.19	2.17	1.38	2.37
EM815	2.44	2.49	1.95	1.22	1.90
EA902	2.96	2.76	2.37	0.99	1.77
EA907	2.25	2.30	2.05	1.02	1.76
EA908	2.51	2.26	2.26	2.51	2.02
EA909	2.96	2.56	2.17	1.58	1.58
EA910	2.96	2.96	1.58	1.97	2.17
EA911	2.96	2.96	1.58	1.97	2.17
EA912	1.98	2.17	2.17	1.38	1.97
EA913	1.98	2.17	2.17	1.38	1.97
SIP	3.00	3.00	3.00	3.00	3.00
DISRTN	3.00	3.00	3.00	3.00	3.00

Attainment Level

Course	PO1	PO2	PO3	PO4	PO5
Direct Attainment	1.99	2.02	1.70	1.50	1.69
InDirect Attainment	2.98	2.99	3.00	2.98	2.99
Final Attainment	2.18	2.21	1.95	1.79	1.94

PSOs Attainment

Course	PSO1	PSO2	Action
BM101	1.61	1.90	Delete
BM102	1.73	1.87	Delete
BM104	1.68	1.80	Delete
BM105	2.14	1.74	Delete

BM106	2.17	1.77	Delete
BM107	0.99	1.97	Delete
BM108	1.44	1.58	Delete
BM109	1.78	0.98	Delete
BM110	1.38	1.31	Delete
BM111	1.78	0.99	Delete
BM112	0.86	0	Delete
BM114	2.56	2.17	Delete
BM115	1.15	1.15	Delete
BM116	1.46	1.17	Delete
BM117	1.42	1.36	Delete
BM119	1.56	1.61	Delete
BM120	1.97	1.77	Delete
BM121	1.58	0.98	Delete
BM124	2.56	1.38	Delete
C103	1.44	1.62	Delete
C113	1.58	0	Delete
C204	2.37	1.97	Delete
C218	2.27	2.16	Delete
DISTN	3.00	3.00	Delete
EA902	2.56	2.17	Delete
EA907	2.50	2.24	Delete
EA908	2.58	2.51	Delete
EA909	0.98	2.17	Delete
EA910	0.99	2.76	Delete
EA911	0.99	2.76	Delete
EA912	0.99	1.97	Delete
EA913	0.99	1.97	Delete
EF401	1.80	1.31	Delete
EF402	0.80	0.71	Delete
EF405	2.16	2.04	Delete
EF406	1.52	1.40	Delete
EF407	1.49	1.48	Delete
EF409	1.65	1.65	Delete
EF412	2.56	2.37	Delete
EF414	1.18	0.72	Delete
EF417	2.76	1.58	Delete
EF418	0.52	0.45	Delete
EF420	2.37	2.56	Delete
EF421	2.76	2.37	Delete
EH501	2.41	2.06	Delete
EH503	2.64	1.90	Delete
EH505	1.94	1.46	Delete
EH506	1.94	1.32	Delete

EH508	2.06	1.64	Delete
EH515	2.96	2.57	Delete
EH516	2.64	2.25	Delete
EH519	2.28	2.19	Delete
EH520	2.96	2.17	Delete
EH521	1.44	1.39	Delete
EH522	2.96	2.22	Delete
EM301	1.68	0.93	Delete
EM302	2.17	1.23	Delete
EM303	1.18	0.99	Delete
EM304	1.32	1.26	Delete
EM305	1.97	1.78	Delete
EM306	2.17	1.97	Delete
EM307	1.87	1.01	Delete
EM309	1.87	0.91	Delete
EM310	2.03	1.36	Delete
EM311	1.97	1.97	Delete
EM312	2.43	1.85	Delete
EM313	2.44	2.10	Delete
EM314	2.76	1.77	Delete
EM815	2.30	1.81	Delete
ES702	1.36	2.07	Delete
ES707	2.44	2.13	Delete
ES710	2.42	2.40	Delete
ES711	2.44	2.50	Delete
ES712	1.97	2.37	Delete
SIP	3.00	3.00	Delete

Attainment Level

Course	PSO1	PSO2
Direct Attainment	1.93	1.78
InDirect Attainment	2.98	2.99

4 CURRICULUM & LEARNING PROCESS (125)

Total Mark

Autonomous Institution

Total M

4.1 Curriculum (50)

4.1.1 State the Process for Designing the Program Curriculum (10)

MIBM is a self-financed institute dedicated to providing quality management education since its inception in 2010. The institute places a strong emphasis on offering a contemporary syllabus that meets industry demands while also focusing on the holistic development of students, particularly in soft skills. The goal of MIBM is to ensure high salary placement students by equipping them with the necessary skills and knowledge.

Key Features of MIBMs Curriculum:

- 1. Industry-Relevant Curriculum:** The curriculum is reviewed annually to ensure that it remains in line with the latest industry trends. Experts from various industries are cc review the content for each specialization, which includes Marketing, Finance, HR, Supply Chain, and Media and Communication.
- 2. Global Perspective:** Before finalizing the curriculum, MIBM examines global management institutes to assess emerging trends in management education. This allows th to remain competitive and aligned with international standards.
- 3. Introduction of Emerging Specializations:** In response to the increasing importance of Business Analytics, MIBM introduced this specialization into its curriculum in 202 institute is proactive in recognizing new fields of study and integrating them into its offerings to prepare students for future demands.
- 4. Elective Courses:** MIBM offers a wide range of elective courses in each specialization, allowing students to tailor their education according to their career goals. This flex ensures that students can build expertise in the areas they are most interested in.
- 5. Faculty Involvement and Autonomy:** Once the courses are decided, faculty members have the freedom to design detailed syllabi and lesson plans. This autonomy help that the delivery of courses is aligned with the latest academic and industry trends. The detailed syllabus and lesson plan are communicated to students in the first class e ensuring that they come prepared and are able to engage actively.
- 6. Continuous Evaluation and Improvement:** The curriculum undergoes regular assessment, with content-based gaps identified and mapped to the program outcomes. T completion report is submitted with proposed changes, which are reviewed by the Board of Studies (BoS) for approval. Once approved, these changes are incorporated ir course content.
- 7. Placement-Oriented Focus:** MIBM's curriculum is designed to ensure that students are well-equipped to meet the demands of the job market, leading to successful plac The focus on contemporary trends and industry collaboration helps students secure high-paying jobs after graduation.

Overall, MIBM's commitment to providing a dynamic, industry-relevant education and fostering student development through a flexible and evolving curriculum is reflected in its placement records and the success of its graduates. Following figure shows the components of the curriculum.

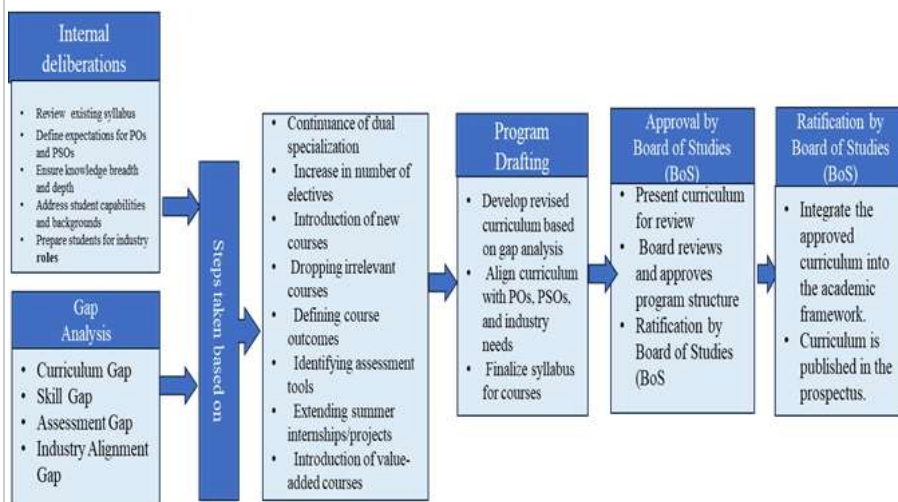


Fig. Components of the curriculum

Curriculum design process involves following steps

A. Internal Deliberations

The curriculum design process at MIBM is a thoughtful and collaborative process, initiated with a review of the existing syllabus followed by extensive internal deliberations a faculty members. During these deliberations, several key points are carefully considered to ensure the curriculum aligns with the Program Outcomes (POs) and Program Specific Outcomes (PSOs) while also catering to student development. The following points guide the deliberation process:

- 1. Meeting the Expectations of POs and PSOs:** The curriculum design focuses on ensuring that students can meet the expectations set for the Program Outcomes (POs) and Specific Outcomes (PSOs). This ensures that students acquire both the knowledge and skills necessary for their overall development and successful career placements.
- 2. Balance of Knowledge Width and Depth in Specializations:** The curriculum is designed to provide students with a comprehensive understanding of management concepts various disciplines, while also allowing them to gain in-depth knowledge in their chosen specialization. This balance ensures that students are well-rounded but also have in a specific field of interest.
- 3. Skill Development:** A crucial aspect of the curriculum design is ensuring that students gain the necessary skills to meet both the POs and PSOs. This includes not only ac and technical skills but also soft skills such as communication, teamwork, and leadership, which are essential for professional success.
- 4. Learning Resources and Reading Requirements:** The sources of learning—such as textbooks, research papers, case studies, and industry reports—are carefully selecter that students gain the intended knowledge. The extent of reading required is also considered, ensuring that it is manageable and appropriate for the academic level of the
- 5. Student Academic Background and Capabilities:** The average academic capabilities of students entering the institution, along with their prior learning experiences and hal considered. This ensures that the curriculum is accessible and appropriate for the diverse range of students, while still challenging them to reach their full potential.
- 6. Industry-Ready Preparation:** The most important goal of the curriculum design process is to adequately prepare students for their future roles, both within the institution ar broader industry. This requires the curriculum to not only align with academic standards but also meet the evolving needs and expectations of the industry.

By focusing on these core areas during internal deliberations, MIBM ensures that its curriculum is both academically rigorous and practically relevant, providing students with the knowledge, skills, and experiences needed to excel in their careers and meet industry demands.

B. Gap Analysis:

The following decisions were made based on internal deliberations to find out the Gap Analysis:

- 1. Continuance of Dual Specialization:**

This approach serves two primary objectives: maximizing placement opportunities and providing a pathway for career growth, as outlined in the Program Educational Objectives. By allowing students to specialize in two areas, they gain broader expertise, making them more versatile and attractive to potential employers.

2. Increase in the Number of Electives:

By expanding elective options, MIBM ensures that students can delve deeper into areas of interest, better preparing them for a range of roles in their careers. This aligns with the PEOs of the program, which is to give students more career opportunities by diversifying their skill set.

3. Introduction of New Courses:

In line with industry trends and needs, new elective courses were introduced within each functional area. These courses tap into emerging areas, ensuring that MIBM students are equipped with the latest knowledge to excel in their careers.

4. Dropping of Irrelevant Courses:

Every course in the MIBM curriculum was carefully evaluated to determine its relevance to the roles students would be expected to take on in the early years of their careers. That the curriculum remains focused on practical, industry-relevant knowledge.

5. Defining Clear Course Outcomes:

Clear and specific course outcomes were developed for all courses in the curriculum. Well-defined course outcomes also help students understand the purpose of each course and contribute to their overall educational and career goals.

6. Types of Continuous Assessment Tools:

To effectively measure both course and program outcomes, a variety of continuous assessment tools were incorporated into the curriculum. The assessment system gives great weight (70%) to continuous evaluation, allowing for diverse assessment methods, such as quizzes, assignments, presentations, and group work.

7. Need for a Longer Summer Internship/Project:

MIBM recognizes the importance of summer internships, especially for fresh graduates. A longer internship provides students with valuable industry exposure and real-world experience. This experience is essential for students in the second year of their program, helping them apply their academic learning in practical settings.

8. Introduction of Value-Added Courses:

MIBM introduced value-added courses that provide students with the opportunity to enhance their skills in areas that are not part of the core curriculum but are valuable for personal and professional growth. The addition of these courses aligns with the PEOs, encouraging students to develop a lifelong learning mindset and engage in areas outside the traditional curriculum. By implementing these changes, MIBM aims to provide a curriculum that is both comprehensive and flexible, allowing students to gain in-depth knowledge, specialized skills, and hands-on experience. These modifications are designed to ensure that MIBM graduates are well-prepared to meet the evolving demands of the business world.

C. Approval from Board of Studies (BOS)

Based on the internal deliberations, formal consultations with the industry and alumni, a set of program outcomes, Program Specific Outcomes and curriculum were drawn and presented to the Board of Studies.

D. Syllabus Publication in Prospectus

After ratification the curriculum is published in the prospectus.

4.1.2 State the Components of the Curriculum (15)

Ins

Course Components	Curriculum Content (% of total number of credits of the program)	Total number of contact hours	Total number of credits
Program Core	48.89	88.00	6
Program Electives	44.45	80.00	6
Open Electives	0	0.00	
Summer Project	2.22	4.00	
Internships/Seminars	4.44	4.00	
Final Dissertation	0	0.00	
Any other (Please specify)	0	0.00	
Total number of Credits			

4.1.3 Transaction of the Curriculum (10)

Ins

ID	Course Code	Course Title	Lecture (L)	Tutorial (T)	Practical (P)	Total Hours	Theory Credits	Practical Credits	Total Credits
1	EA902	Fundamentals of Database	30	10	0	40	3	0	
2	EA903	Public policy Analysis	30	10	0	40	3	0	
3	EA904	Business Analytics	30	10	0	40	3	0	
4	EA905	Marketing Analytics	30	10	0	40	3	0	
5	EA906	Optimal decision-making	30	10	0	40	3	0	
6	EA907	Web and social media analytics	30	10	0	40	3	0	
7	EA908	Business Intelligence	30	10	0	40	3	0	
8	EA909	Managing data structures	30	10	0	40	3	0	
9	EA910	Advance Statistical Analysis with	30	10	0	40	3	0	
10	EA911	Machine Learning For	30	10	0	40	3	0	
11	EA912	Marketing and Retail Analytics	30	10	0	40	3	0	
12	EA913	Introduction to Big Data Analytics	30	10	0	40	3	0	
13	BM101	Managerial Economics	30	10	0	40	3	0	
14	BM102	Financial Management	30	10	0	40	3	0	
15	C103	Marketing Management I	30	10	0	40	3	0	
16	BM104	Operations Management I	30	10	0	40	3	0	
17	BM105	Quantitative Techniques I	30	10	0	40	3	0	
18	BM106	Organizational Behaviour	30	10	0	40	3	0	
19	BM107	Introduction to Data Science	30	10	0	40	3	0	
20	BM108	Macroeconomic Theory & Policy	30	10	0	40	3	0	
109	ES706	Managing Operations	30	10	0	40	3	0	
110	ES707	Quality Management	30	10	0	40	3	0	
111	ES708	Logistics & Distribution	30	10	0	40	3	0	

112	ES709	Technology in SCM	30	10	0	40	3	0	
113	ES710	Tools for Problem Solving	30	10	0	40	3	0	
114	ES711	Procurement Management	30	10	0	40	3	0	
115	EM801	Media Planning & Sales	30	10	0	40	3	0	
116	EM802	public relations and	30	10	0	40	3	0	
117	EM803	Campaign Planning &	30	10	0	40	3	0	
118	EM804	Social Media & Content	30	10	0	40	3	0	
21	EM806	Branding for OTT and TV	30	10	0	40	3	0	
22	EM807	Digital Media Campaign	30	10	0	40	3	0	
23	EM808	Film Production and Editing	30	10	0	40	3	0	
24	EM809	Media Research and Analysis	30	10	0	40	3	0	
25	EM811	Client servicing and	30	10	0	40	3	0	
26	EM812	Corporate communicati	30	10	0	40	3	0	
27	EM813	Media and Interaction	30	10	0	40	3	0	
28	EM814	Advertising and	30	10	0	40	3	0	
29	EM815	Brand Management	30	10	0	40	3	0	
30	EA901	Introduction to ML and AI	30	10	0	40	3	0	
31	BM109	Management Accounting	30	10	0	40	3	0	
32	BM110	Marketing Management II	30	10	0	40	3	0	
33	BM111	Operations Management II	30	10	0	40	3	0	
34	BM112	Quantitative Techniques II	30	10	0	40	3	0	
35	C113	Organization al Design	30	10	0	40	3	0	
36	BM114	Business Environment	30	10	0	40	3	0	
37	BM115	Business Research	30	10	0	40	3	0	

38	BM116	Supply Chain Management	30	10	0	40	3	0	
39	BM117	Business Policy & Strategy	30	10	0	40	3	0	
40	C218	Management Information Systems	30	10	0	40	3	0	
41	BM119	International Business	30	10	0	40	3	0	
42	BM120	Business Ethics & Compliance	30	10	0	40	3	0	
43	BM121	Business Law	30	10	0	40	3	0	
44	BM124	hUMAN RESOURCE MANAGEMENT	30	10	0	40	3	0	
45	BM125	Introduction to Mass Communication	30	10	0	40	3	0	
46	BM126	Introduction to Communication	30	10	0	40	3	0	
47	EM301	consumer behaviour	30	10	0	40	3	0	
48	EM302	Sales & Distribution Management	30	10	0	40	3	0	
49	EM303	Digital Marketing	30	10	0	40	3	0	
50	EM304	Product & Brand Management	30	10	0	40	3	0	
51	EM305	B2B Marketing	30	10	0	40	3	0	
52	EM306	Customer Relationship Management	30	10	0	40	3	0	
53	EM307	Marketing of Financial Services	30	10	0	40	3	0	
54	EM308	Quantitative Marketing Research	30	10	0	40	3	0	
55	EM309	Rural Marketing	30	10	0	40	3	0	
56	EM310	Retail Management	30	10	0	40	3	0	
57	EM311	Integrated Marketing Communication	30	10	0	40	3	0	
58	EM312	Strategic Marketing	30	10	0	40	3	0	
59	EM313	International Marketing	30	10	0	40	3	0	
60	EM314	Services marketing	30	10	0	40	3	0	
61	EM315	Responsible and Sustainable Marketing	30	10	0	40	3	0	

62	EF401	Corporate Finance	30	10	0	40	3	0	
63	EF402	Financial Statement Analysis	30	10	0	40	3	0	
64	EF403	Finance and Risk Analytics	30	10	0	40	3	0	
65	C204	Financial Market & Securities	30	10	0	40	3	0	
66	EF405	Strategic Perspectives in Finance	30	10	0	40	3	0	
67	EF406	Financial Modelling	30	10	0	40	3	0	
68	EF407	Modern Investment & Portfolio	30	10	0	40	3	0	
69	EF408	International Finance	30	10	0	40	3	0	
70	EF409	Investment Banking	30	10	0	40	3	0	
71	EF412	Derivatives, Options and Futures	30	10	0	40	3	0	
72	EF413	Fixed Income Securities	30	10	0	40	3	0	
73	EF414	Corporate Taxation	30	10	0	40	3	0	
74	EF415	Forex Risk Management	30	10	0	40	3	0	
75	EF417	Econometrics for Managers	30	10	0	40	3	0	
76	EF418	Wealth Management	30	10	0	40	3	0	
77	EF419	Behavioural Economics	30	10	0	40	3	0	
78	EF420	Advance accounting	30	10	0	40	3	0	
79	EF421	Contemporary trends in finance and	30	10	0	40	3	0	
80	EH501	Performance Management Systems	30	10	0	40	3	0	
81	EH502	Talent Management	30	10	0	40	3	0	
82	EH503	Training & Development	30	10	0	40	3	0	
83	EH505	Organizational Change & Development	30	10	0	40	3	0	
84	EH506	Career Management	30	10	0	40	3	0	
85	EH508	Strategic Human Resources	30	10	0	40	3	0	

86	EH509	Labour Laws -I	30	10	0	40	3	0	
87	EH510	Labour laws II	30	10	0	40	3	0	
88	EH511	Grievance Management	30	10	0	40	3	0	
89	EH512	Negotiation Skills & Collective	30	10	0	40	3	0	
90	EH513	HR Issues in Mergers and Acquisitions	30	10	0	40	3	0	
91	EH514	Trade Union and Industrial Relations	30	10	0	40	3	0	
92	EH515	Competency based HRM	30	10	0	40	3	0	
93	EH516	HR Analytics	30	10	0	40	3	0	
94	EH517	Global Human Resources	30	10	0	40	3	0	
95	EH518	Industrial discipline	30	10	0	40	3	0	
96	EH519	Strategic Compensation	30	10	0	40	3	0	
97	EH520	Executive Search and Recruitment	30	10	0	40	3	0	
98	EH521	Recruitment & Selection	30	10	0	40	3	0	
99	EH522	Employee relations-I	30	10	0	40	3	0	
100	EI601	Insurance Management	30	10	0	40	3	0	
101	EI602	Risk Management	30	10	0	40	3	0	
102	EI603	Credit Risk & Rating Management	30	10	0	40	3	0	
103	EI605	General Insurance Practices	30	10	0	40	3	0	
104	EI606	Enterprise Risk Management	30	10	0	40	3	0	
105	ES701	Enterprise Resource Planning	30	10	0	40	3	0	
106	ES702	Project Management	30	10	0	40	3	0	
107	ES703	Services operations	30	10	0	40	3	0	
108	ES705	Advanced supply chain management	30	10	0	40	3	0	
		Total	3540	1180	0	4720	354	0	

4.1.4 Overall Quality and Level of Program Curriculum (15)

MIBM is dedicated to ensuring that the revised Program Structure meets key quality standards. The Outcome-Based Education (OBE) framework, currently in place at MIBM, is further strengthened by incorporating additional quality parameters into the updated structure. The following quality parameters are embedded to ensure that the program effectively meets both academic and industry expectations

1. Aligning with the credit recommendations provided by AICTE
2. Backward Design Approach: Curriculum starts with POs and PSOs and designs course outcomes to meet them
3. Feedback Mechanisms: Regular feedback from stakeholders (students, alumni, employers, faculty)
4. **Industry Inputs:** Involvement of industry experts to keep curriculum current and job-relevant e.g. Introduction of new courses in curriculum, Introduction to data science ; business Analytics and many more

Foundation Courses

- a. Accountancy for managers
- b. Basics of data and Analytics
- c. Technical orientation and IT for Managers

5. **Benchmarking:** Curriculum compared with leading institutions and international standards for competitiveness. The syllabus is reviewed every year and it is compared with curriculum of leading institutes like IIM, IMT, XLRI etc. The gaps identified during review is filled with latest courses to enhance the skill of the students.

6. **Sustainability and Ethics:** Modules on sustainability, corporate social responsibility, and ESG (Environmental, Social, Governance). E.g. International Conference on Sustainable Development and Peace

7. Flexibility and Interdisciplinarity

8. **Choice-Based Credit System (CBCS):** Elective courses outside the core specialization.

9. **Project-Based Learning:** Interdisciplinary capstone projects fostering innovation and collaboration

8. Learning-Centric Design:

Experiential Learning: Practical exposure through internships, live projects, simulations, and field visits.

Skill Development: Soft skills training, workshops, and communication labs.

Assessment Alignment: Assessments that evaluate both conceptual understanding and real-world application (e.g., case studies, presentations, group projects).

9. Focus on Lifelong Learning and Holistic Development:

Skill Certification Programs: Credentials in tools like MS Excel, Tableau, Six Sigma, and Digital Marketing.

Entrepreneurship and Innovation: Encouragement of entrepreneurial thinking via incubation centers and startup workshops.

Expert Lectures (Details given in Criteria 7 under 7.1.1B)

Seminars on contemporary themes

Details of value-added course to faculty and Students

- a. Statistics for data science and analytics
- b. SQL for data science
- c. Python for data science
- d. Data visualization and wrangling using python
- e. Applied machine learning using python
- f. Advance Excel

Values and Wellness: Integration of emotional intelligence, mindfulness, and mental health topics for well-rounded growth.

Eg. Sessions on Nurturing Mental Health by Experts

10. Continuous Evaluation and Quality Assurance:

Academic Audits: Regular internal and external reviews to ensure curriculum meets standards.

POs and PSOs Attainment Analysis: Data-driven assessments of PO achievement to refine the curriculum.

Program Advisory Committees: Input from advisory boards (BoS and BoG) ensures curriculum remains industry-relevant.

Table : Gaps identification and actions taken to bridge the gap

A Gap Analysis based on POs and PSOs attainment perspective is elaborated here. The action plan is made to cover the gaps so that there is a continuous improvement in attainment. Action plans are contemporary and discussed during BoS Meetings.

PO	Curriculum intervention	Pedagogical initiatives,	Support system improvements,
PO1: To equip students with the knowledge and skills to identify, formulate, and solve global business problems.	Focus on global business challenges, Cross-cultural management, and problem-solving skills.	Apply knowledge of management theories and practices to solve business problems	Roll out new specializations to align it to business needs. To provide support system incentives, to work with industry in evaluate new specializations. Further, to enhance the usage of learning management system social and experiential learning. Value added certification courses to faculty are encouraged.

PO	Curriculum intervention	Pedagogical initiatives,	Support system improvements,
<p>PO2: To foster analytical and critical thinking abilities for evidence-based decision making.</p>	<p>Focus on data analysis, Critical thinking, Evidence-based decision-making.</p>	<p>Incorporating data analytics, Decision-making frameworks, Real-world case studies</p>	<p>Incorporating critical thinking-oriented review questions in each adopted. Increasing the component of self-directed learning e.g. seminar workshops and expert takes mode is included in courses. Additional certification courses were recommended</p>


PSO	Curriculum intervention	Pedagogical initiatives,	Support system improvements,
<p>PSO1: To establish a foundation of value-based learning in leadership and teamwork, emphasizing integrity and transparency.</p>	<p>Emphasis on value-based leadership, teamwork, and ethics</p>	<p>Integrating courses on ethical leadership, Corporate social responsibility, Building team dynamics</p>	<p>Students were given opportunity to participate in various social and academic activities. Many conferences and workshops are being conducted and students have coordinated them. In many courses, group assignments and projects and interacting with visiting corporate faculty is arranged. Various student cell such as placement, corporate relations, etc. have built in student an ability to work in team with ease and without conflict of interests.</p>

4.2.1 Describe Processes followed to improve quality of Teaching & Learning (20)

A. Adherence to Academic Calendar

Academic calendar is prepared at the start of the trimester and is displayed on notice board and website. Strict adherence to Academic Calendar is maintained.

Academic calendar



Ignited Minds Society's
Mulshi Institute of Business Management, Pune

PGDM PROGRAM
Academic Calendar
(Academic Year 2023- 24)

Trimester		2023-25		I	
	From	To		From	To
Instruction begins	27-Jun, Tue	27-Jun, 2023			
First Int. Assessment in process	11-Jul, Tue	17-Jul, 2023			
Feedback is provided on student	18-Jul, Tue	22-Jul, 2023			
Voice of class collected	01-Aug, Tue	02-Aug, 2023			
Mid Term Exams process	11-Aug, Fri	16-Aug, 2023			
Feedback is provided on student	17-Aug, Thu	21-Aug, 2023			
Second Int. Assessment in process	26-Aug, Sat	31-Aug, 2023			
Feedback is provided on student	01-Sep, Fri	05-Sep, 2023			
Voice of class collected	12-Sep, Tue	13-Sep, 2023			
Re-assessment (for Internal evaluation)	12-Sep, Tue	18-Sep, 2023			
End Term Exams process	23-Sep, Fri	29-Sep, 2023			
Grades & attendance finalized	30-Sep, Sat	03-Oct, 2023			
Final Re-exam (if appl.)	04-Oct, Wed	09-Oct, 2023			

Trimester		2023-25		III	
	From	To		From	To
Term Registration & Instruction begins	22-Dec, Fri	22-Dec, 2023			
First Int. Assessment in process	05-Jan, Fri	10-Jan, 2024			
Feedback is provided on student	11-Jan, Thu	15-Jan, 2024			
Voice of class collected	16-Jan, Tue	17-Jan, 2024			
Mid Term Exams process	26-Jan, Fri	31-Jan, 2024			
Feedback is provided on student	01-Feb, Thu	05-Feb, 2024			
Second Int. Assessment in process	10-Feb, Thu	15-Feb, 2024			
Feedback is provided on student	16-Feb, Fri	20-Feb, 2024			
Voice of class collected	04-Mar, Mon	05-Mar, 2024			
Re-assessment (for Internal evaluation)	04-Mar, Mon	09-Mar, 2024			
End Term Exams process	13-Mar, Wed	19-Mar, 2024			
Grades & attendance finalized	20-Mar, Wed	23-Mar, 2024			
Final Re-exam (if appl.)	25-Mar, Mon	30-Mar, 2024			

Trimester		2023-25		II	
	From	To		From	To
Term Registration & Instruction begins	30-Sep, Sat	30-Sep, 2023			
First Int. Assessment in process	14-Oct, Sat	19-Oct, 2023			
Feedback is provided on student	20-Oct, Fri	24-Oct, 2023			
Voice of class collected	27-Oct, Fri	28-Oct, 2023			
Mid Term Exams process	06-Nov, Mon	11-Nov, 2023			
Feedback is provided on student	13-Nov, Mon	17-Nov, 2023			
Second Int. Assessment in process	20-Nov, Mon	25-Nov, 2023			
Feedback is provided on student	27-Nov, Mon	01-Dec, 2023			
Voice of class collected	13-Dec, Tue	13-Dec, 2023			
Re-assessment (for Internal evaluation)	13-Dec, Tue	18-Dec, 2023			
End Term Exams process	22-Dec, Fri	28-Dec, 2023			
Grades & attendance finalized	29-Dec, Fri	01-Jan, 2024			
Final Re-exam (if appl.)	05-Jan, Tue	08-Jan, 2024			

Trimester		2023-25		IV	
	From	To		From	To
Term Registration & Instruction begins	03-Jul, Mon	04-Jul, 2023			
First Int. Assessment in process	17-Jul, Mon	22-Jul, 2023			
Feedback is provided on student performance	24-Jul, Mon	28-Jul, 2023			
Voice of class collected	31-Jul, Fri	22-Jul, 2023			
Mid Term Exams process	05-Aug, Mon	05-Aug, 2023			
Feedback is provided on student performance	07-Aug, Mon	11-Aug, 2023			
Second Int. Assessment in process	26-Aug, Sat	31-Aug, 2023			
Feedback is provided on student performance	01-Sep, Fri	05-Sep, 2023			
Voice of class collected	12-Sep, Tue	13-Sep, 2023			
Re-assessment (for Internal evaluation)	12-Sep, Tue	18-Sep, 2023			
End Term Exams process	22-Sep, Fri	29-Sep, 2023			
Grades & attendance finalized	30-Sep, Sat	03-Oct, 2023			
Final Re-exam (if appl.)	04-Oct, Wed	09-Oct, 2023			

Trimester I events		From	To
Orientation Plan & Term registration	19-Jun, Mon	24-Jun, 2023	
Outbound	25-Jun, Sun	25-Jun, 2023	
Decision window	27-Jun, Sat	03-Jul, 2023	

Trimester III events		From	To
SIP window (Completion in a month)	01-Apr, Mon	01-Jul, 2024	
Mentor assignment for SIP	01-Apr, Mon	06-Apr, 2024	
Selection of Electives for next Trimester	19-Jun, Mon	22-Jun, 2023	

Trimester IV events		From	To
Dissertation window (Duration: 5 months)	15-Aug, Tue	31-Jan, 2024	
Mentor assignment for Dissertation	15-Aug, Tue	21-Aug, 2023	
Selection of Electives for next Trimester	18-Sep, Mon	20-Sep, 2023	

Trimester		2023-25		V	
	From	To		From	To
Term Registration & Instruction begins	30-Sep, Sat	30-Sep, 2023			
First Int. Assessment in process	14-Oct, Sat	19-Oct, 2023			
Feedback is provided on student performance	20-Oct, Fri	24-Oct, 2023			
Voice of class collected	27-Oct, Fri	28-Oct, 2023			
Mid Term Exams process	06-Nov, Mon	11-Nov, 2023			
Feedback is provided on student performance	13-Nov, Mon	17-Nov, 2023			
Second Int. Assessment in process	20-Nov, Mon	25-Nov, 2023			
Feedback is provided on student performance	27-Nov, Mon	01-Dec, 2023			
Voice of class collected	13-Dec, Tue	13-Dec, 2023			
Re-assessment (for Internal evaluation)	13-Dec, Tue	18-Dec, 2023			
End Term Exams process	22-Dec, Fri	28-Dec, 2023			
Grades & attendance finalized	29-Dec, Fri	01-Jan, 2024			
Final Re-exam (if appl.)	02-Jan, Tue	08-Jan, 2024			

Trimester V events		From	To
Selection of Electives for next Trimester	19-Dec, Tue	20-Dec, 2023	


Trimester		2023-25		VI	
	From	To		From	To
Term Registration & Instruction begins	22-Dec, Fri	22-Dec, 2023			
First Int. Assessment in process	05-Jan, Fri	10-Jan, 2024			
Feedback is provided on student performance	11-Jan, Thu	15-Jan, 2024			
Voice of class collected	16-Jan, Tue	17-Jan, 2024			
Mid Term Exams process	26-Jan, Fri	31-Jan, 2024			
Feedback is provided on student performance	01-Feb, Thu	05-Feb, 2024			
Second Int. Assessment in process	10-Feb, Thu	15-Feb, 2024			
Feedback is provided on student performance	16-Feb, Fri	20-Feb, 2024			
Voice of class collected	04-Mar, Mon	05-Mar, 2024			
Re-assessment (for Internal evaluation)	04-Mar, Mon	09-Mar, 2024			
End Term Exams process	13-Mar, Wed	19-Mar, 2024			
Grades & attendance finalized	20-Mar, Wed	23-Mar, 2024			
Final Re-exam (if appl.)	25-Mar, Mon	30-Mar, 2024			

Trimester VI events		From	To
Dissertation report submission	31-Jan, Wed	06-Feb, 2024	
Senior CIE sheet finalization	31-Mar, Sun	05-Apr, 2024	

Activities, Events		From	To
Student Cell formation	04-Jul, Tue	03-Aug, 2023	
ISB&M Anniversary - FORZA	24-Jul, Sun	24-Jul, 2023	
Freshers' Welcome			
Media Pulse			
Risk Management Conference			
Chain Act			
HR Share	00-Jan, Sat		
Marketing Imagination			
Crescendo			
Farewell Party			
Convocation			

Holidays		From	To
Independence Day (National Holiday)	15-Aug, Tue	15-Aug, 2023	
Ganesh Chaturthi	19-Sep, Tue	19-Sep, 2023	
Mahatma Gandhi Jayanti	02-Oct, Mon	02-Oct, 2023	
Dusseera	24-Oct, Tue	24-Oct, 2023	
Diwali	13-Nov, Mon	13-Nov, 2023	
Christmas (for students)	25-Dec, Mon	24-Dec, 2023	
Republic Day (National Holiday)	26-Jan, Thu	26-Jan, 2024	
Holi	25-Mar, Mon	25-Mar, 2024	
Ambedkar Jayanti	14-Apr, Sun	14-Apr, 2024	
Labour Day	01-May, Wed	01-May, 2024	

Welcome to



MIBIM

Note:
There may be some changes to the Calendar dates due to change of circumstances.

B. Instructional Methods and Pedagogical Initiatives at MIBIM

MIBIM employs various instructional methods and pedagogical initiatives to enhance the teaching-learning process. The following processes are in place: MIBIM follows five processes to improve quality of teaching and learning

Learning Process 1: - Design and plan learning activities for each course

Description	Process at MIBIM

Developing expertise in designing teaching activities	<ul style="list-style-type: none"> • Faculty meetings for orientation and review. • Internal Quality Assurance Cell oversees curriculum compliance. • Align course outlines with Program Outcomes (POs). • Specific rubrics for assessment included in course design. • Gather feedback from students after course completion.
Curriculum design to meet industry requirements	<ul style="list-style-type: none"> • Faculty training and workshops. • Development of industry-relevant case studies. • Competency-based curriculum aligned with industry needs. • Ethical orientation embedded into course objectives.
Reporting student experience	<ul style="list-style-type: none"> • Feedback integrated into course redesign. • Communication of feedback to faculty. • Faculty Development Programs (FDPs) conducted regularly.
Building relationships with community and industry stakeholders	<ul style="list-style-type: none"> • Faculty collaboration with industry for case study development. • Mentorship programs for Summer Internships. • Initiatives like rural visits under "Social Environment of Business." Alumni mentoring programs.

Learning Process 2: - Encourage research, consultancy and professional activities with teaching

Description	Process at MIBM
Present research in national and international conferences	<ul style="list-style-type: none"> • Faculty incentivized to publish research papers. • Faculty encouraged to present at conferences.
Collaborative research with students	<ul style="list-style-type: none"> • High-quality Summer Internship projects converted into research papers. • Joint faculty-student research initiatives.
Distinguished contributions to research	<ul style="list-style-type: none"> • Faculty recognized as lead investigators for externally funded curriculum projects. • Creation of innovative teaching materials adopted by external stakeholders • Delivering keynote addresses and conducting workshops at national and international conferences.

Learning Process 3: - Developing a supportive learning environment for learning

Description	Process at MIBM
Foundation courses to bridge knowledge gaps	<ul style="list-style-type: none"> • Offer foundation courses for students with diverse academic backgrounds.
Building respectful learning communities	<ul style="list-style-type: none"> • Encourage respect and inclusion in classroom environments. • Address student learning queries promptly.
Using POs and course outcomes to assess learning	<ul style="list-style-type: none"> • Employ targeted assessments to evaluate student progress against POs, PSOs, and COs. • Implement a mentoring process to support students.
Enhancing assessment and feedback mechanisms	<ul style="list-style-type: none"> • Continuous Internal Assessment incorporates both individual and group learning components. • Use varied teaching tools such as case studies. • Student's feedback is taken at the end of each trimester for each course without disclosing their identity and same is shared with respective faculty for further improvement in teaching and bridging the gap.

Learning Process 4: - Maximizing Impact on Learning

Description	Process at MIBM
Using varied assessment tools	<ul style="list-style-type: none"> • Align tools with POs, PSOs, and COs for effective learning evaluation.

Initiatives to support student learning	<ul style="list-style-type: none"> Utilize ERP as a Learning Management System (LMS). Involve students in academic committees.
Collaborative learning	<ul style="list-style-type: none"> Encourage group projects, collaborative research with faculty and interactive workshops. Collaborative learning is encouraged for the students in a number of courses. While there are number of courses such as dissertation, project etc.,

Learning Process 5: - Application of Learning

Description	Process at MIBM
Internships	<ul style="list-style-type: none"> Facilitate Summer Internships to provide real-world experience.
Participation in corporate and intercollegiate events	<ul style="list-style-type: none"> Support student involvement in social and corporate events. Conduct case study competitions and surveys.

Innovative pedagogies are used by the faculties for enhanced and better course content delivery.

For each course the concern faculty creates a session based detailed lesson plan including cases, games etc. to be used and the same is shared with the students through **Learning Management System (LMS)** so that students can come prepared and could actively participate in the class room.

Session teaching material (such as PPT, cases, management games etc.) could be shared with students through the mobile APP and Learning Management System (LMS).

Course file is prepared by every faculty with course objective and outcomes as per NBA requirements.

A continuous internal assessment process is employed for every course. Once course is approved by Board of Studies, faculty is given liberty to suggest assessment procedures various techniques such as quiz, class test, case study, group discussion etc. to assess the understanding of the student about the subject.

C. Courses beyond Academics

MIBM integrates several value-added programs to complement the academic curriculum. These include certifications in emerging tools, entrepreneurship initiatives, and workshops.

a. MOOCs (Massive Open Online Courses)

At MIBM, students are actively encouraged by faculty to enroll in MOOCs, providing them with an accessible and flexible way to acquire new skills and knowledge from global experts without the need for in-person classes.



a. Value-Added Courses

MIBM's value-added courses complement the core curriculum, equipping students with specialized skills in emerging fields to enhance employability, broaden knowledge horizons, and stay updated with industry trends and best practices.

Sr No	Certification
1	Lean Six Sigma (Yellow Belt)
2	ISO 9001:2015
3	Advance Excel
4	Corporate Finishing Programmed
5	Locker Studio
6	Google Analytics 4.0

- 7 Power BI
- 8 Marketing Analytics with Lined in
- 9 NISM National institute of Securities Market (Level V-A)
- 10 Google Ads
- 11 Foundation of Digital Marketing and Ecommerce by Goggle
- 12 Financial Risk Management

b. Outbound Training

Outbound training programs at MIBM are designed to complement academic learning through hands-on, experiential activities. These programs typically include team-building and adventure-based challenges that take place outside the classroom, fostering collaboration, problem-solving, and leadership. The goal is to provide students with a unique experience that enhances teamwork and leadership skills.



Fig. Outbond Training

d. Yoga Sessions

At MIBM, yoga sessions are integrated into the curriculum to promote both physical and mental well-being. These sessions offer students an effective way to manage stress, improve concentration, and maintain overall health. Incorporating yoga into their routine helps students build resilience, focus, and a balanced lifestyle, which is essential for their academic personal growth.

e. Students' clubs and Participation in the committees

MIBM actively encourages students to engage in a variety of academic and professional clubs that foster leadership, communication, decision-making, and problem-solving skills. Clubs provide a dynamic platform for students to express creativity, organize events, write blogs, create newsletters, and participate in meaningful discussions. By taking on key roles as club president, secretary, and digital head, students enhance their leadership and teamwork abilities, gaining real-world experience that enriches their resumes. Complementing efforts, the Student Council at MIBM plays a pivotal role in managing processes and fostering a vibrant campus life through specialized cells that ensure holistic student development in a collaborative environment.

Currently, there are fourteen student clubs and cells, as listed below

- I. **Campus Recruitment Cell:** Bridges students and recruiters, ensuring effective placements and corporate interaction.
- II. **Corporate Relation Cell:** Builds and strengthens ties with industries, organizes guest lectures, and enhances institutional PR.
- III. **Alumni Cell:** Connects MIBM's 9350+ alumni worldwide, offering events and support for students and alumni engagement.
- IV. **HR Club:** Focuses on enhancing HR students' knowledge and skills through diverse activities.
- V. **DIGI-Eye (Digital Moments Cell):** Captures campus life creatively, preserving memorable moments.
- VI. **Debate Cell:** Promotes critical thinking and effective communication through debates and discussions.
- VII. **Medios:** The Media and Movie Club organizes workshops with industry experts and nurtures creative storytelling.
- VIII. **Digital Marketing Cell:** Enhances MIBM's global reach and visibility through social media and digital strategies.
- IX. **I-Talk:** Hosts motivational talks and industry expert interactions to inspire intellectual growth.
- X. **CSR Cell:** Drives social responsibility initiatives like skill development, advocacy, and empowerment campaigns.
- XI. **Sports Academy:** Encourages physical fitness and teamwork through various sports activities.
- XII. **Lifestyle Development Cell:** Organizes cultural and social events for an enriched campus experience.
- XIII. **Marketing Club:** Provides practical marketing insights via workshops, competitions, and field trips.
- XIV. **Fitness Club:** Promotes physical and mental well-being through fitness programs, yoga, and self-defense. They get involved in planning, organizing and execution of events.

f) Soft skills and communication skills

Soft skills are an outcome of various influences and interactions one has had in his or her life. These skills leave a lasting impression on one's life—both positive and negative. He sharpens these skills, which lead to more employability opportunities, the institution imparts soft skills training to the students. To bring awareness about the importance of soft skill development.

Students with different backgrounds from different states and different strata of family backgrounds join this program. Therefore, for slow learner MIBM has specially designed an **Individual Capacity Building (ICB)** Program.

Corporate Finishing School to improve communication skills of the students along with learning of global etiquettes and manners is conducted in first year of program itself. It helps students to adopt expectations of Corporate World with ease for Summer and Final Placements.

g) Career and personal Counselling

The institute offers career and personal counseling to support students development. The Training and Placement Cell conducts sessions on career planning, industry options, and successful career strategies, helping students make informed choices post-graduation. Personal counseling is facilitated through mentoring, addressing personal and academic challenges. A qualified counselor focuses on students academic, physical, and psychological growth.

h) Corporate Finishing Schools (CFS)

The Corporate Finishing School at MIBM is designed to prepare students for a successful transition into the corporate world. This training equips them with the necessary skills and insights to thrive in a competitive job market. Through mock interviews, resume-building workshops, and soft skills development, students gain the confidence and capabilities to excel during recruitment processes and secure their desired roles.

D) Identification of slow and advance Learners and Actions taken

At MIBM, students come from diverse states and academic backgrounds, resulting in varied learning patterns. To address these differences:

- Mentorship Program:** Each student is assigned a faculty mentor who regularly monitors their learning progress. Any challenges faced by students are addressed with the coordinator or Director to implement necessary corrective measures.
- Communication Skills Enhancement:** Approximately 15% of students struggle with fluency in English due to lack of confidence. Faculty specializing in communication in such students during sessions and provide targeted training.
- Interactive Activities:** In the first trimester, all students are encouraged to interview an entrepreneur, which is recorded and presented in class. This activity helps less confident learners improve their skills by collaborating with stronger communicators.
- Remedial Support:** Extra sessions are conducted for students who need assistance in subjects such as Accounting, Quantitative Techniques, and IT.
- Opportunities for advance learners:** High-performing students are given leadership roles in organizing campus events, working alongside faculty. They are also encouraged to participate in seminars and present papers at National and International Conferences to enhance their academic and professional development.
- Opportunities for slow learners: For slow learners,** institution has designed extra classes, make up exams and assignments. There are also mentors assigned to each for consultation. Second year students and alumni also act as mentors to first students of first year. Institute has a Grade Improvement Program for all students desirous of their CGPA. Students are re-evaluated in their chosen subjects and best of two is considered for final CGPA. For the Theory courses, the students scoring 50% or less in respective course are provided counselling and guidance by the course teacher separately.

About Skill Development

Students with different backgrounds from different states and different strata of family backgrounds join this program. Therefore, for slow learner MIBM has specially designed **Individual Capacity Building (ICB) Program**.

The necessity of such program is depicted in figure below:



The ICB program helps:

- Individual Assessment of student with consultancy
- Expectation Sharing by Corporate people
- Special coaching with Corporate Trainers
- All above activities with no extra cost to student

Some of the agencies involved in ICB that is a flagship program of MIBM are as below:

Sr No	Training Agencies	Focus Area	Expertise
1	Word Maya	Business Communication	AICTE Recommended Corporate trainers
2	Integrity consults	Management Fundamental	All trainers are drawn from industry with 15 to 20 years' experience in lateral hiring
3	My Tech Focus/Grayphon	Aptitude Preparation	Expertise Aptitude trainer with industry blend for training design

Sr No	Training Agencies	Focus Area	Expertise
4	Edu Tech	Corporate Finishing School	Industrial professional form versatile background expertise in the field of personal proficiency
5	AON	Exam for Training Need Identification	Renowned international online exam service provider for premium corporates. Provide Support through online exam for first screening of weak and strong areas of student

For advance learners, the institution facilitates them with advanced case studies and research papers. These students are encouraged to present their papers in conferences & papers in journals. **(Please refer Criteria 5)**

E) Student Feedback of Teaching Learning Process and Actions

MIBM employs a structured feedback mechanism:

- Feedback collected at the end of each course.
- Faculty meetings to discuss student feedback.
- Improvements implemented based on feedback for continuous quality enhancement.

F) ICT enabled learning

The institution has state-of-the-art infrastructure such as ICT class rooms Wi-Fi enabled library to support teaching learning process.

Institution also uses social media as a platform to keep students update. WhatsApp groups are created and all the notices, notes, assignments, case studies, session plan timetables, etc. are floated in that group. The students can also use the same platform to solve their queries and give feedback to faculties.

The faculty can evaluate students according to assessment criteria for that particular course. All the internal marks for all the students are calculated and uploaded on a taxonomy based Continuous Internal Evaluation (CIE), an Excel based software developed in-house. Students have access to their results. All the faculties are obliged to answer sheets, quiz papers, class assignment, etc. to students so that they can understand the evaluation criteria properly. At the end of trimester final examination is conducted having fixed maximum marks.

4.2.2 Quality of continuous assessment and evaluation processes (40)

Ins

At MIBM, the performance assessment of students combines both direct and indirect techniques through internal assessments and end-term exams. The aim is to assess student competency in achieving program and course outcomes, rather than just testing memory. Internal assessments include group/individual studies, quizzes, assignments, and class participation and mid-term with a weightage of 70% of the total marks. These methods vary depending on the nature and objectives of the course. Faculty members have the flexibility to design assessment components that best align with the course requirements, ensuring a diverse and comprehensive evaluation approach.

The overall evaluation consists of Continuous Internal Assessment (CIA) and End Term Examinations (ETE), both contributing to 100 marks. The mid-term exams cover at least the syllabus. Faculty ensures that course outcomes are evenly covered through both mid-term and end-term evaluations. Students have access to their answer scripts after evaluation transparency, and they are encouraged to seek clarifications regarding marks from the respective faculty members.

A. Internal Question Paper Setting and Evaluation Process

1. Mid-Term Examination:

Conducted every trimester, mid-term examinations cover 50% of the syllabus and assess specific course outcomes (COs) and corresponding Bloom's Taxonomy (BTL).

Question papers, along with the evaluation scheme, are prepared by the faculty. After the examination, the papers are graded, marks are shared with students, and the results are discussed individually to maintain fairness.

Rubrics for Evaluation

Criteria	<30%	>=40% and <50%	>=50% and <60%	>=60% and <70%	>=70% and <80%	>80%
Question /Problems (----- Marks)	Incorrect answer; Relationships or terms not covered in answer, or are covered inaccurately; Subjective, opinion-based analysis; Answer is hard to understand; not well written.	Answer is not entirely correct; Answer misses specific relationships or terms needed to fully answer the question; Underlying logic of answer is not really accurate; Answer has elements of subjective, opinion-based answers; Answer is hard to understand at times.	A partially correct answer; Answer misses specific relationships or terms needed to fully answer the question; Underlying logic of answer is not really accurate; Answer has elements of subjective, opinion-based answers; Answer is hard to understand at times.	A partially correct answer; Answer misses specific relationships or terms needed to fully answer the question; Underlying logic of answer is not really accurate; Answer is based on objective analysis; Answer is well written and easy to understand.	A partially correct answer; Answer misses specific relationships or terms needed to fully answer the question; Answer is based on objective analysis; Answer is well written and easy to understand.	An effective answer completely answers question(s); All terms relationships identified and integrated into answer based on objective analysis; Answer is well written and easy to understand.

B. Outcome-Based Question Setting:

- Question papers for both mid-term and end-term examinations are aligned with the syllabus and course outcomes (COs).
- Mid-term exams focus on 50% of the syllabus, ensuring COs covering the syllabus are addressed comprehensively.

C. Internal Assessment and Their Relevance to Course Outcomes

Assignments at MIBM are designed to provide hands-on learning experiences and enhance students' understanding of the subject matter. Both individual and group assignments are used to foster collaboration and practical exposure. The assignments map directly to the course outcomes, and weightages are assigned accordingly.

D) End term Exam

Question papers of End Term are set keeping in mind coverage of the syllabus and COs. It is conducted for 30 Marks

Quality parameters of evaluation tools

Case Study

Criteria	Levels of Achievement	Meets Expectations (≥75% and <100%)	Nearly Meets Expectations (≥50% and <75%)	Below Expectations (<50%)
Organization of Information (Weight 10%)	Logical flow and clarity in structuring content.	Content is highly organized with clearly structured paragraphs and subheadings.	Content is organized but lacks refined paragraph structuring.	Content is somewhat disorganized, with poorly structured paragraphs.
Clarity of Case Details (Weight 20%)	Depth and coverage of case-related facts.	Provides a thorough explanation with detailed facts about the case.	Offers an adequate explanation of the case details but lacks depth.	Explanation of case details is superficial or unclear.

Relevance of Information (Weight 30%)	Alignment with the topic and use of supporting examples.	Information is highly relevant, with multiple examples and details supporting the topic.	Information is relevant but includes only one or two supporting examples.	Information is somewhat relevant but lacks supporting details or examples.
Personal Insight and Analysis (Weight 20%)	Expression of individual views on the case.	Personal reaction is well-articulated, clear, and shows thoughtful analysis.	Personal reaction is adequately expressed but lacks depth or precision.	Personal reaction is vague, unclear, or not well-supported.
Accuracy of References (Weight 10%)	Correct documentation and formatting of sources.	All references are accurately cited and formatted as required.	Most references are correctly cited, with minor formatting issues.	References are largely incomplete or incorrectly formatted.
Grammar and Writing Quality (Weight 10%)	Language fluency and grammatical correctness.	Writing is free from grammatical, spelling, or punctuation errors.	Contains minor grammatical, spelling, or punctuation issues (1-3 errors).	Multiple grammatical, spelling, or punctuation errors significantly impact readability.

Project:

Criteria	Excellent (>= 80%)	Very Good (>= 70% to 80%)	Good (>= 60% to 70%)	Average (< 60%)
Questions & Insights (Weight: 25%)	Answers all questions and goes beyond the obvious, providing deep insights, demonstrating excellent understanding of issues and evidence of extensive reflection.	Answers all questions, insights provided demonstrating good understanding of issues involved and evidence of reflection.	Missed questions, limited insights provided, demonstrating limited understanding of issues and evidence of limited reflection.	Misses several questions, no insights provided, demonstrating lack of understanding of issues and no evidence of reflection.
Course Concepts (Weight: 25%)	Aligns all answers with concepts covered in course (readings) providing multiple examples, viewpoints, opposing points, analogies, and integrates materials from 3-4 external sources.	Aligns most answers with concepts covered in course (readings), providing examples, and multiple viewpoints. Uses at least 2 external sources.	Aligns some answers with course concepts (readings), providing few examples and viewpoints. Uses at least 1 external source.	Does not align answers with course concepts (readings) or provide any examples or viewpoints. Uses no external resources.
Spelling, Grammar & Presentation (Weight: 25%)	No spelling, punctuation, and grammar errors; excellent presentation. Word choice shows professional growth & reflects college-level writing.	A couple of spelling, punctuation, and grammar errors; very good presentation. Word choice shows professional growth & reflects college-level writing.	Many spelling, punctuation, and grammar errors; good presentation. Word choice shows need for professional growth & college-level writing.	Many spelling, punctuation, and grammar errors; average presentation. Word choice shows need for professional growth; difficult to read; lack of proofreading.

Criteria	Excellent (>= 80%)	Very Good (>= 70% to 80%)	Good (>= 60% to 70%)	Average (< 60%)
Timeliness (Weight: 25%)	Project submitted on due date & time.	Project submitted a day late but with permission of instructor.	Project submitted two days late but with permission of instructor.	Project submitted late without permission of instructor.

Quiz (MCQ)

Score Range	Level	Description
≥ 80%	Complete	Demonstrates excellent understanding and application of concepts. Accurately answers the majority of questions with clear reasoning.
≥ 60% and < 80%	Substantial	Shows good understanding of the concepts. Answers reflect partial but solid comprehension with minor inaccuracies.
≥ 50% and < 60%	Fair	Indicates basic understanding of the concepts. Some answers are correct, but significant gaps or misunderstandings are evident.
< 50%	Lack	Demonstrates limited or no understanding of concepts. Many answers are incorrect or irrelevant.

Assignments

Criteria	Weight	Unacceptable (0-24%)	Poor (25-49%)	Fair (50-74%)	Good (75-100%)
Organization of Information	10%	The information appears disorganized.	Information is organized, but paragraphs are not well-constructed.	Information is organized with well-constructed paragraphs.	Information is very organized with well-constructed paragraphs and subheadings.
Quality of Information	30%	Information has little or nothing to do with the main topic.	Information relates to the main topic, but no details/examples are given.	Information relates to the main topic and provides 1-2 supporting details/examples.	Information relates to the main topic and includes several supporting details/examples.
Grammar and Composition	10%	Many grammatical, spelling, or punctuation errors.	A few grammatical, spelling, or punctuation errors.	Almost no grammatical, spelling, or punctuation errors.	No grammatical, spelling, or punctuation errors.
Use of Sources	20%	Some sources are not accurately documented.	All sources are documented, but many are not in the desired format.	All sources are documented, but a few are not in the desired format.	All sources are accurately documented in the desired format.
Diagrams and Illustrations	30%	Diagrams/illustrations are inaccurate or do not add to understanding.	Diagrams/illustrations are neat/accurate and sometimes add to understanding.	Diagrams/illustrations are accurate and add to understanding.	Diagrams/illustrations are neat, accurate, and significantly enhance understanding.

Presentation

Criteria	> 70%	>= 60%, < 70%	>= 50%, < 60%	< 50%
Visual Appeal	No errors; concise; engaging.	Minor errors; some slides crowded.	Many errors; slides not concise.	Numerous errors; unreadable; no appeal.
Comprehension	Extensive topic knowledge; all Qs answered.	Good understanding; most Qs answered.	Some understanding; few Qs answered.	Lack of understanding; Qs answered inaccurately.

Presentation Skills	Engaged audience; good eye contact; suitable volume/body language.	Moderate audience engagement; steady eye contact.	Minimal engagement; inconsistent speaking volume/body language.	Distracting delivery; poor engagement.
Content	Concise, comprehensive, and relevant.	Good summary; minor gaps.	Informative but lacked depth; unanswered elements.	Lacked relevance; many unanswered points.
Preparedness	Equal participation; seamless teamwork.	Slight dominance of one; teamwork present.	Significant imbalance in contributions.	Disjointed delivery; evident tensions.

Orientation program at MIBM is a big affair and is conducted in association with ISB&M, Nande, Pune. It starts with a dinner of students with V.Ps. or Heads of HR, Marketing, etc. of FMCG, Heavy Engineering, Banks, Electronics, Media sector etc. Further, during 5-day program at least 30 Corporates of high positions are invited to share their expectations as a management graduate.

As an in-house activity, faculty is introduced to the students. Further, they are informed about the institution, its grading and assessment system, policies, placement facilities, infrastructure facilities, and other extra-curricular activities and code of conduct. Each student is also provided with a kit having sack, T-shirt, text books, pen drive, college and institute manual, academic calendar etc.

Orientation program ends with one day out-bound activity in nearby tourist spot to break ice as students to MIBM come from 12-15 states with different economic and cultural backgrounds.

Orientation Program for Batch 2024-26

MULSHI INSTITUTE OF BUSINESS MANAGEMENT, PUNE
ORIENTATION PROGRAM 2024
PGDM Batch 2024 -26
The Orientation Program is designed to Welcome You at MIBM Pune and seek to enrich your perspective towards education and life at a high-profile Business School.
A carefully crafted program which blends demanding professional commitment and information. It aims to: Build your perspective towards corporate career.
Seeks to set a new standard in aspiration, professional discipline and life.
Above all indulge in MIBM way of life and rediscovery yourself with a brand-new perspective
Orientation Program Schedule
DAY 1

Day 1 Monday 17-06-2024	9:00 am - 9:15am	Inauguration & Introduction
	9.15 am - 9.20 am	Lighting of the Lamp
	9.45 am -10.00 am	Welcome Address by Founder President,ISB&M Group-D. Pramod Kumar
	10.00 am - 10.20 am	Welcome address by Founder- Director, Mulshi Group of Institutes -Dr. Saroja Asthana
		Address by the Chief Guest -Ms. Madhavi Lall-Managing Director-Head HR, Deutsche Bank, Mumbai
	10.20 am- 10.40 am	Address by Guest of honour Sandip Baxi, Country Head, Astro Muller
		Address by Guest of honour Mahesh Ramalingam, Head of Human Resource-South Asia and India, Rolls - Royce
	10:45 am - 11:00 am	Tea Break
		Anjan Gupta, Executive Director & Co-CEO
	11:00 am - 12:00 pm	Global Markets Group, Morgan Stanley
	12:00 pm - 1:00 pm	Sunita Jairam, Director - HR, Givaudan
	1:00 pm- 2:00 pm	Lunch Break
	2:00 pm - 3:00 pm	Debashish Ghosh, Senior Vice President & Country HR Head, Berkadia
	3.00 pm -4:00 pm	Vignesh Kumar, Director - Commerce Platform (APJC), Cisco
	4:00 pm - 4:15 pm	Break
	4.15 pm - 5:00 pm	Introduction of Faculty & Staff by Academic Chairperson, Dr Nitin Kisan Deshmane
	5.00 pm - 6:00 pm	Preeti jain, Vice president HR, Airtel
	5:30 pm - 6:00 pm	High Tea
	6:00 pm - 8:00 pm	Outdoor Activity- "Tug of War" - Prof. Prasanjeet
	8:30 pm - 9:30 pm	Dinner Break
9:30 pm -11:30 pm	Workshop: My Sweet lime -Dr. Pramod Kumar & Dr. S. Jayaraman, All faculties	
DAY 2		

Day 2 Tuesday 18-06-2024	8:30 am - 9:00 am	Attendance
	9:00 am - 10:00 am	Priyank Vajpai, Vice President, Head Talent Acquisition South Asia, Mastercard
	10:00 am - 11:00 am	Ramya Marrapu, Director of Supply chain and Logistics, Procter & Gamble
	11:00 am - 12:00 pm	Know Your Academic Programme: Academic Chairperson Dr. Nitin Kisan Deshmane
		Vivek Wadhwa, Head-Modern Trade & Institutional Sales, Marico Limited
		Himanshu Mehta, National Agency Lead, Disney Hotstar
		Heramb Wakde, Head of Talent Acquisition, Greaves Cotton Limited
		Shashank Jain, Director, Grant Thornton Bharat LLP
	12:00 pm - 1.00 pm	Thomas Stephen, Business Head, Cummins
		Sudarshan Bose, Associate Director Work and Rewards, WTW
	1:00 pm - 2.00 pm	Lunch Break
	2:00 pm - 3:00 pm	Nidhi Sharma, Director- Human Resources, Dentsu
	3:00pm - 4:30 pm	Workshop: Wealth Creation Prof. Mahesh Renguntwar, Prof. S.B. Subramaniam, Dr. Madan Survase
	4:30 pm - 5:30pm	Outdoor Activity- "Treasure Hunt"- Prof. Prasanjeet
	5: 30 pm - 6:30pm	Ajay Gachhi, Partner - HCM Transformation & Consulting, EY
	6:30 pm - 7:30 pm	Ashish Bhalla, Director- HR, HCLTech
	7:30 pm - 8:30 pm	Workshop: Executive Presence in the Corporate World Prof. Anuja Kolhatkar
	8:30 pm - 9:30 pm	Dinner Break
9:30 pm - 11:00 pm	Addressal: The ISB&M Way Dr. Pramod Kumar Founder & President, ISB&M Group	
DAY 3		

DAY 3 Wednesday 19-06-2024	8:30 am - 9:00 am	Attendance
	9:00 am - 10:00 am	Rohit Suri, Head HR India ,Netflix
	10:00 am - 11:00 am	Kaushik konlade, Director - Talent Delivery Center, Korn Ferry
	11:00 am - 12:00pm	Workshop: Approach to projects and assignments at ISB&M Prof. Subramaniam, Prof. Siddharth Joshi, Prof. Ajay Ramdasi
		Sandeep Sharma, Associate Director - Marketing & PR, Xiaomi India
		Sudipto Mitra , VP & Regional Head (Distribution Sales), Sony Pictures Networks India
		Ashish Banka, Head of Human Capital, Cradlewise Inc
	12:00 pm - 1.00 pm	Bhawani Jhavar, CFO, Credit Saison
		Harish Maheshwari, Director, Julius Bae
	1:00 pm -2:00 pm	Lunch Break
	2:00 pm - 3:00 pm	Raghavendran Swaminathan, CFO, Wipro Enterprises Limited
	3:00 pm -4:00 pm	Workshop:Values, Rules of Living & My Life Dr. Pramod Kumar, Prof. Pavithra Ganesh, and Dr. Manoj Ghadge
		Interaction with students on Placement & Career Prof. Mahesh R, Dr. Pramod Kumar, All Area Chair Persons from Finance,
	4.00 pm- 5.00 pm	Marketing, HR & SCOM
5:00 pm onwards	Pune visit	
DAY 4		

<p style="text-align: center;">Day 4</p> <p>Thursday 20-06-2024</p>	8:30 am - 9:00 am	Attendance
	9:00 am - 10:00 am	Briefing on Student Manual & Policy by Academic ChairPerson Dr. Nitin Kisan Deshmane
	10:00 am - 11:00 pm	Ashish Grover, Associate Director, Mercer
	11:00 pm - 12:00 pm	Workshop: : Learning by Case Study Method Dr. Madan Survase and Dr. Manoj Ghadge
		Arindam Pal, Vice President – Sales, PVR Inox Limited
		Darshika Chandra Khare, Director Head Asia Pacific Learning Strategy & Execution, Johnson & Johnson
	12:00 pm - 1.00 pm	CA Alok Sharma, Associate Director F&A Practice and Industry Intelligence, Accenture
		Anil Dalvi, Vice President – Supply Chain, Tata Play Ltd
		Ramesh Aggi, Lead-Plant HR & IR, Greaves Electric Mobility
	1:00 pm - 2:00 pm	Lunch Break
	2:00 pm - 3:00 pm	Workshop: Critical thinking and Problem-solving Prof. Suyog Dharmadhikari, Prof. Arshad & Prof. Diksha
	3:00 pm - 4:00 pm	Souvik Sarkar, HR Head-Dominos India, Jubilant Foodworks Ltd.
	4:00 pm - 4:15 pm	Break
	4:15 pm - 5:15 pm	Siddhartha Shukla (online), Senior Manager - Talent Acquisition (Campus Hiring & Recruitment Marketing) Pepsico
	5:15 pm - 6:45 pm	Outdoor Acitivity- "Zumba" Prof. Prasanjeet
	7:00 pm - 8:30 pm	Workshop: Men, Women & Social Demand Dr. Pramod Kumar, Prof. Pavithra Ganesh, and Prof. Neha Arora
8:30 pm - 9:30 pm	Dinner Break	
9:30 pm - 11:30 pm	Workshop: Achievement Orientation Planning, Goal Setting and Competitiveness Dr. Pramod Kumar, Dr. Manoj Ghadge an	
DAY 5		

Day 5 Friday 21-06-2024	6:15 am - 7:30 am	Yoga Session Prof. Prasanjeet Sports and fitness Director
	8:30 am - 9:00 am	Attendance
	9:00 am - 10:00 am	Sobhy Kurian Vice President- Early Talent Pipeline ANZ Bank
	10:00 am - 11:00 am	Savita Shivsankar, Chief Human Resources Officer, Asian Paints
	11:00 pm - 12:00 pm	Sanjay Srivastava, Director - Human Resources, Boehringer Ingelheim
		Rishav Dev, Head of Talent Acquisition and Campus Lead, Century Plyboards (I) Limited
	12:00 pm - 1:00 pm	Anju M, Head of Business HR & Talent Management, Panasonic India
	1:00 pm - 2:00 pm	Lunch Break
	2:00 pm - 3:00 pm	Homi Tarapore, Chief Human Resources Officer, Trust Group
	3:00 pm - 4:00 pm	Rajesh Borde, Country Manager- Commercial and Digital Sales, Hewlett Packard Enterprise
	4:00 pm - 5:45 pm	Cell presentation Student Council Cell
	5:45 pm-6:00 pm	Break
	6:00 pm - 7:00 pm	Workshop: Time Management and Prioritizing Dr. Shubham Saxena and Prof. Suyog Chachad
	7:00 pm - 8:30 pm	<u>Workshop</u>
	8:30 pm - 9:30 pm	Dinner Break
9:30 pm - 11:00 pm	Workshop: Competitive Performance & Benchmark -Dr. Pramod Kumar & Dr. Manoj Ghadge	
Day 6		

Day 6 Saturday 22-06-2024	8:30 am - 9:00 am	Attendance
	9:00 am - 10:00 am	Geetanjali Saini, Executive Vice President, Lowe Lintas
	10:00 am-11:00 am	Arnab Goswami, Director HR, Lear Corporation
	11:00 am - 12:00 pm	Ekta Chhoda, Head TA India / HR partner Product Supply and RnD (Interim Assignment),Bayer
		Sujay Ray, Head- Digital Marketing, Loreal
	12:00 pm - 1.00 pm	Ashish Musaddi, Global Head, Cipla
		Surjya Narayan Mohapatro, Vice President, Standard Chartered
		Pramod M V, Director - University Liaison & Early Career Engagement, LTI Mindtree
	1:00 pm - 2:00 pm	Lunch Break
	2:00 pm - 3:00 pm	Sougata Sen, General Manager - Campus Recruitment, Hexaware Technologies
	3:00 pm - 4:00 pm	Pankaj Phatak, Director & Group HR Head, Dr. Reddys Laboratories
	4:00 pm - 4: 15 pm	Break
	4:15 pm - 5:15 pm	Kaushik Mitter, Sr. VP-HR, JIO
	5.15 pm - 6.15 pm	Workshop: Professional Leadership Program - Prof. Mahesh Renguntwar and Dr. Pramod Kumar
	6:15 pm - 7:30 pm	Guest talk - Panel Mangesh Someshwar Creative Head -Tata Digital
Guest talk - Panel Nandini Maheshwari Senior Human Resources Manager - Nestlé		
7:30 pm - 8:30 pm	Breifing About Outbound Activity-Prof. Mahesh R and Prof. Aksahy Kadam	
8.30 pm -9.30 pm	Dinner Break	
9:30 pm -11:00 pm	TALENT SHOW BY STUDENTS	
Day 7 Sunday 23-06-2024		OUTBOUND PROGRAM

Projects and Internship. All the students have to undergo summer internship program after the completion of first year i.e. at the end of third trimester for least of 8 weeks (exte to 12 weeks). All summer internships are arranged from campus. No one is allowed to arrange it by himself/herself. The students have to go to different industries and learn th process of it. Some domain students also conduct survey using questionnaire as survey tool and makes reports. The internship programs are compulsory and is evaluated at the fourth Trimester. Internships are carried out under the guidance of academic guide and industry guide; each student is assigned a faculty supervisor for projects to help the stud

For Placements, the institution has set criteria. The students should have 3.5 CGPA, no backlogs. The institution provides centralized training and placement program to all the along with students of ISB&M, Nande, Pune. Institution also takes feedback on placements and training programs from students to keep improving and bettering it with each fee

The primary focus for assessment of student report or dissertation is to ensure that the students attain the competency related to the associated program outcomes. A number of parameters are put in place to assess the quality of report such as:

- Clarity of project objective
- Clarity of methodology
- Clarity of steps
- Technical terms and tools used if substantial current and good quality literature cited
- Quality and clarity of research methodology
- The quality of bench marking tools used
- Interpretation of result and overall presentation of the report

The quality of student's reports is mainly dependent on the primary and secondary data that are collected by the students. There are different criteria for each specialization. For and Human Resource specialization, the students mostly collect data using questionnaire as a survey tool and presents it. For finance, however they work according to the norms and policies.

The institution is also facilitating students with a centralized library and along with this it also provides full access to earlier report. There are high-end journals and case studies also available for them to explore and learn.

Standard Operating Procedure – Project

A merit list based on results on trimester I, II and III is displayed along with list of academic guides on respective domains. At the beginning of the Project work, Students is to go project taking into consideration their specialization preferences. Once the student confirms the title, and submits the synopsis to the Project Committee and to the Academic Guide Project.

Roles and responsibility of Academic Guide-Project

Once the guide or mentor is allocating the students to the Academic Guide -Project, it becomes the responsibility of the faculty guide on the Project work. At times, it may happen students are not aware of the Project or where to look out for Project details, under such circumstances, the faculty guide can ensure that the students do the project work as per schedule.

Coordination of Students and Faculty Members

Depending on the requirement or as the case may be, student can talk directly to Academic guide regarding the Project work. Though, uniformity is maintained in Project Guide and only during such sessions students need to talk to the guide for the Project work. During the reviews, by the Project Committee, Academic guide should accompany the student during the presentation.

Timely submission of the Work or Task

The Project shall put the schedule and on that day itself the progress need to be checked and evaluated. Don't expect delays in work, hesitation in submission, false or not genuine reasons. During the reviews, the changes suggested or recommended need to be done for the betterment of the Project work.

Project Evaluation

Project is jointly evaluated by industry authority, in which student has completed SIP and a guide from the institute. The grades are finally reviewed by Dean Academics. The evaluation of the project report is done on two broad parameters viz. – the written report and the viva-voce. The assessment of the report is done on standard criteria.

Written Report	80 Marks
Choice of subject/Title and its industrial replicability	20
Clarity about objectives scope and coverage of the study	10
Design of the study and methodology, Review of earlier work/literature available for the subject, data collection primary, secondary: questionnaire used where applicable, field work	15
Analysis and Interpretation of data: Data Processing technique quantitative OR other tools made use of.	10
Innovative technique/approach to problem solving	10
Finding of Research Study; recommendations, suggestions, policy issues	5
Report writing and presentation; language, composition & chapter scheme.	5
Usefulness of the Study; applicability in business/industry, in decision making/system development	5
Viva Voce	20 Marks
Identification of the problem. Clarity about objectives, scope and coverage of the study	5
Ability to discuss the report design, methodology instruments used literature connected with the report, data quality analysis and interpretation findings and recommendations	10
Depth of the subject and conceptualization of the key areas after completing the Project Work	5
Overall presentation	5

Follows the guidelines in MIBM format strictly, and submit the same in 3 copies in black ink bound to the co-coordinators or Dean Academics after confirming from the guide. Following guidelines need to be strictly followed for respective work:

Project Work (Dissertation)

Summer Internship Report (SIP)**A) Guide lines for students: Project Assignments**

1. Treat yourself as the ambassadors of MIBM. Create a good image of the institute by impeccable manners and total commitment to the assignment. Remember that your good work would pave the way for future intakes from our institute.
2. You should at all times, must conduct yourself responsibly and in a manner which would enhance the reputation and image of the institute and your own.
3. You should report for summer training at the place, date and time indicated by the respective organization.
4. You will follow the conduct rules of the organization of your assignment in respect of office timings, working hours, attendance and discipline. Follow the advice of your project guide in this regard.
5. Give your best to the assignment from day one. Be punctual. If a meeting with anyone is fixed, report at the place at 15 minutes ahead of time.
6. Do not remain absent even for a single day during the period of assignment.
If there is an emergency, take prior permission from your project guide or the executive concerned
7. Request for leave should make in person, get it confirm on mail
8. Do not leave the place of assignment without the permission of the project guide.
9. Devise the appropriate methodology for studying the assignment. Use your knowledge of sampling technique and statistical tools for data collection and analysis.
10. If using a questionnaire method, show the same to your project guide for correction first.
11. Keep a record of your discussions, interviews and other information in a tidy manner for use for preparation of your summer internship report. In your interactions with personnel of the organization try to impact them by your intelligent questions and response.
12. Keep your project guide informed of the progress you are making on the assignment.
13. If you are held up for want of information from the respective source, consult your project guide. But give a good try yourself before seeking help.
14. Meet your project guide from time to time and keep him/her informed, as decided by him/her.
15. Maintain high standards of personal and professional integrity. If given access to confidential data, do not share with others in and outside the organization.
16. Guard against temptation to make false claims of your expenses. Violation of this would entail expulsion from the institute.
17. As you work on the assignment, try also to study the working of organization, its work culture and how organizations function.
18. You will complete the assignment within stipulated time and follow the norms of research methodology in all respects.
19. On completion of the assignment, you will prepare your summer internship report in two copies. Structure of the report is annexed with this note. You will use this format provided by MIBM.
20. You will deliver one copy of report to your project guide.
21. You will get feedback report signed by the project guide or an appropriate authority of the organization as advised by the project guide. You will request him/her to put it in the envelope and seal it.
22. You will not try tempering the feedback report whether sealed or not.
23. On return from summer training, you will submit a copy of your summer internship report (identical in all respects to the original) to the Chairperson Academics
24. You will be required to make a presentation on your assignment at the institute to judge the quality of your assignment.
25. You will be assigned to a faculty who would be your mentor for your assignment.
 - a. In case of any difficulty during assignment you would consult him/her.
 - b. You will keep him/her informed about your progress through a fortnightly report to be mailed to him/her every alternate Monday.
 - c. In case you take leave of absence from your project guide, you will immediately inform your mentor. The best thing is to refrain from taking leave.
 - d. The mentor may speak to you from time to time. If you are unable to take the call, you will respond as soon as possible
26. Any complaint from the organization concerned about any inadequacy on your part will entail disciplinary action which includes expulsion from the institute also.
27. Text FORMAT: Times Roman

Sentence font SIZE: 12

Topic Name font size 16, Under line

Sub topic font size :14

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5 STUDENT QUALITY AND PERFORMANCE (100)

Total Ma

Table 5.1 Student Intake

Item	CAY(2023-24)	CAYm1(2022-23)	CAYm2(2021-22)	CAYm3(2020-21)	CAYm4(2019-20)
Approved Intake	120	120	120	120	120
Number of students admitted	78	72	72	71	86

Total number of students Admitted(within State + Outside State + Other Country) :

Table 5.2 Success Rate

Year of entry	Total number of students admitted	Number of students who have completed	
		I year	II year
2023-24 (CAY)	78		
2022-23 (CAYm1)	72	55	
2021-22 (LYG)	72	44	44
2020-21 (LYGm1)	71	59	59
2019-20 (LYGm2)	86	85	85

5.1 Enrollment Ratio (Admissions) (20)

Total

Ins

	N (From Table 3.1)	N1 (From Table 3.1)	Enrollment Ratio $[(N1/N)*100]$
2023-24 (CAY)	120	78	65.00
2022-23 (CAYm1)	120	72	60.00
2021-22 (CAYm2)	120	72	60.00

Average $[(ER1 + ER2 + ER3) / 3]$: 61.67

Assessment : 8.00

5.2 Success Rate (Students clearing in minimum time) (10)

Total

Ins

Item	Latest Year of Graduation, LYG (2019-20)	Latest Year of Graduation minus 1, LYGm1 (2018-19)	Latest Year of Graduation minus 2 (2017-18)
X Number of students admitted	72.00	71.00	86.00
Y Number of students who have graduated in minimum time	44.00	59.00	85.00
Success Index $[SI = Y / X]$	0.61	0.83	0.99

Average SI $[(SI1 + SI2 + SI3) / 3]$: 0.81

Assessment $[10 * \text{Average SI}]$: 8.10

5.3 Academic Performance (Percentage marks scored) (10)

Total

Academic Performance	LYG (2021-22)	LYGm1 (2020-21)	LYGm2 (2019-20)
Mean of CGPA or mean percentage of all successful students(X)	6.30	8.00	6.20
Total number of successful students(Y)	44.00	59.00	85.00
Total number of students appeared in the examination(Z)	44.00	59.00	85.00
API [$X*(Y/Z)$]:	6.30	8.00	6.20

Average API [(AP1 + AP2 + AP3)/3] : 6.83

5.4 Placement, Higher Studies and Entrepreneurship (40)

Total P

5.4.1. Placement (30)

Ins

Item	LYG(2021-22)	LYGm1(2020-21)	LYGm2(2019-20)
Total Number of students admitted in first year of the program (N)	72.00	71.00	86.00
No of students placed in the companies or government sector(X)	42.00	58.00	82.00
No. of students pursuing Ph.D. / Higher Studies (y)	0.00	0.00	0.00
No. of students turned entrepreneur (In the areas related to management discipline) (z)	2.00	1.00	3.00
$X+Y+(1.2*Z)$:	44.40	59.20	85.60
Placement Index [$(X+Y+(1.2*Z))/N$] :	0.62	0.83	1.00

Average Placement [(P1 + P2 + P3)/3] : 0.82

Assessment [30 * Average Placement] : 24.50

5.4.2. Quality of Placement (10)

Ins

Item	CAYm1(2022-23)	CAYm2(2021-22)	CAYm3(2020-21)
No. of Students Placed:	53	42	58
Median Salary for Placement	800000	780000	760000
Highest Salary	1100000	1300000	1300000

Provide the placement data in the below mentioned format with the name of the program and the assessment year:

Program Name : PGDM

Assessment Year : 2022-23 (CAYm1)

S.No	Student Name	Enrollment No	Name of the Employer	Appointment No
1	Adarsh Bhandari	M20222061	Mahindra Finance	22BM2061
2	Aman Gupta	M20222084	Wipro	22BM2084
3	Anil Kumar	M20221122	India Infoline	22BM1122
4	Ankit Kumar Gupta	M20222062	PwC	22BM2062
5	Ankit Kumar Singh	M20222081	M1Xchange	22BM2081
6	Anmol Nagpure	M20223061	India Infoline	22BM3061
7	Anushka Bhati	M20221124	Savex Technologies Pvt. Ltd	22BM1124
8	Arushi Gupta	M20221121	The Gardian	22BM1121
9	Ashutosh Kumar	M20221125	Kotak Mahindra Bank	22BM1125
10	Ayush Kumar Awasthi	M20222063	STOXBOX	22BM2063
11	Bastabraj Pal	M20221126	Homesfy Reality Ltd	22BM1126
12	Bhavin Jawariya	M20222086	PwC	22BM2086
13	Bhawesh Jain	M20221136	Magic Pin	22BM1136
14	Chirayu Jain	M20222064	SBI Mutual	22BM2064
15	Dhwanish Dave	M20221141	Justa Hotel and Resort	22BM1141
16	Dushyant Barath	M20221127	Business Standard	22BM1127
17	Harsh Nayak	M20222065	AB COFEE	22BM2065
18	Harshita Singh	M20221128	STOXBOX	22BM1128
19	Hemant Sharma	M20221150	STOXBOX	22BM1150
20	Laxmikant Patil	M20222074	Justa Hotel and Resort	22BM2074
21	Manya Madan	M20222066	DSP Mutual Fund	22BM2066
22	Mehak Pandey	M20221131	STOXBOX	22BM1131
23	Misha Kiran	M20222067	Bajaj Finserve	22BM2067
24	Mohammad Danish	M20221132	VE Commercial Vehicles Ltd.	22BM1132
25	Mudit Prahladka	M20222083	Deloitte Taxation	22BM2083

26	Muskan Alwa	M20222077	eClerx	22BM2077
27	Muskan Arora	M20222068	Aditya Biral Capital	22BM2068
28	Neha Rajak	M20222069	Deloitte Taxation	22BM2069
29	Pranjal Pisal	M20222071	ICICI Bank	22BM2071
30	Prapti Jain	M20222072	BNY Mellon	22BM2072
31	Prashant Kumar Sarve	M20221135	Shapoorji Pallonji	22BM1135
32	Nikhil Kumar	M20221133	Homesfy Reality Ltd	22BM1133
33	Priya Maheshwari	M20223062	GEP World wide	22BM3062
34	Ritesh Hanmant Bagade	M20221137	Onlineteksupport IT Solutions (P) Ltd	22BM1137
35	Riya Jain	M20221138	Equirus	22BM1138
36	Sajan Mohod	M20223063	Homesfy Reality Ltd	22BM3063
37	Shaleen Mantri	M20222087	Justa Hotel and Resort	22BM2087
38	Shivani Patil	M20222076	The Gardian	22BM2076
39	Shreya Chaturvedi	M20223064	The Gardian	22BM3064
40	Shreya Verma	M20223065	The Gardian	22BM3065
41	Shriya Chandel	M20223066	VE Commercial vehicle ltd	22BM3066
42	Siddhartha Singh	M20221130	Justa Hotel and Resort	22BM1130
43	Vinay Jajodia	M20221146	Aditya Biral Capital	22BM1146
44	Vivek Kumar	M20222080	Homesfy Reality Ltd	22BM2080
45	Vivek Vashistha	M20221147	Homesfy Reality Ltd	22BM1147
46	Vrushali Rajendra Deshmukh	M20222085	M1Xchange	22BM2085
47	Yash Pujara	M20223067	MAESTRO REALTEK	22BM3067

Assessment Year : 2021-22 (CAYm2)

S.No	Student Name	Enrollment No	Name of the Employer	Appointment No
1	AAYUSHI VYAS	M20213801	BLACK ORANGE TALENT	21/BM/3801
2	ABHISHEK KUMAR PANDEY	M20211501	KANSAI NEROLAC PAINTS LTD.	21/BM/1501
3	ADITYA NEMADE	M20213802	THE GUARDIANS INDIA	21/BM/3802
4	AISHWARYA DAKHODE	M20211502	GRASIM PAINTS	21/BM/1502
5	AKSHAT MAHESHWARI	M20211503	WIPRO	21/BM/1503
6	AKSHAY MANGAL	M20211504	DSP MUTUAL FUNDS	21/BM/1504
7	ANIKET SAHU	M20211505	BAJAJ ALLIANZ GENERAL INSURANCE	21/BM/1505
8	ANUP KUMAR	M20211506	THE GUARDIANS INDIA	21/BM/1506
9	ANUSTHA GOSWAMI	M20211508	GEP WORLDWIDE	21/BM/1508
10	ARPIT BASTIA	M20212701	ICICI PRUDENTIAL LIFE INSURANCE	21/BM/2701
11	GUNJANKUMAR PATEL	M20211512	AXIS SECURITIES	21/BM/1512
12	HARSH BAIJAL	M20212703	ICICI LOMBARD	21/BM/2703
13	HUSSAIN	M20211513	ECLERX	21/BM/1513
14	JAGRAVI AMDARE	M20211514	BAJAJ AMC LTD.	21/BM/1514
15	KESHAV BAJAJ	M20213805	ICICI PRUDENTIAL AMC LTD.	21/BM/3805
16	KHUSHI GUPTA	M20213806	BLUESTAR LTD.	21/BM/3806
17	MADHUSHREE MUKHERJEE	M20211515	GRASIM PAINTS	21/BM/1515
18	MANAS JHALANI	M20211516	THE GUARDIANS INDIA	21/BM/1516
19	MOHIT KAPADIA	M20211517	BNY MELLON	21/BM/1517
20	NEHA NAYAK	M20211520	BNY MELLON	21/BM/1520
21	NIHARIKA	M20212705	ECLERX	21/BM/2705
22	OMKAR RAYATE	M20211539	MY GATE	21/BM/1539
23	PRACHI SHRIVASTAVA	M20212706	ICICI BANK	21/BM/2706
24	PRANAV SIRSANT	M20211522	BAJAJ HOUSING FINANCE	21/BM/1522
25	RACHANA SABALE	M20213807	BAJAJ FINSERVE	21/BM/3807

26	RADHIKA MOONDRA	M20211525	THE GUARDIANS INDIA	21/BM/1525
27	RAGINI SAHU	M20213808	BLACK ORANGE TALENT	21/BM/3808
28	RINKAL LOUNGANI	M20212707	DELOITTE TAXATION	21/BM/2707
29	RITESH JAISWAL	M20212708	ICICI BANK	21/BM/2708
30	SAMARTH KANUNGO	M20211529	GO MO GROUP	21/BM/1529
31	SAYALI VILASCHANDRA AMBATKAF	M20213809	GALAXY MANAGEMENT SERVICES	21/BM/3809
32	SHABBIR INDOREWALA	M20211533	HCL TECH	21/BM/1533
33	SANDEEP KUMAR SINGH	M20211530	POLYCAB	21/BM/1530
34	SAURABH PATIL	M20211531	ICICI PRUDENTIAL LIFE INSURANC	21/BM/1531
35	SAURABH VYAS	M20211532	FAMILY BUSINESS	21/BM/1532
36	SHARYA DABI	M20211534	DELOITTE CONSULTING	21/BM/1534
37	SHUBHAM KUMAR	M20212709	REFIT GLOBAL	21/BM/2709
38	SOURABH LIMJE	M20212712	DELOITTE TAXATION	21/BM/2712
39	TYREL JUDE THOMAS	M20212710	ICICI BANK	21/BM/2710
40	URVI MUNDRA	M20211535	ICICI LOMBARD	21/BM/1535
41	VADANYA SINHA	M20211536	ICICI LOMBARD	21/BM/1536
42	YASH METHA	M20212711	GALAXY MANAGEMENT SERVICES	21/BM/2711
43	YASHI GUPTA	M20211537	DELOITTE CONSULTING	21/BM/1537
44	YOGESH SAINI	M20211538	SIGNIFY	21/BM/1538

Assessment Year : 2020-21 (CAYm3)

S.No	Student Name	Enrollment No	Name of the Employer	Appointment No
1	AAKASH SHARMA	M20201513	ICICI BANK	20/BM/1513
2	AANCHAL GUPTA	M20201542	THE ADECCO GROUP	20/BM/1542
3	ABHISHEK KHATRI	M20201545	POLICYBAZAAR	20/BM/1545
4	ABHINASH KUMAR SINGH	M20201544	ANDROMEDA	20/BM/1544
5	ABHISHEK KUMAR PARMAR	M20201512	VAJRO	20/BM/1512
6	ADITI SACHDEV	M20201517	ICICI BANK	20/BM/1517
7	AKASH SHAH	M20202713	GLOBAL DATA PLC	20/BM/2713
8	AKSHAY SUNIL KOLAPKAR	M20201543	ICICI BANK	20/BM/1543
9	ANIRUDH AGARWAL	M20202725	ACCENTURE	20/BM/2725
10	ANOOP PATRA	M20202701	EY	20/BM/2701
11	ANUSHKA MISHRA	M20201525	HFOCUSU ENGAGEEWLETT PACK	20/BM/1525
12	ASHU KUMAR	M20201535	HOMESFY REALTY PVT LTD	20/BM/1535
13	ASHUTOSH CHATURVEDI	M20202706	UFLEX (POLAND)	20/BM/2706
14	ASHUTOSH KUMAR SINGH	M20203807	FOCUSU ENGAGE	20/BM/3807
15	AYAN TANWEER	M20203804	YES SECURITIES	20/BM/3804
16	AYUSH SHARMA	M20202717	ICICI HFC	20/BM/2717
17	AYUSHI JHA	M20203806	VAJRO	20/BM/3806
18	BIPLAB CHATTERJEE	M20202714	MRF	20/BM/2714
19	SAI SARANYA REDDY	M20201522	ICICI BANK	20/BM/1522
20	DEEPENDRA PRATAP CHAND	M20202712	ECLERX	20/BM/2712
21	DIVYANSHI RAJWANI	M20202702	DELOITTE TAXATION	20/BM/2702
22	GARIMA SINGH	M20202718	PWC	20/BM/2718
23	GAURAV SINGH	M20201501	ACUITE RATINGS & RESEARCH	20/BM/1501
24	GOLAKOTI L T VENKATESH	M20202724	ACUITE RATINGS & RESEARCH	20/BM/2724
25	GOPALASETTI SUMANTH	M20201506	GLOBAL DATA PLC	20/BM/1506

26	HARDIK KALAL	M20201548	ACUITE RATINGS & RESEARCH	20/BM/1548
27	HARSH SHARMA	M20201503	PHONE PE	20/BM/1503
28	HARSHITA RATHI	M20203811	ICICI HFC	20/BM/3811
29	JYOTI PARIHAR	M20202727	PWC	20/BM/2727
30	KUMARI TANNU	M20202729	ECLERX	20/BM/2729
31	KUNAL DWIVEDI	M20203808	VAJRO	20/BM/3808
32	M.P.K SRIHARI	M20202709	DELOITTE CONSULTING	20/BM/2709
33	MANAN MEHARA	M20201546	MINDSCAPES ENHANCES COMMU	20/BM/1546
34	MRAGANK UPADHYAY	M20202728	PURNARTHA INVESTMENTS PVT.L	20/BM/2728
35	MUSKAN TOMAR	M20201508	GODREJ PROPERTIES	20/BM/1508
36	NANDITA MISHRA	M20202726	ALIGHT SOLUTIONS	20/BM/2726
37	NIRMALA PATEL	M20201828	MERCEDES	20/BM/1828
38	NIHAL	M20201530	ICICI BANK	20/BM/1530
39	NITYA AGARWAL	M20201538	THE ADECCO GROUP	20/BM/1538
40	PALAK BUBNA	M20201511	MAGICPIN	20/BM/1511
41	PRATEEKSHA SINGH	M20203810	HAIER	20/BM/3810
42	PRIYANSHI AWASTHI	M20201531	DELOITTE CONSULTING	20/BM/1531
43	RAJ JOSHI	M20203801	ENTREPRENUER	20/BM/3801
44	RISHAV	M20201515	ACCENTURE	20/BM/1515
45	RITVIK SINHA	M20202716	MAGICPIN	20/BM/2716
46	RUBY KUMARI	M20202723	ACCENTURE	20/BM/2723
47	SAGAR GURUNG	M20203812	JIVIKA HEALTH CARE	20/BM/3812
48	SANJANA THAKUR	M20201523	ICICI BANK	20/BM/1523
49	SATKEERAT SINGH PATTI	M20202708	PWC	20/BM/2708
50	SHAYON RAI CHAUDHARY	M20202719	ECLERX	20/BM/2719

51	SHUBHAM BHATT	M20201526	WIPRO	20/BM/1526
52	SIDHANT SUNIL AWALE	M20201519	DELOITTE CONSULTING	20/BM/1519
53	SONIKA KUMARI	M20201536	DELOITTE CONSULTING	20/BM/1536
54	SONU KUMAR	M20201502	ACCENTURE	20/BM/1502
55	SUNNY KUMAR	M20201533	CONAGRA FOODS LTD.	20/BM/1533
56	SWATI JETHANI	M20202704	DELOITTE CONSULTING	20/BM/2704
57	TEJENDRA RATHOD	M20202710	MOTILAL OSWAL FINANCIAL SERV	20/BM/2710
58	TUSHAR MENARIA	M20201532	ICICI PRUDENTIAL	20/BM/1532
59	UTKARSH PACHAURI	M20201521	ROYALTI	20/BM/1521

5.5 Student Diversity (5)

Total Marks 5.00

Institute Marks
5.00

Year	Sactioned Intake	Gender	Within State	Outside State	Other Country	Management Stream	Other Streams	Fresher	Experienced*	Total
CAYm(2023-24)	120	M	11	46	0	25	32	57	0	57
		F	4	17	0	5	16	21	0	21
CAYm1(2022-23)	120	M	8	38	0	14	32	46	0	46
		F	4	22	0	7	19	26	0	26
CAYm2(2021-22)	120	M	5	36	0	11	30	41	0	41
		F	4	27	0	8	23	31	0	31

*Minimum 2 years

5.6 Professional Activities (15)

Total Marks 11.00

5.6.1 Students' participation in Professional societies/chapters and organizing management events (10)

(a) : List of Students Participated in Professional Society Activities such as Conferences:

Sr. No.	Name of Student	Paper Title	Date of Conference	Conference Name	Host Institute
2020-21					
1	Milan James	Effect of brand experience on consumers purchasing decisions: A study of telecommunication industry	25/07/2020	International Conference on Arts, Commerce, and Business Management	Academics Conference Network, Bhubaneswar, India
2	Mohammad Kashif	Impact of work from home on employee performance and satisfaction	7/6/2020	Virtual International Conference on Humanities, Social Science, and Business Management	Institute of Research and Journals, India
2021-22					
1	Swati Jethani	Successive adoption of the digital economy and challenges faced by the Indian economy	3/4/2022	International Conference on Humanities, Social Science, and Business Management	Institute of Research and Journals, India
2	Anushka Mishra	Role of e-commerce in achieving business sustainability of MSMEs during the COVID-19 pandemic in India	8/8/2021	Virtual International Conference on Business Management, Humanities, and Social Sciences	South Asian Research Center, Bhubaneswar, India
3	Shubham Bhatt	Role of digital marketing in brand awareness	5/8/2021	Virtual International Conference on Arts, Commerce, and Business Management	Academics Conference Network, Kuala Lumpur, Malaysia
4	Sumanth Gopalasetti	Effect of de-branding on customer behavior	1/7/2021	Virtual International Conference on Management and Information Technology (ICMIT)	Academics World, Malaysia
5	Shabbir Indorewala	Effect of customer satisfaction on sales performance	26/02/2023	International Conference on Machine Learning, Big Data Management, Cloud, and Computing (ICMBDC)	Global Society for Research and Development, New Delhi, India
6	Prachi Shrivastava	Empirical study of factors influencing consumer brand-switching behavior in the IT industry	26/02/2023	International Conference on Machine Learning, Big Data Management, Cloud, and Computing (ICMBDC)	Global Society for Research and Development, New Delhi, India
7	Abhishek Kumar Pandey	Involving data analytics for improved customer satisfaction and engagement	26/02/2023	International Conference on Economics, Management, and Social Study (ICEMSS)	International Society for Engineering Research and Development, New Delhi, India

8	Niharika Ojha	Influencing marketing strategies to manage innovation	15/05/2023	International Conference on E-Education, E-Business, E-Management, and E-Learning (IC4E)	Institute of Research Engineers and Scientists, New Delhi, India
9	Aishwarya Dakhode	Study of the effect of recruitment and selection on employee engagement and productivity	15/05/2023	International Conference on E-Education, E-Business, E-Management, and E-Learning (IC4E)	Institute of Research Engineers and Scientists, New Delhi, India
2022-23					
1	Mohammad Danish	Marketing Innovation & Analytics	15–16/12/2023	International Conference on Marketing Innovation and Analytics	International School of Business and Media, Pune
2	Bhaves Jain	Marketing Innovation & Analytics	15–16/12/2023	International Conference on Marketing Innovation and Analytics	International School of Business and Media, Pune
2023-24					
1	Shivam Akhare	Exploring Emotional AI in Customer Experience: A Study of Indian Consumers on Swiggy	22-23 May, 2024	International Conference on Sustainable Management for Peace and Harmony (ICSMPH-2024)	Mulshi Institute of Business Management, Pune
2	Sapana Jinodiya	Sustainable Packaging in E-Commerce: Strategy Analysis	22-23 May, 2024	International Conference on Sustainable Management for Peace and Harmony (ICSMPH-2024)	Mulshi Institute of Business Management, Pune
3	Gaurav Kshirsagar	Assessing the Effectiveness of Artificial Intelligence in Advertising Compared to Traditional Approaches	22-23 May, 2024	International Conference on Sustainable Management for Peace and Harmony (ICSMPH-2024)	Mulshi Institute of Business Management, Pune
4	Priya Kumawat	A Study on the Financial Performance of Microfinance Institutions in Pune	22-23 May, 2024	International Conference on Sustainable Management for Peace and Harmony (ICSMPH-2024)	Mulshi Institute of Business Management, Pune
5	Suyash Tiwari	Analyzing Customer Behavior and Purchase Patterns to Optimize Store-Level Performance	16 April 2024	International Conference on Economic, Management, Accounting and Tourism (ICEMAT)	University of Nusa Cendana, Indonesia

6	Ganesh Khetre	Evolving Structure and Functions of Capital Markets in India: Trends, Challenges, and Technological Innovations	16 April 2024	International Conference on Economic, Management, Accounting and Tourism (ICEMAT)	University of Nusa Cendana, Indonesia
7	Priya Kumawat	Tourism Investments and Economic Growth: A Financial Analysis of Developing Countries	16 April 2024	International Conference on Economic, Management, Accounting and Tourism (ICEMAT)	University of Nusa Cendana, Indonesia

GameMaster Gala : Tapmi , Manipal

Sr No.	Team Name	Members	Roll Number	Section
1	Individual	Suryash raj	M20232136	C

Mark Wars, IMT Ghaziabad

Sr No.	Team Name	Members	Roll Number	Section
1	Creative Dynamics	Ritesh Tiwari	M20232124	C
2	THE WINNERS	Puneet Gautam	M20232128	C
3		Yanshumaan Baral	M20232123	C

Finnacle, IMT Ghaziabad

Sr No.	Team Name	Members	Roll Number	Section
1	Individual	Puneet Gautam	M20232128	C
2	Individual	Ritesh Tiwari	M20232124	C
3	Individual	Yanshumaan Baral	M20232123	C

HRWiz - IIMT, Ghaziabad

Sr No.	Team Name	Members	Roll Number	Section
1	Individual	Puneet Gautam	M20232128	C

Brain-A-Thon: A Marketing Case Competition

Sr No.	Team Name	Members	Roll Number	Section
1	Unstoppables	Priya Kumawat	M20232156	C
		Devendra Kumar Bharti	M20232121	D
		Shriram Jadhav	M20232155	C
2	The Buzz Builders	Priyanka priyadarshani mohapatra	M20232121	C
		Kshitij Gupta	N20232095	
3	THE MARKETERS	Prashant Trivedi	M20232157	
		PUNEET GAUTAM	M20232128	C
		YANSHUMAAN BARAL	M20232123	C
		TEJAS MISAL	M20231168	C

4	Marketing Masterminds	Lina Pal	M20232151	C
		Kunti Tijare	M20232150	C
		Ankita Banait	M20231163	C

Mastering the Mayhem(TAPMI, Manipal)

Sr No.	Team Name	Members	Roll Number	Section
1	Soloist	Priya Kumawat	M20232156	C
		Arth Gupta	M20231157	D
2	Marketing Tech	Bhumi Jain	M20231156	D
		Abhay Gupta	M20232149	D
3	Optimized brains	Rishi	M20231145	D
		Prashant	M20232157	D
4	Dreamer	Anushka agrawal	M20232158	B,
5	movers	Nandini	M20232147	D
6	Synergy	Devesh Lalwani	M20232130	C
7	Visionaries	Vivek sipani	M20232126	B
8	Individual	puneet gautam	M20232128	C
9	Individual	Akash Gangwar	M20232135	C
10	Individual	Yanshumaan Baral	M20232136	C

Kotler Sutra - IIM Kozhikode

Sr No.	Team Name	Members	Roll Number	Section
1	Apex Achievers	Suyash Tiwari	M20231127	B
2	THE MARKETERS	Puneet Gautam	M20232128	C
3		Yanshumaan Baral	M20232123	C

cHRySalis , SIBM, Pune

Sr No.	Team Name	Members	Roll Number	Section
1	Rising stars	Sejal soni	M20231135	C
2	Falcons	Puneet Gautam	M20232128	C
3		Yanshumaan Baral	M20232123	C

The Great Bull, SIBM, Pune

Sr No.	Team Name	Members	Roll Number	Section
1	Invest wise	Ashutosh chandrakar	M20232127	
2		Nandini Birla	M20232147	
3	the winners	Puneet Gautam	M20232128	C
4		Akash Gangwar	M20232135	C
5		Yanshumaan Baral	M20232123	C

Kritya 4.0, SIIB, Pune

Sr No.	Team Name	Members	Roll Number	Section
1	Rising stars	Sejal soni	M20231135	C

2	Marke-tech	Puneet Gautam	M20232128	C
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Nisarg 2.0, SIIB, Pune

Sr No.	Team Name	Members	Roll Number	Section
1	Unstoppables	Priya Kumawat	M20232156	C
2	The Squad	Akash Gangwar	M20232135	C
3		Puneet Gautam	M20232128	C
4		Yanshumaan Baral		C

Technoslides

Sr No.	Team Name	Members	Roll Number	Section
1	Team Techno	Bhawesh kumar	M20231133	
2	marketing tech	Soloist Priya Kumawat	M20232156	
3		Arth Gupta	M20231157	
4		Bhumi Jain	M20231156	
5	survivor	vivek sipani	M20232126	B
6		anshuman singh	N20231066	B
7	Pioneer	Kunti Tijare	M20232150	
8		Ankita Banait	M20231163	
9	Tech Tycoons	Lina Pal	M20232151	
10		Tejas Misal	M20231168	

Financius23 Xavier Institute of Management (XIMB) , Bhubaneshwar

Sr No.	Team Name	Members	Roll Number	Section
1	Individual	Bhawesh kumar	M20231133	D
2	Individual	Megha Kshirsagar	M20231146	B
3	Individual	Drishiti Choudhary	M20233065	D
4	Individual	Sanjana Chitranshu	M20232154	D
5	Individual	Priya Kumawat	M20232156	C
6	Individual	Sapna Jinodiya	M20232145	C
7	Individual	Yanshumaan Baral	M20232123	C
8	Individual	Ashutosh chandrakar	M20232127	B
9	Individual	Abhay gupta	M20232149	D
10	Individual	Puneet Gautam	M20232128	C
11	Individual	Aman Gupta	M20222084	C

12	Individual	Shriram jadhav	M20232155	C
13	Individual	Devendra Kumar Bharti	M20232121	B
14	Individual	Harshvardhan Shah	M20232140	B
15	Individual	sejalsoni	M20231135	D
16	Individual	Nandini	M20232147	C
17	Individual	Vinay Mittal	M20232138	D

ZEAL Equinox 2023, by IBS Pune

Sr No.	Team Name	Members	Roll Number	Section
1	The Human Elements	Tapaswini Samal	M20232141	C
2		Vaidehi Sharma	M20233064	C

Prometheus - SIBM Pune

Sr No.	Team Name	Members	Roll Number	Section
1	Apex Achievers	Suyash Tiwari	M20231127	B
2	The opportunistic	Shivam akhare	M20231159	C
3		Ritesh Tiwari	M20232124	C
4	the winners	Puneet Gautam	M20232128	C
5		Yanshumaan Baral	M20232123	C

MarketShastra - SIBM,Pune

Sr No.	Team Name	Members	Roll Number	Section
1	Rising stars	Sejal soni	M20231135	C
2	Market Maestros	Puneet Gautam	M20232128	C
3		Tejas Misal	M20231168	

Parikshit (TAPMI), Manipal

Sr No.	Team Name	Members	Roll Number	Section
1	Soloist	Priya Kumawat	M20232156	C
2	Case commandos	Shashank Balakrishnan	M202332125	C
3	Marke-tech	Ritesh Tiwari	M20232124	C
4	Intruders	Navneet Shivhare	M20231151	D
5		Vipul chawda	M20231143	D

Ingenium

Sr No.	Team Name	Members	Roll Number	Section
1	Kites	Sejal soni	M20231135	C
2	Team Godlike	Sourabh Pandey	M20231130	B
3		Megha Mittal	M20232122	B

Legal Eagle by Xavier School of Management (XLRI), Jamshedpur

Sr No.	Team Name	Members	Roll Number	Section
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		Arth Gupta	M20231157	
1	Marketing tech	Bhumi jain	M20231156	
		Abhay Gupta	M20232149	
		Akash gangwar	M20232135	
2	Team Spark	Yanshumaan baral	M20232123	
		Shashank balakrishnan	M20232125	
3	Team dictator	Shriram gadewar	M20231137	
4	Employee Advocate	Ritesh Tiwari	M20232124	B
5	Rising Stars	Sejal Soni	M20231135	
6		Radhika Gupta	M20231149	
7	Cassowary	Mohammad Danish	M20221132	
8		Pranjal Pissal	M20222071	
		SOURABH PANDEY	M20231130	B
9	Team GODLIKE	MEGHA MITTAL	M20232122	B
		BHAWESH KUMAR	M20231133	B
10	The invincible	Vaidehi Sharma	M20233064	C
11	Resourceful	Nikita Rathi	M20233070	D

OpsCon - SIBM Pune

Sr No.	Team Name	Members	Roll Number	Section
1	Apex Achievers	Suyash Tiwari	M20231127	B
2	Eagles	Puneet Gautam	M20232128	C
3		Yanshuman Baral	M20232123	C
4		Ritesh Tiwari	M20232124	C
5	Ad-Rock	Bhawesh kumar	M20231133	D
6		Ritesh Tiwari	M20232124	C

Finvesto 23 - Equity Research Challenge

Team Name	Members	Roll Number	Section	
1	Big Bull	Bhawesh kumar	M20231133	D
2	THE SQUAD	Puneet Gautam	M20232128	C
3		Yanshumaan Baral	M20232123	C
4	Finance team	Ritesh Tiwari	M20232124	C

Kaun Banega Quiz Master (BIMTECH)

Sr No.	Team Name	Members	Roll Number	Section
1	Demon slayer	Anushka bhati	M20221124	3
2	Dynamic duo	Ritesh tiwari	M20232124	C

3	Unstoppables	Shriram jadhav	M20232155	C
4		Priya kumawat	M20232156	C
5	the eagles	Puneet Gautam	M20232128	
6		Yanshumaan Baral	M20232123	

(b) Organized Management Event 2022-23

Sr. No.	Resource Person	Designation	Company	Topic	Date
1	Mr. Rasesh Shah	Senior Vice President - CIO	Fractal Analytics	Accelerating AI Advantage	28/2/2023
2	Mr. Gunjan Khetan	CMO	Perfetti Van Melle	Targeting Millennials and GEN Z: Relevance of technology	18/2/2023
3	Mr. Prasad S. Deshpande	Senior Vice President-Global S-C	Biocon	Pharmaceutical Supply Chain Management	14/1/2023
4	Mr. Bhishma Maheshwari	Senior Vice President	Dabur	Insurance Industry: The Sunrise Sector	12/9/2022
5	Mr. Rajiv Dubey	Head Of Media		Understanding Landscape of Media, Daburs Business Mix and Crisis Management in Business	12/3/2022
6	Mr. Manish Makhijani	Global Consumer Insights Director	Unilever	Marketing in Practice- An FMCG Perspective	12/2/2022
7	Mr. Nirmal NR	CEO - India Operations	ZoomCar	Breaking out of your comfort zone	12/1/2022
8	Mr. Subhasis Mishra	Head TA - Asia pacific, Global Media & entertainment	Amazon	Leadership Principles to Thrive in Todays Organization	25/11/2022
9	Mr. Surjya Narayan Mohapatro	Vice President	JPMorgan Chase & Co.	All About Investment Banking and Acquiring Required Skills to Reach the Top	16/10/2022
10	Mr. Shailesh Vilankar	Senior Vice President - Field Operations	Schindler	My Corporate Journey of 28 Years & Mistakes I Made	7/9/2022
11	Mr. Durgesh Buxy	Associate Vice President & Head (International Business)	Crompton Greaves	Making Brands In India & Taking Them Globally	27/8/2022

5.6.2 Students' publications (5)

Institute Marks

3.00

List of Students Publications:

Sr. No	Name of Student	Title of Paper	Year of Publication	Journal Category	Name of Journal
1	Mr. Akshat Maheshwari	A Survey on Digital Evaluation of Assignment Submitted by Students on Education Platform	2022	UGC Care-I (print)	Anvesak, ISSN 0378-4568 Volume 7 Issue 28, Jan-June 2021 UGC CARE-I listed
2	Ms. Ayushi Vyas	A study on recruitment and selection process in IT firm	2023	UGC Care-I (print)	Rabindra Bharati Journal of Philosophy, Vol-XXIV, June 2023 Impact factor: 5.4
3	Ms. Shivani Patil	Exploratory analysis of virtual learning at higher educational institutes in India during COVID-19 pandemic	2023	UGC Care-I (print)	Rabindra Bharati Journal of Philosophy Vol-XXIV, June 2023 Impact factor: 5.4
4	Mr. Keshav Bajaj	To study the sales generating strategy to increase business of Pune based media firm and to study CRM of magazine readers	2023	UGC Care-I (print)	Madhya Bharti-Humanities and Social Sciences, Vol-83, January-June 2023, ISSN: 0974-0066
5	Ms. Neharika Ojha	Internet of things in sustainable digital campuses	2023	UGC Care-I (print)	Madhya Bharti-Humanities and Social Sciences, Vol-83, January-June 2023, ISSN: 0974-0066

6 FACULTY ATTRIBUTES AND CONTRIBUTIONS (250)

Total Marks 184.58

Faculty Information

Sr.No	Name	University Degree	Date of Receiving Degree	Research Paper Publications	Ph.D Guidance	Ph.D. granted during the Assessment Year	Current Designation	Date (Designated as Prof/Assoc. Prof.).	Initial Date of Joining	Association Type	At present working with the Institution(Yes/No)
1	SAROJA ASTHANA	ME/M. Tech and PhD	30/06/2000				Professor	02/07/2018	02/07/2018	Regular	Yes
2	GOPAL JAHAGIRDAR	MBA and Ph.D	24/03/2018				Professor	01/12/2020	01/12/2020	Regular	No
3	RAVI CHHABRA	MBA	01/06/1979				Associate Professor	04/09/2017	04/09/2017	Regular	No
4	ANITA KHAIRE	MBA and Ph.D	11/01/2019				Associate Professor	01/06/2019	01/06/2019	Regular	Yes
5	NITIN KISAN DESHMANE	MBA and Ph.D	30/05/2023				Associate Professor	01/07/2023	07/06/2017	Regular	Yes
6	AMAN SINHA	Master in Management and Ph.D	09/04/2022				Associate Professor	01/07/2022	01/07/2022	Regular	Yes
7	SONALI KADAM	M.E/M.Tech	09/06/2010				Assistant Professor		16/11/2021	Regular	Yes
8	NAVNATH LENDAVE	MBA	01/07/2016				Assistant Professor		03/07/2017	Regular	Yes
9	DINKAR HAJARE	MBA	01/06/2012				Assistant Professor		03/07/2017	Regular	Yes
10	SUMIT CHAKANE	MBA	07/07/2017				Assistant Professor		21/06/2019	Regular	No
11	NANDINI KADAM	MBA	20/01/2016				Assistant Professor		01/01/2022	Regular	No
12	PRAVIN KATKAR	MBA	27/06/2016				Assistant Professor		01/10/2018	Regular	No
13	SANJAY MESHARAM	MBA	01/08/1995				Assistant Professor		02/07/2018	Regular	No
14	SHRUTI SHINDE	PGDM	01/06/2022				Assistant Professor		01/01/2020	Regular	No
15	KALYANI DHAKULKAR	M.E/M.Tech	20/10/2016				Assistant Professor		01/01/2022	Regular	No
16	PRIYANKA SURYAVANSHI	MBA	30/05/2022				Assistant Professor		02/01/2023	Regular	Yes
17	AKSHAYKUMAR KADAM	M.E/M.Tech	30/06/2017				Assistant Professor		11/12/2023	Regular	Yes
18	AMRUTA SANE	MBA	14/07/2009				Assistant Professor		01/07/2023	Regular	Yes
19	VARSHA PHARANDE	PGDM	30/04/2022				Assistant Professor		01/08/2023	Regular	Yes
20	ASHWINI PATIL	MBA	30/05/2014				Assistant Professor		02/05/2024	Regular	Yes
21	MAHENDRA RAMDASI	Master in Management and Ph.D	06/01/2017				Associate Professor	01/07/2021	01/07/2021	Contractual	No
22	ARNAB CHAKRABORTY	MBA	30/06/2004				Associate Professor	01/07/2023	01/07/2023	Contractual	Yes
23	JAYANT VISHNU	PGDM	30/07/2009				Associate Professor	01/07/2023	01/07/2023	Contractual	Yes
24	JIGNESH SANGHVI	MBA	30/05/2005				Associate Professor	01/07/2022	01/07/2022	Contractual	No
25	MANISHA SANGHI	MBA	30/06/2005				Assistant Professor		01/07/2020	Contractual	Yes

26	BHARAT LALWANI	PGDM	01/06/2022				Assistant Professor		01/07/2020	Contractual	No
27	SUSHANT MAJHI	PGDM	01/06/2021				Assistant Professor		01/07/2020	Contractual	No
28	SAGAR BEDRE	CS(ICSI)	25/02/2009				Assistant Professor		01/07/2020	Contractual	No
29	PUNIT JAIN	CA(ICAI)	28/12/2002				Assistant Professor		01/07/2022	Contractual	No
30	VIJAY ADKAR	PGDM	01/10/1977				Assistant Professor		01/07/2022	Contractual	No
31	ARPITA GUPTA	PGDM	30/04/2019				Assistant Professor		01/07/2022	Contractual	Yes
32	MEET JETHWA	M.E/M.Tech	01/07/2024				Assistant Professor		01/07/2023	Contractual	Yes
33	NEHA SAXENA	MA	30/05/2005				Assistant Professor		01/07/2023	Contractual	Yes
34	RATI SHUKLA	MBA	28/07/2003				Assistant Professor		01/07/2020	Contractual	No
35	SARVESH MATHUR	PGDM	24/08/1992				Associate Professor	01/07/2023	01/07/2023	Contractual	Yes
36	ANIL MENGHRAJANI	MBA and Ph.D	03/07/2014				Associate Professor	01/07/2023	01/07/2023	Contractual	Yes
37	AMOL CHAVAN	M.Phil and Ph.D	01/07/2017				Associate Professor	02/07/2018	02/07/2018	Regular	No
38	SONIKA CHHACHAN	MBA	07/09/2011				Assistant Professor		22/02/2023	Regular	No
39	TUSHAR KAKADE	MBA	30/05/2005				Assistant Professor		01/07/2022	Contractual	Yes
40	KAPIL DHATINGAN	PGDM	01/06/1996				Associate Professor	30/06/2020	01/07/2019	Contractual	No
41	ANITA PATAKE	Master in Management	28/06/2000				Assistant Professor		02/10/2023	Regular	Yes
42	UMESH DEKHANE	PGDM	01/06/2022				Associate Professor	01/07/2023	01/07/2023	Regular	No
43	NILAKSHI DEKHANE	PGDM	01/06/2022				Assistant Professor		01/07/2023	Regular	No

6.1 Student-Faculty Ratio (SFR) (10)

Total Marks 10.00

UG

No. of UG Programs in the Department

PG

No. of PG Programs in the Department

POST GRADUATE DIPLOMA IN MANAGEMENT			
Year of Study	CAY(2023-24)	CAYm1(2022-23)	CAYm2 (2021-22)
	Sanction Intake	Sanction Intake	Sanction Intake
1st Year	120	120	120
2nd Year	120	120	120
Total	240	240	240
Grand Total	<input type="text" value="240"/>	<input type="text" value="240"/>	<input type="text" value="240"/>

SFR

No. of UG Programs in the Department No. of PG Programs in the Department

Description	CAY(2023-24)		CAYm1 (2022-23)		CAYm2 (2021-22)	
Total No. of Students in the Department(S)	<input type="text" value="240"/>	Sum total of all (UG+PG) students	<input type="text" value="240"/>	Sum total of all (UG+PG) students	<input type="text" value="240"/>	Sum total of all (UG+PG) students
No. of Faculty in the Department(F)	<input type="text" value="18"/>	F1	<input type="text" value="18"/>	F2	<input type="text" value="16"/>	F3
Student Faculty Ratio(SFR)	<input type="text" value="13.33"/>	SFR1=S1/F1	<input type="text" value="13.33"/>	SFR2=S2/F2	<input type="text" value="15.00"/>	SFR3=S3/F3
Average SFR	<input type="text" value="13.89"/>	SFR=(SFR1+SFR2+SFR3)/3				

6.1.1. Provide the information about the regular and contractual faculty as per the format mentioned below:

	Total number of regular faculty in the department	Total number of contractual faculty in the department
CAY(2023-24)	10	8
CAYm1(2022-23)	12	6
CAYm2(2021-22)	10	6

Average SFR for three assessment years : 13.89

Assessment SFR : 10

6.2 Faculty Cadre (20)

Total Marks 19.00

Year	Professors		Associate Professors		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
CAY(2023-24)	1.00	1.00	2.00	3.00	8.00	6.00
CAYm1(2022-23)	1.00	2.00	2.00	2.00	8.00	8.00
CAYm2(2021-22)	1.00	2.00	2.00	1.00	8.00	7.00
Average Numbers	1.00	1.67	2.00	2.00	8.00	7.00

Cadre Ratio Marks : $[(AF1 / RF1) + [(AF2 / RF2) * 0.6] + [(AF3 / RF3) * 0.4]] * 10 : [(1)+[(1*0.6)]+[(0.88*0.4)]] * 10 = 19.00$

6.3 Faculty Qualification (20)

Total Marks 17.58

Institute Marks
17.58

	X	Y	F	FQ = 1.5 x [(10X + 4Y) / F]
2023-24(CAY)	5	13	11.00	18.55
2022-23(CAYm1)	4	14	11.00	17.45
2021-22(CAYm2)	4	13	11.00	16.73

Average Assessment : 17.58

6.4 Faculty Retention (20)

Total Marks 10.00

Institute Marks
10.00

Description	2022-23(CAYm1)	2023-24(CAY)
No of Faculty Retained	10	6
Total No of Faculty	12	12
% of Faculty Retained	83	50

Average : 67.00

Assessment Marks : 10.00

6.5 Faculty Initiatives on Teaching and Learning (15)

Total Marks 12.00

Teaching - learning activities are main contributor in the improvement of student incremental learning. Due to availability of vast data and information on internet, traditional text book teaching has lost its value. Students expects something beyond google from their teacher. Modern age teaching pedagogy is to promote the topic by telling students about the applicability.

Simulating practical situation of the industry in the classroom and allowing students to play role engages student engagement in class and encourage them to participate with vigor. This role playing improves soft skill of students naturally. Case based teaching is promoted in each subject. Soft skills such as clarity of thought, communication skills, confidence, ability to work in team, body language etc. are useful in their placement interviews.

This type of teaching emphasizes the development of analytical skills and critical thinking. The student of management ultimately pursues diverse careers and the aim is also diverse. This teaching style ensures the molding of every student in to a fine professional for their choice of field. Brain storming during the session also creates an analytical and critical thinking. In all lectures the faculty aims to foster an interactive teaching environment. Feedback from student is a continues process in classes, it enables faculty to rectify problems at the earliest.

MIBM believes in equipping students for diverse opportunities and challenges in their professional lives. Emphasis on their impromptu skills and creativity outcome is made. It is important for the student to adapt these two habits. Apart from Summer Internship, guest talks, Orientation Program etc. MIBM also encourage students to take part in live projects in industry, participate in social and cultural events and organize several activities such as placement, corporate connect, organizing various workshops like HR Meet etc. This has helped in holistic development of MIBM students.

Following are the faculty initiatives on teaching and learning:



MIBM faculty implement case-based learning, role-playing, and management games to enhance our management students decision-making, problem-solving, and analytical thinking skills. By utilizing real-world business cases, students are given the opportunity to analyze complex scenarios and apply theoretical knowledge to develop practical solutions. This approach ensures that they are well-prepared for the challenges they will encounter in their careers.

Through role-playing and simulations, students assume the roles of CEOs, managers, or consultants, gaining valuable hands-on experience in business decision-making processes and leadership complexities. These activities not only strengthen their critical thinking but also enable them to navigate organizational dynamics, ethical dilemmas, and market fluctuations.

Furthermore, management games, such as company simulations or supply chain challenges, introduce an element of gamification that keeps students engaged while teaching them how to make informed decisions under pressure. This combination of interactive learning experiences bridges the gap between theory and real-world application, contributing to a more immersive and impactful educational experience at MIBM.



Fig. Active Learning Session

All important activities connected to effective teaching learning are placed on institute website for wide exposure and made available on institutes ERP system for use of internal stockholders. This availability of active pedagogical initiatives on 24X7 has improved effectiveness on a grater extend.

MIBM always encourages all faculty members, regular vis-à-vis visiting and guest faculty to put their academic and research on public platform such as U-tube channels for pear reviews. This flexibility has always taken in creative sense and help in improvement.

Case studies developed by faculty members:

Case studies developed by MIBM faculty members is made available in a form of short videos and published on U-tube. Further, case studies are edited and published in a book entitled "**Cases in Business Management by MIBM**" ed. Sonali Kadam. The book included some of the following cases:

Case studies developed by MIBM faculty members is made available in a form of short videos and published on U-tube. Further, case studies are edited and published in a book entitled "**Cases in Business Management by MIBM**" ed. Sonali Kadam. The book included some of the following cases:

1. Title: Marketing Analysis of Mothers recipe: cultivating separate market

Faculty name:

Ms Sonali Kadam and Mr Dinkar Hazare

Course name: Marketing Management

2. Title: Netflix: A study of competitive marketing strategies to boost the customer base

Faculty name:

Dr. Nitin Deshmane and Mr Navnath Lendave

Course name: Marketing Management

3. Title: Influencing retail strategies by JioMart: Creating new footprint for retail industry

Faculty name:

Dr. Vilas Pharande and Dr. Anita Khaire

Course name: Retail Management

4. Title: Timely reconceptualization of digital marketing: A case study of food delivery giant Zomato

Faculty name:

Ms Priyanka Suryavanshi and Ms Sonali Kadam

Course name: Digital Marketing

5. Title: Redefining future of Business with implementation of digital marketing: A case study of Zomato

Faculty name:

Dr. Nitin Deshmane and Ms Amruta Sane

Course name: Digital Marketing

6. Title: Blue Ocean strategy implementation and its effect on organizations growth-A case study of Reliance Jio

Faculty name:

Ms Sonali Kadam and Mr. Ravi Chhabra

Course name: Business Strategy and Policy

7. Title: Will offline retail strategy by Big Basket help it to uplift the falling customer base?

Faculty name:

Dr. Saroja Asthana and Mr. Ravi Chhabra

Course name: Retail management

8. Title: Success story for KIA: The luxury market will grow to serve wealthy consumers

Faculty name:

Dr. Saroja Asthana and Ms. Sonali Kadam

Course name: Business Strategy and Policy

9. Title: Jain Irrigation: Victorious Journey from fall to rise

Faculty name:

Ravi Chhabra and Ms Sonali Kadam

Course name: Business Environment

10. Title: ChatGPT maximizing or diminishing the learning attitude of students?

Faculty name:

Dr. Vilas Pharande and Dr. Gopal Jahagirdar

Course name: Introduction to AI and ML

MIBM faculty members has also developed a series of management games. These games are used in pedagogy expensively. Further, these games are proved an effective tool in MIBM's MDPs and EDPs. Some of such Management Games developed by faculty members are as below:

Sr. No.	Faculty Members	Course	Game/Activity	Educational Objectives
1	Dr. Gopal Jahagirdar, Mrs. Sonali Kadam, MIBM, Pune	Supply Chain Management	Chain Reaction: The Global Supply Network Game	1. Understand complexities of global supply chain management. 2. Develop strategic thinking and decision-making skills. 3. Encourage teamwork and diverse perspectives. 4. Highlight sustainability and ethical considerations.

Sr. No.	Faculty Members	Course	Game/Activity	Educational Objectives
2	Dr. Nitin Deshmane, Mr. Navnath Lendave	Talent Management	HR Hero: Talent Management Challenge	<ol style="list-style-type: none"> 1. Develop understanding of HRM principles and strategies. 2. Apply HR theories to business scenarios. 3. Enhance critical thinking, problem-solving, and decision-making. 4. Understand HR's role in performance, culture, and competitiveness.
3	Dr. Nitin Deshmane, Mrs. Anita Patake	Talent Management	HR Quest: The Talent Acquisition Adventure	<ol style="list-style-type: none"> 1. Develop hands-on experience in talent acquisition. 2. Enhance communication and interpersonal skills. 3. Gain insights into the recruitment process. 4. Foster resourcefulness and adaptability.
4	Dr. Saroja Asthana, Prof. Ravi Chhabra	Strategic Management	Cup Clash: Strategic Struggle	<ol style="list-style-type: none"> 1. Develop strategic thinking in dynamic business environments. 2. Foster creativity and innovation. 3. Apply strategic management concepts to practical challenges. 4. Encourage teamwork, communication, and collaboration.
5	Dr. Anita Khaire, Mr. Dinkar Hazare	Marketing Management	Market Mastermind	<ol style="list-style-type: none"> 1. Strategize, implement, and adapt marketing campaigns. 2. Develop decision-making skills in marketing. 3. Understand competitive dynamics and market adaptation. 4. Learn the application of marketing theories in real-world contexts.
6	Ms. Amruta Sane, Ms. Priyanka Suryawanshi, Mr. Sumit Chakane	Financial Management	Fruit Finance	<ol style="list-style-type: none"> 1. Learn financial concepts like budgeting, investing, and saving. 2. Develop skills in strategic financial decisions. 3. Understand resource allocation and financial planning. 4. Gain experience in risk management and investment strategies.
7	Dr. Saroja Asthana, Mrs. Sonali Kadam	Operations Management	Household Production Challenge - Activity-based Learning	<ol style="list-style-type: none"> 1. Understand planning and coordination in operations. 2. Appreciate quality control and productivity. 3. Learn the importance of teamwork and collaboration. 4. Gain insights into process optimization and improvements.

Such case studies and games are reproduceable and being in public domain should be further developed by other researchers/ faculty members.

MIBM has defined a clear goal for effective teaching learning methodologies. Such as Experiential Learning, Technology-Enhanced Learning, Collaborative Learning, Industry Academia Interface, Research based Learning, Customized Learning, Continuous Assessment and Feedback, and International Exposures. These strategies have been found as an appropriate method for business management learning. It has shown significant effect on results. The method used are described as below:

a. Experiential Learning:



At MIBM, we actively engage our students in live projects, internships, and field visits to ensure they gain practical, real-world experience. Through live projects, we facilitate collaboration with local companies, allowing students to tackle real business challenges and apply their classroom learning to solve industry-specific problems. These hands-on experiences help bridge the gap between academic theories and business realities.

Additionally, we have designed our internship program to include reflective assessments, ensuring that students can align their practical learning with their academic goals and evaluate their growth in a professional environment. To further enhance their learning, we organize field visits to industry-specific hubs, such as manufacturing units, corporate offices, and financial centers, providing students with valuable insights into how businesses operate across different sectors. These initiatives contribute to the holistic development of our students, preparing them for successful careers in management.

b. Technology-Enhanced Learning



Fig. ICT based Classroom-session in progress

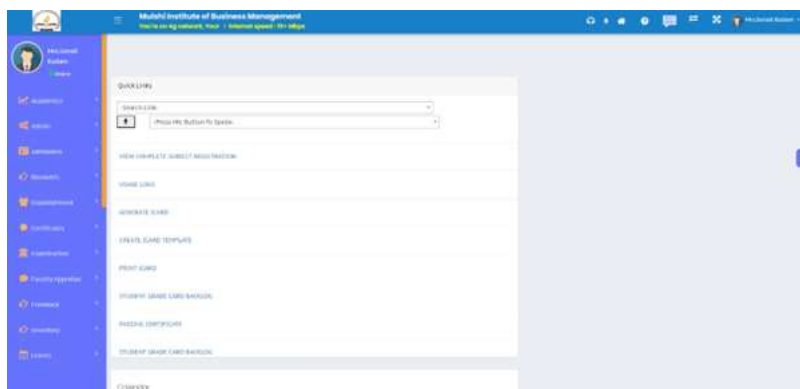
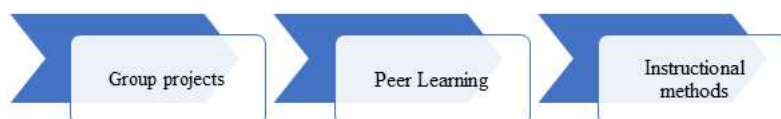


Fig. ERP based Learning

c. Collaborative Learning



At MIBM, collaborative learning is at the core of our teaching approach, promoting teamwork, creativity, and critical thinking. This is achieved through group projects, where students work together, enabling the practical application of knowledge.



Fig. Group project discussion with Industry expert

Peer learning further enhances collaboration as students present management concepts or solutions to their peers, improving confidence, communication, and leadership skills.

To support this learning environment, **instructional methods** like **MOOCs** and **YouTube lectures** are integrated. MOOCs and SWAYAM platforms expose students to diverse, global perspectives beyond the classroom. Additionally, recorded lectures provide flexibility, allowing students to revisit content, clarify doubts, and reinforce their understanding.

d. Industry Academia Interface:



Faculty members actively promote an industry-academia interface through guest lectures, workshops, and mentorship programs to enrich our students learning experience and provide them with valuable insights into the professional world. They regularly invite industry experts and speakers from fields such as marketing, HR, logistics, and more, to share their knowledge and experiences with our students, helping them understand the latest trends and challenges in their areas of interest.

Table presents Guest/ Expert talks organized with ISB&M, Nande Pune

Sr. No.	Topic of guest lecture	Details of Resource Person	Date
1	Ensuring Alignment Between Business Goals and Employee Satisfaction through HR	Soumitra Das, Global Chief Human Resources Officer, REDINGTON LIMITED	25.04.2024
2	Building a Sustainable Workforce: HRs Role in Green Energy Industries	Ranjit Kondeshan, Head HR, KINETIC GREEN	14.06.2024
3	Innovation and Efficiency: The Impact of Effective HR Practices Across Industries	Amaresh Singh, CHRO, GE	15.06.2024
4	The Impact of HR Culture on Organizational Growth in the Textile Industry	Adhir Mane, CHRO, RAYMOND LIMITED	16.06.2024
5	Supporting Business Growth and Innovation in the Automotive Industry through HR	Avinash Kumar, HUMAN RESOURCE TA - CAMPUS HIRING & LATERAL HIRING, TOYOTA KIRLOSOKAR MOTOR	16.06.2024
6	Driving Innovation and Sustainability in Energy Management through HR Leadership	Suparna Bhattacharyya, CFO, SCHNEIDER ELECTRIC	16.06.2024
7	Scaling Operations: The Role of HR Leadership Across Industries	Sumeet Nayak, Associate General Manager - Human Resources, ASIAN PAINTS	17.06.2024
8	Scaling Operations through Talent Acquisition: Key Insights	Zakee Sheikh, Head Talent Acquisition - Cummins India Ltd, CUMMINS	17.06.2024
9	Fostering Creativity and Growth in the Beauty Industry: Innovation in HR Policies	Arun Tripathy, Director HR, LOREAL	17.06.2024
10	Aligning Organizational Culture with Business Success: The Critical Role of HR	Pallavi Khot, CHRO, ICICI LOMBARD	18.06.2024
11	HR Alignment with Financial Goals: Driving Success in Asset Management	Sanket Mehta, AVP Finance Controller, HDFC AMC	18.06.2024
12	HR Leadership and Business Growth in Global Markets: Key Insights	Hitendra Singh, Vice President Human Resources, HITACHI SOLUTIONS	18.06.2024

Sr. No.	Topic of guest lecture	Details of Resource Person	Date
13	From campus to corporate	Mr. Shirish Kulkarni, Lead Consultant, Leap2Excel Consulting LLP Former Director HRD-KSB Pumps LTD	3030.06.2024
14	Current Trends and Expectations in the Management Field from an Industry Perspective	Mr. Sanjay Patwardhan, Head Business Analytics-Cybage	30.06.2024
15	HR Leadership Contributing to Business Success and Employee Satisfaction Across Industries	Angel Mary Varghese, Lead Associate-Crade Management, TATA POWER	13.07.2024
16	Aligning HR Practices with Organizational Goals for Success	Akansha Jain, Deputy Manager - University Relation, SAMSUNG	29.07.2024
17	HR Leadership Fostering Operational Success and Employee Engagement in Global Organizations	Pronob J Chetia, Head of People & Culture, VOLVO GROUP	28.08.2024
18	Aligning Organizational Goals with Employee Welfare through HR Practices	Mohammad Ashar, Director HR, WIPRO	26.09.2024
19	Driving Technological Innovation through HR Leadership in Businesses	Mahesh Joshi, Director HR, HONEYWELL AUTOMATION	1.10.2024
20	HR Alignment with Business Strategy: Supporting Growth in the Energy Sector	Ayush Gupta, Director (HR), GAIL INDIA LIMITED (GAIL)	4.10.2024
21	Driving Global Success in Consulting and Service Sectors	Kamlesh Bhosale, Manager - Campus Recruitment, HEXAWARE TECHNOLOGIES	4.10.2024
22	Scaling Operations and Supporting Talent Acquisition in E-commerce through HR Leadership	Rohit Jalan, Director- Business Finance, SWIGGY	4.10.2024
23	Strategic HR Initiatives Driving Growth in Competitive Industries	Mohan Vamshi, VP - HR, BAJAJ AUTO	10.10.2024
24	Bridging Academia and Business: Insights from Academic Leadership	Dr. Sandeep Krishnamurthy, Singelyn Family Dean, CAL POLY POMONA COLLEGE OF BUSINESS ADMINISTRATION	11.10.2024
25	Diverse Sectors, Unified Operational Success: Strategic HR Practices	Shahvir Irani, Director - HR Lead, Accenture Operations S&P, India, ACCENTURE	14.11.2024
26	Aligning Leadership with Business Goals: The Importance of HR in Consulting Firms	Navneet Sureka, Associate Director, KPMG	7.12.2024
27	Strategic HR Practices Supporting Growth and Innovation in Engineering and Construction	Dr. C. Jayakumar, Executive Vice President & Head - Corporate Human Resources, LARSEN & TOUBRO	7.12.2024

2023

1	Accelerating AI Advantage	Mr. Rasesh Shah, Senior Vice President – CIO, Fractal Analytics	28-Feb-2023
2	Targeting Millennials and GEN Z: Relevance of technology	Mr. Gunjan Khetan, CMO, Perfetti Van Melle	18-Feb-2023
3	Pharmaceutical Supply Chain Management	Mr. Prasad S. Deshpande Senior Vice President - Global Supply Chain Biocon	14-Feb-2023
4	Vinita Bora, Words Maya, Pune	Effective Communication	July 16, 2022
5	Insurance Industry: The Sunrise Sector	Mr. Bhisma Maheshwari, Senior Vice President, Marsh India	9-Dec-2022
6	Understanding Landscape of Media, Daburs Business Mix and Crisis Management in Business	Mr. Rajiv Dubey, Head Of Media, Dabur	3-Dec-2022
7	Marketing in Practice- An FMCG Perspective	Mr. Manish Makhijani, Global Consumer Insights Director, Unilever	2-Dec-22
8	Breaking out of your comfort zone	Mr. Nirmal NR, CEO - India Operations, ZoomCar	1-Dec-22
9	Leadership Principles to Thrive in Todays Organization	Mr. Subhasis Mishra, Head TA - Asia pacific, Global Media & entertainment, Amazon	25-Nov-22
10	All About Investment Banking and Acquiring Required Skills to Reach the Top	Mr. Surjya Narayan Mohapatro, Vice President, JPMorgan Chase & Co.	16-Oct-22
11	My Corporate Journey of 28 Years & Mistakes I Made	Mr. Shailesh Vilankar, Senior Vice President - Field Operations, Schindler	7-Sep-22

12	Making Brands In India & Taking Them Globally	Mr. Durgesh Buxy, Associate Vice President & Head (International Business) , Crompton Greaves	27-Aug-22
2021			
1	Stem will give way to Steam	Sandeep Batra Group President and CHRO, LandMark Group	Friday, January 29, 2021
2	Change in Mood Energies You	Tanzila Anis Content Director Podcasting, Gaana	Saturday, January 30, 2021
3	Navigating during Different Times	Ms. Rati Diwan Head HR Business Partner, Max Bupa Health Insurance	Saturday, February 06, 2021
4	Invest in Good Design for Good Business	Ms. Ronita Mukherjee Executive Director, Landor & Fitch	Saturday, February 27, 2021
5	Building a Career in Content Writing in 2021	Mr. Aman Raj Associate Director - Content & Communications, Growth	Sunday, September 26, 2021
6	Performance Management	Priyadarshi Head HR, DBS	Thursday, February 14, 2021
7	Change Management	Pakaj Suri Director of HR, Edelman	Friday, June 21, 2021
8	Realigning HR Practices to Develop Talent Life Cycle	Rahul Ranjan Singh VP- Strategic Business HR, SREI Infra	Saturday, September 07, 2021

In addition, skill-based workshops are offered on cutting-edge topics that students are equipped with the relevant skills needed to thrive in today's evolving business landscape.



Fig. Skills -based Workshops for students

Mentorship program further strengthens the connection between academia and industry by pairing students with alumni or industry professionals, providing them with personalized guidance and career advice. These initiatives at MIBM bridge the gap between theoretical learning and real-world applications, preparing our students for successful careers in management.



Fig. Mentorship by Industry experts

e. Research based learning:



MIBM faculty guide students in conducting mini research projects on real-time, encourage conference participation and publication in student journals or conference proceedings to build their professional profiles.

Our courses are research-driven, focusing on clear outcomes that enhance students skills and support their academic and career growth.



Fig. Encouragement to Conference participation and paper Publication

f. Customized Learning:



Table below presents skill development training and workshops conducted by external stockholders.

SR No	Name of Trainer	Topic	Date	Nature
1	Ritu Gulvani, Inedu Education Consultant	Employee Personality Test	July14-15, 2023	Two day Workshop
2	Dr. Anita Tripathi	Analysis of primary data using SEM PLS tool	7 June,2023	Two-day Workshop
3	Dr. Mahendra Ramdasi	Patents in Business Management	1-Apr-23	One day Workshop
4	Dr. Pramod Kumar and Dr. S. Jayaraman, Prof., ISB&M	My sweet lime	January 19, 2023	Management Game
5	Dr. Pramod Kumar & Dr. Manoj Ghatge, Faculty, ISB&M	Achievement Orientation Planning, Goal Setting and Competitiveness	November 7, 2022	One day Workshop
7	Dr. Pramod Kumar	Case Writing and brainstorming	Sept 26-27, 2022	Two-day Workshop
8	Prassanjit Bhattacharya, Sport Instructor	Yoga for healthy life style	July 21, 2021	Morning session
9	Dr. Pramod Kumar	Team Building	November 16-17, 2019	Two-day Workshop

Table below presents skill development training and workshops conducted by MIBM faculty members.

SR No	Name of Trainer	Topic	Date	Nature
1	Dr. Nitin Kisan Deshmane	Crafting Your Success Story: Capacity Building for Interviews	14.08.2024	Work shop one day
2	Dr. Nitin Kisan Deshmane	Building a Dynamic Career through Management Studies	10.02.2024	One day Workshop
3	Dr. Nitin Kisan Deshmane	Pathfinder: Aligning Passion with Profession	18.07.2023	One day Workshop
4	Dr. Saroja Asthana	Introduction to Research	October 19-20, 2022	Two-day workshop
5	Prof. Nitin Deshmane	Emotional Intelligence in Marketing	June, 2022	One day workshop
6	Prof. Nitin Deshmane	Customer care by being first approach	February 2022	One day workshop
7	Dr. Gopal Jahagirdar	Advance Excel	Dec 25-27, 2020	Two-day Workshop
8	Dr. Saroja Asthana & Ravi Chhabra	Research Methodology and Statistical Tools	March 1-2, 2020	Two-day Workshop

SR No	Name of Trainer	Topic	Date	Nature
9	Prof. Nitin Deshmane	Stress Management	Jan 20,2020	One month sessions

Soft Skills Certification

Mulshi Institute of Business Management (MIBM), Pune, in collaboration with AIQM, Pune, has launched a free ISO and Lean Six Sigma Certification Program for faculty and students. This program equips participants with essential skills in quality management and process improvement, focusing on ISO 9001 standards and Lean Six Sigma methodologies, including the **DMAIC** (Define, Measure, Analyze, Improve, Control) framework and tools for process optimization. fostering operational excellence and professional growth. It aims to enhance teaching, learning, and professional credentials, supporting lifelong learning and industry readiness.

In addition to that faculty encourage students to complete some certification courses. Details are given in the following table

Sr No	Certification
1	Lean Six Sigma (Yellow Belt)
2	ISO 9001:2015
3	Advance Excel
4	Corporate Finishing Programmed
5	Looker Studio
6	Google Analytics 4.0
7	Power BI
8	Marketing Analytics with Lined in
9	NISM National institute of Securities Market (Level V-A)
10	Google Ads
11	Foundation of Digital Marketing and Ecommerce by Goggle
12	Financial Risk Management



Fig. Soft Skills Training Certificate



Fig. Soft Skills Training Activities**g. Continuous Assessment and Feedback:**

Faculty efforts in teaching and learning focus on Continuous Assessment and Feedback to enhance student development and academic success. They implement a variety of assessment methods, such as quizzes, assignments, case studies, and presentations, to evaluate students understanding and practical application of concepts. Through regular and constructive feedback, faculty help students identify their strengths and areas for improvement.

6.6 Management Development Programme (5)

Total Marks 3.00

Continuing education in the form of MDP is an integral part of MIBM academics. Following programs were conducted by MIBM faculty members:

Sr. No.	Name of Trainer	Date	Topic	Number of Participant
1	Dr. Nitin Kisan Deshmane	24.07.2022	Aligning Talent Management with Organizational Goals	97
2	Dr. Nitin Kisan Deshmane	14.07.2024	Building a Learning Organization for Competitive Advantage	81

Management Development program attended by faculty

SN	Name of the Faculty	Session	Organizer	Date	No. of Candidates
1	Dr. Gopal Jahagirdar	LMS, QPD, Content Development, Peer-Review Process for Content	Talentage Education & Ventures, Pune	11-Jan-22	11
2	Dr. Gopal Jahagirdar	How to Write Research Paper" ZOOM Meet on	Research Circle, Dr. William Trot, Co-founder, Research Circle, Malaysia	4 June 2022	40
3	Dr Nitin Kisan Deshmane and Mrs. Sonali Kadam	Building Bridges: Strategies for Collaborative Excellence in Education and Research	Prof. Sandeep Krishnamurthy, Singelyn Family Dean, College of Business Administration and Singelyn Graduate School of Business at Cal Poly Pomona	24August 2024	35
4.	Mrs Sonali Kadam	Encouraging Quality and Equity in Publishing: An Editors View	The Institute of Knowledge Management, Sri Lanka	From 8 to 12 February, 2024	150
4.	Mrs. Sonali Kadam and Mr. Sunil Chavan	Employee wellness (Physical and Mental Health)	Mahratta Chamber of Commerce, Industries and Agriculture (MCCIA) People Mantra, Pune	10 October, 2024	50

Faculty at MIBM are deeply committed to fostering excellence in teaching and learning through innovative and impactful initiatives. They actively engage in delivering lectures, workshops, and webinars that enhance both theoretical understanding and practical skills for students and peers.

FDPs - Organized by the Institution

Title of MDP/EDP	Date	No. of Candidates
Innovative HR Practices for Industry Growth and Workforce Sustainability	14 June 2024 to 18 June 2024	20
Building Sustainable Business Models through HR Leadership and Strategic Alignment	7 October 2024 to 11 October 2024	25
AI usage in Management Learning	24 October 2024	27
Advanced Research Techniques and Innovations in Business Management	10 April 2023 to 14 April 2023	28

Patents in Management Field	1 April 2023	25
Integrating Statistical Tools into Research Methodologies: Best Practices and Applications	16 December to 22 December 2022	30
Research Innovation and Publication	14 May 20221 to 19 May 2021	26



Fig. FDP organized by institute

FDP attended by our Faculty members:

Sr.No.	Name of Faculty	Topic of FDP	Host Institute	Date
1	Dr. Gopal Jahagirdar Mrs. Sonali Kadam	International Advanced Faculty Development Program on Effective Manuscript Drafting and Application of Research Software	Eudoxia Research Centre, USA	10 April, 2023
2	Dr. Nitin Kisan Deshmane	Faculty Development Program on Research	International School of Business and Media, Pune	From 12 June to 17 June 2023
3	Dr. Vilas Pharande	Leveraging Technology for Enhanced Teaching and Learning	Ajeenkya D Y Patil University, Pune	2 to 7 December, 2024
4	Mrs Sonali Kadam	Leveraging Technology for Enhanced Teaching and Learning	Ajeenkya D Y Patil University, Pune	2 to 7 December, 2024

Faculty as Resource Persons in FDPs Organized by other Institutions

Sr.No.	Name of Faculty	Topic of FDP	Host Institute	Date
1	Dr. Vilas Pharande	Leveraging Technology for Enhanced Teaching and Learning	Ajeenkya D Y Patil University, Pune	2 to 7 December, 2024
2	Mrs Sonali Kadam	Leveraging Technology for Enhanced Teaching and Learning	Ajeenkya D Y Patil University, Pune	2 to 7 December, 2024

Faculty Performance, Appraisal and Development System

A well-defined HR Policy of MIBM has a clearly defined policies on performance, appraisal and development. This Policy is rectified from time to time and is also discussed at the Board of Governors Meetings.

All faculty and staff members, both teaching and non-teaching of MIBM participate in an annual performance review in the month of July every year. Evaluation gives faculty ample opportunity to present highlights so that process is done objectively and not based on prejudices. Opportunity of review is also given to those faculty members who have not completed a full academic year at the Institute.

Performance Evaluation is designed to provide a planning mechanism to recognize excellence in performance, to improve teaching, to enhance professional competencies, and to identify areas require development.

Following are the purposes of faculty performance review:

- To recognize past professional performance and to reward those endeavors appropriately
- To providing feedback to faculty, both from students and management. The faculty class room performance is assessed through confidential feedback provided by the students. For every course, the feedback is shared with the faculty at the end of the course for further improvement in the delivery process.
- To provide faculty a basis for professional growth and development. Performing faculty get chance to participate in events and encouraged to attain higher qualification.

In an internal process, Director take review of performance of visiting faculty on similar criteria and further decision of their continuation is taken at the beginning of each trimester.

Guest lectures, Webinars, Keynote Speech and Workshops conducted by faculty across institutions

Sr. No.	Name of the Faculty	Event/Role	Topic/Details	Organization/Institution	Date
1	Dr. Gopal Jahagirdar	Guest Lecture	How to Write Research Paper	ISB&M College of Engineering, Pune	4-Feb-22
2	Dr. Gopal Jahagirdar	Guest Lecture	Ethical Dimension of Writing a Research Paper	ISB&M College of Commerce, Pune	26-Dec-21
3	Dr. Gopal Jahagirdar	Webinar	Internship – A Pathway to Successful Corporate Career	JSCOE-MBA	13-Oct-21
4	Dr. Gopal Jahagirdar	Workshop	Research Methodology and Statistical Tools	ISB&M College of Commerce, Pune	15-Jul-22
5	Dr. Gopal Jahagirdar	Two-Day Workshop	Text Analysis Using R-Studio	D.Y.Patil, Pune	1-2 Feb 2022
6	Dr. Gopal Jahagirdar	Two-Day Workshop	Analytical Research Techniques	SCDL, Pune	30-31 Dec 2022
7	Dr. Gopal Jahagirdar	External Moderator	Hackathon 2021	YCIS, Satara	4-Oct-21
8	Dr. Gopal Jahagirdar	Webinar	How to write Research Paper	Research Circle, Malaysia	4 June 2022
9	Dr. Saroja Asthana	Webinar	Research methodology	Institute of Research and Journals (IRAJ), Odisha	17 June 2023 time 04.30pm -05.30pm
10	Dr. Nitin Deshmane	Webinar	HR competency in capability building	Institute of Research and Journals (IRAJ), Odisha	24June 2023 time 04.30pm -05.30pm
11	Mrs. Sonali Kadam	Webinar	Shift from traditional leadership to Blue Ocean Leadership	Institute of Research and Journals (IRAJ), Odisha	1 July 2023 time 04.30pm -05.30pm

Sr. No.	Name of the Faculty	Event/Role	Topic/Details	Organization/Institution	Date
12	Dr. Saroja Asthana	Keynote speech at International Conference on Multidisciplinary Emerging Trends in Engineering and Technology (ICMETET-2024)	Sustainable Development and Green Technologies with focus of Renewable Energy in Automotive Sector	International School of Business and Media, College of Engineering, Pune	26 April, 2024
13	Mrs. Sonali Kadam	Webinar	Strengthening Urban–Rural Linkages: Sustainable Development Solutions for Developing Countries through an SDG Interlinkage Approach	PRME, Chapter Middle East, Abu Dhabi University, UAE	15 November, 2024
14	Mrs. Sonali Kadam	Keynote speech at International Conference on Economic, Management, Accounting and Tourism (ICEMAT)	The Role of Ayurveda in Promoting Sustainable Health Tourism in India	University of Nusa Cendana, Indonesia	5-6 August, 2024

Faculty members as Board members / Members in Professional bodies

SN	Faculty Name	Designation	Organization
1.	Dr. Saroja Asthana	Member	Institution of Directors
2.	Dr. Saroja Asthana	Member of International Advisory Board	Durban University of Technology, South Africa
3.	Ms. Sonali Kadam	Member of International Advisory Board	Durban University of Technology, South Africa

6.8 Visiting / Adjunct Faculty (10)

Total Marks 10.00

Visiting / Adjunct Faculty:

Following table shows the visiting/ Adjunct Faculty worked with MIBM:

Sr.No	Academic Year	Name	Contact Hours
1	2019-20	Anirban Das	90
2	2019-20	Naresh Kumar Kodavoor	90
3	2019-20	Manisha Sanghvi	60
4	2019-20	Kapil Dhatingan	60
5	2019-20	Neha Saxena	60
6	2020-21	Manisha Sanghi	60
7	2020-21	Sagar Bedre	90
8	2020-21	Rati Shukla	90
9	2020-21	Sameer Jain	60
10	2020-21	Ajay Ramdasi	90
11	2021-22	Mahendra Ramdasi	60
12	2021-22	Manisha Sanghi	60
13	2021-22	Bharat Lalwani	90
14	2021-22	Sushant Majhi	60
15	2022-23	Jignesh Sanghvi	90
16	2022-23	Sagar Bedre	90
17	2022-23	Punit Jain	60
18	2022-23	Aman Sinha	60
19	2022-23	Vijay Adkar	60
20	2023-24	Manisha Sanghvi	60
21	2023-24	Arpita Gupta	90
22	2023-24	Meet Jethwa	60
23	2023-24	Arnab Chakraborty	90
24	2023-24	Survesh Mathur	60

6.9 Academic Research (70)

Research Conferences at MIBM

1. International Conference on Sustainable Management for Peace and Harmony (ICSMPH)-2024 on 23-24 May, 2024 at MIBM, Pune Campus



2. International Conference on Trends in Business and Human Resource (ICTBHR-2022) Organized by Mulshi Institute of Business Management (MIBM), Pune Durin



3. National Conference on Digital Transformation in Indian Higher Education -A Road Map (DTHE-2022) Organized by Mulshi Institute of Business Management, Pur



Proceedings of the conference are published at <https://digitalxplore.org/proceeding.php?pid=2032> (<https://digitalxplore.org/proceeding.php?pid=2032>) in the form c

A. Papers Published by Faculty (during Assessment years only)

SN	Name of faculty	Title of paper	Year of pub
1	Dr.Gopal Jahagirdar & Prof. Nitin Deshmane	Melioration of Knowledge Transfer in COVID-19 Pandemic	
2	Dr.Gopal Jahagirdar & Prof. Nitin Deshmane	Melioration of Training & Development for Management students	

SN	Name of faculty	Title of paper	Year of pub
3	Dr. Gopal Jahagirdar	Efficacy of human resource in current business scenario	
4	Prof. Nitin Deshmane	Impact of COVID-19 on tourism sector	
5	Prof. Nitin Deshmane	Effective knowledge transfer in COVID-19 situation in India	
6	Dr. Gopal Jahagirdar	Role of wireless technology in Indian education system	
7	Dr. Gopal Jahagirdar	Transposing education to multimedia	
8	Dr. Gopal Jahagirdar	A melioration of higher education institutes: education 4.0	
9	Dr. Gopal Jahagirdar	Critical analysis of employee gratitude	
10	Dr. Saroja Asthana	Digital transformation in Indian higher education	
11	Mrs. Sonali Kadam & Dr. Gopal Jahagirdar	Sustainability in education via. Artificial intelligence	
12	Mrs. Sonali Kadam	Advantages of Digital transformation in Indian higher education system	
13	Dr. Gopal Jahagirdar	Is 360 degree feedback -the best method for performance evaluation?	
14	Dr. Gopal Jahagirdar & Prof. Ravi Chhabra	Agile leadership using VUCA concepts	
15	Dr. Gopal Jahagirdar Prof. Nitin Deshmane	A study on consequence of employee appreciation	
16	Mrs. Sonali Kadam & Prof. Nandini Kadam	An effect of blue ocean strategy on ride hailing service providers in India: a case study of uber taxi service provider	
17	Dr. Saroja Asthana	Holacracy – a radical trend in flat management	
18	Dr. Gopal Jahagirdar Prof. Nitin Deshmane	A research on efficacy of human resource management in service sector	
19	Mrs. Sonali Kadam	The relationship among motivation, knowledge retention, agility/skill-and development of students using gamification	
20	Mrs. Sonali Kadam	A study on recruitment and selection process in IT firm	
21	Mrs. Sonali Kadam Prof. Nitin Deshmane	Exploratory analysis of virtual learning at higher educational institutes in India during COVID-19 pandemic	
22	Mrs. Sonali Kadam	To study the sales generating strategy to increase business of Pune based media firm and to study CRM of magazine readers	
23	Mrs. Sonali Kadam, Prof. Nitin Deshmane	Internet of things in sustainable digital campuses	
24	Mrs. Sonali Kadam	Analyzing the Impact of Big Five Personality Traits on Investment Behaviour: Moderating Effects of Job Nature	

SN	Name of faculty	Title of paper	Year of pub
25	Mrs. Sonali Kadam	Consumer Behavior Towards Organic Food: A Bibliometric Analysis Using the Theory of Planned Behavior	
26	Mrs. Sonali Kadam	A Study on Investors' Behavioral Patterns: Examining Influential Factors with a Focus on the Mediating Role of Risk Tolerance	
27	Mrs. Sonali Kadam	Gamification of Real Estate Apps and Websites	
28	Mrs. Sonali Kadam	Measuring contemporary employee attrition intention in auto-component manufacturing organization.	
29	Mrs. Sonali Kadam	AI-Powered Digital Marketing: Evaluating the Impact of Privacy Concerns, Consumer Perceptions, and Perceived Bias on Consumer Satisfaction	
30	Mrs. Sonali Kadam	Unveiling Consumer Choices: A Bibliometric Analysis of Organic Food Purchase Behaviour through the Lens of Theory of Planned Behaviour	

B. Ph. D while working in Institute

Sr.No	Name of the Faculty	Topic	University	Date	Ref. No.
1	Dr. Nitin Kisan Deshmane	To Study the Reconcile Work of Employees its Effect in HRM to Telecom Industry	Shri JJT University Jhunjhunu, Rajasthan	Submitted on 25/5/2023 and Awarded on 19 July 2023	JJT/Ph.D./TH/4793

C. Books Published

Sr. No.	Faculty Name	Name of the Book
1	Dr. Nitin Deshmane, Dr. Vilas Pharande, Dr. Gopal Jahagirdar	Customer Relationship Management
2	Dr. Nitin Deshmane, Dr. Vilas Pharande, Dr. Gopal Jahagirdar	Total Quality Management
3	Dr. Gopal Jahagirdar	Database Administration and Data Mining
4.	Dr. Nitin Deshmane, Dr. Vilas Pharande	Training and Development
5.	Prof. Sonali Kadam	Digital Transformation in Indian Higher Education- conference proceedings
6.	Dr. Saroja Asthana	ICTBHR conference proceedings

D. Book Chapter

Sr.No.	Faculty name	Chapter name	Book Title

1	Mrs. Sonali Kadam	5G-RF Emission from Wearable Devices: Risk to Human Health and Mitigation (Link :- https://www.sciencedirect.com/book/9780443237881/impact-of-climate-change-on-social-and-mental-well-being)	Impact of Climate Change on Social and Mental Well-Being	Elsevier, https://shop.elsevier.com/books/impact-of-climate-change-on-social-and-mental-well-being/978-0-443-23788-1 (https://st)
2	Mrs. Sonali Kadam	<i>Mobile Intelligence for Autonomous Driving Systems: V2X, ITS & Telematics</i>	Mobile Intelligence for Smart Driving: Transforming V2X, ITS, and Telematics	
3	Mrs. Sonali Kadam		<i>Mobile Intelligence for Autonomous Driving Systems: V2X, ITS & Telematics</i>	
4	Mrs. Sonali Kadam	<i>Circular Economy: Business, Technology and Policy</i>	Circular Economy's Impact on Entrepreneurial Innovation and Social Advancement	

E. Conference Attended

Sr.No.	Name of faculty	Conference title	
1	Dr. Saroja Asthana (Conference Director)	National Conference on Digital Transformation in Indian Higher Education-A Road Map	Digital transformation
2	Dr. Gopal Jahagirdar (Convenor)	National Conference on Digital Transformation in Indian Higher Education-A Road Map	A melioration
3	Mrs. Sonali Kadam (Conference Co-Convenor)	National Conference on Digital Transformation in Indian Higher Education-A Road Map	Sustainable education
4	Dr. Nitin Deshmane	National Conference on Digital Transformation in Indian Higher Education-A Road Map	Comparative study of
5	Dr. Saroja Asthana (Conference Director)	International Conference on Trends in Business and Human Resource	Holacracy
6	Dr. Gopal Jahagirdar (Convenor)	International Conference on Trends in Business and Human Resource	Is 360 Degree Feedback
7	Mrs. Sonali Kadam (Conference Co-Convenor)	International Conference on Trends in Business and Human Resource	An effect of blue ocean strategy
8	Dr. Nitin Deshmane	International Conference on Trends in Business and Human Resource	Research on efficacy
9	Mrs. Sonali Kadam	International conference on education system, innovative trends and evolving research	Comparative analysis
10	Mrs. Sonali Kadam	International conference on recent advances in Science, engineering, technology and management	Development of housing projects
11	Mrs Sonali Kadam	International conference on economics and business research	Micro-credit defaulters management to improve the
12	Mrs. Sonali Kadam	Multidisciplinary International Conference	Impact of Renewable Energy
13	Mrs. Sonali Kadam	International Conference on Education (ICEDU) and Future of Education	Redefining Management

14	Mrs. Sonali Kadam	International Conference on Sustainable Management for Peace and Harmony	Blockchain and Gamification
15	Dr. Nitin Deshmane	Internation Conference on Marketing Innovation ad Analytics	The Advancement in B
16	Dr. Nitin Deshmane	International Conference on Sustainable Management for Peace and Harmony	An Empirical Analysis on /
17	Dr. Saroja Asthana	International Conference on Multidisciplinary Emerging Trends in Engineering and Technology (ICMETET-2024)	Sustainable Development ar
18	Dr. Saroja Asthana	International Conference on Sustainable Management for Peace and Harmony	An Evaluation of Real-Wo Environm
19.	Mrs. Sonali Kadam	International Conference on Economic, Management, Accounting and Tourism (ICEMAT)	The Role of Ayurved:

F. Patents

Sr. No.	Name of faculty	Details	Title of Invention	Status
1	Mrs. Sonali Kadam	Application No. -384044-001 Cbr Number-204347 Cbr date - 17/4/2023	Automated speed vehicle control device	Application accepted and certificate of design generated
2	Dr. Nitin Deshmane, Dr. Gopal Jahagirdar, Mrs. Sonali Kadam	Application No. -383215-001 Cbr Date-06/04/2023	IoT based data manager device	Application accepted and certificate of design generated
3	Dr. Vilas Pharande, Dr. Gopal Jahagirdar, Dr. Nitin Kisan Deshmane	Application No. -383212-001	Productivity based incentive device	Application under process (waiting for technical examination)
4	Dr. Nitin Kisan Deshmane, Dr. Vilas Pharande	Application No. 419837-001, cbr date 13.06.2024. cbr no 210232	Heat Powered radiator battery	Application accepted and certificate of design generated
5	Dr. Nitin Kisan Deshmane, Dr. Vilas Pharande	Application No. 425694-001, cbr date 03.08.2024. cbr no 213766	Employee Productivity monitoring device	Application under process (waiting for technical examination)

6	Dr. Nitin Kisan Deshmane, Dr. Vilas Pharande	Application No. 411780-001, cbr date 28.03.2024, cbr no 205149	Self-heating tiffin box	Application accepted and certificate of design generated
7	Dr. Nitin Kisan Deshmane	Application No. 402940-001, cbr date 23.12.2024, cbr no 216319	Office complaint and leave management device	Application accepted and certificate of design generated

G. Faculty encouragement to students to participate in Conferences by Prof Gopal Jahagirdar and Mrs. Sonali Kadam

S/N	Name of Student	Conference name	Host Institute
Batch 2020-21			
1	International Conference on Arts, Commerce, and Business Management held in Pune	Academics Conference Network, Bhuvaneshwar, India	Effect of brand experience a study of tele
2	Mohammad Kashif	Virtual International Conference on Humanities, Social Science and Business Management	Institute of Res
Batch 2021-22			
3	International Conference on Humanities, Social Science and Business Management (ICHSSBM) held in Chennai, India	Institute of Research and Journals, India	A successive adoj challenges f
4	Anushka Mishra	Virtual International Conference on Business Management, Humanities and Social Sciences	South Asian Resear
5	Shubham Bhatt	Virtual International Conference on Arts, Commerce and Business Management	Academics Conference
6	Sumanth Gopalasetti	Virtual International Conference on Management and Information Technology (ICMIT)	Academi
Batch 2021-23			
7	Shabbir Indorewala	International Conference on Machine Learning Big Data Management Cloud and Computing (ICMBDC)	Global Society for Researc
8	Prachi Shrivastava	International Conference on Machine Learning Big Data Management Cloud And Computing (ICMBDC)	Global Society for Researc
9	Abhishek Kumar Pandey	International Conference on Economics, Management and Social Study (ICEMSS)	International Society for Engineering
10	Niharika Ojha	International Conference on E-Education, E-Business, E-Management and E-Learning (IC4E) held in New Delhi India	Institute of Research Engir
11	Aishwarya Dakhode	International Conference on E-Education, E-Business, E-Management and E-Learning (IC4E)	Institute of Research Engir
Batch 2022-23			
12	Mohammad Danish	International Conference on Marketing Innovation & Analytics ,2023 held on December 15th - 16th, 2023	International School
13	Bhavesh Jain	International Conference on Marketing Innovation and Analytics , 2023 held on December 15th - 16th, 2023	International School

SN	Name of Student	Conference name	Host Institute
Batch 2023-24			
14	Shivam Akhare	International Conference on Sustainable Management for Peace and Harmony (ICSMPH-2024)	Mulshi Institute of E
15	Sapana Jinodiya	International Conference on Sustainable Management for Peace and Harmony (ICSMPH-2024)	Mulshi Institute of E
16	Gaurav Kshirsagar	International Conference on Sustainable Management for Peace and Harmony (ICSMPH-2024)	Mulshi Institute of E
17	Priya Kumawat	International Conference on Sustainable Management for Peace and Harmony (ICSMPH-2024)	Mulshi Institute of E
18	Suyash Tiwari	International Conference on Economic, Management, Accounting and Tourism (ICEMAT)	University of N
19	Ganesh Khetre	International Conference on Economic, Management, Accounting and Tourism (ICEMAT)	University of N
20	Priya Kumawat	International Conference on Economic, Management, Accounting and Tourism (ICEMAT)	University of N

H. Faculty encouragement to students to Publish papers in UGC care Journals

Sr. No.	Name of Student	Title of Paper	Year of Publication	Journal Category	Name of Journal
1	Mr. Akshat Maheshwari	A Survey on Digital Evaluation of Assignment Submitted by Students on Education Platform	2022	UGC Care-I (print)	Anvesak, ISSN 0378-4568 Volume 7 Issue 28, Jan-June 2021 UGC CARE-I listed
2	Ms. Ayushi Vyas	A study on recruitment and selection process in IT firm	2023	UGC Care-I (print)	Rabindra Bharati Journal of Philosophy, Vol-XXIV, June 2023 Impact factor: 5.4
3	Ms. Shivani Patil	Exploratory analysis of virtual learning at higher educational institutes in India during COVID-19 pandemic	2023	UGC Care-I (print)	Rabindra Bharati Journal of Philosophy Vol-XXIV, June 2023 Impact factor: 5.4
4	Mr. Keshav Bajaj	To study the sales generating strategy to increase business of Pune based media firm and to study CRM of magazine readers	2023	UGC Care-I (print)	Madhya Bharti-Humanities and Social Sciences, Vol-83, January-June 2023, ISSN: 0974-0066
5	Ms. Neharika Ojha	Internet of things in sustainable digital campuses	2023	UGC Care-I (print)	Madhya Bharti-Humanities and Social Sciences, Vol-83, January-June 2023, ISSN: 0974-0066

Assessment Year : 2022-23 (CAYm1)

Project Title	Duration	Funding Agency	Amount(in Rupees)
In depth Study of Market Se	1/7/22 to 30/10/22	J.K. Square Infrastructure F	295000.00
Competitive Analysis of Infr:	20/8/22 to 31/12/22	J.K. Square Infrastructure F	218300.00
Brand Positioning and Skill	10/1/23 to 30/3/23	J.K. Square Infrastructure F	135700.00
			Total Amount(X): 649000.00

Assessment Year : 2021-22 (CAYm2)

Project Title	Duration	Funding Agency	Amount(in Rupees)

Assessment Year : 2020-21 (CAYm3)

Project Title	Duration	Funding Agency	Amount(in Rupees)

Cumulative Amount(X + Y + Z) =

6.11 Consultancy/Testing/Training (25)

Total Marks 15.00

Institute Marks

15.00

2022-23 (CAYm1)

Project Title	Duration	Funding Agency	Amount
Branding Servi	15-17 Septemt	J.K. Square Inf	312700.00
Attitude Buildin	18-19 Novemb	J.K. Square Inf	230100.00
Skill Developm	16-17 Decemb	J.K. Square Inf	106200.00
Attitude Buildin	26-27 August 2	Daltrasmart Te	230100.00
Lessons in Bra	20-22 October	Daltrasmart Te	312700.00
Skill Developm	6-7 January 20	Daltrasmart Te	106200.00
Design and dev	June 2024- De	Shree Surveyo	236000.00
			Total Amount(X): 1534000.00

2021-22 (CAYm2)

Project Title	Duration	Funding Agency	Amount

2020-21 (CAYm3)

Project Title	Duration	Funding Agency	Amount

Cumulative Amount(X + Y + Z) =

6.12 Faculty as consultant of the industries (10)

Total Marks 7.00

Following faculty members from MIBM has provided consultancy

1. Dr. Saroja Asthana and Dr. Nitin Deshmane, "In depth Study of Market Segmentation and Consumer Behavior in Realty Sector"

This 3 month in-company program organized by Dr Asthana and Dr Deshmane focused on teaching top management strategies for branding services, emphasizing excellence and the lessons learned from industry best practices. The program aimed at equipping leaders with essential tools to improve brand visibility and business outcomes and was organized for JK Square Infrastructure Pvt Ltd, Kolhapur.

2. Dr. Nitin Deshmane and Dr. Saroja Asthana, "Competitive Analysis of Infrastructure Companies with special focus on advertising and Social Media Marketing"

This project involved a detailed competitive analysis of infrastructure companies, with a focus on their advertising strategies and social media marketing practices. Dr. Nitin Deshmane and Dr. Saroja Asthana conducted research to evaluate the effectiveness of online campaigns and branding strategies used by infrastructure firms. The analysis helped J.K. Square Infrastructure Pvt. Ltd. to identify market trends, improve their digital presence, and enhance their marketing strategies, ultimately driving better engagement and visibility in the competitive infrastructure sector. The project was carried out over a period of four months, from August 20, 2022, to December 31, 2022.

3. Dr. Nitin Deshmane and Dr. Saroja Asthana, 'Brand Positioning and Skill Development for HR Personnel in Service Sector'

This project aimed at enhancing the skills of HR personnel in the service sector while focusing on brand positioning strategies. Dr. Nitin Deshmane and Dr. Saroja Asthana guided J.K. Square Infrastructure Pvt. Ltd. in strengthening their brand presence and developing HR capabilities to meet industry demands. The program covered key areas such as strategic HR management, communication, and talent retention, equipping HR professionals with the tools to build a strong brand and improve organizational performance. The initiative was conducted from January 10, 2023, to March 30, 2023.

4. Dr Saroja Asthana and Dr Nitin Deshmane 'Branding Services through Excellence - Learning Lessons for Top Management'

This in-company program, conducted by Dr. Saroja Asthana and Dr. Nitin Deshmane, focused on imparting essential lessons in branding services for top management at J.K. Square Infrastructure Pvt. Ltd., Kolhapur. The program, held over three days from September 15 to 17, 2022, aimed to enhance leadership's understanding of brand positioning, customer engagement, and maintaining excellence in service delivery. It provided valuable insights into industry best practices, helping the management team refine their branding strategies and drive sustainable business growth.

5. Dr. Nitin Deshmane and Dr. Saroja Asthana, "Attitude Building and Selling Services"

This 2 day in-company training program, organized for JK Infrastructure Kolhapur, was designed to enhance participants attitude and skills in selling services effectively. Through interactive sessions, the program focused on instilling a customer-centric mindset and improving service-oriented sales techniques for better market engagement.

6. Dr. Nitin Deshmane and Dr. Saroja Asthana, "Skill Development for HR Personnel in Service Sector"

Aimed at HR professionals, this program provided critical skill-building tools specific to the service sector. It covered areas such as communication, conflict resolution, and employee engagement, empowering HR personnel to better manage teams and enhance overall service delivery. The 3 day in-company training was designed and delivered by Dr Asthana and Dr Deshmane for JK Square Infrastructure, Pvt Ltd, Kolhapur.

7. Dr. Nitin Deshmane and Dr. Saroja Asthana, "Attitude Building and Selling Services"

Similar to the previous program, this 2 day in-company session was tailored for employees at Daltrasmart Technologies, focusing on building a positive attitude and improving service sales skills. The training, led by Dr Asthana and Dr Deshmane, aimed to transform service delivery approaches, driving better customer satisfaction and organizational success.

8. Dr. Saroja Asthana and Dr. Nitin Deshmane, "Lessons in Branding of Services for Management"

This program, directed at Daltrasmart Technologies' management, aimed at refining their branding strategies for services. It was led by Dr Ashtana and Dr Deshmane provided insights into effective brand communication and long-term brand positioning in competitive markets, enhancing the companys visibility and reputation.

9. Dr. Nitin Deshmane and Dr. Saroja Asthana, "Skill Development for HR Personnel in Service Sector"

Aimed at HR professionals, this program provided critical skill-building tools specific to the service sector. It covered areas such as communication, conflict resolution, and employee engagement, empowering HR personnel to better manage teams and enhance overall service delivery. The 3 day in-company training was designed and delivered by Dr Asthana and Dr Deshmane for Daltrasmart Technologies, Pvt Ltd, Pune.

10. Dr. Vilas Pharande, "Design and development of Technological Support System for Service Industries"

Dr. Pharande has provided expert consultancy to Shree Surveyor and Loss Assessor in Pune, where he tackled various software and advanced Excel-related issues. His contributions also include the development of an online GST return support system, simplifying the process of filing returns for businesses. Additionally, Dr. Pharande addressed challenges related to vehicle tracking, offering effective solutions for analyzing historical track records for major insurance companies, including New India, ICICI, and Bharti AXA. His efforts have significantly streamlined processes and enhanced the efficiency of operations for these industries.

6.13 Preparation of teaching Cases (10)

Total Marks 8.00

Case studies developed by MIBM faculty members is made available in a form of short videos and published on U-tube. Further, case studies are edited and published in a book entitled "**Cases in Business Management by MIBM**" ed. Sonali Kadam. The book included some of the following cases:

1. Title: Marketing Analysis of Mothers recipe: cultivating separate market

Faculty name:

Ms Sonali Kadam,

Mr Dinkar Hazare

Course name: Marketing Management

2. Title: Netflix: A study of competitive marketing strategies to boost the customer base

Faculty name:

Dr. Nitin Deshmane,

Mr Navnath Lendave

Course name: Marketing Management

3. Title: Influencing retail strategies by JioMart: Creating new footprint for retail industry

Faculty name:

Dr. Vilas Pharande,

Dr. Anita Khaire

Course name: Retail Management

4. Title: Timely reconceptualization of digital marketing: A case study of food delivery giant Zomato

Faculty name:

Ms Priyanka Suryavanshi,

Ms Sonali Kadam

Course name: Digital Marketing

5. Title: Redefining future of Business with implementation of digital marketing: A case study of Zomato

Faculty name:

Dr. Nitin Deshmane,

Ms Amruta Sane

Course name: Digital Marketing

6. Title: Blue Ocean strategy implementation and its effect on organizations growth-A case study of Reliance Jio

Faculty name:

Ms Sonali Kadam,

Mr. Ravi Chhabra

Course name: Business Strategy and Policy

7. Title: Will offline retail strategy by Big Basket help it to uplift the falling customer base?

Faculty name:

Dr. Saroja Asthana,

Mr. Ravi Chhabra

Course name: Retail management

8. Title: Success story for KIA: The luxury market will grow to serve wealthy consumers

Faculty name:

Dr. Saroja Asthana,

Ms. Sonali Kadam

Course name: Business Strategy and Policy

9. Title: Jain Irrigation: Victorious Journey from fall to rise

Faculty name:

Ravi Chhabra,

Ms Sonali Kadam

Course name: Business Environment

10. Title: ChatGPT maximizing or diminishing the learning attitude of students?

Faculty name:

Dr. Vilas Pharande

Dr. Gopal Jahagirdar

Course name: Introduction to AI and ML

7 INDUSTRY & INTERNATIONAL CONNECT (100)

Total Marks 72.00

7.1 Industry Connect (60)

Total Marks 49.00

7.1.1. Initiatives related to industry interaction including industry internship / summer training/study tours/ guest lectures ((15)

7.1 Industry Connect (60)

In the field of management studies, the industry serves as a dynamic laboratory, offering practical exposure to real-world business practices, unlike the controlled settings of scientific labs. Building strong connections with the industry is essential to bridge the gap between theory and practice. At MIBM, our extensive alumni network, spanning various industries and geographies, plays a pivotal role in cultivating these connections. This network serves as a valuable resource for students to gain insights into current industry trends and practices.

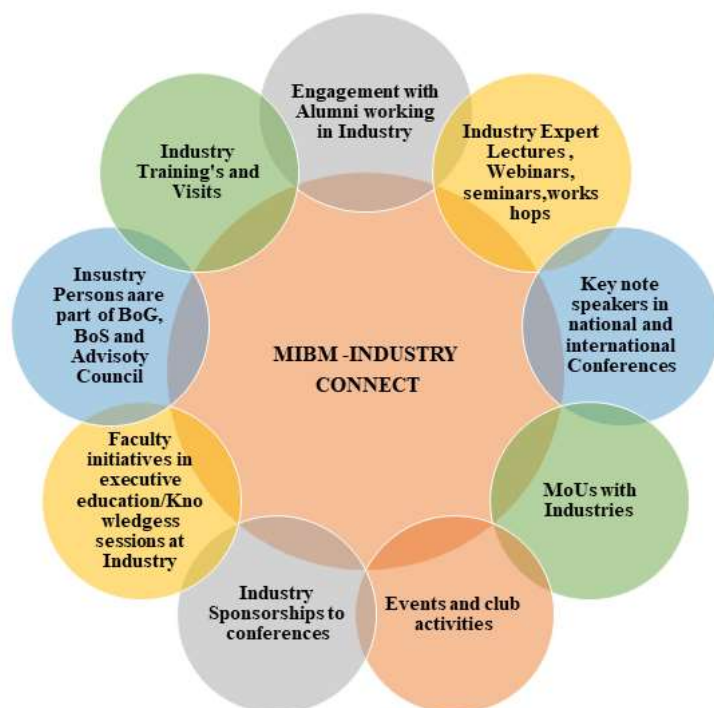


Fig MIBM Industry Connect

7.1.1 Initiatives related to industry interaction including industry internship/summer training/study tours/guest lectures (15)

a. Industry internship

The summer internships or industrial internships play a crucial role in enhancing students skills and preparing them for their future careers. As part of their academic curriculum, students are required to undergo internships of a minimum duration of 6-8 weeks at the end of their first year. These internships are organized by the institute or campus as part of pre-placement activities, offering students the opportunity to gain real-world exposure in their field of study.

During these internships, students are typically placed in relevant industries or organizations where they can apply the theoretical knowledge gained in the classroom to practical tasks. This hands-on experience helps students develop essential skills such as problem-solving, teamwork, and communication. Furthermore, it provides them with a better understanding of industry practices, the working environment, and the demands of their future job roles.

The internships also serve as an excellent opportunity for students to build professional networks, interact with industry experts, and explore potential career paths. As these internships are arranged by the institution, students are often guided and supported throughout the process, from placement to evaluation.

Various industries where students have undergone training are as below:

MIBM Internship Batch 2023-24

S NO.	ROLL NO	NAME OF STUDENT	SUMMER INTERNSHIP COMPANY
1	M20231139	AAYUSH RAGHUWANSHI	GREAVES ELECTRIC MOBILITY
2	M20232149	ABHAY GUPTA	ASTHA CREDIT & SECURITIES PVT. LTD.
3	M20231160	ABHISHEK CHOUDHARY	CINCOONI SYSTEMS
4	M20232152	ABHISHEK DEBADWAR	DEEPAK FERTILISERS AND PETROCHEMICALS CORP. LTD.
5	M20232135	AKASH GANGWAR	TRADESHALA
6	M20231150	AMAN KUMAR	CINCOONI SYSTEMS
7	M20232142	ANKIT KUMAR MEHTA	CINCOONI SYSTEMS
8	M20231163	ANKITA BANAIT	MOTILAL OSWAL FINANCIAL SERVICES LTD
9	M20232158	ANUSHKA AGRAWAL	SACHI SATRAM EXPORTS PVT.LTD (DAAWAT)

S NO.	ROLL NO	NAME OF STUDENT	SUMMER INTERNSHIP COMPANY
10	M20231122	ARPIT SHARMA	BAJAJ FINSERV
11	M20231157	ARTH GUPTA	SHAPOORJI PALLONJI REAL ESTATE
12	M20232162	ARYMAN NAHAR	F2 FINTECH
13	M20232127	ASHUTOSH CHANDRAKAR	TRADESHALA
14	M20231165	AYUSH JAISWAL	MYFROYOLAND
15	M20233061	BHAJAN LAL VISHNOI	CINCOONI SYSTEMS
16	M20231133	BHAWESH KUMAR	MOTILAL OSWAL FINANCIAL SERVICES LTD
17	M20231156	BHUMI JAIN	MAESTRO REALTEK
18	M20232159	BICKY ROY	BAJAJ BROKING
19	M20232153	DEEPANSHU PANDEY	PROPELLD
20	M20232121	DEVENDRA KUMAR BHARTI	CINCOONI SYSTEMS
21	M20232130	DEVESH LALWANI	DISHMAN CARBOGEN AMICS LTD.
22	M20233065	DRISHTI CHOUDHARY	MOTILAL OSWAL FINANCIAL SERVICES LTD
23	M20231153	GANESH KHETRE	TRADESHALA
24	M20232129	GAURAV SUDHIR KSHIRSAGAR	TRADESHALA
25	M20232140	HARSHVARDHAN SHAH	BNY MELLON
26	M20232148	JATIN SHARMA	CINCOONI SYSTEMS
27	M20233066	KHUSHEE GOYAL	THERMAX LIMITED
28	M20231138	KUMAR ASHUTOSH	HAPPEQUITY INVESTMENTS & FINANCE
29	M20232150	KUNTI TIJARE	MOTILAL OSWAL FINANCIAL SERVICES LTD
30	M20231152	LALIT VILAS CHAHARE	PROPELLD
31	M20232151	LINA PAL	MOTILAL OSWAL FINANCIAL SERVICES LTD
32	M20233068	MAYANK SHARMA	VTPL
33	M20231125	MD KASHIF KHAN	REPORT HUB PVT. LTD.
34	M20231147	MEERA ANTALA	PROPELLD
35	M20231146	MEGHA KSHIRSAGAR	BNY MELLON
36	M20232122	MEGHA MITTAL	BAJAJ ALLIANZ GENERAL INSURANCE
37	M20232147	NANDINI BIRLA	MOTILAL OSWAL FINANCIAL SERVICES LTD
38	M20231151	NAVNEET SHIVHARE	AMUL (GCMMF)
39	M20233070	NIKITA RATHI	RELIANCE RETAIL
40	M20232160	NITIN RAGHUWANSHI	FIRSTCRY.COM (BRAINBEES SOLUTIONS PVT. LTD.)
41	M20232157	PRASHANT TRIVEDI	MOTILAL OSWAL FINANCIAL SERVICES LTD
42	M20232156	PRIYA KUMAWAT	BNY MELLON
43	M20232128	PUNEET GAUTAM	PROPELLD
44	M20231158	PURU GOYAL	BAJAJ ALLIANZ GENERAL INSURANCE
45	M20231149	RADHIKA GUPTA	BAJAJ ALLIANZ GENERAL INSURANCE
46	M20232124	RITESH TIWARI	BAJAJ ALLIANZ GENERAL INSURANCE
47	M20231124	SAHIL BEHERA	MOTILAL OSWAL FINANCIAL SERVICES LTD
48	M20232139	SAHIL MESHRAM	CINCOONI SYSTEMS
49	M20232164	SAKSHI PRAJAPATI	MOSAIC DIGITAL
50	M20231131	SAMBHAV BOTHRA	MAESTRO REALTEK
51	M20232145	SAPNA JINODIYA	BAJAJ BROKING
52	M20231135	SEJAL SONI	MOTILAL OSWAL FINANCIAL SERVICES LTD
53	M20232134	SHALINI THAKUR	PROPELLD
54	M20232125	SHASHANK BALAKRISHNAN	TRADESHALA
55	M20232146	SHIL SHAH	ADANI ENERGY SOLUTIONS LTD.

S NO.	ROLL NO	NAME OF STUDENT	SUMMER INTERNSHIP COMPANY
56	M20231159	SHIVAM AKHARE	TATA MOTORS
57	M20231121	SHREYA SHUKLA	GREAVES ELECTRIC MOBILITY
58	M20232155	SHRIRAM JADHAV	PROPELLD
59	M20231137	SHRIRAM RAJESH GADEWAR	MOTILAL OSWAL FINANCIAL SERVICES LTD
60	M20232161	SHUBRAT MITTAL	PROPELLD
61	M20232165	SINGH VIKRAM BHARAT	TRADESHALA
62	M20231130	SOURABH PANDEY	CINCOONI SYSTEMS
63	M20231154	SURAJ GUPTA	ASSA ABLOY GROUP
64	M20232136	SURYASH RAJ	BOTMATIC
65	M20231127	SUYASH TIWARI	AMDOCS
66	M20232141	TAPASWINI SAMAL	CINCOONI SYSTEMS
67	M20231168	TEJAS MISAL	DEEPAK FERTILISERS AND PETROCHEMICALS CORP. LTD.
68	M20233064	VAIDEHI SHARMA	RELIANCE RETAIL
69	M20232138	VINAY MITTAL	THERMAX LIMITED
70	M20231143	VIPUL CHAWDA	MOTILAL OSWAL FINANCIAL SERVICES LTD
71	M20231167	VIRAT SHRIKANT THAKRE	MOTILAL OSWAL FINANCIAL SERVICES LTD
72	M20232126	VIVEK SIPANI	MYFROYOLAND
73	M20232123	YANSHUMAAN BARAL	TRADESHALA
74	M20231123	YASH VARDHAN CHAHAL	CINCOONI SYSTEMS
75	M20231161	YASH VARDHAN JHA	CINCOONI

MIBM Internship Batch 2022-23

S.No	ROLL NO	NAME OF STUDENT	SUMMER INTERNSHIP COMPANY
1	M20222061	ADARSH BHANDARI	ANDROMEDA SALES & DISTRIBUTION PVT LTD.
2	M20222084	AMAN GUPTA	ERGODE
3	M20221122	ANIL KUMAR	AGEAS FEDERAL LIFE INSURANCE
4	M20222062	ANKIT KUMAR GUPTA	GROW WELL IMF
5	M20222081	ANKIT KUMAR SINGH	MILLIONMIND SECURITIES
6	M20223061	ANMOL NAGPURE	BNM BUSINESS SOLUTIONS LLP
7	M20221124	ANUSHKA BHATI	BAJAJ ALLIANZ LIFE INSURANCE COMPANY
8	M20221121	ARUSHI GUPTA	AGILE CAPITAL SERVICES
9	M20221125	ASHUTOSH KUMAR	PINENEST BUSINESS SOLUTIONS
10	M20221145	ASHWIN RAVINDRA UDAPURE	BNM BUSINESS SOLUTIONS LLP
12	M20222063	AYUSH KUMAR AWASTHI	GALAXY MANAGEMENT
11	M20221126	BASTABRAJ PAL	GROW WELL IMF
13	M20222086	BHAVIN JAWARIYA	VISHWASYA TECHNOLOGIESS PRIVATE LIMITED
14	M20221136	BHAWESH JAIN	DESAI FOODS PVT LTD - MOTHERS RECIPE
15	M20222064	CHIRAYU JAIN	ENDURANCE TECHNOLOGIES LTD
16	M20221141	DHWANISH DAVE	PURNARTHA INVESTMENTS PVT. LTD.
17	M20221127	DUSHYANT BARATH	DPCON SOLUTIONS
18	M20222065	HARSH NAYAK	BAJAJ ALLIANZ LIFE INSURANCE COMPANY
19	M20221128	HARSHITA SINGH	ANDROMEDA SALES & DISTRIBUTION PVT LTD.
20	M20221150	HEMANT SHARMA	SCOOP HEALTHY FOODS PVT LTD
21	M20221149	JEETENDRA JAISWAL	MY MONEY MANTRA
22	M20222074	LAXMIKANT PATIL	ERGODE
23	M20222066	MANYA MADAN	ICICI HFC

S.No	ROLL NO	NAME OF STUDENT	SUMMER INTERNSHIP COMPANY
24	M20221131	MEHAK PANDEY	XANADU
25	M20222067	MISHA KIRAN	GENZEON
26	M20221132	MOHAMMAD DANISH	KINETIC GREEN
27	M20222083	MUDIT PRAHLADKA	VISHWASYA TECHNOLOGIESS PRIVATE LIMITED
28	M20222077	MUSKAN ALWA	BAJAJ ALLIANZ LIFE INSURANCE COMPANY
29	M20222068	MUSKAN ARORA	BAJAJ ALLIANZ LIFE INSURANCE COMPANY
30	M20222069	NEHA RAJAK	SHAREKHAN LIMITED
31	M20221133	NIKHIL KUMAR	FYP
34	M20221144	NIRAJ KAMBLE	GALAXY MANAGEMENT
32	M20221134	PRANAY PARATE	VTPL
33	M20222071	PRANJAL PISAL	DENSITY EXCHANGE
35	M20222072	PRAPTI JAIN	GROW WELL IMF
36	M20221135	PRASHANT KUMAR SARVE	AGILE CAPITAL SERVICES
37	M20223062	PRIYA MAHESHWARI	KINETIC GREEN
38	M20221137	RITESH HANMANT BAGADE	AGILE CAPITAL SERVICES
39	M20221138	RIYA JAIN	BLUESTONE
40	M20223063	SAJAN MOHOD	JIVIKA HEALTHCARE
41	M20222075	SALONI JAGDISH ROJEKAR	LOOP HEALTH
42	M20221140	SALONI SHRIVASTAVA	BAJAJ ALLIANZ GENERAL INSURANCE COMPANY
43	M20222087	SHALEEN MANTRI	XANADU
44	M20222076	SHIVANI PATIL	HANSA RESEARCH
45	M20223064	SHREYA CHATURVEDI	ANDROMEDA SALES & DISTRIBUTION PVT LTD.
46	M20223065	SHREYA VERMA	VISHWASYA TECHNOLOGIES PVT LTD
47	M20223066	SHRIYA CHANDEL	KINETIC GREEN
48	M20221130	SIDDHARTHA SINGH	BNM BUSINESS SOLUTIONS LLP
49	M20221148	SURBHI KUMARI MANDIWAL	BNM BUSINESS SOLUTIONS LLP
50	M20221146	VINAY JAJODIA	THYROCARE TECHNOLOGIES LTD.
51	M20222080	VIVEK KUMAR	IRIS BUSINESS SERVICES
52	M20221147	VIVEK VASHISTHA	ANDROMEDA SALES & DISTRIBUTION PVT LTD.
53	M20222085	VRUSHALI DESHMUKH	VISHWASYA TECHNOLOGY PVT LTD
54	M20223067	YASH PUJARA	ANDROMEDA SALES & DISTRIBUTION PVT LTD.
55	M20221143	YOGESH KOTHALE	SKS SOLUTIONS

MIBM Internship Batch 2021-22

S No.	ROLL NO.	NAME	SUMMER INTERNSHIP COMPANY
1	M20213801	AAYUSHI VYAS	ECLERX
2	M20211501	ABHISHEK KUMAR PANDEY	LG ELECTRONICS
3	M20213802	ADITYA NEMADE	POSHWAY CONSULTANTS & CO.
4	M20211502	AISHWARYA DAKHODE	SHAPOORJI PALLONJI
5	M20211503	AKSHAT MAHESHWARI	BIG BOX VENTURES PVT. LTD.
6	M20211504	AKSHAY MANGAL	NOBLE EDEN
7	M20211505	ANIKET SAHU	BAJAJ FINSERV
8	M20211506	ANUP KUMAR	NOBLE EDEN
9	M20211508	ANUSTHA GOSWAMI	HITACHI SOLUTIONS INDIA PVT LTD.
10	M20212701	ARPIT BASTIA	LEAD BARREL
11	M20211512	GUNJANKUMAR PATEL	NOBLE EDEN

S No.	ROLL NO.	NAME	SUMMER INTERNSHIP COMPANY
12	M20212703	HARSH BAIJAL	TRADE REBOOT
13	M20211513	HUSSAIN	ICICI BANK
14	M20211514	JAGRAVI AMDARE	TENHARD INDIA PVT. LTD
15	M20213805	KESHAV BAJAJ	MAGNIK INDIA
16	M20213806	KHUSHI GUPTA	KOHLER POWER INDIA
17	M20211515	MADHUSHREE MUKHERJEE	NOBLE EDEN
18	M20211516	MANAS JHALANI	MAGNIK INDIA
19	M20211517	MOHIT KAPADIA	PURE WHITE INVESTMENTS PVT LTD
20	M20211520	NEHA NAYAK	BAJAJ ALLIANZ LIFE INSURANCE COMPANY LIMITED
21	M20212705	NIHARIKA	POSHWAY CONSULTANTS & CO.
22	M20211539	OMKAR RAYATE	TATA BLUESCOPE STEEL
23	M20212706	PRACHI SHRIVASTAVA	BAJAJ ALLIANZ LIFE INSURANCE COMPANY LIMITED
24	M20211522	PRANAV SIRSANT	SPAN PUMPS
25	M20213807	RACHANA SABALE	MEESHO
26	M20211525	RADHIKA MOONDRA	TENHARD INDIA PVT. LTD
27	M20213808	RAGINI SAHU	DPCON SOLUTIONS LLP
28	M20212707	RINKAL LOUNGANI	DIVYA BHASKAR (DAINIK BHASKAR GROUP)
29	M20212708	RITESH JAISWAL	ICICI BANK
30	M20211529	SAMARTH KANUNGO	AJAY INDUSTRIES
31	M20211530	SANDEEP KUMAR SINGH	ICICI BANK
32	M20211531	SAURABH PATIL	LG ELECTRONICS
33	M20211532	SAURABH VYAS	MAGNIK INDIA
34	M20213809	SAYALI VILASCHANDRA AMBATKAR	TENHARD INDIA PVT. LTD
35	M20211533	SHABBIR INDOREWALA	KOHLER POWER INDIA
36	M20211534	SHARYA DABI	HITACHI SOLUTIONS INDIA PVT LTD.
37	M20212709	SHUBHAM KUMAR	BAJAJ FINSERV
38	M20212712	SOURABH LIMJE	ADITYA BIRLA SUN LIFE INSURANCE
39	M20212710	TYREL JUDE THOMAS	ICICI BANK
40	M20211535	URVI MUNDRA	TENHARD INDIA PVT. LTD
41	M20211536	VADANYA SINHA	POONAWALLA FINCORP
42	M20212711	YASH METHA	MOZO HUNT
43	M20211537	YASHI GUPTA	SPAN PUMPS
44	M20211538	YOGESH SAINI	HECTOR BEVERAGE PVT. LTD

b. Summer Trainings and Study Tours

In addition to the summer internship, it is essential for students to undergo industrial training to keep their skills up-to-date with the latest industry practices and technologies. Industrial training plays a critical role in bridging the gap between academic learning and real-world applications. To help MIBM students stay aligned with current industry trends, they are actively encouraged to participate in various short-term training programs. These programs may be conducted either virtually or physically.

As per suggestions of BOS and MIBM faculty students are enrolling in following training programs:

Sr No	Certification
1	Lean Six Sigma (Yellow Belt)
2	ISO 9001:2015
3	Advance Excel
4	Corporate Finishing Programmed
5	Looker Studio
6	Google Analytics 4.0

7	Power BI
8	Marketing Analytics with Lined in
9	NISM National institute of Securities Market (Level V-A)
10	Google Ads
11	Foundation of Digital Marketing and Ecommerce by Goggle
12	Financial Risk Management

c. Study tours

After gaining a solid foundation in management studies across various specializations, MIBM students are given opportunities to develop their practical skills through study tours. These tours are an integral part of the learning process, as they allow students to experience real-world business environments, engage in different scenarios, and enhance their teamwork abilities.

The study tours are planned and managed by the students themselves, in close consultation with faculty members. This collaborative effort ensures that the tours are not only educational but also well-organized, providing maximum value. These tours are conducted in diverse locations such as Mumbai, Kokan, Goa, Bangalore, and other regions, offering students a variety of experiences in different cultural and business settings.

For the academic years 2023-24 and 2024-25, MIBM students went on a study tour to Goa in July for three days. These tours are organized by the institute to contribute to the holistic development of students, focusing not only on academic learning but also on personal growth, team-building, and cultural exposure. Importantly, there is no additional financial liability placed on students for these tours, as they are fully supported and arranged by the institute, ensuring accessibility for all participants.

Photos:



c. Guest/Expert Lectures:

Guest lectures from industry experts are a vital part of the MIBM culture, contributing significantly to the learning experience. With a robust network of industry connections and a remarkable track record of 100% placement since its inception, the institute ensures that students are exposed to the latest trends and insights from the corporate world.

Each academic year, the institute organizes a series of guest lectures, featuring eminent professionals and leaders from various industries and multinational corporations (MNCs). These guest speakers bring valuable real-world experience, sharing their knowledge on current industry practices, emerging trends, and practical applications of management theories. Their perspectives offer students a deeper understanding of the business world, complementing their academic curriculum.

Special attention is given to ensuring that the guest lectures cover all the specialized areas that MIBM offers.

A flagship interaction platform between corporates and students, called "**Dinner with Corporates**," is arranged every year by MIBM. This exclusive event provides students with a unique opportunity to engage with a select group of industry professionals and corporate leaders in an informal setting. The dinner meet allows students to interact directly with these industry guests, fostering meaningful one-on-one conversations. During this event, students can clear their doubts about management education, career paths, and the specific expectations that industries have from management graduates.



Fig. Dinner with Corporates

Sr.no	Title of the professional Development program	Resource Person	Date
2024			
1	Mr. Shirish Kulkarni, Lead Consultant, Leap2Excel Consulting LLP Former Director HRD-KSB Pumps LTD	From campus to corporate	30 June 2024
2	Mr. Sanjay Patwardhan, Head Business Analytics-Cybage	Current Trends and Expectations in the Management Field from an Industry Perspective	30 June 2024
3	Gaurav Mandan	Opportunities and Obstacles in Marketing	30 June 2024
4	Mr. Amitesh Banerjee	Nurture your mental health	10.10.2024
5	Mr Sandeep Powar	Empowering Business Decisions through Advanced Excel Analytics	23.10.24
6	Dr. Keyuri Unadkat Health and wellness specialist -Godrej Industries	Health and Wellness	19.10.2024
7	Mr. Nikhil Kulkarni	Building Your Future: Opportunities and Obstacles in Finance	14.11.2024
8	MS. Pooja Rao	Breaking Barriers: Overcoming Common Group Discussion Challenges	28.11.2024
9	Mrs. Rachana B Gupta	Fact vs. Fiction: Interview Myths That Can Hold You Back	29.11.2024
2023			
1	Accelerating AI Advantage	Mr. Rasesh Shah, Senior Vice President – CIO, Fractal Analytics	28-Feb-2023
2	Targeting Millennials and GEN Z: Relevance of technology	Mr. Gunjan Khetan, CMO, Perfetti Van Melle	18-Feb-2023

3	Pharmaceutical Supply Chain Management	Mr. Prasad S. Deshpande Senior Vice President - Global Supply Chain Biocon	14-Feb-2023
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Sr.no	Title of the professional Development program	Resource Person	Date
2022			
1.	Vinita Bora, Words Maya, Pune	Effective Communication	July 16, 2022
2.	Insurance Industry: The Sunrise Sector	Mr. Bhishma Maheshwari, Senior Vice President, Marsh India	9-Dec-2022
3.	Understanding Landscape of Media, Daburs Business Mix and Crisis Management in Business	Mr. Rajiv Dubey, Head Of Media, Dabur	3-Dec-2022
4.	Marketing in Practice- An FMCG Perspective	Mr. Manish Makhijani, Global Consumer Insights Director, Unilever	2-Dec-22
5.	Breaking out of your comfort zone	Mr. Nirmal NR, CEO - India Operations, ZoomCar	1-Dec-22
5	Leadership Principles to Thrive in Today's Organization	Mr. Subhasis Mishra, Head TA - Asia pacific, Global Media & entertainment, Amazon	25-Nov-22
6	All About Investment Banking and Acquiring Required Skills to Reach the Top	Mr. Surjya Narayan Mohapatro, Vice President, JPMorgan Chase & Co.	16-Oct-22
7	My Corporate Journey of 28 Years & Mistakes I Made	Mr. Shailesh Vilankar, Senior Vice President - Field Operations, Schindler	7-Sep-22
8	Making Brands in India & Taking Them Globally	Mr. Durgesh Buxy, Associate Vice President & Head (International Business) , Crompton Greaves	27-Aug-22

d. MoUs/Partnerships with National institutes/organizations

Following MoUs are signed with industry for collaboration on research and placement etc.

1. Branding, Pune
2. Flexible Softwares Pvt. Ltd., Pune
3. Invest First, Pune
4. Mindscapes Enhance Communications Pvt. Ltd., Bangalore
5. Noble Eden Realtors, Pune
6. Words Maya EduTech Pvt. Ltd., Pune
7. Zone 4 Disaster Management, New Delhi
8. Institute of Research & Journals, Bhubaneswar, Odisha

e. Membership to professional societies

There are no memberships that the institute possess as a department with any professional body/ society. However, at faculty level, it has memberships with societies like:

- **CII**- Confederation Indian Industries, India
- **MCCIA**-Maharatta Chamber of Commerce, Industries and Agriculture, Pune
- **Institute of Directors (IoD)**
- **USBES**- United States Board for Education Standardization, California, USA
- **IAO** - International Organization for Accreditation, USA



MIBM participated in CII HR IR CONCLAVE 2022



MIBM-CII meetings

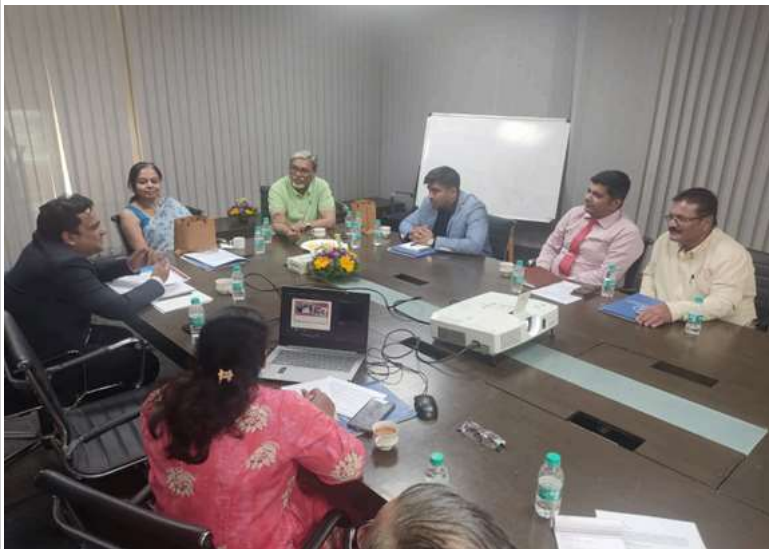
1. **Mr. Arpit Bejwalkar, Head, Pune Chapter, CII, Pune and Mr. Aniket Patil, Executive Officer, CII, Pune visited MIBM Campus on Tuesday 24th Jan 2020 .**

Program Agenda for the meeting was to discuss on

- a. **Management Development Programs (MDP)** for Executives
- b. **Skill Development Programs (SDP)** for Middle Level Staff
- c. **Student Development Programs** for making Students Industry ready
- d. **Faculty Development Programs (FDP)** for faculties of Academic Institutions to getting ready to cope up with New Education Policy (NEP) & Global Education Trends
- e. About arranging **National & International Conferences** on Transformation of Higher Education Globally.

2. Second brainstorming round table meet of CII (Confederation of Indian Industries) was held on 24 May, 2022 at MIBM, Pune with following objectives

1. To bridge the gap between industry and academia
2. To discuss the future plan for CSR activities



Roundtable meet of CII and MIBM held on 24 May, 2022

2.



MIBM Participation in MCCA People Mantras-Panel discussion on Employee Wellness, 16 October 2024



MIBM Participation in MCCA People Mantras-Panel discussion on Employee Wellness, 16 October 2024

3.



4.



5.



7.1.2. Participation of Industry professionals in curriculum development, projects, assignments as examiners, in summer projects (15)

Institute Marks

12.00

7.1.2 Participation of Industry Professionals in curriculum development, projects, assignments as examiners in summer projects (15)

7.1.2 (a) Participation of Industry Professionals in curriculum development

Based on the observations of academic audit conducted by industry and academic experts every year at the end of academic session. MIBM ensures that the program design is updated to meet the current industry trends. The curriculum restructuring is done every one year well before the beginning of academic session to give sufficient time to MIBM faculty for preparation of course files accordingly. IQAC further ensures effective implementation of academic observations and review it time to time.



The following are the industrial professionals in the curriculum development

- Mr. C. M. Diwedi, Senior HR Advisor, Mentor & Coach HR Consultancy, Mumbai
- Mr. Udai Upendra, Founder CEO, The HR Company, Gurugram
- Mr. Ronald Sequeria, Managing Partner, Anrott Mumbai
- Mr. Ravendra Mishra President-HR Garware Technical Fibres Ltd
- Mr. Soumitra Das, Global CHRO, Radington Limited, Chennai
- Mr. Pravin Sawant, Sr. Vice President and CHRO, 63 moons technologies ltd, Mumbai
- Mr. Shirish Kulkarni, Lead Consultant, Leap2Excel Consulting LLP, Former Director - HRD Region Asia West, KSB Pumps Ltd
- Mr. Suresh Amin, Head HR - India Business, J. B. Pharma & Chemicals Ltd, Mumbai
- Dr. Mahendra Ramdasi, Director, Agile cockpit, Pune
- Mr. Amitesh Banerjee, Head- Corp. Communication, Della Group, Mumbai
- Mr. Manikrao Bamane, VP - Marketing, Reliance Industries Ltd., Mumbai
- Mr. Sunil Karandikar, Principal Specialist - Finance, Atos Syntel, Pune
- Mr. Sanjay Patwardhan, Head- Business Int.& Data Analytics, Cybage, Pune
- Mr. Clifford Mohan Pai, VP HRD Infosys BPM Ltd
- Dr. Saagarika Ghoshal, Managing Director, MATCHBOARD LLP
- Arpita Gupta, Senior Analyst, TIAA, Pune

Summary of Board of Studies (BOS) meetings conducted at MIBM, Pune

Date	Venue	Agenda
12 April 2024	MIBM Campus	Review of IQAC and Academic Audit Reports and discussions on various issues to improve the overall academic performance levels.

Date	Venue	Agenda
15 November 2023	MIBM Campus	Discussion on gap analysis of attainment levels and suggestion on remedial action.
21 January 2023	MIBM Campus	Discussion of innovation in teaching, student engagement and actions taken on improvement weaker students
8 October 2022	MIBM Campus	Review of program, course structure, curriculum and academic policy Suggestions on Institute brand building
7 July 2022	MIBM Campus	Introduction of foundation courses in trimester I
26 November 2021	MIBM Campus	Consideration of requirements of NBA accreditation Discussion on building Internationalization of an Institute
7 July 2021	MIBM Campus	Overall review of curriculum of PG program
19 November 2020	Virtual	Discussion on strengthening academic research and consultancy Discussion on industry Interface
16 April 2020	Virtual	Discussion on the Institute progress for the year 2018-20 Decision on need-based foundation courses Consideration of the academic initiatives taken by the Institute
22 November 2019	Virtual	Discussion on the scheme and PGDM syllabus of trimester I, II and III PGDM for 2019 Batch and trimester IV, V and VI for 2018 Batch Discussion on Scheme and Syllabus including COs, POs, CIE, SEE, Text & Reference books Finalization of syllabus along with incorporations of recommendations and suggestions

Internal Quality Assurance Committee (IQAC):

Sr.No	Name	Company	Designation
1	Dr. Saroja Asthana	Head of Institute-Director	Chairman
2	Dr. Pramod Kumar	Management Representative-Chairman IMS	Member
3	Dr. Vilas Pharande	Teacher Representative-Professor	Member
4	Dr. Mahendra Ramdasi	Industry Nominee -Director, Agile cockpit, Pune	Member
5	Sourabh Limje	Alumni Nominee- Deloitte	Member
6	Mr. Harish PATil	Nominee from NGO	Member
7	Mrs. Sonali Kadam	Teacher Representative -Assistant Professor	Member
8	Mr. Dilip Wagh	Administrative Officer- Office Superintendent	Member
9	Dr. Nitin Deshmane	Senior Teacher as Coordinator-Associate Professor	Member- Coordinator

1. ACADEMIC CHAIRPERSON

- To formulate institute level policy and coordinate as well as review the following:
- Curriculum/Syllabus

- Time- schedules
- Evaluation of academic performance of student's
- Academic awards
- Academic planning with regard to new activities and review of existing departments and centers

2. RESEARCH CHAIRPERSON

- To facilitate and promote quality research in the Institute.
- To coordinate and facilitate submission of research project proposals to various funding agencies.
- Shall liaison with relevant international, national/regional agencies/organizations/group/ individuals for financial support and promotion of quality research in the Institute.
- To motivate and supervise research activities of students.

Research Committee (RC)

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Director	In Chair
2	Dr. Vilas Pharande	Professor	Member
3	Dr. Anita Khaire	Associate Professor	Member
4	Dr. Nitin Deshmane	Associate Professor	Member
5	Ms. Sonali Kadam	Assistant Professor	Member Convener

7.1.2 (b) Contribution of Alumni in curriculum development

During alumina meet and individual visits, Alumina are given their feedback and suggestions for the betterment of learning needs. These suggestions are taken by academic chairman and shared with IQAC, subsequently placed before BOS. This helps revise curriculum to meet the industry requirement and improve the overall quality of the program.

Table: List of Alumni involved in curriculum development

Name of Alumni	Name of Company	Designation	Specialization
Arpan Salhot	Deloitte	Consultant - Advisor Engagement Financial Role	Finance
Uttam Gupta	HDFC Security	Chief Manager	Marketing
Shivam Taneja	Meditech Pharma World (https://meditechpharmaworld.com/)	Business Development Manager	Marketing
Dhurv Pandya	Castler	Business Development Manager	Marketing
Tanushree Jawaria	Deutsche Bank	Financial Analyst	Finance
Arpita Gupta	TIAA	HR Analyst	HRM
Satkeerath Singh	PWC	Associate	Finance
Saurabh Raj	Government of India	Analyst	Marketing

Photos:



7.1.2 (c) Participation of Industry Professionals in projects, assignments as examiners in summer projects

This process involves dialogue with experts from the industry including presentations by faculty members. Senior academicians from Indian Institutes of Management and reputed international business schools have been invited for expert guidance. The corporate perspective helps to establish an accurate and detailed diagnosis of industry needs and context.

All the summer internship programs are carried out under the supervision of industrial professionals. The professions act as mentors and help the students to know more about the company, industry and market as whole. The institution does take feedback from the industrial professionals. It uses their feedback to improve the skill set of students. Their input is taken on the curriculum as well.

Table: List of Comprehensive Viva Voce - Examiners and Project Evaluators

Sr.No.	Project Evaluators	Company Name
1	Mr. Akash Jauhari	Acelot innovation pvt ltd
2	Mr. Abhishek Shekhawat	Aditya Birla Capital
3	Mr. Deepak Bansal	Bajaj Allianz General Insurance
4	Mr.Rajendra Dhainje	Bajaj Finserv
5	Nishi Verma	Balaji Wafers Pvt. Ltd.
6	Mr. Navneet Raj	Beta insights business advisory
7	Mr. Kashish Jerath	BIG BOX Ventures
8	Mr.Sourish Chatterjee	Bridge Group Soln.
9	Mr. Rahil Jafri	Bridge group solution
10	Mrs. Juhi Tripathi	Bridge Group Solutions
11	Mr. Chandan Kumar Dash	Disney Hotstar
12	Mr. Randadeb Paul	Divya Bhaskar DB CORP.
13	Mr. A P Singh	DUKES
14	Mr. Jitendra Bapna	eClerx Services Ltd.
15	Yash Bhojwani	Finmark Solutions
16	Mohit Sinha	FYNDHERE
17	Mr. Love Sekhawat	Growth Arrow
18	Mr. Gaurav Singh	Growth arrow
19	Tejashwinee Reddy	Growth Arrow
20	Rahul Kumar	Growth Arrow
21	Animesh Kislay	Hector beverages pvt ltd.
22	Mayadhar Nayak	Hitachi Solutions Pvt. Ltd
23	Azma Solkar	ICICI BANK
24	Sainath Hon	ICICI BANK
25	Mr Ashish Patel	ICICI bank
26	Ms. Neha Kaul	ICICI bank
27	Vipul Jha	Innerwork Solutions
28	Leharchand Gogri	Insplore Consultancy
29	Rajat Gupta	Kantar
30	Amit Raykhere	Kantar
31	Yogesh Ganvir	KANTAR
32	Ms. Richa Khurana	Kohler Power India
33	Mr. Siddharth Jain, Ms. Manpreet Kaur	Lead Barrel
34	Sameer Rai	LG Electronics
35	Rahul	LG Electronis
36	Jyoti Ray	Magnik India
37	Mr. Moshin Mulla	Meesho
38	Ashish Singh	Minda Rinder Pvt. Ltd

39	Madhu Shree Kandgal	Mindscapes Enhances Communications Pvt. Ltd.
40	Rajesh Khatke	Mindscapes Enhances Communications Pvt. Ltd.
41	Harsh Yadav	Mindscapes Enhances Communications Pvt. Ltd.
43	Sangram Mukharjee	Noble Eden Realtors LLP
44	Megha Khandelwal	Noble Eden Realtors LLP
45	Krishna raju	Noble Eden Realtors LLP
46	Mr. Satyam	Outlook Publications
47	Yogesh Sharma	Outlook group
48	Dr. Chandan Thakur	Poshway Consultant & Co.
49	Ms. Angelene	Pramerica life insurance
50	Sagar Palkar	Royal Sundaram General Insurance
51	Mohit Sinha	Salemax Plus
52	Mr. Ashwani Rajput	SG Analytics
53	Balchandra Murkurte	SG Analytics
54	Mr. Krishna Raju	Shapoorji Pallonji real estate limited
55	Satya Mohantya	Storia Foods and beverages
57	Mr. Mohit Sinha	Tata bluescope steel ltd
58	Crystal sequiera	TATA Steel LTD
59	Mr. Rohit Bezalwar	Tenhard India
61	Mr. Arun Bhagwat	The Capital Box
62	Mr Krishna raju	The Capital Box
63	Deepti Bajpai	Yes Securities Ltd
64	Pritam Ghosh	Yes Securities Ltd
65	Mr. Jagjit Singh	Yes Securities Ltd

7.1.3. Initiatives related to industry including executive education, industry sponsored labs, and industry sponsorship of student activities (15)

Institute Marks

12.00

7.1.3 Initiatives related to industry including executive education, industry sponsored labs and industry sponsorship of student activities (15)

A. Initiatives related to industry including executive education

Sr.No	Project Title	Consulting	Funding Agency	Duration
1	Branding Services through Excellence - Learning Lessons for Top Management	Dr. Saroja Astana Nitin Deshmane	J.K. Square Dr. Infrastructure Pvt. Ltd., Kolhapur	3 days in-company Program during 15-17 September 2022
2	Attitude Building and Selling Services	Dr. Nitin Deshmane Dr. Saroja Asthana	J.K. Square Infrastructure Pvt. Ltd., Kolhapur	2 days in-company Program during 18-19 November 2022
3	Skill Development for HR Personnel in Service Sector	Dr. Nitin Deshmane Dr. Saroja Asthana	J.K. Square Infrastructure Pvt. Ltd., Kolhapur	2 days in-company Program during 16-17 December 2022
4	Attitude Building and Selling Services	Dr. Nitin Deshmane Dr. Saroja Asthana	Daltrasmart Technologies Pvt. Ltd., Pune	2 days in-company Program during 26-27 August 2022
5	Lessons in Branding of Services for Management	Dr. Saroja Astana Nitin Deshmane	Daltrasmart Dr. Technologies Pvt. Ltd., Pune	3 days in-company Program during 20-22 October 2022
6	Skill Development for HR Personnel in Service Sector	Dr. Nitin Deshmane Dr. Saroja Asthana	Daltrasmart Technologies Pvt. Ltd., Pune	3 days in-company Program during 6-7 January 2023

B. AON has supported in bringing out conference proceedings. Career mantra contributed in terms of stationery and publicity materials. Paglgi education network supported in giving wide publicity and Wordsmaya training providing company has assisted in improving the quality of papers.

1. International Conference on Sustainable Management for Peace and Harmony (ICSMPH)-2024 International Conference on Sustainable Management for Peace and Harmony (ICSMPH)-2024 was held on 23-24 May, 2024.

2. Virtual International Conference on Trends in Business and Human Resource (ICTBHR-2022) Organized by Mulshi Institute of Business Management (MIBM), Pune *During* November 17 - 18, 2022.

3. Virtual National Conference on Digital Transformation in Indian Higher Education -A Road Map (DTHE-2022) Organized by Mulshi Institute of Business Management, Pune on 11-12 March, 2022 at MIBM, Pune Campus

C. Sponsorship granted to Students for participation in National/International Conferences:

Following students got Sponsorship from industry for participation in international conferences.

Sr. No.	Name of student	Date	Conference	Industry name
1	Shubham Bhatt	12 Sept 2021	Virtual international conference on arts, commerce and business management	Ages Edu Consultant
2	Swati Jethani	03 April 2022	International conference on humanities, social science and business management, Chennai	Ages Edu Consultant
3	Prachi Shrivastava	26 Feb 2023	International conference on machine learning, big data management and cloud computing	Ages Edu Consultant

7.1.4. Involvement of industry professional as members of various academic bodies/board (15)

7.1.4 Involvement of industry professional as members of various academic bodies/board (15)

MIBM highly values the active participation of industrial professionals in a wide range of activities that are essential to the institutes academic and extracurricular framework. Industrial professionals contribute significantly to students orientation, where they share insights about the industry, its expectations, and career opportunities. Their involvement extends to governance and leadership, where industry experts bring their valuable perspectives to decision-making processes, ensuring that the institute's strategies and operations align with industry standards and trends. They also participate in curriculum updates and academic audits, offering their expertise to ensure that the curriculum remains relevant to industry practices.

The participation of industry professionals in skill development initiatives, such as summer internships, training programs, and industrial visits, is highly appreciated. These activities are key in providing students with practical exposure and real-world experience, enhancing their skill sets and making them industry-ready.

Finally, the involvement of industrial professionals in final placements plays a vital role in facilitating student recruitment, ensuring that MIBM students are well-prepared for the professional world and meet the expectations of top employers.

This participation takes place through various bodies appointed by the institute, which include BOS, IQAC, Academic & HR advisory board.

Some distinguished corporates associated with MIBM are as below:

- Mr. Shirish Kulkarni, Director - HRD Region Asia West, KSB Pumps Ltd
- Mr. Suresh Amin, Head HR - India Business, J. B. Pharma & Chemicals Ltd, Mumbai
- Dr. Mahendra Ramdasi, Director, Agile cockpit, Pune
- Mr. Amitesh Banerjee, Head- Corp. Communication, Della Group, Mumbai
- Mr. Manikrao Bamane, VP - Marketing, Reliance Industries Ltd., Mumbai
- Mr. Sunil Karandikar, Principal Specialist - Finance, Atos Syntel, Pune
- Mr. Sanjay Patwardhan, Head- Business Int.& Data Analytics, Cybage, Pune
- Mr. Ronald Sequeria, Managing Partner, Anrott Mumbai

Summary of Board of Governors (BOG) meetings conducted at MIBM, Pune

Date	Venue	Agenda
18 July 2019	Virtual	To revamp the academic programs to inculcate flexibility and choice with more focus on industrial relevant and frontier areas.
4 December 2020	MIBM Campus	To develop research policies as it considered an essential component for the Institute's growth. Further, to build ecosystem to promote research and development activities.
18 December 2021	Orchid Hotel, Pune	To discuss MoUs signed with different Institutions/Agencies by the Institute. To access retention and welfare activities for faculty members and staff members of the Institute.
14 July 2022	MIBM Campus	To review NBA accreditation application and status of SAR
28 November 2022	MIBM Campus	To review of International Conference on Trends in Business and Human Resource (ICTBHR)-2022 and planning for forthcoming International conferences in 2023
28 January 2023	MIBM Campus	To access overall reporting of MIBM including budget estimates.
27 January, 2024	28 January 2023	Review of IQAC and Academic Audit Reports and discussions on various issues to improve the overall academic performance levels.
12 April, 2024	28 January 2023	Discussion on gap analysis of attainment levels and suggestion on remedial action.



AICTE has nominated Mr. Shirish Kulkarni as an expert for PGDM institutions 'BoG

----- Forwarded message -----

From: Director pap <directorpap@aicte-india.org>

Date: Mon, Jul 10, 2023 at 2:59 PM

Subject: Nomination for BoG of PGDM standalone institutions - reg

To: Dr. Saroja Ashram <saroja.ashram@gmail.com>, <sambelmandisociety@gmail.com>, <shirish.kulkarni@ksh.com>

Cc: <pap@aicte-india.org>

Respected Sir/Madam,

This is with reference to **Appendix - 18** of Approval Process Handbook 2022-23 wherein the composition of Board of Governors (BoG) Board of Management of the technical institutions is recommended. It is mentioned that for PGDM institution one nominee of the council for technical education shall be the member of BoG.

In this regard, the council has nominated experts for PGDM institutions 'BoG. The AICTE nomination for Mulshi Institute of Business Management, PGDM, Pune is:

Mr. Shirish Kulkarni
 Director - HRD Region Asia West
 KSB Limited,
 Old Mumbai - Pune Hwy, MIDC,
 Pimpri Colony, Pune, Maharashtra- 411018
 Email: shirish.kulkarni@ksh.com
 Mob: 9822752452

You may kindly contact him at the above address/contact number.

With Warm Regards,

Dr. Dinesh Sengh

Director

AICTE Policy & Academic Planning Bureau, HQ

All India Council for Technical Education,

Nelson Mandela Marg, Vasanti Kunj,

New Delhi- 110070

Phone no. 011-29581120



7.2.1. International Students (10)

Institute Marks

5.00

MIBMs International Connect initiative has achieved a significant milestone by successfully signing three Memorandums of Understanding (MoUs) with renowned international institutions as below:

1. Durban University of Technology (DUT), South Africa
2. University of Nusa Cendana, Indonesia
3. City College of Calamba, Philippines

These strategic collaborations enhance the institutes commitment to providing a global exposure in management education. Through these partnerships, MIBM offers students unique opportunities for international exchange programs and joint research projects. By fostering such global alliances, MIBM reaffirms its vision to preparing students for leadership roles in an interconnected and dynamic business environment.

Further, MIBM associates with prestigious internation organization to foster research namely, organizing international events, working jointly on research projects, publication and collaborative works. Listed below are such institutes:

1. The International Institute of Knowledge Management, Sri Lanka
2. Indo-European Education Foundation (IEEF), Warsaw, Poland
3. International Association for the promotion of ASIA- AFRICA Research University of Uyo, Nigeria
4. Eudoxia Research University, US

MIBM has successfully signed MoUs with abovementioned renowned international institutions. Building on these strategic partnerships, the next step involves the formalization of student exchange programs. MIBM has already discussed and signed MoUs to facilitate these exchanges for the upcoming trimester. These programs aim to offer students valuable opportunities for cross-cultural learning, academic collaboration, and exposure to diverse global business practices, further enhancing the institute's commitment to providing an international perspective in management education.



MoA Between UNC, Indonesia and MIBM for Student Exchange

7.2.2. Student Immersion Programs (10)

Institute Marks

6.00

The **Student Immersion Program at Mulshi Institute of Business Management (MIBM)** fosters global exposure by connecting students with international experts and academicians, ensuring their holistic development and providing valuable insights into global academic and professional practices. This initiative reflects MIBM's commitment to nurturing globally competent management professionals equipped with a comprehensive understanding of diverse topics, trends, and challenges across various fields.

As part of this program, MIBM has successfully organized **international webinars** during the academic years **2022-23 and 2023-24**, featuring distinguished speakers from renowned institutions worldwide. These sessions have enriched the learning experience by offering perspectives on emerging trends in management, human resources, sustainability, and technological innovation.

By providing students with direct access to world-class thought leaders, MIBM ensures they stay ahead in their fields while fostering cultural and academic exchange in a global context.

International Webinars at MIBM (AY 2022-23 and 2023-24)

Academic Year Number of Webinars Focus Areas

2022-23	7	Business Management, Human Resources, Green Energy
2023-24	9	Sustainable Management, AI in Supply Chain, Marketing Strategies

Details of the International webinars arranged in 2022-23 are as given below:

Speaker	Designation & Country	Topic
Dr. Vidya Sagar Athota	Faculty, The University of Notre Dame, Australia	Culture of Business Management in Western Countries
Dr. Christina Koutra	Faculty, Abu Dhabi University, UAE	Human Resources Practices During the Pandemic and the Role of Ethical Leadership
Prof. Assoc. Dr. Edmond Hoxha	Faculty, Polytechnic University of Tirana, Albania	"Green Energy" as a Challenge and Opportunity in Albania
Dr. Litton Prosad	CFO, Bangla Hope, Bangladesh	Challenges, Oppressions, and Oppositions Women Managers Face in the 21st Century
Dr. Shereen Nassar	Faculty, Heriot-Watt University, Dubai	Bridging the Talent Gap in the Digital Era
Dr. Younes Khataybeh	General Manager, Albattel for Training and Development, Jordan	Virtual Team Building
Dr. Tatwa P. Timsina	Chairperson, Global Academics Research Academy (GARA), Nepal	Leadership and Innovation

Details of the International webinars arranged in 2023-24 are as given below:

Speaker	Designation & Country	Topic
Dr. Yaowen Shan	Professor, University of Technology Sydney, Australia	The Dark Side of Corporate Information Search
Dr. Kayan Singhal	McCurdy Professor, Merrick School of Business, University of Baltimore, USA	Making India Prosperous: Sustainable Management for Peace and Harmony
Dr. Douglas Cumming	DeSantis Distinguished Professor, Florida Atlantic University, USA	Market Manipulation and ESG Incidents
Dr. Elvis Madondo	Public Relations Department, Durban University of Technology, South Africa	The Role of Social Media During Civil Unrest: A Case of 2021 Looting in KwaZulu-Natal, South Africa
Marietta Fragkogianni	Adjunct Lecturer, Oxford Brookes University, UK	Technology Advances, Sustainable Management, and Country Image in Educational Migrant Choices
Dr. Chulumanco Mgweba	Faculty, Walter Sisulu University, South Africa	Marketing and Communication Strategies in Student Recruitment
Dr. Jose Mari C. Jasmine	Faculty, Philippine Christian University, Philippines	Towards a Communist Armed Conflict Indigenous Settlement Framework

Dr. Shereen Nassar	Associate Professor, Heriot-Watt University, Dubai	Ethical AI Applications in Supply Chain Management
Dr. Christina Koutra	Associate Professor, Abu Dhabi University, UAE	Driving Sustainability: Innovations in Sustainable HRM Practices

Knowledge Session by Dr. Sandeep Krishnamurthy, Dean of the College of Business Administration and Singelyn Graduate School of Business- California, USA



7.2.3. Faculty Exchange Programs (10)

Institute Marks

6.00

Separate Memorandum of Agreement for virtual faculty exchange has been signed between City College of Calamba, Philippines. According to that Dr. Maryaan Lanuza will take course on Advance excel and Statistics with Computer Application.

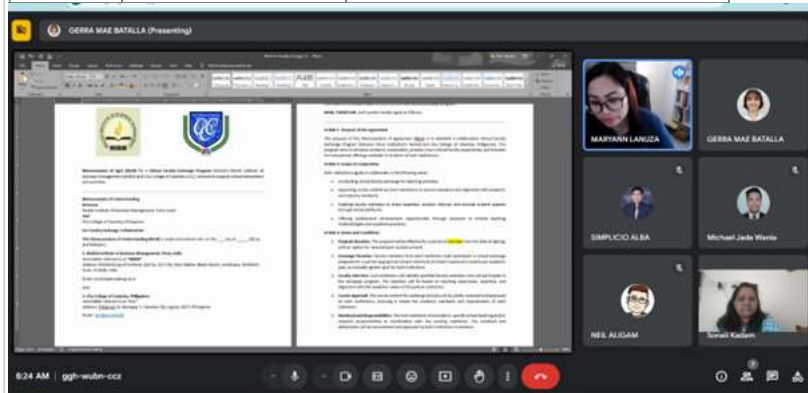
S.No	Name of Faculty	International Institute	Course	Year
1.	Dr. Maryaan Lanuza	City College of Calamba, Philippines	Advance Excel	2024
2.	Dr. Maryaan Lanuza	City College of Calamba, Philippines	Statistics with Computer Application	2024
3.	Dr. Moni W. Muskanan	University of Nusa Cendana	Economics Edge for Managers	2025
4.	Dr. Apriana Fanggaldae	University of Nusa Cendana	Accounting Simplified	2025

Following the request from the City College of Calamba, Philippines, for a course on Mental Wellness, MIBM has shared the course curriculum and lesson plan for the Mental Health Awareness program. The program has been approved by the Chairperson of the Committee of Education at the respective institute.

The course comprises nine modules and will be delivered by MIBM faculty in collaboration with expert subject matter specialists from the industry.

Table: Faculty Assignments for the Mental Health Awareness Program

S.No	Name of Faculty	Module
1	Dr. Saroja Asthana	Science of Wellbeing
2	Dr. Vilas Pharande	Introduction to Psychology
3	Dr. Nitin Deshmane	Mental wellness and happiness,
4.	Dr. Bishmaraj Srivastava	Understanding of depression, Mental Health in the Modern World
5.	Dr. Tushar Vaidya	Managing Anxiety
6.	Mr. Amitesh Banerjee	Building Personal Resilience, Mental Health care fundamentals



MoA Between CCC, Philippines and MIBM for Faculty Exchange

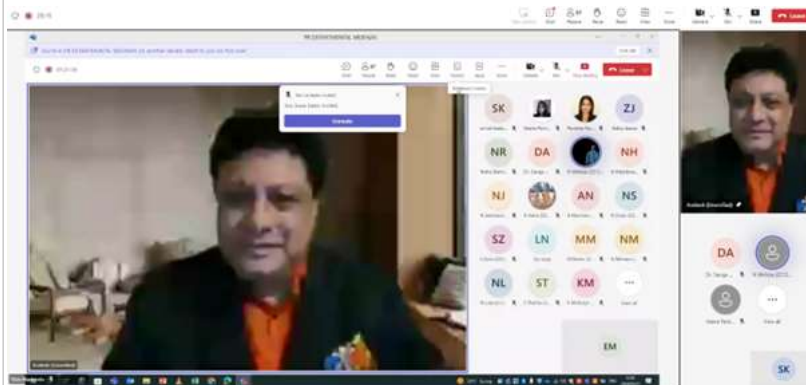


MoA Between UNC, Indonesia and MIBM for Faculty Exchange

Table: Collaborative Academic Activities and Partnerships

Activity	Host Institute	Co-host	Academic Partner
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Webinar: The First C of Communications Today	Department of Public Relations Management in partnership, DUT, South Africa	Mulshi Institute of Business Management, Pune	
Knowledge session - Nurture Your Mental Health	Mulshi Institute of Business Management, Pune	DUT, South Africa UNC, Indonesia CCC, Philippines	
International Advisory board meeting	Department of public relations, DUT		Dr. Saroja Asthana, Sonali Kadam are members of International Advisory Board of DUT, South Africa
Workshop on Diving into meaning of Perspectives and practices of Qualitative Research	City College of Calamba, Philippines	TIKM, Sri Lanka	MIBM, Pune



Webinar: The First C of Communications Today



Workshop on Diving into meaning of Perspectives and practices of Qualitative Research by Dr. Maryaan Lanuza, CCC, Philippines

Cross learning between academic institutions is a key factor in growth and evolution of business management, especially for exposing faculties and students to global trends in the current management landscape. Further, MIBM associates with prestigious international organization to foster research namely, organizing international events, working jointly on research projects, publication and collaborative works.

Listed below are such institutes:

1. The International Institute of Knowledge Management, Sri Lanka
2. Indo-European Education Foundation (IEEF), Warsaw, Poland
3. International Association for the promotion of ASIA- AFRICA Research University of Uyo, Nigeria
4. Eudoxia Research University, US

Following activities were done as a collaborative research

Table: Collaborative Academic Activities and Partnerships

Activity	Host Institute	Co-host	Academic Partner
International Conference on Sustainable management for Peace and Harmony (ICSMPH)-2024	Mulshi Institute of Business Management, Pune	The International Institute of Knowledge Management, Sri Lanka	1. City College of Calamba, Philippines 2. Durban University of Technology, South Africa
International Conference on Economics, Management, Accounting & Tourism (ICEMAT) 2024	University of Nusa Cendana, Indonesia	Mulshi Institute of Business Management, Pune	The National University of Malaysia
Workshop on Diving into meaning of Perspectives and practices of Qualitative Research	City College of Calamba, Philippines	TIIKM, Sri Lanka	MIBM, Pune

8 INFRASTRUCTURE (75)

Total Marks 61.00

8.1 Classrooms & Learning facilities (25)

Total Marks 20.00

8.1.A Adequate well -equipped Classrooms to meet the curriculum

Mulshi Institute of Business Management is located at Mulshi Campus of Ignited Minds Society in a vast land admeasuring 13.13 acres on a plateau of majestic Sahyadri hills. The serene ambience of Mulshi Campus is conducive for learning.

Further, Mulshi Campus is having state-of-the-art infrastructure to support quality teaching learning process. The institute has well defined policy for creation and enhancement of the infrastructural facilities ahead of needs and has always taken care to make the infrastructure available to suit the AICTE norms.

Classrooms are spacious, voluminous and well-ventilated with abundant natural light to provide the right ambience for an effective learning experience. The institution has adequate number of Class Rooms, Seminar Hall, Tutorial Rooms, Library, IT Lab. Etc.

Further, structure and built-up of the classroom provide opportunity to the faculty to carry out the activities like, presentations, small role plays, demonstrations and group discussions very important in management education. In addition, Tutorial rooms provide trainer the opportunity to counsel students in small groups. Computer Laboratory/Center is well equipped with required software and data analysis tools.

8.1.B Availability of E- learning Facilities, Utilizations, Initiatives to ensure students learning

In modern education system today e-learning has compliment lecturers effort in so many ways such as in the classroom, in the area of research etc. which assist in transforming teaching and learning with a student-centered approach. Technologies are used merely to replicate lectures in classrooms with the advantage that students can have access to them whenever and wherever as long as they have the internet connection. It enhances teachers presence and aid teaching delivery by supplementing lectures with PowerPoint presentations. Our Smart Classes open doors to digital teaching and learning methods for both the teachers and the students by coordinating latest advancements in technology with academics. The classes are well supported by audio visual aids, interactive screens and a projector so that a conducive teaching and learning atmosphere is built.

Modem, Printers, Memory cards, Video conferencing. Computers Personal digital assistants Hard disk drives Video/video tapes Virtual classroom, Network Flexible learning toolbox. Interactive Flat Panels, Local Area Network. Software packages, Internet facilities, Virtual library, Wi-Fi, Email, E-books and YouTube are available round the clock.

The institution has adequate number of **Class Room** equipped with **ICT facility** that aid the faculty members to adopt appropriate teaching methodology and make the practices like use of online resources. Classrooms can make use of **Wi-Fi enabled campus**.

Computer Laboratory/Center is well equipped with required software and data analysis tools. The spare capacity and facilities of the laboratories are utilized by the students and faculty to accomplish extra lab practice, skill development, and innovative work of their choice. There are 84 computers having Wi-Fi facility and UPS power backup. Further, adequate IT infrastructure is provided to faculty and other departments such as administration, finance and accounts, student cells, and other support staff etc.

Well designed and fully equipped **Seminar Hall** does exist to interact with a large number of students/participants for expert lectures/conferences etc. A LAN based **Language lab**. is having software, hardware including peripherals to support its function. Other facilities that are important such as **Admission Office, Placement Office, Student Activity Area, Girls Common Room, Boys Common Room, CCTV cameras, and 62.5 KVA Generators** are available in addition to Administrative, Amenities, and Circulation areas of the College Building.

Table 1: Details of available classrooms, tutorial rooms, laboratories, seminar halls and available support facilities

S.N	Description	Area in sq. m.	E-learning Facility	Capacity of Students
1	Classroom -I	75.37	LCD Screen, Projector, Computer, Wi-Fi	30 Double seated Benches for 60 students
2	Classroom -II	75.37	Interactive Flat Panel, Wi-Fi	30 Double seated Benches for 60 students
3	Classroom -III	75.37	LCD Screen, Projector, Computer, Wi-Fi	30 Double seated Benches for 60 students
4	Classroom -IV	78.37	Interactive Flat Panel, Wi-Fi	30 Double seated Benches for 60 students
5	Seminar Hall	130.00	LCD Screen, Projector, Computer, Wi-Fi	120 Single Chairs for 120 students
6	Computer Laboratory	150.74	Computers, Projector, Screen	40 Single Chairs for 40 Students
7	Language Laboratory	53.00	Language Lab Software, Computers with LAN	25 Single Chairs for 25 Students
8	Digital Library	57.15	Multimedia Computers, EBSCO Management Elite, KOHA	10 single seated chairs for 10 students
9	Learning Management Software	30.00	With HoD	For Faculty and Students use

8.2 Library (20)

MIBM firmly believes that backbone of any good institute is its Library and therefore make it accessible on all 7 days with 24 hours to all users. Library is using KOHA system. resources (hard/soft) are made available to students and faculty of MIBM as per AICTE norms. Unlimited Reference books can be issued by students. Now-a-days, student therefore, large number of e-books is made available both through KOHA and LMS. Journals, magazines and newspapers are available to update knowledge on current affairs.

8.2.A Availability of relevant learning resources including e-Resources and Digital Library

Table 2: Library Details

Particulars	2019-20	2020-21	2021-22	2022-23
Books				
No. of Titles	3382	3484	3601	3655
No. of Volumes	5531	6551	6902	7050
Journals				
No. published at Abroad	3	3		6
No. published at India	9	9		9
e-Books				
No. of Titles	0	2765		3850
No. of Volumes	0	2765		3850
Library Facilities				
e-Journal Subscription	EBSCO Mgt. Elite	EBSCO Mgt. Elite	EBSCO Mgt. Elite	EBSCO Mgt. Elite
Internet Bandwidth in MBPS	32	32	100	100
Barcode/RF code	-	-	-	
Reprography	Yes	Yes	Yes	Yes
Multimedia PCs	10	10	10	10
Library Mgt. SW	-	Yes (KOHA)	Yes (KOHA)	Yes (KOHA)

8.2.B Accessibility to students:

Access to the students for Library from anywhere. The institute has user friendly & fully automated 'Koha Software' installed in 2020 as Integrated Library Management System integrated software package encompassing all aspects of library management. It allows Book Accession e-register and Online Public Access Catalogue. Further easy search important fields is possible. It supports online stock verification. Efficient circulation management system allows sorting / printing large number of reports and can export into provides interface to barcode scanners / printers / smart card using user ID and password for various menus. Strong in database security, backup and recovery. Friendly in has circulation and borrower management.

Total Library Area: 102.35 Sq. m.

Total Seating Capacity: 60 Students

Working Hours: Library is open during 9:00 am to 9:00 pm on all working days

Newspapers: English Newspapers are available on daily basis.

Library Manual for its use is available on Institute's website at

https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf (https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

8.3 IT Infrastructure and Learning Management System (30)

Total Marks 25.00

8.3. A: Availability of composite hardware, software, network resources and services required for the existence, operation and management of institutions IT environment

There is a Centre for Computer and Network at the institution level. PCs and Desktops are available. Anti-virus software is also in use. MS office and MS Windows are installed in all systems. Laptops, laser jet printers, scanners are available adequately. Internet facility and Wi-Fi are available with a speed of 100 MBPS.

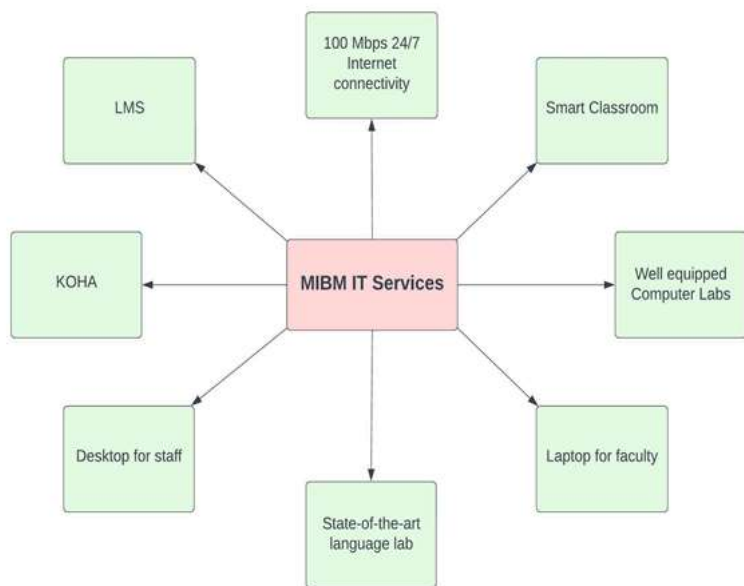


Figure: MIBM IT Services

Table 4: Computer Center details

Particulars	2019-20	2020-21	2021-22	2022-23
Cs/Laptop exclusively available to students	40	40	40	40
PCs/Laptop available in Library	10	10	10	10
PCs/Laptop available in Administrative Office	2	2	2	2
PCs/Laptop available to Faculty Members	12	12	13	13
Number of PCs/Laptop in language lab	25	25	25	25
Internet Bandwidth in MBPS	32	32	100	100
Number of Legal Application software	15	15	15	15
Printers available to student	4	4	4	4
Number of A1 Size Color Printers	1	1	1	1
Number of Legal System software	1	1	1	1
Number of Open-Source Software	-	1	1	1

Table 5: List of Software's available

Part Number	Product Description	Quantity
2UJ-00011 MS Office	DsktpEdu ALNG LicSAPk OLV E 1Y Acdmc Ent Includes: Windows 10 Pro/ Windows 8 Pro/ Windows 7pro. Office ProPlus 2019, Office ProPlus 2016, Office ProPlus 2013, Office Proplus 2010 (Words, Excel, Outlook, Power point, business contact manager, publisher and access) Windows Server CAL, Exchange Server CAL ,Sharepoint server CAL.	30
KOHA Version 16.5	Free Download	1

Part Number	Product Description	Quantity
Language lab. Software	Digital Language Lab, Biyani Technologies Pvt. Ltd. Dongle based Annual Contract since 2015	1 (for 25 users thru LAN)
Plagiarism Software	Plagiarism Checker X2022 Professional edition	1
LMS	Free download	1

IT facilities

- As per the need of the curriculum, the institution frequently reviews and upgrades its IT facilities and has required computing facilities which include hardware, software and networking as mentioned above in Table 4&5.
- Suggestions and recommendations from all stakeholders are considered to facilitate necessary up gradation of infrastructure to promote excellent teaching-learning environment at the institute.
- The IT infrastructure is also upgraded in terms of the software again due to frequent revisions and updating in the newer software released. Interactive boards for ICT based teaching and learning process.
- The institution has yearly subscription of Microsoft Campus agreement through which all software products like Windows Operating system, Microsoft office server works.
- ACE Digital Language Lab helps to improve oral and communication skill in English. Excellent study material used in MIBM Digital Language Lab software is at par with international standards. Using the Lab student can improve the command over their language, gain confidence and get ready for placement challenges like facing interviews, doing presentation, expressing thoughts, etc.
- The open source software's are updated on quarterly basis (as per requirement of subject).
- CCTV: Installation of CCTV in Campus as well as Institute.
- UPS Backup: 30 KVA is available.
- Printers are purchase as per requirements in adequate numbers.

IT Lab Manual for its use is available on Institute's website at https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf
(https://mgi.ac.in/mibm/pdf/MANDATORY_DISCLOSURE_MIBM.pdf)

8.3B Availability of Learning Management Software (15)

The institution has implemented Learning Management System (LMS). LMS to provides a common language for teachers to discuss and exchange learning and assessment methods. Specific learning outcomes can be derived from the it, though it is most commonly used to assess learning on a variety of cognitive levels. the application refers to the way a student learns, understands, and then applies the concept in real life.

System related Core Functionalities like sharing of Learning Resources, Assessment and External Learning Linkages, 24/7 Learners support, Discussion Forums and Leaner Engagement are basis of teaching-learning.

The faculty's upload PowerPoint and e-content to the LMS which is available to the students through the mobile app. The LMS has provisions for creating online class and e-content. The software also allows the faculties to create assignments and the students may submit assignments to the same software. There is a module in the LMS that helps the faculty's forecast future academic support require for every student.

Online courses can be delivered through the software to the student each online course can be associated with a quiz. The usage record of the software by the student is automatically maintained. The faculties can monitor how many students have completed the online courses. Further, LMS also facilitates tracking of student academic behavior through various data analysis tools.

Weaker students can be identified through continuous evaluation and various measures are taken to bring their academic standard. At the same time, high performing students are identified and shaped up for better placement opportunities. Also, these students are encouraged to participate in national and international events, publish journal articles and help weaker students through peer guidance.

9 ALUMNI PERFORMANCE AND CONNECT (50)

Total Marks 40.00

9.1 Alumni association (10)

Total Marks 8.00

9.1. Alumni Association (10)


Alumni association was formed after first batch was out in 2012 and registered 2022. The alumni meet is normally arranged once or twice in a year. During Covid-19 pandemic Institute decide to associate with alumni thru virtual media and also arrange virtual talks and mentoring of first year students. However, Alumni Meets has been arranged twice in 2022 and once in 2023. Alumnus are invited to visit Institute whenever they are in Pune and given appropriate hospitality and souvenir. Social media is heavily used for associating with alumni association members. They communicate their personal and professional achievements and current positions with Institute.

The link for the Alumni Association <https://www.linkedin.com/school/mulshi-institute-of-business-management-mibm-pun/> (https://www.linkedin.com/school/mulshi-institute-of-business-management-mibm-pun/#inbox/_blank)

Website link for Alumni data <https://mgi.ac.in/mibm/alumni/alumni-career.php>

मा.प्रौ.वि.मु.पुणे-सीए-१९८/(५०० पुराणे)१०-१३ [विशेष-घ. आ. (मुं. सा. वि.) ५०-म.

No. 13480



संघीय प्रजासत्ताक

नोंदणी प्रमाणपत्र
संस्था नोंदणी अधिनियम, १८६०
(१८६० चा अधिनियम, २१)

नोंदणी क्रमांक महा./ 1763/2022 पुणे
दिनांक 10/11 /2022 पुणे

याद्वारे असे प्रमाणित करण्यात येते की, **MIBM ALUMNI ASSOCIATION**
c/o ignited minds society, B-10A Pinnacle
Gangotri, Nagar Road, Aundh, Pune
खालील पत्तेस संस्था नोंदणी अधिनियम, १८६० (सन १८६० चा अधिनियम, २१) अन्वये
योग्यरित्या नोंदणी करण्यात आली. 411067

तारीख :- 10 / 11 / 2022 रोजी माझ्या कार्यालयीन दिले.


संस्थांचे सहायक निबंधक
सहाय्यक संस्था निबंधक
पुणे विभाग, पुणे विभाग.

Sha.pho.shi.mu.Pune-CA 198/(500 pustake) 10-13
[vishes-gha. An (mu.sa.vi) 50-m]

No. 13480

(Government of India Seal)

Society Registration

Society Registration Act 1860
(1860 Act, 21)

Registration Number 1763/2022 Pune
Dated 10/11/2022 Pune

Hereby proves that here MIBM ALUMNI ASSOCIATION C/o Ignited Minds Society, B-104, Pinnac Gangotri, Nagras Road, Aundh Pune is properly Registered on below mentioned date under Society Registration Act 1860 (Year 1860's Rule 21).

Date: 10/11/2022 is given through my signature.

Society Assistant Registrar
Assistant Society Registrar
Pune Division, Pune

*Translated by
Dr. Suman
Chavhan
Asthana*



Translated **TRUE COPY**
[Signature]
BHALCHANDRA ANANDRAO PATIL
NOTARY
GOVT. OF INDIA
29.7.2023

This is true translation from Marathi to English



9.2 A. Details of Alumni Interaction

The institute invites its alumni for motivating and guiding students through guest lectures, seminars etc. formally or informally. They also act as judge for various events. The alumni groom the students by giving the feedback about expectation of industries from fresher. Further, they give feedback on curriculum if required and also provide with industrial guidance as and when required. The Link for Alumni Association <https://www.linkedin.com/company/mulshi-institute-of-business-management-mibm-pune/> (https://www.linkedin.com/company/mulshi-institute-of-business-management-mibm-pune/#inbox/_blank)

Table 1: List of Alumni Interaction

Sr. No	Name of Alumni	Batch	Company	Topic	Date
1	Dhruv Pandya	2017-19	NPTS Fintech	Current Trends in Digital Marketing	15.09.2020
2	Radhika Sarada	2017-19	Entrepreneur	Business Analytics -Emerging Trends in Financial Sector	20.01.2020
3	Natasha Verma	2017-19	Entrepreneur	Trends In Export	25.03.2020
4	Arpan Sahlot	2016-18	Deloitte	Current Trends In Finance	05.04.2020
5	Syed Nikki	2017-19	Accenture	Role of Business Analytics in Future	10.08.2020
6	Priyanka Maheshwari	2017-19	Shopper stop	Futures Roles in Retail Sector	26.12.2020
7	Sorabh Raj	2019-21	Yes Securities	Securities Market and Job Challenges	20.01.2021
8	Arpita Gupta	2017-19	TIAA	Role of Human Resource and Business Partner	17.10.2021
9	Sudhanshu Singh	2019-21	Shelter Up	Trends in Real Estate Market	15.12.2021
10	Sachin Gupta	2018-20	IDFC First Bank	Best Practices in Banking Services and Recruitment Process Guidelines	16.12.2021
11	Dhruv Pandya	2017-19	NPTS Fintech	Skill Building for Recruitment in Marketing	10.01.2021
12	Shaswat Shukla	2017-19	Real Estate	Challenges in Real Estate Marketing	18.3.2021
13	Piyush Tiwari	2017-19	Clifford chance	Is Communication Important Factor in Career Building	26.09.2021
14	Pranav Yewale	2019-21	VIOM Labs	Factors Influencing Project Management and Logistics	25.08.2022
15	Nikki Syed	2017-19	Accenture	Career in Business Analytics	18.12.2022
16	Prasad Bhanduge	2019-21	Deloitte	Choose Career Wisely in Finance Sector	10.01.2023
17	Poornima T U	2019-21	Accenture	Technology and Trends in Human Resource	24.02.2023
18	Nikita Bhatham	2019-21	V 5 Global Services	Current Opportunity in Marketing	15.03.2023
19	Neha Nayak	2021-23	BNY Mellon	Certification in Finance Sector	24.07.2023
20	Sourabj Limje	2021-23	Deloitte	Interview Preparation for Finance Companies	26.07.2023
21	Abhishek Shanu	2017-19	NPST Fintech	Role of Digital Media as Career Path	30.03.2024
22	Dhruv Pandya	2017-19	NPST Fintech	Use of Brand Prism in Marketing	03.05.2024
23	Ritvik Sinha	2020-22	Magic Pin	Marketing Strategy	12.06.2024
24	Rachana Sable	2021-23	Bajaj Finserve	Challenges in HRBP Role	16.10.2024
25	Sourabj Limje	2021-23	Deloitte	Understanding Fundamental of Financial Modeling	30.03.2024
26	Kunal Divedi	2020-22	Accenture	Future of SAP in Marketing	11.12.2024

Glimpse of Alumni talk



Sourabh Limje Alumni from Batch 2020-22 interacting with students



Rachana Sable Batch 21-22 , HR Bajaj Fin serve



Sachin Gupta Bach 2018-20 Technical Recruiter COAGENT, Pittsburgh USA, Interacting with students



Pranav Yewale from Batch 2019-21 interacting with Batch 2022



Nihal and Satkeerath Sigh of Batch 2020-22 interacting with Batch 2022



Convocation of Batch 2019-21



Gold Medalist All-rounder personality of Batch 2019-2021 guiding current student



Batch 2019 Nikita Batham welcome by Danish Batch 2022-23 for Alumni Talk



Get Together of Batch 2019-21



Batch 21-23 guiding on interview preparation of Deloitte, PwC, BNY Mellon to students of current Batch



Online alumni talk arrange for Batch 21-23



Alumni talk by Arpita Gupta TIAA of Batch 2017-19



Sachin Gupta Bach 2018-20 talk on carrier path and struggle



Alumni Interaction of Batch 2018-20

9.2.B. Alumni Meet organized during Assessment period

MIBM has kept focus on Chapter Meet with all pass out batches. This chapter meet mainly focuses on improvising communication between all MIBM students. After Covid -19 we have organized three-chapter meets

This year Chapter Meet is plan in the month of November 2023 in Pune

Table 2: Alumni Chapter Meet

Sr. No	Chapter Meet	Place	Date
1	Batch 2011,2012,2013,2014	Pune	24.07.2016
2	Batch 2017	Pune	18.06.2022
3	Batch 2018	Pune	08.10.2022
4	Batch 2019	Pune	21.01.2023
5	Batch 2022, 2021	Pune	22.02.2024



Chapter Meet MIBM Batch 2011, 2012, 2013,2014



Chapter Meet MIBM All Batches



Chapter Meet Batch 2018-20



Chapter Meet Batch 2017-19



Chapter Meet Batch 2019-21



Audience listing Batch 2022 and 2021 , Pune Chapter Meet



Chapter Meet batch 18-20

9.2.C. Details of resources raised by Alumni

Name	Donation	Handover to	Purchase From	Amount	Date
Sudhnashu Singh	Laptop	Placement Department	Direct IT	62,400/-	23.05.2023
Sourbh Limje	Smart Class Room	Academic Department	Cencus	55,000/-	25.08.2024

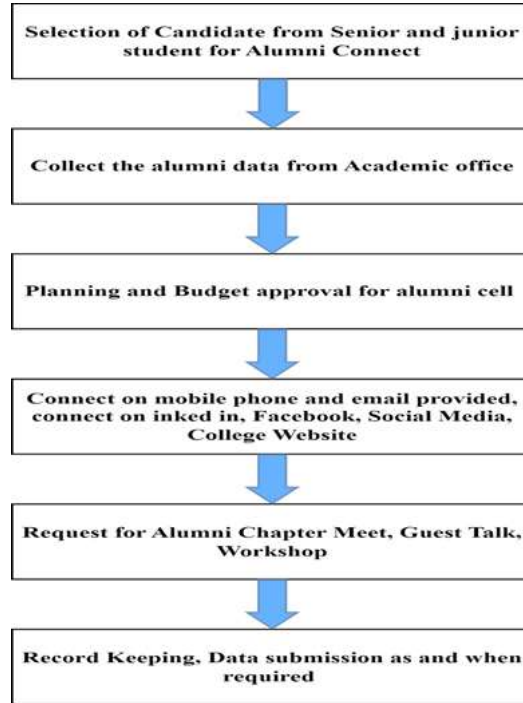
9.3 Methodology to connect with Alumni and its implementation (15)

Total Marks 12.00

Alumni are invited for social functions in the college. Students can connect with the alumni through LinkedIn page and college website. At the institutional level, alumni meet takes place once a year as mentioned above.

MIBM has opened and maintained a separate account for Alumni Cell in HDFC Bank and signatory authority is given to Alumni Faculty Coordinator along with Accounts Head

Methodology of Alumina Cell working



<p>Ignited Minds Society's</p> <p>Mulshi Institute of Business Management, Pune</p>	<p>Photo</p>
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Name: _____

Batch: _____

Specialization I _____

Specialization II _____

Educational Qualification:

Sr No	Name of Degree	Name of College	Pass out year
1			
2			
3			
4			

Date of Birth: _____

Marital Status: _____

a) Spouse Name and Date of Birth _____

b) Children: 1) Name and Date of Birth _____

Address: _____

Email _____

Contact No. _____

Associated with organization: _____

Your Experience with MIBM _____

Signature of Alumni

Sample List of Alumni

Student ID	First Name	Last Name	Mobile Number	Gender	Year	Home State
Student ID	First Name	Last Name	Mobile Number	Gender	Year	Home State
M20223061	ANMOL	NAGPURE	9691381153	Female	2022-23	Madhya Pradesh
M20221124	ANUSHKA	BHATI	8358015121	Female	2022-23	Madhya Pradesh
M20221121	ARUSHI	GUPTA	7049880401	Female	2022-23	Madhya Pradesh
M20221125	ASHUTOSH	KUMAR	9415921863	Male	2022-23	Uttar Pradesh
M20222063	AYUSH	AWASTHI	7843823904	Male	2022-23	Uttar Pradesh
M20221126	BASTAB	PAL	9348474101	Male	2022-23	Odisha
M20222086	BHAVIN	JAWARIYA	7727968168	Male	2022-23	Rajasthan
M20221136	BHAWESH	JAIN	8210992742	Male	2022-23	Bihar
M20222064	CHIRAYU	JAIN	8619184494	Male	2022-23	Rajasthan
M20222085	VRUSHALI	DESHMUKH	19819928872	Female	2022-23	Maharashtra
M20221141	DHAWNISH	DAVE	8955120323	Male	2022-23	Rajasthan
M20221124	DUSHYANT	BARATH	9340790003	Male	2022-23	Madhya Pradesh
M20222065	HARSH	NAYAK	9098706523	Male	2022-23	Chhattisgarh
M20221128	HARSHITA	SINGH	8957864050	Female	2022-23	Uttar Pradesh
M20221150	HEMANT	SHARMA	8949610114	Male	2022-23	Rajasthan
M20221149	JEETENDRA	JAISWAL	9755472921	Male	2022-23	Madhya Pradesh
M20222066	MANYA	MADAN	8299262007	Female	2022-23	Uttar Pradesh
M20221131	MEHAK	PANDEY	6306085741	Female	2022-23	Uttar Pradesh

Student ID	First Name	Last Name	Mobile Number	Gender	Year	Home State
M20222067	MISHA	KIRAN	9304581401	Female	2022-23	Bihar
M20221132	MOHAMMAD	DANISH	7999879165	Male	2022-23	Chhattisgarh
M20222083	MUDIT	PRAHLADKA	7408316779	Male	2022-23	Uttar Pradesh
M20222077	MUSKAN	ALWA	7879946131	Female	2022-23	Chhattisgarh
M20222068	MUSKAN	ARORA	9752492152	Female	2022-23	Chhattisgarh
1-11234224694	RINKAL	LOUNGANI	8980999444	Female	2021-2022	GUJARAT
1-11234224691	URVI	MUNDRA	9983576999	Female	2021-2022	RAJASTHAN
1-11234224688	SHARYA	DABI	7909555203	Female	2021-2022	MADHYAPRADESH
1-11234224685	SAYALI	AMBATKAR	7507352288	Female	2021-2022	MAHARASHTRA
1-11234224682	SAURABH	VYAS	7737892400	Male	2021-2022	RAJASTHAN
1-11234224679	SAMARTH	KANUNGO	9451054388	Male	2021-2022	UTTARPRADESH
1-11234224676	RAGINI	SAHU	9934067440	Female	2021-2022	JHARKHAND
1-11234224673	RACHANA	SABALE	7219045600	Female	2021-2022	MAHARASHTRA
1-11234224670	MADHUSHREE	MUKHERJEE	9051957722	Female	2021-2022	WESTBENGAL
1-11234224666	JAGRAVI	AMDARE	9028549478	Female	2021-2022	MAHARASHTRA
1-11234224663	AKSHAY	MANGAL	7828880801	Male	2021-2022	MADHYAPRADESH
1-11234224650	HUSSAIN	MOHAMMED	8817715605	Male	2021-2022	MADHYAPRADESH
1-11234224647	YOGESH	SAINI	8080890634	Male	2021-2022	CHANDIGARH
1-11234224644	YASHI	GUPTA	9522348468	Female	2021-2022	MADHYAPRADESH
1-11234224641	YASH	METHA	9359247398	Male	2021-2022	MAHARASHTRA
1-11234224598	TYREL	THOMAS	6265779090	Male	2021-2022	CHANDIGARH
1-11234224595	SHUBHAM	KUMAR	9209061806	Male	2021-2022	CHANDIGARH
1-11234224591	SHABBIR	INDOREWALA	9425386953	Male	2021-2022	MADHYAPRADESH
1-11234224578	SANDEEP	SINGH	8210483630	Male	2021-2022	BIHAR
1-11234224575	RADHIKA	MOONDRA	7073642038	Female	2021-2022	RAJASTHAN
1-11234224572	PRANAV	SIRSANT	9770474069	Male	2021-2022	CHANDIGARH
1-11234224539	OMKAR	RAYATE	8600668588	Male	2021-2022	MAHARASHTRA
1-11234224536	NIHARIKA	OJHA	7280871716	Female	2021-2022	UTTARPRADESH
1-11234224532	NEHA	NAYAK	7440715595	Female	2021-2022	CHANDIGARH
1-11233036523	ADITYA	NEMADE	8483997301	Male	2021-2022	MAHARASHTRA
1-11226014506	ABHISHEK	PANDEY	9923552639	Male	2021-2022	BIHAR
1-11226014501	AAYUSHI	VYAS	9340285368	Female	2021-2022	MADHYAPRADESH
1-9386277832	SAGAR	GURUNG	8340575337	Male	2020-2021	JHARKHAND
1-9386277829	HARSHITA	RATHI	7008304147	Female	2020-2021	ODISHA
1-9386277826	PRATEEKSHA	SINGH	7985787822	Female	2020-2021	UTTARPRADESH
1-9386277823	KUNAL	DWIVEDI	7999747147	Male	2020-2021	CHHATTISGARH
1-9386277820	ASHUTOSHKUMAR	SINGH	7992256155	Male	2020-2021	JHARKHAND
1-9386277817	AYUSHI	JHA	8999723586	Female	2020-2021	CHHATTISGARH
1-9386277814	AYAN	TANWEER	8210244827	Male	2020-2021	JHARKHAND
1-9386277810	RAJ	JOSHI	9179106165	Male	2020-2021	MAHARASHTRA
1-9386277807	KUMARITANNU	SINGH	9009040466	Female	2020-2021	BIHAR
1-9386277804	MRAGANK	UPADHYAY	8533023351	Male	2020-2021	MADHYAPRADESH
1-9386277801	JYOTI	PARIHAR	9634631959	Female	2020-2021	CHHATTISGARH
1-9386277798	NANDITA	MIISHRA	8328098577	Female	2020-2021	UTTARPRADESH
1-9386277795	ANIRUDH	AGARWAL	9798953065	Male	2020-2021	UTTARPRADESH
1-9386277792	VENKATESH	GOLAKOTI	7063978233	Male	2020-2021	ANDHRAPRADESH

Student ID	First Name	Last Name	Mobile Number	Gender	Year	Home State
I-9386277789	RUBYKUMARI	SINGH	7771824736	Female	2020-2021	BIHAR
I-9386277783	SHAYON	RAICHAUDHARY	171115504	Male	2020-2021	CHHATTISGARH
I-9386277780	GARIMA	SINGH	9304128716	Female	2020-2021	UTTARPRADESH
I-9386277777	AYUSH	SHARMA	6202936941	Male	2020-2021	MADHYAPRADESH
I-9386277774	RITVIK	SINHA	9601511596	Male	2020-2021	JHARKHAND
I-9386277771	BIPLAB	CHATTERJEE	9935689855	Male	2020-2021	JHARKHAND
I-7046102091	MEGHA	SINGH	9555188584	Female	2019-2020	BIHAR
I-7037206384	PRIYA	MODANWAL	9608068821	Female	2019-2020	JHARKHAND
I-7037206327	PRIYA	SIWAG	8700074450	Female	2019-2020	DELHI
I-7037206300	RAHUL	ARORA	9905825243	Male	2019-2020	JHARKHAND
I-7037206293	MUSKAN	GUPTA	9406583236	Female	2019-2020	MADHYAPRADESH
I-7037206286	KHATEEBAHMED	SHAIKH	7400229580	Male	2019-2020	MAHARASHTRA
I-7037206279	PAYALKUWAR	PARMAR	9970457457	Female	2019-2020	MAHARASHTRA
I-7037206272	PREETAM	SHAKTI	9934641860	Male	2019-2020	BIHAR
I-7037206265	AMANKUMAR	AGARWAL	7004299627	Male	2019-2020	JHARKHAND
I-7037206258	RISHABH	SRIVASTAVA	9808113183	Male	2019-2020	UTTARPRADESH
I-7037206251	NISHANT	KALAL	7691807724	Male	2019-2020	RAJASTHAN
I-7037206234	PRIYARANJAN	SINGH	8292155633	Male	2019-2020	BIHAR
I-7037206217	AKSHAYKUMAR	GUPTA	8787212168	Male	2019-2020	UTTARPRADESH
I-7037206181	SWARNIMA	SINGH	8340589717	Female	2019-2020	BIHAR
I-7037632521	RANIKUMARI	SHASTRI	8757998362	Female	2019-2020	BIHAR
I-7034762315	MOHAMMADKASHIF	KHAN	8795244748	Male	2019-2020	UTTARPRADESH
I-7034762308	BASSAMIQRAM	QURESHI	8619231230	Male	2019-2020	RAJASTHAN
I-7034762301	DEVANSH	MISHRA	9452888830	Male	2019-2020	UTTARPRADESH
I-7034762294	PRANJAL	SINGH	7887706917	Male	2019-2020	MAHARASHTRA
I-7034762287	VARTIKA	JHA	9021140747	Female	2019-2020	JHARKHAND
I-7034762280	ATHARVA	SRIVASTAVA	7007950582	Male	2019-2020	UTTARPRADESH
I-7034762273	PREETI	PAL	8574991489	Female	2019-2020	UTTARPRADESH
I-7034762266	UTKARSH	SINGH	9005813170	Male	2019-2020	UTTARPRADESH
I-5602126933	VARSHA	SINGH	7631112374	Female	2018-2019	JHARKHAND
I-5602126926	DIVYA	THAKUR	8349086501	Male	2018-2019	CHHATTISGARH
I-5602126884	ADESH	KOKIL	8830079061	Male	2018-2019	MAHARASHTRA
I-5602126857	RAJSHEKHAR	BATHULA	7746984446	Male	2018-2019	CHHATTISGARH
I-5602126840	VEDPRAKASH	SINGH	9635516194	Male	2018-2019	WESTBENGAL
I-5602126833	RAVI	SAHANI	7389123777	Male	2018-2019	CHHATTISGARH
I-5602126826	MOHAMMADABU	HANZALA	7764859922	Male	2018-2019	BIHAR
I-5602126799	PRAVEENKUMAR	SAH	9097688506	Male	2018-2019	JHARKHAND
I-5602126792	APURVA	GUPTA	7000969982	Female	2018-2019	CHHATTISGARH
I-5602126775	HIMANSHU	SHEKHAR	9794444454	Male	2018-2019	UTTARPRADESH
I-5602126748	ANISH	SAXENA	9174737000	Male	2018-2019	MADHYAPRADESH
I-5602126741	PARIKSHIT	NASIKKAR	9516645587	Male	2018-2019	MADHYAPRADESH
I-5602126734	SACHIN	GUPTA	9826689212	Male	2018-2019	MADHYAPRADESH
I-5602126717	REHAN	KHAN	7979053477	Male	2018-2019	BIHAR
I-5602126710	ANKITKUMAR	CHOUDHARY	8825236322	Male	2018-2019	BIHAR
I-5602126703	RAJAT	TANTI	8223938421	Male	2018-2019	CHHATTISGARH
I-5594373692	ANISHKUMAR	ROY	9434470055	Male	2018-2019	WESTBENGAL

Student ID	First Name	Last Name	Mobile Number	Gender	Year	Home State
I-3721507138	SAGAR	SAINI	8073775956	Male	2017-2018	BIHAR
I-3721506968	ARPITA	GUPTA	7972881494	Female	2017-2018	BIHAR
I-3721506963	RASHMI	SINGH	9454936318	Female	2017-2018	BIHAR
I-3721506908	SURAJ	SHARMA	9067070858	Male	2017-2018	MAHARASHTRA
I-3721506902	SHIVANI	DESHPANDE	8087611385	Female	2017-2018	CHHATTISGARH
I-3721079206	SHASHWAT	SHULKA	7985279595	Male	2017-2018	CHHATTISGARH
I-3721079201	PIYUSH	TIWARI	8770239322	Male	2017-2018	WESTBENGAL
I-3720928396	SYED	NIKKI	8617383021	Female	2017-2018	CHHATTISGARH
I-3720928391	PRIYANKA	MAHESHWARI	8009002211	Female	2017-2018	BIHAR
I-3720780016	SONALI	YADAV	8871527004	Female	2017-2018	JHARKHAND
I-3454710213	ARPAN	SAHLOT	7827375027	Male	2016-2017	CHHATTISGARH
I-3454709793	SUNAYNA	B.	7709234048	Female	2016-2017	JHARKHAND
I-3454709588	UTTAM	GUPTA	8377930137	Male	2016-2017	DELHI
I-3454709582	ABHINAV	PRATI HAR	9811486487	Male	2016-2017	UTTAR PRADESH
I-3454697822	SHIVAM	TANEJA	8755056683	Male	2016-2017	UTTARAKHAND
I-3454698002	AMIT	CHAWLA	7746984446	Male	2015-2016	UTTAR PRADESH
I-3454696570	PRITAM	DAS	9820727210	Male	2015-2016	UTTARAKHAND
I-2668201687	SHOUNAK	CHOWDHARY	9944474039	Male	2014-2015	MAHARASHTRA
I-2668201682	POULAMI	NAG	8892547760	Female	2014-2015	MAHARASHTRA
I-2668201647	KALYANI	BHAISARE	9831660702	Female	2014-2015	MAHARASHTRA
I-2668201642	AVINASH	SINGH	9425871762	Male	2014-2015	MAHARASHTRA
I-2668201587	SHRUSHTI	JHAWAR	9773414246	Female	2014-2015	MAHARASHTRA
I-2668201582	ANANYA	BHANDARI	9038597552	Male	2014-2015	WESTBENGAL
I-2668201477	SUMIT	KUMAR	8765924760	Male	2014-2015	UTTAR PRADESH
I-2668201472	PRIYANKA	SURYAWANSHI	9619537598	Female	2014-2015	MAHARASHTRA
I-2063951242	VISHWADEEP	SRIVASTAVA	7767986817	Male	2013-2014	MAHARASHTRA
I-2063951107	SHIVANKAR	SETH	7767822199	Male	2013-2014	TELANGANA
I-2063951101	RITESH	SINGH	7767036884	Male	2013-2014	UTTAR PRADESH
I-2063871292	NEERAJ	KUMAR	8586845683	Male	2013-2014	HARYANA
I-2063833967	NAYAN	NAGIME	9637256184	Female	2013-2014	MAHARASHTRA
I-2063833961	ARUN	MISHRA	9689394338	Male	2013-2014	ODISHA
I-2061562547	MRINMOY	UPADHAYA	9811773770	Male	2013-2014	MAHARASHTRA
I-2061562542	VINAYAK	CHANDRA	7767036890	Male	2013-2014	UTTAR PRADESH
I-2061489057	VAIBHAV	RAJ	8308069094	Male	2013-2014	BIHAR
I-2061489052	UDIT	SRIVASTAVA	8381066973	Male	2013-2014	UTTAR PRADESH
I-2061488977	SUMIT	KUMAR	9035751382	Male	2013-2014	BIHAR
I-2061488972	STUTI	OJHA	7767037119	Female	2013-2014	UTTAR PRADESH
I-2061488897	SHREYANSH	VAISH	8605242872	Male	2013-2014	UTTAR PRADESH
I-1555673733	HIMANSHISHARMA	SHARMA	8407987067	Male	2012-2013	UTTAR PRADESH
I-1555673731	ASHUTOSHKUMARA	CHATURVEDI	8603103492	Male	2012-2013	MAHARASHTRA
I-814612991	POONAMKUMARI	SINGH	9561411212	Female	2011-2012	MAHARASHTRA
I-813604929	NITIN	KORRAM	9923147447	Male	2011-2012	HARYANA
I-813604927	ADITYA	KUMAR	8007018149	Male	2011-2012	MAHARASHTRA
I-813604925	ROHITKUMAR	SHA	9820727210	Male	2011-2012	ODISHA
I-813604923	RAHUL	PATHAK	9819776759	Male	2011-2012	MAHARASHTRA
I-813604921	TUSHAR	SINHA	7507722357	Male	2011-2012	UTTAR PRADESH

Student ID	First Name	Last Name	Mobile Number	Gender	Year	Home State
I-813604659	NEILROHIT	BAKSHI	9031828344	Male	2011-2012	BIHAR
I-813604657	AVINASH	SRIVASTAVA	9763259606	Male	2011-2012	UTTARPRADESH
I-813604655	SAHIL	DHAWAN	7276589203	Male	2011-2012	BIHAR

10 CONTINUOUS IMPROVEMENT (50)

Total Marks 39.00

10.1 Actions taken based on the results of evaluation of each of the POs and PSOs (20)

Total Marks 17.00

a. Program Outcomes (POs) are defined as below:

A management postgraduate program shall be able to

PO1: Knowledge & Skill

To equip students with the **knowledge and skills** to identify, formulate, and solve global business problems.

PO2: Critical Thinking:

To foster **analytical and critical thinking** abilities for evidence-based decision making.

PO3: Leadership:

To develop value-based leadership and cognitive abilities to work effectively in diverse business environments.

PO4 Business Ethics:

To make ethical decisions in complex business situations involving diverse stakeholders.

PO5: Individual and Team work:

To enhance the ability to assess and improve team building through goal-setting, feedback, and continuous development.

a. List of Program Specific Outcomes

A management postgraduate program shall be able to

PSO1: To establish a **foundation of value-based learning in leadership and teamwork**, emphasizing **integrity and transparency**.

PSO2: To develop initiative-driven, **innovative and creative thinking** through the integration of **cross-cutting technologies**.

MIBM, as a self-financed standalone institute, is consistently committed to enhancing and upgrading the overall quality of its academic offerings. The institution understands that its survival and success are closely tied to the effectiveness of its placement activities, and to secure strong placements, there is no substitute for a robust knowledge base. To achieve this vision, MIBM ensures a comprehensive assessment process for each course, with a focus on evaluating all Course Outcomes (COs), Program Outcomes (POs), and Program Specific Outcomes (PSOs).

Criteria 3 reveals that for AY 2023-24 22 core courses were offered. The result of these 22 core courses confirm that each course outcome has been attained with respect to threshold decided by the respective faculty members.

The students specializing in marketing area have opted for 13 electives. These elective courses have been designed and developed in advance topics in marketing on contemporary themes. Result reveals that out of 13 courses only Course code EM310- Retail Management could not attained the course outcome 1 and 2.

Table 10.1A: Action taken details for COs**Academic Year 2023-24**

Course	CO	Curriculum Intervention	Pedagogical Initiative	Support System Improvement
Retail Management BM310	CO 1: Identify (BL-1) the fundamental concepts of retail, including types of retail formats, functions, and the relevance of retail in the Indian market.	Studies on regional variations, consumer behavior, and cultural preferences across different demographics were not adequately demonstrated.	Assessment gap is ratified and more group activities were encouraged.	Field Visits and Industry Interaction has been increased Case Studies of Indian Retail Brands are introduced
	CO 2: Understand (BL-2) customer decision-making processes, including factors affecting buying behavior, relationship marketing, and effective customer service in retail.	Curricula gap is identified as to how global and cultural factors influence consumer behavior, particularly in diverse markets like India	Assessment gap is ratified by Introducing case studies on the impact of global trends in consumer behavior.	

The students specializing in finance have opted for 13 electives. These elective courses have been designed and developed in advance topics in various aspects of finance. Result reveals that out of 13 courses only Course code EF414- Corporate Taxation could not attained the course outcome 1 and 2.

Course	CO	Curriculum Intervention	Pedagogical Initiative	Support System Improvement
Corporate Taxation EF414	CO 1: Examine (BL4) the meaning of corporate tax planning.	Inadequate Coverage of Tax Laws and Regulations	A thorough understanding of current tax laws needs to be addressed.	Field Visits and Industry Interaction has been increased Case Studies of Indian Retail Brands are introduced
	CO 2: Analyze (BL4) the impact of fiscal policy on corporate tax planning.	Insufficient focus on real world corporate taxation issues.	Expert talks on the said topic to be introduced	Focused works on corporate taxation issues to be organized.

All courses offered in HR, BA and SCOM specialization were attained.

Academic Year 2022-23

The students specializing in finance have opted for 16 electives. These elective courses have been designed and developed in contemporary themes. Result reveals that out of 16 courses only Course code EF417- Econometrics for Manager could not attained the course outcome 4.

Course	CO	Curriculum Intervention	Pedagogical Initiative	Support System Improvement
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Econometrics for Manager EF417	CO 4: Estimate and interpret linear regression models, distinguishing between economic and statistical importance.	Limited focus on distinguishing between economic and statistical significance in linear regression models.	Integrate case studies and practical examples on interpreting both statistical significance and economic importance of regression results.	Suggested group projects on Econometrics using regression models
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The students specializing in Business Analytics have opted for 8 electives. These elective courses have been designed and developed in tune with modern technologies. Result reveals that out of 8 courses only Course code EA908- Business Inelegance could not attained the course outcome 3.

Course	CO	Curriculum Intervention	Pedagogical Initiative	Support System Improvement
Business Inelegance EA908	CO 3: Undertake investigation/research related to the decision support and BI system.	Lack of practical application and understanding of decision support and BI systems.	Incorporate projects using BI tools, case studies on decision-making, and real-time data analysis.	Access to BI software, industry expert guest lectures, and data sets for analysis

Academic Year 2021-22

24 core courses for all specialization areas were offered. Out of these, only one course entitled BM112 Quantitative techniques-II has not attained course objectives.

Curriculum Intervention:

1. Insufficient practical application of statistical inference concepts, including random sampling.
2. Limited practical exposure to hypothesis testing and constructing confidence intervals for population parameters.
3. Insufficient integration of TQM, BPR, and modern technologies

Pedagogical Initiative:

1. Incorporate problems, interactive simulations, and exercises in statistical software.
2. Include more hands-on practice on software-based analysis.
3. Updating curricula, real-world case studies, and hands-on training

Support System Improvement:

1. Access to statistical tools (e.g., SPSS, R), online resources, and faculty mentorship for problem-solving.
2. Added online tutorials, and faculty-led workshops for guided practice.
3. Industry collaboration, workshops, and advanced software tools.

The students specializing in finance have opted for 16 electives. These elective courses have been designed and developed in contemporary themes. Result reveals that out of 16 courses two courses namely Course code EF401- Corporate Finance and Course code EF 413 – Fixed Income Securities.

Course code EF401- Corporate Finance

Curriculum Intervention:

1. Limited focus on corporate financial management challenges and integration of risk and cost of capital in investment appraisal.
2. Inadequate emphasis on advanced capital budgeting techniques like NPV, IRR, and DCF.

Pedagogical Initiative:

1. Incorporating case studies, risk analysis tools, and cost of capital mode.
2. Integrating projects, case studies, and software tools for financial analysis.

Support System Improvement:

1. Industry collaborations, guest lectures, and access to financial software tools, providing practical understanding into risk management and investment decision-making.
2. Workshops, industry partnerships, and access to financial modeling tools, helping students analyze, evaluate, and implement effective capital budgeting techniques in organizations.

Course code EF 413 – Fixed Income Securities

Curriculum Intervention:

1. Limited coverage of fixed income securities and factors influencing bond prices.
2. Insufficient focus on bond valuation techniques, risk analysis using duration and convexity.

Pedagogical Initiative:

1. Incorporating in-depth modules on bond valuation, interest rates, and various macroeconomic factors.
2. Integrating hands-on exercises and case studies on bond pricing, duration, and convexity analysis.

Support System Improvement:

1. Financial databases, simulation tools, guest lectures from industry experts, and case studies, helping students understand market dynamics and bond pricing.
2. Guest lectures, and workshops on fixed income risk management.

All courses offered in HR, BA and SCOM specialization were attained.

The in -depth analysis of subjects that have not attained some of the course outcomes, their curriculum interventions and pedagogical initiatives have been carried out. Based on this additional support system has been incorporated for overall improvement in course attainment.

This process is proved beneficial and in subsequent years in AY 2022-23 and AY2023-24 course attainment is achieved to satisfactory level.

PO and PSO attainment levels are worked out Vs. targets presented in graphs given below:

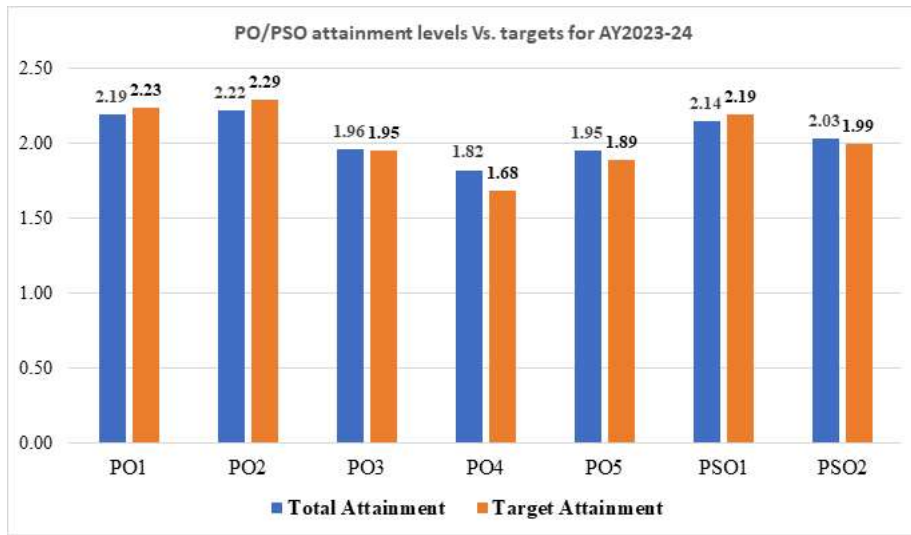


Fig PO/PSO attainment levels Vs. targets for AY2023-24

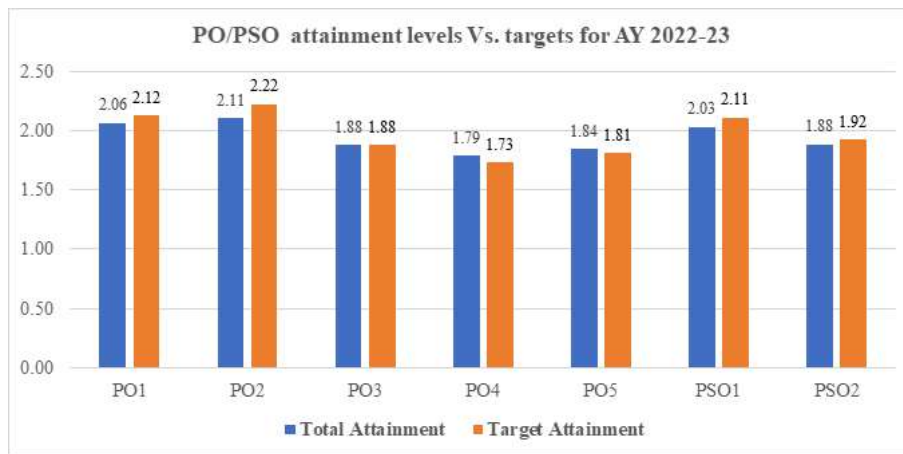


Fig PO/PSO attainment levels Vs. targets for AY2022-23

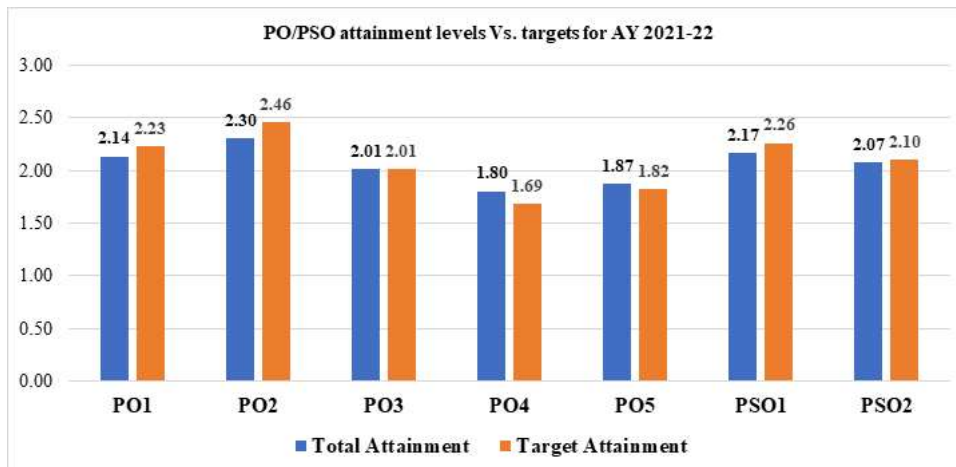


Fig PO/PSO attainment levels Vs. targets for AY2021-22

Table reveals PO/PSO attainment levels and targets set for the said program with gap found for all the previous academic years.

Table: PO and PSO Gaps for previous academic years during assessment period

PO/ PSO	AY 2023-24			AY 2022-23			AY 2021-22		
	Total Attainment	Target Attainment	Gap	Total Attainment	Target Attainment	Gap	Total Attainment	Target Attainment	Gap
PO1	2.19	2.23	-0.04	2.06	2.12	-0.06	2.14	2.23	-0.09
PO2	2.22	2.29	-0.07	2.11	2.22	-0.11	2.30	2.46	-0.16
PO3	1.96	1.95	0.01	1.88	1.88	0.00	2.01	2.01	0.00
PO4	1.82	1.68	0.14	1.79	1.73	0.06	1.80	1.69	0.11
PO5	1.95	1.89	0.06	1.84	1.81	0.03	1.87	1.82	0.05
PSO1	2.14	2.19	-0.05	2.03	2.11	-0.08	2.17	2.26	-0.09
PSO2	2.03	1.99	0.04	1.88	1.92	-0.04	2.07	2.10	-0.03

PO1	2.19	2.23	2%	2.06	2.12	3%	2.14	2.23	4%
PO2	2.22	2.29	3%	2.11	2.22	5%	2.30	2.46	6%
PO3	1.96	1.95	-1%	1.88	1.88	0%	2.01	2.01	0%
PO4	1.82	1.68	-8%	1.79	1.73	-3%	1.80	1.69	-7%
PO5	1.95	1.89	-3%	1.84	1.81	-2%	1.87	1.82	-3%
PSO1	2.14	2.19	2%	2.03	2.11	4%	2.17	2.26	4%
PSO2	2.03	1.99	-2%	1.88	1.92	2%	2.07	2.10	1%

Similarly, COs of all courses for AY 2023-24 are computed and POs and PSOs attainment with respect to COs were worked out. The analysis revealed that deviation with respect to target attainment is only 2%. AY 2022-23 and 21-22 had deviation level of 3% and 4% respectively. This proves a significant improvement in PO1 attainment due to efforts taken by MIBM faculty members as mentioned below:

PO	Curriculum intervention	Pedagogical initiatives,	Support system improvements,
PO1: To equip students with the knowledge and skills to identify, formulate, and solve global business problems.	Focus on global business challenges, Cross-cultural management, and problem-solving skills.	Apply knowledge of management theories and practices to solve business problems	Roll out new specializations to align it to business needs. To provide support system incentives, to work with industry in order to evaluate new specializations. Further, to enhance the usage of learning management system, online, social and experiential learning. Value added certification courses to faculty are encouraged.

PO2 with respect to COs attainment reveals gap of 6% in AY 2121-22, 5% AY2022-23 and 3% in AY 2023-24. Again proving satisfactory progress in achieving attainment of PO2 from previous years.

PO	Curriculum intervention	Pedagogical initiatives,	Support system improvements,
PO2: To foster analytical and critical thinking abilities for evidence-based decision making.	Focus on data analysis, Critical thinking, Evidence-based decision-making.	Incorporating data analytics, Decision-making frameworks, Real-world case studies	Incorporating critical thinking-oriented review questions in each course is adopted. Increasing the component of self-directed learning e.g. seminar, workshops and expert takes mode is included in courses. Additional certification courses were recommended

PO3, PO4 and PO5 attainment with respect to COs for all the academic years viz. 2023-24, 2022-23 and 2021-22 is achieved satisfactorily due to effective support system improvement crafted for each PO by respective faculty members. Further, IQAC continuously supported faculty members by providing training for effective utilization of pedagogical techniques in preparation of lesson plans.

PSO1 with respect to COs attainment reveals gap of 4% in AY 2121-22, 4% AY2022-23 and 2% in AY 2023-24. This proves progressive achievement of attainment of PSO1 from previous years.

PSO	Curriculum intervention	Pedagogical initiatives,	Support system improvements,
PSO1: To establish a foundation of value-based learning in leadership and teamwork, emphasizing integrity and transparency.	Emphasis on value-based leadership, teamwork, and ethics	Integrating courses on ethical leadership, Corporate social responsibility, Building team dynamics	Students were given opportunity to participate in various social, cultural and academic activities. Many conferences and workshops are being conducted and students have coordinated them. In many courses, group assignments and projects and interaction with visiting corporate faculty is arranged. Various student cell such as placement, corporate relations, sports etc. have built in student an ability to work in team with ease and without conflict of interests.

PSO2 attainment with respect to COs for the academic years viz. 2021-22, 2022-23 were 1% and 2% respectively. however, in the year 2023-24 it is achieved. This could be attributed to faculty members adoption of cross cutting technologies used in global business environment.

10.2 Academic Audit and actions taken thereof during the period of Assessment (10)

Total Marks 8.00

Academic audit is conducted by an internal team of three competent academicians includes IQAC Chairman, and two Professor/Associate Professor from different specializations. This activity is conducted after end of each trimester. Team members review the academic and administrative processes in detail for concluded trimester and for the forthcoming trimester. The report is submitted to the Director and further action. Director after reviewing the report suggest actions to respective responsible faculty members to overcome the observations sited during internal academic audit.

Subsequently, an external committee of three senior professors has been constituted as per the standard procedure at the end of each academic year. Findings of each year report is presented in BOS and action plan is formulated. Finally, this action plan is approved by BOG and incorporated in the subsequent year.

MIBM has also conduct external academic audit annually with the help of corporates and academicians and academic findings are presented to them by Director, herself. This was followed by elaborate discussion and policy decisions. Minutes are prepared for these meetings. Following procedure is adopted:

Pre-semester audit is conducted at the internal level by respective academic coordinator. At the beginning of trimester readiness is verified through following points:

1. Course curriculum and syllabus
2. Time Table
3. Academic Calendar
4. Course File:

Course & Faculty Details

Vision, Mission of Institute

Program Educational Objectives

Program Outcomes (PO)

Program Specific Outcomes (PSO)

Course Objectives & Outcomes (CO)

CO, PO and PSO mapping

Teaching Plan

Roll Call List of Students

Course Material

Internal Quality Assurance Cell (IQAC) as explained in Criteria 2 plays a critical role in audit preparation. Some of the steps taken to improve the quality of the program by IQAC is continuous tracking of CO attainment during the course of the trimester, helping faculty with their course file preparation, framing more detailed objectives and rubrics for different types of assessment and projects.

Being proactive, MIBM also identified courses where target attainment is just achieved but there is a need of improvement and therefore, such courses are also discussed on BoS forum.

Action taken based on academic audit recommendation

- ICT based teaching and learning methodology has been implemented.
- Change in curriculum or/and pedagogical methods for low attainment subjects
- LMS is implemented to give 24X7 accessibility of curriculum, games, workshops etc. to students from anywhere.
- Faculties are encouraged to adopt student centric methodologies such as group discussion and case study
- Students are encouraged to participate in live and group project.
- Students are encouraged for research publication and subsequently few students have published research papers in UGC Care Journals out of their summer projects.

10.3 Improvement in Placement, Higher Studies and Entrepreneurship (10)

Total Marks 6.00

MIBM places significant emphasis on continuous improvement in campus placement, making it a top priority. Several efforts have been made to achieve this goal.

2020-21 Placement Overview: In the academic year 2020-21, MIBM achieved an impressive 83% campus placement rate. The highest CTC (Cost to Company) offered was ₹13 LPA, which was provided by Hewlett-Packard (HP) Enterprise to Ms. Anushka Mishra for the role of Inside Sales Accounts Manager. The median CTC during this year was ₹7.6 LPA.

2021-22 Placement Overview: In the following year, 2021-22, a marginal drop in campus placements was observed, largely due to the economic decline caused by the COVID-19 pandemic. Despite the global challenges, MIBM successfully placed 62% of its students through campus recruitment. The remaining students received strong support from the placement cell, which helped guide them towards alternative career opportunities. The highest CTC in 2021-22 remained ₹13 LPA, offered by Bank of New York (BNY) Mellon to Ms. Neha Nayak for the position of Direct Hire Analyst. The median CTC saw an improvement, rising to ₹7.8 LPA.

2022-23 Placement Overview: In 2022-23, MIBM saw a recovery with 77% of students placed through campus recruitment. The highest CTC for the year was ₹11 LPA, offered by Rosy Blue, an Indo-Belgian company dealing in precious commodities, financial services, and retail. Ms. Priya Maheshwari was hired for the position of Business Analytics. The median CTC reached ₹8 LPA, marking a significant increase compared to the previous two years, demonstrating a positive trend in students compensation packages.

The sector-wise placement distribution pattern during academic years 2021-22 and 2022-23 shows that MIBM has achieved placements across 8 major sectors, with notable diversity in the industries that hired students. **Banking, Services, Finance, and Insurance (BSFI)** sector emerged as the largest contributor, accounting for **31%** of the placements. This highlights the significant role of MIBM in preparing students for roles in this crucial sector. The **IT/ITES** sector followed closely with **18%** of placements, indicating that MIBM has integrated technology-focused teaching and learning, equipping students with the skills needed to thrive in a technology-driven global environment. Another noteworthy achievement is the **Consultancy Firms** sector, where **14%** of students found employment. This is a prestigious accomplishment, as securing roles in consultancy firms is a mark of excellence and reflects the high-quality education and industry exposure provided by MIBM. These statistics demonstrate MIBMs ability to place students across diverse and high-demand sectors, fostering both specialization and versatility.

Placement of batch 2022-24 highlights a notable expansion in sectors with **9 new sectors** added compared to the previous three years. This shift reflects the evolving trends in industry demands and the diversification of career opportunities for students. Among the newly added sectors, some of the most prominent ones include **FINTECH, Hospitality, and Precious Commodities**, which have gained increasing importance in recent years.

Key observations from the placement data for the 2022-24 batch suggest that **Asset Management** sector recorded the highest placement percentage at **26%**, signifying a strong focus on financial markets and investment management roles. **Banking, Services, Finance, and Insurance (BSFI)** sector remained a significant player, securing **23%** of the placements, maintaining its prominence as a key sector for MIBM students. The **Hospitality** sector showed a **significant gain of 9%**, highlighting its rising relevance and the growing demand for professionals in the hospitality industry.

This diversification in sectors not only reflects the changing landscape of the job market but also underscores MIBMs adaptability in providing students with a wide range of opportunities across emerging and traditional industries.

10.4 Improvement in the quality of students admitted to the program (10)

Total Marks 8.00

MIBM has grown over a decade and is now rated as one of the best business schools of Pune. As per the TIME B SCHOOL RANKING SURVEY 2023 published on 18th April 2023, MIBM has been ranked # 92 among India best B Schools. It now attracts talent and student diversity is commendable. MIBM recruits/admits students from Pan India. At the same time students with diverse educational and socio-economic backgrounds are admitted. Although, this diversity creates challenge to Faculty, MIBM placement depict that Institutes Vision and Mission are at par with any reputed B-school globally and there is a strong correlation between Program Outcomes and carefully designed Course Outcomes.

MIBM always succeeded in enrolling more than 60% students despite being selective and non-compromising in quality of students. There is a continuous upward trend in admissions despite of competition in management education.

10.4A MIBM Admission Process

MIBM PGDM program is ideally suited to graduates who are aiming to develop high profile corporate career on long term and wish to seek promising breaks. MIBM admission process is looking for talented achievers seeking for a rigorous and challenging program. Institute expect applicants to demonstrate intellectual capacity, a track record of success, leadership potential, energy, integrity and a global outlook.

As per AICTE norms eligibility criteria for PGDM (www.aicte.org (<http://www.aicte.org>)) is Bachelor's degree in any discipline with minimum 50% marks in graduation and a non-zero test score in any of the eligibility test CAT, XAT, MAT, ATMA, GMAT and .

However, MIBM define its own criteria in order to maintain quality of intake. MIBM selection process is linked with careers and demands of recruiters. To meet the demands of our high profile recruiters, offering high compensation the Institute set up the standards of intake as mentioned below:

A candidate should fulfill at least any one of the conditions below:

- A. CAT/XAT 50 Percentile and above with minimum 50% marks equivalent CGPA in graduation from any recognized university
- B. With academic background of 10th standard- 70%, 12th standard - 60%, Graduation 60% marks or equivalent CGPA in graduation from any recognized university with valid score card in CAT/XAT/MAT/CMAT/ATMA
- C. Need to qualify in MIBM Written Ability Test (WAT).

10.4B Format used for grading a candidate

Ignited Minds Society's

MIBM

SKYPE/ Telephonic Interview for MIBM Admission: 2023-24

STUDENT NAME		10 TH MARKS	
MOBILE NO.		12 TH MARKS	
SPECIALIZATION		GRADUATION	
PLACE		APPTI. SCORE	
DATE		STATE	
EMAIL		SCHEDULE	

S. NO	Parameter	Scale	Remark
1	COUNSELLING		
2	Can you tell me a little about yourself?		
3	What is your greatest strengths & weakness?		
4	What motivates you to excel in work?		
5	How would you rate your communication skills?		
6	What do you know about MIBM?		

7	Which is your favorite book? Movie?		
8	How do you evaluate your success?		
9	Career goals: Short Term & Long Term		
10	Do you have any questions?		
12	II ROUND- WAT TOPIC		
13	REMARKS		

Name of Interviewer:

Sign and Date:

WAT topics are generally contemporary issues. As mentioned in table below:

MIBM WAT Topics for PGDM**BATCH- 2023-25**

Below are the important WAT topics for PGDM admission process for selecting quality students. For selection he/she must clear the WAT round in final selection process:

Sr. No.	GENERAL TOPICS FOR WAT ROUND
1	Demonetization in India: Decision is more appreciated than criticized (https://www.mbauniverse.com/wat-for-iims/topic/demonetization-in-india-appreciated-than-criticized.php)
2	GST: Aim to take economy on faster growth path (https://www.mbauniverse.com/wat-for-iims/topic/gst)
3	"Make in India" Ground realities; India leaps to surpass China (https://www.mbauniverse.com/wat-for-iims/topic/make-in-india.php)
4	Rising Population of India could be turned into an asset (https://www.mbauniverse.com/wat-for-iims/topic/rising-population-of-India-could-be-turned-into-an-asset.php)
5	Corruption is the root cause of current economic and social woes in India (https://www.mbauniverse.com/written-ability-test/topic/past-solved-wat-topics/wat-topic-mba-corruption-root-cause-current)
6	FDI in multi brand retail is a boon or bane (https://www.mbauniverse.com/written-ability-test/topic/past-solved-wat-topics/wat-topic-mba-fdi-multi-brand-retail-boon-or-bane)
7	Ethics and morals cannot be taught in classrooms only (https://www.mbauniverse.com/written-ability-test/topic/past-solved-wat-topics/wat-topic-mba-ethics-and-morals-cannot-be-taught)
8	Net Neutrality: Very Essential to Make India Digital (https://www.mbauniverse.com/wat-for-iims/topic/net-neutrality)
9	E-commerce: Unrealistic Discounts are Dangerous (https://www.mbauniverse.com/wat-for-iims/topic/e-commerce)
10	Aadhar -Utility is more than perceived
11	Smart City Project: India's new urban vision
12	Bank Recapitalization: Will it restore faith in Banking Industry? (https://www.mbauniverse.com/wat-for-iims/topic/bank-recapitalization)
13	Beti Bachao Beti Padhao will change the orthodox mindset?
14	Law should be an instrument of Social Change
15	Browsing at Workplace affects productivity
16	Social Activism is necessary for survival of democratic society
17	Moody's Rating Upgrade to boost the economy of India
18	Globalization and Jingoism always coexist (https://www.mbauniverse.com/wat-for-iims/topic/globalization-and-jingoism-always-coexist)

19	India has more skilled Human Resource (https://www.mbauniverse.com/written-ability-test/topic/past-solved-wat-topics/wat-topic-mba-india-has-more-skilled-human)
20	Impact of Russia ukraine war on Indian & Global Economy
21	Indo-US relations; how much beneficial for India (https://www.mbauniverse.com/written-ability-test/topic/past-solved-wat-topics/wat-topic-mba-indo-us-relations-how-much)

Latest topics for - MIBM WAT ROUND

Latest WAT Topics for MIBM on Business Economy	Latest WAT Topics for MIBM on Current Affairs	Latest WAT Topics for MIBM on Education & Social Affairs
Tech Layoffs (https://www.mbauniverse.com/group-discussion/topic/business-economy/tech-layoffs)	Chinese App Ban in India (https://www.mbauniverse.com/group-discussion/topic/current-affairs/chinese-app-banned-in-india)	National Education Policy (NEP) 2020 (https://www.mbauniverse.com/group-discussion/topic/current-affairs/national-education-policy-nep-2020)
India as the world's 5th largest economy (https://www.mbauniverse.com/group-discussion/topic/business-economy/india-5th-largest-economy-in-world)	Moonlighting in India (https://www.mbauniverse.com/group-discussion/topic/business-economy/moonlighting)	Medicare: Affordable healthcare (https://www.mbauniverse.com/group-discussion/topic/current-affairs/modicare)
Rise of Gig Economy (https://www.mbauniverse.com/group-discussion/topic/business-economy/gig-economy)	Article 370 Abrogation (https://www.mbauniverse.com/group-discussion/topic/current-affairs/article-370)	Free Metro Ride for Women
Union Budget of India: What is "Budget" and Key Features of Budget 2023	Citizenship (Amendment) Act 2019 (https://www.mbauniverse.com/group-discussion/topic/current-affairs/citizenship-amendment-act-2019)	Shortage of Open Spaces and Playgrounds Lead to Negative Tendencies in Children (https://www.mbauniverse.com/group-discussion/topic/social-issues/shortage-of-open-spaces-and-playgrounds-lead-to-negative-tendencies-in-children)
GST: Aim to take economy on faster growth path (https://www.mbauniverse.com/wat-for-iims/topic/gst)	Net Neutrality: Very Essential to Make India Digital (https://www.mbauniverse.com/wat-for-iims/topic/net-neutrality)	Swachh Bharat Mission: Success is still at Large (https://www.mbauniverse.com/group-discussion/topic/social-issues/swachh-bharat-mission)
Crises and Emergencies – Trigger for big reforms (https://www.mbauniverse.com/group-discussion/topic/business-economy/crises-and-emergencies-triggers-for-big-reforms)	Corona Virus (Covid 19) Impact (https://www.mbauniverse.com/group-discussion/topic/business-economy/coronavirus)	Women Empowerment & Gender Justice (https://www.mbauniverse.com/group-discussion/topic/social-issues/women-empowerment-and-gender-justice)
Farm Bills 2020 will Break the Glass Ceiling (https://www.mbauniverse.com/group-discussion/topic/business-economy/farm-bills)	Facebook Reliance Jio Deal (https://www.mbauniverse.com/group-discussion/topic/business-economy/facebook-reliance-jio-deal)	Beti Bachao Beti Padhao (https://www.mbauniverse.com/group-discussion/topic/social-issues/beti-bachao-beti-padhao)
Banks Mergers in India (https://www.mbauniverse.com/group-discussion/topic/business-economy/banks-merger-in-india)	Indian Digital Rupee (https://www.mbauniverse.com/group-discussion/topic/business-economy/indian-digital-rupee):	Social Media- A boon for society and individuals (https://www.mbauniverse.com/group-discussion/topic/social-issues/social-media)
5G Telecom Services in India (https://www.mbauniverse.com/group-discussion/topic/current-affairs/5g-in-india)	National Logistics Policy (https://www.mbauniverse.com/group-discussion/topic/business-economy/national-logistics-policy)	Buy Now Pay Later (https://www.mbauniverse.com/group-discussion/topic/business-economy/buy-now-pay-later) (BNPL)

10.4C Weightage in selection process:

Entrance Test - 25%	PI and GD/WAT - 40%
Academics - 25%	Work Experience - 10%

Agnipath (https://www.mbauniverse.com/group-discussion/topic/current-affairs/agnipath-scheme)	Gati Shakti Master Plan (https://www.mbauniverse.com/group-discussion/topic/current-affairs/gati-shakti-master-plan)	Global Climate Crisis: India Leadership (https://www.mbauniverse.com/group-discussion/topic/global-climate-change)
SUPER APP in India (https://www.mbauniverse.com/group-discussion/topic/current-affairs/super-app-tata-neu)	Tata takes over Air India (https://www.mbauniverse.com/group-discussion/topic/business-economy/air-india-disinvestment)	Central Vista Redevelopment (https://www.mbauniverse.com/group-discussion/topic/current-affairs/central-vista)
E-Learning: A substitute for Classroom Learning (https://www.mbauniverse.com/group-discussion/topic/current-affairs/e-learning-vs-classroom-learning-advantages-and-disadvantages)	Single Use Plastic Ban (https://www.mbauniverse.com/group-discussion/topic/social-issues/plastic-ban-environment-vs-economy)	Bullet Train: Does India really need it? (https://www.mbauniverse.com/group-discussion/topic/current-affairs/bullet-train)

For an outstanding candidate, written test score is not a barrier.

10.4D Criteria for selection

While MIBM admissions are competitive, our selection criteria revolve around the candidate's ability to:

1. Cope up with demanding environment in MIBM
2. Candidates ability to build career with MNCs and high profile Indian companies
3. Candidates openness and ability to learn new social and cultural habits and value, those professional MNCs especially seek

During 2 years' program, MIBM, ensure that a student develop learning attitude for a career and imbibe an open minded attitude towards exploring newer experiences and make serious efforts at self-development.

Further, MIBM management and Advisory Bodies firmly believes that the quality improvement is also based on diversity. More diverse is the group, learning from peer and self-development is easy for student. Therefore, reaching out to candidates pan India is attempted.

Outcome of improvement in quality is reflected in diversity of students based on various criteria's such as

Gender Diversity: The track record of female student is on an average 37% during the assessment period. The significant number of female students helps in breaking the ice between male and female students which reflects in their class participation, student cell activities and social/cultural activities. Overall participation of girls in all institutional activities help their holistic development. The placement record reveals that, highest salary is gained by female candidates in all three years.

Demographic Diversity: It helps in bringing out Cosmo Politian culture and significant peer learning. MIBM has students from 14 states and students from each state bring that culture to MIBM enriching placements in MNCs.

Stream-wise Diversity: All those there are no fixed criteria to admit students from different streams, MIBM prefers admitting students from different streams such as commerce, management, engineering, science, agriculture, and arts. Due to diverse background recruitment in all possible sectors happens. This is revealed from placement data showing MIBM presence in 17 sectors.

Annexure I

PROGRAM OUTCOMES (POs)

1. Apply knowledge of management theories and practices to solve business problems.
2. Foster Analytical and critical thinking abilities for data-based decision making.
3. Ability to develop Value based Leadership ability.
4. Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.
5. Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

PO1	Knowledge & Skill To equip students with the knowledge and skills to identify, formulate, and solve global business problems.
PO2	Critical Thinking: To foster analytical and critical thinking abilities for evidence-based decision making.
PO3	Leadership: To develop value-based leadership and cognitive abilities to work effectively in diverse business environments.
PO4	Business Ethics: To make ethical decisions in complex business situations involving diverse stakeholders.
PO5	Individual and Team work: To enhance the ability to assess and improve team building through goal-setting, feedback, and continuous development.

Declaration

The head of the institution needs to make a declaration as per the format given -

- I undertake that, the institution is well aware about the provisions in the NBA's accreditation manual concerned for this application, rules, regulations, notifications and NBA expert visit guidelines in force as on date and the institutes shall fully abide by them.
- It is submitted that information provided in this Self Assessment Report is factually correct.
- I understand and agree that an appropriate disciplinary action against the Institute will be initiated by the NBA. In case, any false statement/information is observed during pre-visit, visit, postvisit and subsequent to grant of accreditation.

Head of the Institute

Name : Dr. Saroja Asthana

Designation : Director

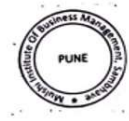
Signature :



Dr. Saroja Asthana

Director, MIBM, Pune

Seal of The Institution :



Place : Mulshi, Pune

Date : 21-12-2024 18:23:21