



SELF - ASSESSMENT REPORT
FOR
NATIONAL BOARD OF ACCREDITATION
(NBA)

Ignited Minds Society's
MULSHI INSTITUTE OF BUSINESS MANAGEMENT
GAT NO. 237-243, SAMBHAVE, MULSHI, PUNE – 412 108



Ignited Minds Society's

MULSHI INSTITUTE OF BUSINESS MANAGEMENT

GAT NO. 237-243, SAMBHAVE, MULSHI, PUNE – 412 108

SAR REPORT FOR PGDM PROGRAM

PREFACE

Encouragement of higher education for our youth is critical to the success of our collective future – Charles B. Rangel

Management, Faculty and Staff of Ignited Minds Society's Mulshi Institute of Business Management (MIBM) firmly believes that stakeholders in higher education system includes management, administrators, community, industry, employers, teachers, parents, students and alumni. In fact, the community as a whole is a stakeholder in the education system. Therefore, education is a vital aspect that helps the whole human entity in the socio, economic, cultural, scientific and technological fronts.

Inspired by Dr. APJ Abdul Kalam's book entitled Ignited Minds, a team of academicians drawn from IIT, IIM, Medical and Educational background formed Ignited Minds Society in 2007. Subsequently, MIBM is established in 2010 with approval from AICTE for PGDM program with 120 intakes.

MIBM has come a long way since its humble beginning. Motto is to produce employable youth. The faculty members, commensurate with the work culture of MIBM, demonstrate dedication and commitment towards preparing market and industry ready graduates.

As a policy of imparting high quality education, the PGDM program offered by MIBM under took the project of NBA accreditation. Institute is preparing itself by discussions and consultations to welcome the NBA's expert peer team with the motivation to acquire NBA accreditation for period of six years and subsequent to their valuable observation and recommendations for continuous quality improvement of all operations and activities of the Institute.

Index

<i>Sr. no.</i>	Details	Page nos.
<i>Part A</i>	Institutional Information	4
<i>Part B</i>	Criteria Summary	6
<i>1</i>	Criteria 1: Vision, Mission & Program Educational Objectives	7
<i>2</i>	Criteria 2: Governance, Leadership & Financial Resources	13
<i>3</i>	Criteria 3: Program Outcomes & Course Outcomes	51
<i>4</i>	Criteria 4: Curriculum & Learning Process	95
<i>5</i>	Criteria 5: Student Quality and Performance	123
<i>6</i>	Criteria 6: Faculty Attributes and Contributions	142
<i>7</i>	Criteria 7: Industry & International Connect	165
<i>8</i>	Criteria 8: Infrastructure	200
<i>9</i>	Criteria 9: Alumni Performance and Connect	224
<i>10</i>	Criteria 10: Continuous Improvement	249
<i>Part C</i>	Declaration by the Institution	267
<i>Annexure-I</i>	AICTE EOA from 2017-18 to 2023-24	268
	Sample Syllabus	277

PART A: Institutional Information

1. Name and Address of the Institution:

Mulshi Institute of Business Management (MIBM)

Gat No. 237-243, Sambhave, Mulshi, Pune – 412 108

Contact: 020-25887645/7720899499/9049015333

Website: www.mgi.ac.in

2. Name and Address of the Affiliating University: **Not Applicable**

3. Year of Establishment of the Institution: **2010**

4. Type of the Institution: **AICTE Approved PGDM Institution**

5. Ownership Status: **Self-financing**

6. Vision of the Institution:

To develop a world class education to change the lives and careers of youth through business and enterprise driven education, to maintain spirit of responsible and justice to demonstrate superior professional competence.

7. Mission of the Institution:

To develop well rounded professionals who can work in a global environment with comfort.

To develop innovative professionals, entrepreneurs, and researchers

To develop superior quality network with high quality educationists and professionals in corporate and social arena

8. Details of all the Programs offered by the Institution:

Sr. No	Program Name	Year of start	Intake at the start	Increase in intake, if any	Years of increase	AICTE approval	Accreditation status*
1	PGDM	2010	120	-	-	Yes	Applying First Time

9. Programs to be considered for Accreditation vide this Application:

Sr. no.	Program Name	Current Year Sanctioned Intake	Current Year Admitted nos. 2022-23
1	PGDM	120	72

10. Contact Information of the Head of the Instruction and NBA coordinator, if designated:**i. Name: Dr. Saroja Asthana****Designation: Director****Mobile No.: 9960281813/9049015333****Email ID: saroja.asthana@gmail.com****ii. NBA Coordinator:****Name: Mrs. Sonali Kadam****Designation: Assistant Professor****Mobile No.: 9552521636****Email: sonali.kadam@mgi.ac.in**

Criteria Summary

Name of Program: Post Graduate Diploma in Management (PGDM)

<i>Criteria no.</i>	Criteria	Mark/Weightage
<i>1</i>	Criteria 1: Vision, Mission & Program Educational Objectives	50
<i>2</i>	Criteria 2: Governance, Leadership & Financial Resources	100
<i>3</i>	Criteria 3: Program Outcomes & Course Outcomes	100
<i>4</i>	Criteria 4: Curriculum & Learning Process	125
<i>5</i>	Criteria 5: Student Quality and Performance	100
<i>6</i>	Criteria 6: Faculty Attributes and Contributions	250
<i>7</i>	Criteria 7: Industry & International Connect	100
<i>8</i>	Criteria 8: Infrastructure	75
<i>9</i>	Criteria 9: Alumni Performance and Connect	50
<i>10</i>	Criteria 10: Continuous Improvement	50
	Total	1000

CRITERION 1: VISION MISSION & PROGRAM EDUCATIONAL OBJECTIVES (50)

1.1 Vision and Mission statements (5)

Vision

To develop a world class education to change the lives and careers of youth through business and enterprise driven education, to maintain spirit of responsible and justice to demonstrate superior professional competence.

Mission of Department

M 1: To develop well rounded professionals who can work in a global environment with comfort

M 2: To develop innovative professionals, entrepreneurs, and researchers

M 3: To develop superior quality network with high quality educationists and professionals in corporate and social arena

1.2 PEO Statements (5)

PEO 1: To provide nation with high quality managers ready to work in MNCs satisfactorily

PEO 2: To develop leaders with sense of responsible democracy and egalitarianism

PEO 3: To maintain national and global character with respect for all irrespective of all consideration

PEO 4: To develop acumen for entrepreneurship and research

1.3 Dissension among Stakeholders (10)

The above vision and mission statements were percolated down to the key stakeholders i.e. students past and present, faculty, staff, members of various advisory councils of the institute; and parents through a systematic diffusion process

- Our Vision and Mission Statements are:
- Published at our Website: www.mgi.ac.in
- Disseminated during Board of Governors and Board of Studies meetings
- Disseminated during Student Orientation Program
- Disseminated during Student Trimester Registration Program
- Disseminated during Alumni Meets and otherwise through alumni webpage
- Prominently displayed at Library
- Prominently displayed at the corridors and inside of classrooms
- Published in our admission brochure and prospectus
- Published in information brochure

The vision, mission and PEO's are disseminated to the stakeholders of the program as shown in Figure 1.

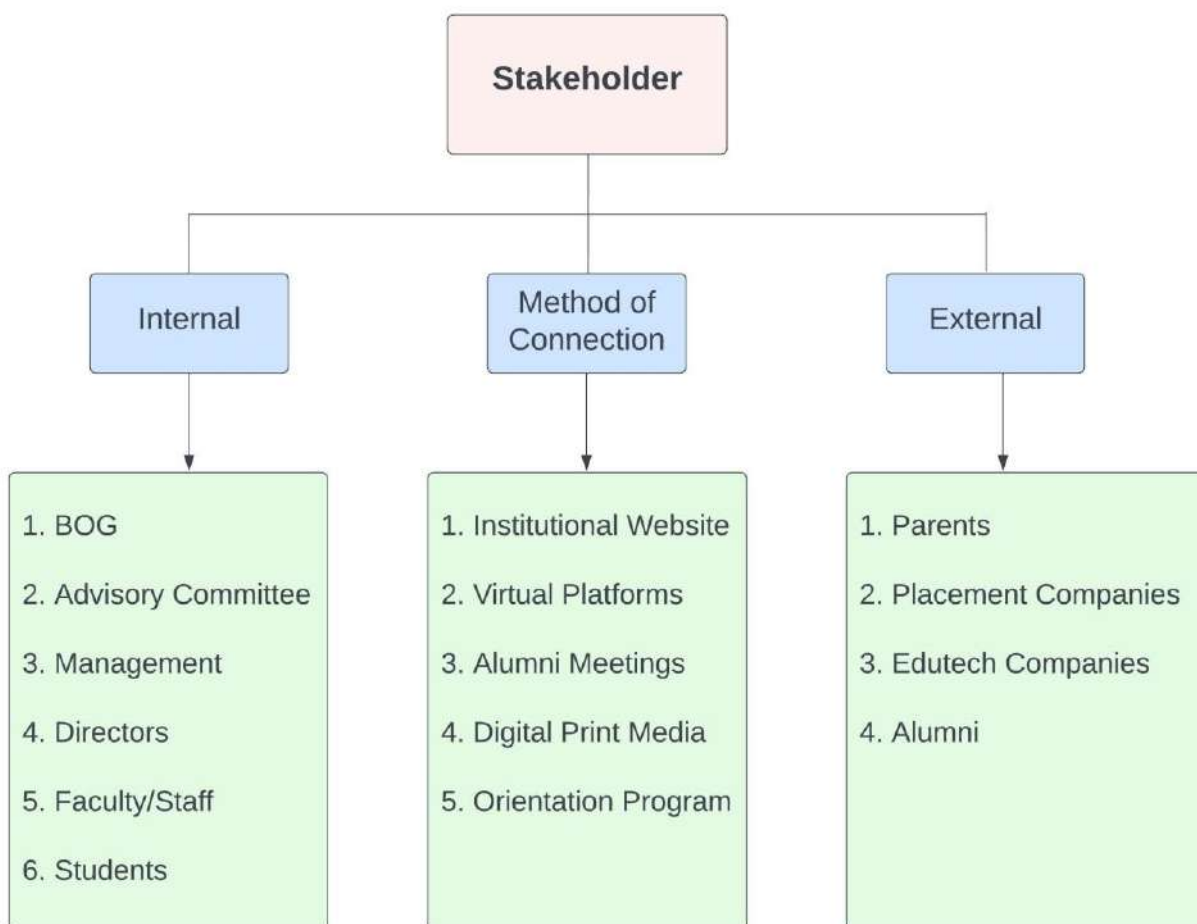


Figure 1: Various types of stakeholders and information disseminating channel

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 IDs, 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 CII etc.

1.4 Formulation process (15)

- There are internal and external stakeholders that are part of vision, mission, PEOs and PSOs of the program.
- Internal Stakeholders are Board of Governors, Board of Studies, Management, Directors, Faculty and staff and students.
- External stakeholders are placement agencies, edutech companies and parents.
- Internal and external stakeholders are linked through institute's website, social media such as linked-in, Facebook, e-library, Print media and social media platforms for promotion.

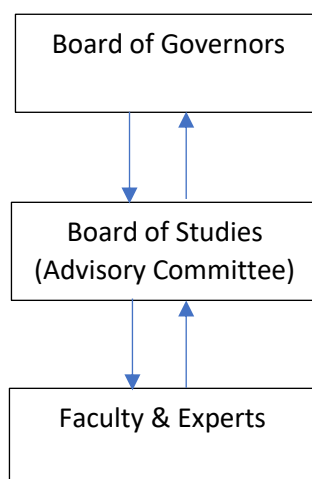


Figure 2: Flow diagram showing Formulation Process of Vision, Mission, PEOs and PSOs for the program

1.5 Consistency of PEOs with the Mission (15)

Table 1: Mission and PEOs Matrix

PEO Statements	M1: To develop well rounded professionals who can work in a global environment with comfort	M2: To develop innovative professionals, entrepreneurs, and researchers	M3: To develop superior quality network with high quality educationists and professionals in corporate and social arena
PEO 1: To provide nation with high quality managers ready to work in MNCs satisfactorily	3	1	2
PEO 2: To develop leaders with sense of responsible democracy and egalitarianism	2	-	2
PEO 3: To maintain national and global character with respect for all irrespective of all	3	2	-
PEO 4: To develop acumen for entrepreneurship and research	1	3	2

Table 2: Mapping of Consistency of PEOs with the Mission

Mapping Elements	Justification
<p>M1: To develop well rounded professionals who can work in a global environment with comfort. PEO1: To provide nation with high quality managers ready to work in MNCs satisfactorily Correlation: 3</p>	<p>Quality management education yields better campus placements and career opportunities</p>
<p>M2: To develop superior quality network with high quality educationists and professionals in corporate and social arena. PEO1: To provide nation with high quality managers ready to work in MNCs satisfactorily Correlation: 1</p>	<p>Management education should bridge gap between education and modern corporate world and this is possible by associating with various stakeholder.</p>
<p>M3: To develop innovative professionals, entrepreneurs, and researchers PEO1: To provide nation with high quality managers ready to work in MNCs satisfactorily Correlation: 2</p>	<p>For growing career in ever changing business environment, creativity and innovativeness is absolutely essential.</p>
<p>M 1: To develop well rounded professionals who can work in a global environment with comfort. PEO 2: To develop leaders with sense of responsible democracy and egalitarianism Correlation: 2</p>	<p>Management education must inculcate responsible democratic and ethical approach to lead in global business environment relating to or believing in the principle that all people are equal and deserve equal rights and opportunities.</p>
<p>M 2: To develop superior quality network with high quality educationists and professionals in corporate and social arena. PEO 2: To develop leaders with sense of responsible democracy and egalitarianism Correlation: -</p>	<p>Program aims to build qualities of education through participative learning methods such as case studies, group discussions, workshops and seminars and self-guided studies etc.</p>
<p>M 3: To develop innovative professionals, entrepreneurs, and researchers PEO 2: To develop leaders with sense of responsible democracy and egalitarianism Correlation: 2</p>	<p>Innovative professionals need qualities of leadership and research abilities. The department inculcates this by giving exposure to students through guest talks and arranging opportunities to interact with these guest.</p>
<p>M 1: To develop well rounded professionals who can work in a global environment with comfort. PEO 3: To maintain national and global character with respect for all irrespective of all consideration Correlation: 3</p>	<p>Program aims to help students make the connections between theory and practice and learn to work without compromising of national character while working in global environment.</p>
<p>M 2: To develop superior quality network with high quality educationists and professionals in corporate and social arena. PEO 3: To maintain national and global character with respect for all irrespective of all consideration</p>	<p>Management education ensures inculcating innovative attitude in budding leaders based on creative and innovative delivery methods through internal and external resources.</p>

Mapping Elements	Justification
Correlation: 2	
M 3: To develop innovative professionals, entrepreneurs, and researchers PEO 3: To maintain national and global character with respect for all irrespective of all consideration Correlation: -	Generation of futuristic knowledge resources require research competencies and conduction abilities. Up-to-date knowledge using state-of-the-art study tools help in building confidence to solve day to day and long-term problem in industry.
M 1: To develop well rounded professionals who can work in a global environment with comfort. PEO 4: To develop acumen for entrepreneurship and research Correlation: 1	Quality education means imparting right attitudes, risk taking confidence and projecting the profitability of businesses. Such ethical and risk-taking attitude is absolutely necessary for successful entrepreneurs too.
M 2: To develop superior quality network with high quality educationists and professionals in corporate and social arena. PEO 4: To develop acumen for entrepreneurship and research Correlation: 3	Generation of futuristic knowledge resources require research competencies and conduction abilities. To generate prime knowledge resources for the growth of industry, society and futuristic knowledge focusing on the socio-economic needs.
M 3: To develop innovative professionals, entrepreneurs, and researchers PEO 4: To develop acumen for entrepreneurship and research Correlation: 2	Quality education enhances research insight in students which further help them arriving at optimal judgmental abilities solving for complex problems important for strategic decision making.

CRITERION 2: GOVERNANCE, LEADERSHIP AND FINANCIAL RESOURCES (100)

2.1 Governance and Leadership (60)

Following section describe the governance and leadership at MIBM.

2.1.1 Governance Structure and Policies (30)

2.1.1.1 Governing Structure (10)

a. Board of Governor

Board of Governors (BoG) is an apex decision-making body for the efficient operation of the institute. The purpose of forming this group is to oversee the operations and activities of MIBM and to ensure its mission and objectives (such as PEOs and PSOs) are met. BoG is constituted by inviting eminent personalities from Industry and Academia on honorary basis. Although their tenure is not defined management take note of it from time-to-time.

MIBM

Board of Governors (BoG)

Sr.No.	Name	Company	Designation
1	Prof. R. S. Ganpathy	Former Prof. IIM Ahmadabad	Chairman
2	D Dr. Pramod Kumar	President, ISB&M	President
3	Dr. Saroja Asthana	Founder, Mulshi Group of Institutes	Member
4	Mr. Udai Upendra	Founder CEO, The HR Company	Member
5	Mr. Shirish Kulkarni	Director - HRD Region Asia West KSB Pumps Ltd	Member
6	Mr. Ravendra Mishra	President - HR Garware Technical Fibres Ltd	Member
7	Mr. Suresh Amin	Head HR - India Business J. B. Pharma & Chemicals Ltd	Member
8	Dr. Mahendra Ramdasi	Director, Agile cockpit	Member
9	Mr. Amitesh Banerjee	Head- Corp. Communication Dellla Group	Member
10	Mr. Manikrao Bamane	VP - Marketing Reliance Industries Ltd.	Member
11	Mr. Sunil Karandikar	Principal Specialist - Finance Atos Syntel	Member
12	Mr. Sanjay Patwardhan	Head- Business Int.& Data Analytics, Cybage	Member

Sr.No.	Name	Company	Designation
13	Dr. Gopal Jahagirdar	Professor, MIBM	Member Convener

b. Summary of Board of Governors meetings conducted during assessment period 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.



Photo 1: On 18 December 2021



Photo 2: On 21 January 2023

c. Board of Studies

Board of Studies (BoS) is an honorary body where Members are invited both from industry and academia to help institute management to bridge the gap between industry and academia. Further, they act as instrument to collaborate with management institutes of high repute globally to suggest new

learning areas. Redefine curriculum, suggest action on low attainment courses. BoS also help institute in establishing liaison with Industry and regulate research projects.

MIBM

Board of Studies

Sr.No.	Name	Company	Designation
1	Dr. Pramod Kumar	President, ISB&M, Pune	President and Chairman
2	Dr. Saroja Asthana	Founder, Mulshi Group of Institutes, Pune	Member
3	Dr. C.M. Dwivedi	Senior HR Advisor, HR Consultancy, Mumbai	Member
4	Mr. Udai Upendra	Founder CEO, The HR Company, Gurugram	Member
5	Mr. Ronald Sequeira	Managing Partner, Anrott, Mumbai	Member
6	Dr. Virendra Kumar Rai	Director, ISB&M, Pune	Member
7	Dr. P. K. De	Professor of Emirates, Pune	Member
8	Dr. Gopal Jahagirdar	Professor, MIBM, Pune	Member Convener

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

Date	Venue	Agenda
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, ETE, Text & Reference books Finalization of syllabus along with incorporations of recommendations and suggestions
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
19 November 2020	Virtual	Discussion on strengthening academic research and consultancy Discussion on industry Interface
7 July 2021	MIBM Campus	Overall review of curriculum of PG program
26 November 2021	MIBM Campus	Consideration of requirements of NBA accreditation Discussion on building Internationalization of an Institute

Date	Venue	Agenda
7 July 2022	MIBM Campus	Introduction of foundation courses in trimester I
8 October 2022	MIBM Campus	Review of program, course structure, curriculum and academic policy Suggestions on Institute brand building
21 January 2023	MIBM Campus	Discussion of innovation in teaching, student engagement and actions taken on improvement weaker students



Photos of Brainstorming Round Table Meet of Advisory Board held on 28 June 2022

e. Director and her role

- 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,

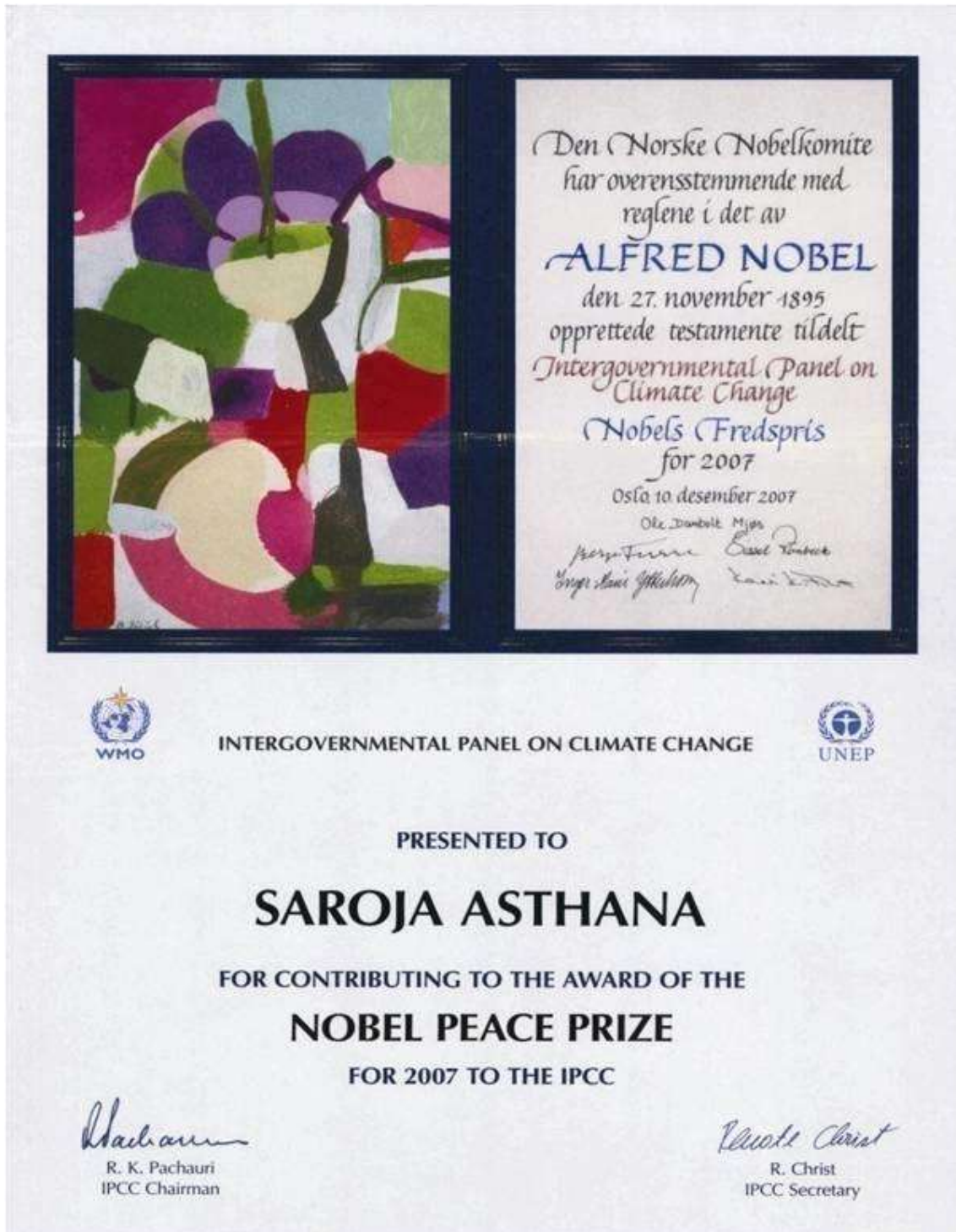
Fmr. Scientist National Chemical Lab., Pune & National Metallurgical Lab, Jsr., CSIR.

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

Pune Leadership Award -2022



f. Committees:

Following Committees are formed as per AICTE guidelines:

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)
4. SC/ST Committee

MIBM**SC/SC Committee (SC/ST)**

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

5. IQAC Committee**MIBM****Internal Quality Assurance Committee (IQAC)**

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

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

g. 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



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

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.

MIBM

Research Committee (RC)

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Director MIBM	In Chair
2	Dr. Gopal Jahagirdar	Professor	Member
3	Dr. Anita Khaire	Associate Professor	Member
4	Mrs. Sonali Kadam	Assistant Professor	Member
5	Mr. Nitin Deshmane	Assistant Professor	Member

3. 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**

4. COORDINATORS

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

2.1.1.2 Service Rules (10)

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 an email

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, TA/DA 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

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 are followed.

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 notify all 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

2.1.1.3 Policies (5)

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 both, 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 guidelines are 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 stakeholders 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, Library and Laboratory usage etc. all such guidelines are available on Institute website at

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

2.1.1.4 Strategic plan (5)

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 Institute conducted recently depicts Strength, Weakness, Opportunity and Threats. This analysis is debated on BoG meetings. In tune with the requirement of NBA Quality Assurance, following SWOT analysis was conducted recently to initiate strategic planning of the operations of the Institute.

Strengths	Weaknesses	Opportunities	Threats
Qualified & dedicated Faculty Education by educators. Vast network of Management with Corporate World due to their experience in the education and industry.	Consultancy/sponsored projects with industries	Strategic tie-ups with industries	Meeting global challenges in the field of management education
Heterogeneity of students Nationwide admissions Student run institute Individual Capacity Building Programs Social, Cultural and sports events Research activity Huge exposure given to students with Corporates guests in guest talks and through placement cell	Competition with other similar institutes	Location advantage as Pune is known for its high education standards. It is IT hub and center for automobile and chemical industries Pune is safe city for girl students	Ever changing corporate environment and gap in specific specializations such as Business Analytics which is fast changing. Getting faculty is sometimes difficult

Developmental Strategic Planning in future shall be done matching Strengths and Opportunities which may lead to diversification and changes in streams of specialization of existing PGDM program.

Combination of weaknesses and threats may slowly degrade the operations of the Department both qualitatively and quantitatively. Therefore, institute need to formulate policies to overcome such obstacles.

Students have been effectively participating in events both self-organized and also participating in various intercollegiate events organized by other colleges.

Strategic plan (2021-2024)

Academic Year	Major Actions and activities	Duration	
		From	To
2019-21	To be accredited by various reputed International / National accreditation agencies	June 2019	June 2023
2020-21	To focus on sponsored research and consultancy projects	June 2020	June 2023
2021-22	Social media presence and branding	June 2021	June 2024
2022-23	To introduce short term program for executives as continuing education program.	June 2022	June 2024
	To offer customized programs in various fields of management education and MOU with companies for assured placement and support.	June 2021	June 2024
	To formulate specialized curriculum/courses as per the industry requirements through Academia Industry Interface	June 2022	June 2024
2023-24	To emphasize on the research activities like consultancy work with more industrial tie-ups.	June 2021	June 2024
2024-25	To focus on sponsored research and consultancy projects	June 2023	June 2025
	International and National connect with high reputed organizations		

All India Council for Technical Education
(A Statutory body under Ministry of Education, Govt. of India)
Nelson Mandela Marg, Vasant Kunj, New Delhi-110070 Website: www.aicte-india.org



APPROVAL PROCESS 2023-24

Extension of Approval (EoA)

F.No. Western/1-36465697053/2023/EOA

Date: 02-Jun-2023

To,

The Secretary,
Tech. & Higher Education Deptt.
Govt. of Maharashtra, Mantralaya,
Annexe Building, Mumbai-400032

Sub: Extension of Approval for the Academic Year 2023-24

Ref: Online application of the Institution submitted for Extension of Approval for the Academic Year 2023-24

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Education) Regulations, 2020 notified on 4th February 2020 and amended on 24th February 2021 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to:

Permanent Id	1-4288101	Application Id	1-36465697053
Name of the Institution	MULSHI INSTITUTE OF BUSINESS MANAGEMENT	Name of the Society/Trust	IGNITED MINDS SOCIETY
Institution Address	GUT NO: 237-243, POST-SAMBHAVE MULSHI, PUNE, PUNE, Maharashtra, 412108	Society/Trust Address	B-103-104, NEAR NAGRAS ROAD, PINNAC GANGOTRI, D P ROAD, AUNDH, PUNE, PUNE, PUNE, Maharashtra, 411007
Institution Type	Private-Self Financing	Region	Western
Year of Establishment	2011		
Opted for Change in the Institution Name	Yes	Change of Name Approved or Not	Approved
New Name After Institution Name Change Approved	MULSHI INSTITUTE OF BUSINESS MANAGEMENT		
Old Name of Institution:	MULSHI INSTITUTE OF BUSINESS MANAGEMENT-PGDM		

To conduct following Courses with the Intake indicated below for the Academic Year 2023-24

Level	Program	Course	Affiliating Body (University /Body)	Intake Approved for 2022-23	Intake Approved for 2023-24	NRI Approval Status	FN / Gulf quota/ OCI/ Approval Status
POST GRADUATE DIPLOMA	MANAGEMENT	PGDM	NOT APPLICABLE	120	120	NA	NA

Application No:1-36465697053

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

Page 1 of 3

Note: This is a Computer generated Report. No signature is required.
Printed By : an735631

Letter Printed On:25 June 2023

It is mandatory to comply with all the essential requirements as given in APH 2023-24 (Appendix 6)

Important Instructions

1. The State Government/ UT/ Directorate of Technical Education/ Directorate of Medical Education shall ensure that 10% of reservation for Economically Weaker Section (EWS) as per the reservation policy for admission, operational from the Academic year 2019-20 is implemented without affecting the reservation percentages of SC/ ST/ OBC(NCL) / General. However, this would not be applicable in the case of Minority Institutions referred to the Clause (1) of Article 30 of Constitution of India, Such Institution shall be permitted to increase in annual permitted strength over a maximum period of two years.
2. The Institution offering courses earlier in the Regular Shift, First Shift, Second Shift/Part Time are now amalgamated as total intake and shall have to fulfil all facilities such as Infrastructure, Faculty and other requirements as per the norms specified in the Approval Process Handbook 2023-24 for the Total Approved Intake. Further, the Institutions Deemed to be Universities/ Institutions having Accreditation/ Autonomy status shall have to maintain the Faculty: Student ratio as specified in the Approval Process Handbook.
3. Strict compliance of Anti-Ragging Regulation, Establishment of Committee for SC/ ST, Establishment of Internal Committee (IC), Establishment of Online Grievance Redressal Mechanism, Barrier Free Built Environment for disabled and elderly persons, Fire and Safety Certificate should be maintained as per the provisions made in Approval Process Handbook and AICTE Regulation notified from time to time.
4. In case of any differences in content in this Computer generated Extension of Approval Letter, the content/information as approved by the Executive Council / General Council as available on the record of AICTE shall be final and binding.
5. As per the AICTE Notification dated 29.01.2014 and amended thereto, it shall be mandatory for each Technical Education Institution, University Department and Institution Deemed to be University imparting Technical Education to get accreditation (NBA) for at least 60% of the eligible courses in the next ONE (1) Years' time, otherwise EoA for the subsequent Academic Year (A.Y. 2024-25) shall not be issued by the Council.
6. Deemed to be University: Institutions Deemed to be Universities (Running Technical Education Programmes), it is mandatory to have AICTE approval from the Academic Year 2018-19 in compliance of the Hon'ble Supreme Court Order dated 03-11-2017 passed in CA No.17869- 17870 /2017.

Prof.Rajive Kumar
Member Secretary, AICTE

Copy to:

1. **The Director Of Technical Education****, Maharashtra
2. **The Registrar****,
Not Applicable
3. **The Principal / Director**,
MULSHI INSTITUTE OF BUSINESS MANAGEMENT
Gut No: 237-243, Post- Sambhave Mulshi,
Pune,Pune,
Maharashtra,412108
4. **The Secretary / Chairman**,
B-103-104, NEAR NAGRAS ROAD, PINNAC GANGOTRI, D P ROAD, AUNDH, PUNE

Application No:1-36465697053

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

Page 2 of 3

Note: This is a Computer generated Report. No signature is required.
Printed By : an735631

Letter Printed On:25 June 2023



IAO

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







Government of India

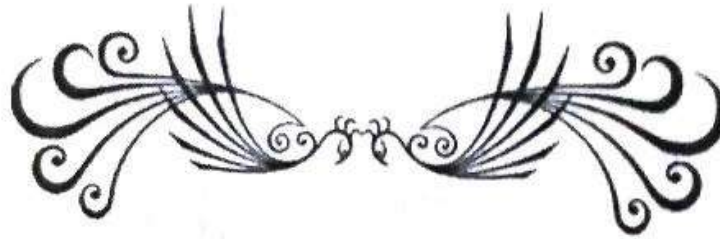
Ministry of Human Resource Development

Department of Higher Education

Statistics Division

New Delhi

Certificate



Reference No. S-232-2019

This is to certify that Rohan Krishna Cavade of MULSHI INSTITUTE OF BUSINESS MANAGEMENT-POST GRADUATEDM has successfully uploaded the data of All India Survey on Higher Education(AISHE) 2019-2020.

(Madan Mohan)

Deputy Director General

Name of the signatory

Dated: 26/02/2020

6/5/23, 5:26 PM

MoE, National Institute Ranking Framework (NIRF)



National Institutional Ranking Framework
Ministry of Education
Government of India

Gallery | Contact



India Rankings 2023: Participated Institutes Management

Institution list in alphabetical order

Back

Show 100 entries

Search: PUNE

Name	City	State
Anekan Education Societys Anekan Institute of Management Studies, C o. Tuljaram Chaturchand College Campus, Baramati, Dist. Pune 41102	Baramati	Maharashtra
Alard Institute and Management Sciences, Pune	Pune	Maharashtra
All India Shivaji Memorial Societys Institute of Management, Kenedi Road, Near RTO, Pune 411001	Pune	Maharashtra
Audyogik 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 (BIMHRD)	PUNE	Maharashtra
Balaji Institute of Modern Management (BIMM)	Pune	Maharashtra
Balaji Institute of Technology & management	PUNE	Maharashtra
Bharati Vidyapeeth's 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 Pisoli, Tal. Haveli, 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 Smt. Hiraben Nanavati Institute of Management and Research for Women, Karvenagar, Cummins College Campus, Pune 411052	Pune	Maharashtra
MULSHI INSTITUTE OF BUSINESS MANAGEMENT-POST GRADUATEDM	Pune	Maharashtra
National Institute of Bank Management	Pune	Maharashtra
National Insurance Academy	Pune	Maharashtra
Padmashree 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. Sinhgad School of Business Management	Pune	Maharashtra

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

1/2

3, 5:26 PM

MoE, National Institute Ranking Framework (NIRF)

Name	City	State
Sadhu Vaswani Institute of Management Studies for Girls	Pune	Maharashtra
Saibalaji International Institute of Management Sciences	Pune	Maharashtra
Sankalp Business School, S.No. 9-1-1, Ambegaon Bk., Behind Sinhgad College, Wadgaon Bk, Campus, Pune 411041.	Pune	Maharashtra
Shree Chanakya Education Society's Indira Global Business School Address: Sr. No. 64,65, Gat no. 276, Parandwadi, Near Somatane Phata, Off Old Pune Mumbai Highway, Taluka- Maval District Pune 410506	Pune	Maharashtra
Shree Chanakya Education Societys Indira College	Pune	Maharashtra
Shree Chanakya Education Societys Indira Institute of Management	Pune	Maharashtra
Siddhant Institute of Business Management	Pune	Maharashtra
Sinhgad Technical Education Societys Rasiklal M Dhariwal Sinhgad Technical Institutes Campus, Pune	Pune	Maharashtra
Sinhgad Technical Education Societys Sinhgad Institute of Management	Pune	Maharashtra
Smt. Kashibai Navale College of Engineering	Pune	Maharashtra
Suryadatta Institute of Management and Mass Communication	Pune	Maharashtra
Suryadatta Institution Of Business Management & Technology	Pune	Maharashtra
Symbiosis Institute of Business Management	Pune	Maharashtra
Vaikunth Mehta National Institute of Cooperative Management	Pune	Maharashtra
Yashaswi Education Society's International Institute of Management Science, Elpro International, Chinchwad, Pune 411003	Pune	Maharashtra

Showing 1 to 45 of 45 entries (filtered from 776 total entries)

Previous: 1 Next

[Home](#) | [About NIRF](#) | [Parameters](#) | [Documents](#) | [Notifications/Advt](#) | [Contact](#)

Copyright © 2023, National Institute Ranking Framework (NIRF) All rights reserved.

2.1.2 Faculty Empowerment (15)

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 orienting 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 also sending faculty for FDPs to other institute It could be in virtual mode.
2	Attending and presenting research papers in National & International Conferences/ Symposia/Seminar etc.
3	Visiting Institutes/ Industries/ Special Training/ Presentation of research project proposal etc.
4	Connecting with industry and be on Boards in different industries
5	Visiting Institutes/ Universities for Research Interactions/ Special Training/Workshop etc. considered on case-to-case basis subject to availability of funds. Only regular faculty members who have cleared their probation shall be eligible for international travel abroad under Institute grant.
6	Membership of Professional Bodies/Societies both National and International up to maximum three in an academic year.
7	Faculty is provided with state-of-the-art laptops and peripherals along with all necessary consumables. Faculty can recommend purchase of books, e-books, magazines and stationary items etc. which after duly approved by Director is purchased.

The Institute takes feedback from students regularly in a documented form. That procedure has predefined criterion in which various elements of teaching are rated by the students and in few open-ended questions they provide the feedback on improvement. This feedback is then shared with the faculty and further utilized in performance appraisal.

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 based 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. Nitin Deshmane, Academic Chairman	Academic planning and implementation for core and elective courses. Implementation of Individual Capacity Building Program	Rs.25000/- for Departmental Expenses	Sanctioning CL, Recommending procurement etc.	Strategic resources planning. Forming various Committees and supervising their activities
Mr. Dilip Wagh, OS Finance	Forwarding requirement of faculty and staff to the Management authorities	Rs.25000/- for Institutional Expenses. All activities under Finance both for income side and expenditure side.	Advising in allocation of budget	Coordinating with C.A., Banks and other financial agencies
Dr. Gopal Jahagirdar, Research Chairperson	Supervising and forwarding all research related activities	Approvals of budgets	Advising in allocation of budget	Coordination with faculty and students

Dr. Nitin Deshmane, Placement Chairperson	Ensuring that the placement profile of students is up to date, the matching of student's data with company requirement. Conduction of placement procedure along with PAC Cell of students. Maintaining database of campus placements	Rs.25000/- for Placement Expenses.	Contacting companies, inviting them for campus placement, shortlisting suitable students as per company need. Arranging pre-placement talks, encouraging and counselling students to participate in placement activity.	Coordination with Companies and PAC
--	--	------------------------------------	--	-------------------------------------

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 of 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 are 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.

MIBM

PAC

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)

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.

MIBM
Grievance Redressal Cell

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Director/ Principal	In Chair
2	Dr. Gopal Jahagirdar	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

MIBM

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. Gopal Jahagirdar	Professor	Member
4	Mrs. Rupali Lendave	Non-Teaching	Member
5	Ms. Darshana Muzumdar	Social Worker	Member
6	Mr. Ojas Deolankar	Advocate	Member
7	Ms. Priya Maheshwari	Student	Member

Anti-Ragging Committee in MIBM

Policies are well defined and there is a zero tolerance to ragging activity at MIBM. Students are counseled and informed from time to time regarding these policies in person.

MIBM

Anti-Ragging Committee (ARC)

Sr.No.	Name	Company	Designation
1	Dr. Saroja Asthana	Director/ Principal	In Chair
2	Mr. Sunil Chavan	Comp. Lab In charge	Member
3	Mrs. Rupali Lendave	Non-Teaching	Member
4	Mr. Ashwin Udupure	Student	Member
5	Ms. Shivani Patil	Student	Member
6	Mr. Ravindra Udupure	Father of Student	Member

Details of Committees are available in Institute Website and updated from time to time if there are changes in it.

2.1.3.2 Transparency (5)

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 every rule 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, in 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 Program in hardbound form. Also, a session is held to explain them code of conduct etc. by Academic Chairman.

2.1.3.3 Leader and Faculty Selection Process (5)

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

2.1.3.4 Stability of the academic leaders (3)

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. Saroja Asthana, Director, MIBM and Dr. Pramod Kumar, President, Ignited Minds Society and has achieved new heights. MIBM Faculty retention depicts faculty satisfaction level and their commitment for the betterment of the Institute. Dr. Gopal Jahagirdar and Dr. Nitin Deshmane are totally committed to student's development and welfare. While Ms. Sonali Kadam is a keen 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 career so that 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 vision and mission of our leaders and drive and passion to achieve it.

2.2. Financial Resources (40)

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

Summary of current financial year's budget and actual expenditure incurred (for the institution exclusively) in the three previous financial years.

Total Income at Institute level: For CFY, CFY_{m1}, CFY_{m2} & CFY_{m3}

CFY: Current Financial Year, CFY_{m1} (Current Financial Year minus 1), CFY_{m2} (Current Financial Year minus 2) and CFY_{m3} (Current Financial Year minus 3)

Table no. 2.2.1 a - Total Income at Institute Level for CFY 2022-23

Income				
Fee Received	Grant received from Govt.	Grant received from Industry	Other Sources (specify)	Total Income
50,321,408	NIL	NIL	11,88,000	51,509,408

Table no. 2.2.1 a - Total Income at Institute Level for CFY 2021-22

Income				
Fee Received	Grant received from Govt.	Grant received from Industry	Other Sources (specify)	Total Income
51,302,338	NIL	NIL	NIL	51,302,338

Table no. 2.2.1 a - Total Income at Institute Level for FY 2020-21

Income				
Fee Received	Grant received from Govt.	Grant received from Industry	Other Sources (specify)	Total Income
42,046,136	NIL	NIL	NIL	42,046,136

Table no. 2.2.1 a - Total Income at Institute Level for FY 2019-20

Income				Total Income
Fee Received	Grant received from Govt.	Grant received from Industry	Other Sources (specify)	
55,200,823	NIL	NIL	NIL	55,200,823

Table 2.2.1b: Summary of Budgeted and the Actual Expenditure (in Rupees)

Items	Budgeted in in FY 2022- 23	Budgeted in FY 2021-22	Budgeted in FY 2020-21	Budgeted in FY 2019-20	Actual Exp in FY 2022- 23	Actual Exp in FY 2021- 22	Actual Exp in FY 2020- 21	Actual Exp in FY 2019- 20
Capital Expenditure								
Infrastructure Built-up	20000000	20000000	2500000	5000000	21442204	17983692	2043920	5125694
Library	250000	200000	200000	200000	208411	192900	103322	256118
IT Infrastructure	2000000	1000000	500000	500000	1630044	420668	348250	579495
Others	5000000	5000000	5000000	5000000	4011227	4690006	4903194	4825885
Total Capital Exp	27250000	26200000	8200000	10700000	27291886	23287266	7398686	10787192
Operational Expenditure								
Salary (Teaching, Non-teaching and other staff)	15000000	13500000	12500000	10000000	15079912	13598457	12733300	10823910
Capacity Development	1500000	1200000	1000000	1000000	1209823	1123104	594005	905925
Others	1500000	800000	500000	150000	1337135	634621	394006	821557
Total Operational Exp	18000000	15500000	14000000	11150000	17626870	15356182	13721311	12551392
Total	45250000	41700000	22200000	21850000	44918756	38643448	21119997	23338584

2.2.1.1. Adequacy of Budget Allocation (15)

The Department has been allocated the adequate budget in all the years and the utilization percentage are being summarize below:

The utilization percentage in the year:

2022-23: 99.26%

2021-22: 92.67%

2020-21: 95.13 %

2019-20: 106.81 %

2.2.1.2. Utilization of Allocated Funds (15)

The detailed utilization of the Head wise expenditure is being given in above para.

2.2.1.3. Availability of the Audited Statements on the Institute's website (10)

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

CRITERION 3: PROGRAM OUTCOMES & COURSE OUTCOMES (100)

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

a. List of Program Outcomes (POs)

A management postgraduate program shall be able to

PO-1: Apply knowledge of management theories and practices to solve business problems

PO-2: Foster Analytical and critical thinking abilities for data-based decision making

PO-3: Ability to develop Value based Leadership ability

PO-4: Ability to understand, analyses and communicate global, economic, legal, and ethical aspects of business

PO-5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment

b. List of Program Specific Outcomes (PSOs)

A management postgraduate program shall be able to

PSO-1: To develop capability to apply prevalent management theories and practices in real world situations

PSO-2: To inculcate the ability for innovative, initiative and creative thinking using cross cutting technology

PSO-3: To provide value-based learning for accountability, integrity and transparency

PSO-4: To provide solid Foundation on leadership and teamwork to work in global corporate environment

PSO-5: To sensitize students on social and moral based ethical conduct, democracy and egalitarianism

Table 3.1 Correlation between CO, PO and PSO

<u>Sr. No.</u>	<u>Course Code</u>	<u>Course Name</u>	PO1	PO2	PO3	PO4	PO5	PSO 1	PSO 2	PSO 3	PSO 4	PSO 5
1	BM101	Managerial Economics	H	H		M	M	L	M			L
2	BM102	Financial Management	M	H		H	H	L	M		M	M
3	BM103	Marketing Management I	H	H	M	L	M	L	L	H	M	M
4	BM104	Operations Management I	H	H	L	M	L	L	M	M	M	
5	BM105	Quantitative Techniques I	H	H	M	L	L	L	L		L	
6	BM106	Organizational Behaviour	L	H	H	H	H	L	L	H	M	M
7	BM107	Introduction to Data Sciences & Business Analytics	L	M	L	L	H	L	L		M	M
8	BM108	Macroeconomic Theory & Policy Analysis	L	M	L	M	L	M	M		L	
9	BM109	Management Accounting	M	H	L		L	M	M	M		L
10	BM110	Marketing Management II	L	M	L	L	M	L	M	L		L
11	BM111	Operations Management II	H	M	L	L	L	M	L	L	L	L
12	BM112	Quantitative Techniques II	H	H		L	L	M	H			
13	BM113	Organizational Design and Leadership	L	H	M	L	L	L	M	H	L	L
14	BM114	Business Environment	L	M	H		L	L	M			L
15	BM115	Business Research Methodology	M	H	L	L	L	L	M			L
16	BM116	Supply Chain Management	M	M	M	M	L	H	M	M	L	L
17	BM117	Business Policy & Strategy	L	H	L	L	M	L	M	M		M
18	BM118	Management Information System	M	M	L	M	M	M	M		H	L
19	BM119	International Business	L	M	L	M	L	L	M	L	M	L
20	BM120	Business Ethics & Corporate Governance	L	M	M	H	H	L	L	L	L	L
21	BM121	Business Law	L	M	L	L	M	L	M	L		L
22	BM122	Human Resource Management	M	M	M	M	L	L	L	L	L	L
23	BM123	Introduction to Contemporary Mass Media (Only for Media)	L	L	M	L	M	L	M		M	L

<u>Sr. No.</u>	<u>Course Code</u>	<u>Course Name</u>	PO1	PO2	PO3	PO4	PO5	PSO 1	PSO 2	PSO 3	PSO 4	PSO 5
24	BM124	Introduction to Communication Management (Only for Media)	L	M	M	L	L	L	M	M	L	M
		Electives Marketing										
25	EM301	Consumer Behaviour	L	M	M	L	M	L	M		L	
26	EM302	Sales & Distribution Management	L	H	M	L	L	L	M	M		L
27	EM303	Digital Marketing	L	M	M	M	L	M	M	M		L
28	EM304	Product & Brand Management	L	H	L		L	L	M	L	L	M
29	EM305	B2B Marketing	L	H	M	L	H	L	H	L	L	L
30	EM306	Customer Relationship Management	L	M	M	L	M	L	L	L	L	L
31	EM307	Marketing of Financial Services	L	M	L	M	L	M	M		M	L
32	EM308	Quantitative Marketing Research	L	H	L	L	L	L	M			L
33	EM309	Rural Marketing	L	H	M	M	L	L	M	L	L	L
34	EM310	Retail Management	L	M	M	L	H	M	M	L		L
35	EM311	Integrated Marketing Communication	L	L	M	H	M	M	M	M	H	M
36	EM312	Strategic Marketing	L	H	L	L	L	L	M		L	L
37	EM313	International Marketing	L	M	H	L	M	M	H	L	L	
38	EM314	Services Marketing	L	M	M		L	L	M	L	M	L
39	EM315	Responsible and Sustainable Marketing	L	L	M	M	L	L	M	L	L	L
		Finance										
40	EF401	Corporate Finance	M	H	L	L	M	L	M			M
41	EF402	Financial Statement Analysis	M	H	L	L		L	L			
42	EF403	Finance and Risk Analytics	L	M	M		L	L	H			
43	EF404	Financial Market & Services	M	M	M	M	H	L	M	L		
44	EF405	Strategic Perspectives in Banking	L	M	L	L	L	L	M	L	M	

<u>Sr. No.</u>	<u>Course Code</u>	<u>Course Name</u>	<u>PO1</u>	<u>PO2</u>	<u>PO3</u>	<u>PO4</u>	<u>PO5</u>	<u>PSO 1</u>	<u>PSO 2</u>	<u>PSO 3</u>	<u>PSO 4</u>	<u>PSO 5</u>
45	EF406	Financial Modelling	L	H	L	L	L	M	H			
46	EF407	Modern Investment & Portfolio Management	M	M	M	L	M	M	M			
47	EF408	International Finance	M	M	L	L	L	L	L		L	M
48	EF409	Investment Banking	L	M	M	L	M	L	M	M		
49	EF410	Pricing and Revenue optimization	M	M	L	M	L	M	M	L		L
50	EF411	Treasury Management	M	M	L	L	M	M	M			
51	EF412	Derivatives, Options and Futures	H	M	L		M	L	L			M
52	EF413	Fixed Income Securities	L	H		L	M	L	M			
53	EF414	Corporate Taxation	M	M	L	L	L	L	M	L	L	M
54	EF415	Forex Risk Management	M	M				L	L			L
55	EF416	Development Economics	L	M	L	M	M	L	L	L	L	L
56	EF417	Econometrics for Managers	L	M				L	M			
57	EF418	Wealth Management	L	M		H	L	L	M		H	
58	EF419	Behavioural Economics	L	M	M	L	L	L	H			
59	EF420	Advance Accounting for Managers	L	H				L	M			
60	EF421	Contemporary Trends in Finance and Risk Management	L	M	L		L	L	M			
		HR										
61	EH501	Performance Management System	M	M	L	L	L	M	M	M	L	M
62	EH502	Talent Management	L	M	M	L	L	L	M	M	M	M
63	EH503	Training & Development	L	M	M	L	L	M	M	M	L	L
64	EH504	Wage and Salary Administration	L	M	L	M	L	L	M	L		L
65	EH505	Organizational Change & development	L	M	L		L	M	M	L	L	L
66	EH506	Career Management	L	M	M	L	L	M	L	M		M
67	EH507	Assessment Centre and Development Center	L	H	M		L	L	M	L		L
68	EH508	Strategic Human Resource Management	L	L	H	L	L	L	M	M	L	L

<u>Sr. No.</u>	<u>Course Code</u>	<u>Course Name</u>	<u>PO1</u>	<u>PO2</u>	<u>PO3</u>	<u>PO4</u>	<u>PO5</u>	<u>PSO 1</u>	<u>PSO 2</u>	<u>PSO 3</u>	<u>PSO 4</u>	<u>PSO 5</u>
69	EH509	Labour Laws -I	L	M	M	L	L	L	L	M	L	L
70	EH510	Labour laws II	M	M	L	L	M	H	L	M	L	L
71	EH511	Grievance Management	L	M	H	M	H	L	L	M	H	L
72	EH512	Negotiation Skills & Collective Bargaining	L	L	H	M	L	L	L	H	M	L
73	EH513	HR Issues in Mergers and Acquisition	L	M	M	L	L	L	M	L	L	M
74	EH514	Trade Union and Industrial Relations	L	M	M	M	L	L	M	M		M
75	EH515	Competency based HRM	L	M	M	L	L	M	L	M	L	L
76	EH516	HR Analytics	L	H				L	M			
77	EH517	Global Human Resource and Diversity Management	M	L	H	H	M	L	L	L	M	L
78	EH518	Industrial Discipline	H	L	H	M	M	L	L	M	M	M
79	EH519	Strategic Compensation Management	L	L	L	M	L	L	M			
80	EH520	Executive Search and Consulting	L	L	M	L	H	H	M	H	M	M
81	EH521	Recruitment & Selection	M	H	L	L	M	M	L	L	L	M
82	EH522	Employee Relations	L	M	M	L	L	L	H	M	L	L
		IRM										
83	EI601	Insurance Management	M	M		L	L	M	M		L	
84	EI602	Risk Management	M	L		L	L	M	M			
85	EI603	Credit Risk & Rating Management	M	H	L	L	L	L	M			L
86	EI604	Life Insurance Practices (include health insurance)	H	L	L	M	L	L	L		L	
87	EI605	General Insurance Practices	L	M	M	L		L	M		L	
88	EI606	Business Risk Environment	L	M	L	L	L	L	M			L
		SCOM										
89	ES701	Enterprise Resource Planning	L	H	L	L	L	L	H	L		
90	ES702	Project Risk Management	L	H	L	L	L	L	M	L		
91	ES703	Services Operations Management	M	H	M		M	L	M	L	L	L

<u>Sr. No.</u>	<u>Course Code</u>	<u>Course Name</u>	<u>PO1</u>	<u>PO2</u>	<u>PO3</u>	<u>PO4</u>	<u>PO5</u>	<u>PSO 1</u>	<u>PSO 2</u>	<u>PSO 3</u>	<u>PSO 4</u>	<u>PSO 5</u>
92	ES704	Enterprise Risk Management	L	M	L	L	L	L	M	M	H	L
93	ES705	Advanced Supply Chain Analytics	L	M	M	L	L	L	M	L	L	L
94	ES706	Managing Operations Improvement	L	M	H	L	M	L	M	M		L
		Media										
95	EM801	Media Planning & Sales	L	H	M	M	M	L	M		L	M
96	EM802	Advertising and Public Relations	L	M	L	H	M	M	M	L		
97	EM803	Campaign Planning & Inbound Marketing	L	H	M	L	L	L	M	L		L
98	EM804	Social Media & Content Marketing	L	H	L	L	L	L	H		L	L
99	EM805	Advertising Agency Management	L	H	L	L	L	L	M		L	
100	EM806	Branding for OTT and TV	L	M	L	M	L	L	M	L	L	M
101	EM807	Digital Media Campaign Strategies	L	M	L	M	L	L	M	M	L	M
102	EM808	Film Production and Editing	L	M	L	M	L	L	M	M	L	M
103	EM809	Media Research and Analysis	L	M	M	M	L	L	M	L	L	L
104	EM810	Multimedia Story Boarding	L	M	L	M	L	L	M	L	L	M
105	EM811	Client Servicing and Media Management	L	M	M	L	L	L	M	L	H	L
106	EM812	Corporate Communication and CSR	L	M	L	L	L	L	M	H	L	L
107	EM813	Media and Interaction Design	L	M	M	L	M	L	M	L	M	L
108	EM814	Advertising and Consumer Culture	L	L	L	L	M	L	M	M	L	L
		Business Analytics										
109	EA901	Introduction to ML and AI concepts	L	M	M	L	H	M	M		L	
110	EA902	Fundamentals of Database Design & Data mining	M	L	M	L	L	H	M			
111	EA903	Public Policy Analytics	L	M	L	L	L	L	M			
112	EA904	Business Analytics Technologies	L	M			L	L	M	L		L
113	EA905	Marketing and Retail Analytics	L	M	M		L	L	H	L	L	
114	EA906	Optimal Decision-making Using Simulation	L	M				L	M			

<u>Sr. No.</u>	<u>Course Code</u>	<u>Course Name</u>	PO1	PO2	PO3	PO4	PO5	PSO 1	PSO 2	PSO 3	PSO 4	PSO 5
115	EA907	Web and Social Media Analytics	M	M	M	L	M	L	L			
116	EA908	Business Intelligence	L	M	M	L	L	L	M			
117	EA909	Managing Data Structures	L	M				L	H			

3.1.1. Course Outcomes (COs) (5)

Trimester-I: Course Name :Marketing Management-I	
BM101.1	Define marketing and discuss how firms implement a consumer-oriented marketing program.
BM101.2	Describe the exchange of goods and services and how marketing simplifies the process.
BM101.3	Identify different types of market segmentation strategies, and recognize the major types of segmentation variables-socioeconomic, geographic, psychographic, and usage
BM101.4	Recognize the consumer decision-making process, and understand some of the major influences on buying behavior.
BM101.5	Analyze how to do market segmentation, targeting, and positioning, know the consumer and the competition in market
Trimester-II: Course Name: Organization Design and Leadership	
BM102.1	To develop an understanding of the nature, functioning and design of organization as social collectivizes.
BM102.2	To examine the reciprocal relationship between the organizational characteristics (for example: structure, strategies, systems etc.) and managerial behavior.
BM102.3	To develop theoretical and practical insights in understanding politics and power in organizations.
BM102.4	Compare and contrast the differences and similarities between services and manufacturing technologies and their impact on organizational design.
BM102.5	Contrast different strategic processes to attain organizational goals and anticipate their impact on organizational design.
Trimester-III: Course Name: Business Research Methodology	
BM103.1	Develop understanding on various kinds of research, objectives of doing research, research process, research designs and sampling.
BM103.2	Have adequate knowledge on measurement & scaling techniques as well as the quantitative data analysis.
BM103.3	Understanding Sampling concepts, determining sampling procedures and errors in sampling. Use of software as a tool in quantitative analysis. Analysis data by using statistical tools and software.

BM103.4	Locate and classify business problems to identify appropriate and effective ways to answer those problems Formulate the hypothesis for business problems and apply various parametric tests to test the hypothesis
BM103.5	Have basic knowledge of writing Research report with respect to its various components starting from Preface till Bibliography.
Trimester-IV: Course Name: Management Information System	
BM204.1	To acquire concepts of information systems and critically understand how to apply and manage them to gain competitive advantage for business enterprises.
BM204.2	To understand the latest trends in Technology and identify disruptive potential in competition and pivot accordingly
BM204.3	Relate the basic concepts and technologies used in the field of management information systems
BM204.4	Compare the processes of developing and implementing information systems.
BM204.5	Outline the role of the ethical, social, and security issues of information systems.
Trimester-V: Course Name: Introduction to Data Sciences and Business Analytics	
BM205.1	To identify key issues in analyzing the data in management settings, develop a perspective that is supported with relevant information and integrative thinking through data visualization, to draw and access conclusions.
BM205.2	Create large databases by effectively gathering, storing and cleansing large amounts of data from a diverse array of sources ranging from real-time financial market data to social media data.
BM205.3	To identify the relationships among variables in large data-sets and understand underlying hidden patterns thereby making data-driven decisions.
BM205.4	Apply statistical analysis and machine learning techniques to identify patterns in the data and build predictive models.
BM205.5	Effectively communicate the findings of the data analysis using visualization techniques.
Trimester-VI: Course Name: Business Ethics and Corporate Governance	
BM206.1	To discern the business ethics and Indian ethos and their implications in modern business.
BM206.2	To get familiar with the conceptual aspects of work ethics and work culture to overcome the difficulties in the organization.
BM206.3	To get exposure to Indian and global policies
BM206.4	Learn how to overcome an ethical dilemma
BM206.5	Examine the importance of instilling the desired values in them as and to be able to follow as an integral aspect of business.

3.1.2. CO-PO matrices of courses selected in 3.1.2 (one matrix to be mentioned for each semester/trimester) (5)

Table 3.1.2 CO-PO/PSO matrices of courses

COs/POs/PSOs	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
Trimester-I: Course Name: Marketing Management-I										
BM101.1	3	2		2	3	2	2			
BM101.2	2	3		2	1		3			
BM101.3	2	2			2	1	2			1
BM101.4	3	3		3	2		2			2
BM101.5	3	3			2					
Trimester-II: Course Name: Organization Design and Leadership										
BM102.1	2		3		3	1		2		2
BM102.2	1	3	1			2	2			
BM102.3	2	2	1	1	1				2	2
BM102.4	1		3	1	1			3	1	1
BM102.5		3					2			
Trimester-III: Course Name: Business Research Methodology										
BM103.1	2	3	1	1		2	2			
BM103.2	3	2		2		2	2			
BM103.3	3	3				2	2			
BM103.4	1	3			1		3			1
BM103.5	2	2	1	1	1	1	2			
Trimester-IV: Course Name: Management Information System										
BM204.1	3	2				3				
BM204.2	2	3					3			
BM204.3	1	2	1		2	1	2			1
BM204.4	2	1	1			2	1			
BM204.5	2	2		2		2			3	
Trimester-V: Course Name: Introduction to Data Sciences and Business Analytics										
BM205.1	2	3	1			2	1			
BM205.2	2	3		1		2	1		2	
BM205.3						2	3			
BM205.4	1	1			3					3
BM205.5	2	2				1	2			1
Trimester-VI: Course Name: Business Ethics and Corporate Governance										
BM206.1	2	2		3				2	3	1
BM206.2	2	2				1	2		2	1
BM206.3		3		1		2	1			
BM206.4	1	1	2	3	3		2	1	1	
BM206.5			2	3	2		2	2	1	1

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

Sr.No .	Course Code	PO1	PO2	PO3	PO4	PO5	PSO 1	PSO 2	PSO 3	PSO 4	PSO 5
1	BM101	2.60	2.60	-	2.33	2.00	1.50	2.25	-	-	1.50
2	BM102	2.40	2.75	-	3.00	3.00	1.40	2.00	-	2.00	2.00
3	BM103	2.50	2.75	2.00	1.50	2.00	1.75	1.75	2.50	2.00	2.00
4	BM104	2.50	2.60	1.00	2.00	1.00	1.67	2.25	2.00	2.00	-
5	BM105	3.00	2.80	2.00	1.00	1.00	1.33	1.75	-	1.00	-
6	BM106	1.00	2.50	3.00	3.00	2.60	1.00	1.33	3.00	2.00	2.00
7	BM107	1.75	2.25	1.00	1.00	3.00	1.75	1.75	-	2.00	2.00
8	BM108	1.60	2.40	1.50	2.00	1.67	2.00	2.40	-	1.00	-
9	BM109	2.20	2.60	1.00	-	1.50	2.00	2.25	2.00	-	1.50
10	BM110	1.40	2.20	1.67	1.25	2.40	1.50	2.00	1.00	-	1.00
11	BM111	3.00	2.20	1.50	1.67	1.00	2.00	1.67	1.33	1.00	1.67
12	BM112	2.60	2.80	-	1.00	1.50	2.25	2.75	-	-	-
13	BM113	1.50	2.67	2.00	1.00	1.67	1.50	2.00	2.50	1.50	1.67
14	BM114	1.40	2.20	3.00	-	1.00	1.67	2.40	-	-	1.00
15	BM115	2.20	2.60	1.00	1.33	1.00	1.75	2.20	-	-	1.00
16	BM116	2.25	2.00	2.33	2.00	1.67	2.50	2.00	2.00	1.00	1.00
17	BM117	1.80	2.60	1.25	1.00	2.00	1.50	2.00	2.00	-	2.00
18	BM118	2.00	2.00	1.00	2.00	2.00	2.00	2.00	-	3.00	1.00
19	BM119	1.20	2.20	1.67	2.00	1.75	1.50	2.00	1.50	2.00	1.00
20	BM120	1.67	2.00	2.00	2.50	2.50	1.50	1.75	1.67	1.75	1.00
21	BM121	1.75	2.40	1.00	1.00	2.00	1.25	2.00	1.00	-	1.00
22	BM122	2.20	2.40	2.00	2.00	1.50	1.50	1.25	1.00	1.50	1.50
23	BM123	1.80	1.80	2.00	1.50	2.00	1.50	2.00	-	2.00	1.50
24	BM124	1.25	2.00	2.25	1.33	1.33	1.50	2.00	2.25	1.00	2.00
25	EM301	1.80	2.20	2.00	1.50	2.00	1.67	2.00	-	1.00	-
26	EM302	1.80	2.60	2.00	1.00	1.00	1.25	2.40	2.00	-	1.00
27	EM303	1.60	2.40	2.00	2.00	1.50	2.00	2.00	2.00	-	1.00
28	EM304	1.50	2.80	1.50	-	1.33	1.50	2.25	1.50	1.00	2.00
29	EM305	1.67	2.50	2.00	1.33	2.50	1.50	2.50	1.75	1.00	1.67
30	EM306	1.67	2.00	2.00	1.00	2.00	1.50	1.80	1.50	1.00	1.67
31	EM307	1.67	2.00	1.00	2.00	1.33	2.00	2.25	-	2.00	1.00

Sr.No .	Course Code	PO1	PO2	PO3	PO4	PO5	PSO 1	PSO 2	PSO 3	PSO 4	PSO 5
32	EM308	1.40	3.00	1.00	1.00	1.00	1.67	2.40	-	-	1.00
33	EM309	1.75	2.60	2.00	2.00	1.67	1.33	2.25	1.00	1.00	1.00
34	EM310	1.75	2.20	2.00	1.50	3.00	2.00	2.00	1.50	-	1.00
35	EM311	1.50	1.75	2.00	2.50	2.00	2.00	2.00	2.00	3.00	2.33
36	EM312	1.75	2.80	1.50	1.00	1.00	1.67	2.00	-	1.00	1.00
37	EM313	1.60	2.40	2.50	1.50	2.00	2.00	2.50	1.50	1.00	-
38	EM314	1.25	2.20	2.00	-	1.00	1.50	2.00	1.67	2.00	1.00
39	EM315	1.00	1.80	2.00	2.25	1.50	1.50	2.00	1.50	1.25	1.33
40	EF401	2.00	2.60	1.50	1.25	2.00	1.50	2.25	-	-	2.00
41	EF402	2.00	2.60	1.00	1.50	-	1.75	1.75	-	-	-
42	EF403	1.33	2.40	2.00	-	1.50	1.67	2.60	-	-	-
43	EF404	2.00	2.40	2.00	2.00	2.50	1.80	2.00	1.00	-	-
44	EF405	1.60	2.20	1.50	1.50	1.00	1.33	2.00	1.00	2.00	-
45	EF406	1.80	2.60	1.00	1.00	1.50	2.00	2.75	-	-	-
46	EF407	2.00	2.40	2.00	1.33	2.00	2.00	2.25	-	-	-
47	EF408	2.00	2.40	1.50	1.00	1.33	1.75	1.60	-	1.00	2.00
48	EF409	1.50	2.00	2.00	1.67	2.00	1.75	2.00	2.00	-	-
49	EF410	2.00	2.40	1.00	2.00	1.00	2.00	2.25	1.00	-	1.00
50	EF411	2.00	2.20	1.50	1.00	2.00	2.00	2.00	-	-	-
51	EF412	2.50	2.40	1.00	-	2.00	1.75	1.60	-	-	2.00
52	EF413	1.80	2.60	-	1.00	2.00	1.50	2.00	-	-	-
53	EF414	2.00	2.00	1.50	1.33	1.67	1.67	2.00	1.00	1.00	2.00
54	EF415	2.20	2.00	-	-	-	1.75	1.75	-	-	1.00
55	EF416	1.67	2.40	1.50	2.00	2.00	1.00	1.75	1.50	1.00	1.50
56	EF417	1.75	2.00	-	-	-	1.75	2.25	-	-	-
57	EF418	1.50	2.40	-	3.00	1.00	1.33	2.25	-	3.00	-
58	EF419	1.33	2.00	2.00	1.00	1.00	1.40	2.60	-	-	-
59	EF420	1.50	2.50	-	-	-	1.80	2.00	-	-	-
60	EF421	1.25	2.40	1.00	-	1.50	1.40	2.20	-	-	-
61	EH501	2.00	2.00	1.50	1.33	1.00	2.00	2.00	2.00	1.00	2.00
62	EH502	1.60	2.00	2.00	1.00	1.75	1.33	2.00	2.00	2.00	2.00
63	EH503	1.25	2.25	2.20	1.33	1.67	2.00	2.33	2.00	1.50	1.33
64	EH504	1.67	2.20	1.40	2.00	1.67	1.50	2.00	1.50	-	1.67

Sr.No .	Course Code	PO1	PO2	PO3	PO4	PO5	PSO 1	PSO 2	PSO 3	PSO 4	PSO 5
65	EH505	1.50	2.00	1.00	-	1.00	2.00	2.00	1.00	1.00	1.00
66	EH506	1.40	2.00	2.00	1.00	1.50	2.33	1.25	2.00	-	2.00
67	EH507	1.25	2.50	2.00	-	1.00	1.33	2.00	1.00	-	1.00
68	EH508	1.33	1.75	2.50	1.67	1.67	1.00	2.00	2.00	1.00	1.75
69	EH509	1.75	2.25	2.00	1.00	1.67	1.67	1.33	2.00	1.67	1.67
70	EH510	2.25	2.25	1.33	1.33	2.00	2.50	1.50	2.00	1.50	1.00
71	EH511	1.00	2.20	2.60	2.25	2.50	1.50	1.75	2.00	2.50	1.75
72	EH512	1.60	1.40	2.50	2.00	1.33	1.75	1.67	2.50	2.00	1.00
73	EH513	1.33	2.00	2.00	1.50	1.33	1.00	2.00	1.75	1.00	2.00
74	EH514	1.75	2.25	2.33	2.00	1.80	1.50	2.00	2.33	-	2.00
75	EH515	1.67	2.00	2.25	1.00	1.50	2.00	1.80	2.00	1.67	1.67
76	EH516	1.67	2.60	-	-	-	1.50	2.20	-	-	-
77	EH517	2.00	1.60	2.67	2.67	2.00	1.50	1.50	1.67	2.33	1.50
78	EH518	2.50	1.67	2.75	2.00	2.00	1.50	1.00	2.33	2.33	2.00
79	EH519	1.67	1.75	1.75	2.00	1.50	1.75	2.00	-	-	-
80	EH520	1.50	1.60	2.25	1.67	2.75	3.00	2.00	2.67	2.00	2.33
81	EH521	2.20	2.50	1.00	1.50	2.33	2.00	1.75	1.00	1.00	2.00
82	EH522	1.00	2.20	2.25	1.50	1.50	1.00	2.50	2.00	1.00	1.33
83	EI601	2.00	2.25	-	1.00	1.00	2.00	2.00	-	1.00	-
84	EI602	2.20	1.80	-	1.00	1.00	2.40	2.00	-	-	-
85	EI603	2.00	2.75	1.00	1.00	1.00	1.33	2.25	-	-	1.00
86	EI604	3.00	1.75	1.50	2.00	1.00	1.50	1.50	-	1.00	-
87	EI605	1.50	2.25	2.00	1.00	-	1.67	2.00	-	1.00	-
88	EI606	1.80	2.40	1.00	1.00	1.00	1.50	2.25	-	-	1.00
89	ES701	1.75	2.60	1.00	1.00	1.00	1.67	2.50	1.00	-	-
90	ES702	1.55	2.52	1.33	1.33	1.40	1.42	2.10	1.00	-	-
91	ES703	2.25	2.50	2.00	-	2.00	1.00	2.25	1.50	1.00	1.00
92	ES704	1.00	2.20	1.50	1.33	1.00	1.67	2.00	2.00	3.00	1.00
93	ES705	1.00	2.00	2.00	1.00	1.50	1.33	2.00	1.50	1.00	1.00
94	ES706	1.00	2.20	2.50	1.00	2.00	1.00	2.40	2.00	-	1.50
95	EM801	1.60	2.60	2.00	2.00	2.00	1.25	2.20	-	1.00	2.00
96	EM802	1.60	2.40	1.50	2.50	2.00	2.00	2.33	1.00	-	-
97	EM803	1.80	2.80	2.00	1.67	1.50	1.00	2.00	1.00	-	1.00

Sr.No .	Course Code	PO1	PO2	PO3	PO4	PO5	PSO 1	PSO 2	PSO 3	PSO 4	PSO 5
98	EM804	1.00	2.80	1.00	1.67	1.25	1.00	2.60	-	1.50	1.50
99	EM805	1.33	2.75	1.33	1.33	1.33	1.33	2.00	-	1.00	-
100	EM806	1.50	2.25	1.33	2.00	1.50	1.00	2.00	1.67	1.50	2.00
101	EM807	1.75	2.25	1.00	2.00	1.00	1.00	2.25	2.00	1.00	2.00
102	EM808	1.69	2.31	1.00	2.00	1.00	1.00	2.25	2.00	1.00	2.00
103	EM809	1.94	2.26	2.00	2.00	1.25	1.25	2.05	1.50	1.00	1.50
104	EM810	1.50	2.25	1.33	2.00	1.50	1.00	2.00	1.67	1.50	2.00
105	EM811	1.00	2.00	2.00	1.67	1.67	1.00	2.40	1.50	3.00	1.33
106	EM812	1.00	2.00	1.80	1.25	1.75	1.75	2.00	2.50	1.00	1.50
107	EM813	1.00	2.20	2.00	1.00	2.00	1.00	2.20	1.33	2.00	1.33
108	EM814	1.00	1.80	1.00	1.50	2.00	1.00	2.20	2.00	1.33	1.00
109	EA901	1.80	2.00	2.00	1.00	2.50	2.00	2.25	-	1.00	-
110	EA902	2.00	1.60	2.00	1.00	1.50	2.50	2.33	-	-	-
111	EA903	1.33	2.00	1.00	1.00	1.00	1.75	2.00	-	-	-
112	EA904	1.60	2.20	-	-	1.00	1.25	2.20	1.00	-	1.00
113	EA905	1.50	2.00	2.00	-	1.00	1.00	2.75	1.50	1.00	-
114	EA906	1.80	2.40	-	-	-	1.33	2.20	-	-	-
115	EA907	2.00	2.00	2.00	1.00	2.00	1.80	1.80	-	-	-
116	EA908	1.40	2.00	2.00	1.00	1.50	1.45	2.36	-	-	-
117	EA909	1.33	2.40	-	-	-	1.33	2.80	-	-	-
	Average	1.71	2.26	1.73	1.55	1.63	1.60	2.06	1.69	1.50	1.49

3.2 Course Outcomes (40)

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

The faculties regularly monitor the attainment of each student and in case the attainment of any course is less than the target attainment, supplementary activities such as assignments case studies, assignments, 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	Mid-term	20
2.	B	End term	30
3.	C	Individual Assessment: Case studies /Quiz /Assignments/Report etc. Tutorial (Discussion forum) & Group activity (as decided by course faculty)	50
		Total	100
4.	D	SIP	200
5.	E	Dissertation	100

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

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

a) Strategic Process:

- Periodic discussion by the faculty members handling a specialization (Annual)
- Discussion in the curriculum review committee (Annual)

b) Mapping Process:

- Assessment Tools (ATs) used for the course to be given as part of Course Outline
- Target Attainment Level was identified by the faculty member by using his / her experience and judgment with respect to a specific course
- Three levels of Attainment are identified – 3: High, 2: Medium and 1: Low as standard across all courses to indicate the following:
 - 3- High if 80% of the students scored more than the target average fixed by the faculty
 - 2-Medium if 70% of the students scored more than the target average fixed by the faculty

- 1- Low if 60% of the students scored more than the target average fixed by the faculty

a. Summer Internship Program

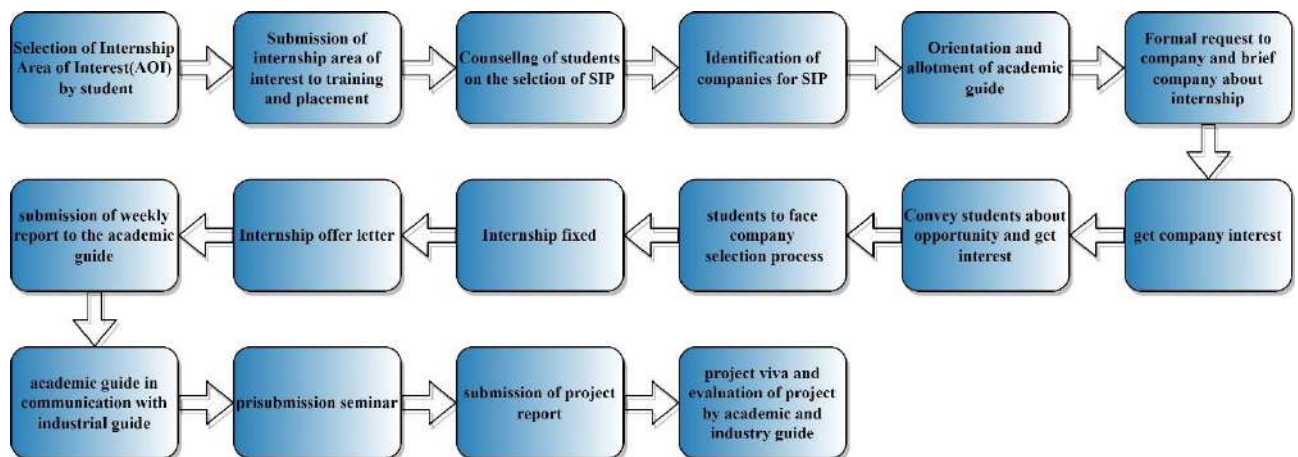
Summer Internship Program is an important component of PGDM as it is first brush of Corporate World to MIBM students. Program which provides the student with a real-life situation of an Industry and provides him/her the practical exposure.

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:

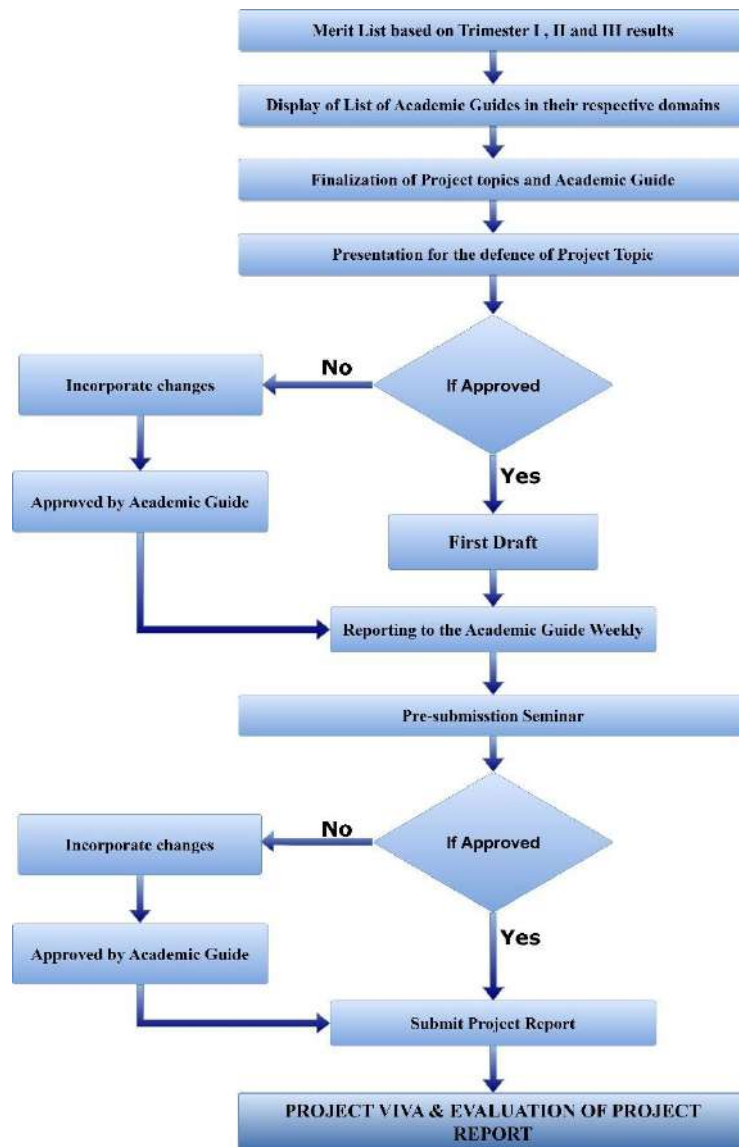
The evaluation of the dissertation is done based on multiple parameters targeted towards of attainment of direct program outcome. Dissertation is of 100 marks

- 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
3	Evaluation of Viva-Voce Examination jointly with external examiner	
	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 MIBM and external 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 review 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 for dissertation submission. The faculty monitor the progress of the dissertation accordingly. Final copies of dissertation and records of evaluation are preserved by the academic office.



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)

Program shall have set Course Outcome attainment levels for all courses.

(The attainment levels shall be set considering average performance levels in the university examination or any higher value set as target for the assessment years. Attainment level is to be measured in terms of student performance in internal assessments with respect to the Course Outcomes of a course in addition to the performance in the University examination)

Note: *In case of non-affiliating institutions (Autonomous/deemed universities etc.), the attainment level targets may be set considering average performance levels in the preceding years with due justifications.*

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 Outcomes. 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 application 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, group 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 respective 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, then all 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.

Sample CO Attainment Calculation Sheet as given below:

Course name	Course code	CO	CO statement
Marketing Management I	BM103	CO1	Define marketing and discuss how firms implement a consumer-oriented marketing program.
		CO2	Describe the exchange of goods and services and how marketing simplifies the process.
		CO3	Identify different types of market segmentation strategies, and recognize the major types of segmentation variables- socioeconomic, geographic, psychographic, and usage
		CO4	Recognize the consumer decision-making process, and understand some of the major influences on buying behaviour.
		CO5	Analyze how to do market segmentation, targeting, and positioning, know the consumer and the competition in market

Roll No.	Name of student	CO1				CO2				CO3				CO4				CO5			
		MM	MO	%	Score based on scale of 3	MM	MO	%	Score based on scale of 3	MM	MO	%	Score based on scale of 3	MM	MO	%	Score based on scale of 3	MM	MO	%	Score based on scale of 3
M20213801	Aayushi Vyas	21	14	66.67	1	21	13	61.90	1	21	14	66.67	1	21	15	71.43	2	16	12	75.00	2
M20211501	Abhishek Kumar Pandey	21	13	61.90	1	21	13	61.90	1	21	14	66.67	1	21	13	61.90	1	16	10	62.50	1
M20213802	Aditya Nemade	21	13	61.90	1	21	13	61.90	1	21	15	71.43	2	21	13	61.90	1	16	11	68.75	1
M20211502	Aishwarya Dakhode	21	14	66.67	1	21	14	66.67	1	21	15	71.43	2	21	13	61.90	1	16	11	68.75	1
M20211503	Akshat Maheshwari	21	13	61.90	1	21	14	66.67	1	21	16	76.19	2	21	13	61.90	1	16	11	68.75	1
M20211504	Akshay Mangal	21	16	76.19	2	21	14	66.67	1	21	14	66.67	1	21	14	66.67	1	16	14	87.50	3
M20211505	Aniket Sahu	21	14	66.67	1	21	13	61.90	1	21	14	66.67	1	21	13	61.90	1	16	13	81.25	3
M20211506	Anup Kumar	21	13	61.90	1	21	14	66.67	1	21	15	71.43	2	21	12	57.14	0	16	12	75.00	2
M20211508	Anustha Goswami	21	13	61.90	1	21	11	52.38	0	21	12	57.14	0	21	10	47.62	0	16	6	37.50	0
M20212701	Arpit Bastia	21	13	61.90	1	21	13	61.90	1	21	13	61.90	1	21	12	57.14	0	16	12	75.00	2
M20211512	Gunjankumar Patel	21	13	61.90	1	21	11	52.38	0	21	12	57.14	0	21	13	61.90	1	16	11	68.75	1
M20212703	Harsh Baijal	21	13	61.90	1	21	11	52.38	0	21	12	57.14	0	21	12	57.14	0	16	10	62.50	1
M20211513	Hussain	21	14	66.67	1	21	14	66.67	1	21	13	61.90	1	21	13	61.90	1	16	11	68.75	1
M20211514	Jagravi Amdare	21	14	66.67	1	21	14	66.67	1	21	12	57.14	0	21	14	66.67	1	16	11	68.75	1
M20211515	Madhushree Mukherjee	21	13	61.90	1	21	14	66.67	1	21	13	61.90	1	21	15	71.43	2	16	11	68.75	1
M20211516	Manas Jhalani	21	13	61.90	1	21	12	57.14	0	21	13	61.90	1	21	14	66.67	1	16	10	62.50	1
M20212705	Niharika	21	14	66.67	1	21	16	76.19	2	21	15	71.43	2	21	16	76.19	2	16	11	68.75	1
M20212706	Prachi Shrivastava	21	14	66.67	1	21	14	66.67	1	21	13	61.90	1	21	14	66.67	1	16	11	68.75	1
M20212712	Sourabh Limje	21	13	61.90	1	21	14	66.67	1	21	13	61.90	1	21	13	61.90	1	16	8	50.00	0
M20213805	Keshav Bajaj	21	11	52.38	0	21	13	61.90	1	21	13	61.90	1	21	13	61.90	1	16	10	62.50	1
M20213806	Khushi Gupta	21	13	61.90	1	21	14	66.67	1	21	14	66.67	1	21	12	57.14	0	16	10	62.50	1
M20211517	Mohit Kapadia	21	13	61.90	1	21	14	66.67	1	21	14	66.67	1	21	15	71.43	2	16	11	68.75	1
M20211518	Muskan Duhlani	21	13	61.90	1	21	13	61.90	1	21	15	71.43	2	21	14	66.67	1	16	10	62.50	1

Roll No.	Name of student	CO1				CO2				CO3				CO4				CO5			
		MM	MO	%	Score based on scale of 3	MM	MO	%	Score based on scale of 3	MM	MO	%	Score based on scale of 3	MM	MO	%	Score based on scale of 3	MM	MO	%	Score based on scale of 3
M20211520	Neha Nayak	21	13	61.90	1	21	14	66.67	1	21	13	61.90	1	21	14	66.67	1	16	11	68.75	1
M20211522	Pranav Sirsant	21	14	66.67	1	21	14	66.67	1	21	15	71.43	2	21	14	66.67	1	16	11	68.75	1
M20213807	Rachana Sabale	21	12	57.14	0	21	14	66.67	1	21	15	71.43	2	21	16	76.19	2	16	10	62.50	1
M20211525	Radhika Moondra	21	11	52.38	0	21	12	57.14	0	21	14	66.67	1	21	14	66.67	1	16	10	62.50	1
M20212707	Rinkal Loungani	21	12	57.14	0	21	12	57.14	0	21	16	76.19	2	21	15	71.43	2	16	11	68.75	1
M20212708	Ritesh Jaiswal	21	11	52.38	0	21	13	61.90	1	21	15	71.43	2	21	15	71.43	2	16	11	68.75	1
M20212709	Shubham Kumar	21	13	61.90	1	21	13	61.90	1	21	14	66.67	1	21	15	71.43	2	16	12	75.00	2
M20211539	Omkar Rayate	21	13	61.90	1	21	12	57.14	0	21	12	57.14	0	21	13	61.90	1	16	6	37.50	0
M20213808	Ragini Sahu	21	15	71.43	2	21	15	71.43	2	21	13	61.90	1	21	16	76.19	2	16	11	68.75	1
M20211529	Samarth Kanungo	21	14	66.67	1	21	15	71.43	2	21	14	66.67	1	21	14	66.67	1	16	10	62.50	1
M20211530	Sandeep Kumar Singh	21	14	66.67	1	21	13	61.90	1	21	12	57.14	0	21	13	61.90	1	16	9	56.25	0
M20211531	Saurabh Patil	21	13	61.90	1	21	13	61.90	1	21	13	61.90	1	21	15	71.43	2	16	10	62.50	1
M20211532	Saurabh Vyas	21	10	47.62	0	21	11	52.38	0	21	11	52.38	0	21	11	52.38	0	16	12	75.00	2
M20213809	Sayali Ambatkar	21	14	66.67	1	21	14	66.67	1	21	12	57.14	0	21	13	61.90	1	16	9	56.25	0
M20211533	Shabbir Indorewala	21	16	76.19	2	21	16	76.19	2	21	15	71.43	2	21	15	71.43	2	16	12	75.00	2
M20211534	Sharya Dabi	21	12	57.14	0	21	12	57.14	0	21	13	61.90	1	21	13	61.90	1	16	10	62.50	1
M20212710	Tyrel Jude Thomas	21	12	57.14	0	21	13	61.90	1	21	12	57.14	0	21	12	57.14	0	16	10	62.50	1
M20211535	Urvi Mundra	21	16	76.19	2	21	15	71.43	2	21	11	52.38	0	21	8	38.10	0	16	11	68.75	1
M20211536	Vadanya Sinha	21	15	71.43	2	21	15	71.43	2	21	13	61.90	1	21	13	61.90	1	16	10	62.50	1
M20212711	Yash Metha	21	13	61.90	1	21	14	66.67	1	21	13	61.90	1	21	14	66.67	1	16	10	62.50	1
M20211537	Yashi Gupta	21	14	66.67	1	21	14	66.67	1	21	14	66.67	1	21	13	61.90	1	16	11	68.75	1
M20211538	Yogesh Saini	21	12	57.14	0	21	13	61.90	1	21	12	57.14	0	21	13	61.90	1	16	11	68.75	1

Table 3. Sample CO attainment

CO Reference	CO 1	CO 2	CO 3	CO 4	CO 5
CO Weightage	21	21	21	21	16
Student Count	45	45	45	45	45
Student Count with > 60%	36	36	34	37	40
Percentage of students achieved above 60%	80.0%	80.0%	75.6%	82.2%	88.9%
CO Attainment level	3	3	2	3	3
Average Course Outcome Attainment:				2.80	

Table 3.2.2 (a) Attainment of Course Outcomes for Batch 2019-21

Course Code	Course Title	CO1	CO2	CO3	CO4	CO5	Overall Co attainment	Gap Analysis
	Core Subjects							
BM101	Managerial Economics	3.00	3.00	3.00	2.00	2.00	2.60	Attained
BM102	Financial Management	2.00	2.00	2.00	2.00	1.00	1.80	Attained
BM103	Marketing Management I	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM104	Operations Management I	2.00	2.00	2.00	2.00	2.00	2.00	Attained
BM105	Quantitative Techniques I	3.00	2.00	3.00	3.00	2.00	2.60	Attained
BM106	Organizational Behavior	2.00	2.00	2.00	1.00	1.00	1.60	Attained
BM107	Introduction to Data Sciences & Business Analytics	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM108	Macroeconomic Theory and Policy Analysis	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM109	Management Accounting	1.00	1.00	1.00	2.00	1.00	1.20	Attained
BM110	Marketing Management II	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM111	Operations Management II	2.00	2.00	2.00	1.00	2.00	1.80	Attained
BM112	Quantitative Techniques II	2.00	2.00	2.00	2.00	1.00	1.80	Attained
BM113	Organizational Design and Leadership	1.00	1.00	2.00	1.00	1.00	1.20	Attained
BM114	Business Environment	3.00	2.00	3.00	3.00	3.00	2.80	Attained
BM115	Business Research Methodology	1.00	1.00	2.00	2.00	1.00	1.40	Attained
BM116	Supply Chain Management	2.00	2.00	2.00	2.00	2.00	2.00	Attained
BM117	Business Policy and Strategy	1.00	2.00	1.00	1.00	1.00	1.20	Attained
BM118	Management Information System	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM119	International Business	2.00	1.00	1.00	0.00	0.00	0.80	Not Attained
BM120	Business Ethics and Corporate Governance	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM121	Business Law	2.00	2.00	3.00	2.00	1.00	2.00	Attained

BM122	Human Resource Management	2.00	2.00	2.00	2.00	2.00	2.00	Attained
BM123	Introduction to Contemporary Mass Media (Only for Media)	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM124	Introduction to Communication Management (only for Media)	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	Electives							
	Marketing							
EM301	Consumer Behavior	1.00	1.00	1.00	3.00	1.00	1.40	Attained
EM302	Sales & Distribution Management	1.00	1.00	2.00	1.00	1.00	1.20	Attained
EM303	Digital Marketing	2.00	2.00	2.00	2.00	2.00	2.00	Attained
EM304	Product and Brand Management	2.00	2.00	2.00	2.00	1.00	1.80	Attained
EM305	B-to-B Marketing	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM306	Customer Relationship Management	2.00	2.00	2.00	2.00	2.00	2.00	Attained
EM307	Marketing of Financial Services	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM308	Quantitative Marketing Research	1.00	1.00	1.00	3.00	1.00	1.40	Attained
EM309	Rural Marketing	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM310	Retail Management	1.00	1.00	1.00	1.00	1.00	1.00	Attained
EM311	Integrated Marketing Communication	2.00	2.00	2.00	2.00	2.00	2.00	Attained
EM312	Strategic Marketing	2.00	1.00	2.00	1.00	1.00	1.40	Attained
EM313	International Marketing	2.00	2.00	2.00	2.00	2.00	2.00	Attained
	Finance							Attained
EF401	Corporate Finance	2.00	2.00	3.00	3.00	1.00	2.20	Attained
EF402	Financial Statement Analysis	1.00	2.00	1.00	2.00	1.00	1.40	Attained
EF404	Financial Market and Services	1.00	1.00	2.00	3.00	1.00	1.60	Attained
EF405	Strategic Perspectives in Banking	3.00	2.00	3.00	3.00	3.00	2.80	Attained
EF406	Financial Modelling	1.00	2.00	2.00	1.00	1.00	1.40	Attained
EF407	Modern Investment & Portfolio Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EF408	International Finance	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EF409	Investment Banking	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EF410	Pricing and Revenue Optimization	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EF411	Treasury Management	2.00	2.00	2.00	2.00	2.00	2.00	Attained
EF412	Derivatives, Options and Futures	1.00	1.00	1.00	1.00	1.00	1.00	Attained
EF413	Fixed Income Securities	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EF414	Corporate Taxation	3.00	3.00	3.00	3.00		3.00	Attained

EF415	Forex Risk Management	1.00	1.00	3.00	3.00	1.00	1.80	Attained
EF416	Development Economics	3.00	3.00	2.00	2.00	2.00	2.40	Attained
EM418	Wealth Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	HR							
EH501	Performance Management System	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH502	Talent Management	2.00	2.00	3.00	3.00	2.00	2.40	Attained
EH503	Training & Development	2.00	3.00	2.00	2.00	2.00	2.20	Attained
EH504	Wages and Salary Administration	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH505	Organization Change and Development	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH506	Career Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH507	Assessment Centre and Development Centre	3.00	3.00	3.00	3.00	-	3.00	Attained
EH508	Strategic Human Resource Management	2.00	2.00	2.00	2.00	2.00	2.00	Attained
EH509	Labor Laws -I	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH511	Grievance Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH513	HR Issues in Mergers and Acquisition	2.00	2.00	2.00	2.00	1.00	1.80	Attained
EH518	Industrial Discipline	2.00	2.00	3.00	3.00	1.00	2.20	Attained
	IRM							Attained
EI601	Insurance Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EI602	Risk Management	3.00	3.00	3.00	2.00	3.00	2.80	Attained
EI603	Credit Risk & Rating Management	3.00	3.00	3.00	3.00		3.00	Attained
EI604	Life Insurance Practices (include health insurance)	3.00	3.00	3.00	3.00		3.00	Attained
EI605	General Insurance Practices	3.00	3.00	3.00	3.00		3.00	Attained
EI606	Business Risk Environment	2.00	1.00	2.00	2.00	1.00	1.60	Attained
	SCOM							Attained
ES703	Project Risk management	3.00	3.00	3.00	3.00		3.00	Attained
	Media							Attained
EM801	Media Planning and Sales	2.00	2.00	3.00	3.00	2.00	2.40	Attained
EM802	Advertising and Public Relations	2.00	1.00	3.00	3.00	2.00	2.20	Attained
EM803	Campaign Planning and Inbound Marketing	3.00	3.00	2.00	2.00	2.00	2.40	Attained
EM804	Social Media and Content Marketing	2.00	2.00	2.00	2.00	3.00	2.20	Attained
EM805	Advertising Agency Management	3.00	3.00	3.00	3.00		3.00	Attained
EM806	Branding for OTT and TV	2.00	2.00	2.00	3.00	2.00	2.20	Attained
EM807	Digital Media Campaign Strategies	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM808	Film Production and Editing	3.00	3.00	3.00	3.00		3.00	Attained
EM809	Media Research and Analysis	2.00	2.00	2.00	1.00		1.75	Attained

EM810	Multimedia Story Boarding	2.00	2.00	2.00	2.00	1.00	1.80	Attained
	Business Analytics							Attained
EA901	Introduction to ML and AI concepts	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	SIP	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	Dissertation	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	Total Direct Attainment	2.35	2.32	2.47	2.44	2.08	2.35	

Table 3.2.2 (b) Attainment of Course Outcomes for Batch 2020-22

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall	Gap Analysis
	Core Subjects							
BM101	Managerial Economics	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM102	Financial Management	2.00	2.00	2.00	1.00	2.00	1.80	Attained
BM103	Marketing Management I	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM104	Operations Management I	3.00	3.00	2.00	1.00	3.00	2.40	Attained
BM105	Quantitative Techniques I	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM106	Organizational Behavior	3.00	3.00	2.00	3.00	3.00	2.80	Attained
BM107	Introduction to Data Sciences & Business Analytics	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM108	Microeconomics Theory and Policy Analysis	2.00	2.00	2.00	2.00	2.00	2.00	Attained
BM109	Management Accounting	1.00	1.00	1.00	1.00	1.00	1.00	Attained
BM110	Marketing Management II	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM111	Operations Management II	2.00	2.00	2.00	2.00	1.00	1.80	Attained
BM112	Quantitative Techniques II	2.00	2.00	3.00	2.00	1.00	2.00	Attained
BM113	Organizational Design and Leadership	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM114	Business Environment	3.00	3.00	3.00	3.00	2.00	2.80	Attained
BM115	Business Research Methodology	3.00	3.00	3.00	2.00	2.00	2.60	Attained
BM116	Supply Chain Management	3.00	3.00	2.00	1.00	2.00	2.20	Attained
BM117	Business Policy and Strategy	2.00	1.00	1.00	1.00	1.00	1.20	Attained
BM118	Management Information System	3.00	3.00	3.00	3.00	2.00	2.80	Attained
BM119	International Business	2.00	1.00	1.00	1.00	1.00	1.20	Attained
BM120	Business Ethics and Corporate Governance	1.00	2.00	2.00	2.00	1.00	1.60	Attained
BM121	Business Law	3.00	3.00	2.00	2.00	1.00	2.20	Attained
BM122	Human Resource Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM123	Introduction to Contemporary Mass Media (Only for Media)	3.00	3.00	3.00	2.00	2.00	2.60	Attained

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall	Gap Analysis
BM124	Introduction to Communication management (Only for media)	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	Electives							
	Marketing							
EM301	Consumer Behaviour	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM302	Sales & Distribution Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM303	Digital Marketing	3.00	3.00	3.00	2.00	2.00	2.60	Attained
EM304	Product & Brand Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM305	B-to-B Marketing	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM306	Customer Relationship Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM307	Marketing of Financial Services	3.00	3.00	3.00	2.00	2.00	2.60	Attained
EM308	Quantitative Marketing Research	3.00	1.00	2.00	3.00	2.00	2.20	Attained
EM309	Rural Marketing	3.00	2.00	2.00	2.00	2.00	2.20	Attained
EM310	Retail Management	1.00	1.00	2.00	2.00	2.00	1.60	Attained
EM311	Integrated Marketing Communication	3.00	3.00	3.00	2.00	2.00	2.60	Attained
EM312	Strategic Marketing	2.00	2.00	1.00	2.00	2.00	1.80	Attained
EM313	International Marketing	2.00	2.00	2.00	2.00	2.00	2.00	Attained
EM314	Services marketing	2.00	2.00	3.00	3.00	2.00	2.40	Attained
EM315	Responsible and Sustainable Marketing	3.00	3.00	3.00	2.00	2.00	2.60	Attained
	Finance							
EF401	Corporate Finance	3.00	3.00	2.00	2.00	2.00	2.40	Attained
EF402	Financial Statement Analysis	3.00	3.00	3.00	2.00	3.00	2.80	Attained
EF403	Finance and Risk Analytics	3.00	3.00	3.00	2.00	2.00	2.60	Attained
EF404	Financial Market & Services	2.00	2.00	2.00	3.00	2.00	2.20	Attained
EF405	Strategic Perspectives in Banking	1.00	1.00	1.00	1.00	1.00	1.00	Attained
EF406	Financial Modelling	3.00	2.00	1.00	1.00	1.00	1.60	Attained
EF407	Modern Investment & Portfolio Management	3.00	3.00	1.00	1.00	1.00	1.80	Attained
EF408	International Finance	2.00	1.00	3.00	3.00	2.00	2.20	Attained
EF409	Investment Banking	1.00	1.00	2.00	1.00	1.00	1.20	Attained
EF412	Derivatives, Options and Futures	2.00	3.00	1.00	2.00	3.00	2.20	Attained
EF413	Fixed Income Securities	2.00	1.00	1.00	3.00	2.00	1.80	Attained
EF414	Corporate Taxation	2.00	2.00	2.00	1.00		1.75	Attained
EF415	Forex Risk Management	1.00	1.00	1.00	1.00	1.00	1.00	Attained
EF417	Econometrics for Managers	3.00	2.00	3.00	3.00	2.00	2.60	Attained
EF418	Wealth Management	3.00	3.00	3.00	3.00	2.00	2.80	Attained

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall	Gap Analysis
EF419	Behavioural Economics	2.00	3.00	3.00	3.00	2.00	2.60	Attained
	HR							
EH501	Performance Management System	2.00	2.00	1.00	2.00	1.00	1.60	Attained
EH502	Talent Management	2.00	2.00	1.00	2.00	2.00	1.80	Attained
EH503	Training & Development	3.00	3.00	2.00	2.00	2.00	2.40	Attained
EH505	Organization Change and Development	2.00	2.00	2.00	2.00	1.00	1.80	Attained
EH506	Career management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH508	Strategic Human Resource Management	1.00	1.00	0.00	0.00	1.00	0.60	Not Attained
EH509	Labour laws-I	3.00	3.00	2.00	3.00	3.00	2.80	Attained
EH510	Labour laws-II	3.00	3.00	3.00	2.00		2.75	Attained
EH511	Grievance Management	3.00	3.00	3.00	3.00	2.00	2.80	Attained
EH512	Negotiation Skills and Collective Bargaining	2.00	2.00	2.00	2.00	1.00	1.80	Attained
EH513	HR Issues in Mergers and Acquisition	2.00	2.00	2.00	1.00	2.00	1.80	Attained
EH514	Trade Union and Industrial Relations	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH515	Competency based HRM	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH516	HR Analytics	1.00	3.00	1.00	2.00	2.00	1.80	Attained
EH517	Global Human Resource and Diversity Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH518	Industrial Discipline	1.00	1.00	1.00	1.00	1.00	1.00	Attained
EH519	Strategic Compensation Management	1.00	1.00	2.00	1.00	1.00	1.20	Attained
EH520	Executive Search and Consulting	1.00	2.00	3.00	2.00	2.00	2.00	Attained
EH521	Recruitment & Selection	3.00	3.00	1.00	3.00	2.00	2.40	Attained
	IRM							
EI601	Insurance Management	1.00	2.00	2.00	2.00	1.00	1.60	Attained
EI603	Credit Risk & Rating Management	3.00	3.00	3.00	3.00		3.00	Attained
EI606	General Insurance Practices	2.00	2.00	2.00	2.00		2.00	Attained
	SCOM							
ES701	Enterprise Resource Planning	3.00	3.00	3.00	3.00	3.00	3.00	Attained
ES702	Project Risk management	2.00	2.00	3.00	1.00		2.00	Attained
ES706	Advanced Supply chain Analytics	3.00	3.00	3.00	2.00	2.00	2.60	Attained
ES707	Managing Operational Improvement	3.00	3.00	2.00	2.00	2.00	2.40	Attained
	Media							
EM804	Social Media and Content Management	3.00	3.00	3.00	2.00	2.00	2.60	Attained
EM807	Digital Media Campaign Strategies	3.00	2.00	3.00	3.00	3.00	2.80	Attained

Course Code	Name of Subject	CO1	CO2	CO3	CO4	CO5	Overall	Gap Analysis
EM808	Film Production and Editing	3.00	3.00	2.00	3.00	-	2.75	Attained
EM809	Media Research and Analysis	2.00	3.00	2.00	2.00	-	2.25	Attained
EM811	Client Servicing and Media Management	3.00	3.00	3.00	2.00	3.00	2.80	Attained
	Business Analytics							
EA902	Fundamentals of Database Design & Data mining	3.00	3.00	3.00	3.00	2.00	2.80	Attained
EA903	Public Policy Analytics	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EA904	Business Analytics Technologies	3.00	3.00	3.00	2.00	2.00	2.60	Attained
EA905	Marketing and Retail Analytics	3.00	2.00	3.00	1.00	2.00	2.20	Attained
EA907	Web and Social Media Analytics	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	SIP	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	Dissertation	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	Total Direct Attainment	2.48	2.45	2.35	2.23	2.10	2.33	

Table 3.2.2 (c) Attainment of Course Outcomes for Batch 2021-23

Course Code	Name of Course	CO1	CO2	CO3	CO4	CO5	Overall CO attainment	Gap Analysis
	Core Subjects							
BM101	Managerial Economics	1.00	1.00	3.00	1.00	2.00	1.60	Attained
BM102	Financial Management	2.00	3.00	2.00	2.00	2.00	2.20	Attained
BM103	Marketing Management I	3.00	3.00	2.00	3.00	3.00	2.80	Attained
BM104	Operations Management I	1.00	1.00	1.00	1.00	1.00	1.00	Attained
BM105	Quantitative Techniques I	2.00	2.00	3.00	3.00	2.00	2.40	Attained
BM106	Organizational Behavior	2.00	2.00	1.00	2.00	2.00	1.80	Attained
BM107	Introduction to Data Science and Business Analytics	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM108	Macroeconomic Theory & Policy Analysis	1.00	3.00	2.00	1.00	1.00	1.60	Attained
BM109	Management Accounting	2.00	1.00	1.00	1.00	1.00	1.20	Attained
BM110	Marketing Management II	2.00	3.00	3.00	3.00	3.00	2.80	Attained
BM111	Operations Management II	1.00	2.00	3.00	3.00	2.00	2.20	Attained
BM112	Quantitative Techniques II	2.00	2.00	2.00	2.00	2.00	2.00	Attained
BM113	Organizational Design and Leadership	1.00	3.00	2.00	3.00	3.00	2.40	Attained
BM114	Business Environment	2.00	1.00	1.00	1.00	1.00	1.20	Attained
BM115	Business Research Methodology	2.00	2.00	2.00	3.00	1.00	2.00	Attained
BM116	Supply Chain Management	2.00	2.00	2.00	1.00	1.00	1.60	Attained
BM117	Business Policy and Strategic Management	3.00	3.00	2.00	3.00	2.00	2.60	Attained

Course Code	Name of Course	CO1	CO2	CO3	CO4	CO5	Overall CO attainment	Gap Analysis
BM118	Management Information system	3.00	3.00	2.00	2.00	3.00	2.60	Attained
BM119	International Business	1.00	2.00	3.00	1.00	1.00	1.60	Attained
BM120	Business Ethics and Corporate Governance	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM121	Business Law	2.00	2.00	1.00	2.00	2.00	1.80	Attained
BM122	Human Resource Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
BM123	Introduction to Contemporary Mass Media (Only for Media)	3.00	3.00	3.00	2.00	3.00	2.80	Attained
BM124	Introduction to communication management (only for media)	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	Electives							
	Marketing							
EM301	Consumer Behaviour	3.00	2.00	2.00	2.00	2.00	2.20	Attained
EM302	Sales & Distribution Management	2.00	2.00	3.00	3.00	2.00	2.40	Attained
EM303	Digital Marketing	2.00	2.00	3.00	3.00	2.00	2.40	Attained
EM304	Product & Brand Management	2.00	2.00	2.00	2.00	2.00	2.00	Attained
EM305	B-to-B Marketing	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM306	Customer Relationship Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM307	Marketing of Financial Services	3.00	2.00	1.00	2.00	1.00	1.80	Attained
EM309	Rural Marketing	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM310	Retail Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM311	Integrated Marketing Communication	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EM312	Strategic Marketing	2.00	2.00	2.00	3.00	2.00	2.20	Attained
EM313	International Marketing	3.00	3.00	2.00	2.00	2.00	2.40	Attained
EM314	Services Marketing	2.00	2.00	3.00	2.00	2.00	2.20	Attained
	Finance							
EF401	Corporate Finance	3.00	3.00	1.00	1.00	1.00	1.80	Attained
EF402	Financial Statement Analysis	1.00	0.00	1.00	1.00	1.00	0.80	Not Attained
EF403	Finance and Risk Analytics	1.00	1.00	1.00	1.00	1.00	1.00	Attained
EF404	Financial Market & Services	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EF405	Strategic Perspectives in Banking	3.00	3.00	2.00	3.00	2.00	2.60	Attained
EF406	Financial Modelling	2.00	1.00	2.00	1.00	1.00	1.40	Attained
EF407	Modern Investment and Portfolio Analysis	3.00	3.00	2.00	1.00	3.00	2.40	Attained
EF408	International Finance	3.00	3.00	2.00	2.00	3.00	2.60	Attained
EF409	Investment Banking	2.00	2.00	2.00	2.00	1.00	1.80	Attained

Course Code	Name of Course	CO1	CO2	CO3	CO4	CO5	Overall CO attainment	Gap Analysis
EF412	Derivatives, Options and Futures	2.00	2.00	3.00	2.00	2.00	2.20	Attained
EF414	Corporate Taxation	3.00	3.00	3.00	3.00		3.00	Attained
EF417	Econometrics for Managers	3.00	3.00	3.00	1.00	1.00	2.20	Attained
EF418	Wealth Management	2.00	2.00	3.00	1.00	1.00	1.80	Attained
EF419	Behavioural economics	2.00	2.00	1.00	1.00	3.00	1.80	Attained
EF420	Advance Accounting for Managers	2.00	2.00	3.00	2.00	2.00	2.20	Attained
EF421	Contemporary Trends in Finance and Risk Management	2.00	2.00	2.00	1.00	3.00	2.00	Attained
	HR							
EH501	Performance Management System	3.00	3.00	2.00	2.00	2.00	2.40	Attained
EH502	Talent Management	3.00	3.00	3.00	3.00	1.00	2.60	Attained
EH503	Training & Development	2.00	1.00	1.00	2.00	2.00	1.60	Attained
EH506	Career Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH508	Strategic Human Resource Management	2.00	2.00	2.00	2.00	2.00	2.00	Attained
EH509	Labour Laws-I	3.00	3.00	2.00	2.00	2.00	2.40	Attained
EH516	HR Analytics	2.00	3.00	2.00	1.00	2.00	2.00	Attained
EH519	Strategic Compensation Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH520	Executive Search and Consulting	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EH522	Employee Relations	3.00	3.00	3.00	2.00	1.00	2.40	Attained
	IRM							
EI602	Risk Management	3.00	3.00	3.00	3.00	3.00	3.00	Attained
ES704	Enterprise Risk Management	3.00	2.00	2.00	2.00	2.00	2.20	Attained
	Media							Attained
EM801	Media Planning & Sales	2.00	2.00	2.00	1.00	2.00	1.80	Attained
EM802	Advertising and Public Relations	2.00	3.00	2.00	1.00	2.00	2.00	Attained
EM803	Campaign Planning and Inbound Marketing	2.00	2.00	2.00	2.00	1.00	1.80	Attained
EM806	Branding for OTT and TV	2.00	1.00	1.00	1.00	2.00	1.40	Attained
EM808	Film Production and Editing	2.00	2.00	2.00	1.00	-	1.75	Attained
EM811	Client Servicing and Media Management	1.00	1.00	2.00	1.00	2.00	1.40	Attained
EM812	Corporate communication and CSR	2.00	2.00	2.00	1.00	2.00	1.80	Attained
EM813	Media and Interaction Design	3.00	3.00	3.00	3.00	2.00	2.80	Attained
EM814	Advertising and Consumer Culture	3.00	3.00	3.00	3.00	2.00	2.80	Attained
	Business Analytics							Attained

Course Code	Name of Course	CO1	CO2	CO3	CO4	CO5	Overall CO attainment	Gap Analysis
EA901	Introduction to ML and AI concepts	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EA902	Fundamentals of Database Design & Data Mining	3.00	3.00	2.00	3.00	3.00	2.80	Attained
EA905	Marketing and Retail Analytics	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EA906	Optimal Decision-making using Simulation	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EA907	Web and Social Media Analytics	3.00	3.00	3.00	3.00	3.00	3.00	Attained
EA908	Business Intelligence	2.00	2.00	1.00	2.00	-	1.75	Attained
EA909	Managing Data structures	2.00	2.00	1.00	1.00	2.00	1.60	Attained
	SIP	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	Dissertation	3.00	3.00	3.00	3.00	3.00	3.00	Attained
	Total Direct Attainment	2.39	2.40	2.28	2.13	2.15	2.27	

3.3. Attainment of Program Outcomes and Program Specific Outcomes (40)

3.3.1. Describe the assessment tools and processes used to gather the data to evaluate Program Outcome and Program Specific Outcomes (10)

The department employs a number of direct and indirect assessment techniques to assess the attainment of program outcome

Description of various assessment tools given above are as follows:

AT-1 Mid-term evaluation: Mid-term evaluation is carried out through the midterm tests at equal intervals in each trimester. The test is evaluated after each conduct and results are communicated to and discussed with students.

AT-2 End-term evaluation: End-term evaluation is carried out at the end of the. The answer sheets are evaluated after the exam and results are communicated to the students.

AT-3 Class work evaluation/ Quiz/Assignment: Class-performance evaluation of students is carried out at continual basis throughout the trimester. Performance assessment of students through quiz/assignment is carried out at regular intervals during the trimester.

AT-4 Student Survey: Students feedback is taken compulsorily at the end of each trimester.

SIP- Once in a batch

Dissertation- Once in a batch

Direct assessment scheme for each course is as follows:

Sr.No.		Assessment	Marks
1.	A	Mid-term	20
2.	B	End term	30
3	C	i. Individual Assessment (Case studies/Quiz/Assignments/Report etc.)	50
		ii. Tutorial (Discussion forum)	
		Total	100
4.	D	SIP	200
5.	E	Dissertation	100

The class participation mark is decided based on the various activities conducted by the faculties such as quiz, role play, games, assignments, presentation etc.

Direct attainment level of a PO and PSO was determined by taking average across all courses addressing that PO and PSO respectively.

Indirect Assessment Process

An exit survey of students was conducted after their graduation to assess the attainment level for PGDM Program Outcomes (POs) and Program Specific Outcomes (PSOs). The survey asked the student to rate their perception of the attainment levels of POs and PSOs on a scale of 1 to 5.

Scale

- Not Attained (1)
- Slightly Attained (2)
- Partially Attained (3)
- Significantly Attained (4)
- Fully Attained (5)

Individual student's feedback was collected and converted into points. From the survey, the number of students who selected the scale agree (4) and strongly agree (5) were totaled and if more than 80%, attainment level is computed as 3. If between 80% and 70%, the attainment level is 2 and between 70% and 60%, the attainment level is 1.

Total attainment=0.8*(Direct Assessment) +0.2*(Indirect Assessment)

The obtained values will be compared with the set attainment target fixed for each PO and PSO. Target value 2.4 is fixed for batch 2019-2021 and it is increased to 2.5 for batch 2020-2022 and 2021-2023.

- If the target is achieved, then the same process will be continued for further batches.
- If the target is not achieved, then continuous improvement action has been taken for each PO and PSO.

In case, the aforementioned actions have not lead to improvement in the attainment level of PO and PSO, the curriculum / syllabus has been ratified/ revised and the same had forwarded to Board of Studies for their approval.

Sr. No	Trimester	Internal assessment	End term examination	Total Marks	Credit
1	Trimester 1	50+20	30	100	18
2	Trimester 2	50+20	30	100	18
3	Trimester 3	50+20	30	100	27
4	Trimester 4	50+20	30	100	27
5	Trimester 5	50+20	30	100	24
6	Trimester 6	50+20	30	100	12
	SIP			100	6
	Dissertation			100	3
Total					135

Table 3.3.2 (a) PO and PSO Attainment – Direct Assessment - Batch 2019-21 (30)

Course Code	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
BM101	2.54	2.54	-	2.57	2.60	3.00	2.78	-	-	2.33
BM102	1.83	1.73	-	2.00	2.00	1.86	1.63	-	2.00	2.00
BM103	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
BM104	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	-
BM105	2.75	2.57	2.00	3.00	2.00	2.75	2.29	-	3.00	-
BM106	2.00	1.60	1.00	1.50	1.69	1.50	1.75	1.00	1.50	2.00
BM107	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	3.00
BM108	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	-
BM109	1.09	1.23	2.00	-	1.33	1.00	1.22	2.00	-	1.67
BM110	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00
BM111	2.00	1.91	1.67	2.00	1.50	2.00	2.00	1.75	2.00	1.60
BM112	1.77	1.79	-	2.00	2.00	1.78	1.73	-	-	-
BM113	1.33	1.25	1.13	1.50	1.20	1.00	1.00	1.00	1.67	1.40
BM114	2.71	2.82	3.00	-	2.50	3.00	2.75	-	-	2.67
BM115	1.36	1.46	1.00	1.00	1.50	1.29	1.45	-	-	2.00
BM116	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
BM117	1.33	1.15	1.40	1.00	1.00	1.00	1.20	1.33	-	1.00
BM118	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	3.00
BM119	1.83	0.91	1.00	1.00	0.71	1.33	0.80	0.33	1.25	0.33
BM120	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
BM121	2.14	1.92	3.00	3.00	3.00	2.20	1.63	3.00	-	3.00
BM122	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00

Course Code	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
BM123	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	3.00
BM124	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EM301	1.67	1.55	1.00	1.00	1.00	1.40	1.50	-	1.00	-
EM302	1.22	1.15	1.75	1.33	1.33	1.20	1.17	2.00	-	1.00
EM303	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	-	2.00
EM304	2.00	1.79	1.33	-	1.50	2.00	2.00	1.33	1.00	1.50
EM305	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EM306	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
EM307	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	3.00
EM308	1.29	1.40	1.00	1.00	2.00	1.00	1.50	-	-	1.00
EM309	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EM310	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	-	1.00
EM311	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
EM312	1.57	1.36	1.67	1.33	1.33	1.60	1.30	-	1.00	1.00
EM313	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	-
EF401	2.40	2.23	1.33	2.00	1.83	2.33	2.56	-	-	3.00
EF402	1.40	1.38	2.00	1.67	-	1.14	1.57	-	-	-
EF404	1.50	1.42	1.50	1.00	1.00	1.56	1.33	2.00	-	-
EF405	2.88	2.82	2.67	3.00	3.00	2.75	2.80	3.00	3.00	-
EF406	1.44	1.38	1.00	1.00	1.00	1.33	1.45	-	-	-
EF407	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	-	-
EF408	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	3.00
EF409	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	-
EF410	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00
EF411	2.00	2.00	2.00	2.00	2.00	2.00	2.00	-	-	-
EF412	1.00	1.00	1.00	-	1.00	1.00	1.00	-	-	1.00
EF413	3.00	3.00	-	3.00	3.00	3.00	3.00	-	-	-
EF414	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EF415	1.73	1.80	-	-	-	1.29	2.14	-	-	3.00
EF416	2.80	2.42	2.00	2.00	2.00	2.00	2.57	2.33	3.00	2.33
EM418	3.00	3.00	-	3.00	3.00	3.00	3.00	-	3.00	-
EH501	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EH502	2.25	2.50	2.75	2.00	2.57	2.25	2.63	2.50	2.00	2.33
EH503	2.20	2.00	2.18	2.50	2.40	2.00	2.00	2.25	2.67	2.50
EH504	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00
EH505	3.00	3.00	3.00	-	3.00	3.00	3.00	3.00	3.00	3.00
EH506	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00
EH507	3.00	3.00	3.00	-	3.00	3.00	3.00	3.00	-	3.00
EH508	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
EH509	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EH511	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00

Course Code	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
EH513	1.75	1.50	1.90	2.00	2.00	1.50	1.75	2.00	2.00	2.00
EH518	2.60	1.80	2.00	2.10	1.88	2.67	3.00	2.43	1.57	2.00
EI601	3.00	3.00	-	3.00	3.00	3.00	3.00	-	3.00	-
EI602	2.91	2.67	-	2.67	3.00	2.92	2.50	-	-	-
EI603	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	-	3.00
EI604	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	-
EI605	3.00	3.00	3.00	3.00	-	3.00	3.00	-	3.00	-
EI606	1.67	1.58	2.00	2.00	1.50	1.67	1.56	-	-	1.50
ES703	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00
EM801	2.25	2.38	3.00	3.00	2.00	2.20	2.45	-	3.00	2.00
EM802	2.13	2.00	2.33	2.40	2.13	2.50	2.43	2.00	-	-
EM803	2.44	2.36	2.33	2.40	2.50	2.50	2.00	3.00	-	2.50
EM804	2.20	2.21	2.00	2.40	2.40	2.00	2.23	-	2.00	2.00
EM805	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	-
EM806	2.00	2.33	2.25	2.00	2.00	2.00	2.30	2.40	2.33	2.00
EM807	2.08	1.52	0.73	1.00	0.50	1.00	1.46	1.34	0.82	1.29
EM808	3.00	3.00	3.00	-	-	3.00	3.00	3.00	3.00	3.00
EM809	1.75	1.67	2.00	2.00	2.00	2.00	1.63	2.00	2.00	2.00
EM810	2.00	2.00	1.50	1.00	1.33	1.50	1.80	2.00	2.00	1.50
EA901	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	-
SIP	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Dissertation	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Direct Attainment	2.37	2.32	2.30	2.34	2.30	2.32	2.34	2.36	2.45	2.31

Table 3.3.2 (b) PO and PSO Attainment – Direct Assessment - Batch 2020-22

Course Code	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
BM101	3.00	3.00	-	3.00	3.00	3.00	3.00	-	-	3.00
BM102	1.83	1.82	-	2.00	2.00	1.71	1.88	-	2.00	2.00
BM103	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
BM104	2.40	2.46	2.00	1.00	2.00	2.60	2.22	3.00	3.00	-
BM105	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	-
BM106	2.00	2.40	3.00	3.00	2.77	3.00	2.50	3.00	3.00	2.50
BM107	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	3.00
BM108	2.00	2.00	2.00	2.00	2.00	2.00	2.00	-	2.00	-
BM109	1.00	1.00	1.00	-	1.00	1.00	1.00	1.00	-	1.00
BM110	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00
BM111	2.00	1.73	1.67	1.60	1.50	2.00	1.80	1.50	2.00	1.60
BM112	2.00	2.00	-	3.00	2.00	2.00	1.91	-	-	-

Course Code	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
BM113	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
BM114	2.86	2.82	2.50	-	2.50	2.80	2.83	-	-	2.67
BM115	2.73	2.62	2.50	2.75	2.00	2.86	2.55	-	-	2.00
BM116	2.56	2.25	1.57	2.00	2.40	2.60	2.00	2.17	3.00	2.00
BM117	1.22	1.23	1.20	1.00	2.00	1.67	1.20	1.00	-	1.00
BM118	2.80	2.80	3.00	2.00	3.00	2.75	3.00	-	2.00	3.00
BM119	1.17	1.18	1.40	1.00	1.29	1.67	1.10	1.00	1.25	1.00
BM120	1.60	1.75	1.50	1.40	1.60	2.00	1.71	1.20	1.43	1.33
BM121	2.71	2.17	2.00	2.00	2.00	2.60	2.00	2.00	-	2.00
BM122	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
BM123	2.67	2.56	2.00	3.00	2.67	2.50	3.00	-	2.67	2.67
BM124	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EM301	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	-
EM302	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00
EM303	2.75	2.50	2.38	3.00	2.67	3.00	2.38	2.00	-	2.00
EM304	3.00	3.00	3.00	-	3.00	3.00	3.00	3.00	3.00	3.00
EM305	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EM306	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EM307	3.00	2.70	3.00	2.00	2.25	3.00	2.78	-	2.00	2.00
EM308	2.14	2.20	2.00	2.00	2.50	2.00	2.08	-	-	2.00
EM309	2.29	2.15	2.33	2.00	2.20	2.25	2.00	3.00	2.00	2.33
EM310	1.43	1.55	2.00	2.00	2.00	1.50	1.50	2.00	-	2.00
EM311	2.83	2.86	2.38	3.00	2.17	3.00	2.50	2.00	3.00	2.29
EM312	1.86	1.79	1.33	1.67	1.67	1.80	1.80	-	2.00	2.00
EM313	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	-
EM314	2.20	2.45	2.50	-	3.00	2.00	2.50	2.40	3.00	2.00
EM315	3.00	2.56	2.33	2.56	2.33	3.00	2.50	2.33	2.40	2.25
EF401	2.40	2.31	2.33	2.60	2.17	2.67	2.44	-	-	2.00
EF402	2.80	2.85	3.00	3.00	-	2.86	2.71	-	-	-
EF403	3.00	2.67	2.00	-	2.00	3.00	2.54	-	-	-
EF404	2.20	2.08	2.00	2.00	2.00	2.22	2.00	2.00	-	-
EF405	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	-
EF406	2.00	1.46	1.00	1.00	1.00	2.33	1.18	-	-	-
EF407	2.25	1.67	1.00	1.00	1.00	2.25	1.22	-	-	-
EF408	1.50	2.25	3.00	2.50	2.75	2.14	2.25	-	2.00	2.00
EF409	1.17	1.20	1.00	1.40	1.00	1.00	1.30	1.00	-	-
EF412	2.50	2.25	3.00	-	1.00	2.57	2.13	-	-	1.00
EF413	1.67	1.85	-	1.50	3.00	1.67	1.90	-	-	-
EF414	1.83	1.67	1.67	1.75	1.60	1.80	1.67	1.00	2.00	2.00
EF415	1.00	1.00	-	-	-	1.00	1.00	-	-	1.00
EF417	2.57	2.63	-	-	-	2.57	2.56	-	-	-

Course Code	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
EF418	2.83	2.83	-	3.00	2.50	2.75	2.78	-	3.00	-
EF419	2.75	2.70	2.00	2.00	2.00	2.71	2.54	-	-	-
EH501	1.60	1.63	1.67	2.00	2.00	1.67	1.50	2.00	2.00	2.00
EH502	1.88	1.70	2.00	2.00	1.71	2.00	1.63	2.00	2.00	2.00
EH503	2.60	2.22	2.36	2.50	2.40	3.00	2.29	2.50	2.67	2.50
EH505	1.67	1.80	1.67	-	2.00	2.00	1.75	2.00	2.00	2.00
EH506	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00
EH508	0.25	0.43	0.80	0.80	0.60	1.00	0.33	0.75	1.00	0.57
EH509	2.86	2.67	2.83	3.00	2.80	3.00	3.00	2.67	2.60	2.60
EH510	2.89	2.78	2.50	2.50	2.00	3.00	3.00	2.00	2.33	2.00
EH511	3.00	2.82	2.77	2.67	2.70	2.67	2.86	3.00	2.40	2.71
EH512	1.88	1.86	1.40	2.00	1.50	2.00	2.00	1.40	2.00	2.00
EH513	2.00	2.00	1.70	1.33	1.75	2.00	2.00	1.71	1.50	1.50
EH514	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00
EH515	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EH516	1.80	1.77	-	-	-	1.67	1.82	-	-	-
EH517	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EH518	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
EH519	1.00	1.29	1.29	1.00	1.33	1.00	1.38	-	-	-
EH520	2.00	2.00	2.22	2.20	2.18	1.00	2.33	2.00	2.00	2.00
EH521	2.36	2.40	3.00	2.67	2.71	2.00	2.71	3.00	3.00	3.00
EI601	1.60	1.67	-	2.00	2.00	1.38	1.75	-	2.00	-
EI603	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	-	3.00
EI606	2.00	2.00	2.00	2.00	-	2.00	2.00	-	2.00	-
ES701	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	-
ES702	2.00	1.90	1.67	1.67	2.00	2.00	2.00	1.00	-	2.50
ES706	2.67	2.50	3.00	3.00	3.00	2.75	2.50	3.00	3.00	3.00
ES707	2.50	2.45	2.40	3.00	2.00	2.33	2.33	2.50	-	2.33
EM804	2.60	2.57	2.00	2.40	2.40	3.00	2.54	-	3.00	3.00
EM807	2.83	2.82	3.00	3.00	3.00	3.00	2.82	2.67	3.00	2.67
EM808	3.00	2.57	3.00	-	-	3.00	2.67	3.00	3.00	3.00
EM809	2.25	2.33	2.40	2.33	2.25	2.50	2.13	2.00	2.00	2.00
EM811	3.00	2.75	2.50	3.00	3.00	3.00	2.83	2.67	3.00	2.50
EA902	2.90	2.88	2.00	3.00	2.83	3.00	2.57	-	-	-
EA903	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	-	-
EA904	2.63	2.55	-	-	2.50	2.80	2.64	2.00	-	2.50
EA905	2.00	2.20	2.00	-	2.00	2.50	2.00	1.67	2.00	-
EA907	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	-	-
SIP	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Dissertation	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00

Course Code	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
Total Direct Attainment	2.37	2.32	2.30	2.34	2.31	2.41	2.31	2.25	2.41	2.31

Table 3.3.2 (c) PO and PSO Attainment – Direct Assessment - Batch 2021-23

Course Code	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
BM101	1.54	1.54	-	1.00	1.60	1.67	1.44	-	-	1.67
BM102	2.17	2.00	-	3.00	3.00	2.14	2.00	-	3.00	3.00
BM103	3.00	3.00	2.50	3.00	2.50	3.00	3.00	2.40	3.00	2.67
BM104	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	-
BM105	2.50	2.43	2.00	3.00	2.00	2.25	2.14	-	3.00	-
BM106	1.00	1.40	2.00	2.00	1.77	2.00	1.50	2.00	2.00	1.50
BM107	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	3.00
BM108	1.50	1.58	1.33	3.00	1.00	2.00	1.58	-	1.67	-
BM109	1.27	1.23	1.00	-	1.00	1.50	1.00	1.00	-	1.00
BM110	2.71	2.82	3.00	2.80	2.75	2.67	3.00	3.00	-	3.00
BM111	1.50	1.91	2.33	2.20	2.50	1.50	1.60	2.50	3.00	2.60
BM112	2.00	2.00	-	2.00	2.00	2.00	2.00	-	-	-
BM113	2.00	2.75	2.13	2.50	1.60	2.33	3.00	2.20	2.33	1.80
BM114	1.29	1.27	1.00	-	1.00	1.40	1.17	-	-	1.00
BM115	1.91	2.08	1.50	1.75	2.00	1.86	2.09	-	-	3.00
BM116	1.89	1.75	1.14	1.00	1.40	2.00	1.67	1.33	2.00	1.00
BM117	2.78	2.54	2.80	2.00	3.00	2.67	2.70	2.67	-	2.00
BM118	2.70	2.70	2.00	3.00	2.00	2.63	2.50	-	3.00	2.00
BM119	1.67	1.82	1.40	3.00	1.29	1.00	1.90	1.33	2.50	1.33
BM120	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
BM121	1.86	1.83	1.00	1.00	1.00	1.80	2.00	1.00	-	1.00
BM122	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
BM123	2.78	2.89	2.50	3.00	2.67	2.67	3.00	-	3.00	3.00
BM124	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EM301	2.33	2.09	2.00	2.33	2.00	2.40	2.13	-	3.00	-
EM302	2.33	2.38	2.75	2.33	2.67	2.40	2.42	3.00	-	2.00
EM303	2.38	2.42	2.50	2.50	2.17	2.17	2.63	2.00	-	2.00
EM304	2.00	2.00	2.00	-	2.00	2.00	2.00	2.00	2.00	2.00
EM305	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EM306	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EM307	2.40	1.90	1.00	1.25	1.50	2.00	1.78	-	1.25	2.00
EM309	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EM310	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00
EM311	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00

Course Code	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
EM312	2.14	2.21	2.33	2.33	2.33	2.40	2.10	-	2.00	3.00
EM313	2.50	2.42	2.00	2.33	2.00	2.50	2.30	2.00	2.00	-
EM314	2.00	2.18	2.50	-	3.00	2.00	2.13	2.40	3.00	2.00
EF401	1.80	1.62	1.67	2.20	1.33	2.33	1.89	-	-	1.00
EF402	0.80	0.77	0.00	0.33	-	1.00	0.71	-	-	-
EF403	1.00	1.00	1.00	-	1.00	1.00	1.00	-	-	-
EF404	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	-
EF405	2.50	2.64	2.33	2.00	2.00	3.00	2.60	2.00	2.00	-
EF406	1.44	1.38	1.00	1.00	1.00	1.50	1.27	-	-	-
EF407	2.75	2.33	3.00	1.75	3.00	2.88	2.11	-	-	-
EF408	3.00	2.58	2.00	2.50	2.25	2.57	2.63	-	2.67	3.00
EF409	2.00	1.90	1.50	1.60	1.00	1.86	1.80	1.00	-	-
EF412	2.00	2.17	2.00	-	3.00	2.00	2.25	-	-	3.00
EF414	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EF417	2.14	2.25	-	-	-	2.71	1.89	-	-	-
EF418	2.00	1.83	-	1.00	1.50	2.00	2.00	-	1.00	-
EF419	1.25	1.70	3.00	3.00	3.00	1.57	1.92	-	-	-
EF420	2.17	2.30	-	-	-	2.11	2.25	-	-	-
EF421	1.80	2.00	1.00	-	2.33	2.14	1.91	-	-	-
EH501	2.40	2.63	2.67	2.50	2.00	2.33	2.50	3.00	3.00	3.00
EH502	2.75	2.60	2.50	3.00	2.43	3.00	3.00	2.00	1.00	2.33
EH503	1.80	1.78	1.55	1.25	1.20	2.00	2.00	1.50	1.00	1.25
EH506	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00
EH508	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00	2.00
EH509	2.71	2.56	2.00	2.50	2.00	2.80	2.75	2.00	2.20	2.00
EH516	2.40	1.92	-	-	-	2.33	1.91	-	-	-
EH519	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	-	-
EH520	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
EH522	2.33	2.27	2.56	3.00	2.67	3.00	2.40	2.50	1.50	2.00
EI602	3.00	3.00	-	3.00	3.00	3.00	3.00	-	-	-
ES704	2.33	2.18	2.00	2.25	2.00	2.40	2.25	2.00	2.00	2.00
EM801	1.88	1.77	2.00	1.00	2.00	1.80	1.82	-	1.00	2.00
EM802	2.00	2.17	1.83	1.60	2.00	1.50	2.00	2.00	-	-
EM803	1.78	1.79	1.67	1.60	1.67	2.00	2.00	2.00	-	2.00
EM806	1.67	1.22	1.50	2.00	1.67	2.00	1.40	1.00	1.00	1.50
EM808	1.80	1.71	1.00	-	-	2.00	1.78	1.67	1.50	1.67
EM811	1.00	1.13	1.50	1.80	1.60	1.33	1.42	1.17	2.00	1.25
EM812	1.67	1.80	1.89	1.80	1.71	1.86	1.75	2.00	2.00	1.33
EM813	3.00	2.82	2.00	2.00	2.50	2.67	2.73	2.75	3.00	2.50
EM814	3.00	2.89	3.00	3.00	2.25	2.67	2.82	2.00	3.00	3.00
EA901	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	3.00	-
EA902	2.80	2.75	3.00	3.00	2.67	2.80	2.71	-	-	-

Course Code	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
EA905	3.00	3.00	3.00	-	3.00	3.00	3.00	3.00	3.00	-
EA906	3.00	3.00	-	-	-	3.00	3.00	-	-	-
EA907	3.00	3.00	3.00	3.00	3.00	3.00	3.00	-	-	-
EA908	1.80	1.63	2.00	-	1.00	1.75	1.70	2.00	2.00	2.00
EA909	2.00	1.50	-	-	-	2.00	1.57	-	-	-
SIP	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Dissertation	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Total Direct Attainment	2.28	2.27	2.19	2.35	2.23	2.33	2.28	2.27	2.37	2.28

3.3.2 (d) Total PO and PSO Attainment Level with gaps - Batch 2019-21

Assessment	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
Direct	2.37	2.32	2.30	2.34	2.30	2.32	2.34	2.36	2.45	2.31
Indirect	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Total Attainment	2.49	2.46	2.44	2.47	2.44	2.45	2.47	2.49	2.56	2.45
Gap	-0.09	-0.06	-0.04	-0.07	-0.04	-0.05	-0.07	-0.09	-0.16	-0.05

3.3.2 (e) Total PO and PSO Attainment Level with gaps - Batch 2020-22

Assessment	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
Direct	2.37	2.32	2.30	2.34	2.31	2.41	2.31	2.25	2.41	2.31
Indirect	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Total Attainment	2.49	2.46	2.44	2.47	2.44	2.53	2.45	2.40	2.53	2.44
Gap	0.01	0.04	0.06	0.03	0.06	-0.03	0.05	0.10	-0.03	0.06

3.3.2 (f) Total PO and PSO Attainment Level with gaps- Batch 2021-23

Assessment	PO1	PO2	PO3	PO4	PO5	PSO1	PSO2	PSO3	PSO4	PSO5
Direct	2.28	2.27	2.19	2.35	2.23	2.33	2.28	2.27	2.37	2.28
Indirect	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Total Attainment	2.43	2.42	2.35	2.48	2.38	2.46	2.42	2.42	2.50	2.42
Gap	0.07	0.08	0.15	0.02	0.12	0.04	0.08	0.08	0.00	0.08

A sample computation is as below:

Subject Name & Code: Marketing Management-I (BM103)

Process used for revising/redefining the POs:

We have defined departmental vision, mission and program educational objectives. In accordance with these and the Graduate Attributes prescribed by NBA, the program outcomes and Program Specific Outcome defined. The actual program results are compared with the program outcomes (POs) and Program Specific Outcomes (PSOs) and the reasons for the inconsistencies, if any, are assessed and considered while redefining syllabus

Methodology to calculate CO-PO and CO-PSO Attainment:

1. Define COs for a course and check their quality
2. Do mapping of CO with PO's and PSOs (On a scale of 1,2 & 3)
3. Calculate the Course Outcome attainment for each course (**Refer Steps 1 to step 3 from point 3.2.2 to calculate course outcome attainment level**)
4. Calculate the PO and PSO attainment for each course
5. Prepare faculty course assessment record (FCAR) of each faculty.

Calculation of POs and PSOs Attainment

Refer step 1 to step 4 for course outcome attainment calculation (from 3.2.2)

Step 5: There are 5 POs and 5 PSOs for the PG Program. Do mapping of CO with PO's and PSOs (On a scale of 1,2 & 3)

Sample table for CO mapping with POs

Correlation between CO and PO (3=High, 2=Medium, 1=Low)					
CO<=>PO	PO 1	PO 2	PO 3	PO 4	PO 5
CO 1	3	3			2
CO 2	2	2		2	
CO 3			2		3
CO 4	2	3	2	1	1
CO 5	3	3			

Sample table for CO mapping with PSOs

Correlation between CO and PSO (3=High, 2=Medium, 1=Low)					
CO<=>PO	PSO 1	PSO 2	PSO 3	PSO 4	PSO 5
CO 1	2	1			2
CO 2	2	2		2	
CO 3			3		2
CO 4	1	2	2		2
CO 5	2	2			

Step 5: Calculation of PO and PSO Attainment

CO Attainment	CO<>PO	PO 1	PO 2	PO 3	PO 4	PO 5	PSO1	PSO2	PSO3	PSO4	PSO5
3	CO 1	3	3			2	2	1			2
3	CO 2	2	2		2		2	2		2	
2	CO 3			2		3			3		2
3	CO 4	2	3	2	1	1	1	2	2		2
3	CO 5	3	3				2	2			
PO/PSO Attainment		3.00	3.00	2.50	3.00	2.50	3.00	3.00	2.40	3.00	2.67

Calculation of PO Attainment:

Attainment of PO1 is calculated as follows:

(Attainment CO1 X Mapping of CO1 and PO1) + (Attainment CO2 X Mapping of CO2 and PO1)
+ (Attainment CO3 X Mapping of CO3 and PO1) + (Attainment CO4 X Mapping of CO4 and PO1) + (Attainment CO5 X Mapping of CO5 and PO1) / (Sum of PO1 Mapping with all the Cos)

Substituting the values:

$$(3 \times 3) + (3 \times 2) + (2 \times 0) + (3 \times 2) + (3 \times 3) / (3 + 2 + 0 + 2 + 3) = 3$$

Similarly, PSO attainment is calculated.

Direct attainment level of a PO and PSO was determined by taking average across all courses addressing that PO and PSO respectively

An exit survey of students was conducted after their graduation to assess the indirect attainment level for PGDM Program Outcomes (POs) and Program Specific Outcomes (PSOs).

Total attainment is calculated as below:

$$\text{Total Attainment} = 0.8 * \text{Direct attainment} + 0.2 * \text{Indirect Attainment}$$

CRITERION 4: CURRICULUM AND LEARNING PROCESS (125)

4.1 Curriculum (50)

4.1.1 State the process for designing the program curriculum (10)

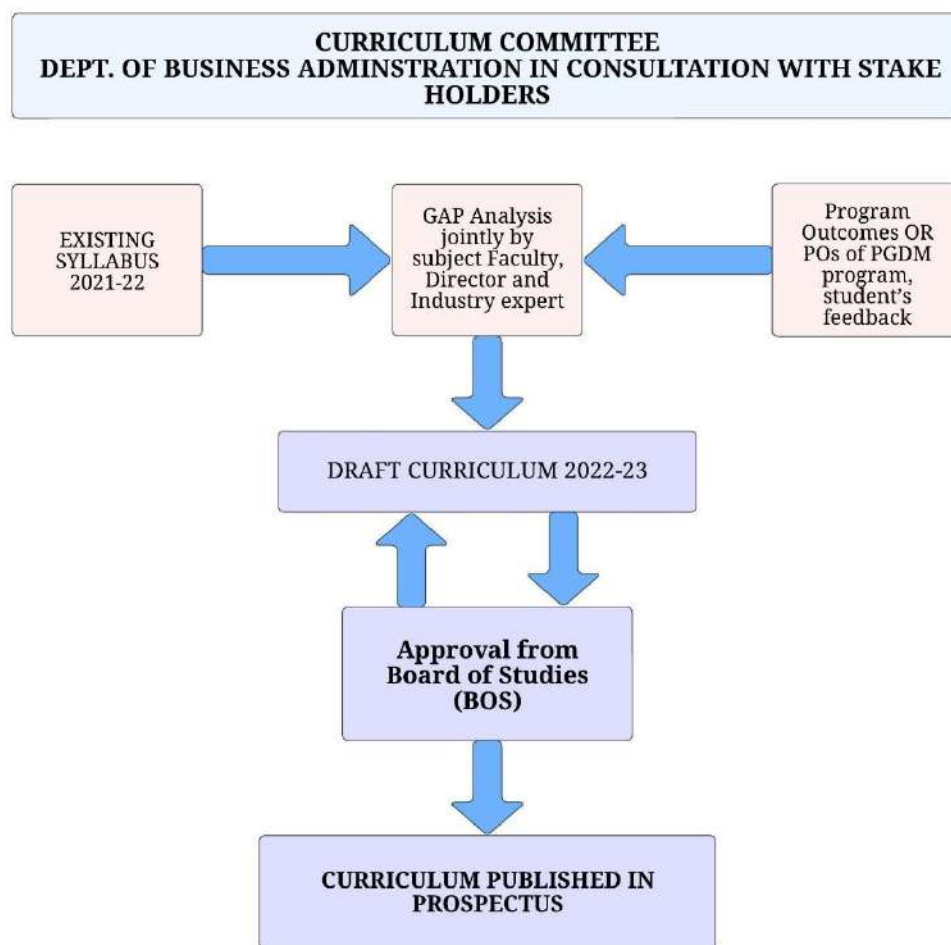
MIBM is a self-financed standalone institute. It's whole existence since inception in the year 2010 is based on quality and contemporary syllabus and holistic development in terms of soft skills of the students that could lead of high salary placements.

Therefore, MIBM Management and Director are sensitive to it and revise the syllabus every year to meet the industry requirement. MIBM syllabus is industry approved meaning overall syllabus is reviewed by experts from industry for each specialization such as Marketing, Finance, HR, Supply Chain and Media and Communication. Further, before first draft, review of syllabus of top global management institutes is reviewed to assess the new trends in management education.

During 2020, Business Analytics has emerged as an important specialization and therefore, it is included in MIBM syllabus without delay. MIBM offers lots of elective courses in each specialized area so that student can choose and pick relevant courses in which they want to build their career. The result of these efforts is clearly reflected in campus placement.

Once list of courses is decided, faculty is given liberty to design detailed syllabus and make lesson plan. Same is communicated to the students in their first course session so that they come prepare for the class and could participate significantly.

Content based gap is identified is identified in the Curriculum with the mapping to Program Outcomes. Submission of Course completion report with remarks on proposed changes in the course content or change in TA (Teachers Assessment). Proposed changes in Courses are presented in Board of Studies (BoS) for approval. If approved, the contents in the course are modified/changed.



Curriculum design process involves following steps

A) Internal Deliberations

Curriculum design process started with review of existing syllabus and internal deliberations among faculty members. The following points were kept in mind during the deliberations.

1. The expectations of what the students need to do towards meeting the POs.
2. Providing for the students gain the necessary width of knowledge and depth in areas of specialization
3. Gain the necessary skills to meet the POs
4. The sources of learning from which a student is expected to gain the intended knowledge and the extent of reading that needs to be done
5. The average capability of students who join the Institution and their academic background and past learning habits.
6. And most importantly, prepare them sufficiently for the roles that the Institution that aspires for the students and the industry requirements for these roles

B) Gap Analysis:

1. Continuance of the dual specialization of students:

Students joining MIBM have an intention of starting their career in the management area. It was therefore decided to have a curriculum having dual specialization with twin objectives of maximizing their placement opportunities and providing an avenue for career progression as required by a PEO.

2. Number of electives that needs to be done in a specialization:

Based on discussions with the industry, it is realized that the number of electives needs to be increased in the areas of specialization to enable students gets a wider exposure within the specialization. This will facilitate the students get more opportunities in their career. This meets one of the PEOs of the program.

3. Introduction of new courses:

New electives were identified in line with the requirements of the industry in the respective functional areas. These widen the scope of taking on different roles within their areas of specialization and also tap new opportunities as they progress in the career.

4. Dropping of courses:

All courses in the MIBM curriculum were critically examined in terms of relevance to the possible roles that students would do in first few years of their career and few courses were dropped and another core courses were introduced as an elective.

5. Defining the course outcomes:

Fresh course outcomes were drawn up for all the courses that were included in the curriculum. This gives a direction to what the students should learn and help in measuring the achievement.

6. Types of continuous assessment tools to be used:

Different types of continuous assessment tools were identified to directly measure the course and program outcomes. A greater weight for continuous assessment (70%) gave scope for a variety of assessment tools while simultaneously preparing students for the end-trimester examination.

7. Need for a longer summer internship / project:

The summer internship is important in two aspects. A majority of the students who join program are fresh graduates and the summer internship will be the first exposure to industry. A summer internship of sufficient duration will contribute to their learning in the second year. In the long run, it will also open up pre-placement opportunities.

8. Introduction of value-added courses:

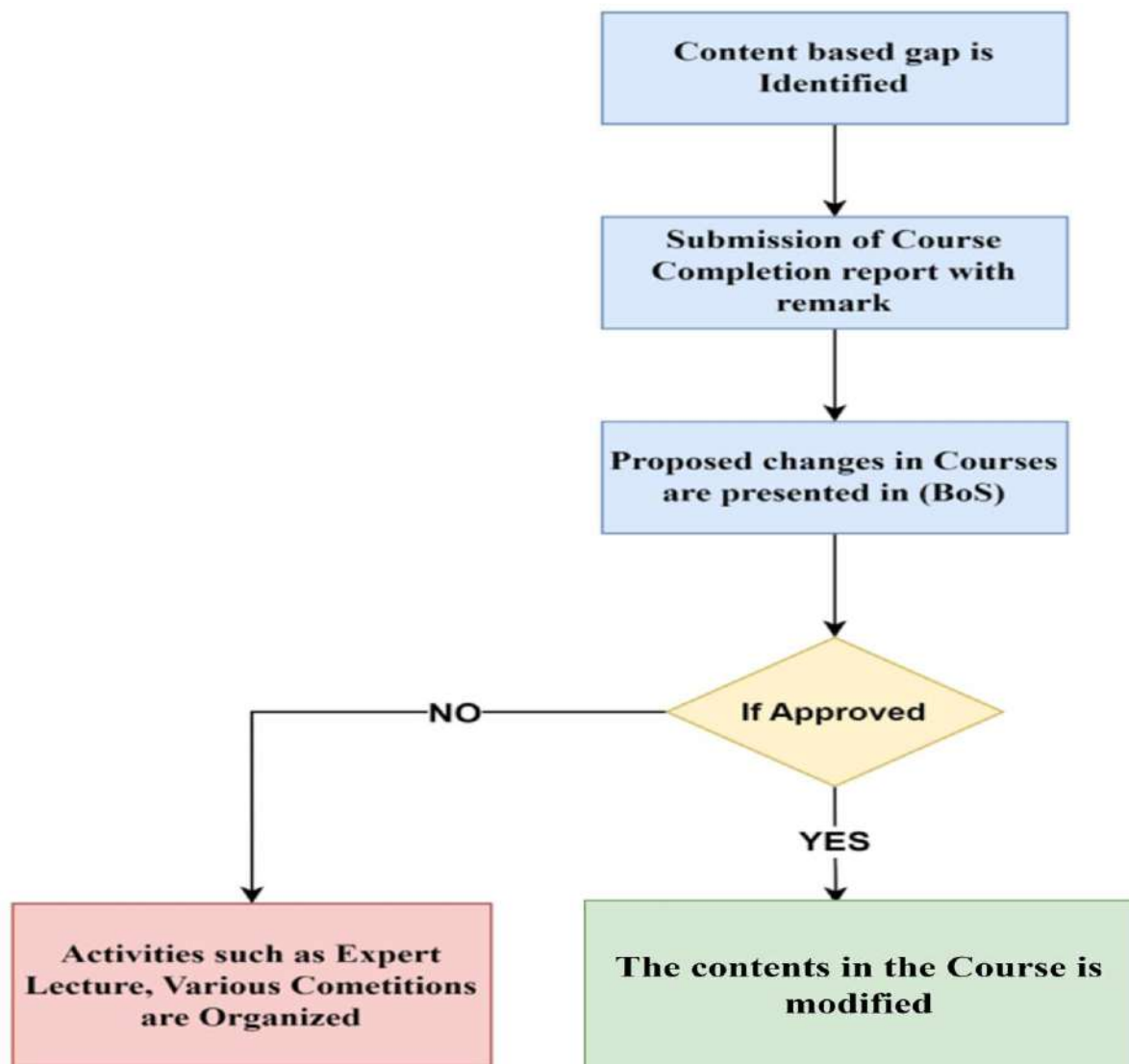
The ability to explore new areas and engage in self-learning is an important means of meeting the PEOs, few value-added courses are introduced as a non-credit course.

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) Ratification by the Board of Studies (BOS)

After ratification the curriculum is published in the prospectus.



Flowchart for Process used to identify and bridge the gaps in Curriculum

4.1.2 State the components of the curriculum (15)

Program curriculum grouping based on course components

Table 4.1.2: Components of the curriculum

Course component	Curriculum Content (% of total number of credits of the program)	Total number of contact hours	Total number of credits
Program Core	48.89	$22 \times 4 = 88$	$22 \times 3 = 66$
Program Electives	44.45	$20 \times 4 = 80$	$20 \times 3 = 60$
Open Electives	-	-	-
Summer Project/ Internship/Seminars	2.22	4	$1 \times 6 = 6$
Final Dissertation	4.44	4	$1 \times 3 = 3$
Any other (Specify) Practical	-	0	0
Total number of credits	100	176	135

4.1.3 Transaction of the Curriculum (10)

Sr. No.	Course Code	Course Title	Total Number of Contact Hours				No. of Credits
			Lecture (L)	Tutorial (T)	Practical # (P)	Total Hours	
1	BM101	Managerial Economics	30	10	-	40	3
2	BM102	Financial Management	30	10	-	40	3
3	BM103	Marketing Management I	30	10	-	40	3
4	BM104	Operations Management I	30	5	5	40	3
5	BM105	Quantitative Techniques I	30	10	-	40	3
6	BM106	Organizational Behaviour	30	5	5	40	3
7	BM107	Introduction to Data Sciences & Business Analytics	30	5	5	40	3
8	BM108	Macroeconomic Theory & Policy Analysis	30	10	-	40	3
9	BM109	Management Accounting	30	10	-	40	3
10	BM110	Marketing Management II	30	5	5	40	3
11	BM111	Operations Management II	30	5	5	40	3
12	BM112	Quantitative Techniques II	30	5	5	40	3
13	BM113	Organizational Design and Leadership	30	5	5	40	3
14	BM114	Business Environment	30	10	-	40	3
15	BM115	Business Research Methodology	30	10	5	40	3

Sr. No.	Course Code	Course Title	Total Number of Contact Hours				No. of Credits
			Lecture (L)	Tutorial (T)	Practical # (P)	Total Hours	
16	BM116	Supply Chain Management	30	10	-	40	3
17	BM117	Business Policy & Strategy	30	5	5	40	3
18	BM118	Management Information System	30	10	-	40	3
19	BM119	International Business	30	10	-	40	3
20	BM120	Business Ethics & Corporate Governance	30	5	5	40	3
21	BM121	Business Law	30	10	-	40	3
22	BM124	Human Resource Management	30	10	-	40	3
23	BM125	Introduction to Mass Communications (Only for Media)	30	10	-	40	3
24	BM126	Introduction to Communication Management (Only for Media)	30	10	-	40	3
		Electives					
		Marketing					
25	EM301	Consumer Behaviour	30	10	-	40	3
26	EM302	Sales & Distribution Management	30	5	5	40	3
27	EM303	Digital Marketing	30	5	5	40	3
28	EM304	Product & Brand Management	30	10	-	40	3
29	EM305	B2B Marketing	30	10	-	40	3
30	EM306	Customer Relationship Management	30	5	5	40	3
31	EM307	Marketing of Financial Services	30	10	-	40	3
32	EM308	Quantitative Marketing Research	30	10	-	40	3
33	EM309	Rural Marketing	30	5	5	40	3
34	EM310	Retail Management	30	10	-	40	3
35	EM311	Integrated Marketing Communication	30	10	-	40	3
36	EM312	Strategic Marketing	30	10	-	40	3
37	EM313	International Marketing	30	10	-	40	3
38	EM314	Services marketing	30	5	5	40	3
39	EM315	Responsible and Sustainable marketing	30	10	-	40	3
		Finance					
40	EF401	Corporate Finance	30	5	5	40	3
41	EF402	Financial Statement Analysis	30	5	5	40	3
42	EF403	Finance and Risk Analytics	30	10	-	40	3
43	EF404	Financial Market & Services	30	5	5	40	3

Sr. No.	Course Code	Course Title	Total Number of Contact Hours				No. of Credits
			Lecture (L)	Tutorial (T)	Practical # (P)	Total Hours	
44	EF405	Strategic Perspectives in Banking	30	10	-	40	3
45	EF406	Financial Modelling	30	10	-	40	3
46	EF407	Modern Investment & Portfolio Management	30	5	5	40	3
47	EF408	International Finance	30	10	-	40	3
48	EF409	Investment Banking	30	10	-	40	3
49	EF410	Pricing and Revenue Optimization	30	10	-	40	3
50	EF411	Treasury Management	30	10	-	40	3
51	EF412	Derivatives, Options and Futures	30	10	-	40	3
52	EF413	Fixed Income Securities	30	10	-	40	3
53	EF414	Corporate Taxation	30	5	5	40	3
54	EF415	Forex Risk Management	30	10	-	40	3
55	EF416	Development Economics	30	10	-	40	3
56	EF417	Econometrics for Managers	30	10	-	40	3
57	EF418	Wealth Management	30	10	-	40	3
58	EF419	Behavioural Economics	30	10	-	40	3
59	EF420	Advance accounting for managers	30	10	-	40	3
60	EF421	Contemporary trends in finance and risk management	30	5	5	40	3
		HR					
61	EH501	Performance Management System	30	5	5	40	3
62	EH502	Talent Management	30	5	5	40	3
63	EH503	Training & Development	30	5	5	40	3
64	EH504	Wage and Salary Administration (including incentives)	30	10	-	40	3
65	EH505	Organizational Change & Development	30	10	-	40	3
66	EH506	Career Management	30	5	5	40	3
67	EH507	Assessment Centre and Development Center	30	10	-	40	3
68	EH508	Strategic Human Resource Management	30	10	-	40	3
69	EH509	Labour Laws -I	30	10	-	40	3
70	EH510	Labour laws II	30	10	-	40	3
71	EH511	Grievance Management	30	10	-	40	3
72	EH512	Negotiation Skills & Collective Bargaining	30	5	5	40	3

Sr. No.	Course Code	Course Title	Total Number of Contact Hours				No. of Credits
			Lecture (L)	Tutorial (T)	Practical # (P)	Total Hours	
73	EH513	HR Issues in Mergers and Acquisition	30	10	-	40	3
74	EH514	Trade Union and Industrial Relations	30	10	-	40	3
75	EH515	Competency based HRM	30	5	5	40	3
76	EH516	HR Analytics	30	5	5	40	3
77	EH517	Global Human Resource and Diversity Management	30	10	-	40	3
78	EH518	Industrial discipline	30	10	-	40	3
79	EH519	Strategic Compensation Management	30	10	-	40	3
80	EH520	Executive Search and Consulting	30	10	-	40	3
81	EH521	Recruitment & Selection	30	5	5	40	3
82	EH522	Employee relations	30	10	-	40	3
		IRM					
83	EI601	Insurance Management	30	10	-	40	3
84	EI602	Risk Management	30	10	-	40	3
85	EI603	Credit Risk & Rating Management	30	10	-	40	3
86	EI604	Life Insurance Practices (include health insurance)	30	10	-	40	3
87	EI605	General Insurance Practices	30	10	-	40	3
88	EI606	Business Risk Environment	30	10	-	40	3
		SCOM					
89	ES701	Enterprise Resource Planning	30	5	5	40	3
90	ES702	Project Risk Management	30	10	-	40	3
91	ES703	Services operations management	30	5	5	40	3
92	ES704	Enterprise risk management	30	10	-	40	3
93	ES705	Advanced supply chain analytics	30	5	5	40	3
94	ES706	Managing Operations Improvement	30	10	-	40	3
		Media					
95	EM801	Media Planning & Sales	30	10	-	40	3
96	EM802	Advertising and Public Relations	30	5	5	40	3
97	EM803	Campaign Planning & Inbound Marketing	30	10	-	40	3
98	EM804	Social Media & Content Marketing	30	10	-	40	3
99	EM805	Advertising Agency Management	30	5	5	40	3
100	EM806	Branding for OTT and TV	30	10	-	40	3

Sr. No.	Course Code	Course Title	Total Number of Contact Hours				No. of Credits
			Lecture (L)	Tutorial (T)	Practical # (P)	Total Hours	
101	EM807	Digital Media Campaign Strategies	30	10	-	40	3
102	EM808	Film Production and Editing	30	10	-	40	3
103	EM809	Media Research and Analysis	30	10	-	40	3
104	EM810	Multimedia Story Boarding	30	10	-	40	3
105	EM811	Client servicing and media management	30	10	-	40	3
106	EM812	Corporate communication and CSR	30	5	5	40	3
107	EM813	Media and Interaction design	30	10	-	40	3
108	EM814	Advertising and Consumer Culture	30	10	-	40	3
		Business Analytics					
109	EA901	Introduction to ML and AI concepts	30	5	5	40	3
110	EA902	Fundamentals of Database Design & Data mining	30	10	-	40	3
111	EA903	Public policy Analytics	30	10	-	40	3
112	EA904	Business Analytics Technologies	30	5	5	40	3
113	EA905	Marketing and Retail Analytics	30	10	-	40	3
114	EA906	Optimal decision-making using simulation	30	10	-	40	3
115	EA907	Web and social media analytics	30	5	5	40	3
116	EA908	Business Intelligence	30	10	-	40	3
117	EA909	Managing data structures	30	10	-	40	3
		Total	3510	985	190	4680	351

#Seminar, project works may be considered as practical

4.1.4 Overall quality and level of program curriculum (15)

In case of affiliated institutions following criteria will be applicable for Program Curriculum:

In case of affiliated institutions marks will be on content beyond to cover the gaps; if any from the POs attainment perspective. It will also include the weightage on efforts put in to cover the gaps. The marks distribution will be as given below:

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.

Table 4.1.4: Gap Analysis and Action taken.

PO	PO Action Plan	PO Description	Actions
PO1: Domain knowledge	Continuous improvement	Apply knowledge of management theories and practices to solve business problems	Curriculum interventions 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: Critical thinking and Problem-Solving skills	Continuous improvement	Foster Analytical and Critical thinking abilities for data-based decision making	In additional to Curriculum interventions mentioned for PO1 above, incorporating critical thinking-oriented review questions in each course is adopted. Increasing the component of self-directed learning e.g. seminar mode is included in courses. Value added certification courses to faculty is encouraged.
PO3: Leadership Skills	Continuous improvement	Ability to develop Value based Leadership ability	Focused Case studies and Management Games on leadership in all related courses has been added.
PO4: Communication Skills, ethics	Continuous improvement	Ability to understand, analyse and communicate global, economic, legal, and ethical aspects of business	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. This enables students to adopt expectations of Corporate World with ease for Summer and Final Placements.
PO5: Team building	Continuous improvement	Ability to lead themselves and others in the achievement of organizational	Individual Capacity Building (ICB) training is conducted to impart necessary skills to students. This has contributed in

PO	PO Action Plan	PO Description	Actions
		goals, contributing effectively to a team environment	achievement of organizations goal while working in teams. Also, group projects and interaction with visiting corporate faculty is arranged.
PSO1: Knowledge	Continuous improvement	Ability to understand Global corporate work culture using knowledge	In ICB again Fundamental of Management has been included so that students get additional exposure to knowledge
PSO2: Critical thinking	Continuous improvement	Cross cutting technology usage for solving critical problems	Keep in view of the latest technology trends, Data Science and Business Analytics related subjects are included in curriculum
PSO3: Leadership	Continuous improvement	Maintain positive work culture through peace and harmony	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. This help student to build their leadership skills.
PSO4: Ethics	Continuous improvement	Always using ethical practices in corporate governance	Ethical tough is given while designing course structure so that ethical governance in inculcated in the student.
PSO5: Team and organizational goal	Continuous improvement	Ability to meet organizational goal through team building with happiness.	In many courses, group assignments and projects and interaction with visiting corporate faculty is arranged. Various student cell such as placement, corporate relations, life style, digieye etc. have built in student an ability to work in team with ease and without conflict of interests.

The gaps were identified, and following activities were undertaken to bridge the gap

1. 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.
2. Introduction of new courses in curriculum e.g. Introduction to data science and business Analytics
3. Foundation Courses
 - a. Accountancy for managers
 - b. Basics of data and Analytics
 - c. Technical orientation and IT for Managers
4. Expert Lectures (Details given in Criteria 7 under 7.1.1B)
5. Co-curricular and social activities (Also jointly with ISB&M, Nande, Pune)
6. 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
7. Seminars on contemporary themes

4.2 Learning Processes (75)

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

MIBM follows three step process to improve quality of teaching and learning

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

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

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

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

Description	Process at MIBM
1 Developing expertise in designing teaching activities	<ul style="list-style-type: none"> • Faculty meetings for their orientation and review
2 Curriculum design to meet the industry requirement	<ul style="list-style-type: none"> • Internal Quality Assurance Cell who oversees the curriculum components meet the standard format
3 Report student experience	<ul style="list-style-type: none"> • Course outline to be aligned with POs • Course outline to have specific rubrics for assessment of each component • Feedback after the course from students

Description	Process at MIBM
Developing proficiency in designing teaching activities 1 Development of case studies 2 Develop student's competency aligned to industry 3 Develop ethical orientation 4 Ensure student feedback is incorporated into course design	<ul style="list-style-type: none"> • Faculty training and workshops • Development of case studies by MIBM faculty • Student feedback and communication to the faculty • Faculty Development Programs
Build relationship with community and industry stake holders 1. Promoting cross cultural relationships 2. Inclusive learning 3. Faculty mentored co-curricular activities 4. Industry mentoring	<ul style="list-style-type: none"> • Faculty collaboration with Industry in developing case study • Mentoring for Summer Internship • Designing Student outreach initiatives • Rural visit as part of the subject Social Environment of Business • Alumni mentoring

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

Description	Process at MIBM
1. Present research in national and international conferences 2. Collaborative research with students	<ul style="list-style-type: none"> • Faculty encouraged and incentivized to publish • Deserving Summer Internship projects are converted into research papers
1. Distinguished contribution to research lead investigator on externally funded teaching and/or curriculum project 2. Evidence of innovative teaching materials that have influenced the practice of others / have been adopted externally 3. Keynote addresses and workshops at relevant national and international conferences	Please Refer to Criterion 6

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

Description	Process at MIBM
Creating supportive learning environment 1. Foundation courses to bridge knowledge gaps/ diverse student joining program 2. Respectful learning communities 3. Respond promptly to learning queries 4. Using PO's and course outcomes to assess students learning 5. Improvements in assessment and feedback mechanisms 6. Mentoring	<ul style="list-style-type: none"> • Foundation Courses • Rural visit • Moodle as a learning management system • Role of student coordinators • Ant-ragging committee • Code of conduct for students • Orientation in the beginning of the academic year • Mentoring process
Maximising impact on learning 1. Use of varied assessment tools that align with POs, PSOs and COs 2. Initiatives to support student learning 3. Using teaching approaches that facilitate positive student experiences 4. Collaborative learning	<ul style="list-style-type: none"> • Student involvement in all committees • Continuous Internal Assessment has components that support individual and group learning • Using various teaching tools such as specifically developed case studies • Collaborative research
Application of learning 1. Internships 2. Participation in intercollegiate events 3. Participation in Corporate events	<ul style="list-style-type: none"> • Summer Internships • Report of student participations in social events • Solving case study • Conducting surveys

1. Academic calendar is prepared at the start of the trimester and is displayed on notice board and website.
2. Strict adherence to Academic Calendar is maintained.
3. Innovative pedagogies are used by the faculties for enhanced and better course content delivery.
4. 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.
5. Session teaching material (such as PPT, cases, management games etc.) could be shared with students through the mobile APP and Learning Management System (LMS).
6. Course file are prepared by every faculty with course objective and outcomes as per NBA requirements

7. A continuous internal assessment process is employed for every course. Once a course is approved by Board of Studies, faculty is given liberty to suggest assessment process using various techniques such as quiz, class test, case study, group discussion etc. to assess the understanding of the student about the subject.
8. The institution has state-of-the-art infrastructure such as ICT class rooms Wi-Fi enabled library to support teaching learning process.
9. Collaborative learning is encouraged for the students in a number of courses. While there are number of courses such as dissertation, project etc.,
10. 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.

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

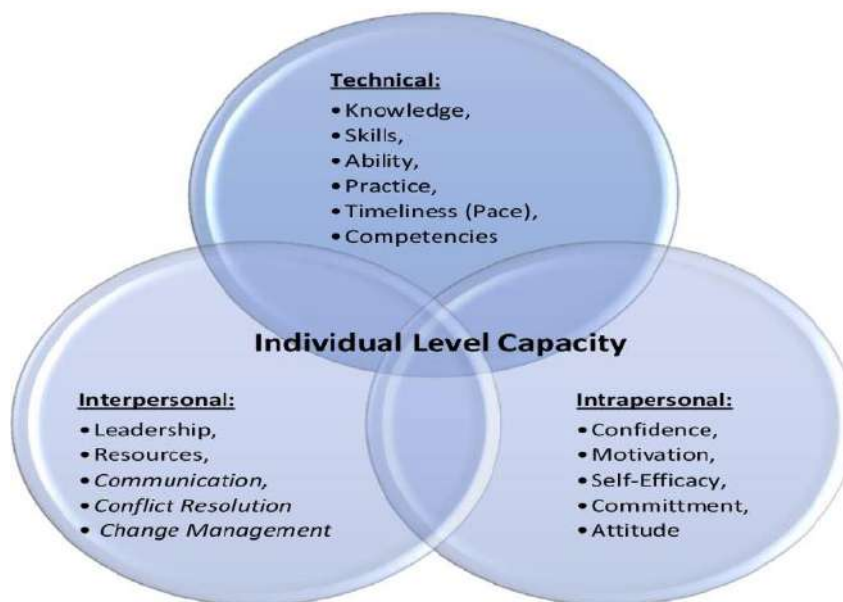
The faculty can evaluate students according to assessment criteria for that particular course. All the internal marks for all the students are calculated and uploaded on the bloom taxonomy based Continuous Internal Evaluation (CIE), an Excel based software developed in-house. Students have access to their results. All the faculties are obliged to show answersheets, 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.

For slow learners, institution has designed extra classes, make up exams and assignments. There are also mentors assigned to each student 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 to improve 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 mark in the 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 an **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	Aptitude Preparation	Expertise Aptitude trainer with industry blend for training design
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 quick learners, the institution facilitates them with advanced case studies and research papers. These students are encouraged to present their papers in conferences or publish papers in journals. **(Please refer Criteria 5)**

4.2.2. Quality of Continuous Assessment and Evaluation Processes (40)

As per global standard of performance assessment of the students, MIBM also uses both direct and indirect techniques through internal assessment and end term exam. Aim of these assessments is not to perform a memory test but assess the competency of the students towards the attainment of the program outcome and course outcome The internal assessment consists of

group/individual studies, assignments, class participation, quizzes etc. Each faculty uses different techniques for assessment of performance of the student depending on the nature of course and its objectives. There are courses theoretical in nature and there are courses that are quantitative in nature. Therefore, a fixed criteria of evaluation cannot be used. MIBM gives faculty liberty to decide the same and communicated to students in the beginning of the course.

Internal assessment and end-term examination is mapped to course outcome digitally. The faculty ensure that all course outcomes are evenly covered through the mid-term examinations as well as the end-term examinations. The institution uses an online software to calculate and monitor the attainment of program outcome and course outcome of the students. Similarly, indirect assessment is created individually for different set of activities.

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, Finance 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 from 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 hostel 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 2023-25

International School of Business & Media, Pune (ISB&M), Nande, Pune And Mulshi Institute of Business Management, Mulshi, Pune		
Jointly organize		
<i>ORIENTATION PROGRAM 2023</i>		
Batch 2023- 2025		
<i>Orientation Program Schedule</i>		
	4:00 pm -6:00 pm	Registration of Students

Sunday , June 18	7.30 pm onwards	Corporate Dinner – Chat informally with Corporates
DAY 1		
Monday, June 19	8:30 am - 9:00 am	Attendance
	9:00 am - 9:10 am	Inauguration & Introduction
	9:10 am - 9:15 am	Lighting of the lamp
	9:15 am - 9:25 am	Welcome Address by President, ISB&M Group, Dr Pramod Kumar
	9:25 am - 9:35 am	Welcome address by Dr. Saroja Asthana, Founder- Director, Mulshi Group of Institutes
	9:40 am-10:00 am	Address by the Chief Guest - Mr. Ashish Bhandari - MD & CEO - Thermax Limited
	10:00 am- 10:20am	Address by the Guest of Honour - Mr. Navneet Bansal - CEO - JSW Global Business Solutions
	10:20 am- 10:40am	Address by the Key Note Speaker - Mr. Prasad Chavare - MD & CEO - Foseco India Limited
	10:40 am- 10:45am	Vote of Thanks: Prof Suyog Chachad
	10:45 am- 11:15am	Tea Break
	11:15 am - 2:15pm	Mr. Deepayan Sensharma - Human Resources Director - BT Group
	12:15 pm- 1:15 pm	Mr. Kartik Rao - Group Chief People Officer - Good Glamm Group
	1:15 pm- 2:15 pm	Lunch Break
	2:15 pm - 3:15 pm	Abhinav Gupta - Sr. VP Product Managment -State Street
	3:15 pm -3:45 pm	Introduction to Faculty & Staff by Registrar
	3:45 pm - 3:55 pm	Introduction on Library System
	3:55 pm - 4:05 pm	Introduction on Computer Lab System
	4:05 pm - 4:15 pm	Introduction on Administration
	4:15 pm - 4:25 pm	Introduction on Account System

	4:30 pm - 5:30 pm	Know Your Academic Programme: A New Framework of Learning and Thinking by Dr. Nitin Deshmane and Dr. Saroja Asthana
	5:35 pm - 6:00 pm	High Tea
	6:00 pm- 7:15 pm	Outdoor Activity by Mr. Prasanjeet, Sport Instructor
	7:30 pm - 8:30 pm	Mr. Aditya Singh - VP - Marketing - Motilal Oswal Asset Management Company Ltd.
	8:30 pm - 9:30 pm	Dinner Break
	9:30 pm -11:30 pm	Workshop: My Sweet lime by Dr. Pramod Kumar, Dr. S. Jayaraman & Faculty Members
DAY 2		
	8:30 am - 9:00 am	Attendance
	9:00 am-10:30 am	Mr. Rohan Laddha - Director - Adidas
	10:45 am- 11:45am	Mr. Siddharth Rattan - Director, Wealth Management Finance - Credit Suisse
	12:00 pm-1:00 pm	Mr Vijay Nair - Data, Analytics and AI (APAC & MEA) - Levi Strauss & Co.
	1:00 pm - 2:30 pm	Lunch Break
	2:30 pm - 3:45 pm	Zenobria Madon, Director HR - Talent, Strategy & Organization, Whirlpool Corporation, Italy (Online)
	4:00 pm - 5:00 pm	Mr Saket Saurav, Co-Founder & CEO, REFIT GLOBAL
	5:15 pm - 8:00 pm	Workshop: Wealth Creation by Prof. Mahesh, Dr. Madan & Prof. Subramaniam
	8:00 pm - 9:00 pm	Dinner Break
	9:15 pm-11:15 pm	Institute Way by Dr. Kumar
DAY 3		
Wednes day, June 21	6:30 am - 8:00 am	Yoga Session by Prof Prasanjeet
	8:30 am - 9:00 am	Attendance
	9:00 am- 10:30 am	How to do Projects and Assignments in MIBM by Prof Subramaniam, Prof Siddharth Joshi, Prof Ajay Ramdasi, Dr Manoj Ghadge & Dr. Priyanka

	10:45 am-11:45am	Mr. Santanu Ghoshal - CHRO - Schaeffler India
	12:00 pm- 1:00 pm	Ms. Vinal Vikamshi - Director Corporate Functions BFSI - Native
	1:00 pm - 2:00 pm	Lunch Break
	2:00 pm - 3:00 pm	Workshop: Time Management & Prioritizing by Prof Suyog & Dr Shubham
	3:00 pm- 4:30 pm	Workshop: Learning by Case Study Method by Dr Ravi Jaiswal, Dr. Madan, & Dr Pranjali Unkule
	4:30 pm Onwards	Pune Visit
DAY 4		
Thursday, June 22	8:45 am - 9:15 am	Attendance
	9:15 am- 10:45 am	Briefing on Student Manual & Policy by Academic Chair Person – Dr. Nitin Deshmane
	11:00 am- 12:00pm	Workshop: Achievement Orientation Planning, Goal Setting & Competitiveness by Prof Jayant Vishnu & Dr Manoj Ghadge
	12.15 pm- 1:15 pm	Workshop: Values, Rules of Living & My Life by Dr Pramod Kumar & Dr Manoj Ghadge
	1:15 pm - 2:15 pm	Lunch Break
	2:30 pm -3.30 pm	Mr. Vikas Agrawal - Founder & CEO - AIF & PMS Experts India Pvt Ltd
	3:45 pm - 4:45 pm	Mr. Sandip Kanti Bakshi - COO & Retail Head - AstorMueller
	5:00pm to 6:30 pm	Workshop: Men, Women & Social Demand by Dr. Pramod Kumar, Dr Neha Arora, Dr Shraddha Kulkarni & Dr Manoj Ghadge
	6:30 pm - 7:30 pm	Workshop: Professional Leadership Program by Prof Mahesh Rengutwar
	8:00 pm - 9:00 pm	Dinner Break
	9:15 pm-11:15 pm	Interaction with students on Placement & Career by All Faculty
DAY 5		
Friday, June 23	8:30 am - 9:00 am	Attendance
	9:00 am-10:30 am	Mr. Rohit Suri - Head of talent - (India) - Netflix

	10:45 am- 11:45am	Guest session
	12:00 pm- 1:00 pm	Ms. Anupama Bose - Senior Director - Global Talent Acquisition - Sutherland
	1:00 pm - 2:00 pm	Lunch Break
	2:00 pm - 5:00 pm	Cell presentation
	5:00 pm - 6:00 pm	Mr. Mehernosh Tata - Executive Director & CEO MSME - ECL Finance Ltd
	6:00 pm - 8:00 pm	Outdoor Activity by Mr. Prasanjeet
	8:00 pm - 9:00 pm	Dinner Break
	9:15 pm- 11:15 pm	Workshop: Competitive Performance & Benchmark by Dr. Pramod Kumar with Prof Mahesh R, Dr. Shubham, Dr. Manoj G & OB faculties
DAY 6		
Saturday, June 24	8:30 am - 9:00 am	Attendance
	9:00 am- 10:00 am	Guest Session
	10:10am- 11:10am	Mr. Bhargab Dutta - Head of Digital & Analytics - Colgate-Palmolive
	11:20 am- 12:20pm	Mr. Vishal Anand - Country Head - HCL Software
	12:30 pm - 1:30pm	Mr. Param Ajit Singh- Director -Deloitte (Online)
	1:30 pm - 2:30 pm	Lunch Break
	2:30 pm - 3:30 pm	Mr. Sougato Mitra - Vice President & Head Specialty - GSK Pharma
	3:45 pm - 4:45 pm	Moonmoon Verma, VP HR, Yum Brands, Singapore (Online)
	5:00 pm - 7:00 pm	Interaction with Alumni (Face to Face with Achievers)
	7.15 pm - 8.00 pm	Briefing About Outbound Activity
	8.00pm -9.00 pm	Dinner
	9:15 pm- 11:15 pm	Cultural Activity by Students

DAY 7	
Sunday , June 25	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 (extendable up 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 the work 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 end of 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 students.

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 students 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 feedback.

4.2.3. Quality of Student Reports/Dissertation (15)

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 marketing 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 company 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 that are 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 confirm the 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 that the 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 the 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 Guidance Time, 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 students for 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 reason 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 more 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 remain polite. 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

Table of Contents

Sr. No.	Contents	Page. No
1	Executive Summary	
2	About Company (Vision, Mission, values, History, Current Activities, Product Line, Top Management, Organization Structure, Future Plan etc.)	
3	Review of Literature	
4	Objectives of Project	
5	Research Methodology/ Research Design	
6	Data Analysis and Interpretation	
7	Findings, Conclusions and Limitations of the project	
8	Recommendations	
9	Learning Outcomes	
10	Annexures	
11	Bibliography	
12	List of Tables	
13	List of Figures	

CRITERION 5: STUDENT QUALITY AND PERFORMANCE (100)

Table 5.1 - Student Intake

Item	CAY 2022-23	CAYm1 2021-22	CAYm2 2020-21	CAYm3 2019-20	CAYm4 2018-19
Approved Intake	120	120	120	120	120
Number of Students Admitted (N)	72	72	71	86	48

Table 5.2 - Success Rate

Year of Entry	Number of Students Admitted (N)	Number of Students who have Completed	
		I Year	II Year
CAY 2022-23	72	55	44
CAYm1 2021-22	72	44	59
CAYm2 (LYG) 2020-21	71	59	85
CAYm3 (LYGm1) 2019-20	86	85	47
CAYm4 (LYGm2) 2018-19	48	47	30

CAY = Current Academic Year

CAY m1: Current Academic Year minus 1

CAY m2: Current Academic Year minus 2 = Last Year Graduate (LYG)

CAY m3: Current Academic Year minus 3 = Last Year Graduate minus 1 (LYG m1)

CAY m4: Current Academic Year minus 4 = Last Year Graduate minus 2 (LYG m2)

5.1 Enrollment Ratio (Admissions) (20)

Enrollment Ratio = Number of students admitted/ sanctioned intake

Item (Students enrolled at the First Year Level on average basis during the last three years starting from current academic year)	Student Intake	Student Admitted	Percentage
2022-23	120	72	60
2021-22	120	72	60
2020-21	120	71	59
2019-20	120	86	72

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

$S. I. = \text{Number of students completed program in minimum duration} / \text{Number of students admitted}$

Average SI = Mean of Success Index (SI) for past three batches

Success Rate = 10 x Average SI

Item	Last year of Graduate, LYG 2021-22	Last year of Graduate, minus 1 LYGm1 2020-21	Last year of Graduate, minus 2 LYGm2 2019-20
Number of students admitted (N)	72	71	86
Number of students who have graduated within stipulated period of a program	44	59	85
Success Index (SI)	0.61	0.83	0.99
Average SI	0.81		

5.3 Final Year Academic Performance (Percentage marks scored) (10)

Academic Performance = Average API (Academic Performance Index)

API = (Mean of final year Grade Point Average of all successful Students on a 10 - point scale) or (Mean of the percentage of marks of all successful students in the final year /10) X (Number of successful students / number of students appeared in the examination).

Successful students are those who have passed in all final year courses.

Academic Performance	CAY m1 2021-22	CAY m2 2020-21	CAY m3 2019-20
Mean of Final Year Grade Point Average of Successful Students on a 10 - point scale (X)	8	6.2	6.5
Total no. of successful students (Y)	44	59	85
Total No. of Students appeared in the examination (Z)	44	59	85
API = $X*(Y/Z)$	8	6.2	6.5
Average API = $(AP1+AP2+AP3)/3$	7		

5.4 Placement, Higher Studies and Entrepreneurship (40)

5.4.1 Placement (30)

Assessment Points = 30 x average placement; N is the total no. of students admitted in the first year

Item	CAY m1 2021-22	CAY m2 2020-21	CAY m3 2019-20
Total Number of students admitted in the first year of the program (N)	72	71	86
No. of students placed in companies or Government Sector (X)	42	58	82
No. Of students pursuing Ph. D/ Higher Studies (Y)	00	00	00
No. of students Entrepreneur (In the areas related to management discipline) (Z)	02	01	03
$X + Y + (1.2 * Z) =$	44.4	59.2	85.6
Placement Index : $X + Y + (1.2 * Z) N$	P1=0.62	P2 =0.83	P3 = 1
Average Placement = $(P1+P2 +P3)/3$	0.82		
Assessment Points = 30 x Average Placement	24.6		

5.4.2 A Quality of Placement (10)

Item	CAY m1 2021-22	CAY m2 2020-21	CAY m3 2019-20
	Management Stream (M1)	Management Stream (M2)	Management Stream (M3)
No. of Students Placed	42	58	82
Median Salary for Placement	7.8 LPA	7.6 LPA	6.4 LPA
Highest Salary	13 LPA	13 LPA	10 LPA

5.4.2 B Highest Salary details

MIBM STUDENT DETAILS WITH HIGHEST SALARY					
BA TC H	HIGHEST SALARY	MEDIAN SALARY	STUDENT NAME	COMPANY DETAILS	DESIGNATION
2019-21	10 LPA	6.4 LPA	RANI KUMARI	ICICI HFC	DEPUTY MANAGER
2020-22	13 LPA	7.6 LPA	ANUSHKA MISHRA	HP ENTERPRIS E	INSIDE SALES ACCOUNTS MANAGER
2021-23	13 LPA	7.8 LPA	NEHA NAYAK	BNY MELLON	DIRECT HIRE ANALYST

Following bar chart depicts average and highest compensation for last 4 years.

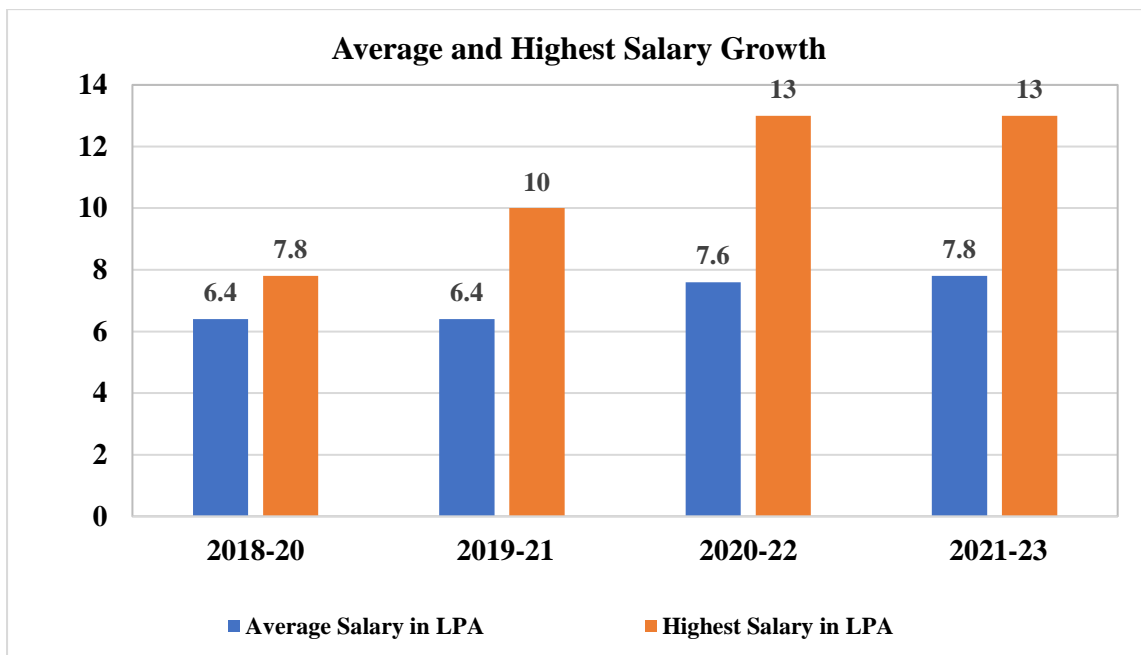


Figure 5.4.1 Highest and Average Compensation since 2018-20 till 2021-23

Following pie chart presented in Figure 5.4.2 depicts Sector-wise Placement and Diversity of Sectors.

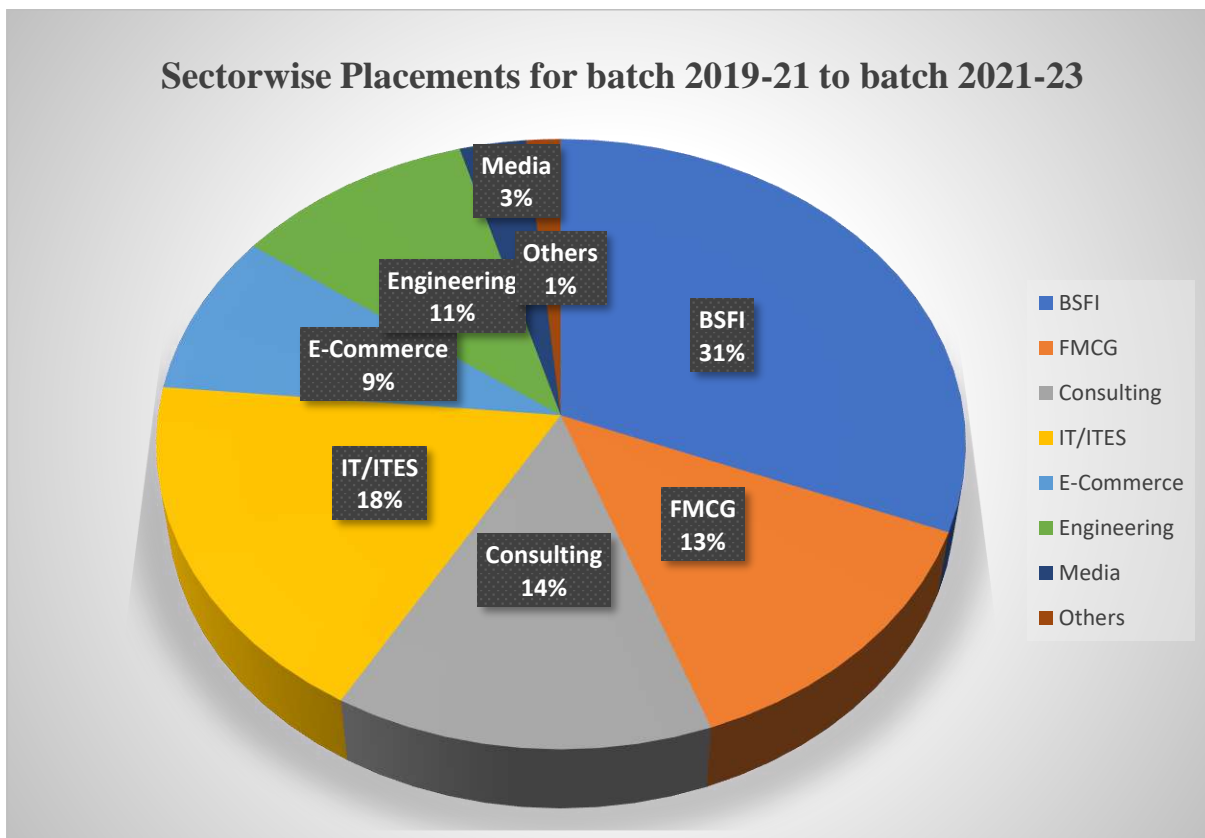


Figure 5.4.2 Sector-wise Placement

5.4 a Placement for Batch 2021-23

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

Sr no	Roll number	Name of candidate	Name of company recruited	Ref. No. With date
1	M20213801	AAYUSHI VYAS	BLACK ORANGE TALENT	21/BM/3801
2	M20211501	ABHISHEK KUMAR PANDEY	KANSAI NEROLAC PAINTS LTD.	21/BM/1501
3	M20213802	ADITYA NEMADE	THE GUARDIANS INDIA	21/BM/3802
4	M20211502	AISHWARYA DAKHODE	GRASIM PAINTS	21/BM/1502
5	M20211503	AKSHAT MAHESHWARI	WIPRO	21/BM/1503
6	M20211504	AKSHAY MANGAL	DSP MUTUAL FUNDS	21/BM/1504
7	M20211505	ANIKET SAHU	BAJAJ ALLIANZ GENERAL INSURANCE	21/BM/1505
8	M20211506	ANUP KUMAR	THE GUARDIANS INDIA	21/BM/1506
9	M20211508	ANUSTHA GOSWAMI	GEP WORLDWIDE	21/BM/1508
10	M20212701	ARPIT BASTIA	ICICI PRUDENTIAL LIFE INSURANCE LTD.	21/BM/2701
11	M20211512	GUNJANKUMAR PATEL	AXIS SECURITIES	21/BM/1512
12	M20212703	HARSH BAIJAL	ICICI LOMBARD	21/BM/2703
13	M20211513	HUSSAIN	ECLERX	21/BM/1513
14	M20211514	JAGRAVI AMDARE	BAJAJ AMC LTD.	21/BM/1514
15	M20213805	KESHAV BAJAJ	ICICI PRUDENTIAL AMC LTD.	21/BM/3805
16	M20213806	KHUSHI GUPTA	BLUESTAR LTD.	21/BM/3806
17	M20211515	MADHUSHREE MUKHERJEE	GRASIM PAINTS	21/BM/1515
18	M20211516	MANAS JHALANI	THE GUARDIANS INDIA	21/BM/1516

Sr no	Roll number	Name of candidate	Name of company recruited	Ref. No. With date
19	M20211517	MOHIT KAPADIA	BNY MELLON	21/BM/1517
20	M20211520	NEHA NAYAK	BNY MELLON	21/BM/1520
21	M20212705	NIHARIKA	ECLERX	21/BM/2705
22	M20211539	OMKAR RAYATE	MY GATE	21/BM/1539
23	M20212706	PRACHI SHRIVASTAVA	ICICI BANK	21/BM/2706
24	M20211522	PRANAV SIRSANT	BAJAJ HOUSING FINANCE	21/BM/1522
25	M20213807	RACHANA SABALE	BAJAJ FINSERVE	21/BM/3807
26	M20211525	RADHIKA MOONDRA	THE GUARDIANS INDIA	21/BM/1525
27	M20213808	RAGINI SAHU	BLACK ORANGE TALENT	21/BM/3808
28	M20212707	RINKAL LOUNGANI	DELOITTE TAXATION	21/BM/2707
29	M20212708	RITESH JAISWAL	ICICI BANK	21/BM/2708
30	M20211529	SAMARTH KANUNGO	GO MO GROUP	21/BM/1529
31	M20211530	SANDEEP KUMAR SINGH	POLYCAB	21/BM/1530
32	M20211531	SAURABH PATIL	ICICI PRUDENTIAL LIFE INSURANCE LTD.	21/BM/1531
33	M20211532	SAURABH VYAS	FAMILY BUSINESS	21/BM/1532
34	M20213809	SAYALI VILASCHANDRA AMBATKAR	GALAXY MANAGEMENT SERVICES (Consultant)	21/BM/3809
35	M20211533	SHABBIR INDOREWALA	HCL TECH	21/BM/1533
36	M20211534	SHARYA DABI	DELOITTE CONSULTING	21/BM/1534
37	M20212709	SHUBHAM KUMAR	REFIT GLOBAL	21/BM/2709
38	M20212712	SOURABH LIMJE	DELOITTE TAXATION	21/BM/2712
39	M20212710	TYREL JUDE THOMAS	ICICI BANK	21/BM/2710

Sr no	Roll number	Name of candidate	Name of company recruited	Ref. No. With date
40	M20211535	URVI MUNDRA	ICICI LOMBARD	21/BM/1535
41	M20211536	VADANYA SINHA	ICICI LOMBARD	21/BM/1536
42	M20212711	YASH METHA	GALAXY MANAGEMENT SERVICES (Consultant)	21/BM/2711
43	M20211537	YASHI GUPTA	DELOITTE CONSULTING	21/BM/1537
44	M20211538	YOGESH SAINI	SIGNIFY	21/BM/1538

5.4.1 B Placement for Batch 2020-22

Sr no	Roll number	Name of candidate	Name of company recruited	Ref. No. With date
1	M20201513	AAKASH SHARMA	ICICI BANK	20/BM/1513
2	M20201542	AANCHAL GUPTA	THE ADECCO GROUP	20/BM/1542
3	M20201545	ABHISHEK KHATRI	POLICYBAZAAR	20/BM/1545
4	M20201544	ABHINASH KUMAR SINGH	ANDROMEDA	20/BM/1544
5	M20201512	ABHISHEK KUMAR PARMAR	VAJRO	20/BM/1512
6	M20201517	ADITI SACHDEV	ICICI BANK	20/BM/1517
7	M20202713	AKASH SHAH	GLOBAL DATA PLC	20/BM/2713
8	M20201543	AKSHAY SUNIL KOLAPKAR	ICICI BANK	20/BM/1543
9	M20202725	ANIRUDH AGARWAL	ACCENTURE	20/BM/2725
10	M20202701	ANOOP PATRA	EY	20/BM/2701
11	M20201525	ANUSHKA MISHRA	HEWLETT PACKARD ENTERPRISE	20/BM/1525
12	M20201535	ASHU KUMAR	HOMESFY REALTY PVT LTD	20/BM/1535

Sr no	Roll number	Name of candidate	Name of company recruited	Ref. No. With date
13	M20202706	ASHUTOSH CHATURVEDI	UFLEX (POLAND)	20/BM/2706
14	M20203807	ASHUTOSH KUMAR SINGH	FOCUSU ENGAGE	20/BM/3807
15	M20203804	AYAN TANWEER	YES SECURITIES	20/BM/3804
16	M20202717	AYUSH SHARMA	ICICI HFC	20/BM/2717
17	M20203806	AYUSHI JHA	VAJRO	20/BM/3806
18	M20202714	BIPLAB CHATTERJEE	MRF	20/BM/2714
19	M20201522	SAI SARANYA REDDY	ICICI BANK	20/BM/1522
20	M20202712	DEEPENDRA PRATAP CHAND	ECLERX	20/BM/2712
21	M20202702	DIVYANSHI RAJWANI	DELOITTE TAXATION	20/BM/2702
22	M20202718	GARIMA SINGH	PWC	20/BM/2718
23	M20201501	GAURAV SINGH	ACUITE RATINGS & RESEARCH	20/BM/1501
24	M20202724	GOLAKOTI L T VENKATESH	ACUITE RATINGS & RESEARCH	20/BM/2724
25	M20201506	GOPALASETTI SUMANTH	GLOBAL DATA PLC	20/BM/1506
26	M20201548	HARDIK KALAL	ACUITE RATINGS & RESEARCH	20/BM/1548
27	M20201503	HARSH SHARMA	PHONE PE	20/BM/1503
28	M20203811	HARSHITA RATHI	ICICI HFC	20/BM/3811
29	M20202727	JYOTI PARIHAR	PWC	20/BM/2727
30	M20202729	KUMARI TANNU	ECLERX	20/BM/2729
31	M20203808	KUNAL DWIVEDI	VAJRO	20/BM/3808
32	M20202709	M.P.K SRIHARI	DELOITTE CONSULTING	20/BM/2709
33	M20201546	MANAN MEHARA	MINDSCAPES ENHANCES COMMUNICATION	20/BM/1546

Sr no	Roll number	Name of candidate	Name of company recruited	Ref. No. With date
34	M20202728	MRAGANK UPADHYAY	PURNARTHA INVESTMENTS PVT.LTD	20/BM/2728
35	M20201508	MUSKAN TOMAR	GODREJ PROPERTIES	20/BM/1508
36	M20202726	NANDITA MISHRA	ALIGHT SOLUTIONS	20/BM/2726
37	M20201828	NIRMALA PATEL	MERCEDES	20/BM/1828
38	M20201530	NIHAL	ICICI BANK	20/BM/1530
39	M20201538	NITYA AGARWAL	THE ADECCO GROUP	20/BM/1538
40	M20201511	PALAK BUBNA	MAGICPIN	20/BM/1511
41	M20203810	PRATEEKSHA SINGH	HAIER	20/BM/3810
42	M20201531	PRIYANSHI AWASTHI	DELOITTE CONSULTING	20/BM/1531
43	M20203801	RAJ JOSHI	ENTREPRENUER	20/BM/3801
44	M20201515	RISHAV	ACCENTURE	20/BM/1515
45	M20202716	RITVIK SINHA	MAGICPIN	20/BM/2716
46	M20202723	RUBY KUMARI	ACCENTURE	20/BM/2723
47	M20203812	SAGAR GURUNG	JIVIKA HEALTH CARE	20/BM/3812
48	M20201523	SANJANA THAKUR	ICICI BANK	20/BM/1523
49	M20202708	SATKEERAT SINGH PATTI	PWC	20/BM/2708
50	M20202719	SHAYON RAI CHAUDHARY	ECLERX	20/BM/2719
51	M20201526	SHUBHAM BHATT	WIPRO	20/BM/1526
52	M20201519	SIDHANT SUNIL AWALE	DELOITTE CONSULTING	20/BM/1519
53	M20201536	SONIKA KUMARI	DELOITTE CONSULTING	20/BM/1536
54	M20201502	SONU KUMAR	ACCENTURE	20/BM/1502
55	M20201533	SUNNY KUMAR	CONAGRA FOODS LTD.	20/BM/1533
56	M20202704	SWATI JETHANI	DELOITTE CONSULTING	20/BM/2704

Sr no	Roll number	Name of candidate	Name of company recruited	Ref. No. With date
57	M20202710	TEJENDRA RATHOD	MOTILAL OSWAL FINANCIAL SERVICES	20/BM/2710
58	M20201532	TUSHAR MENARIA	ICICI PRUDENTIAL	20/BM/1532
59	M20201521	UTKARSH PACHAURI	ROYALTI	20/BM/1521

5.4.1 C Placement for Batch 2019-21

Sr no	Roll number	Name of candidate	Name of company recruited	Ref. No. With date
1	M20193801	MILAN JAMES	AB INBEV	19/BM/3801
2	M20193808	PREETI PAL	ACCENTURE	19/BM/3808
3	M20191532	PRANJAL SINGH	ADFACTORS	19/BM/1532
4	M20191517	BHUBNESH SHARMA	BAJAJ FINSERV	19/BM/1517
5	M20191568	MUSKAN GUPTA	BAJAJ FINSERV	19/BM/1568
6	M20193812	PRIYA MODANWAL	BAJAJ FINSERV	19/BM/3812
7	M20191545	SHIVAM SAURAV	BAJAJ FINSERV	19/BM/1545
8	M20191559	YASH BHOJWANI	BLOCKWIZ	19/BM/1559
9	M20191506	AMIT KUMAR MAURYA	BYJU'S	19/BM/1506
10	M20191513	ATHARVA SRIVASTAVA	BYJU'S	19/BM/1513
11	M20192710	PRASAD PANDURANG BHANDURGE	DELOITTE TAXATION	19/BM/2710
12	M20191530	NIKHIL MISHRA	GYMSHIM	19/BM/1530
13	M20191535	PRIYANSHU KUMAR	GYMSHIM	19/BM/1535
14	M20191531	NISHI VERMA	HINDUSTAN TIMES (FEVER FM)	19/BM/1531
15	M20193806	KRITIKA JHA	HOMESFY	19/BM/3806
16	M20193803	NIKITA TALEKAR	HOMESFY	19/BM/3803
17	M20192714	RAJVEER VERMA	HOMESFY	19/BM/2714
18	M20191547	SHRESTH	HOMESFY	19/BM/1547
19	M20191560	AYUSH SAINI	HUNGERBOX	19/BM/1560
20	M20191556	VANDANA HIRWANI	I-ATTIRE	19/BM/1556
21	M20191512	ASHISH MALLICK	ICICI BANK	19/BM/1512
22	M20191515	AYUSHI DUBEY	ICICI BANK	19/BM/1515
23	M20191523	MAHIMA DHANOTIYA	ICICI BANK	19/BM/1523
24	M20191524	MAHIMA JAISWAL	ICICI BANK	19/BM/1524
25	M20191525	MANSI JAISWAL	ICICI BANK	19/BM/1525

Sr no	Roll number	Name of candidate	Name of company recruited	Ref. No. With date
26	M20192704	MOHAMMAD KASHIF	ICICI BANK	19/BM/2704
27	M20191563	MOHAN SINGH BHANDARI	ICICI BANK	19/BM/1563
28	M20193811	PRIYA SIWAG	ICICI BANK	19/BM/3811
29	M20191544	SHIVAM KUMAR	ICICI BANK	19/BM/1544
30	M20191554	TANMAY RANE	ICICI BANK	19/BM/1554
31	M20192715	RANI KUMARI	ICICI HFC	19/BM/2715
32	M20191567	SHAIKH KHATEEB	ICICI PRUDENTIAL	19/BM/1567
33	M20191536	PRIYE RANJAN	ICICI PRUDENTIAL LIFE INSURANCE COMPANY LTD	19/BM/1536
34	M20191541	SAMRIDH TIWARI	ICICI PRUDENTIAL LIFE INSURANCE COMPANY LTD	19/BM/1541
35	M20193807	POORNIMA T U	INDIRA IVF	19/BM/3807
36	M20191516	BASSAM IQRAM QURESHI	INTERVIEW MOCHA	19/BM/1516
37	M20191533	PRASAD KIRAN JANGAM	ITC LIMITED	19/BM/1533
38	M20191534	PRASHANT SINGRAME	MEKVAHAN	19/BM/1534
39	M20192719	PAYAL KUWAR PARMAR	MEREDITH CORPORATION	19/BM/2719
40	M20191542	SANGRAM MUKHERJEE	MINDSCAPES ENHANCE COMMUNICATION PVT LTD	19/BM/1542
41	M20193809	SHAMBHAVI TEWARI	ORION INNOVATION	19/BM/3809
42	M20191503	ABNISH KUMAR	PWC	19/BM/1503
43	M20191562	JAVED ASLAM FARAS	PWC	19/BM/1562
44	M20192722	MEGHA SINGH	PWC	19/BM/2722
45	M20192709	PALLAV PALI	PWC	19/BM/2709
46	M20191540	SALONI VIJAY	PWC	19/BM/1540
47	M20192716	SOUNAK LAHA	PWC	19/BM/2716
48	M20192707	NISHANT KALAL	SA GLOBAL	19/BM/2707
49	M20191502	ABHISHEK SALWE	BAJAJ FINSERV	19/BM/1502
50	M20191504	AKHIL KUMAR PANSARI	ACELOT INNOVATION PROSTATE LIMITED	19/BM/1504
51	M20191514	AYUSH BARANWAL	INFOEDGE	19/BM/1514
52	M20193805	DEVANSH MISHRA	IMS GROUP	19/BM/3805

Sr no	Roll number	Name of candidate	Name of company recruited	Ref. No. With date
53	M20192713	RACHNA RAMESH KHARAT	INFOR INDIA PVT LTD	19/BM/2713
54	M20191558	ABHIJIT ROUTRAY	GLOBE CARE INFOTECH	19/BM/1558
55	M20192701	ADITYA YADAV	RADMA RESEARCH	19/BM/2701
56	M20191505	AKSHAY KUMAR GUPTA	HOMSIFY	19/BM/1505
57	M20191507	ANIL PATIDAR	ENTREPRENEUR	19/BM/1507
58	M20191508	ANJALI SINGH	HDFC SECURITIES	19/BM/1508
59	M20192703	ASHUTOSH TIWARI	HOMSIFY	19/BM/2703
60	M20191561	DHARMIKKUMAR TANDEL	NEEYAMO	19/BM/1561
61	M20191522	HIMANSHU DADHICH	HOB SPACES	19/BM/1522
62	M20191526	MAYANK YADAV	ISKY INDUSTRIES (ENTREPRENUER)	19/BM/1526
63	M20191529	NEKKANTI.PRAMOD.V.S.S. S.A.CHOWDARY	C SHARP	19/BM/1529
64	M20191501	PARAS SHARMA	ISKY INDUSTRIES (ENTREPRENUER)	19/BM/1501
65	M20191569	PREETAM SHAKTI	ACCENTURE	19/BM/1569
66	M20192711	PURVA AGARWAL	S&P GLOBAL	19/BM/2711
67	M20192721	RAHUL ARORA	PWC	19/BM/2721
68	M20191538	RISHABH SRIVASTAV	DELL	19/BM/1538
69	M20191564	RISHABH SRIVASTAVA	HOMSIFY	19/BM/1564
70	M20191539	ROHAN JANGIR	ICICI BANK	19/BM/1539
71	M20192720	SHALINI AGRAWAL	BAJAJ FINSERV	19/BM/2720
72	M20191548	SHUBHAM GUJRATI	ICICI BANK	19/BM/1548
73	M20192717	UTKARSH SINGH	DEHAAT	19/BM/2717
74	M20191555	VAIBHAV JAIN	VEERGEMS	19/BM/1555
75	M20193802	NIKITA BATHAM	V5 GLOBAL	19/BM/3802
76	M20191509	ANJALI VISHWAKARMA	YES SECURITIES	19/BM/1509
77	M20191510	ARINDAM SARKAR	YES SECURITIES	19/BM/1510
78	M20191519	DHEERAJ THAPPA	YES SECURITIES	19/BM/1519
79	M20191537	RAVI KUMAR	YES SECURITIES	19/BM/1537
80	M20191543	SAURABH RAJ	YES SECURITIES	19/BM/1543
81	M20191546	SHIVANI DONGRE	YES SECURITIES	19/BM/1546
82	M20191551	SONAL KUMAR	YES SECURITIES	19/BM/1551
83	M20191550	SUDHANSHU SINGH	YES SECURITIES	19/BM/1550
84	M20191557	VARTIKA JHA	YOJANA ORGANICS PVT. LTD.	19/BM/1557

Sr no	Roll number	Name of candidate	Name of company recruited	Ref. No. With date
85	M20193810	SWARNIMA SINGH	ICICI BANK	19/BM/3810

5.5 Student Diversity (5)

(Diversity may include Experience, Gender Diversity, Qualification, Geographic Diversity (within state, outside state, outside country), ESCS)

Year	Sanctioned Intake	Gender	No. of students admitted						
			With in State	Outside State	Management Stream	Other Streams	Fresher	Experienced	Total
2022-23	120	M	08	38	14	32	46	00	46
		F	04	22	07	19	26	00	26
2021-2022-	120	M	05	36	11	30	41	00	41
		F	04	27	08	23	31	00	31
2020-21	120	M	03	45	09	39	48	00	48
		F	01	22	03	20	23	00	23
2019-20	120	M	09	49	11	47	58	00	58
		F	04	24	06	22	28	00	28

Figure 5.5.1 depicts Gender Diversity for the last three Years.

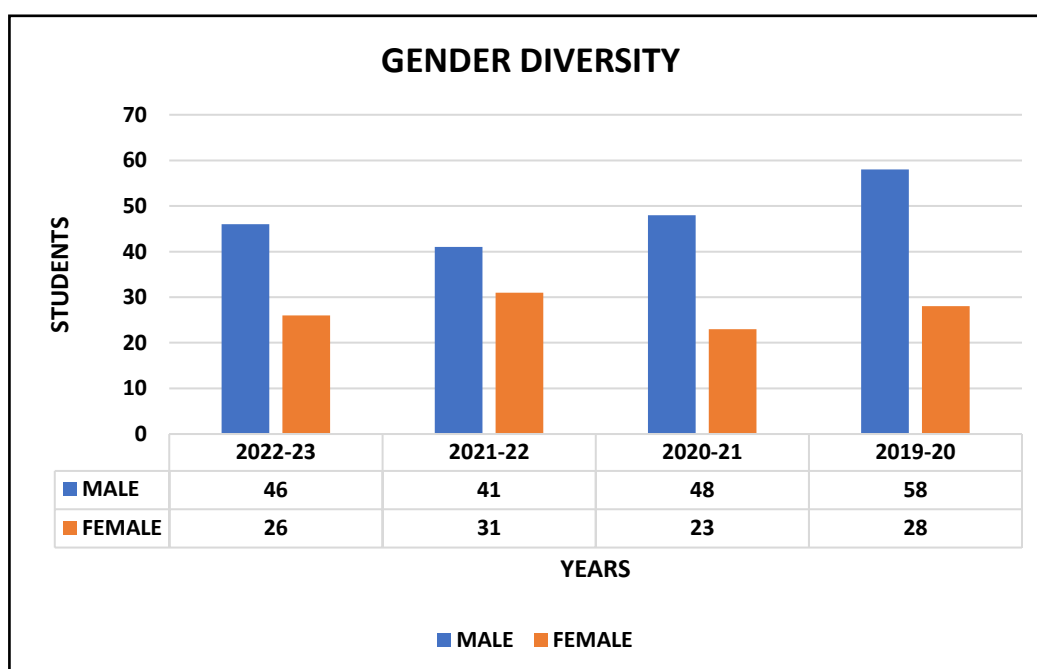


Figure 5.5.1 Gender Diversity

Following Figure 5.5.2 presents Demographic Diversity within and outside states

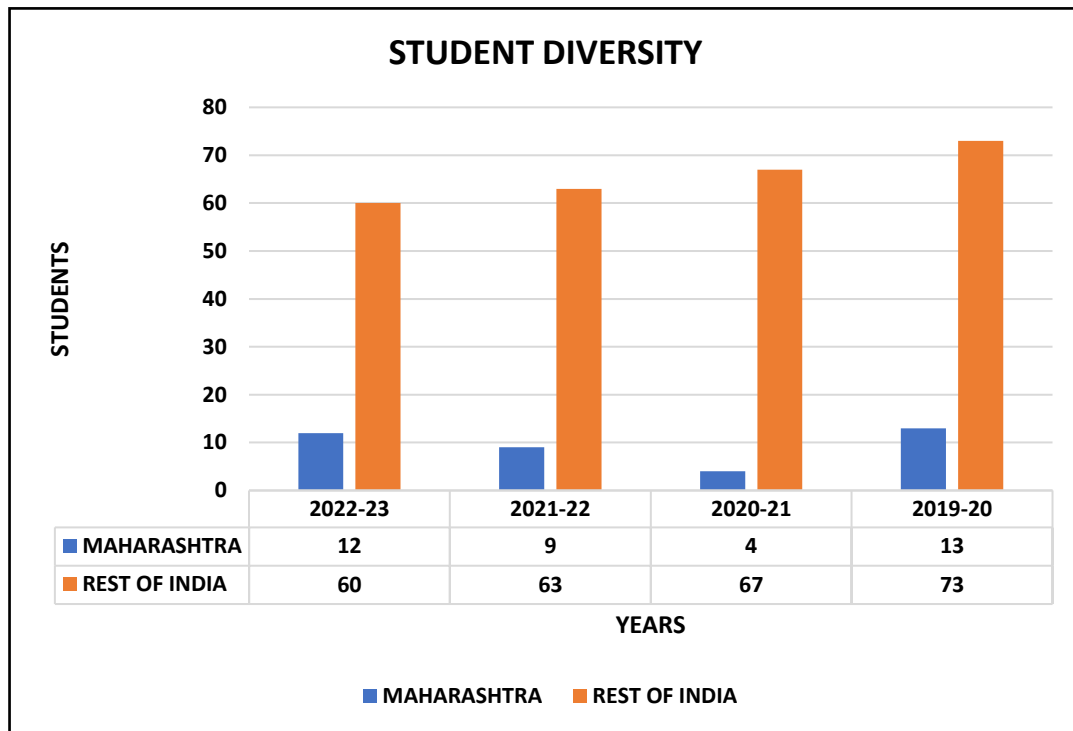


Figure 5.5.2 Demographic Diversity within and outside states

Following Figure 5.5.3 presents Stream-wise Diversity between Management Stream and Other Streams

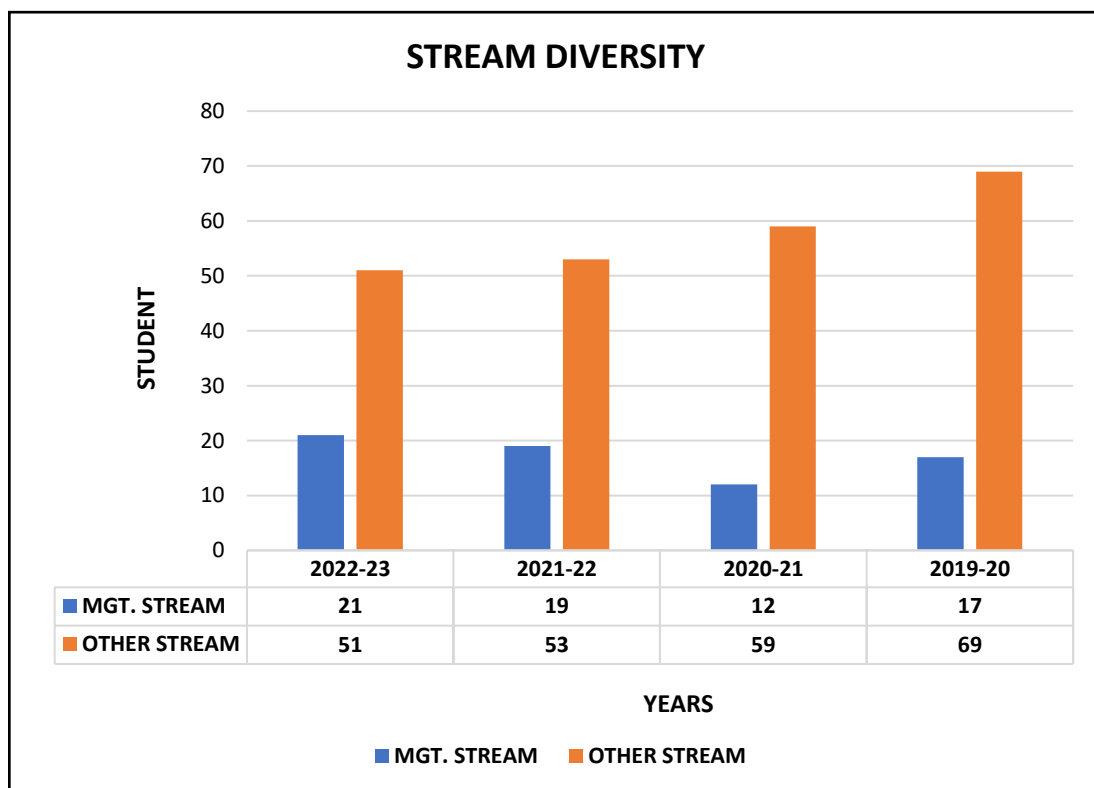


Figure 5.5.3 Stream-wise Diversity between Management Stream and Other Streams

MIBM STATEWISE STUDENTS

SR. NO.	STATE	YEAR 2019-20	YEAR 2020-21	YEAR 2021-22	YEAR 2022- 23	YEAR 2023-24
1	Maharashtra	13	4	9	12	15
2	Odisha	5	2	2	2	3
3	Bihar	9	11	5	7	9
4	Jharkhand	7	9	1	1	1
5	Delhi	1	0	1	1	1
6	Madhya Pradesh	11	7	12	13	24
7	Uttar Pradesh	20	11	10	11	15
8	Rajasthan	6	4	12	9	4
9	Telangana	1	1	0	0	0
10	West Bengal	3	4	3	3	1
11	Chhattisgarh	6	8	1	7	2
12	Gujrat	1	6	2	2	2
13	Kerala	2	0	0	0	0
14	Jammu & Kashmir	1	0	0	0	0
15	Andhra Pradesh	0	3	1	0	0
16	Adman Nikobar	0	1	0	0	0
17	Haryana	0	0	13	4	0
18	Assam	0	0	0	0	1
	Total	86	72	71	72	79

5.6 Professional Activities (15)**5.6.1 Students participation in Professional societies / chapters and organized management events (Provide relevant details) (10)****5.6.1 (a): List of Students Participated in Professional Society Activities such as Conferences:**

Sr. No	Name of student	Paper Title	Date of conference	Paper published in Proceedings	Host Institute
1	Milan James	Effect of brand experience on consumers purchasing decisions: A study of telecommunication industry	25/7/2020	International Conference on Arts, Commerce, and Business Management held in Pune	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
3	Swati Jethani	A successive adoption of digital economy and challenges faced Indian economy	3/4/2022	International Conference on Humanities, Social Science and Business Management (ICHSSBM) held in Chennai, India	Institute of Research and Journals, India
4	Anushka Mishra	A role of e-commerce in achieving business sustainability of MSMEs during COVID-19 pandemic in India	8/8/2021	Virtual International Conference on Business Management, Humanities and Social Sciences	South Asian Research Center, Bhubaneswar, India
5	Shubham Bhatt	Role of digital marketing in brand awareness	12/9/2021	Virtual International Conference on Arts, Commerce and Business Management	Academics Conference Network, Kuala Lumpur, Malaysia
6	Sumanth Gopalasetti	Effect of de-branding on	1/7/2021	Virtual International Conference on Management and	Academics world, Malaysia

Sr. No .	Name of student	Paper Title	Date of conference	Paper published in Proceedings	Host Institute
		customers behavior		Information Technology (ICMIT)	
7	Shabbir Indorewala	Effect of customer satisfaction on sales performance	26/2/2023	International Conference on Machine Learning Big Data Management Cloud and Computing(ICMBD C)	Global Society For Research and Development, New Delhi, India
8	Prachi Shrivastava	Empirical study of factors influencing consumer brand switching behavior in IT industry	26/2/2023	International Conference on Machine Learning Big Data Management Cloud And Computing(ICMBD C)	Global Society For Research and Development, New Delhi, India
9	Abhishek Kumar Pandey	Involving data analytics for improved customer satisfaction and engagement	26/2/2023	International Conference on Economics, Management and Social Study (ICEMSS)	International Society for Engineering Research and Development, New Delhi, India
10	Niharika Ojha	Influencing marketing strategies to manage innovation	15/5/2023.	International Conference on E-Education, E-Business, E-Management and E-Learning (IC4E), New Delhi India	Institute of Research Engineers and Scientists, New Delhi India
11	Aishwarya Dakhode	Study of effect of recruitment and selection on employee engagement and productivity	15/5/2023	International Conference on E-Education, E-Business, E-Management and E-Learning (IC4E)	Institute of Research Engineers and Scientists, New Delhi India

5.6.1(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, Dabur's 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 Today's 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)

(List the Publications along with the name of authors and publishers, etc.)

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

CRITERIA 6: FACULTY ATTRIBUTES AND CONTRIBUTION (250)

Faculty Information for AY 2022-23 (1 July 2022 to 30 June 2023)

SR	Name	Qualification	Association with Institution	Designation	Date on which designated as Asso p or P	DOJ	Department	Specialization	Research	DOL	Nature of Association (R/C)
1	SAROJA ASTHANA	BE, MS, PHD	YES	PROFESSOR	02-07-18	02-07-18	MANAGEMENT	FULLTIME	2(RP)		REGULAR
2	GOPAL JAHAGIRDAR	MBA , PH.D.	YES	PROFESSOR	01-12-20	01-12-20	MANAGEMENT	FULLTIME	9(Pub)+2 (Patents)+1(Book)		REGULAR
3	RAVI CHHABRA	MBA	YES	ASSOCIATE PROFESSOR		04-09-17	MANAGEMENT	FULLTIME	1(Pub)		REGULAR
4	ANITA KHAIRE	MBA, PH.D	YES	ASSOCIATE PROFESSOR	01-06-22	01-06-22	MANAGEMENT	FULLTIME			REGULAR
5	NITIN KISAN DESHMANE	MBA	YES	ASSISTANT PROFESSOR		07-06-17	MANAGEMENT	FULLTIME	4(Pub)+2 (Patents)		REGULAR
6	SONALI KADAM	M.E/M.TECH	YES	ASSISTANT PROFESSOR		16-11-21	MANAGEMENT	FULLTIME	8(Pub)+2 (patents)+1(Book chapter)		REGULAR
7	DINKAR HAJARE	MBA	YES	ASSISTANT PROFESSOR		03-07-17	MANAGEMENT	FULLTIME			REGULAR
8	NAVNATH LENDAVE	MBA	YES	ASSISTANT PROFESSOR		03-07-17	MANAGEMENT	FULLTIME			REGULAR
9	SUMIT CHAKANE	MBA	YES	ASSISTANT PROFESSOR		21-06-19	MANAGEMENT	FULLTIME			REGULAR
10	NANDINI	MBA	YES	ASSISTANT		01-01-	MANAGEMENT	FULLTIME	1(Pub)		REGULAR

<u>SR</u>	<u>Name</u>	<u>Qualification</u>	<u>Association with Institution</u>	<u>Designation</u>	<u>Date on which designated as Asso p or P</u>	<u>DOJ</u>	<u>Department</u>	<u>Specialization</u>	<u>Research</u>	<u>DOL</u>	<u>Nature of Association (R/C)</u>
	KADAM			PROFESSOR		22					
11	PRAVIN KATKAR	MBA	YES	ASSISTANT PROFESSOR	01-07-17	01-10- 18	MANAGEMENT	FULLTIME			REGULAR
12	PRIYANKA SURYAVANSHI	MBA	YES	ASSISTANT PROFESSOR		02-01- 23	MANAGEMENT	FULL TIME			REGULAR
13	SONIKA CHHACHAN	MBA	NO	ASSISTANT PROFESSOR		22-02- 23	MANAGEMENT	FULL TIME		02-06-2023	REGULAR
14	JIGNESH SANGHVI	MBA	NO	ASSOCIATE PROFESSOR		01-07- 22	MANAGEMENT	PART TIME		30-06-2023	CONTRACT
15	SAGAR BEDRE	LLB, ICSI	NO	ASSISTANT PROFESSOR		01-07- 22	MANAGEMENT	PART TIME		30-06-2023	CONTRACT
16	PUNIT JAIN	ICAI, ICSI	NO	ASSISTANT PROFESSOR		01-07- 22	MANAGEMENT	PART TIME		30-06-2023	CONTRACT
17	AMAN SINHA	BE, B TECH, PGDI	NO	ASSISTANT PROFESSOR		01-07- 22	MANAGEMENT	PART TIME		30-06-2023	CONTRACT
18	VIJAY ADKAR	LLB	NO	ASSISTANT PROFESSOR		01-07- 22	MANAGEMENT	PART TIME		30-06-2023	CONTRACT

Faculty Information for AY 2021-22 (1 July 2021 to 30 June 2022)

SR	Name	Qualification	Association with Institution	Designation	Date on which designated as Asso p or P	DOJ	Department	Specialization	Research	DOL	Nature of Association (R/C)
1	SAROJA ASTHANA	BE, MS, PHD	YES	PROFESSOR	02-07-18	02-07-18	MANAGEMENT	FULLTIME			REGULAR
2	GOPAL JAHAGIRDA R	MBA , PH.D.	YES	PROFESSOR	01-12-20	01-12-20	MANAGEMENT	FULLTIME	2(Pub)+2(Books)		REGULAR
3	RAVI CHHABRA	MBA	YES	ASSOCIATE PROFESSOR		04-09-17	MANAGEMENT	FULLTIME			REGULAR
4	ANITA KHAIRE	MBA, PH.D	YES	ASSOCIATE PROFESSOR	01-06-22	01-06-22	MANAGEMENT	FULLTIME			REGULAR
5	NITIN KISAN DESHMANE	MBA	YES	ASSISTANT PROFESSOR		07-06-17	MANAGEMENT	FULLTIME	3(Pub)		REGULAR
6	SONALI KADAM	M.E/M.TECH	YES	ASSISTANT PROFESSOR		16-11-21	MANAGEMENT	FULLTIME			REGULAR
7	DINKAR HAJARE	MBA	YES	ASSISTANT PROFESSOR		03-07-17	MANAGEMENT	FULLTIME			REGULAR
8	NAVNATH LENDAVE	MBA	YES	ASSISTANT PROFESSOR		03-07-17	MANAGEMENT	FULLTIME			REGULAR
9	SUMIT CHAKANE	MBA	YES	ASSISTANT PROFESSOR		21-06-19	MANAGEMENT	FULLTIME			REGULAR
10	NANDINI KADAM	MBA	YES	ASSISTANT PROFESSOR		01-01-22	MANAGEMENT	FULLTIME			REGULAR
11	PRAVIN KATKAT	MBA	YES	ASSISTANT PROFESSOR	01-07-17	01-10-	MANAGEMENT	FULLTIME			REGULAR

<u>SR</u>	<u>Name</u>	<u>Qualification</u>	<u>Association with Institution</u>	<u>Designation</u>	<u>Date on which designated as Asso p or P</u>	<u>DOJ</u>	<u>Department</u>	<u>Specialization</u>	<u>Research</u>	<u>DOL</u>	<u>Nature of Association (R/C)</u>
						18					
12	SANJAY MESHRAM	MBA	YES	ASSISTANT PROFESSOR		02-07-18	MANAGEMENT	FULLTIME		31-12-2021	REGULAR
13	SHURTI SHINDE	PGDM	NO	ASSISTANT PROFESSOR		01-01-20	MANAGEMENT	FULLTIME		27-12-21	REGULAR
14	KALYANI DHAKULKA R	M.E, M.TECH	YES	ASSISTANT PROFESSOR		01-01-22	MANAGEMENT	FULLTIME		30-06-2022	REGULAR
15	MAHENDRA RAMDASI	MMS	YES	ASSOCIATE PROFESSOR		01-07-21	MANAGEMENT	PART TIME		30-06-2022	CONTRACT
16	MANISHA SANGHI	MBA	NO	ASSISTANT PROFESSOR		01-07-20	MANAGEMENT	PART TIME		30-06-2022	CONTRACT
17	BHARAT LALWANI	PGDM	NO	ASSISTANT PROFESSOR		01-07-20	MANAGEMENT	PART TIME		30-06-2022	CONTRACT
18	SUSHANT MAJHI	PGDM	NO	ASSISTANT PROFESSOR		01-07-20	MANAGEMENT	PART TIME		30-06-2022	CONTRACT

Faculty Information for AY 2020-21 (1 July 2020 to 30 June 2021)

<u>SR</u>	<u>Name</u>	<u>Qualification</u>	<u>Association with Institution</u>	<u>Designation</u>	<u>Date on which designated as Asso p or P</u>	<u>DOJ</u>	<u>Department</u>	<u>Specialization</u>	<u>Research</u>	<u>DOL</u>	<u>Nature of Association (R/C)</u>
1	SAROJA ASTHANA	ME/M. TECH AND PHD	YES	PROFESSOR	02-07-18	02-07-18	MANAGEMENT	FULLTIME			REGULAR
2	GOPAL JAHAGIRDAR	MBA , PHD	YES	PROFESSOR	01-12-20	01-12-20	MANAGEMENT	FULLTIME	1 (Pub)		REGULAR
3	AMOL CHAVAN	M.PHIL AND PH.D	YES	ASSOCIATE PROFESSOR	02-07-18	02-07-18	MANAGEMENT	FULLTIME			REGULAR
4	BHANU KR. VASHISHTHA	M.COM, MPM, PH.D. (Reg.)	YES	ASSOCIATE PROFESSOR	01-07-13	01-07-13	MANAGEMENT	FULLTIME		30-11-20	REGULAR
5	RAVI CHHABRA	MBA	YES	ASSOCIATE PROFESSOR		04-09-17	MANAGEMENT	FULLTIME			REGULAR
6	NITIN KISAN DESHMANE	MBA	YES	ASSISTANT PROFESSOR		07-06-17	MANAGEMENT	FULLTIME	1 (Pub)		REGULAR
7	DINKAR HAJARE	MBA	YES	ASSISTANT PROFESSOR		03-07-17	MANAGEMENT	FULLTIME			REGULAR
8	NAVNATH LENDAVE	MBA	YES	ASSISTANT PROFESSOR		03-07-17	MANAGEMENT	FULLTIME			REGULAR
9	HIRALAL BHANDARE	MBA	NO	ASSISTANT PROFESSOR		02-07-18	MANAGEMENT	FULLTIME		30-01-21	REGULAR
10	SUMIT CHAKANE	MBA	YES	ASSISTANT PROFESSOR		21-06-19	MANAGEMENT	FULLTIME			REGULAR

<u>SR</u>	<u>Name</u>	<u>Qualification</u>	<u>Association with Institution</u>	<u>Designation</u>	<u>Date on which designated as Asso p or P</u>	<u>DOJ</u>	<u>Department</u>	<u>Specialization</u>	<u>Research</u>	<u>DOL</u>	<u>Nature of Association (R/C)</u>
11	SANJAY MESHAM	MBA	YES	ASSISTANT PROFESSOR		02-07-18	MANAGEMENT	FULLTIME			REGULAR
12	SHRUTI SHINDE	PGDM	NO	ASSISTANT PROFESSOR		01-01-20	MANAGEMENT	FULLTIME		27-12-21	REGULAR
13	PRAVIN KATKAR	MBA	YES	ASSISTANT PROFESSOR	01-07-17	01-10-18	MANAGEMENT	FULLTIME			REGULAR
14	MANISHA SANGHI	MBA	NO	ASSISTANT PROFESSOR		01-07-20	MANAGEMENT	PART TIME		30-06-22	CONTRACT
15	SAGAR BEDRE	CS(ICSI)	NO	ASSISTANT PROFESSOR		01-07-20	MANAGEMENT	PART TIME			CONTRACT
16	RATI SHUKLA	MBA	NO	ASSISTANT PROFESSOR		01-07-20	MANAGEMENT	PART TIME			CONTRACT
17	SAMEER JAIN	M.TECH, M.E.	NO	ASSISTANT PROFESSOR		01-07-20	MANAGEMENT	PART TIME			CONTRACT
18	AJAY RAMDASI	MBA	NO	ASSOCIATE PROFESSOR		01-07-20	MANAGEMENT	PART TIME			CONTRACT

Faculty Information for AY 2019-20 (1 July 2019 to 30 June 2020)

<u>SR</u>	<u>Name</u>	<u>Qualification</u>	<u>Association with Institution</u>	<u>Designation</u>	<u>Date on which designated as Asso p or P</u>	<u>DOJ</u>	<u>Department</u>	<u>Specialization</u>	<u>Research</u>	<u>DOL</u>	<u>Nature of Association (R/C)</u>
1	SAROJA ASTHANA	ME/M. TECH AND PHD	YES	PROFESSOR		02-07-18	MANAGEMENT	FULLTIME			REGULAR
2	SWAPAN KUMAR DE	MSC AND PH.D	NO	PROFESSOR	01-06-19	01-07-13	MANAGEMENT	FULLTIME		31-03-20	REGULAR
3	AMOL CHAVAN	M.PHIL AND PH.D	YES	ASSOCIATE PROFESSOR		02-07-18	MANAGEMENT	FULLTIME			REGULAR
4	RAVI CHHABRA	MBA	YES	ASSOCIATE PROFESSOR		04-09-17	MANAGEMENT	FULLTIME			REGULAR
5	BHANUKUMAR VASHISHTH A	M.COM, MPM, PH.D. (Reg.)	YES	ASSOCIATE PROFESSOR	01-07-13	01-07-13	MANAGEMENT	FULLTIME			REGULAR
6	NITIN KISAN DESHMANE	MBA	YES	ASSISTANT PROFESSOR		07-06-17	MANAGEMENT	FULLTIME			REGULAR
7	ROHAN GAVADE	M.E/M.TECH	NO	ASSISTANT PROFESSOR	02-07-18	12-07-18	MANAGEMENT	FULLTIME		30-04-20	REGULAR
8	HIRALAL BHANDARE	MBA	YES	ASSISTANT PROFESSOR		02-07-18	MANAGEMENT	FULLTIME			REGULAR
9	DINKAR HAJARE	MBA	YES	ASSISTANT PROFESSOR		03-07-17	MANAGEMENT	FULLTIME			REGULAR
10	NAVNATH LENDAVE	MBA	YES	ASSISTANT PROFESSOR		03-07-	MANAGEMENT	FULLTIME			REGULAR

<u>SR</u>	<u>Name</u>	<u>Qualification</u>	<u>Association with Institution</u>	<u>Designation</u>	<u>Date on which designated as Asso p or P</u>	<u>DOJ</u>	<u>Department</u>	<u>Specialization</u>	<u>Research</u>	<u>DOL</u>	<u>Nature of Association (R/C)</u>
						17					
11	SANJAY MESHRAM	MBA	YES	ASSISTANT PROFESSOR	01-07-19	02-07- 18	MANAGEMENT	FULLTIME			REGULAR
12	PRAVIN 'KATKAR	MBA	YES	ASSISTANT PROFESSOR	01-07-17	01-10- 18	MANAGEMENT	FULLTIME			REGULAR
13	SUMIT CHAKANE	MBA	YES	ASSISTANT PROFESSOR		21-06- 19	MANAGEMENT	FULLTIME			REGULAR
14	ANIRBAN DAS	PGDM	NO	PROFESSOR		01-07- 19	MANAGEMENT	PART TIME		30-07-20	CONTRACT
15	NARESH KUMAR KODAVOOR	PGDM	NO	ASSISTANT PROFESSOR		01-07- 19	MANAGEMENT	PART TIME		30-06-20	CONTRACT
16	MANISHA SANGHVI	MBA	NO	ASSISTANT PROFESSOR		01-07- 19	MANAGEMENT	PART TIME		30-06-20	CONTRACT
17	KAPIL DHATINGAN	PGDM	NO	ASSOCIATE PROFESSOR		01-07- 19	MANAGEMENT	PART TIME		30-06-20	CONTRACT
18	NEHA SAXENA	MCA	NO	ASSISTANT PROFESSOR		01-07- 19	MANAGEMENT	PART TIME		30-06-20	CONTRACT

6.1 Student Faculty Ratio SFR (10)**No. of PG Programs in the Department: 1****Table 6.1. Student Faculty Ratio**

DESCRIPTION	2022-23	2021-22	2020-21
Total No. of Students in the Department(S)	Sum total of all (PG) students 240	Sum total of all (PG) students 240	Sum total of all (PG) students 240
No. of Faculty in the Department(F)	F1 18	F2 18	F3 18
Student Faculty Ratio(SFR)	$SFR1=S1/F1$ 13.33	$SFR2=S2/F2$ 13.33	$SFR3=S3/F3$ 13.33
Average SFR	13.33		

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

Table 6.1.1 Faculty Details

Year	No of Regular Faculty	No of Contractual Faculty
2022-23	13	05
2021-22	14	04
2020-21	13	05

6.2 Faculty Cadre (20)

Year	Professors		Associate Professors		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
2022-23	1	2	3	3	8	13
2021-22	1	2	3	3	8	13
2020-21	1	2	3	4	8	12
Average Number	RF1=1	AF1=2.0	RF2=3	AF2=3.3	RF3=8	AF3=12.66

6.3 Faculty Qualification (20):

Year	X	Y	F	$FQ=1.5*[(10X+4Y)/F]$
2022-23	3	15	12	11.25
2021-22	3	15	12	11.15
2020-21	3	15	12	11.25
Average Assessment:				11.25

6.4 Faculty Retention (20):

Year	Faculty from Previous AY	Faculty joined in AY	Faculty Left in AY
2022-23	11 [(11*100/12 = 91.66)]	02	02
2021-22	11 [(11*100/12 = 91.66)]	04	02
2020-21	11 [(11*100/12 = 91.66)]	02	02

6.5 Faculty Initiative on Teaching and Learning (15)

Teaching - learning activities are main contributor in the improvement of student incremental learning. Although innovation in teaching methodologies but also other factors such as ICT enabled classrooms giving abundance opportunities for improving class delivery, curriculum design, assessment, evaluation and inclusive class rooms that lead to effective, efficient and engaging instruction. Evaluation of third party by critics or scholars is a must for critically evaluating existing teaching and learning methods. Further, placing various teaching-learning related activities on Institute's website also bring it in public domain. This forces all stakeholders to define goals clearly and assess results and effectiveness of any measure.

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.

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.

SR No	Name of Trainer	Topic	Date	Nature
1	Ritu Gulvani, Inedu Education Consultant	Employee Personality Test	July14-15, 2023	Two day Workshop
2	Mrs. Anita Tripathi	Analysis of primary data using SEM PLS tool	7 June,2023	One day workshop
3	Dr. Mahendra Ramdasi	Patents in Business Management	1 April, 2023	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
6	Dr. Saroja Asthana	Introduction to Research	October 19-20, 2022	Two day workshop
7	Dr. Pramod Kumar & Dr. Gopal Jahagirdar	Case Writing and brainstorming	Sept 26-27, 2022	Two day Workshop
8	Prof. Nitin Deshmane	Emotional Intelligence in Marketing	June, 2022	One day workshop
9	Prof. Nitin Deshmane	Customer care by being first approach	February 2022	One day workshop
10	Prassanjit Bhattacharya, Sport Instructor	Yoga for healthy life style	July 21, 2021	Morning session
11	Dr. Gopal Jahagirdar	Advance Excel	Dec 25-27, 2020	Two day Workshop

SR No	Name of Trainer	Topic	Date	Nature
12	Dr. Saroja Asthana & Ravi Chhabra	Research Methodology and Statistical Tools	March 1-2, 2020	Two day Workshop
13	Prof. Nitin Deshmane	Stress Management	Jan 20,2020	Morning session
14	Dr. Pramod Kumar	Team Building	November 16-17, 2019	Two day Workshop
15	Ritu Gulvani, Inedu Education Consultant	Employee Personality Test	Sept14-15, 2019	Two day Workshop
16	Prassanjit Bhattacharya, Sport Instructor	Yoga – way of life	August 21, 2019	Morning session
17	Vinita Bora, Words Maya, Pune	Effective Communication	July 24, 2019	Morning session

FDP attended by Faculty

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

6.6 MDP (5)

Sr.No	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 January 2022	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, 10:45 a.m.	40

6.7 Faculty Performance, Appraisal and Development System (15)

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.

6.8 Visiting / Adjunct Faculty (10)

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

6.9 Academic Research (70)**A. Papers Published by Faculty (during Assessment years only)**

S N	Name of faculty	Title of paper	Year of publication	Journal category	Journal of publication
1	Dr.Gopal Jahagirdar & Prof. Nitin Deshmane	Melioration of Knowledge Transfer in COVID-19 Pandemic	28 october,2020	UGC care-I (print)	Shodh Sarita, ISSN 0378-4568 Volume 7 Issue 28, October-December 2020 UGC CARE listed
2	Dr.Gopal Jahagirdar & Prof. Nitin Deshmane	Melioration of Training & Development for Management students	12-Jun-21	UGC care-I (print)	Anvesak, ISSN 0378-4568 Volume 7 Issue 28, Jan-June 2021 UGC CARE-I listed
3	Dr. Gopal Jahagirdar	Efficacy of human resource in current business scenario	Jun-21	UGC care-I (print)	Shodh Sarita, ISSN 0378-4568 Volume 7 Issue 28, October-December 2020 UGC CARE listed
4	Prof. Nitin Deshmane	Impact of COVID-19 on tourism sector	Oct-21	UGC care-I (print)	Shodh Sarita, ISSN 0378-4568 Volume 7 Issue 28, October-December 2020 UGC CARE listed
5	Prof. Nitin Deshmane	Effective knowledge transfer in COVID-19 situation in India	Jun-21	UGC care-I (print)	Shodh Sarita, ISSN 0378-4568 Volume 7 Issue 28, October-December 2020 UGC CARE listed
6	Dr. Gopal Jahagirdar	Role of wireless technology in Indian education system	2022	UGC care-I (print)	Anvesak, ISSN 0378-4568 Volume 7 Issue 28, Jan-June 2021 UGC CARE-I listed
7	Dr. Gopal Jahagirdar	Transposing education to multimedia	2022	UGC care-I (print)	Shodh Samhita UGC Care Journal ISSN: 2277-7067
8	Dr. Gopal Jahagirdar	A melioration of higher education institutes: education 4.0	2022	UGC care-I (print)	Anvesak, ISSN 0378-4568 Volume 7 Issue 28, Jan-June 2021 UGC CARE-I listed
9	Dr. Gopal Jahagirdar	Critical analysis of employee gratitude	2022	UGC care-I (print)	Shodh Sarita, ISSN 0378-4568 Volume 7 Issue 28, October-December 2020 UGC CARE listed
10	Dr. Saroja Asthana	Digital transformation in Indian higher education	2022	UGC care-I (print)	Shodh Samhita UGC Care Journal ISSN: 2277-7067
11	Mrs. Sonali Kadam Dr. Gopal Jahagirdar	Sustainability in education via. Artificial intelligence	2022	UGC care-I (print)	Shodh Samhita UGC Care Journal ISSN: 2277-7067

S N	Name of faculty	Title of paper	Year of publication	Journal category	Journal of publication
12	Mrs. Sonali Kadam	Advantages of Digital transformation in Indian higher education system	2022	UGC care-I (print)	Anvesak, ISSN 0378-4568 Volume 7 Issue 28, Jan-June 2021 UGC CARE-I listed
13	Dr. Gopal Jahagirdar	Is 360 degree feedback -the best method for performance evaluation?	2022	Scopus	Seybold report
14	Dr. Gopal Jahagirdar Ravi Chhabra	Agile leadership using VUCA concepts	2022	WoS, UCG Care-II(online)	Rivista Italiana di Filosofia Analitica Junior
15	Dr. Gopal Jahagirdar Prof. Nitin Deshmane	A study on consequence of employee appreciation	2022	WoS, UCG Care-II(online)	Rivista Italiana di Filosofia Analitica Junior
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	2022	WoS, UCG Care-II(online)	Rivista Italiana di Filosofia Analitica Junior
17	Dr. Saroja Asthana	Holacracy – a radical trend in flat management	2022	WoS, UCG Care-II(online)	Rivista Italiana di Filosofia Analitica Junior
18	Dr. Gopal Jahagirdar Prof. Nitin Deshmane	A research on efficacy of human resource management in service sector	2022	Scopus (Q3)	Seybold report
19	Mrs. Sonali Kadam	The relationship among motivation, knowledge retention, agility/skill-and development of students using gamification	2022	WoS, UCG Care-II(online)	Rivista Italiana di Filosofia Analitica Junior
20	Mrs. Sonali Kadam	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
21	Mrs. Sonali Kadam Prof. Nitin Deshmane	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

S N	Name of faculty	Title of paper	Year of publication	Journal category	Journal of publication
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	2023	UGC Care-I (print)	Madhya Bharti-Humanities and Social Sciences, Vol-83, January-June 2023, ISSN: 0974-0066
23	Mrs. Sonali Kadam, Prof. Nitin Deshmane	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

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 JTT 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	Publisher	Year	ISBN/ ISSN
1	Dr. Gopal Jahagirdar	CUSTOMER RELATIONSHIP MANAGEMENT	By Author	2021	ISSN: 2454-8499
2	Dr. Gopal Jahagirdar	TOTAL QUALITY MANAGEMENT	By Author	2021	ISSN: 2454-8499
3	Dr. Gopal Jahagirdar	DATABASE ADMINISTRATION & DATA MINING	Thakur Publications Pune	2022	ISBN: 978-93-5480-110-5

D. Book Chapter

Sr.No.	Faculty name	Chapter name	Book Title	Publisher	status
1	Mrs. Sonali Kadam	5G-RF Emission from Wearable Devices: Risk to Human Health and Mitigation	Impact of Climate Change on Social and Mental Well-Being	Elsevier	Under review

E. Conference Attended

Sr. No.	Name of faculty	Conference title	Title of presented paper	Host Institute	Date
1	Mrs. Sonali Kadam	International conference on education system, innovative trends and evolving research	Comparative analysis of different causes of death across globe	Dunnes Institute, Mumbai	11-12 January, 2023
2	Mrs. Sonali Kadam	International conference on recent advances in Science, engineering, technology and management	Development of housing price detection model using machine learning to study new market dynamics	Maa Narmada Mahavidyalay, Dhamod, MP	15-Mar-23
3	Mrs. Sonali Kadam	International conference on economics and business research	Micro-credit defaulter model to predict a probability for each loan transaction to improve the selection of customers for the credit	International society for engineers and researchers, Kyoto Japan	9-10 February, 2023

F. Patents

Sr.No.	Name of faculty		Title of Invention	Status
1	Mrs. Sonali Kadam	Application No. - 384044-001	Automated speed vehicle control device	Application accepted and certificate of design generated
		Cbr Number-204347		
		Cbr date - 17/4/2023		
2	Prof. Nitin Deshmane	Application No. - 383215-001	IoT based data manager device	Application accepted and certificate of design generated
	Dr. Gopal Jahagirdar	Cbr Date-06/04/2023		
	Mrs. Sonali Kadam			
3	Dr. Gopal Jahagirdar	Application No. - 383212-001	Productivity based incentive device	Application under process (waiting for technical examination)
	Dr. Gopal Jahagirdar	Cbr Date-06/04/2023		

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

SN	Batch 2019-21	Conference name	Host Institute	Paper Title
1	Milan James	International Conference on Arts, Commerce, and Business Management held in Pune	Academics Conference Network, Bhuvaneshwar, India	Effect of brand experience on consumers purchasing decisions: a study of telecommunication industry
2	Mohammad Kashif	Virtual International Conference on Humanities, Social Science and Business Management	Institute of Research and Journals, India	Impact of work from home on employee performance and satisfaction
	Batch 2020-22	Conference name	Host Institute	Paper Title
3	Swati Jethani	International Conference on Humanities, Social Science and Business Management (ICHSSBM) held in Chennai, India	Institute of Research and Journals, India	A successive adoption of digital economy and challenges faced Indian economy
4	Anushka Mishra	Virtual International Conference on Business Management, Humanities and Social Sciences	South Asian Research Center, Bhubaneswar, India	A role of e-commerce in achieving business sustainability of MSMEs during COVID-19 pandemic in India
5	Shubham Bhatt	Virtual International Conference on Arts, Commerce and Business Management	Academics Conference Network, Kuala Lumpur, Malaysia	Role of digital marketing in brand awareness
6	Sumanth Gopalasetti	Virtual International Conference on Management and Information Technology (ICMIT)	Academics world, Malaysia	Effect of debranding on customers behaviour
SN	Batch 2021-23	Conference name	Host Institute	Paper Title
7	Shabbir Indorewala	International Conference on Machine Learning Big Data Management Cloud and Computing (ICMBDC)	Global Society for Research and Development, New Delhi, India	Effect of customer satisfaction on sales performance

SN	Batch 2019-21	Conference name	Host Institute	Paper Title
8	Prachi Shrivastava	International Conference on Machine Learning Big Data Management Cloud And Computing (ICMBDC)	Global Society for Research and Development, New Delhi, India	Empirical study of factors influencing consumer brand switching behavior in IT industry
9	Abhishek Kumar Pandey	International Conference on Economics, Management and Social Study (ICEMSS)	International Society for Engineering Research and Development, New Delhi, India	Involving data analytics for improved customer satisfaction and engagement
10	Niharika Ojha	International Conference on E-Education, E-Business, E-Management and E-Learning (IC4E) held in New Delhi India	Institute of Research Engineers and Scientists, New Delhi India	Influencing marketing strategies to manage innovation
11	Aishwarya Dakhode	International Conference on E-Education, E-Business, E-Management and E-Learning (IC4E)	Institute of Research Engineers and Scientists, New Delhi India	Study of effect of recruitment and selection on employee engagement and productivity

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

Sr. No.	Name of Student	Title of Paper	Year of Publication	Journal Category	Name of Journal
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

6.10. Sponsored Research (70)

Sr.No	Project Title	Consulting	Funding Agency	Amount with GST	Duration
1	In depth Study of Market Segmentation and Consumer Behavior in Realty Sector	Dr. Saroja Asthana Dr. Nitin Deshmane	J.K. Square Infrastructure Pvt. Ltd., Kolhapur	2,95,000	1/7/22 to 30/10/22
2	Competitive Analysis of Infrastructure Companies with special focus on advertising and Social Media Marketing	Dr. Nitin Deshmane Dr. Saroja Asthana	J.K. Square Infrastructure Pvt. Ltd., Kolhapur	2,18,300	20/8/22 to 31/12/22
3	Brand Positioning and Skill Development for HR Personnel in Service Sector	Dr. Nitin Deshmane Dr. Saroja Asthana	J.K. Square Infrastructure Pvt. Ltd., Kolhapur	1,35,700	10/1/23 to 30/3/23
	Total Sponsored Project Cost			6,49,000	

6.11 Consultancy/Testing/Training (25)

Sr. No	Project Title	Consulting	Funding Agency	Amount with GST	Duration
1	Branding Services through Excellence - Learning Lessons for Top Management	Dr. Saroja Astana Dr. Nitin Deshmane	J.K. Square Infrastructure Pvt. Ltd., Kolhapur	3,12,700	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	2,30,100	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	1,06,200	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	2,30,100	2 days in-company Program during 26-27 August 2022
5	Lessons in Branding of Services for Management	Dr. Saroja Astana Dr. Nitin Deshmane	Daltrasmart Technologies Pvt. Ltd., Pune	3,12,700	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	1,06,200	3 days in-company Program during 6-7 January 2023
Total Consultancy Projects Cost				12,98,000	

6.12 Faculty as Consultant of the Industries (10)

Sr. No	Name of the Faculty	Organization worked for	Role
1	Dr. Gopal Jahagirdar	TJMR (Transatlantic Journal of Multidisciplinary Research)	Member “Editorial Review Board”
2	Dr. Gopal Jahagirdar	Global Research and Training Forum, India	“Reviewer-Editorial Board”
3	Dr. Gopal Jahagirdar	JJTU, Rajasthan, India	Third Party Ph.D. Thesis Evaluator
4	Dr. Gopal Jahagirdar	Venkateshwara Open University, (VOU) Arunachal Pradesh, India	Ph.D. Supervisor (VOU)
5	Dr. Gopal Jahagirdar	Mr Rakesh Kumar Anand	Ph.D. Expert Panal Member (VOU)
6	Dr. Gopal Jahagirdar	Mr Wachasunder Mangesh Prakash	Ph.D. Expert Panal Member (VOU)
7	Dr. Gopal Jahagirdar	Ms Vidya Shenoy	Ph.D. Expert Panal Member (VOU)
8	Dr. Gopal Jahagirdar	World Academic Partnership & Publishing, (www.waadpartnershiphosting.com)	Editor-in-chief
9	Dr. Gopal Jahagirdar	YCIS, Hackathon 2021	External/ Moderator
10	Dr. Gopal Jahagirdar	JSCOE-MBA on 13/10/2021 with Excellent feedback.	Webinar on “Internship – A pathway to successful Corporate Career”
11	Dr. Gopal Jahagirdar	OPJS University, Charu, Rajasthan, India	External Co-guide for a Students.
12	Dr. Gopal Jahagirdar	Guest lecture on “How to Write Research Paper”	ISBM College of Engineering, Pune
13	Dr. Gopal Jahagirdar	YCIS Satara	Member- Research Advisory Committee
14	Dr. Gopal Jahagirdar	Guest Lecture on “Ethical Dimension of Writing a Research Paper”	ISB&M College of Commerce, Pune
15	Dr. Gopal Jahagirdar	Mulshi Institute of Business Management, Pune	Member- Board of Studies
16	Dr. Gopal Jahagirdar	Mulshi Institute of Business Management, Pune	Convener-DTHE-2022
17	Dr. Gopal Jahagirdar	Mulshi Institute of Business Management, Pune	ConvenerICTBHR-2022

Sr. No	Name of the Faculty	Organization worked for	Role
18	Dr. Gopal Jahagirdar	Tilak Maharashtra Vidyapeeth, Pune	Ph.D. -Examiner

6.13 A: Preparation of Teaching Cases (10)

Subject faculty of MIBM has developed following cases for used for teaching.

1. Marketing analysis of Mothers recipe: cultivating separate market
2. Netflix: Study of competitive marketing strategies to boost the customer base
3. Influential retail strategies by JioMart: Creating new footprint for Retail Industry
4. Timely reconceptualization of digital marketing: A case study of food delivery giant Zomato
5. Redefining future of business with implementation of digital marketing: A case study of Zomato
6. Blue ocean strategy implementation and its effect on organizations growth-A case study of Reliance Jio
7. Will offline retail strategy by Big Basket help it to uplift the falling customer base
8. Success story of KIA: The luxury market will grow to serve wealthy consumers
9. Jain irrigation: Victorious journey from fall to rise
10. ChatGPT maximizing or diminishing the learning attitude of students?

B: Other Academic Activities

1. Dr. Saroja Asthana and Dr. Gopal Jahagirdar has delivered lectures, talks and chaired the conference sessions in various institutions in India.
2. One-day ONLINE Workshop on Internship- A Pathway to Corporate Career 13 Oct 2021 for Jaywant Sawant College of Engineering, Pune
3. One Day Workshop on HACKATHON at Yashwantrao Chavan Institute of Science Satara on 4 Oct, **2021**
4. Guest Lecture on How to write Research Paper at ISB&M College of Engineering, Pune on 4 Feb, 2022
5. Guest Lecture on Ethical Dimension of Writing Research Paper at ISB&M College of Commerce, Pune on 26 Dec, 2021
6. Workshop on Research Methodology and Statistical Tools at ISB&M College of

Commerce, Pune on 15 July, 2022

7. Two-days' Workshop on Text Analysis using R-Studio in from Feb 1-2, 2022
8. Took Two-days' Workshop on Analytical Research techniques infrom Dec 30-31, 2022

CRITERIA 7: INDUSTRY AND INTERNATIONAL CONNECT (100)

7.1 Industry Connect (60)

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

a. Industry Training's and Visits

Summer Training's and Industrial visits are arranged by MIBM to the students once in every trimester. Internships of minimum 6-8 weeks are undertaken by the students at the end of first year strictly arranged through campus.

b. Industry Expert Lectures

Experts and veterans from their respective fields are called for guest lectures. They enlighten students about the current trends in market, show them the opportunities in their field and explains ~~an~~ growth paths.

Expert Lectures

Sr.no	Title of the professional Development program	Resource Person	Date
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

Sr.no	Title of the professional Development program	Resource Person	Date
2022			
1.	Insurance Industry: The Sunrise Sector	Mr. Bhishma Maheshwari, Senior Vice President, Marsh India	9-Dec-2022

Sr.no	Title of the professional Development program	Resource Person	Date
2.	Understanding Landscape of Media, Dabur's Business Mix and Crisis Management in Business	Mr. Rajiv Dubey, Head Of Media, Dabur	3-Dec-2022
3.	Marketing in Practice- An FMCG Perspective	Mr. Manish Makhijani, Global Consumer Insights Director, Unilever	2-Dec-22
4.	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

Sr.no	Title of the professional Development program	Resource Person	Date
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

Sr.no	Title of the professional Development program	Resource Person	Date
2020			
1	Driving Business Growth through Market Leading Strategies	Shakti Kumar Leekha Head Marketing, Bajaj Electricals	Saturday, January 18, 2020
2	How to Drive 3Es Effectiveness, Efficiency & Experiences	Mr. Pankaj Rai Senior VP Strategy, Wells Fargo	Saturday, September 12, 2020
3	Brand Building and Image Enhancement are important Skills in HR	Ms.Beena Babu HR Director, White Projects	Wednesday, October 07, 2020
4	Hire for Attitude and Train for Skills	Mr. Tarkesh Gupta CHRO, Fresenius Kabi	Saturday, October 10, 2020
5	Be a Thought Leader, Go out of the Box	Mr. Ajay Kumar Head of Core Brokerage Platform and Technology - India, Fidelity Investments	Wednesday, October 28, 2020
6	Effective Communication Makes one an Effective Leader	Ms. Sharlotte Carvalho Global Talent Acquisition, Duff and Phelps	Friday, October 30, 2020
7	Re Branding- Dhunn Badal Ke To Dekho	Mr. Shailesh Srivastava Business Head, Big-FM	Saturday, November 07, 2020
8	A Swift Decision not to Act or Participate is also an Agility	Mr.Shivaditya Banerjee Head HR-India, Piramal Pharma Solutions	Sunday, November 08, 2020
9	Leadership - Agile Resilient which can withstand Adversities	Ms.Ekta Bhardwaj Head HR, Nissan Motors	Friday, November 20, 2020
10	Hire who enhances your culture & not just a culture fit	Mr.Rohit Bhargava Vice President- HR, Eros International PLC	Wednesday, November 25, 2020
11	Find Yourself & You will find Success	Mr. Frederick Correa Senior Associate VP HR, Darashaw	Saturday, December 05, 2020
12	As an Employee Grows in an Organization the Competency also Differs	Ms.Chayanika Grover Senior Manager - Organization Design and Talent Architecture Walmart	Saturday, December 19, 2020

Sr.no	Title of the professional Development program	Resource Person	Date
2019			
1	Performance Management	Priyadarshi Head HR, DBS	Thursday, February 14, 2019
2	Change Management	Pakaj Suri Director of HR, Edelman	Friday, June 21, 2019
3	Realigning HR Practices to Develop Talent Life Cycle	Rahul Ranjan Singh VP- Strategic Business HR, SREI Infra	Saturday, September 07, 2019

c. Lectures of Alumni who are working in industry

The institution conducts Alumni guest sessions at least once in one semester. Alumni students come and talk about the recent changes in the economy, how to get placement ready, etc. to current students. There is also a formal “**Alumni Connect**” program where young alumni entrepreneurs are invited to share their experiences.

d. 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
- **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





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

e. Industry internship

It is compulsory according to the program curriculum to under-go summer internships or industrial internships.

Various industries where students have undergone Training are:

MIBM Internship Batch 2022-24

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 - MOTHER'S 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

S.No	ROLL NO	NAME OF STUDENT	SUMMER INTERNSHIP COMPANY
22	M20222074	LAXMIKANT PATIL	ERGODE
23	M20222066	MANYA MADAN	ICICI HFC
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 EXHANGE
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	THYROCORE TECHNOLOGIES LTD.

S.No	ROLL NO	NAME OF STUDENT	SUMMER INTERNSHIP COMPANY
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 2021-23

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
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

S No.	ROLL NO.	NAME	SUMMER INTERNSHIP COMPANY
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	<u>M20213807</u>	<u>RACHANA SABALE</u>	<u>MEESHO</u>
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 VILASCHANDR A 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

S No.	ROLL NO.	NAME	SUMMER INTERNSHIP COMPANY
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

MIBM Internship Batch 2020-22

S No.	ROLL NO	NAME OF CANDIDATE	SUMMER INTERNSHIP COMPANY
1	M20201502	SONU KUMAR	PRAMERICA LIFE INSURANCE
2	M20201506	SUMANTH GOPALASETTI	FYNDHERE SERVICES PVT LTD SIR
3	M20201508	MUSKAN TOMAR	COHERENT MARKET INSINGHTS
4	M20201511	PALAK BUBNA	MINDSCAPE ENHANCE COMMUNICATION PVT LTD
5	M20201512	ABHISHEK KUMAR PARMAR	GROWTH ARROW
6	M20201513	AAKASH SHARMA	GROWTH ARROW
7	M20201515	RISHAV	VERZEO
8	M20201517	ADITI SACHDEV	NOBLE EDEN REALTORS LLP
9	M20201519	SIDHANT AWALE	VERZEO
10	M20201521	UTKARSH PACHAURI	BRIDGE GROUP SOLUTIONS
11	M20201522	SAI SARANYA REDDY	INSPLORE CONSULTANT PVT LTD
12	M20201523	SANJANA THAKUR	THE CAPITAL BOX
13	M20201525	ANUSHKA MISHRA	INSPLORE CONSULTANT PVT LTD
14	M20201526	SHUBHAM BHATT	PANORM INVESTMENTS AND HOLDINGS
15	M20201528	NIRMALA PATEL	PRAMERICA LIFE INSURANCE

S No.	ROLL NO	NAME OF CANDIDATE	SUMMER INTERNSHIP COMPANY
16	M20201529	VARUN KUMAR SINGH	THE CAPITAL BOX
17	M20201530	NIHAL	DUN AND BRADSTREET
18	M20201531	PRIYANSHI AWASTHI	VERZEO
19	M20201532	TUSHAR MENARIA	FYNDHERE
20	M20201533	SUNNY KUMAR	KANTAR
21	M20201535	ASHU KUMAR	INSPLORE CONSULTANT PVT LTD
22	M20201536	SONIKA KUMARI	HOTSTAR
23	M20201538	NITYA AGARWAL	DUSK INDIA
24	M20201542	ANCHAL GUPTA	CENTURY ENKA LIMITED
25	M20201543	AKSHAY KOLAPKAR	THE CAPITAL BOX
26	M20201544	ABHINASH KUMAR SINGH	PNB METLIFE INSURANCE
27	M20201545	ABHISHEK KHATRI	THE CAPITAL BOX
28	M20201546	MANAN MEHRA	OUTLOOK GROUP
29	M20201548	HARDIK KALAL	LG ELECTRONICS
30	M202022728	MRAGANK UPPADHYAY	NOBLE EDEN REAL ESTATE
31	M20202701	ANOOB PATRA	GROWTH ARROW
32	M20202702	DIVYANSHI RAJWANI	SG ANALYTICS
33	M20202704	SWATI JETHHANI	SG ANALYTICS
34	M20202706	ASHUTOSH CHATURVEDI	RELIANCE NIPPON LIFE INSURANCE
35	M20202708	SATKEERAT SINGH PATTI	DUN AND BRADSTREET
36	M20202709	M P K SRIHARI	BETA INSIGHTS BUSINESS ADVISORY
37	M20202710	TEJENDRA RATHOD	BRIDGE GROUP SOLUTIONS
38	M20202712	DEEPENDRA PRATAP CHAND	BRIDGE GROUP SOLUTIONS
39	M20202713	AKASH SHAH	BAJAJ ALLIANZ LIFE INSURANCE
40	M20202714	BIPLAB CHATTERJEE	BRIDGE GROUP SOLUTIONS
41	M20202716	RITVIK SINHA	PRAMERICA LIFE INSURANCE
42	M20202717	AYUSH SHARMA	TECHNOCOLABS

S No.	ROLL NO	NAME OF CANDIDATE	SUMMER INTERNSHIP COMPANY
43	M20202718	GARIMA SINGH	OUTLOOK GROUP
44	M20202719	SHAYON RAI CHAUDHARY	BRIDGE GROUP SOLUTIONS
45	M20202720	RADHA KRISHNA SHAH	BRIDGE GROUP SOLUTIONS
46	M20202723	RUBY KUMARI	GROWTH ARROW
47	M20202724	GOLAKOTI LEELA TRIPURA VENKATESH	GROWTH ARROW
48	M20202725	ANIRUDH AGARWAL	BAJAJ ALLIANZ LIFE INSURANCE
49	M20202726	NANDITA MISHRA	ALIGHT SOLUTION
50	M20202727	JYOTI PARIHAR	PROFITMART SECURITIES
51	M20202729	KUMARI TANNU	ADITYA BIRLA CAPITAL
52	M20203801	RAJ JOSHI	ROSS WARNER HR SOLUTIONS
53	M20203804	AYAN TANWEER	OUTLOOK GROUP
54	M20203806	AYUSHI JHA	PRAMERICA LIFE INSURANCE
55	M20203807	ASHUTOSHKUMAR SINGH	OUTLOOK GROUP
56	M20203808	KUNAL DWIVEDI	VEDANTA LIMITED
57	M20203810	PRTEEKSHA SINGH	THERMAX LIMITED
58	M20203811	HARSHITA RATHI	PANORM
59	M20203812	SAGAR GURUNG	OUTLOOK GROUP

MIBM Internship Batch 2019-21

S. No	ROLL NO	NAME OF CANDIDATE	SUMMER INTERNSHIP COMPANY
1	M20191558	ABHIJIT ROUTRAY	YES SECURITIES INDIA. LTD.
2	M20191502	ABHISHEK SALWE	GUIDE2SUCCESS
3	M20191503	ABNISH KUMAR	GRIVA CAPITAL
4	M20192701	ADITYA YADAV	ROYAL SUNDARAM GENERAL INSURANCE
5	M20191504	AKHIL KUMAR PANSARI	ACELOT INNOVATION PRIVATE LIMITED

S. No	ROLL NO	NAME OF CANDIDATE	SUMMER INTERNSHIP COMPANY
6	M20191505	AKSHAY KUMAR GUPTA	IIFL SECURITIES
7	M20191506	AMIT KUMAR MAURYA	THE CAPITAL BOX
8	M20191507	ANIL PATIDAR	JMARATHON ADVISORY SERVICES
9	M20191508	ANJALI SINGH	EXTRAMARKS EDUCATION PVT LTD
10	M20191509	ANJALI VISHWAKARMA	YES SECURITIES
11	M20191510	ARINDAM SARKAR	YES SECURITIES LTD.
12	M20191512	ASHISH MALLICK	THE CAPITAL BOX
13	M20192703	ASHUTOSH TIWARI	IRCTC
14	M20191513	ATHARVA SRIVASTAVA	YES SECURITIES
15	M20191514	AYUSH BARANWAL	BRIDGE GROUP SOLUTIONS
16	M20191560	AYUSH SAINI	TATA TELE BUSINESS SERVICES
17	M20191515	AYUSHI DUBEY	ADITYA BIRLA CAPITAL
18	M20191516	BASSAM IQRAM QURESHI	YES SECURITIES LIMITED
19	M20191517	BHUBNESH SHARMA	HINDUSTAN COCA-COLA BEVERAGES PVT. LTD.
20	M20193805	DEVANSH MISHRA	DRASS CONSULTING SERVICES
21	M20191561	DHARMIKKUMAR TANDEL	YES SECURITIES
22	M20191519	DHEERAJ THAPPA	YES SECURITIES
23	M20191522	HIMANSHU DADHICH	DIGHT INTERNATIONAL CHAMBERS
24	M20191562	JAVED ASLAM FARAS	SG ANALYTICS
25	M20193806	KRITIKA JHA	LIFE HAR DIN
26	M20191523	MAHIMA DHANOTIYA	MANIPALCIGNA
27	M20191524	MAHIMA JAISWAL	BYJU'S
28	M20191525	MANSI JAISWAL	YES SECURITIES
29	M20191521	MAYANK YADAV	ENTERPRENEUER
30	M20192722	MEGHA SINGH	SG ANALYTICS
31	M20193801	MILAN JAMES	MINDA RINDER PVT LTD
32	M20192704	MOHAMMAD KASHIF	S.G ANALYTICS
33	M20191563	MOHAN SINGH BHANDARI	S.G ANALYTICS
34	M20191568	MUSKAN GUPTA	ALL INDIA REPORTER PVT LTD (AIR)
35	M20191529	NEKKANTI.PRAMOD.V.S.S.S.A.C HOWDARY	LIFE HAR DIN
36	M20191530	NIKHIL MISHRA	THE CAPITAL BOX

S. No	ROLL NO	NAME OF CANDIDATE	SUMMER INTERNSHIP COMPANY
37	M20193802	NIKITA BATHAM	ADITYA BIRLA SUN LIFE INSURANCE
38	M20193803	NIKITA TALEKAR	YES SECURITIES IND PVT LTD.
39	M20192707	NISHANT KALAL	THE CAPITAL BOX
40	M20191531	NISHI VERMA	THE CAPITAL BOX
41	M20192709	PALLAV PALI	YES SECURITIES
42	M20191501	PARAS SHARMA	YES SECURITIES
43	M20192719	PAYAL KUWAR PARMAR	DHOBI G
44	M20193807	POORNIMA T U	INNERWORK SOLUTIONS
45	M20191532	PRANJAL SINGH	MINDSCAPE ENHANCE
46	M20191533	PRASAD KIRAN JANGAM	BRIDGE GROUP SOLN.
47	M20192710	PRASAD PANDURANG BHANDURGE	SG ANALYTICS
48	M20191534	PRASHANT SINGRAME	FUTURE GENERALI
49	M20191569	PREETAM SHAKTI	ADITYA BIRLA CAPITAL
50	M20193808	PREETI PAL	YES SECURITIES
51	M20193812	PRIYA MODANWAL	TATA STEEL LTD
52	M20193811	PRIYA SIWAG	WILLIAM PENN
53	M20191535	PRIYANSHU KUMAR	DCB BANK
54	M20191536	PRIYE RANJAN	ADITYA BIRLA CAPITAL
55	M20192711	PURURVA AGARWAL	ADITYA BIRLA SUNLIFE INSURANCE CO. LTD
56	M20192713	RACHNA RAMESH KHARAT	BRIDGE GROUP SOLUTIONS
57	M20192721	RAHUL ARORA	TATA STEEL LTD.
58	M20192714	RAJVEER VERMA	BYJU'S
59	M20192715	RANI KUMARI	THE CAPITAL BOX
60	M20191537	RAVI KUMAR	YES SECURITIES
61	M20191538	RISHABH SRIVASTAV	ADITYA BIRLA CAPITAL
62	M20191564	RISHABH SRIVASTAVA	BRIDGE GROUP SOLUTIONS
63	M20191539	ROHAN JANGIR	BRIDGE GROUP SOLUTIONS
64	M20191540	SALONI VIJAY	BRIDGE GROUP SOLUTIONS
65	M20191541	SAMRIDH TIWARI	TATA STEEL LTD
66	M20191542	SANGRAM MUKHERJEE	MINDSCAPES ENHANCE COMMUNICATION PVT LTD
67	M20191543	SAURABH RAJ	YES SECURITIES
68	M20191567	SHAIKH KHATEEB	MINDCAPES ENHANCE
69	M20192720	SHALINI AGRAWAL	

S. No	ROLL NO	NAME OF CANDIDATE	SUMMER INTERNSHIP COMPANY
70	M20193809	SHAMBHAVI TEWARI	THERMAX. LTD
71	M20191544	SHIVAM KUMAR	THE CAPITAL BOX
72	M20191545	SHIVAM SAURAV	FUTURE GENERALI
73	M20191546	SHIVANI DONGRE	ADITYA BIRLA CAPITAL
74	M20191547	SHRESTH	BRIDGE GROUP SOLUTIONS
75	M20191548	SHUBHAM GUJRATI	BALAJI WAFERS PVT. LTD.
76	M20191551	SONAL KUMAR	HINDUSTAN COCA-COLA BEVERAGES PVT. LTD.
77	M20192716	SOUNAK LAHA	ADITYA BIRLA CAPITAL
78	M20191550	SUDHANSHU SINGH	PNB METLIFE
79	M20193810	SWARNIMA SINGH	GENESIS BUSINESS SCHOOL
80	M20191554	TANMAY RANE	FUTURE GENERALI INDIA LIFE INSURANCE
81	M20192717	UTKARSH SINGH	MINDSCAPE ENHANCES COMMUNICATION PVT LTD
82	M20191555	VAIBHAV JAIN	LG
83	M20191556	VANDANA HIRWANI	TATA STEEL
84	M20191557	VARTIKA JHA	ALKEM LABORATORIES
85	M20191559	YASH BHOJWANI	BRIDGE GROUP SOLUTIONS

f. MoUs/Partnerships with National institutes/organizations

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

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

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

MIBM ensures that the program design is updated to meet the current industry trends. The curriculum restructuring is done once in every two years. This process involves dialogue with experts from the industry including presentations to faculty. The Board of Studies is actively involved in revamping the course curriculum at regular intervals. 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.



The following are the industrial professionals that are members of Board of Studies

- 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

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

Date	Venue	Agenda
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, Text & Reference books Finalization of syllabus along with incorporations of recommendations and suggestions
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
19 November, 2020	Virtual	Discussion on strengthening academic research and consultancy Discussion on industry Interface
7 July, 2021	MIBM Campus	Overall review of curriculum of PG program
26 November 2021	MIBM Campus	Consideration of requirements of NBA accreditation Discussion on building Internationalization of an Institute
7 July 2022	MIBM Campus	Introduction of foundation courses in trimester I
8 October 2022	MIBM Campus	Review of program, course structure, curriculum and academic policy Suggestions on Institute brand building
21 January 2023	MIBM Campus	Discussion of innovation in teaching, student engagement and actions taken on improvement weaker students

7.1.2 (b) Participation of Alumni in curriculum development

The curriculum development at MIBM involves Alumni working in different industries. MIBM has invited its alumni working in corporates to be part of the curriculum development Panels/Committees. The alumni provide insights on how to capture certain attributes and skillsets essential for a successful corporate leader. 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	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

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

Table: List of Comprehensive Viva Voce - Examiner's and Project Evaluators

Sr.No.	Company Name	Project Evaluators
1	Acelot innovation pvt ltd	Mr. Akash Jauhari
2	Aditya Birla Capital	Mr. Abhishek Shekhawat
3	Bajaj Allianz General Insurance	Mr. Deepak Bansal
4	Bajaj Finserv	Mr. Rajendra Dhainje
5	Balaji Wafers Pvt. Ltd.	Nishi Verma
6	Beta insights business advisory	Mr. Navneet Raj
7	BIG BOX Ventures	Mr. Kashish Jerath
8	Bridge Group Soln.	Mr. Sourish Chatterjee
9	Bridge group solution	Mr. Rahil Jafri
10	Bridge Group Solutions	Mrs. Juhi Tripathi
11	Disney Hotstar	Mr. Chandan Kumar Dash
12	Divya Bhaskar DB CORP.	Mr. Randadeb Paul
13	DUKES	Mr. A P Singh
14	eClerx Services Ltd.	Mr. Jitendra Bapna
15	Finmark Solutions	Yash Bhojwani
16	FYNDHERE	Mohit Sinha
17	Growth Arrow	Mr. Love Sekhawat
18	Growth arrow	Mr. Gaurav Singh
19	Growth Arrow	Tejashwinee Reddy
20	Growth Arrow	Rahul Kumar

Sr.No.	Company Name	Project Evaluators
21	Hector beverages pvt ltd.	Animesh Kislay
22	Hitachi Solutions Pvt. Ltd	Mayadhar Nayak
23	ICICI BANK	Azma Solkar
24	ICICI BANK	Sainath Hon
25	ICICI bank	Mr Ashish Patel
26	ICICI bank	Ms. Neha Kaul
27	Innerwork Solutions	Vipul Jha
28	Insplore Consultancy	Leharchand Gogri
29	Kantar	Rajat Gupta
30	Kantar	Amit Raykhere
31	KANTAR	Yogesh Ganvir
32	Kohler Power India	Ms. Richa Khurana
33	Lead Barrel	Mr. Siddharth Jain, Ms. Manpreet Kaur
34	LG Electronics	Sameer Rai
35	LG Electronis	Rahul
36	Magnik India	Jyoti Ray
37	Meesho	Mr. Moshin Mulla
38	Minda Rinder Pvt. Ltd	Ashish Singh
39	Mindsapes Enhances Communications Pvt. Ltd.	Madhu Shree Kandgal
40	Mindsapes Enhances Communications Pvt. Ltd.	Rajesh Khatke
41	Mindsapes Enhances Communications Pvt. Ltd.	Harsh Yadav
43	Noble Eden Realtors LLP	Sangram Mukharjee
44	Noble Eden Realtors LLP	Megha Khandelwal
45	Noble Eden Realtors LLP	Krishna raju
46	Outlook Publications	Mr. Satyam
47	Outlook group	Yogesh Sharma
48	Poshway Consultant & Co.	Dr. Chandan Thakur
49	Pramerica life insurance	Ms. Angelene
50	Royal Sundaram General Insurance	Sagar Palkar
51	Salemax Plus	Mohit Sinha
52	SG Analytics	Mr. Ashwani Rajput
53	SG Analytics	Balchandra Murkurte
54	Shapoorji Pallonji real estate limited	Mr. Krishna Raju
55	Storia Foods and beverages	Satya Mohantya
57	Tata bluescope steel ltd	Mr. Mohit Sinha
58	TATA Steel LTD	Crystal sequiera
59	Tenhard India	Mr. Rohit Bezalwar

Sr.No.	Company Name	Project Evaluators
61	The Capital Box	Mr. Arun Bhagwat
62	The Capital Box	Mr Krishna raju
63	Yes Securities Ltd	Deepti Bajpai
64	Yes Securities Ltd	Pritam Ghosh
65	Yes Securities Ltd	Mr. Jagjit Singh

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 Dr. Nitin Deshmane	J.K. Square 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 Dr. Nitin Deshmane	Daltrasmart 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. Sponsorship to National and International Conferences organized by MIBM from Industry:

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

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.

Proceedings of the conference are published at <https://digitalxplore.org/proceeding.php?pid=2032> in the form of an edited book with ISBN No. 978-81-958-661-3-7.

DTHE-2022 and ICTBHR-2022 were sponsored by Education Sector Edutech Companies

AON, Pagalguy, Career mantra, WordsMaya



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)



- Prof. R.S. Ganapathy, Former Professor, IIM Ahmedabad

- 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.

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 Asthana <saroja.asthana@gmail.com>, <ignitedmindssociety@gmail.com>, <shirish.kulkarni@ksb.com>

Cc: <adipap@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@ksb.com
Mob: 9822752452

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

With Warm Regards,

Dr. Dinesh Singh,

Director

AICTE Policy & Academic Planning Bureau, HQ

All India Council for Technical Education,

Nelson Mandela Marg, Vasant Kunj,

New Delhi- 110070

Phone no. 011-29581120



7.2 International Connect (40)

7.2.1. Student Exchange Programs

As such there is no formal student exchange program with any other institutions during assessment period. However, the Institute recognizes the importance of student exchange program and has initiated the process of identifying likeminded institutions for establishing student exchange program links in India and abroad.

7.2.2 Faculty Exchange Programs

Dr Vidya Sagar Athota, a renowned faculty in the area of HR from **The University of Notre Dame Australia** visited to the Campus for a week and interacted with the faculty members and the **PGDM** Students of the Institute.

Dr Vidya Sagar Athota is a Senior Academic and the Discipline Head of Management, Sport and Recreational Management in the School of Law and Business at **The University of Notre Dame Australia**.

He has visited the campus and conducted **Faculty Development Programme** on “**Inner Engineering for Professional Success**” for MIBM faculty. He also conducted workshop on “**Gearing for Success in A Global Environment**” for the benefit of MIBM students.

Dr Athota has delivered a Key Note Lecture in an International Conference on Trends in Business and Human Resource (ICTBHR)-2022 organized by MIBM. Dr. Athota has graciously accepted MIBM invitation to visit Campus again in November 2023 and conduct various programs both for faculty and students of MIBM.

Profile:

- **Dr Vidya Sagar Athota** is a Senior Academic and the Discipline Head of Management, Sport and Recreational Management in the School of Law and Business at **The University of Notre Dame, Australia**
- He has been employed at the Sydney campus since 2007. Dr Athota studied in India, USA and holds a PhD from the University of New South Wales, Australia.
- He has over forty academic outputs and published three research books. His most recent book is entitled (2021), *Mind Over Matter and Artificial Intelligence: Building Employee Mental Fitness for Organizational Success*.
- He has published his research findings in high impact international journals.
- His research has been featured in several international media outlets including live TV, newspapers, and popular magazines.
- In 2022, Dr Athota received a **Vice Chancellor’s Award** for Initiatives that Enhance Student Learning.



Photo: Dr. Asthana, Director MIBM felicitating Dr. Athota of Notre Dame University Sydney, Australia

The Institute encourages the faculty to actively participate in workshops, guest lectures or any other interactions with other universities and academic bodies. Further, Institute has kept this clause of Faculty and Student Exchange in MoU with International institutes.

7.2.3 MoU's signed with International Institutes

- Indo-European Education Foundation (IEEF), Warsaw, Poland
- International Association for the promotion of ASIA- AFRICA Research University of Uyo, Nigeria
- Eudoxia Research University, USA

7.2.4 International Conferences at MIBM

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. Overall, there were 28 presentations. Panelists were from different countries like Albania (Europe), Australia, Bangladesh, Dubai, Jordon India, Nepal and UAE.

Conference had four main tracks spread over 40 sub tracks.

Track 1: Defining Future of Business

Track 2: Emerging Issues in Global Human Resource

Track 3: Smart Technological Innovations

Track 4: Modern day Leaders

Proceedings of the conference are published at <https://digitalxplore.org/proceeding.php?pid=2032> in the form of an edited book with ISBN No. 978-81-958-661-3-7

National and International Keynote Speakers at ICTBHR-2022

Sr.No.	International Speakers	Country	Keynote topic
1	Dr. Vidya Sagar Athota	Faculty, The University of Notre Dame, Australia	Culture of Business Management in Western Countries
2	Dr. Christina Koutra	Faculty, Abu Dhabi University, UAE	Human Resources Practices During the Pandemic and the Role of Ethical Leadership

Sr.No.	International Speakers	Country	Keynote topic
3	Prof.Asoc.Dr. Edmond Hoxha	Faculty, Polytechnic University of Tirana. Faculty of Geology and Mine. Department of Mineral Resources Engg., Albania	“Green Energy” as a challenge and opportunity in Albania
4	Dr. Rameshwar Ture,	Faculty, IIM Kashipur, India	Global Human Resource Management-Issues, Challenges and Strategies
5	Dr. Litton Prosad	CFO, Bangla Hope, Bangladesh	Challenges, Oppressions and Oppositions Women Managers Face in the 21 st Century
6	Dr. Shereen Nassar	Faculty, Heriot-Watt University, Dubai	Bridging the Talent Gap in the Digital Era
7	Dr. Younes Khataybeh	General Manager at Albattel for Training and Development, Jordon	Virtual Team Building
8	Dr. Somsubhra Chakraborty	Associate Professor, IIT Kharagpur	Modern Day Sensors in Agriculture
9	Mr. Amitesh Banerjee	Head-Corporate communications, Della Group, India	Developing Self and Others
10	Dr. Tatwa P. Timsina	Chairperson of Global Academics Research Academy (GARA), Nepal	Leadership and Innovation

Following International members delivered their keynote talks at an International Conference ICTBHR-2022 held during 17-18 November, 2022

1. Dr. Christina Koutra, Abu Dhabi

Associate Professor in Management in **Abu Dhabi University, Abu Dhabi, UAE.**

Profile:

- PhD from the University of Brighton, UK; and an MSc and a BSc from the University of Surrey, UK.
- An ESRC Postdoctoral Fellowship; and a UNWTO research grant
- Fellow of the Higher Education Academy in the UK, and a recipient of the Middle East and Africa “Women in Education Leadership Award”.
- She currently works as an Associate Professor in Management in Abu Dhabi University, Abu Dhabi, UAE.
- Christina has worked, undertaken research, and delivered consultancy globally: the UK, Ghana, Peru, Nepal, Greece, Saudi Arabia, France,

Vietnam, China, Nigeria, India and the UAE.

- She is an honorary professor in Coal University in Nigeria, the National Intercultural University of the Amazon, in Peru and Chandigarh University, in India.
- She presented in international conferences, delivered keynote speeches, authored and edited books and journal papers.
- Her research interests are mainly in Human Resource Management, Tourism Development, and Corporate Social Responsibility!

2. Dr. Tatwa P. Timsina, Nepal

Professor of Zoology at Tribhuvan University, Nepal

Profile:

- Academic advisor of Southwestern Centre for Research and PhD Studies.
- Chairperson of Global Academics Research Academy (GARA) Nepal chapter.
- Contributed as a Trainer/Facilitator for a number of organizations including the Government of Nepal, UNDP, USAID, ADB etc.
- Chairperson of Institute of Cultural Affairs International, headquartered in Montreal, Canada from 2004 to 2006
- Several books on training and facilitation, environment and development issues. He is also actively involved in the Rotary movement in Nepal.
- Travelled to more than **50 countries** in connection with his work.

3. Dr. Janaka Kumarasinghe, Sri Lanka

Past President of Chartered Institute of Personnel Management, Sri Lanka (CIPM) and Asia Pacific Federation of Human Resource Management (APFHRM).

Profile:

- A graduate of University of Colombo he is a master's graduate of National University of Singapore.
- Non-Executive Director of Vallibel Finance PLC,
- Chief Operating Officer of One Billion Technologies (Pvt.) Ltd,
- Founder Director of Kent Ridge HR consultants
- Senior visiting lecturer of University of Moratuwa the premier technological university in Sri Lanka.
- A Member of the International Editorial Advisory Board of South Asian Journal of HRM, a Sage publication
- Awarded the prestigious CIPM Gold Medal in 2009 for his outstanding contribution to the field of HRM.

4. Dr. Pradeep Kumar, EU

President Indo European Education Foundation

Profile:

- Faculty at University of Applied Sciences in Nysa, Poland
- Honorary Professor at Amity University, India

- Initiator and Founder of Business Risk in Changing of Global Village (BRCDGV)
- External Expert- Polish National Agency for Academic Exchange NAWA, Poland
- Global Emerging Leaders Awards 2022 by the Global Council for the Promotion of International Trade
- HUMCEN Award 2022 as “Brand Maker of the Year 2022”

5. Dr. Shereen Nassar, UK

Associate Professor, Edinburg Business School, Dubai Campus

- PhD, School of Management, Bath University, UK
- Dr Shereen Nassar is an Assistant Professor in the Edinburgh Business School at Heriot-Watt University Dubai Campus.
- Global Director of Logistics Studies
- Director of MSc Logistics & Supply Chain Management Programme in Dubai campus.
- Shereen is a Fellow of Higher Education Academy (FHEA).
- She has an international teaching experience across the UK and MENA region.
- International speaker and panellist in many industry forums and events.
- Her current research interest expands to include supply chain digital transformation and optimization.
- Author of several research papers published in highly rated journals.
- Awarded with Global Values Award - Heriot-Watt University, 2020

6. Dr Younes Khataybeh, Jordan

- President of the Arab Trainers Union, Jordan
- Trainers Society and Augusta University - Jordan.
- Chairman of the Federation of International trainers and speakers

7. Dr. Litton Mowaliev, Bangladesh

- CFO, Bangla Hope- An organization devoted to changing the lives of destitute women and children
- Dr. Litton is PhD in Commerce and Management

7.2.4 Collaborative Research Projects

Sr.No.	Topic	Author	Design No.	Status
1.	Automated vehicle speed control device	Dr. Jitendra Gaur* Dr. Vivek Kumar Sunita Anita Dalal Sonali Satish Kadam Dr. Mohammed R. Mohammed Usman Dr. Deo Karan Ram	384044-001	Application Accepted. Certificate of design generated.
2.	IoT based data manager device	Dr. Gopal S. Jahagirdar Prof. Anil Srivastava* Dr. Vajid N. Khan Dr. Nitin Deshmane Dr. Sonali Mallinath Antad Mrs. Sonali Kadam	383215-001	Application Accepted. Certificate of design generated.
3.	Productivity based incentive device	Dr. Nitin Deshmane Dr. Vilas Pharande* Dr. Gopal Jahagirdar Mrs. Rupali Deshmane Prof. Dhruv Pandya Prof. Umesh Dhekane	383213-001	Application under process. Waiting for technical examination

* MoU signed

7.2.5 Initiatives to engage with International academic communities

Following is the list of international webinars delivered MIBM Faculty

- **Dr. Jahagirdar**, an online webinar on **How to write Research Paper at Research Circle, Malaysia**, 4 June 2022
- **Dr. Saroja Asthana**, an online **International Webinar on Research methodology** on 17 June, 2023. You Tube link for webinar on Research methodology: <https://youtu.be/XNaiaVQbnHw>
- **Dr. Nitin Deshmane**, an online **International webinar on HR competency in capability building** on 23 June 2023

CRITERION 8: INFRASTRUCTURE (75)

8.1. Classrooms and Learning facilities (25)

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 therefor make it accessible on all 7 days with 24hourst o all users. Library is using KOHA system. Quality of learning 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, students prefer e-books and 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 to our students.

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	EBSCO Mgt. Elite	EBSCO Mgt. Elite	EBSCO Mgt. Elite
Internet Bandwidth in MBPS	32	32	100	100
Barcode/RF code	-	-	-	

Particulars	2019-20	2020-21	2021-22	2022-23
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 (ILMS). KOHA is an integrated software package encompassing all aspects of library management. It allows Book Accession e-register and Online Public Access Catalogue. Further easy search the database using important fields is possible. It supports online stock verification. Efficient circulation management system allows sorting / printing large number of reports and can export into Excel file formats. It 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 customizable search and 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

8.3 IT Infrastructure and Learning Management (30)

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.

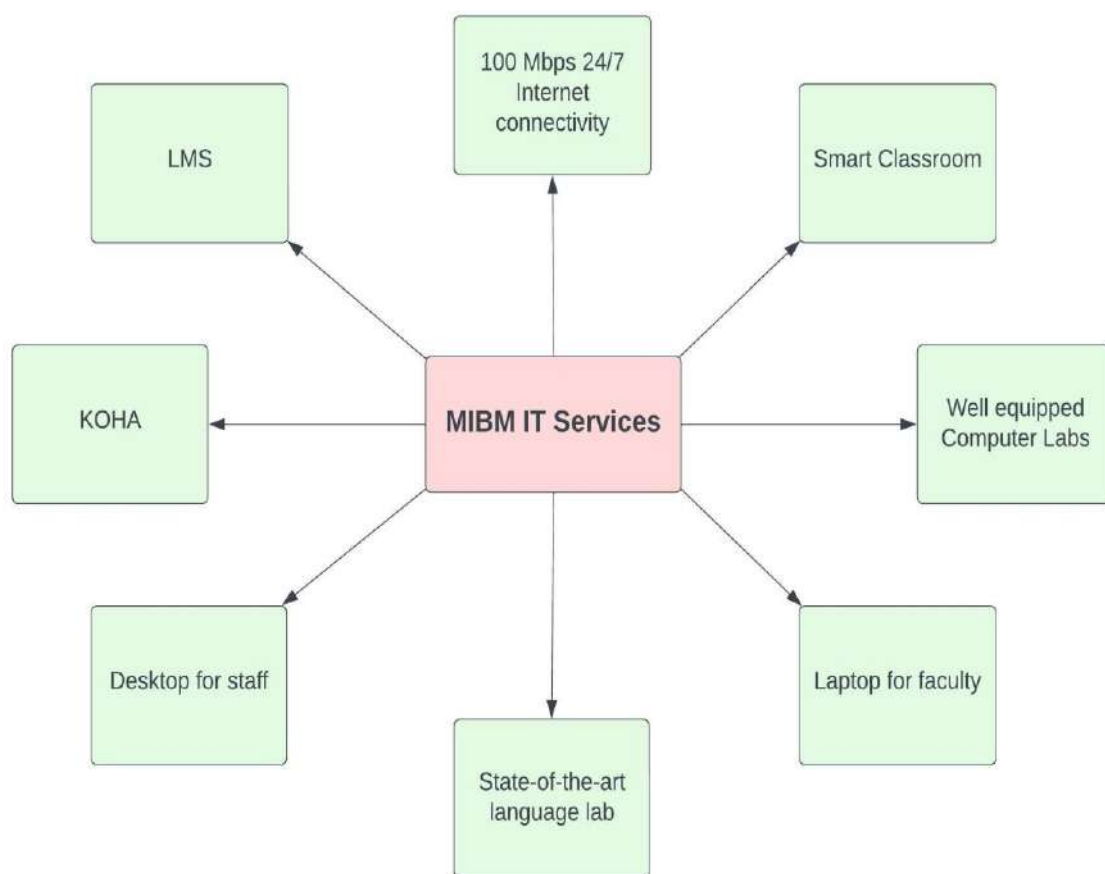


Figure 8.1: MIBM IT Services

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
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.

MULSHI INSTITUTE OF BUSINESS MANAGEMENT (MIBM), PUNE – PHOTO GALLERY



COLLEGE BUILDING



MIBM RECEPTION DESK



CONFERENCE ROOM



DIRECTORS OFFICE



HOD CABIN



E-LEARNING FACILITY CLASS ROOM



E-LEARNING FACILITY CLASS ROOM



E-LEARNING FACILITY CLASS ROOM



E-LEARNING FACILITY CLASS ROOM



SEMINAR HALL



FACULTY ROOM



LIBRARY



READING HALL



REFERENCE SECTION



COMPUTER LABORATORY



GENSET



RO PLANT



SEWAGE TREATMENT PLANT



CAFETARIA



IN-DOOR GAMES



OUT-DOOR GAMES



YOGA FOR HEALTH





GIRLS HOSTEL



HOSPITAL FACILITY

CRITERION 9: ALUMNI PERFORMANCE AND CONNECT (50)

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/>

Website link for Alumni data <https://mgi.ac.in/mibm/alumni/alumni-career.php>

शा.फो.झि.मु., पुणे-सीए-१९८/(५०० पुस्तके)१०-१३

[विशेष-घ. आ. (मुं. सा. वि.) ५०-म.

No.

13480



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 Pinnac
Gangotri, Nagar Road, Aundh, Pune

खालील चारखेस संस्था नोंदणी अधिनियम, १८६० (सन १८६० चा अधिनियम, २१) अन्वये

योग्यरित्या नोंदणी करण्यात आली.

411067

तारीख :- 10 / 11 / 2022 रोजी माकडा सहीदिली दिले.



10/11/22
संस्थांचे सहायक निबंधक
सहाय्यक संस्था निबंधक
पुणे विभाग, पुणे

English Translation

Sha.pho.shi.mu.Pune-CA 198/(500 pustake) 10-13
[vishes-gha. Aa (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. Manoj
Chavhan
Asthana

Seal



Translated TRUE COPY
BHALCHANDRA ANANDRAO PATIL
NOTARY
GOVT. OF INDIA
29-7-2023

This is true translation from Marathi to English



9.2 Involvement of Alumni (25)

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/>

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 Carrier 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	Carrier in Business Analytics	18.12.2022

Sr. No	Name of Alumni	Batch	Company	Topic	Date
16	Prasad Bhanduge	2019-21	Deloitte	Choose Carrier 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	Sourabh Limje	2021-23	Deloitte	Interview Preparation for Finance Companies	26.07.2023

Glimpse of Alumni talk



Sourabh Limje Alumni from Batch 2020-22 interacting with students



**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



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 keen 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



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



Chapter Meet batch 18-20

9.2.C. Details of resources raised by Alumni

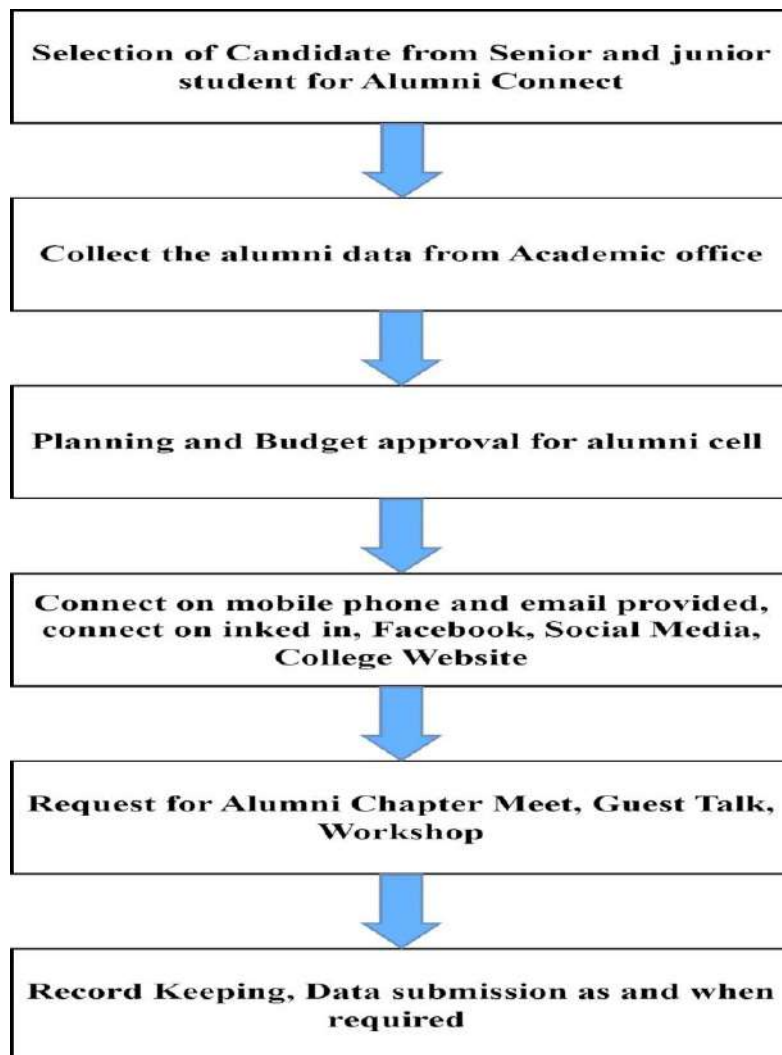
Name	Donation	Handover to	Purchase From	Amount	Date
Sudhnashu Singh	Laptop	Placement Department	Direct IT	62,400/-	23.05.2023

9.3. Methodology to connect with Alumni and its implementation (15)

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



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

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

MIBM, PUNE

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
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

Student ID	First Name	Last Name	Mobile Number	Gender	Year	Home State
1-11233036523	ADITYA	NEMADE	8483997301	Male	2021-2022	MAHARASHTRA
1-11226014506	ABHISHEK	PANDEY	9923552639	Male	2021-2022	
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
1-9386277789	RUBYKUMARI	SINGH	7771824736	Female	2020-2021	BIHAR
1-9386277783	SHAYON	RAICHAUDHARY	9171115504	Male	2020-2021	CHHATTISGARH
1-9386277780	GARIMA	SINGH	9304128716	Female	2020-2021	UTTARPRADESH
1-9386277777	AYUSH	SHARMA	6202936941	Male	2020-2021	MADHYAPRADESH
1-9386277774	RITVIK	SINHA	9601511596	Male	2020-2021	JHARKHAND
1-9386277771	BIPLAB	CHATTERJEE	9935689855	Male	2020-2021	JHARKHAND
1-7046102091	MEGHA	SINGH	9555188584	Female	2019-2020	BIHAR
1-7037206384	PRIYA	MODANWAL	9608068821	Female	2019-2020	JHARKHAND
1-7037206327	PRIYA	SIWAG	8700074450	Female	2019-2020	DELHI
1-7037206300	RAHUL	ARORA	9905825243	Male	2019-2020	JHARKHAND

Student ID	First Name	Last Name	Mobile Number	Gender	Year	Home State
1-7037206293	MUSKAN	GUPTA	9406583236	Female	2019-2020	MADHYAPRADESH
1-7037206286	KHATEEBAHMED	SHAIKH	7400229580	Male	2019-2020	MAHARASHTRA
1-7037206279	PAYALKUWAR	PARMAR	9970457457	Female	2019-2020	MAHARASHTRA
1-7037206272	PREETAM	SHAKTI	9934641860	Male	2019-2020	BIHAR
1-7037206265	AMANKUMAR	AGARWAL	7004299627	Male	2019-2020	JHARKHAND
1-7037206258	RISHABH	SRIVASTAVA	9808113183	Male	2019-2020	UTTARPRADESH
1-7037206251	NISHANT	KALAL	7691807724	Male	2019-2020	RAJASTHAN
1-7037206234	PRIYARANJAN	SINGH	8292155633	Male	2019-2020	BIHAR
1-7037206217	AKSHAYKUMAR	GUPTA	8787212168	Male	2019-2020	UTTARPRADESH
1-7037206181	SWARNIMA	SINGH	8340589717	Female	2019-2020	BIHAR
1-7037632521	RANIKUMARI	SHASTRI	8757998362	Female	2019-2020	BIHAR
1-7034762315	MOHAMMADKASHIF	KHAN	8795244748	Male	2019-2020	UTTARPRADESH
1-7034762308	BASSAMIQRAM	QURESHI	8619231230	Male	2019-2020	RAJASTHAN
1-7034762301	DEVANSH	MISHRA	9452888830	Male	2019-2020	UTTARPRADESH
1-7034762294	PRANJAL	SINGH	7887706917	Male	2019-2020	MAHARASHTRA
1-7034762287	VARTIKA	JHA	9021140747	Female	2019-2020	JHARKHAND
1-7034762280	ATHARVA	SRIVASTAVA	7007950582	Male	2019-2020	UTTARPRADESH
1-7034762273	PREETI	PAL	8574991489	Female	2019-2020	UTTARPRADESH
1-7034762266	UTKARSH	SINGH	9005813170	Male	2019-2020	UTTARPRADESH
1-5602126933	VARSHA	SINGH	7631112374	Female	2018-2019	JHARKHAND
1-5602126926	DIVYA	THAKUR	8349086501	Male	2018-2019	CHHATTISGARH
1-5602126884	ADESH	KOKIL	8830079061	Male	2018-2019	MAHARASHTRA
1-5602126857	RAJSHEKHAR	BATHULA	7746984446	Male	2018-2019	CHHATTISGARH
1-5602126840	VEDPRAKASH	SINGH	9635516194	Male	2018-2019	WESTBENGAL
1-5602126833	RAVI	SAHANI	7389123777	Male	2018-2019	CHHATTISGARH
1-5602126826	MOHAMMADABU	HANZALA	7764859922	Male	2018-2019	BIHAR
1-5602126799	PRAVEENKUMAR	SAH	9097688506	Male	2018-2019	JHARKHAND

Student ID	First Name	Last Name	Mobile Number	Gender	Year	Home State
1-5602126792	APURVA	GUPTA	7000969982	Female	2018-2019	CHHATTISGARH
1-5602126775	HIMANSHU	SHEKHAR	9794444454	Male	2018-2019	UTTARPRADESH
1-5602126748	ANISH	SAXENA	9174737000	Male	2018-2019	MADHYAPRADESH
1-5602126741	PARIKSHIT	NASIKKAR	9516645587	Male	2018-2019	MADHYAPRADESH
1-5602126734	SACHIN	GUPTA	9826689212	Male	2018-2019	MADHYAPRADESH
1-5602126717	REHAN	KHAN	7979053477	Male	2018-2019	BIHAR
1-5602126710	ANKITKUMAR	CHOUDHARY	8825236322	Male	2018-2019	BIHAR
1-5602126703	RAJAT	TANTI	8223938421	Male	2018-2019	CHHATTISGARH
1-5594373692	ANISHKUMAR	ROY	9434470055	Male	2018-2019	WESTBENGAL
1-3721507138	SAGAR	SAINI	8073775956	Male	2017-2018	BIHAR
1-3721506968	ARPITA	GUPTA	7972881494	Female	2017-2018	BIHAR
1-3721506963	RASHMI	SINGH	9454936318	Female	2017-2018	BIHAR
1-3721506908	SURAJ	SHARMA	9067070858	Male	2017-2018	MAHARASHTRA
1-3721506902	SHIVANI	DESHPANDE	8087611385	Female	2017-2018	CHHATTISGARH
1-3721079206	SHASHWAT	SHULKA	7985279595	Male	2017-2018	CHHATTISGARH
1-3721079201	PIYUSH	TIWARI	8770239322	Male	2017-2018	WESTBENGAL
1-3720928396	SYED	NIKKI	8617383021	Female	2017-2018	CHHATTISGARH
1-3720928391	PRIYANKA	MAHESHWARI	8009002211	Female	2017-2018	BIHAR
1-3720780016	SONALI	YADAV	8871527004	Female	2017-2018	JHARKHAND
1-3454710213	ARPAN	SAHLOT	7827375027	Male	2016-2017	CHHATTISGARH
1-3454709793	SUNAYNA	B.	7709234048	Female	2016-2017	JHARKHAND
1-3454709588	UTTAM	GUPTA	8377930137	Male	2016-2017	DELHI
1-3454709582	ABHINAV	PRATI HAR	9811486487	Male	2016-2017	UTTARPRADESH
1-3454697822	SHIVAM	TANEJA	8755056683	Male	2016-2017	UTTARAKHAND
1-3454690802	AMIT	CHAWLA	7746984446	Male	2015-2016	UTTARPRADESH
1-3454696570	PRITAM	DAS	9820727210	Male	2015-2016	UTTARAKHAND
1-2668201687	SHOUNAK	CHOWDHARY	9944474039	Male	2014-2015	MAHARASHTRA

Student ID	First Name	Last Name	Mobile Number	Gender	Year	Home State
1-2668201682	POULAMI	NAG	8892547760	Female	2014-2015	MAHARASHTRA
1-2668201647	KALYANI	BHAISARE	9831660702	Female	2014-2015	MAHARASHTRA
1-2668201642	AVINASH	SINGH	9425871762	Male	2014-2015	MAHARASHTRA
1-2668201587	SHRUSHTI	JHAWAR	9773414246	Female	2014-2015	MAHARASHTRA
1-2668201582	ANANYA	BHANDARI	9038597552	Male	2014-2015	WESTBENGAL
1-2668201477	SUMIT	KUMAR	8765924760	Male	2014-2015	UTTARPRADESH
1-2668201472	PRIYANKA	SURYAWANSHI	9619537598	Female	2014-2015	MAHARASHTRA
1-2063951242	VISHWADEEP	SRIVASTAVA	7767986817	Male	2013-2014	MAHARASHTRA
1-2063951107	SHIVANKAR	SETH	7767822199	Male	2013-2014	TELANGANA
1-2063951101	RITESH	SINGH	7767036884	Male	2013-2014	UTTARPRADESH
1-2063871292	NEERAJ	KUMAR	8586845683	Male	2013-2014	HARYANA
1-2063833967	NAYAN	NAGIME	9637256184	Female	2013-2014	MAHARASHTRA
1-2063833961	ARUN	MISHRA	9689394338	Male	2013-2014	ODISHA
1-2061562547	MRINMOY	UPADHAYA	9811773770	Male	2013-2014	MAHARASHTRA
1-2061562542	VINAYAK	CHANDRA	7767036890	Male	2013-2014	UTTARPRADESH
1-2061489057	VAIBHAV	RAJ	8308069094	Male	2013-2014	BIHAR
1-2061489052	UDIT	SRIVASTAVA	8381066973	Male	2013-2014	UTTARPRADESH
1-2061488977	SUMIT	KUMAR	9035751382	Male	2013-2014	BIHAR
1-2061488972	STUTI	OJHA	7767037119	Female	2013-2014	UTTARPRADESH
1-2061488897	SHREYANSH	VAISH	8605242872	Male	2013-2014	UTTARPRADESH
1-1555673733	HIMANSHISHARMA	SHARMA	8407987067	Male	2012-2013	UTTARPRADESH
1-1555673731	ASHUTOSHKUMARA	CHATURVEDI	8603103492	Male	2012-2013	MAHARASHTRA
1-814612991	POONAMKUMARI	SINGH	9561411212	Female	2011-2012	MAHARASHTRA
1-813604929	NITIN	KORRAM	9923147447	Male	2011-2012	HARYANA
1-813604927	ADITYA	KUMAR	8007018149	Male	2011-2012	MAHARASHTRA
1-813604925	ROHITKUMAR	SHA	9820727210	Male	2011-2012	ODISHA
1-813604923	RAHUL	PATHAK	9819776759	Male	2011-2012	MAHARASHTRA

Student ID	First Name	Last Name	Mobile Number	Gender	Year	Home State
1-813604921	TUSHAR	SINHA	7507722357	Male	2011-2012	UTTARPRADESH
1-813604659	NEILROHIT	BAKSHI	9031828344	Male	2011-2012	BIHAR
1-813604657	AVINASH	SRIVASTAVA	9763259606	Male	2011-2012	UTTARPRADESH
1-813604655	SAHIL	DHAWAN	7276589203	Male	2011-2012	BIHAR

CRITERION 10: CONTINUOUS IMPROVEMENT (50)

10.1 Actions taken based on the results of evaluation of each of the POs and PSOs (20)

a. Program Outcomes (POs) are defined as below:

A management postgraduate should be able to

PO-1: Apply knowledge of management theories and practices to solve business problems

Having concept clearing and knowledge that can be applied in real world situation

PO-2: Foster analytical and critical thinking abilities for data-based decision making

Apply critical thinking and knowledge using analytical tools

PO-3: Ability to develop value based leadership ability

Demonstrate leadership skills appropriate for managerial roles in organizations

PO-4: Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business

Ability to communicate in global business language while maintaining business ethics

PO-5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment

Understating of business stagey formulation based on organization goals

b. Program Specific Objectives (PSOs) are defined as below:

A management postgraduate should be able to

PSO-1: To develop capability to apply prevalent management theories and practices in real world situations

Having business environment knowledge

PSO-2: To inculcate the ability for innovative, initiative and creative thinking using cross cutting technology

Apply creative thinking and problem solving skill using latest technology with ease

PSO-3: To provide value-based learning for accountability, integrity and transparency

Have ability to build team and work with egalitarianism

PSO-4: To provide solid Foundation on leadership and teamwork to work in global corporate environment

Work in teams of diverse people to meet organizational goals with positive attitude

PSO-5: To sensitize students on social and moral based ethical conduct, democracy and egalitarianism

Identify and appreciate the ethical issues in management decision area

MIBM being self-financed standalone institute is striving very hard for upgrading and improving the overall quality of academics on regular basis. The survival of Institute depends on placement activity and for good placement there is no substitute to the knowledge. To achieve this target, assessment for each course is carried out while focusing upon the entire COs, POs and PSOs. as mentioned in Criteria 3.

Table 10.1A: Target CO Attainment Not Achieved and action taken to improve the performance**Batch 2019-21**

Subject	CO	Curriculum Intervention	Pedagogical Initiative	Support System Improvement
International Business BM119	CO 4 : To appreciate global cultures and societal behavior using socio-economic and cultural framework	Curricula gap is found as socioeconomic and cultural studies were not performed	Assessment gap is ratified and more group activities were encouraged	For Batch 2020-22 target attainment is achieved and further improvement in attainment is found for Batch 2021-23
	CO 5: To foresee trends and development wrt int. business , nationally and globally	Curricula gap is identified as exposure to global trends of business were not adequate	Assessment gap is ratified and MNC heads were invited to deliver guest talk on the subject	

Batch 2020-22

Subject	CO	Curriculum Intervention	Pedagogical Initiative	Support System Improvement
Strategic HRM EH508	CO 3: Forecasting HRM	Statistical tools for forecasting were included	Training on statistical forecasting methods	Batch 2019-21 has attained the target. Also, Batch 2021-23 could attain target due to syllabus revision and pedagogical changes
	CO 4: Job analysis and competency audit for strategic HRM	Knowledge domain depth is increased	More assignment and group exercises were conducted in class	

Batch2021-23

Subject	CO	Curriculum Intervention	Pedagogical Initiative	Support System Improvement
Financial Statement Analysis EF402	CO 2 : Analyze financial statement from perspective of decision maker	Depth of knowledge and concept clearing of topic is included	CEOs from MNC who are decision makers were invited to interact with students	Batch 2019-21 has attained the target. Also, Batch 2020-22 could attain the target. Result of next batch is expected to attain the target due to syllabus revision and pedagogical changes

As a regular process for improvement, feedback from alumni, employer and students is considered and suitable changes are incorporated. However, more intense analysis is done for courses where target could not be achieved. Course objective wise attainment is analyzed and reasons of gap in target and attained is studied. Further focused actions were taken to improve the target attainment.

For example, more emphasis is given to strengthen the fundamental concepts of the courses so that the students may be able to understand and solve the business problems without much difficulty. In some cases, faculty has been suggested to adopt more activities based learning using games and role play session. This has enhanced value-based leadership among the students. Additional support is given by organizing more expert lectures from corporates.

In order to increase confidence level of students in business decisions, more emphasis is given on methodological part in analytical and critical thinking for data-based decision making specially in the analytical and critical thinking for data-based decision making.

Following tables and graph gives year wise attainment level for assessment years:

Attainment of program outcomes and Program Specific Outcomes for the batches 2019-21 and 2020-22 and 2021-23 is given in tables 10.1, 10.2 and 10.3 The target attainment for Batch 2019-21 was decided as 2.4 out of 3.0. As it was achieved and no gap was encountered, the target attainment has been raised to 2.5 out of 3 for Batches 2020-22 and 2021-23.

PO and PSO attainment for the batch 2019-21, 2020-22 and 2021-23 using direct and indirect assessment is presented both in table and graphs as below:

Table 10.1B PO and PSO attainment for the batch 2019-21 using direct and indirect assessment

PO/PSO	Direct attainment	Indirect attainment	Total Attainment	Gap	Action
PO1	2.37	3.00	2.49	-0.09	Attained
PO2	2.32	3.00	2.46	-0.06	Attained
PO3	2.30	3.00	2.44	-0.04	Attained
PO4	2.34	3.00	2.47	-0.07	Attained
PO5	2.30	3.00	2.44	-0.04	Attained
PSO1	2.32	3.00	2.45	-0.05	Attained
PSO2	2.34	3.00	2.47	-0.07	Attained
PSO3	2.36	3.00	2.49	-0.09	Attained
PSO4	2.45	3.00	2.56	-0.16	Attained
PSO5	2.31	3.00	2.45	-0.05	Attained

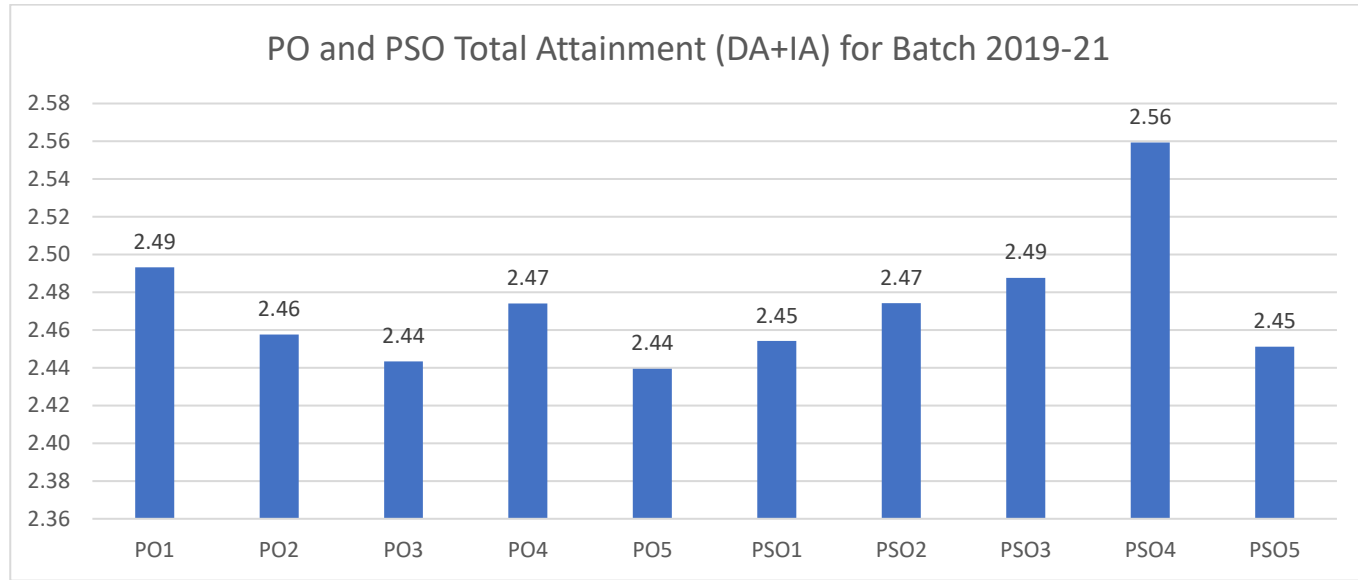


Figure 10.1.C PO and PSO attainment for the batch 2019-21 using direct and indirect assessment

There is no gap identified in POs and PSOs and all target attainments have been achieved. BoS of MIBM suggested for setting higher targets for attainment for improving quality of program. Therefore, it has been raised to 2.5 out of 3.0.

Table 10.1.D PO and PSO attainment for the batch 2020-22 using direct and indirect assessment

PO/PSO	Direct attainment	Indirect attainment	Total Attainment	Gap	Action
PO1	2.37	3.00	2.49	0.01	Continuous Improvement
PO2	2.32	3.00	2.46	0.04	Continuous Improvement
PO3	2.30	3.00	2.44	0.06	Continuous Improvement
PO4	2.34	3.00	2.47	0.03	Continuous Improvement
PO5	2.31	3.00	2.44	0.06	Continuous Improvement
PSO1	2.41	3.00	2.53	-0.03	Attained
PSO2	2.31	3.00	2.45	0.05	Continuous Improvement
PSO3	2.25	3.00	2.40	0.10	Continuous Improvement
PSO4	2.41	3.00	2.53	-0.03	Attained
PSO5	2.31	3.00	2.44	0.06	Continuous Improvement

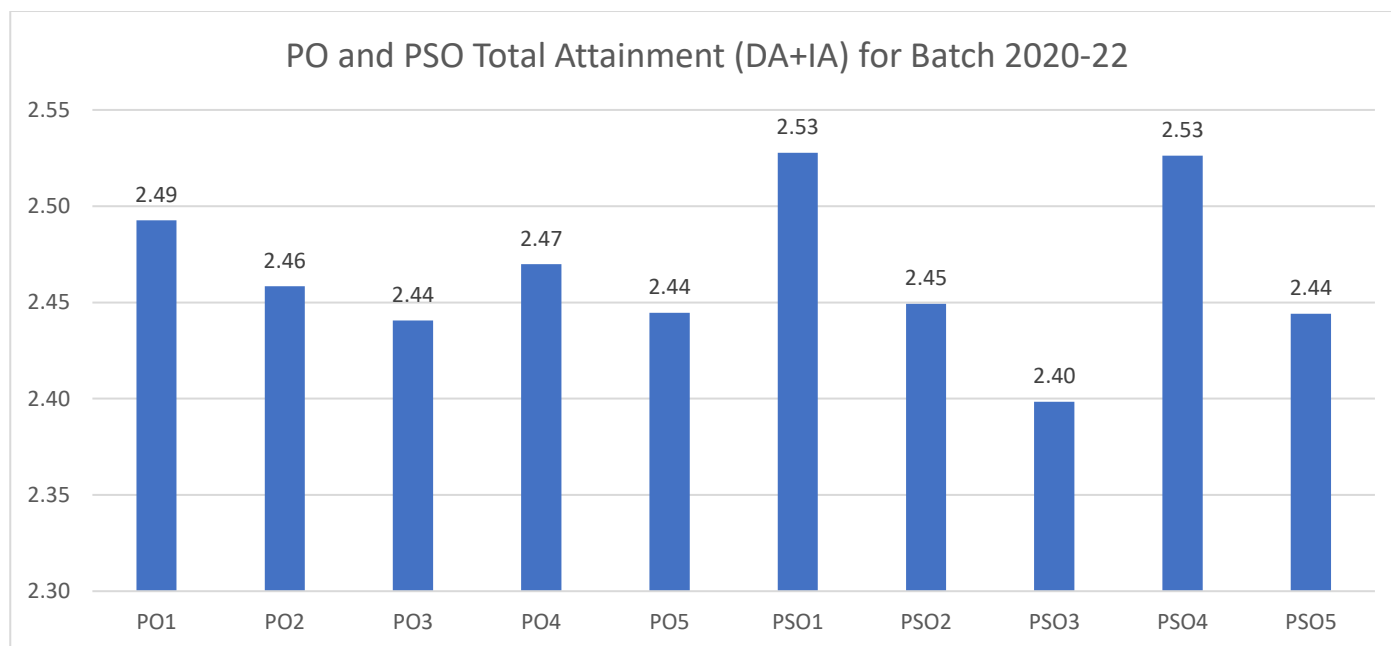


Figure 10.1.E PO and PSO attainment for the batch 2020-22 using direct and indirect assessment

Target attainment is achieved for PO1, PSO1 and PSO4. However, in other POs and PSOs a marginal gap is identified. The reason could be setting higher targets for attainment. The BoS suggested to continue it for next batch and then perform analysis. Also, there is a slight gap identified in attaining target value for PSOs 2, 3 and 5. Although gap is less than 0.1 (10%) the reason for it is discussed in BoS and as per suggestion of the BoS for next batch same target but increased threshold from 60% to 70% for subjects where overall CO attainment is achieved for Batch 2020-22 has been decided to incorporate.

Table 10.1.F PO and PSO attainment for the batch 2021-23 using direct and indirect assessment

PO/PSO	Direct attainment	Indirect attainment	Total Attainment	Gap	Action
PO1	2.28	3.00	2.43	0.07	Continuous Improvement
PO2	2.27	3.00	2.42	0.08	Continuous Improvement
PO3	2.19	3.00	2.35	0.15	Continuous Improvement
PO4	2.35	3.00	2.48	0.02	Continuous Improvement
PO5	2.23	3.00	2.38	0.12	Continuous Improvement
PSO1	2.33	3.00	2.46	0.04	Continuous Improvement
PSO2	2.28	3.00	2.42	0.08	Continuous Improvement
PSO3	2.27	3.00	2.42	0.08	Continuous Improvement
PSO4	2.37	3.00	2.50	0.00	Continuous Improvement
PSO5	2.28	3.00	2.42	0.08	Continuous Improvement

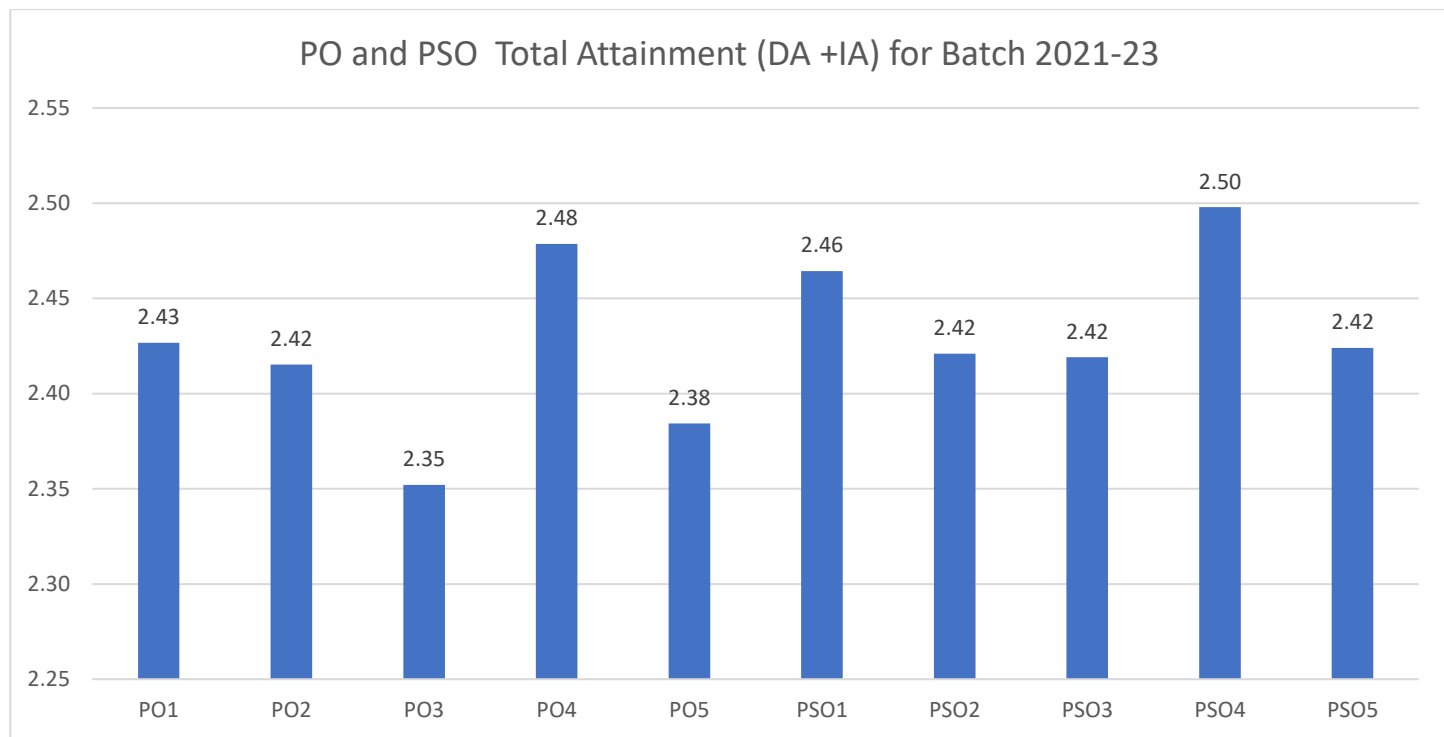


Figure 10.1.G PO and PSO attainment for the batch 2021-23 using direct and indirect assessment

An in-depth analysis of gaps is done and it was found that there is a marginal gap in all POs and PSOs 1,2,3 and 5. The reason of gap could be subject wise threshold level that was increased from 60% to 70% for this batch. As there is a gap in achieving the target attainment level, it has been decided to revise the curriculum of subjects where overall CO attainment is low for Batch 2021-23. The process is done and implemented for the current batch. Table below depicts action taken for POs and PSOs not attained

Table 10.1.H: Low Attainment PO and PSOs and Action

PO	PO Action Plan	PO Description	Actions
PO1: Domain knowledge	Continuous improvement	Apply knowledge of management theories and practices to solve business problems	Curriculum interventions 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: Critical thinking and Problem-Solving skills	Continuous improvement	Foster Analytical and Critical thinking abilities for data-based decision making	In additional to Curriculum interventions mentioned for PO1 above, incorporating critical thinking-oriented review questions in each course is adopted. Increasing the component of self-directed learning e.g. seminar mode is included in courses. Value added certification courses to faculty is encouraged.
PO3: Leadership Skills	Continuous improvement	Ability to develop Value based Leadership ability	Focused Case studies and Management Games on leadership in all related courses has been added.
PO4: Communication Skills, ethics	Continuous improvement	Ability to understand, analyse and communicate global, economic, legal, and ethical aspects of business	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. This enables students to adopt expectations of Corporate World with ease for Summer and Final Placements.
PO5: Team building	Continuous improvement	Ability to lead themselves and others in the achievement of organizational goals, contributing	Individual Capacity Building (ICB) training is conducted to impart necessary skills to students. This has contributed in achievement of organizations goal while working in teams. Also, group projects and interaction with visiting corporate faculty is arranged.

PO	PO Action Plan	PO Description	Actions
		effectively to a team environment	
PSO1: Knowledge	Continuous improvement	Ability to understand Global corporate work culture using knowledge	In ICB again Fundamental of Management has been included so that students get additional exposure to knowledge
PSO2: Critical thinking	Continuous improvement	Cross cutting technology usage for solving critical problems	Keep in view of the latest technology trends, Data Science and Business Analytics related subjects are included in curriculum
PSO3: Leadership	Continuous improvement	Maintain positive work culture through peace and harmony	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. This help student to build their leadership skills.
PSO4: Ethics	Continuous improvement	Always using ethical practices in corporate governance	Ethical tough is given while designing course structure so that ethical governance in inculcated in the student.
PSO5: Team and organizational goal	Continuous improvement	Ability to meet organizational goal through team building with happiness.	In many courses, group assignments and projects and interaction with visiting corporate faculty is arranged. Various student cell such as placement, corporate relations, life style, digieye etc. have built in student an ability to work in team with ease and without conflict of interests.

10.2 Academic Audit and actions taken thereof during the period of Assessment (10)

Academic audit is conducted by an internal team of three competent academicians. This activity is conducted after end of each Academic Year. Team members review the academic and administrative processes in details. The report is submitted to the Director and further action is taken by Director to make action plans are implement it systematically.

In addition to this and as a preparation for audit, all faculty members submit the courses they taught. Director meet students each month and discuss the academics with them both formally and informally. This informal meeting help student to open up and freely discuss their concerns.

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.

MIBM has a strong Board of Studies that is comprising of both, corporates and academicians, meets biannually 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.

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)

As mentioned earlier, MIBM is a self-financing AICTE approved Institute and its whole survival of last 12 years is based on placement provided to its 10 batches.

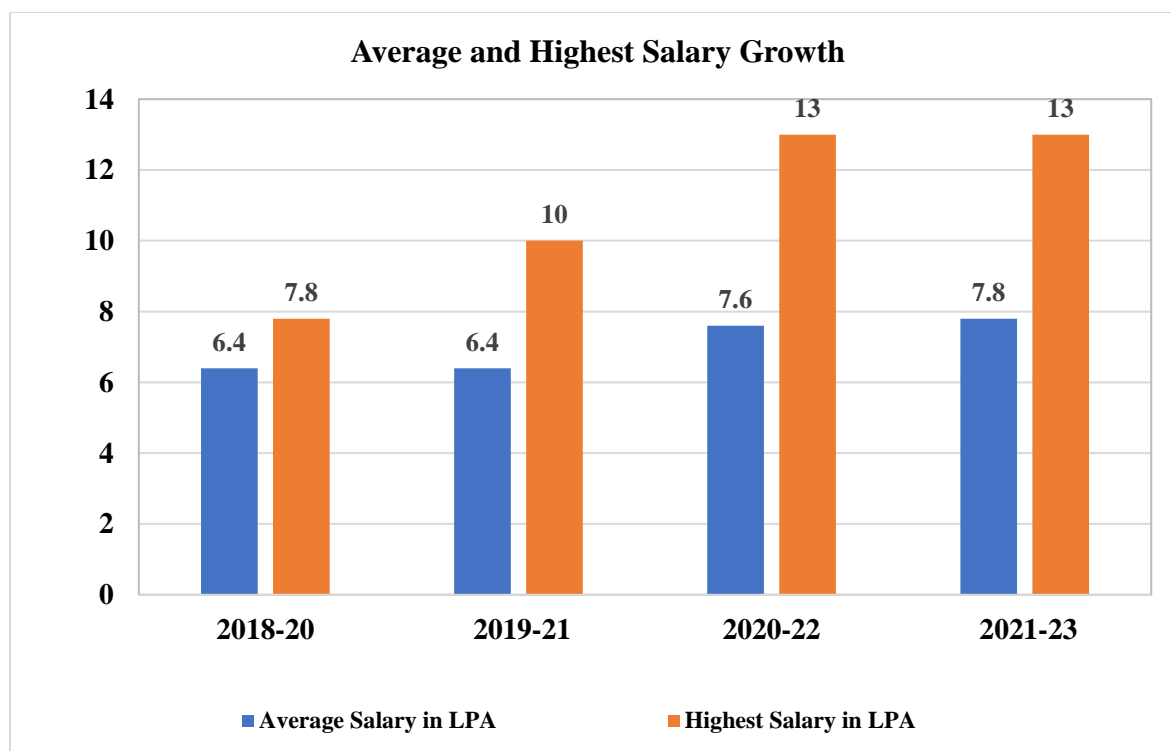
Following Graphs proves improvement in average and highest compensations for last 5 batches. MIBM's highest and average compensation for last five batches is presented in the following figure 1. It can be seen that average compensation has grown significantly from 6.2 Lakh CTC for batch 2016-18 to 7.6 Lakh for batch 2020-22 and highest from 8.3 Lakh CTC to 13 Lakh CTC for the same batches. Figure 2 depicts sector wise placement and it could be seen that all important sectors are covered. More details of Placement for Assessment Years are given in Criteria 5. Institute website lists batch wise achievers details at www.mgi.ac.in Student driven and faculty guided Placement Cell (PAC) work day and night to achieve target of 100% placement and 94% is the average placement of last 3 batches. This definitely highlight improvement in placements at MIBM.

10.3A Improvement in Placement

Item	2021-22	2020-21	2019-20
	Management Stream (M1)	Management Stream (M2)	Management Stream (M3)
No. of Students Placed	42	58	82
Median Salary for Placement	7.8 LPA	7.6 LPA	6.4 LPA
Highest Salary	13 LPA	13 LPA	10 LPA

10.3B Highest Salary details

MIBM STUDENT DETAILS WITH HIGHEST SALARY					
BAT CH	HIGHEST SALARY	MEDIAN SALARY	STUDENT NAME	COMPANY DETAILS	DESIGNATION
2019-21	10 LPA	6.4 LPA	RANI KUMARI	ICICI HFC	DEPUTY MANAGER
2020-22	13 LPA	7.6 LPA	ANUSHKA MISHRA	HP ENTERPRISE	INSIDE SALES ACCOUNTS MANAGER
2021-23	13 LPA	7.8 LPA	NEHA NAYAK	BNY MELLON	DIRECT HIRE ANALYST

Figure 10.3C: Average Compensation Growth for 4 years

10.3D Sector-wise Placement

Following bar chart presented in Figure 10.3E depicts Sector-wise Placement showing wide Diversity of Sectors.

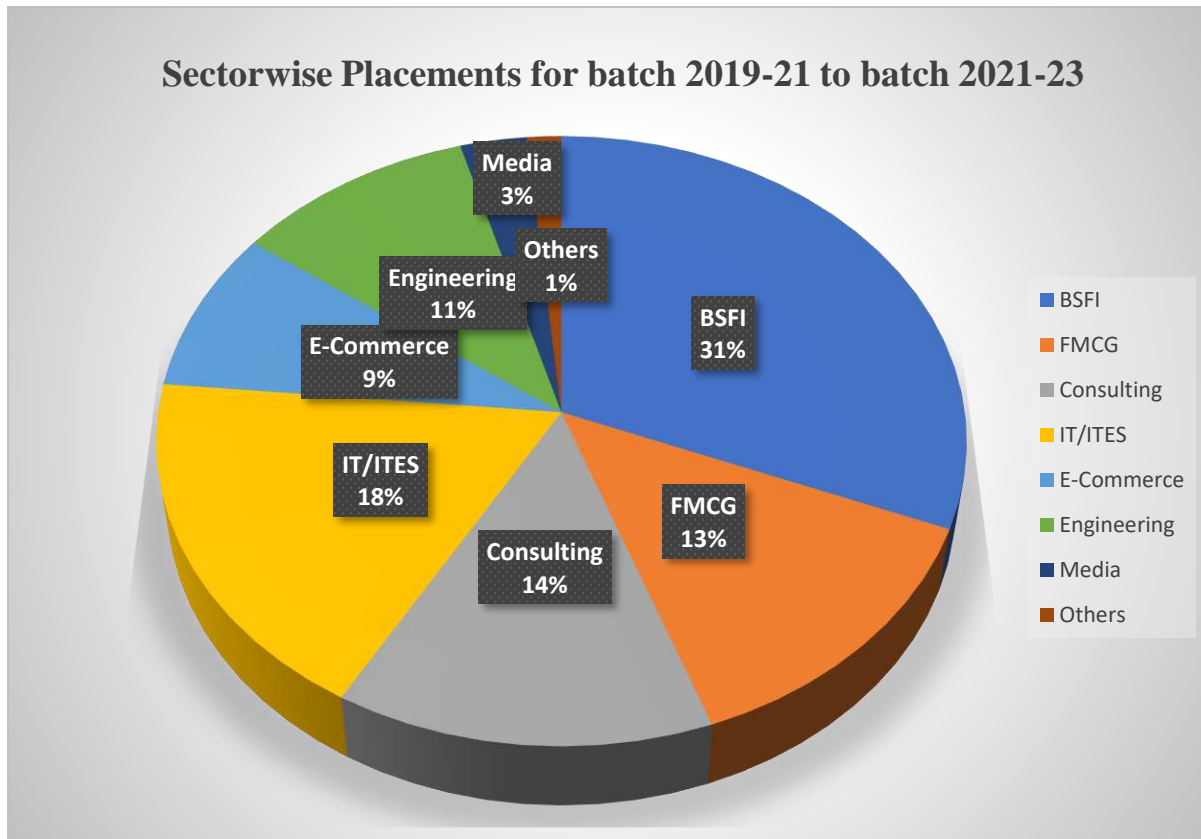


Figure 10.3E Sector-wise Placement Details

10.3F Improvement in Entrepreneurship

Sr. No	Name	Company name of Entrepreneur	Batch	Contact. No
1	PARAS SHARMA	ISKY INDUSTRIES	2019-21	8962136131
2	MAYANK YADAV	ISKY INDUSTRIES	2019-21	8319720726
3	ANIL PATIDAR	PREM ENT.	2019-21	7223907216
4	SUDHANSHU SINGH	SHELTERUP	2019-21	8817887857
5	RAJ JOSHI	SIDDHIVINAYAK ENT.	2020-22	8999723586
6	SAYALI AMBATKAR	GALAXY MANAGEMENT SERVICES	2021-23	7507352288
7	YASH MEHTA	GALAXY MANAGEMENT SERVICES	2021-23	8999121361

10.4. Improvement in the quality of students admitted to the program (10)

MIBM has grown over a decade and is now rated as one of the best business schools of Pune. It now attracts

talent and student diversity is commendable. MIBM recruit students nationwide. 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.

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 break. 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) 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).

Till Batch 2019-21, Group Discussions and Personal Interviews (GD & PI) were conducted at chosen cities for the benefit of students. However, during Covid-19 pandemic online or virtual activities were adopted. GD is replaced with WAT.

10.4B Format used for grading a candidate

**Ignited Minds Society's
MIBM**

SKYPE/ Telephonic Interview for MIBM Admission: 2023-24

STUDENT NAME		10TH MARKS	
MOBILE NO.		12TH MARKS	
SPECIALIZATION		GRADUATION	
PLACE		APPTL. SCORE	
DATE		STATE	
EMAIL		SCHEDULE	

S. NO	Parameter	Scale	Remark
1	<i>COUNSELLING</i>		
2	<i>Can you tell me a little about yourself?</i>		
3	<i>What is your greatest strengths & weakness?</i>		
4	<i>What motivates you to excel in work?</i>		
5	<i>How would you rate your communication skills?</i>		
6	<i>What do you know about MIBM?</i>		
7	<i>Which is your favorite book? Movie?</i>		
8	<i>How do you evaluate your success?</i>		
9	<i>Career goals: Short Term & Long Term</i>		
10	<i>Do you have any questions?</i>		
12	<i>II ROUND- WAT TOPIC</i>		
13	<i>REMARKS</i>		

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	<u>Demonetization in India: Decision is more appreciated than criticized</u>
2	<u>GST: Aim to take economy on faster growth path</u>
3	<u>"Make in India" Ground realities; India leaps to surpass China</u>
4	<u>Rising Population of India could be turned into an asset</u>
5	<u>Corruption is the root cause of current economic and social woes in India</u>
6	<u>FDI in multi brand retail is a boon or bane</u>
7	<u>Ethics and morals cannot be taught in classrooms only</u>
8	<u>Net Neutrality: Very Essential to Make India Digital</u>
9	<u>E-commerce: Unrealistic Discounts are Dangerous</u>
10	Aadhar -Utility is more than perceived
11	Smart City Project: India's new urban vision
12	<u>Bank Recapitalization: Will it restore faith in Banking Industry?</u>
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	<u>Globalization and Jingoism always coexist</u>
19	<u>India has more skilled Human Resource</u>

20	Impact of Russia ukraine war on Indian & Global Economy
21	<u>Indo-US relations; how much beneficial for India</u>

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	Chinese App Ban in India	National Education Policy (NEP) 2020
India as the world's 5th largest economy	Moonlighting in India	Modicare: Affordable healthcare
Rise of Gig Economy	Article 370 Abrogation	Free Metro Ride for Women
Union Budget of India: What is "Budget" and Key Features of Budget 2023	Citizenship (Amendment) Act 2019	Shortage of Open Spaces and Playgrounds Lead to Negative Tendencies in Children
GST: Aim to take economy on faster growth path	Net Neutrality: Very Essential to Make India Digital	Swachh Bharat Mission: Success is still at Large
Crises and Emergencies – Trigger for big reforms	Corona Virus (Covid 19) Impact	Women Empowerment & Gender Justice
Farm Bills 2020 will Break the Glass Ceiling	Facebook Reliance Jio Deal	Beti Bachao Beti Padhao
Banks Mergers in India	Indian Digital Rupee:	Social Media- A boon for society and individuals
5G Telecom Services in India	National Logistics Policy	Buy Now Pay Later (BNPL)
Agnipath	Gati Shakti Master Plan	Global Climate Crisis: India Leadership
SUPER APP in India	Tata takes over Air India	Central Vista Redevelopment
E-Learning: A substitute for Classroom Learning	Single Use Plastic Ban	Bullet Train: Does India really need it?

10.4C Weightage in selection process:

Entrance Test - 25%	PI and GD/WAT - 40%
Academics - 25%	Work Experience - 10%

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 stream, gender and demography.

Figure 10.4E depicts Gender Diversity for the last three Years.

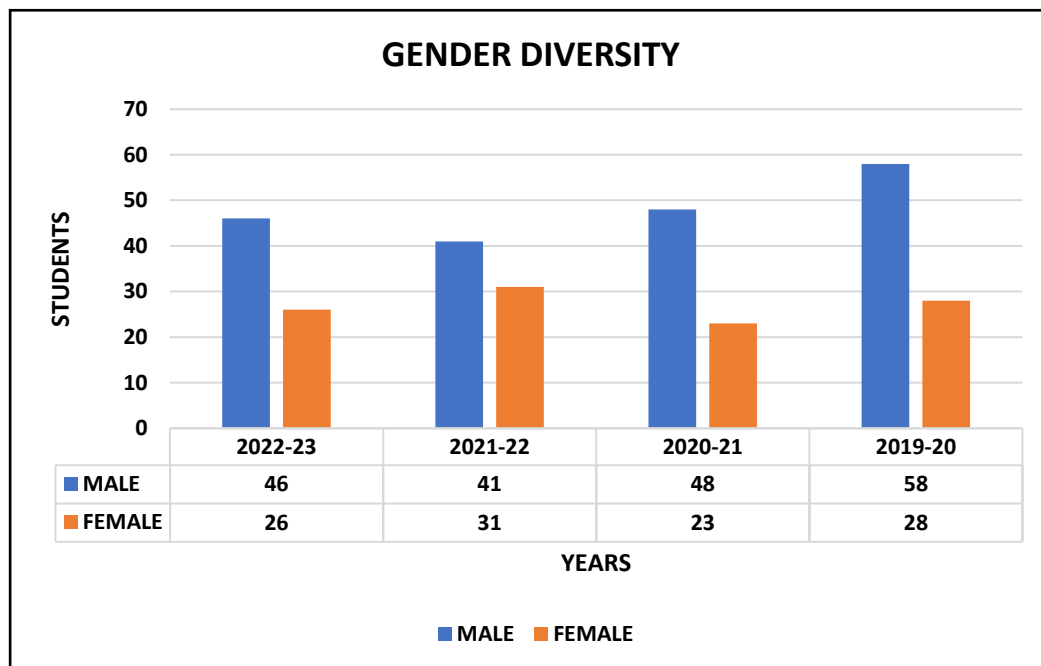


Figure 10.4E Gender Diversity

Following Figure 10.4F presents Demographic Diversity within and outside states

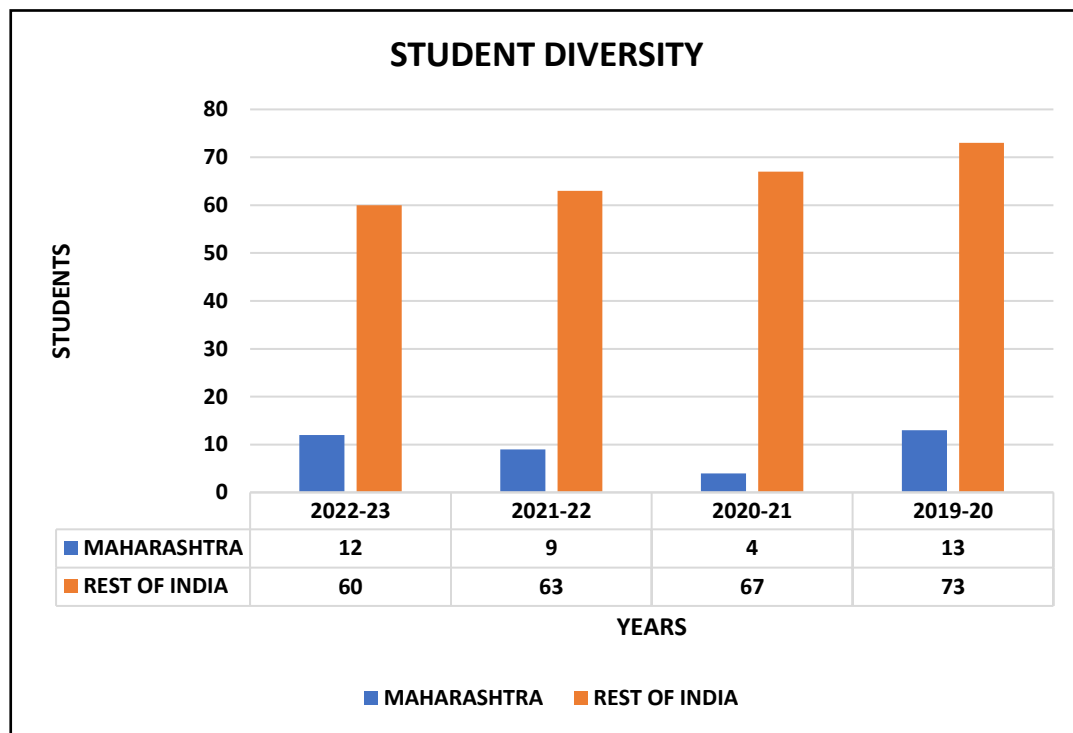


Figure 10.4F Demographic Diversity within and outside states

Following Figure 10.4G presents Stream-wise Diversity between Management Stream and Other Streams

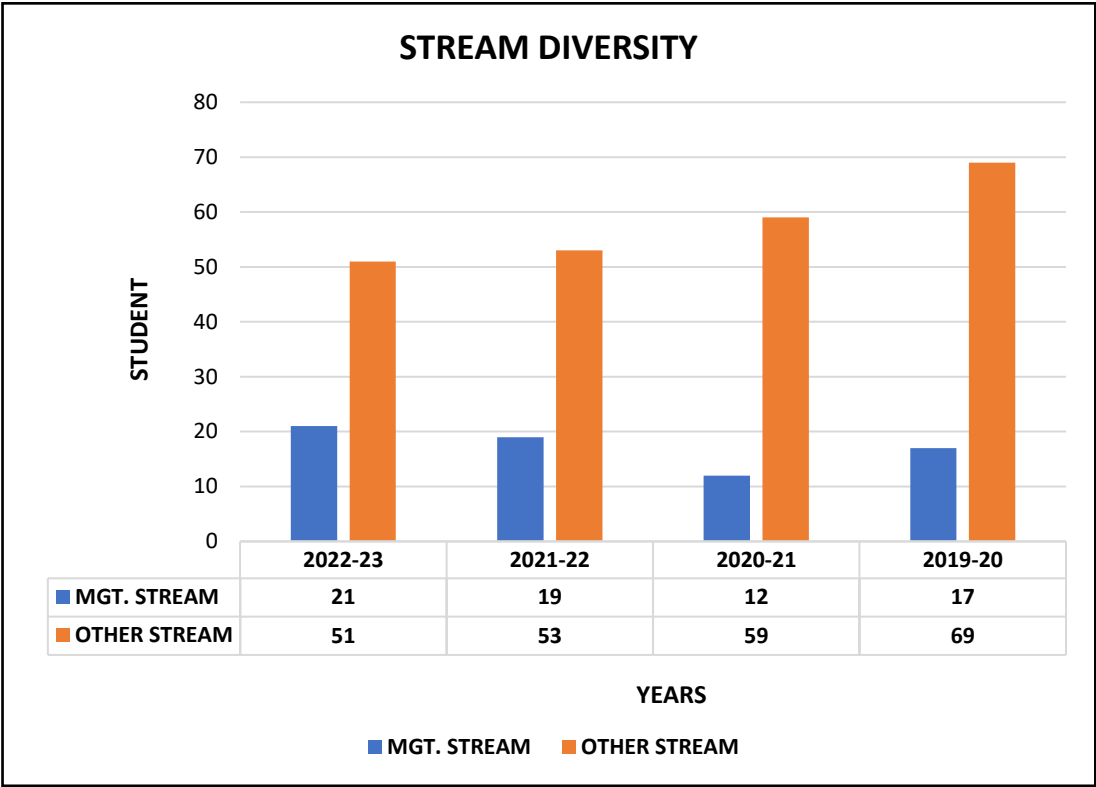


Figure 10.4G Stream-wise Diversity between Management Stream and Other Streams



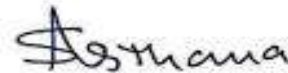
Declaration

I, Dr. Saroja Rajendra Asthana, Director, Ignited Minds Society's Mulshi Institute of Business Management (MIBM), Gat No.237-243, Sambhave, Mulshi, Pune-412 108 undertakes that, that Institute is well aware about the provisions in the NBA's accreditation manual Concerned for this application, rules, regulations, notification and NBA expert visit guidelines in force as on date and the Institute 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, post visit and subsequent to grant of accreditation.

Date 21/08/2023

Place Pune



Dr.Saroja Asthana

Director, MIBM, Pune

Annexure I

Sr. No.	Details
1	Mail received from NBA dated 04-05-2023.
2	AICTE EOA from 2017-18 to 2023-24
3	PGDM COURSE SYLLABUS Sample Course Outlines

MIBM, PUNE

Dear Madam/Sir,

Reference your email dated 13-10-2022 regarding submission of visit dates in respect of application ID. No. 6977-16/06/2022. It is stated the visit of Expert team will be scheduled in the month of October, 2023 as per the fourth and fifth slots of dates submitted by the Institution. For this purpose, it is informed that the updated data as per CAY 2022-23 may be required in respect of PGDM program. You are requested to update the SAR accordingly. The visit dates will be confirmed in due course of time.

It is also requested to upload duly authenticated copies of AICTE's extension of approval letter for Academic years 2017-18, 2018-19, 2019-20, 2020-21, 2021-22 and 2022-23 by the Head of the Institution on each page. The copy should be uploaded in the Profile tab of your Institution on eNBA portal.

Regards,

Accreditation Bureau, NBA

All India Council for Technical Education
(A Statutory body under Ministry of Education, Govt. of India)
Nelson Mandela Marg, Vasant Kunj, New Delhi-110070 Website: www.aicte-india.org



APPROVAL PROCESS 2023-24

Extension of Approval (EoA)

F.No. Western/1-36465697053/2023/EOA

Date: 02-Jun-2023

To,

The Secretary,
Tech. & Higher Education Deptt.
Govt. of Maharashtra, Mantralaya,
Annexe Building, Mumbai-400032

Sub: Extension of Approval for the Academic Year 2023-24

Ref: Online application of the Institution submitted for Extension of Approval for the Academic Year 2023-24

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Education) Regulations, 2020 notified on 4th February 2020 and amended on 24th February 2021 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to:

Permanent Id	1-4288101	Application Id	1-36465697053
Name of the Institution	MULSHI INSTITUTE OF BUSINESS MANAGEMENT	Name of the Society/Trust	IGNITED MINDS SOCIETY
Institution Address	GUT NO: 237-243, POST-SAMBHAVE MULSHI, PUNE, PUNE, Maharashtra, 412108	Society/Trust Address	B-103-104, NEAR NAGRAS ROAD, PINNAC GANGOTRI, D P ROAD, AUNDH, PUNE, PUNE, PUNE, Maharashtra, 411007
Institution Type	Private-Self Financing	Region	Western
Year of Establishment	2011		
Opted for Change in the Institution Name	Yes	Change of Name Approved or Not	Approved
New Name After Institution Name Change Approved	MULSHI INSTITUTE OF BUSINESS MANAGEMENT		

Old Name of Institution: MULSHI INSTITUTE OF BUSINESS MANAGEMENT-PGDM

To conduct following Courses with the Intake indicated below for the Academic Year 2023-24

Level	Program	Course	Affiliating Body (University /Body)	Intake Approved for 2022-23	Intake Approved for 2023-24	NRI Approval Status	FN / Gulf quota/ OCI/ Approval Status
POST GRADUATE DIPLOMA	MANAGEMENT	PGDM	NOT APPLICABLE	120	120	NA	NA

All India Council for Technical Education

(A Statutory body under Ministry of Education, Govt. of India)
Nelson Mandela Marg, Vasant Kunj, New Delhi-110070 Website: www.aicte-india.org



APPROVAL PROCESS 2022-23

Extension of Approval (EOA)

F.No. Western/1-10970233600/2022/EOA

Date: 03-Jul-2022

To,

The Secretary,
Tech. & Higher Education Deptt.
Govt. of Maharashtra, Mantralaya,
Annexe Building, Mumbai-400032

Sub: Extension of Approval for the Academic Year 2022-23

Ref: Application of the Institution for Extension of Approval for the Academic Year 2022-23

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Institutions) Regulations, 2022 Notified on 4th February, 2022 and amended on 24th February 2022 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to

Permanent id	1-4288101	Application id	1-10970233600
Name of the Institution	MULSHI INSTITUTE OF BUSINESS MANAGEMENT-PGDM	Name of the Society/Trust	IGNITED MINDS SOCIETY
Institution Address	GUT NO: 237-243, POST-SAMBHAVE MULSHI, PUNE, PUNE, Maharashtra, 412108	Society/Trust Address	B-103-104, NEAR NAGRAS ROAD, PINNAC GANGOTRI, D P ROAD, ALINDH, PUNE, PUNE, PUNE, Maharashtra, 411007
Institution Type	Private-Self Financing	Region	Western
Year of Establishment	2011		

To conduct following Courses with the Intake indicated below for the Academic Year 2022-23

Level	Program	Course	Affiliating Body (University /Body)	Intake Approved for 2021-22	Intake Approved for 2022-23	NRI Approval Status	FN / Gulf quota/ OCI/ Approval Status
POST GRADUATE DIPLOMA	MANAGEMENT	PGDM	NOT APPLICABLE	120	120	NA	NA

All India Council for Technical Education

(A Statutory body under Ministry of Education, Govt. of India)
Nelson Mandela Marg, Vasant Kunj, New Delhi-110070 Website: www.aicte-india.org



APPROVAL PROCESS 2021-22

Extension of Approval (EOA)

F.No. Western/1-9320372867/2021/EOA

Date: 25-Jun-2021

To,

The Secretary,
Tech. & Higher Education Deptt.
Govt. of Maharashtra, Mantralaya,
Annexe Building, Mumbai-400032

Sub: Extension of Approval for the Academic Year 2021-22

Ref: Application of the institution for Extension of Approval for the Academic Year 2021-22

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Institutions) Regulations, Notified on 4th February, 2020 and amended on 24th February 2021 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to:

Permanent Id	1-4288101	Application Id	1-9320372867
Name of the Institution /University	MULSHI INSTITUTE OF BUSINESS MANAGEMENT-PGDM	Name of the Society/Trust	IGNITED MINDS SOCIETY
Institution /University Address	GUT NO: 237-243, POST-SAMBHAVE MULSHI, PUNE, PUNE, Maharashtra, 412108	Society/Trust Address	B-103-104, NEAR NAGRAS ROAD, PINNAC GANGOTRI, D P ROAD, AUNDH, PUNE, PUNE, PUNE, Maharashtra, 411007
Institution /University Type	Private-Self Financing	Region	Western

To conduct following Programs / Courses with the Intake indicated below for the Academic Year 2021-22

Program	Level	Course	Affiliating Body (University /Body)	Intake Approved for 2020-21	Intake Approved for 2021-22	NRI Approval Status	FN / Gulf quota/ OCI/ Approval Status
MANAGEMENT	POST GRADUATE DIPLOMA	PGDM	None	120	120	NA	NA

It is mandatory to comply with all the essential requirements as given in APH 2021-22 (Appendix 6)

All India Council for Technical Education

(A Statutory body under Ministry of HRD, Govt. of India)

Nelson Mandela Marg, Vasant Kunj, New Delhi-110070 Website: www.aicte-india.org



APPROVAL PROCESS 2020-21

Extension of Approval (EOA)

F.No. Western/1-7010386164/2020/EOA

Date: 09-Jun-2020

To,

The Secretary,
Tech. & Higher Education Deptt.,
Govt. of Maharashtra, Mantralaya,
Annexe Building, Mumbai-400032

Sub: Extension of Approval for the Academic Year 2020-21

Ref: Application of the Institution for Extension of Approval for the Academic Year 2020-21

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Institutions) Regulations 2020 notified by the Council vide notification number F.No. AB/AICTE/REG/2020 dated 4th February 2020 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to

Permanent Id	1-4288101	Application Id	1-7010386164
Name of the Institute	MULSHI INSTITUTE OF BUSINESS MANAGEMENT-PGDM	Name of the Society/Trust	IGNITED MINDS SOCIETY
Institute Address	GUT NO- 237-243, POST- SAMBHAVE MULSHI, PUNE, PUNE, Maharashtra, 412108	Society/Trust Address	B-103-104, NEAR NAGRAS ROAD, PINNAC GANGOTRI, D P ROAD, AUNDH, PUNE, PUNE, PUNE, Maharashtra, 411007
Institute Type	Private-Self Financing	Region	Western

To conduct following Courses with the Intake indicated below for the Academic Year 2020-21

Program	Level	Course	Affiliating Body (University /Body)	Intake Approved for 2019-20	Intake Approved for 2020-21	NRI Approval Status	PIO / FN / Gulf quota / OCI / Approval Status
MANAGEMENT	POST GRADUATE DIPLOMA	PGDM	None	120	120	NA	NA

It is mandatory to comply with all the essential requirements as given in APH 2020-21 (Appendix 6)

All India Council for Technical Education

(A Statutory body under Ministry of HRD, Govt. of India)
Nelson Mandela Marg, Vasanti Kunj, New Delhi-110070 Website: www.aicte-india.org



APPROVAL PROCESS 2019-20

Extension of Approval (EoA)

F.No. Western/1-4262169709/2019/EOA

Date: 29-Apr-2019

To,

The Secretary,
Tech. & Higher Education Deptt.
Govt. of Maharashtra, Mantralaya,
Annexe Building, Mumbai-400032

Sub: Extension of Approval for the Academic Year 2019-20

Ref: Application of the Institution for Extension of approval for the Academic Year 2019-20

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Institutions) Regulations 2018 notified by the Council vide notification number F.No.AB/AICTE/REG/2018 dated 31/12/2018 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to

Permanent Id	1-4288101	Application Id	1-4262169709
Name of the Institute	MULSHI INSTITUTE OF BUSINESS MANAGEMENT-PCDM	Name of the Society/Trust	IGNITED MINDS SOCIETY
Institute Address	GUT NO: 237-243, POST-SAMBHAVE MULSHI, PUNE, PUNE, Maharashtra, 412108	Society/Trust Address	B-103-104, NEAR NAGRAS ROAD, PINNAC GANGOTRI, D P ROAD, AUNDH, PUNE, PUNE, PUNE, Maharashtra, 411 007
Institute Type	Unaided - Private	Region	Western

Opted for Change from Women to Co-Ed and vice versa	No	Change from Women to Co-Ed and vice versa Approved or Not	NA
Opted for Change of Name	No	Change of Name Approved or Not	NA
Opted for Change of Site/Location	No	Change of Site/Location Approved or Not	NA
Opted for Conversion from Degree to Diploma or vice versa	No	Conversion for Degree to Diploma or vice versa Approved or Not	NA
Opted for Organization Name Change	No	Change of Organization Name Approved or Not	NA
Opted for Merger of Institution	No	Merger of Institution Approved or Not	NA
Opted for Introduction of New Program/Level	No	Introduction of Program/Level Approved or Not	NA

To conduct following Courses with the Intake indicated below for the Academic Year 2019-20

Program	Shift	Level	Course	FT/PT*	Attaching Body (Univ/Body)	Intake Approved for 2019-20	HOD Approval Status	PIO /FN / Guff quota/ OOI/ Approval Status
MANAGEMENT	1st	POST GRADUATE DIPLOMA	POST GRADUATE DIPLOMA IN MANAGEMENT	FT	None	120	NA	NA

Application No:1-4262169709

Note: This is a Computer generated Report. No signature is required.

Printed By : an735631

Page 1 of 2

Letter Printed On: 4 May 2019

All India Council for Technical Education

(A Statutory body under Ministry of HRD, Govt. of India)

Nelson Mandela Marg, Vasant Kunj, New Delhi-110070 Website: www.aicte-india.org



APPROVAL PROCESS 2018-19

Extension of Approval (EoA)

F.No. Western/1-351649552/2018/EOA

Date: 04-Apr-2018

To,

The Secretary,
Tech. & Higher Education Deptt.
Govt. of Maharashtra, Mantralaya,
Annexe Building, Mumbai-400032

Sub: Extension of Approval for the Academic Year 2018-19

Ref. Application of the Institution for Extension of approval for the Academic Year 2018-19

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Institutions) Regulations 2016 notified by the Council vide notification number F.No.AB/AICTE/REG/2016 dated 30/11/2016 and amended on December 5, 2017 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to

Permanent Id	1-4288101	Application Id	1-351649552
Name of the Institute	MULSHI INSTITUTE OF BUSINESS MANAGEMENT-PGDM	Name of the Society/Trust	IGNITED MINDS SOCIETY
Institute Address	GUT NO: 237-243, POST-SAMBHAVE MULSHI, PUNE, PUNE, Maharashtra, 412108	Society/Trust Address	B-103-104, NEAR NAGRAS ROAD, PINNAC GANGOTRI, D P ROAD, AUNDH, PUNE,PUNE,PUNE,Maharashtra,411007
Institute Type	Unaided - Private	Region	Western

Opted for Change from Women to Co-Ed and vice versa	No	Change from Women to Co-Ed and vice versa Approved or Not	NA
Opted for Change of Name	No	Change of Name Approved or Not	NA
Opted for Change of Site	No	Change of Site Approved or Not	NA
Opted for Conversion from Degree to Diploma or vice versa	No	Conversion for Degree to Diploma or vice versa Approved or Not	NA
Opted for Organization Name Change	No	Change of Organization Name Approved or Not	NA

To conduct following Courses with the Intake indicated below for the Academic Year 2018-19

Program	Shift	Level	Course	FT/PT*	Affiliating Body (Univ/Body)	Intake Approved for 2018-19	NRI Approval Status	PIO / FN / Gulf regional OC/ Approval Status	Foreign Collaboration /Twining Program Approval Status*
MANAGEMENT	1st	POST GRADUATE DIPLOMA	POST GRADUATE DIPLOMA IN MANAGEMENT	FT	None	120	NA	NA	NA

*FT -Full Time,PT-Part Time



All India Council for Technical Education

(A Statutory body under Ministry of HRD, Govt. of India)

Nelson Mandela Marg/Vasant Kunj, New Delhi-110067

PHONE: 23724151/52/53/54/55/56/57 FAX: 011-23724183 www.aicte-india.org

F.No. Western/1-3333425043/2017/EQA

Date: 30-Mar-2017

To,

The Secretary,
Tech. & Higher Education Deptt.
Govt. of Maharashtra, Mantralaya,
Annexe Building, Mumbai-400032

Sub: Extension of approval for the academic year 2017-18

Ref: Application of the Institution for Extension of approval for the academic year 2017-18

Sir/Madam,

In terms of the provisions under the All India Council for Technical Education (Grant of Approvals for Technical Institutions) Regulations 2016 notified by the Council vide notification number F.No.AB/AICTE/REG/2016 dated 30/11/2016 and norms standards, procedures and conditions prescribed by the Council from time to time, I am directed to convey the approval to

Permanent Id	1-4288101	Application Id	1-3333425043
Name of the Institute	MULSHI INSTITUTE OF BUSINESS MANAGEMENT, PGDM	Institute Address	GUT NO: 237-243, POST- SAMBHAIVE MULSHI, PUNE, PUNE, Maharashtra, 412108
Name of the Society/Trust	IGNITED MINDS SOCIETY	Society/Trust Address	B-103-104, NEAR NAGRAS ROAD, PINNAC GANGOTRI, D P ROAD, AUNDH, PUNE, PUNE, PUNE, Maharashtra, 411007
Institute Type	Unaided - Private	Region	Western

Opted for change from Women to Co-ed and Vice versa	No	Opted for change of name	No	Opted for change of site	No
Change from Women to Co-ed approved and Vice versa	Not Applicable	Change of name Approved	Not Applicable	Change of site Approved	Not Applicable
Opted for Conversion from degree to diploma	No	Opted for Conversion from diploma to degree	No	Conversion (degree to diploma or vice-versa) Approved	Not Applicable

To conduct following courses with the intake indicated below for the academic year 2017-18

Application Id: 1-3333425043			Course	Full/Part Time	Affiliating Body	Intake Approved for 2016-17	Intake Approved for 2017-18	MRI Approval status	PO / FN / Gulf quota / OCI Approval status	Foreign Collaboration/Twinning Program Approval status
Program	Shift	Level								
MANAGEMENT	1st Shift	POST GRADUATE DIPL.	POST GRADUATE DIPLOMA IN MANAGEMENT	FULL TIME	None	120	120	NA	NA	NA

Application Number: 1-3333425043

Note: This is a Computer generated Report.No signature is required.

Printed By : AN735631

MARKETING MANAGEMENT-I

Course Code: BM103

Credit: 3

Course Objectives

The course assists in development of effective marketing strategies based on careful analysis of internal and external environmental forces is emphasized. Course aim to enable students to demonstrate insight into the basic elements of the marketing concept and its implementation, to exhibit an understanding of how firms identify target markets and how market and sales potentials are determined, develop an awareness of how elements of sociology, psychology, and economics influence consumer decision processes and acquire a basic marketing vocabulary.

Course Outcomes

By the end of this course the student should be able to:

CO1: Define marketing and discuss how firms implement a consumer-oriented marketing program.

CO2: Describe the exchange of goods and services and how marketing simplifies the process.

CO3: Identify different types of market segmentation strategies, and recognize the major types of segmentation variables-socioeconomic, geographic, psychographic, and usage

CO4: Recognize the consumer decision-making process, and understand some of the major influences on buying behavior.

CO5: Analyze how to do market segmentation, targeting, and positioning, know the consumer and the competition in market

Course Contents

Unit I

Marketing Concepts: Introduction, genesis & evolution of marketing in society, Importance and scope of Marketing, Elements of Marketing - Need, Want Demand, Desire, Marketing Philosophies, Mccarthy's 4P classification, Lauterborn's 4C's classification & 4A's Framework of rural marketing, Product service continuum

Unit II

Analyzing Consumer Market & Environment: Basics of Marketing Environment, Factors Affecting Marketing Environment, Environmental analysis – SWOT & PESTLE, Marketing Environment in India, Legal & regulatory framework in India

Unit III

Market Segmentation, Targeting and Positioning (STP): Market Segmentation, Basis of segmentation & its types, Targeting- Patterns of Target Market Selection, Positioning- Concept of Positioning, repositioning, Product Life Cycle, Perceptual Mapping, dealing with competition.

Unit IV

Consumer Buying: Consumer Behavior – Rational V/s Emotional, Consumer proposition & acquisition process, buying motives, its types, process, Types of consumers, decision making roles, Consumer Markets and Industrial Markets, determinants of consumer buying: introduction.

Unit V

Emerging trends in Marketing: Introduction to electronic & digital marketing, social web marketing, Introduction to post -modern marketing, Ambush Marketing, Green Marketing, Holistic Marketing, VUCA, Marketing 2.0, 3.0, 4.0

Reference Books:

1. Kotler, P., & Keller, K. (2015). Marketing Management 15th edition. Prentice Hall.
2. Kotler, P. (2013). Marketing Management: A south Asian perspective. Pearson Education India, 13th edition.
3. Prach Gupta et al. (2022) Marketing Management: Indian Cases. Pearson India Education

Suggested Readings:

1. Saxena, Rajan., (2009) Marketing Management. 4th edition. Tata McGraw-Hill Education
2. Pride whilliam & Ferrell Marketing concepts & strategic approach 12th edition, New Delhi
3. EVANS JOEL R. Marketing Management. Cengage learning

ORGANIZATION DESIGN AND LEADERSHIP

Course Code: BM113

Credit :3

Course Objectives

Organization Theory is one of the most interesting and relevant sub-disciplines within the administrative sciences. This course provides a comprehensive view on organization theory. The real-life examples discussed throughout the course make it a useful and handy tool to understand the nuances of organization theory. Most importantly, we have tried to take a pragmatic and real-life approach to these subjects. The course aims to provide a practical and useful guide for business professionals to help them address the issues of today and the future.

Course Outcomes

- CO1: To develop an understanding of the nature, functioning and design of organization as social collectivize.
- CO2: To examine the reciprocal relationship between the organizational characteristics (for example: structure, strategies, systems etc.) and managerial behaviour.
- CO3: To develop theoretical and practical insights in understanding politics and power in organizations.
- CO4: Compare and contrast the differences and similarities between services and manufacturing technologies and their impact on organizational design.
- CO5: Contrast different strategic processes to attain organizational goals and anticipate their impact on organizational design.

Course content

Unit I

Overview of Organizations Defining Organizations, Types of Organizations, Determinants of Organization Design, Parameters of Organization Design, Definition of Organizational Structure, Complexity, Formalization and Centralization

Organizational Effectiveness

Importance of organizational effectiveness, the goal-attainment approach, the systems approach, the strategic-constituencies approach, the competing-values approach, Comparing the four approaches

Unit II: The Determinants: What Causes Structure

Strategy: What is strategy, types of strategy, classifying strategic dimensions, Chandler's strategy-structure thesis, Contemporary strategy-structure theory, Limitations to the strategy imperative, could strategy follow structure, The industry-structure relationship;

Organization Size Defining organization size, Advocates and critics of the size imperative, Special issues relating to size)

Technology: Influence of industry and size, the common denominator: Routineness, Work-unit level versus organizational level, Manufacturing versus service technologies, Technology and structure

Unit III: Power and Power Outcomes

Overview, The Nature of Power in Organizations, Authority and Power, Other Types of Power, Shifts in Power, Power Outcomes: Compliance and Involvement, Conflict, The Components of Conflict Situations, The Outcomes of Conflict

Unit IV: Organizational Design: Choosing the Right Structural Form

Organizational Design Options Case for standard configurations, Common elements in organizations, Simple structure, Machine bureaucracy, Divisional structure, Adhocracy;

Bureaucracy: A Closer Look: Weber's bureaucracy, dysfunctional consequences of bureaucracy everywhere); **Adhocracy: A Closer Look** (The matrix, Theory Z, Collateral form, Network structure, other examples of adhocracy)

Unit V: Applications: Contemporary Issues in Organization Theory

Managing the Environment

Management's quest to control its environment, Internal strategies, External strategies, Guidelines for managing the environment); **Managing Organizational Change** (Planned change and structural change, A model for managing organizational change, The innovating organization, Descriptive view of organizational change); **Managing Organizational Conflict** (Defining conflict, Conflict and organizational effectiveness, Sources of organizational conflict)

Reference books

1. Organization Theory: Structure, Design and Applications by Stephen P. Robbins, Prentice Hall.
2. Pamela S. Tolbert (2008). Organizations: Structures, Processes and Outcomes
2. Organizational theory, Design and Change by Gareth R. Jones, Pearson Hall.
3. The Modern Firm: Organizational Design for Performance and Growth by John Roberts, Oxford University Press.

BUSINESS RESEARCH METHODOLOGY

Course Code: BM115

Credit: 3

Course objectives

- To provide understanding and learning of fundamental concepts in the field of research.
- To equip students with an understanding of the research process, tools and techniques of statistical analysis in order to facilitate managerial decision making.
- To Develop necessary critical thinking skills in order to apply descriptive statistics and inferential statistics.
- To make them equipped with statistical software like SPSS and MS-Excel for the single and multivariate data analysis.

Course Outcomes

CO-1: Develop understanding on various kinds of research, objectives of doing research, research process, research designs and sampling.

CO-2: Have adequate knowledge on measurement & scaling techniques as well as the quantitative data analysis.

CO-3: Understanding Sampling concepts, determining sampling procedures and errors in sampling. Use of software as a tool in quantitative analysis. Analysis data by using statistical tools and software.

CO-4: Locate and classify business problems to identify appropriate and effective ways to answer those problems Formulate the hypothesis for business problems and apply various parametric tests to test the hypothesis

CO-5: Have basic knowledge of writing Research report with respect to its various components starting from Preface till Bibliography.

Course Contents

Unit-I: Introduction to Business Research

Introduction to Business Research: Definition, Nature, and its application in various functional areas of management, Process of Research: Steps involved in research process, Identification and formulation of research problem, identifying objectives, review of literature, identifying and measuring variables, Level of measurement and scales: nominal, ordinal interval and ratio, Types of scaling: competitive V/S non-comparative scaling

Unit-II: Research Design

Research design: concept, nature and classification, exploratory, descriptive and causal research design, qualitative v/ s quantitative research design, cross sectional v/s longitudinal research design. Primary and secondary data collection, methods of primary data collection- survey, interview and observation, designing and administering survey questionnaire, sources of secondary data collection.

Unit-III: Sampling and its Application

Concept of sample, population, sampling frame, elements and sample units, classification of sampling techniques, probability sampling: simple random sampling, systematic sampling, stratified random sampling, multistage cluster sampling, non- probability sampling: convenience sampling, quota sampling, purposive sampling, snowball sampling

Unit-IV: Data Preparation and Preliminary Analysis

Analysis of data: coding, editing, reduction and tabulation of data, Analysis of validity and reliability, data visualization: various types of charts and diagrams used in data analysis: bar and pie diagrams and their significance, methods of data analysis, application of measurement and central tendency, measure of dispersion and their application, introduction to hypothesis testing, Parametric and non-parametric test

Unit-V: Report Writing

Chi square test and its application, one sample t-test, independent t-test and paired t- test, one-way analysis of variance, and correlation and regression analysis, basic concepts of factor analysis, report writing and reference management, guidelines for effective report writing. Ethical issues in business research.

Reference Book:

1. Uma Sekaran (2007). Research Methods in Business. Wiley New Delhi

Suggested Readings:

- Malhotra, N.K. and Dash, S. (2011). Marketing Research and Applied Orientation, Pearson Education,
- Bryman, A., and Bell, E. (2015). Business Research Methods, Oxford University Press.
- Chawla, D and Sondhi, N (2011). Research Methodology, Vikas Publication.

MANAGEMENT INFORMATION SYSTEM

Course Code: BM118

Credit:3

Course Objectives

This course aims to provide understanding of application of computer-based Information Systems for the management of organizations, to equip the students with the understanding of Analyse implications of ISM in both the wider managerial context and in the narrower confines of the selection, support, design and development of computer applications, to enable the students in analyzing the business situation and evaluating the various InformationSystem based solutions to achieve the organizational goals and to enable facilitation of managerial decision making with the help of MS Excel Worksheets.

Course Outcomes

CO1: To acquire concepts of information systems and critically understand how to apply and manage them to gain competitive advantage for business enterprises.

CO2: To understand the latest trends in Technology and identify disruptive potential in competition and pivot accordingly

CO3: Relate the basic concepts and technologies used in the field of management information systems

CO4: Compare the processes of developing and implementing information systems.

CO5: Outline the role of the ethical, social, and security issues of information systems.

Course Contents:

Unit -I: Foundation of Information Systems in Business

Concept and Definition of Information System, Information Systems in Business and its types, Components of Information Systems, Trends in Information System, Strategic Use of IT for Business Advantage, IT for Business Process Reengineering

Unit- II: Emerging Concepts of Information Systems

Introduction of Emerging Concepts of IS, Enterprise Business System: Supply Chain Information Management System, Customer Relationship Information Management System, Introduction to Data Warehousing, Data Mining and its Applications, Promising idea in Information System Design and Applications.

Unit- III: Electronic Way of Doing Business

E-Business System, Electronic Business: Strategies for the New Economy, Architecture of Enterprise Resource Planning, Functional Business System- Marketing System, Manufacturing System, Human

Resource System, Accounting System, Financial Management System, E-Commerce and E-Commerce Business Models, E- Payments, Introduction to M-Commerce

Unit –IV: Information System for Supporting Decision Making

Introduction to Business Intelligence, MIS V/s DSS, Decision making at the different stages of management, Decision Support System (DSS), DSS Components and AI technologies in Business- Expert System, Knowledge Management Information System, Neural Networks, Fuzzy Logic Systems, and Genetic Algorithms,

Unit-V: Social, Ethical and security issues of information system

A Model for Thinking About Ethical, Social, and Political Issues, Five Moral Dimensions of the Information Age, Key Technology Trends That Raise Ethical Issues, security issues in information system, Security and Ethical Challenges, Ethics, Moral Dilemmas, and Tough Decisions: The Many Challenges of Working in IT, Cyber Scams

Reference Book:

1. James O. Brien & George Marakas, Introduction to Information Systems Tata McGrawHill, 15th edition.

Suggested readings:

1. Stephen Haag & Maeve Cumming, Management Information Systems for the Information, Tata McGrawHill
2. Kenneth C Laudon, Jane P Laudon, Management Information Systems - Managing the Digital Firm, 12th Edition [12 ed.]
3. Kenneth Laudon, Jane Laudon, Essentials of Management Information Systems [10th Edition]
4. OBERT D GALLIERS, Dorothy E Leidner, Strategic Information Management: Challenges and Strategies in Managing Information Systems, Third Edition

INTRODUCTION TO DATA SCIENCES AND BUSINESS ANALYTICS

Course Code: BM107

Credit:3

Course Objectives

Business Analytics is an emerging and growing field. It is nowadays widely used in commercial industries to enable the organizations to make more informed business decisions. This course focusses on learning several basic techniques of data analytics, situations in which those techniques are applicable, and drawing conclusions accordingly. The course is structured around the broad contours of the types of data analytics viz. descriptive, inferential, predictive and prescriptive analytics.

Course Outcomes

- CO1: To identify key issues in analyzing the data in management settings, develop a perspective that is supported with relevant information and integrative thinking through data visualization, to draw and access conclusions.
- CO2: Create large databases by effectively gathering, storing and cleansing large amounts of data from a diverse array of sources ranging from real-time financial market data to social media data.
- CO3: To identify the relationships among variables in large data-sets and understand underlying hidden patterns thereby making data-driven decisions.
- CO4: Apply statistical analysis and machine learning techniques to identify patterns in the data and build predictive models.
- CO5: Effectively communicate the findings of the data analysis using visualization techniques.

Course Content

Unit I: Introduction to Business Analytics and Decision Sciences

Introduction: What is business analytics? Historical Overview of data analysis, Data Scientist vs. Data Engineer vs. Business Analyst, Career in Business Analytics, what is data science? Why to Learn Data Science, Applications for data science, Data Scientists Roles and Responsibility

Unit II: Data collection and visualization

Data: Data Collection, Data Management, Big Data Management, Organization/sources of data, Importance of data quality, Dealing with missing or incomplete data, Data Visualization, Data Classification, Data Science Project Life Cycle: Business Requirement, Data Acquisition, Data Preparation, Hypothesis and Modeling, Evaluation and Interpretation, Deployment

Unit III: Introduction to data mining

Introduction to Data Mining, The origins of Data Mining, Data Mining Tasks, OLAP and Multidimensional data analysis, Basic concept of Association Analysis and Cluster Analysis.

Unit IV: Machine learning techniques

Introduction to Machine Learning: History and Evolution, AI Evolution, Statistics Vs Data Mining Vs, Data Analytics Vs, Data Science, Supervised Learning, Unsupervised Learning, Reinforcement Learning, Frameworks for building Machine Learning Systems.

Unit V: Application of Business Analytics

Application of Business Analysis: Retail Analytics, Marketing Analytics, Financial Analytics, Healthcare Analytics, Supply Chain Analytics.

Reference Books:

- Business Analytics, James R. Evans, Pearson, Third edition, 2021
- Introduction to Management Science, Anderson, Sweeney, Williams, and Wisniewski, Cengage
- Michael Minelli, Michele Chambers, Ambiga Dhiraj (2013). Big Data, Big Analytics: Emerging Business Intelligence and Analytic Trends for Today's Businesses. Wiley
- Wolfgang Jank (auth.). (2011) Business Analytics for Managers. Springer-Verlag New York
- Delen, Dursun; Sharda, Ramesh; Turban, Efraim (2018). Business intelligence, analytics, and data science a managerial perspective [Fourth edition]. Pearsons

BUSINESS ETHICS & CORPORATE GOVERNANCE

Course Code: BM120

Credit:3

Course Objectives

This course aims to sensitize the students to issues pertaining to sustainable development and business ethics. Enable students to understand the implications of various statutory and policy guidelines concerning corporate governance for actual business decision-making. And to familiarize students with worldwide developments regarding corporate scams, corporate practices will be undertaken.

Course Outcomes:

- CO1: To discern the business ethics and Indian ethos and their implications in modern business. It will also help in overcoming the ethical dilemma
- CO2: To get familiar with the conceptual aspects of work ethics and work culture to overcome the difficulties in the organization.
- CO3: To get exposure to Indian and global policies
- CO4: Learn how to overcome ethical dilemma
- CO5: Examine the importance of instilling the desired values in them as and to be able to follow as an integral aspect of business.

Course Contents

Unit I

Business Ethics & Indian Ethos: trans-cultural Human Values in Management Education – Relevance of Values in Management, Various approaches to business ethics, ethical theories, ethical governance, – Need for values in Global Change – Indian Perspective – Values for Global manager

Unit II

Ethical Dilemma: Ethical decision making – Ethical Reasoning – Benefits of managing ethics in work place – Organization Ethics Development System - Organizational Couture – Ethics Tools – Code of ethics – Guidelines for developing code of ethics – Value based leadership

Unit III

Work ethics & work culture – Ethical theories – Ethical Values – Environmental ethics - Environmental Management - Environmental Management System - Environmental Laws - Consumer Protection.
Indian Ethos in Management Principles – Approaches – Role of Gita – Karma Yoga – Wisdom Management – Quality of Work Life –Strategies for Work Life Balance

Unit IV

Corporate Governance & India – Meaning – Code of Corporate Governance – Audit Committee – Corporate Excellence – Role of Independent Directors – protection of Stakeholders – Corporate Social Responsibility – Changing Role of Corporate Boards with changing times – Corporate Governance for Market capitalism, Theories and models of corporate governance; key managerial personnel (KMP); secretarial audit; class action; NCLT; insider trading; rating agencies; green governance/e-governance; shareholder activism. Corporate Governance Framework in India: Corporate boards and their powers, responsibilities and disqualifications; board committees and their functions- remuneration committee, nomination committee, compliance committee, shareholder's grievance committee, investors relation committee, investment committee, risk management committee, and audit committee; regulatory framework of corporate governance in India; SEBI guidelines and clause 49; reforms in the Companies Act, 2013; corporate governance in PSUs and banks.

Unit V

Global Perspective on Corporate Governance: Legislative framework of Corporate Governance in the United Kingdom, USA, Australia, China, Russia, South Africa; Sir Adrian Cadbury Committee (UK), 1992, OECD Principles of Corporate Governance, 1999; and Sarbanes-Oxley (SOX) Act, 2002 (USA).

Reference Books:

1. John, R. Boatright. (2014). Ethics and the Conduct of Business. Pearson Education.
2. Jennings Marianne M. (2009). Cases in Business Ethics. Cengage Learning
3. Michael Hodgins, Philip Shrives (2011). Business Ethics and Corporate Governance. Pearson Education
4. Sanjay Mohapatra, Sreejesh S. (2012). Cases in Business Ethics and Corporate Governance. Pearson Education
5. S K Mandal (2012). Ethics in Business and Corporate Governance. MC Graw Hill India

Suggested Readings:

1. Laura P. Hartman. Perspectives in Business Ethics. Tata McGraw Hill.
2. C Ferrell, John Paul Frederick & Linda Ferrell. Business Ethics –Ethical Decision Making & Cases. Biztantra 8th edition. New Delhi.