



YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution	Siddhant Institute of Business Management
• Name of the Head of the institution	Dr. Nadeem Khan
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	9359890914
• Mobile no	9423207598
• Registered e-mail	siddhantinstitutel@gmail.com
• Alternate e-mail	pvpawar.raj@gmail.com
• Address	A/Po- Sudumbare, Talegaon-Chakan Road, Tal- Maval Dist-Pune, Pincode- 412109
• City/Town	Pune
• State/UT	Maharashtra
• Pin Code	412109
2.Institutional status	
• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Rural

- Financial Status **Self-financing**
- Name of the Affiliating University **Savitribai Phule Pune University**
- Name of the IQAC Coordinator **Dr. Pratap Vasant Rao Pawar**
- Phone No. **9423270598**
- Alternate phone No. **9359890914**
- Mobile **9423270598**
- IQAC e-mail address **siddhantinstitutel@gmail.com**
- Alternate Email address **pvpawar.raj@gmail.com**

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

<https://siddhantibm.in/wp-content/uploads/2022/07/3.-Yearly-Status-Report-2018-2019.pdf>

4. Whether Academic Calendar prepared during the year?

Yes

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

<https://siddhantibm.in/wp-content/uploads/2023/07/4. Academic Calendar 2021-2022.pdf>

5. Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B	2.14	2018	16/08/2018	15/08/2023

6. Date of Establishment of IQAC

16/08/2017

7. Provide the list of funds by Central / State Government

UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	NA	NA	2021	00

8. Whether composition of IQAC as per latest NAAC guidelines

Yes

- Upload latest notification of formation of IQAC

[View File](#)

9.No. of IQAC meetings held during the year **2**

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report No File Uploaded

10.Whether IQAC received funding from any of the funding agency to support its activities during the year? **No**

- If yes, mention the amount

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

Art of Living a Covid Care Program to build the immunity

Seminar on "How to crack the Interviews and future opportunities in Various Sector"

Seminar on "Capital Market Awareness" by Bombay Stock Exchange
Seminar on Corporate Challenges

MOUs for industry institute interactions

Corporate Commando Training Camp (Induction Program) for Students
Seminar on "Business Analytics Importance in Contemporary Time"

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

Plan of Action	Achievements/Outcomes
Art of Living a Covid Care Program to build the immunity	SIBM successfully organised three days 'Covid Care Program' in collaboration with Savitribai Phule Pune University
Seminar on How to crack the Interviews and future opportunities in Various Sector	Seminar conducted on How to crack the Interviews and future opportunities in Various Sector
Seminar on Capital Market Awareness	Seminar was successfully conducted on Capital Market Awareness
Corporate Commando Training Camp (Induction Program) for Students	51 students taken a part in Corporate Commando Training Camp and successfully completed the training.
Seminar on Corporate Challenges	Students taken a part in Corporate Commando Training Camp and successfully completed the training.
Seminar on Business Analytics Importance in Contemporary Time	Seminar was organised successfully on Business Analytics Importance in Contemporary Time

13. Whether the AQAR was placed before statutory body? **No**

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

14. Whether institutional data submitted to AISHE

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4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://siddhantibm.in/wp-content/uploads/2023/07/4._Academic_Calendar_2021-2022.pdf				
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Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
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6.Date of Establishment of IQAC			16/08/2017		
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Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
Nil	NA	NA	2021	00	
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10. Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
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<ul style="list-style-type: none"> Name of the statutory body 	
Name	Date of meeting(s)
Nil	Nil
14.Whether institutional data submitted to AISHE	
Year	Date of Submission
2022	29/12/2022
15.Multidisciplinary / interdisciplinary	

Siddhant Institute of Business Management is an affiliated institute to Savitribai Phule Pune University. SIBM adhere to the educational programme created and implemented by the affiliated university. The Siddhant Institute of Business Management will adhere to the curriculum as and when the university develops it or makes it available in order to implement the multidisciplinary/interdisciplinary structure of the New Education Policy. The campus of SIBM has significant resources to implement Multidisciplinary / interdisciplinary courses. However, unless and until SPPU establishes rules in this respect, it is difficult for SIBM to describe multidisciplinary/interdisciplinary preparation at this time.

16.Academic bank of credits (ABC):

The draft of NEP had provisions for an academic bank of credit that would have allowed for many ports of entry and departure for students' academic programmes. To earn and deposit credit through national programmes like SWAYAM and NPTEL is a creative concept. It will also be taken into account for credit accumulation and transfer purposes under this clause. Through this, students will be able to gain credits and finish the programme. In this regard, the Savitribai Phule Pune University's curriculum and structure should be followed by the Siddhant Institute of Business Management. SIBM intends to put it into action.

17.Skill development:

Siddhant Institute of Business Management is an affiliated institution, as was already indicated, and does not enjoy creating and executing its own curriculum. It must adhere to the Savitribai Phule Pune University's curriculum. In terms of skill development, SIBM is able to provide certificate programmes in business management and planning to do so.

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

India should place a high focus on preserving and promoting its rich cultural heritage since it is crucial to both the country's identity and its economy. SIBM has the chance to create human resources that are aware of the Indian knowledge system.

Ethos, in its most basic sense, refers to the values that shape a person, a group, or an organisation. An individual or group's "ethos" refers to a set of beliefs, notions, etc., concerning their social interactions and relationships. What may be referred

to as "national ethos" is the focus of Indian Ethos. The term "Indian ethos" refers to the values of self-management and governance of a community, an organisation, or a system by knowledge as revealed and brought-forth by major scriptures like the Veda, Upanishads, Gita, Mahabharata, Bible and Quran.

This wisdom has been discovered to have important consequences for self-management and effective governance of the community and commercial environment, or even a politically divided globe. It originated via the ancient practices of Indian mystics, philosophers, and religious 'gurus'. "Indian ethos serves ideas of honesty, integrity, and morality," claims Swami Vivekananda. India's social structure, culture, and religions serve as the foundation for our national ethos.

In order to help students learn about Indian culture values, the Savitribai Phule Pune University has added a course named "Indian Ethos and Business Ethics" to the fourth semester of the MBA programme. So that students would uphold the ideals they have learned in the corporate world.

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

The revised MBA Curriculum 2019 builds on the implementation of the Choice Based Credit System (CBCS) and Grading System initiated in the AY 2013. The curriculum takes the MBA programme to the next level in terms of implementing Outcome Based Education along with the Choice Based Credit System (CBCS) and Grading System.

20.Distance education/online education:

Siddhant Institute of Business Management follows the norms of Savitribai Phule Pune University. We SIBM focus on classroom teaching and training. As per SPPU guidelines students having option to complete MOOCs course.

Extended Profile

1.Programme

1.1

108

Number of courses offered by the institution across all programs during the year

File Description	Documents
Data Template	View File

2.Student2.1 230

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 49Number of seats earmarked for reserved category as per GOI/
State Govt. rule during the year

File Description	Documents
Data Template	View File

2.3 60

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File

3.Academic3.1 12

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2 12

Number of sanctioned posts during the year

Extended Profile

1. Programme

1.1	108
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	230
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	49
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File Description	Documents
Data Template	View File

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Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3. Academic

3.1	12
Number of full time teachers during the year	

File Description	Documents
Data Template	View File

3.2	12
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	06
Total number of Classrooms and Seminar halls	
4.2	39.2
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	70
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The committee formed for this purpose prepares the academic calendar at the beginning of the academic year. The teaching schedule for each topic is prepared by the faculty at the start of the academic year. The director reviews the lesson plan. The lesson plan has enough flexibility to accommodate any necessary revisions. According to SPPU standards, periodic student evaluations are conducted. By making regular efforts, SIBM guarantees that the curriculum is delivered effectively. It also creates the academic calendar at the beginning of the academic year. Each faculty member creates their own strategy. Since SIBM is required, the institute has adopted it and follows SPPU's curriculum. The syllabus is already divided in the number of hours in which each faculty member is supposed to engage. The periodic tutorial / class test / examination are conducted in order to assess the understanding of the students. The examination results are reviewed and the weaker students are taught again and also sometime consulted for their benefits.

Faculty members take best of their efforts to ensure quality and to enhance academic growth. Compliance of the curriculum is verified by the Director and the review is taken. The performance of the students is verified by examination and their feedback. Practical, theoretical & oral examinations are conducted to judge the understanding of the students. SPPU examination pattern is strictly followed by SIBM. The curriculum compliance is integral to responsibilities of the faculty members.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://siddhantibm.in/wp-content/uploads/2022/07/1.1.1.-MBA-Syllabus-2019-pattern-Sem-I-to-IV_08.062020.pdf

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

Due to SIBM's affiliation with SPPU, the associated institute must adhere to the SPPU's finalised pattern. The academic calendar for SIBM is created in accordance with the university's calendar, and it includes the start and finish dates of each semester's classes as well as any public holidays. There are two semesters in each academic year, and each semester lasts 90 working days. The academic year is planned by SIBM, which also selects dates for events like the election of the Student Council, internal evaluation tests, sporting competitions, and annual social gatherings. To ensure that the academic calendar is effectively implemented, regular IQAC and Staff meetings are held. The students are informed of the internal exam timetable, which is created in accordance with the calendar schedule. Timetables of Continuous Internal Evaluation and University Examinations are displayed on the notice board. The first CIE is conducted in the month of August and the second Evaluation test is conducted in the month of September. The internal Assessment papers are evaluated within a week and answer papers are discussed with the students for further improvement in the next examination. Students are encouraged to think and examine various aspects through seminars and assignments. Co-curricular activities are incorporated in the academic calendar.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4._Academic_Calendar_2021-2022.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

01

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year**1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)**

00

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

00

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded

1.3 - Curriculum Enrichment**1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum**

A variety of subjects and chapters covering cross-cutting concerns pertaining to gender, the environment and sustainability, human values, and professional ethics were incorporated in the curriculum established by SPPU. These topics are the emphasis of the Siddhant Institute of Business Management.

Similar to this, themes related to cross-cutting concerns related to gender, human values, and professional ethics are included in the university's approved syllabi for a variety of disciplines. It is guaranteed that pupils will be aware of environmental issues and sustainability. Through a variety of practises and programmes, the institution made sure to instill ideals relating to the environment and sustainability. The

actions listed below were taken by SIBM.

- Swaccha Bharat Abhiyan
- Women Safety Programme
- Programme on Women Empowerment

As per the directives of Maharashtra State Commission for Women, Internal Complaint Cell has been constituted for redressal of complaints about sexual harassment. The Internal Complaint Cell is involved in prevention, prohibition and redressal of the complaints regarding sexual harassment of women employees and girl students. Also conduct awareness campaign. SIBM regularly organizes Blood Donation Camp so that the students get awareness about their social responsibility. SIBM regularly organizes social and cultural activities so that students should understand Professional Ethical practices.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

01

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

100

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders
Students Teachers Employers Alumni

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	http://siddhantibm.in/feedback
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows

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

File Description	Documents
Upload any additional information	View File
URL for feedback report	http://siddhantibm.in/feedback

TEACHING-LEARNING AND EVALUATION**2.1 - Student Enrollment and Profile****2.1.1 - Enrolment Number Number of students admitted during the year**

2.1.1.1 - Number of students admitted during the year

125

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)**2.1.2.1 - Number of actual students admitted from the reserved categories during the year**

44

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

The students admitted in Siddhant Institute of Business Management are approaching from different economic sections and communities. The majority of the students are from backward categories i.e. ST, SC, NT and OBC. The institute is quite sensible about their all round development and social elevation in the community. Our institute has a fair system for admission process. Our institute believes in equity, justice and development of students being the part of diverse society. The students are admitted in our institution without considering caste, creed, and gender, and religion, social and economic status as per guidelines of AICTE, DTE, SPPU and Government of Maharashtra. After the completion of admission process regular classes commence as per the institute time table. The institution always focus on female students for enrolment in the institute in order to endow them with the advanced education so that they are empowered to handle themselves the future competition and to build their own identity. After admissions institute adopts a process to identify slow and advance learners among students. Advanced learners and slow learners are

identified on as per their responses in the class room as well as the performance in the Unit test, internal examinations. After knowing slow advanced learners, the faculty members prepare separate list of slow and advance learners and conduct extra lectures for weaker students.

Usually, the faculty member gives input as follows:

- By providing additional details on the important topics
- By improving their subjective knowledge
- By providing counseling for personal problems

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.2.1 - The institution assesses the learning levels of the students and organizes special Programme 482037.pdf
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
225	13

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

Teaching-learning methods adopted by the faculty members include Lecture Method, Interactive Method, Project-based Learning, Computer-assisted Learning, Experiential Learning etc. The Teaching - learning activities are made effective through illustration and special lectures. To acquire first-hand knowledge on the subjects and current practices students are engaged in filed study. Lessons are taught through Power point presentations to make learning interesting besides oral presenting methods.

Lecture method: This conventional method is commonly adopted by all the teachers, especially language teachers. This method facilitates the teacher to interpret, explain and revise the content of a text only for better understanding of the subject by the learners.

Interactive method: The faculty members make learning interactive with students by motivating student participation in group discussion, role-play, subject quiz, news analysis, educational games, discussion and questions and answers on current affairs.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.3.1 - Student centric methods such as experiential learning participative learning and problem s 477510.pdf

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

The Siddhant Institute of Business Management practice ICT enabled teaching in addition to the traditional classroom teaching. Following efforts are taken by SIBM to provide e-learning ambiance in the classroom.

- Along with the lecture method of teaching, the faculty members are using the ICT enabled learning tools such as PPT, video clippings, audio system, online sources and smart classroom to demonstrate the students for superior knowledge and rational learning.
- Each classroom is fully furnished with LCD and Computers.
- The faculty members make use of interactive methods for teaching. The major emphasis is given on classroom interaction in terms of presentations, seminars, debates, group discussions, assignments, and quiz/tests/viva.
- The Siddhant Institute of Business Management provides online library facility for faculty members as well as students for enhancing their skills by use of e-resources.
- For online teaching learning SIBM provide the facility of computer lab. SIBM campus is Wi-Fi enabled. Wi-Fi facility for access of internet is provided on individual laptop

and mobile devices throughout the campus premises.

- Sound security is provided to Wi-Fi users and it is well administered and controlled by the system administrator.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

10

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

13

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

3

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

34

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

Siddhant Institute of Business Management is affiliated to Savitribai Phule Pune University, the rules and regulations for evaluation process are laid down by the affiliating University and are communicated to students through syllabus in the beginning of first semester of the academic program.

The schedules of internal assessments are communicated to students in the beginning of the semester through institute academic calendar.

Schedule for end semester examinations will be communicated during the semester as and when schedule is released by the SPPU.

The internal assessment evaluation process is communicated to students by the respective faculty member and also during orientation programme for first semester students.

Students are given general instructions regarding the evaluation methods of SPPU. The periodic instructions issued by SPPU are on time communicated to the students. Syllabus for internal assessment will be communicated to students well in advance.

Question papers are set based on Course outcomes.

Projects work assessment:

The project work starts at end of second semester. Faculty members are allotted as guide to the students. The project guide approves the project considering the quality, relevance, University norms.

The project assessment is done through:

- Internal project review
- Final external university project review

File Description	Documents
Any additional information	View File
Link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode.pdf

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

SIBM follows strictly the guidelines and rules issued by the affiliating Savitribai Phule Pune University while conducting internal and semester-end examinations.

At Institute level:

At Institute level, an examination committee, comprising of a senior faculty member as convener and other faculty members and non-teaching staff as members, is constituted to handle the issues regarding evaluation process.

The faculty member distributes evaluated answer scripts to students, and any clarifications or grievances are addressed by the faculty member. The internal marks are displayed on the notice board. If any discrepancy like mistakes in question paper, mark allocation, correction is noticed by the students, the concerned faculty member will resolve the discrepancy, and the necessary corrections will be made. If a student is not satisfied with the marks awarded even after resolved by the faculty member, then he may represent the same to the deputy director. All such representations are taken positively and are reassessed by another faculty member if necessary.

Students are counseled by the faculty mentor, and remedial classes are conducted for students who have failed in the examinations. Retest for the Internal Assessment are conducted for Students who remain absent for internal exams due to genuine reason.

As per SPPU schedule the Internal Assessment marks are entered in the SPPU web portal.

File Description	Documents
Any additional information	View File
Link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.5.2 - Mechanism to deal with internal examination related grievances is transparent time-bound a 300134.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Programme Outcomes (POs):

At the end of the two-year full time MBA program the student will possess essential knowledge, skills and the wisdom to be on a path to become a professional manager and a leader. At the end of the program the students will have following abilities and skills:

1. Generic and Domain Knowledge

2. Problem Solving & Innovation
3. Critical Thinking
4. Effective Communication
5. Leadership and Team Work
6. Global Orientation and Cross
7. Entrepreneurship
8. Environment and Sustainability
9. Social Responsiveness and Ethics
10. Lifelong Learning

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.6.1-Programme-and-course-outcomes-for-all-Programmes.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

1. At the beginning of every semester, the subject teacher conveys Course Objectives at the introductory part of respective subjects.
2. The copies of the syllabi are kept in the library. However, the student can download the syllabus from the website of SPPU: - <http://www.unipune.ac.in>
3. A link of SPPU is given to download the syllabus and other respective information in the SIBM website: - www.siddhantibm.in
4. The faculty member of every subject explains the course objectives, evaluation pattern, marking scheme etc. to the students.

Evaluation process of PO, PSO and CO:

1. **Concurrent Evaluation:** comprises of presentations, Written Assignments, Case Study, Field Visit , Project work
2. The marks of internal exams are uploaded online to the university.
3. SIBM provides opportunities to students to exhibit their understanding through the medium of expression i.e. oral or written.
4. Extra-curricular activities are conducted. e.g., Awareness/celebration day, Women's day, Blood donation, etc.
5. SIBM follows the evaluation process of Savitribai Phule Pune University. This type of evaluation includes term end internal assessment, concurrent evaluations and External examinations conducted at the end of the course.
6. The examinations and results of University also measure the attainment of CO, PO and PSO.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.6.2_Attainment_of_POs.pdf

2.6.3 - Pass percentage of Students during the year**2.6.3.1 - Total number of final year students who passed the university examination during the year**

64

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	https://siddhantibm.in/wp-content/uploads/2023/06/2.6.3--Annual-Report-Result-2021_22.pdf

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://siddhantibm.in/wp-content/uploads/2023/06/Student-Satisfaction-Survey21_22.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

00

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

01

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year

3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year

00

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
Any additional information	No File Uploaded
Supporting document from Funding Agency	View File
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The students at Siddhant Institute of Business Management may sustain a culture of innovation, research, and advancement in fields related to their interests thanks to the environment that the institute supports. When students have original ideas, they approach the professors who help them with their work. Workshops and seminars are organised by the institution. The Institute offers researchers a space to do their work: There is Wi-Fi available throughout the whole campus. Both faculty and students have access to a 50Mbps internet connection. A great venue for seminars, guest lectures, technical paper/project presentations, and the showing of instructional films is a seminar room with a seating capacity of over 200 people.

SIBM has created Entrepreneurship development cell and research & development cell for creation of sound innovative eco-system to transfer the corporate insights as well as research lore among the students. The optimistic Entrepreneurial philosophy is being formed in the institution.

SIBM Research and Innovation, is in a continual process of concentrating on research activities like inspiring faculty to write research articles, research papers and formulate the major and minor research proposals. The faculty members are empowered to take up research activities utilizing the existing facilities.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

07

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

00

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

08

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

01

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Learning activities include a visible component for increasing sensitivity to social injustice, gender inequality, and other community problems as well as for instilling values and a commitment to society. In terms of influence, educating pupils about social concerns, and promoting holistic development, extension activities are those that take place in the neighborhood community.

1. To persuade students to take part in various activities that raise awareness of social problems and societal concerns.
2. To encourage students to have better social, natural recreational, intellectual, and spiritual lives.
3. Creating new possibilities for students to grow in their leadership abilities, expertise, and other traits that will help them succeed as managers in the future. Some extension

activities organised are:

Blood Donation Camp

Tree Plantation

Swachh Bharat Abhiyan

Environmental pollution, etc.

The Institute organizes various activities to sensitize the students on Spiritual and Human Values aspects.

Outcome: The outcome of the extension activities is measured in terms of the changes brought in attitude, behavior and adoptability of the students, and not merely in terms of their respective achievements.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/3.4.1_Merged_Cultural_Activity.pdf
Upload any additional information	No File Uploaded

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

00

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

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry,

community and NGOs) during the year

3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

05

File Description	Documents
Reports of the event organized	View File
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year

254

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

01

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

03

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

In order to build knowledgeable, responsible, and empowered women, Siddhant Institute of Business Management has always worked to deliver high-quality instruction and assure the holistic development of its students. SIBM has an attractive, aesthetically impressive setting that is surrounded by a lot of greenery. The infrastructure at SIBM is well-maintained, user-friendly, and robust, which supports student learning, teaching, and overall growth. The Institute has a computer lab, a large facility, and well-equipped infrastructure. ICT-enabled classrooms, Seminar Halls, Cafeteria, sports ground, parking for two-wheeler and 4 wheelers parking for Students and faculties.

1. The Teaching Block has well-appointed and spacious classrooms, tutorial rooms, department rooms. The classrooms are equipped with projectors so that ICT can be used for strengthening academic discourse.

2. Computer lab is available for the students. The lab has adequate computer equipment, internet connectivity and projectors to support practical sessions.

3. The campus is Wi-Fi enabled for the benefit of students and faculty.

4. The well-stocked institute Library is located on ground floor. The library has a circulation counter, librarian's room, Online Public Access and Stacks, Reference Section, Book Bank, computer access. Reading room for faculty and students is available.

5. The Administrative Block of the institute consists of the Director Office, the Accounts Office, Placement cell, which is fully ICT enabled.

6. The magnificent Multi-Purpose Hall with an Auditorium, Academic events like conferences, seminars, talks etc. and student activities are hosted in the auditorium. The room receives optimal natural light.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4.1.1.pdf

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

SIBM is dedicated to providing a resourceful framework for students' all-around development. The students can plan and take part in co-curricular, extracurricular, and cultural events at the Seminar Hall. SIBM has a large field where it can host a variety of sporting events for the students. SIBM offers enough room to host a variety of indoor and outdoor sporting events, including Badminton, Volleyball, Cricket, and Carrom. Annual celebrations at the Institute include National Sports Day and

Yoga Day. The cultural activities are supervised by the cultural committee.

Health and Hygiene:

1. SIBM takes care of cleanliness, proper disposal of wastewater and making available adequate drinking water to the students and staff.

2. The cleaning of campus, classrooms, and toilets is made on daily basis.

3. The work of cleaning of offices, Library and cabins is made daily by institution peons.

4. Pest control in office, library, and other relevant places is made regularly with the help of out sourced agencies.

5. Water purifiers are installed to provide hygienic drinking water for the students and staff on the campus.

6. First aid box is made available and maintained.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4.1.2.pdf

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

06

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4.1.1.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

39.2

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The Reading Hall of the Siddhant Institute of Business Management can accommodate 50 people and provides Wi-Fi access. For the teachers, 5 more computers have been added.

For library administration, the Library use Autolib NG software.

Books issued to and returned by students and staff members are manually documented.

Journals are available to students in the reading room. To support the whole network, SIBM are therefore partially automated computer/internet labs with high-speed servers running on a range of Platforms to fit every need. The library offers

access to a variety of information sources, including well-known national and international business journals as well as an exceptional collection of business databases, in addition to standard text and reference volumes.

Initiatives taken by SIBM:

1. Free WI-FI, internet access, free download have been provided.
2. Delnet services are available to students and faculty members.
3. Users can also submit their suggestions/ grievances through general interaction, making an application, and through e-mail for necessary action

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://siddhantibm.in/wp-content/uploads/2023/07/4.4.2.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources **A. Any 4 or more of the above**

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

0.29

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

17

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Siddhant Institute of Management continuously strives to provide state-of-the-art technologies and update its ICT facilities to ensure efficient functioning. Extensive infrastructure has been setup in the institute. SIBM has developed IT facilities to meet the Learning requirements of students and faculty members.

The Institution deploys adequate ICT facilities required for academic and administrative purposes. All IT facilities are frequently updated and congruently changed as per the need of time. There is paradigm shift from black board to green board; green board to white board; from white board to LCD and LCD to smart boards. Now there are ICT class rooms and smart class room available in the institute.

We have 100 MBPS lease line available and now planning for facility to increase up to 100 mbps. As far as computing facilities are concerned, all computers are with latest configurations.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4.1.1.pdf

4.3.2 - Number of Computers

70

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

39.2

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

SIBM has a well-defined policy and system in place for the maintenance and utilization of all its physical and academic facilities.

Classroom management:

Classroom being the most primary and important work space; it is managed with proper systems and procedures as recommended by the Management and the University. The classrooms are well equipped with modern technology.

Stock list of assets of Class room property, cleaning and maintenance are done on a regular basis.

Library

The library of SIBM has its own mechanisms and system in place to identify the purchases based on the courses offered, check on the facilities to be provided for the students and the staff.

Sports

Sports committee looks after maintaining the sports ground and sports equipment. Committee organizes various indoor and outdoor sports competitions for students at intra and intercollegiate level.

Computers

Maintenance of computers (Hardware and Software), updating software related to administrative and overall maintenance of campus infrastructure is done as per requirements.

Website is maintained and updated with the help of external professionals.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4.4.2.pdf

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

144

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

51

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	https://siddhantibm.in/wp-content/uploads/2023/05/5.1.3.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

00

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

00

File Description	Documents
Any additional information	No File Uploaded
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent

A. All of the above

mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

07

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

00

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

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

00

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

00

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

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

The Siddhant Institute of Business Management fully supports collaborative learning and student involvement. There are students on practically all of SIBM's committees and groups. The Savitribai Phule Pune University has established a students' council. This council meets on a regular basis to discuss future plans and review current initiatives within the organization. As a result, the school gives student-related activities top priority and is particularly sensitive to them. To encourage student participation and representation in different administrative, co-curricular, and extracurricular activities, SIBM has established the following student committees:

Class Representatives: all classes have a student designated as class representative. They are responsible for representing any issues related to academics/non-academics to concerned faculty member. Director interacts with class representatives' at-least once during the semester.

The committees have well defined structure & assigned roles.

Cultural and Sports Committees: Students have strong representations in all cultural and sports committees. They help in organization and management of events.

Hostel Committee: Students provide strong support in the administration and management of hostel affairs. Each hostel has students in its Mess Committee. They are involved in all major decision making aspects related to students.

Placement Committee: student members are important components in

placement activities. Student members are being involved for coordinating the activities during placement drives at campus.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/5.3.2.pdf
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

07

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Through financial and non-financial methods, the Alumni Association this is registered and active contributes considerably to the growth of the university. Under the Societies Registration Act, the Siddhant Institute of Business Management is a registered alumni association. It was established at The Registrar of Society, Pune Region, on 01/01/2018. According to the Societies Registration Act of 1860, registration number is 37852. Together, SIBM and the Alumni Association support establishing and preserving ties with the former students. The Alumni Association gives back in a number of ways, including the following:-

Book Donation: Contribution by donating Books.

Alumni Interaction: Alumni of SIBM give inputs to aspiring MBA students.

Placement & Career Guidance Assistance: Alumni are working in organizations at various capacities. They inform about the available employment opportunities.

Campus recruiters: Alumni come to campus as recruiters for their companies and also recommend and promote SIBM to their employers for campus placements.

Summer Internship Opportunities: SIP being a part of the MBA curriculum; Alumni provide innumerable opportunities in various companies to the students.

Entrepreneurship Awareness: Alumni enlighten the students with their success stories and challenges faced.

Alumni Meet: SIBM have a tradition of inviting alumni for Annual Alumni Meet. In meet the alumni get chance to reconnect

Institute Social Responsibility: Our Alumni in association are engaged in conducting social activities for the welfare of the society through Donations in the form of Books, Blankets, Chairs, Mats, Storage containers, Stationary etc.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/5.4.1.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year E. <1Lakhs (INR in Lakhs)

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

VISION

To be a centre of excellence of value based education and research thereby contributing to the development of management thought and application of knowledge for the health, wealth and well being of society.

MISSION

Champion Excellence in value based education Nurture Human talent into professional leaders. Create and sustain an environment facilitating professional research. Create a forum for sharing of experiences with business and industry

Governing Body (GB) and Local Management Committee (LMC) have been constituted for the effective governance and management of the institute Vision, mission, quality policies and goals are designed by Governing Body and implemented by institute, reviewed time to time by Local Management Committee (LMC).The GB approves the budget recommended by LMC. For academics the organization depicts the flow of authority and the functions of various coordinators. The institute prepares and conducts various activities such as seminars and workshops within the academic calendar of the institute. There are different activity coordinators for the activities like academic coordinator; training and placement, examination in charge (Chief Examination Officer) etc are appointed.

SIBM being an educational institute is deeply committed to provide knowledge and skills related to management as defined by the regulatory bodies.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2022/07/6.1.1-Vision-Mission.pdf
Upload any additional information	View File

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

SIBM always believe in decentralization of authorities and responsibilities by being open to the proposals and advice from all the stake holders for the smooth functioning of the institute. The participation of all stakeholders includes teaching staff, supportive staff, administrative staff, students, parents and industry and professional representatives which helps in decision making and implementation process.

Decentralization

Institute has a mechanism for delegating authority and providing operational autonomy to all the various functionaries to work towards decentralized governance system.

1. Director Level

The Governing Body delegates all the academic and operational decisions based on policy to the Academic Monitoring Committee (AMC) headed by the Director in order to fulfill the vision and mission of the institute.

2. Faculty Level

Faculty members are given representation in various committees/cells and allowed to conduct various programs to showcase their abilities.

3. Student Level

Students are empowered to play an active role as a coordinator of students associations, co-curricular and extracurricular activities.

Participative Management

The institute promotes a culture of participative management by involving staff and students in various activities. All decisions of the institution are governed by management of facts, information and objectives.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institute has experienced great development over the last 11 years, and in order to maintain this trend, plans must be developed and successfully put into practice.

The higher and technical education stratum are the focus of the strategic plan, which, when applied, may lead to improved performance. It evaluates stakeholders' expectations, as well as students', faculty members', employers', and locals' demands.

Following a thorough debate and taking into account the short-, medium-, and long-term development strategies, the following plans are planned. The end beneficiaries of these advancements are stakeholders and the institute's student-centric strategy.

Included in SIBM's strategic plan are the following:

The curriculum recommended by SPPU is consistently followed. Targeted initiatives include promoting high-quality research, industry interaction, entrepreneurship, and alumni engagements. The activities are planned in the beginning of every academic year through the Academic Calendar and suggestions are sought from faculty members.

Development Plan is a quality initiative which concentrates on the development of the departments in terms of infrastructure, faculty strength, faculty achievement, students' development and student achievement.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4._Academic_Calendar_2021-2022.pdf
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

SIBM management has been developed from the actual experience of management in a transparent and scientific way to get the best outcomes. To clearly define jobs, responsibilities, accountability, and authority at each level, hierarchical clusters were made from top management down.

SIBM has a comprehensive Vision and Mission that focuses on new approaches for high-quality management education and research in order to close the gap between business, society, and academia. To accomplish its objectives, SIBM adopts a democratic and participatory form of governance. Every stakeholder actively takes part in the management of the institute. To continually raise the level of instruction delivered and to strive for excellence, SIBM has a well-organized administrative and academic framework.

The overall corporate governance structure is classified as Academies and Administration. With greater consideration of all stakeholders over students an effective management system is organized.

The foundation has formed various committees at institute and department level for the effective functioning of the organization. The objectives and functions of the committees are organized according to the instructions of the head of the institution.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://siddhantibm.in/wp-content/uploads/2023/07/6.2.2_SIBM_-_organogram.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination **D. Any 1 of the above**

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user inter faces	View File
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

Welfare measures for teaching and non-teaching members:

1. Employees Provident Fund as per PF rules

SIBM contributes specific amount towards PF of an employee as per PF rules.

1. Gratuity

Gratuity is applicable to every staff after five year of permanent service.

1. Fee concession to wards of economically weak staff

The provision is made for financial support to economically

weaker staff of SGI in the form of fees concession to their wards.

1. Encashment of Earn leave at the end of service

At the end of service of an employee, he/she can en-cash his/her earned leaves.

1. Salary timely credited to bank account of employee.

In each month, the employee gets the salary on time through bank accounts only.

1. Reimbursement of Membership fees for the professional bodies.

The institute has the provision of reimbursement of membership fee of any professional body.

1. Medical leave encashment

Facility of encashment of balance medical leave to ad-hoc faculties is available at the end of academic year

1. Festival advance

Non-teaching staff can avail interest free festival.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/6.3.1.xlsx
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

00

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

00

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

00

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Performance Appraisal System for teaching-staff:

A good performance management system works towards the improvement of the overall organisational performance of teams and individuals for ensuring the achievements of the overall organisational mission and vision.

SIBM has an Annual Self Appraisal System.

The objective is not only to objectively evaluate the performance as per established norms, but also to identify potential aspects for improvement that can eventually lead to further progress and growth of the employee.

The teacher's performance is assessed for:

- Teaching, Learning, and Evaluation Related Activities
- Professional Development, Co-curricular and Extension activities
- Research and Academic Contributions.

Feed back by students - SIBM collects feedback from students on teacher's performance at the end of every academic year for further improvement and implementation.

Performance Appraisal System for non-teaching staff:

Confidential reports - The overall performance of the non-teaching staff within the campus is evaluated by the Registrar, the confidential report is submitted to the Director for the final evaluation.

Feed back by students: - is another mechanism to collect information about the satisfaction students get from the services provided by the institute and staff.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2022/08/6.3.5.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

SIBM has established a mechanism for conducting internal and external audits on the financial transactions every year to ensure financial compliance. Internal audit is conducted by the internal financial committee of the institution.

The mechanisms used to monitor effective and efficient use of financial resources are as below: Before the commencement of every financial year, director submits a proposal on budget allocation.

Process of the internal audit: All vouchers are audited by an internal financial committee on half yearly basis. The expenses incurred under different heads are thoroughly checked by verifying the bills and vouchers. If any discrepancy is found, the same is brought to the notice of the principal. The same process is being followed for the last five years.

Process of the external audit: The accounts of the institute are audited by chartered accountant regularly as per the government rules. The auditor ensures that all payments are duly authorized after the audit, the report is sent to the management for review. Any queries, in the process of audit would be attended immediately along with the supporting documents within the prescribed time limits. The audited statement is duly signed by

the authorities of the management and chartered accountant

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/6.2.2_SIBM_-_organogram.pdf
Upload any additional information	View File

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

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

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File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	No File Uploaded

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

SIBM maintains and follows a well-planned process for the mobilization of funds and resource. Institute has designed some specific rules for the fund usage and resource utilization.

The SIBM is a self-financing, private unaided minority institution and main source of income is through students' fees.

Utilization of Funds

A finance committee has been constituted to monitor the optimum utilization of funds for various recurring and non-recurring expenses

The director and the accounts department ensure that the expenditure lies within the allotted budget. The intervention of

the management is sought in case the expenditure exceeds the budget.

Resource Mobilization Policy and Procedure

Before the financial year begins, director and deputy director prepare the budget.

The institute budget includes recurring expenses such as salary, electricity and internet charges, stationary & other maintenance costs.

It includes planned expenses such as lab equipment purchases, furniture, and other development Expenses.

The budget is scrutinized and approved by the top management and Governing Council.

Statutory auditors are also appointed who certify the financial statements in every financial year.

Optimal utilization of resources

The optimal utilization is ensured through encouraging innovative teaching-learning practices.

The institute infrastructure is utilized as an examination centre for Government examinations/University Examinations.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/6.2.2_SIBM_-_organogram.pdf
Upload any additional information	View File

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The IQAC Cell of SIBM works towards improving and maintaining the quality of education, identifying and suggesting new ways of using teaching aids, developing suitable infrastructure, and offering suggestions for the new self-finance courses. IQAC is an effective and efficient internal coordinating and monitoring

mechanism. The IQAC plays a vital role in maintaining and enhancing the quality of the institution and suggests quality enhancement measures to be adopted. The IQAC meets to plan, direct, implement and evaluate the teaching, research, and publication activities in the institute. The sub-committees dealing with various activities and departments implement the IQAC guidelines and report the feedback. The IQAC strives to spread quality culture through quality enhancement initiatives and best practices. Significant improvements in quality have been made by institutionalizing the following IQAC initiatives: Strategic planning of key areas and assigning responsibilities -

1. Academic results
2. Student soft skills development
3. Placement support
4. Faculty development programs
5. Research and development
6. Interaction with industry

Monitoring and mentoring of academic and administrative activities. Following activities are carried out to assess the quality of academics.

1. Review of academic practices
2. Review of facilities
3. Facilitate innovative methods
4. Self-development of faculty members

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/9_IQAC_Meeting.pdf
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

IQAC in SIBM works towards quality education and inculcating

quality culture among the students and staff. The IQAC has also contributed towards institutionalizing the quality assurance strategies and developed various processes as follows:

1. Promote industrial involvement in academic practices by organizing industrial visits, workshops, and guest lecturers from industry experts, MOUs, etc.
2. Implementation of Outcome-based learning education in each program.
3. Introduces the aptitude classes and soft skill classes for students to enhance personality and employability.
4. Conducting quality programs i.e., seminars, webinars, guest lectures, conferences, etc.
5. To implement and enhance the use of ICT tools to strengthen the teaching-learning process.
6. Establishment of the Mentor-mentee process and its effective implementation.
7. To submit the Annual Quality Assurance Report (AQAR) annually to the NAAC.
8. To institutionalize the best efforts to make the campus ragging-free and develop the discipline in the students along with the establishment of grievance redressal cell.

Other than these initiatives IQAC works on improving the teaching-learning process and supports adopting OBE. The POs, PSOs, and COs attainment is measured every session, for low attained courses, proper action is planned and efforts are made to improve the attainments.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/9_IQAC_Meeting.pdf
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of C. Any 2 of the above

**Internal Quality Assurance Cell (IQAC);
Feedback collected, analyzed and used for
improvements Collaborative quality
initiatives with other institution(s)
Participation in NIRF any other quality
audit recognized by state, national or
international agencies (ISO Certification,
NBA)**

File Description	Documents
Paste web link of Annual reports of Institution	https://siddhantibm.in/wp-content/uploads/2023/07/6.2.2_SIBM_-_organogram.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

In SIBM, gender related issues are focused on "Women's Empowerment". SIBM promotes gender equality through programmes organized. Seminars and workshops which promote gender sensitiveness are organized in order to sensitize the students. Regular gender awareness activities among students and staff members are organized for promoting gender sensitization. SIBM celebrates the "International Womens Day" to empower the womens.

Antisexual harassment cell has been taking special care about the girl students and trying to support in terms of instilling confidence among them while they face any types of problems within the campus or outside the campus.

The discipline committee of SIBM looks after the disciplinary matters, especially protecting the girl students from all kinds of harassment and ensuring their privacy. The institution provides safety and security facilities for the staffs and

students such as CCTV Surveillance throughout the campus and security arrangement. There are separate washroom facilities for girls and boys. Washrooms are provided with sanitary napkin vending and disposal machine for the safe and hygienic disposal of sanitary napkins.

File Description	Documents
Annual gender sensitization action plan	https://siddhantibm.in/wp-content/uploads/2023/07/Gender_Equality.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://siddhantibm.in/wp-content/uploads/2023/07/4.4.2.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

C. Any 2 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

There are different types of wastes disposed in the college for which there is a proper system functioning. The following wastes are being disposed by SIBM:

Solid Waste Management

SIBM has a place on its campus where the solid wastes materials are disposed. The vehicle of Grampanchayat daily collects the waste from the campus.

Liquid Waste Management-

The waste water is carried out through the pipeline

Biomedical Waste Management- There is no biomedical waste management system in the institute.

E-waste Management-

There is no e-waste management system in the institute.

Waste recycling system-

There is no system of Waste recycling in the institute. However, there is rain water harvesting system in the campus.

The e-medical Waste Management-

There is no e-medical waste management system in the institute.

Hazardous chemicals and radioactive waste management-

There is no Hazardous chemicals and radioactive waste management system in the institute.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

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

B. Any 3 of the above

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

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

E. None of the above

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment

C. Any 2 of the above

with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment

5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

The institution upholds the equality of all cultures and traditions, as shown by the fact that students from all castes, religions, and regions learn together without experiencing any prejudice.

The SIBM organizes and conducts a number of events to foster an atmosphere of moral, cultural, and spiritual values among the students and staff in order to create a country of young people who are morally upright and upstanding in their behaviour.

The faculty members and staff jointly celebrate the cultural and regional festivals, like New-year's day, Fresher Party, teacher's day, orientation and farewell program, Induction program, rally, plantation, Youth day, Women's day, Yoga day, festivals like Diwali, Holi celebration, New Year celebration, Ganesh festival (Utsav), etc. religious ritual activities are performed in the campus. With great favour the national festivals, birth anniversaries and memorials of great Indian

personalities like Mahatma Gandhi Sardar Vallabhbhai Patel, Pandit Jawaharlal Nehru, Dr. Babasaheb Ambedkar, Sarvepalli Radhakrishnan, and Lal Bahadur Shastri are celebrated. Motivational lectures of eminent persons of the field are arranged for all-round development of the students for their personality development and to make them responsible citizens following the national values of social and communal harmony and national integration.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

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

India as a nation is made up of people from various origins, including caste, religion, race, sex, and cultural, social, economic, and linguistic variations, all of which are controlled and supervised by the Constitution. The Siddhant Institute of Business Management educates its instructors, staff, and supporters on the values, rights, obligations, and responsibilities of citizens in order to provide them with the knowledge and skills necessary to act responsibly as citizens. In order to provide students with the information, skills, and values required for maintaining a balance between a livelihood and a fulfilling personal life, we must first create a learning environment that is efficient, encouraging, safe, accessible, and reasonably priced. These ideas are ingrained in the SIBM culture's value system. The students are inspired by participating in various programs on culture, traditions, values, duties, and responsibilities by inviting prominent people. The institute conducted awareness programs on the ban on plastics, cleanliness, Swachh Bharat, etc. involving students. Every year Republic day is celebrated on 26th Jan by organizing activities highlighting the importance of Indian Constitution. Independence Day is also celebrated each year to highlight the struggle of freedom and the importance of Indian constitution.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://siddhantibm.in/wp-content/uploads/2023/07/4.1.2.pdf
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized

C. Any 2 of the above

File Description	Documents
Code of ethics policy document	No File Uploaded
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

Siddhant Institute of Business Management celebrates/ organizes national and international commemorative days, events and festivals. National celebrations are crucial in sowing the seeds of nationalism and patriotism among Indians. Our institution enthusiastically commemorates these occasions in order to honour our outstanding National Leaders and to remember the nationalist concept. To commemorate these milestones and disseminate the message of unity, peace, love, and happiness throughout, the

faculty, staff, and students of the university all join together

There are festivals in every culture, and celebrating them has become an important pastime. An essential component of SIBM's co-curricular activities is the celebration of cultural and constitutional celebrations. Throughout session different days are celebrated by students with guidance of faculty members which help them to know about different cultures and to cognitively imagine India as a nation. The academic calendar is brimming with important events which show enthusiasm of the institute in celebrating many national as well as international days and commemorative events and festivals. Therefore, by means of their celebration the students are provided with an opportunity to have an insight in the event and struggle and sacrifice made to achieve this.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

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

Two Best practices :

Considering the financial view , Management of SIBM also gives scholarship/ concession (to certain level) to needy students.

To make students physically fit and emotionally stable and more focused , every day college has started the activity of Meditation and Yoga before begining of classes.

File Description	Documents
Best practices in the Institutional website	https://siddhantibm.in/wp-content/uploads/2023/07/Fees_Concession.pdf
Any other relevant information	https://siddhantibm.in/wp-content/uploads/2023/07/Yoga_Day.pdf

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

The Founder President Shree.R.S.Yadav Sir of CAYME Trust believes in rural development. So he established campus Siddhant Group of Institutions in Sudumbare village.

He also believes that rural youths are in no way are different from the Urban youths. With proper career counseling rural youths would be able to achieve great heights in their career. The institute believes that, the best way to empower the rural people is by providing them guidance on higher education, job opportunities, and Government initiatives for rural self employment. To achieve these objectives the institute conducts sessions for guiding the students on various aspects such as importance of higher education, Career and business opportunities in different sectors.

The ultimate objective of the institute is creating great managers. The most effective method of reaching towards this objective is through Institute -Industry meet, interactions with successful alumni through Alumni Meet and conducting Experts lectures.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

The committee formed for this purpose prepares the academic calendar at the beginning of the academic year. The teaching schedule for each topic is prepared by the faculty at the start of the academic year. The director reviews the lesson plan. The lesson plan has enough flexibility to accommodate any necessary revisions. According to SPPU standards, periodic student evaluations are conducted. By making regular efforts, SIBM guarantees that the curriculum is delivered effectively. It also creates the academic calendar at the beginning of the academic year. Each faculty member creates their own strategy. Since SIBM is required, the institute has adopted it and follows SPPU's curriculum. The syllabus is already divided in the number of hours in which each faculty member is supposed to engage. The periodic tutorial / class test / examination are conducted in order to assess the understanding of the students. The examination results are reviewed and the weaker students are taught again and also sometime consulted for their benefits. Faculty members take best of their efforts to ensure quality and to enhance academic growth. Compliance of the curriculum is verified by the Director and the review is taken. The performance of the students is verified by examination and their feedback. Practical, theoretical & oral examinations are conducted to judge the understanding of the students. SPPU examination pattern is strictly followed by SIBM. The curriculum compliance is integral to responsibilities of the faculty members.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://siddhantibm.in/wp-content/uploads/2022/07/1.1.1.-MBA-Syllabus-2019-pattern-Sem-I-to-IV_08.062020.pdf

1.1.2 - The institution adheres to the academic calendar including for the conduct of

Continuous Internal Evaluation (CIE)

Due to SIBM's affiliation with SPPU, the associated institute must adhere to the SPPU's finalised pattern. The academic calendar for SIBM is created in accordance with the university's calendar, and it includes the start and finish dates of each semester's classes as well as any public holidays. There are two semesters in each academic year, and each semester lasts 90 working days. The academic year is planned by SIBM, which also selects dates for events like the election of the Student Council, internal evaluation tests, sporting competitions, and annual social gatherings. To ensure that the academic calendar is effectively implemented, regular IQAC and Staff meetings are held. The students are informed of the internal exam timetable, which is created in accordance with the calendar schedule. Time-tables of Continuous Internal Evaluation and University Examinations are displayed on the notice board. The first CIE is conducted in the month of August and the second Evaluation test is conducted in the month of September. The internal Assessment papers are evaluated within a week and answer papers are discussed with the students for further improvement in the next examination. Students are encouraged to think and examine various aspects through seminars and assignments. Co-curricular activities are incorporated in the academic calendar.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4. Academic Calendar 2021-2022.pdf

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/

B. Any 3 of the above

**certificate/ Diploma Courses Assessment
/evaluation process of the affiliating
University**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented

01

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year

1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

00

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

00

File Description	Documents
Any additional information	No File Uploaded
Details of the students enrolled in Subjects related to certificate/Add-on programs	No File Uploaded

1.3 - Curriculum Enrichment

1.3.1 - Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum

A variety of subjects and chapters covering cross-cutting concerns pertaining to gender, the environment and sustainability, human values, and professional ethics were incorporated in the curriculum established by SPPU. These topics are the emphasis of the Siddhant Institute of Business Management.

Similar to this, themes related to cross-cutting concerns related to gender, human values, and professional ethics are included in the university's approved syllabi for a variety of disciplines. It is guaranteed that pupils will be aware of environmental issues and sustainability. Through a variety of practises and programmes, the institution made sure to instill ideals relating to the environment and sustainability. The actions listed below were taken by SIBM.

- Swaccha Bharat Abhiyan
- Women Safety Programme
- Programme on Women Empowerment

As per the directives of Maharashtra State Commission for Women, Internal Complaint Cell has been constituted for redressal of complaints about sexual harassment. The Internal Complaint Cell is involved in prevention, prohibition and redressal of the complaints regarding sexual harassment of women employees and girl students. Also conduct awareness campaign. SIBM regularly organizes Blood Donation Camp so that the students get awareness about their social responsibility. SIBM regularly organizes social and cultural activities so that students should understand Professional Ethical practices.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

01

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

1.3.3 - Number of students undertaking project work/field work/ internships

100

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	B. Any 3 of the above
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File Description	Documents
URL for stakeholder feedback report	http://siddhantibm.in/feedback
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
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File Description	Documents
Upload any additional information	View File
URL for feedback report	http://siddhantibm.in/feedback

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

125

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive

of supernumerary seats)

2.1.2.1 - Number of actual students admitted from the reserved categories during the year

44

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

The students admitted in Siddhant Institute of Business Management are approaching from different economic sections and communities. The majority of the students are from backward categories i.e. ST, SC, NT and OBC. The institute is quite sensible about their all round development and social elevation in the community. Our institute has a fair system for admission process. Our institute believes in equity, justice and development of students being the part of diverse society. The students are admitted in our institution without considering caste, creed, and gender, and religion, social and economic status as per guidelines of AICTE, DTE, SPPU and Government of Maharashtra. After the completion of admission process regular classes commence as per the institute time table. The institution always focus on female students for enrolment in the institute in order to endow them with the advanced education so that they are empowered to handle themselves the future competition and to build their own identity. After admissions institute adopts a process to identify slow and advance learners among students. Advanced learners and slow learners are identified on as per their responses in the class room as well as the performance in the Unit test, internal examinations. After knowing slow advanced learners, the faculty members prepare separate list of slow and advance learners and conduct extra lectures for weaker students.

Usually, the faculty member gives input as follows:

- By providing additional details on the important topics
- By improving their subjective knowledge
- By providing counseling for personal problems

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.2.1 - The institution assesses the learning levels of the students and organizes special Programme 48203 7.pdf
Upload any additional information	View File

2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

Number of Students	Number of Teachers
225	13

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

Teaching-learning methods adopted by the faculty members include Lecture Method, Interactive Method, Project-based Learning, Computer-assisted Learning, Experiential Learning etc. The Teaching - learning activities are made effective through illustration and special lectures. To acquire first-hand knowledge on the subjects and current practices students are engaged in filed study. Lessons are taught through Power point presentations to make learning interesting besides oral presenting methods.

Lecture method: This conventional method is commonly adopted by all the teachers, especially language teachers. This method facilitates the teacher to interpret, explain and revise the content of a text only for better understanding of the subject by the learners.

Interactive method: The faculty members make learning

interactive with students by motivating student participation in group discussion, role-play, subject quiz, news analysis, educational games, discussion and questions and answers on current affairs.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.3.1 - Student centric methods such as experiential learning participative learning and problems 477510.pdf

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

The Siddhant Institute of Business Management practice ICT enabled teaching in addition to the traditional classroom teaching. Following efforts are taken by SIBM to provide e-learning ambiance in the classroom.

- Along with the lecture method of teaching, the faculty members are using the ICT enabled learning tools such as PPT, video clippings, audio system, online sources and smart classroom to demonstrate the students for superior knowledge and rational learning.
- Each classroom is fully furnished with LCD and Computers.
- The faculty members make use of interactive methods for teaching. The major emphasis is given on classroom interaction in terms of presentations, seminars, debates, group discussions, assignments, and quiz/tests/viva.
- The Siddhant Institute of Business Management provides online library facility for faculty members as well as students for enhancing their skills by use of e-resources.
- For online teaching learning SIBM provide the facility of computer lab. SIBM campus is Wi-Fi enabled. Wi-Fi facility for access of internet is provided on individual laptop and mobile devices throughout the campus premises.
- Sound security is provided to Wi-Fi users and it is

well administered and controlled by the system administrator.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year)

2.3.3.1 - Number of mentors

10

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	View File
Circulars pertaining to assigning mentors to mentees	View File
Mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

2.4.1 - Number of full time teachers against sanctioned posts during the year

13

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File

2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

3

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

2.4.3.1 - Total experience of full-time teachers

34

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

Siddhant Institute of Business Management is affiliated to Savitribai Phule Pune University, the rules and regulations for evaluation process are laid down by the affiliating University and are communicated to students through syllabus in the beginning of first semester of the academic program.

The schedules of internal assessments are communicated to students in the beginning of the semester through institute academic calendar.

Schedule for end semester examinations will be communicated during the semester as and when schedule is released by the SPPU.

The internal assessment evaluation process is communicated to students by the respective faculty member and also during orientation programme for first semester students.

Students are given general instructions regarding the evaluation methods of SPPU. The periodic instructions issued by SPPU are on time communicated to the students. Syllabus for internal assessment will be communicated to students well in advance.

Question papers are set based on Course outcomes.

Projects work assessment:

The project work starts at end of second semester. Faculty members are allotted as guide to the students. The project guide approves the project considering the quality, relevance, University norms.

The project assessment is done through:

- Internal project review
- Final external university project review

File Description	Documents
Any additional information	View File
Link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode.pdf

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

SIBM follows strictly the guidelines and rules issued by the affiliating Savitribai Phule Pune University while conducting internal and semester-end examinations.

At Institute level:

At Institute level, an examination committee, comprising of a senior faculty member as convener and other faculty members and non-teaching staff as members, is constituted to handle the issues regarding evaluation process.

The faculty member distributes evaluated answer scripts to students, and any clarifications or grievances are addressed by the faculty member. The internal marks are displayed on the notice board. If any discrepancy like mistakes in question paper, mark allocation, correction is noticed by the students, the concerned faculty member will resolve the discrepancy, and the necessary corrections will be made. If a student is not satisfied with the marks awarded even after resolved by the faculty member, then he may represent the same to the deputy director. All such representations are taken positively and are reassessed by another faculty member if necessary.

Students are counseled by the faculty mentor, and remedial classes are conducted for students who have failed in the examinations. Retest for the Internal Assessment are conducted for Students who remain absent for internal exams due to genuine reason.

As per SPPU schedule the Internal Assessment marks are entered in the SPPU web portal.

File Description	Documents
Any additional information	View File
Link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.5.2 - Mechanism to deal with internal examination related grievances is transparent time-bound a 30013 4.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.

Programme Outcomes (POs):

At the end of the two-year full time MBA program the student will possess essential knowledge, skills and the wisdom to be on a path to become a professional manager and a leader. At the end of the program the students will have following abilities and skills:

1. Generic and Domain Knowledge
2. Problem Solving & Innovation
3. Critical Thinking
4. Effective Communication
5. Leadership and Team Work
6. Global Orientation and Cross
7. Entrepreneurship
8. Environment and Sustainability
9. Social Responsiveness and Ethics
10. Lifelong Learning

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.6.1-Programme-and-course-outcomes-for-all-Programmes.pdf
Upload COs for all Programmes (exemplars from Glossary)	View File

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

1. At the beginning of every semester, the subject teacher conveys Course Objectives at the introductory part of respective subjects.
2. The copies of the syllabi are kept in the library. However, the student can download the syllabus from the website of SPPU: - <http://www.unipune.ac.in>
3. A link of SPPU is given to download the syllabus and other respective information in the SIBM website: - www.siddhantibm.in
4. The faculty member of every subject explains the course objectives, evaluation pattern, marking scheme etc. to

the students.

Evaluation process of PO, PSO and CO:

1. Concurrent Evaluation: comprises of presentations, Written Assignments, Case Study, Field Visit , Project work
2. The marks of internal exams are uploaded online to the university.
3. SIBM provides opportunities to students to exhibit their understanding through the medium of expression i.e. oral or written.
4. Extra-curricular activities are conducted. e.g., Awareness/celebration day, Women's day, Blood donation, etc.
5. SIBM follows the evaluation process of Savitribai Phule Pune University. This type of evaluation includes term end internal assessment, concurrent evaluations and External examinations conducted at the end of the course.
6. The examinations and results of University also measure the attainment of CO, PO and PSO.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://siddhantibm.in/wp-content/uploads/2023/05/2.6.2_Attainment_of_POs.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year

64

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	https://siddhantibm.in/wp-content/uploads/2023/06/2.6.3--Annual-Report-Result-2021_22.pdf

2.7 - Student Satisfaction Survey

2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

https://siddhantibm.in/wp-content/uploads/2023/06/Student-Satisfaction-Survey21_22.pdf

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

00

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

01

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

3.1.3 - Number of departments having Research projects funded by government and non government agencies during the year**3.1.3.1 - Number of departments having Research projects funded by government and non-government agencies during the year**

00

File Description	Documents
List of research projects and funding details (Data Template)	No File Uploaded
Any additional information	No File Uploaded
Supporting document from Funding Agency	View File
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem**3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge**

The students at Siddhant Institute of Business Management may sustain a culture of innovation, research, and advancement in fields related to their interests thanks to the environment that the institute supports. When students have original ideas, they approach the professors who help them with their work. Workshops and seminars are organised by the institution. The Institute offers researchers a space to do their work: There is Wi-Fi available throughout the whole campus. Both faculty and students have access to a 50Mbps internet connection. A great venue for seminars, guest lectures, technical paper/project presentations, and the showing of instructional films is a seminar room with a seating capacity of over 200 people.

SIBM has created Entrepreneurship development cell and research & development cell for creation of sound innovative eco-system to transfer the corporate insights as well as research lore among the students. The optimistic Entrepreneurial philosophy is being formed in the institution.

SIBM Research and Innovation, is in a continual process of concentrating on research activities like inspiring faculty to write research articles, research papers and formulate the major and minor research proposals. The faculty members are empowered to take up research activities utilizing the existing facilities.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

3.2.2.1 - Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during the year

07

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	View File

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

00

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

3.3.2 - Number of research papers per teachers in the Journals notified on UGC website during the year

3.3.2.1 - Number of research papers in the Journals notified on UGC website during the year

08

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

3.3.3 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

3.3.3.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during year

01

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

3.4.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Learning activities include a visible component for

increasing sensitivity to social injustice, gender inequality, and other community problems as well as for instilling values and a commitment to society. In terms of influence, educating pupils about social concerns, and promoting holistic development, extension activities are those that take place in the neighborhood community.

1. To persuade students to take part in various activities that raise awareness of social problems and societal concerns.

2. To encourage students to have better social, natural recreational, intellectual, and spiritual lives.

3. Creating new possibilities for students to grow in their leadership abilities, expertise, and other traits that will help them succeed as managers in the future. Some extension activities organised are:

Blood Donation Camp

Tree Plantation

Swachh Bharat Abhiyan

Environmental pollution, etc.

The Institute organizes various activities to sensitize the students on Spiritual and Human Values aspects.

Outcome: The outcome of the extension activities is measured in terms of the changes brought in attitude, behavior and adoptability of the students, and not merely in terms of their respective achievements.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/3.4.1_Merged_Cultural_Activity.pdf
Upload any additional information	No File Uploaded

3.4.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

00

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

3.4.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., (including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs) during the year**3.4.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year**

05

File Description	Documents
Reports of the event organized	View File
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year**3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year**

254

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year

01

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year

03

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching-learning. viz., classrooms, laboratories, computing equipment etc.

In order to build knowledgeable, responsible, and empowered women, Siddhant Institute of Business Management has always worked to deliver high-quality instruction and assure the holistic development of its students. SIBM has an attractive, aesthetically impressive setting that is surrounded by a lot of greenery. The infrastructure at SIBM is well-maintained, user-friendly, and robust, which supports student learning, teaching, and overall growth. The Institute has a computer lab, a large facility, and well-equipped infrastructure. ICT-enabled classrooms, Seminar Halls, Cafeteria, sports ground, parking for two-wheeler and 4 wheelers parking for Students and faculties.

1. The Teaching Block has well-appointed and spacious classrooms, tutorial rooms, department rooms. The classrooms are equipped with projectors so that ICT can be used for strengthening academic discourse.

2. Computer lab is available for the students. The lab has adequate computer equipment, internet connectivity and projectors to support practical sessions.

3. The campus is Wi-Fi enabled for the benefit of students and faculty.

4. The well-stocked institute Library is located on ground floor. The library has a circulation counter, librarian's room, Online Public Access and Stacks, Reference Section,

Book Bank, computer access. Reading room for faculty and students is available.

5. The Administrative Block of the institute consists of the Director Office, the Accounts Office, Placement cell, which is fully ICT enabled.

6. The magnificent Multi-Purpose Hall with an Auditorium, Academic events like conferences, seminars, talks etc. and student activities are hosted in the auditorium. The room receives optimal natural light.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4.1.1.pdf

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

SIBM is dedicated to providing a resourceful framework for students' all-around development. The students can plan and take part in co-curricular, extracurricular, and cultural events at the Seminar Hall. SIBM has a large field where it can host a variety of sporting events for the students. SIBM offers enough room to host a variety of indoor and outdoor sporting events, including Badminton, Volleyball, Cricket, and Carrom. Annual celebrations at the Institute include National Sports Day and Yoga Day. The cultural activities are supervised by the cultural committee.

Health and Hygiene:

1. SIBM takes care of cleanliness, proper disposal of wastewater and making available adequate drinking water to the students and staff.

2. The cleaning of campus, classrooms, and toilets is made on daily basis.

3. The work of cleaning of offices, Library and cabins is made daily by institution peons.

4. Pest control in office, library, and other relevant places is made regularly with the help of out sourced agencies.

5. Water purifiers are installed to provide hygienic drinking water for the students and staff on the campus.

6. First aid box is made available and maintained.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4.1.2.pdf

4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.

06

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4.1.1.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

39.2

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The Reading Hall of the Siddhant Institute of Business Management can accommodate 50 people and provides Wi-Fi access. For the teachers, 5 more computers have been added.

For library administration, the Library use Autolib NG software.

Books issued to and returned by students and staff members are manually documented.

Journals are available to students in the reading room. To support the whole network, SIBM are therefore partially automated computer/internet labs with high-speed servers running on a range of Platforms to fit every need. The library offers access to a variety of information sources, including well-known national and international business journals as well as an exceptional collection of business databases, in addition to standard text and reference volumes.

Initiatives taken by SIBM:

1. Free WI-FI, internet access, free download have been provided.
2. Delnet services are available to students and faculty members.
3. Users can also submit their suggestions/ grievances through general interaction, making an application, and through e-mail for necessary action

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	https://siddhantibm.in/wp-content/uploads/2023/07/4.4.2.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

0.29

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)

4.2.4.1 - Number of teachers and students using library per day over last one year

17

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

Siddhant Institute of Management continuously strives to provide state-of-the-art technologies and update its ICT facilities to ensure efficient functioning. Extensive infrastructure has been setup in the institute. SIBM has developed IT facilities to meet the Learning requirements of students and faculty members.

The Institution deploys adequate ICT facilities required for academic and administrative purposes. All IT facilities are frequently updated and congruently changed as per the need of time. There is paradigm shift from black board to green board; green board to white board; from white board to LCD and LCD to smart boards. Now there are ICT class rooms and smart class room available in the institute.

We have 100 MBPS lease line available and now planning for facility to increase up to 100 mbps. As far as computing facilities are concerned, all computers are with latest configurations.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4.1.1.pdf

4.3.2 - Number of Computers

70

File Description	Documents
Upload any additional information	View File
List of Computers	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	View File
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)

39.2

File Description	Documents
Upload any additional information	View File
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

SIBM has a well-defined policy and system in place for the maintenance and utilization of all its physical and academic facilities.

Classroom management:

Classroom being the most primary and important work space; it is managed with proper systems and procedures as recommended by the Management and the University. The classrooms are well equipped with modern technology.

Stock list of assets of Class room property, cleaning and maintenance are done on a regular basis.

Library

The library of SIBM has its own mechanisms and system in place to identify the purchases based on the courses offered, check on the facilities to be provided for the students and the staff.

Sports

Sports committee looks after maintaining the sports ground and sports equipment. Committee organizes various indoor and outdoor sports competitions for students at intra and intercollegiate level.

Computers

Maintenance of computers (Hardware and Software), updating software related to administrative and overall maintenance of campus infrastructure is done as per requirements.

Website is maintained and updated with the help of external professionals.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4.4.2.pdf

STUDENT SUPPORT AND PROGRESSION**5.1 - Student Support****5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year**

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

144

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year**5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year**

51

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills

A. All of the above

File Description	Documents
Link to Institutional website	https://siddhantibm.in/wp-content/uploads/2023/05/5.1.3.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

00

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

00

File Description	Documents
Any additional information	No File Uploaded
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	No File Uploaded
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

07

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File
Details of student placement during the year (Data Template)	View File

5.2.2 - Number of students progressing to higher education during the year

5.2.2.1 - Number of outgoing student progression to higher education

00

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

5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/

Civil Services/State government examinations)

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

00

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.

00

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

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms)

The Siddhant Institute of Business Management fully supports

collaborative learning and student involvement. There are students on practically all of SIBM's committees and groups. The Savitribai Phule Pune University has established a students' council. This council meets on a regular basis to discuss future plans and review current initiatives within the organization. As a result, the school gives student-related activities top priority and is particularly sensitive to them. To encourage student participation and representation in different administrative, co-curricular, and extracurricular activities, SIBM has established the following student committees:

Class Representatives: all classes have a student designated as class representative. They are responsible for representing any issues related to academics/non-academics to concerned faculty member. Director interacts with class representatives' at-least once during the semester.

The committees have well defined structure & assigned roles.

Cultural and Sports Committees: Students have strong representations in all cultural and sports committees. They help in organization and management of events.

Hostel Committee: Students provide strong support in the administration and management of hostel affairs. Each hostel has students in its Mess Committee. They are involved in all major decision making aspects related to students.

Placement Committee: student members are important components in placement activities. Student members are being involved for coordinating the activities during placement drives at campus.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/5.3.2.pdf
Upload any additional information	View File

5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

5.3.3.1 - Number of sports and cultural events/competitions in which students of the

Institution participated during the year

07

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development of the institution through financial and/or other support services

Through financial and non-financial methods, the Alumni Association this is registered and active contributes considerably to the growth of the university. Under the Societies Registration Act, the Siddhant Institute of Business Management is a registered alumni association. It was established at The Registrar of Society, Pune Region, on 01/01/2018. According to the Societies Registration Act of 1860, registration number is 37852. Together, SIBM and the Alumni Association support establishing and preserving ties with the former students. The Alumni Association gives back in a number of ways, including the following:-

Book Donation: Contribution by donating Books.

Alumni Interaction: Alumni of SIBM give inputs to aspiring MBA students.

Placement & Career Guidance Assistance: Alumni are working in organizations at various capacities. They inform about the available employment opportunities.

Campus recruiters: Alumni come to campus as recruiters for their companies and also recommend and promote SIBM to their employers for campus placements.

Summer Internship Opportunities: SIP being a part of the MBA curriculum; Alumni provide innumerable opportunities in various companies to the students.

Entrepreneurship Awareness: Alumni enlighten the students with their success stories and challenges faced.

Alumni Meet: SIBM have a tradition of inviting alumni for Annual Alumni Meet. In meet the alumni get chance to reconnect

Institute Social Responsibility: Our Alumni in association are engaged in conducting social activities for the welfare of the society through Donations in the form of Books, Blankets, Chairs, Mats, Storage containers, Stationary etc.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/05/5.4.1.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)

E. <1Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

VISION

To be a centre of excellence of value based education and research thereby contributing to the development of management thought and application of knowledge for the health, wealth and well being of society.

MISSION

Champion Excellence in value based education Nurture Human talent into professional leaders. Create and sustain an environment facilitating professional research. Create a forum for sharing of experiences with business and industry

Governing Body (GB) and Local Management Committee (LMC) have been constituted for the effective governance and management of the institute Vision, mission, quality policies and goals are designed by Governing Body and implemented by institute, reviewed time to time by Local Management Committee (LMC).The GB approves the budget recommended by LMC. For academics the organization depicts the flow of authority and the functions of various coordinators. The institute prepares and conducts various activities such as seminars and workshops within the academic calendar of the institute. There are different activity coordinators for the activities like academic coordinator; training and placement, examination in charge (Chief Examination Officer) etc are appointed.

SIBM being an educational institute is deeply committed to provide knowledge and skills related to management as defined by the regulatory bodies.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2022/07/6.1.1-Vision-Mission.pdf
Upload any additional information	View File

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

SIBM always believe in decentralization of authorities and responsibilities by being open to the proposals and advice from all the stake holders for the smooth functioning of the institute. The participation of all stakeholders includes teaching staff, supportive staff, administrative staff, students, parents and industry and professional representatives which helps in decision making and implementation process.

Decentralization

Institute has a mechanism for delegating authority and providing operational autonomy to all the various functionaries to work towards decentralized governance system.

1. Director Level

The Governing Body delegates all the academic and operational decisions based on policy to the Academic Monitoring Committee (AMC) headed by the Director in order to fulfill the vision and mission of the institute.

2. Faculty Level

Faculty members are given representation in various committees/cells and allowed to conduct various programs to showcase their abilities.

3. Student Level

Students are empowered to play an active role as a coordinator of students associations, co-curricular and extracurricular activities.

Participative Management

The institute promotes a culture of participative management by involving staff and students in various activities. All decisions of the institution are governed by management of facts, information and objectives.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institute has experienced great development over the last 11 years, and in order to maintain this trend, plans must be developed and successfully put into practice.

The higher and technical education stratum are the focus of

the strategic plan, which, when applied, may lead to improved performance. It evaluates stakeholders' expectations, as well as students', faculty members', employers', and locals' demands.

Following a thorough debate and taking into account the short-, medium-, and long-term development strategies, the following plans are planned. The end beneficiaries of these advancements are stakeholders and the institute's student-centric strategy.

Included in SIBM's strategic plan are the following:

The curriculum recommended by SPPU is consistently followed. Targeted initiatives include promoting high-quality research, industry interaction, entrepreneurship, and alumni engagements. The activities are planned in the beginning of every academic year through the Academic Calendar and suggestions are sought from faculty members.

Development Plan is a quality initiative which concentrates on the development of the departments in terms of infrastructure, faculty strength, faculty achievement, students' development and student achievement.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/4._Academic_Calendar_2021-2022.pdf
Upload any additional information	View File

6.2.2 - The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.

SIBM management has been developed from the actual experience of management in a transparent and scientific way to get the best outcomes. To clearly define jobs, responsibilities, accountability, and authority at each level, hierarchical clusters were made from top management down.

SIBM has a comprehensive Vision and Mission that focuses on new approaches for high-quality management education and research in order to close the gap between business, society, and academia. To accomplish its objectives, SIBM adopts a democratic and participatory form of governance. Every stakeholder actively takes part in the management of the institute. To continually raise the level of instruction delivered and to strive for excellence, SIBM has a well-organized administrative and academic framework.

The overall corporate governance structure is classified as Academies and Administration. With greater consideration of all stakeholders over students an effective management system is organized.

The foundation has formed various committees at institute and department level for the effective functioning of the organization. The objectives and functions of the committees are organized according to the instructions of the head of the institution.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	https://siddhantibm.in/wp-content/uploads/2023/07/6.2.2_SIBM_-_organogram.pdf
Upload any additional information	View File

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

D. Any 1 of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user interfaces	View File
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff

Welfare measures for teaching and non-teaching members:

1. Employees Provident Fund as per PF rules

SIBM contributes specific amount towards PF of an employee as per PF rules.

1. Gratuity

Gratuity is applicable to every staff after five year of permanent service.

1. Fee concession to wards of economically weak staff

The provision is made for financial support to economically weaker staff of SGI in the form of fees concession to their wards.

1. Encashment of Earn leave at the end of service

At the end of service of an employee, he/she can en-cash his/her earned leaves.

1. Salary timely credited to bank account of employee.

In each month, the employee gets the salary on time through bank accounts only.

1. Reimbursement of Membership fees for the professional bodies.

The institute has the provision of reimbursement of membership fee of any professional body.

1. Medical leave encashment

Facility of encashment of balance medical leave to ad-hoc faculties is available at the end of academic year

1. Festival advance

Non-teaching staff can avail interest free festival.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/6.3.1.xlsx
Upload any additional information	View File

6.3.2 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year

00

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

00

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

00

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	View File

6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Performance Appraisal System for teaching-staff:

A good performance management system works towards the

improvement of the overall organisational performance of teams and individuals for ensuring the achievements of the overall organisational mission and vision.

SIBM has an Annual Self Appraisal System.

The objective is not only to objectively evaluate the performance as per established norms, but also to identify potential aspects for improvement that can eventually lead to further progress and growth of the employee.

The teacher's performance is assessed for:

- Teaching, Learning, and Evaluation Related Activities
- Professional Development, Co-curricular and Extension activities
- Research and Academic Contributions.

Feed back by students - SIBM collects feedback from students on teacher's performance at the end of every academic year for further improvement and implementation.

Performance Appraisal System for non-teaching staff:

Confidential reports - The overall performance of the non-teaching staff within the campus is evaluated by the Registrar, the confidential report is submitted to the Director for the final evaluation.

Feed back by students: - is another mechanism to collect information about the satisfaction students get from the services provided by the institute and staff.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2022/08/6.3.5.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the

various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

SIBM has established a mechanism for conducting internal and external audits on the financial transactions every year to ensure financial compliance. Internal audit is conducted by the internal financial committee of the institution.

The mechanisms used to monitor effective and efficient use of financial resources are as below: Before the commencement of every financial year, director submits a proposal on budget allocation.

Process of the internal audit: All vouchers are audited by an internal financial committee on half yearly basis. The expenses incurred under different heads are thoroughly checked by verifying the bills and vouchers. If any discrepancy is found, the same is brought to the notice of the principal. The same process is being followed for the last five years.

Process of the external audit: The accounts of the institute are audited by chartered accountant regularly as per the government rules. The auditor ensures that all payments are duly authorized after the audit, the report is sent to the management for review. Any queries, in the process of audit would be attended immediately along with the supporting documents within the prescribed time limits. The audited statement is duly signed by the authorities of the management and chartered accountant

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/6.2.2_SIBM_-_organogram.pdf
Upload any additional information	View File

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

6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

00

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	No File Uploaded

6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

SIBM maintains and follows a well-planned process for the mobilization of funds and resource. Institute has designed some specific rules for the fund usage and resource utilization.

The SIBM is a self-financing, private unaided minority institution and main source of income is through students' fees.

Utilization of Funds

A finance committee has been constituted to monitor the optimum utilization of funds for various recurring and non-recurring expenses

The director and the accounts department ensure that the expenditure lies within the allotted budget. The intervention of the management is sought in case the expenditure exceeds the budget.

Resource Mobilization Policy and Procedure

Before the financial year begins, director and deputy director prepare the budget.

The institute budget includes recurring expenses such as salary, electricity and internet charges, stationary & other maintenance costs.

It includes planned expenses such as lab equipment purchases,

furniture, and other development Expenses.

The budget is scrutinized and approved by the top management and Governing Council.

Statutory auditors are also appointed who certify the financial statements in every financial year.

Optimal utilization of resources

The optimal utilization is ensured through encouraging innovative teaching-learning practices.

The institute infrastructure is utilized as an examination centre for Government examinations/University Examinations.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/6.2.2_SIBM_-_organogram.pdf
Upload any additional information	View File

6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

The IQAC Cell of SIBM works towards improving and maintaining the quality of education, identifying and suggesting new ways of using teaching aids, developing suitable infrastructure, and offering suggestions for the new self-finance courses. IQAC is an effective and efficient internal coordinating and monitoring mechanism. The IQAC plays a vital role in maintaining and enhancing the quality of the institution and suggests quality enhancement measures to be adopted. The IQAC meets to plan, direct, implement and evaluate the teaching, research, and publication activities in the institute. The sub-committees dealing with various activities and departments implement the IQAC guidelines and report the feedback. The IQAC strives to spread quality culture through quality enhancement initiatives and best practices. Significant improvements in quality have been made by institutionalizing the following IQAC initiatives: Strategic planning of key areas and assigning responsibilities -

1. Academic results
2. Student soft skills development
3. Placement support
4. Faculty development programs
5. Research and development
6. Interaction with industry

Monitoring and mentoring of academic and administrative activities. Following activities are carried out to assess the quality of academics.

1. Review of academic practices
2. Review of facilities
3. Facilitate innovative methods
4. Self-development of faculty members

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/9_IQAC_Meeting.pdf
Upload any additional information	View File

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

IQAC in SIBM works towards quality education and inculcating quality culture among the students and staff. The IQAC has also contributed towards institutionalizing the quality assurance strategies and developed various processes as follows:

1. Promote industrial involvement in academic practices by organizing industrial visits, workshops, and guest lecturers from industry experts, MOUs, etc.
2. Implementation of Outcome-based learning education in each program.

3. Introduces the aptitude classes and soft skill classes for students to enhance personality and employability.

4. Conducting quality programs i.e., seminars, webinars, guest lectures, conferences, etc.

5. To implement and enhance the use of ICT tools to strengthen the teaching-learning process.

6. Establishment of the Mentor-mentee process and its effective implementation.

7. To submit the Annual Quality Assurance Report (AQAR) annually to the NAAC.

8. To institutionalize the best efforts to make the campus ragging-free and develop the discipline in the students along with the establishment of grievance redressal cell.

Other than these initiatives IQAC works on improving the teaching-learning process and supports adopting OBE. The POs, PSOs, and COs attainment is measured every session, for low attained courses, proper action is planned and efforts are made to improve the attainments.

File Description	Documents
Paste link for additional information	https://siddhantibm.in/wp-content/uploads/2023/07/9_IQAC_Meeting.pdf
Upload any additional information	View File

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://siddhantibm.in/wp-content/uploads/2023/07/6.2.2_SIBM_-_organogram.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year

In SIBM, gender related issues are focused on "Women's Empowerment". SIBM promotes gender equality through programmes organized. Seminars and workshops which promote gender sensitiveness are organized in order to sensitize the students. Regular gender awareness activities among students and staff members are organized for promoting gender sensitization. SIBM celebrates the "International Womens Day" to empower the womens.

Antisexual harassment cell has been taking special care about the girl students and trying to support in terms of instilling confidence among them while they face any types of problems within the campus or outside the campus.

The discipline committee of SIBM looks after the disciplinary matters, especially protecting the girl students from all kinds of harassment and ensuring their privacy. The institution provides safety and security facilities for the staffs and students such as CCTV Surveillance throughout the campus and security arrangement. There are separate washroom facilities for girls and boys. Washrooms are provided with sanitary napkin vending and disposal machine for the safe and hygienic disposal of sanitary napkins.

File Description	Documents
Annual gender sensitization action plan	https://siddhantibm.in/wp-content/uploads/2023/07/Gender_Equality.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://siddhantibm.in/wp-content/uploads/2023/07/4.4.2.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

C. Any 2 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

There are different types of wastes disposed in the college for which there is a proper system functioning. The following wastes are being disposed by SIBM:

Solid Waste Management

SIBM has a place on its campus where the solid wastes materials are disposed. The vehicle of Grampanchayat daily collects the waste from the campus.

Liquid Waste Management-

The waste water is carried out through the pipeline

Biomedical Waste Management- There is no biomedical waste management system in the institute.

E-waste Management-

There is no e-waste management system in the institute.

Waste recycling system-

There is no system of Waste recycling in the institute. However, there is rain water harvesting system in the campus.

The e-medical Waste Management-

There is no e-medical waste management system in the institute.

Hazardous chemicals and radioactive waste management-

There is no Hazardous chemicals and radioactive waste management system in the institute.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include	
7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1.Restricted entry of automobiles 2.Use of bicycles/ Battery-powered vehicles 3.Pedestrian-friendly pathways 4.Ban on use of plastic 5.Landscaping	B. Any 3 of the above
File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded
7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution	
7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	E. None of the above
File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	No File Uploaded

<p>7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading</p>	<p>C. Any 2 of the above</p>										
<table border="1"> <thead> <tr> <th data-bbox="102 777 520 842">File Description</th> <th data-bbox="520 777 1356 842">Documents</th> </tr> </thead> <tbody> <tr> <td data-bbox="102 842 520 943">Geo tagged photographs / videos of the facilities</td> <td data-bbox="520 842 1356 943" style="text-align: center;">View File</td> </tr> <tr> <td data-bbox="102 943 520 1084">Policy documents and information brochures on the support to be provided</td> <td data-bbox="520 943 1356 1084" style="text-align: center;">No File Uploaded</td> </tr> <tr> <td data-bbox="102 1084 520 1225">Details of the Software procured for providing the assistance</td> <td data-bbox="520 1084 1356 1225" style="text-align: center;">No File Uploaded</td> </tr> <tr> <td data-bbox="102 1225 520 1326">Any other relevant information</td> <td data-bbox="520 1225 1356 1326" style="text-align: center;">No File Uploaded</td> </tr> </tbody> </table>	File Description	Documents	Geo tagged photographs / videos of the facilities	View File	Policy documents and information brochures on the support to be provided	No File Uploaded	Details of the Software procured for providing the assistance	No File Uploaded	Any other relevant information	No File Uploaded	
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Any other relevant information	No File Uploaded										
<p>7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).</p>											
<p>The institution upholds the equality of all cultures and traditions, as shown by the fact that students from all castes, religions, and regions learn together without experiencing any prejudice.</p> <p>The SIBM organizes and conducts a number of events to foster an atmosphere of moral, cultural, and spiritual values among the students and staff in order to create a country of young people who are morally upright and upstanding in their behaviour.</p> <p>The faculty members and staff jointly celebrate the cultural and regional festivals, like New-year's day, Fresher Party</p>											

,teacher's day, orientation and farewell program, Induction program, rally, plantation, Youth day, Women's day, Yoga day, festivals like Diwali , Holi celebration, New Year celebration, Ganesh festival(Utsav), etc. religious ritual activities are performed in the campus. With great favour the national festivals, birth anniversaries and memorials of great Indian personalities like Mahatma Gandhi Sardar Vallabhbhai Patel, Pandit Jawaharlal Nehru, Dr. Babasaheb Ambedkar, Sarvepalli Radhakrishnan, and Lal Bahadur Shastri are celebrated. Motivational lectures of eminent persons of the field are arranged for all-round development of the students for their personality development and to make them responsible citizens following the national values of social and communal harmony and national integration.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

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

India as a nation is made up of people from various origins, including caste, religion, race, sex, and cultural, social, economic, and linguistic variations, all of which are controlled and supervised by the Constitution. The Siddhant Institute of Business Management educates its instructors, staff, and supporters on the values, rights, obligations, and responsibilities of citizens in order to provide them with the knowledge and skills necessary to act responsibly as citizens. In order to provide students with the information, skills, and values required for maintaining a balance between a livelihood and a fulfilling personal life, we must first create a learning environment that is efficient, encouraging, safe, accessible, and reasonably priced. These ideas are ingrained in the SIBM culture's value system. The students are inspired by participating in various programs on culture, traditions, values, duties, and responsibilities by inviting prominent people. The institute conducted awareness programs on the ban on plastics, cleanliness, Swachh Bharat, etc. involving students. Every year Republic day is celebrated on

26th Jan by organizing activities highlighting the importance of Indian Constitution. Independence Day is also celebrated each year to highlight the struggle of freedom and the importance of Indian constitution.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://siddhantibm.in/wp-content/uploads/2023/07/4.1.2.pdf
Any other relevant information	Nil

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff
4. Annual awareness programmes on Code of Conduct are organized

C. Any 2 of the above

File Description	Documents
Code of ethics policy document	No File Uploaded
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

Siddhant Institute of Business Management celebrates/ organizes national and international commemorative days,

events and festivals. National celebrations are crucial in sowing the seeds of nationalism and patriotism among Indians. Our institution enthusiastically commemorates these occasions in order to honour our outstanding National Leaders and to remember the nationalist concept. To commemorate these milestones and disseminate the message of unity, peace, love, and happiness throughout, the faculty, staff, and students of the university all join together

There are festivals in every culture, and celebrating them has become an important pastime. An essential component of SIBM's co-curricular activities is the celebration of cultural and constitutional celebrations. Throughout session different days are celebrated by students with guidance of faculty members which help them to know about different cultures and to cognitively imagine India as a nation. The academic calendar is brimming with important events which show enthusiasm of the institute in celebrating many national as well as international days and commemorative events and festivals. Therefore, by means of their celebration the students are provided with an opportunity to have an insight in the event and struggle and sacrifice made to achieve this.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	View File
Any other relevant information	No File Uploaded

7.2 - Best Practices

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

Two Best practices :

Considering the financial view , Management of SIBM also gives scholarship/ concession (to certain level) to needy students.

To make students physically fit and emotionally stable and more focused , every day college has started the activity of

Meditation and Yoga before begining of classes.

File Description	Documents
Best practices in the Institutional website	https://siddhantibm.in/wp-content/uploads/2023/07/Fees_Concession.pdf
Any other relevant information	https://siddhantibm.in/wp-content/uploads/2023/07/Yoga_Day.pdf

7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

The Founder President Shree.R.S.Yadav Sir of CAYME Trust beleives inrural development. So he established campus Siddhant Group of Institutions in Sudumbare village.

He also believes that rural youths are in no way are different from the Urban youths. With proper career counseling rural youths would be able achieve great heights in their career. The institute believes that, the best way to empower the rural people is by providing them guidance on higher education, job opportunities, and Government initiatives for rural self employment. To achieve these objectives the institute conducts sessions for guiding the students on various aspects such as importance of higher education,Career and business opportunities in different sectors.

The ultimate objective of institute is creating great managers. The most effective method of reaching towards this objective is through Institute -Industry meet ,interactions with successful alumni through Alumni Meet and conducting Experts lectures.

File Description	Documents
Appropriate web in the Institutional website	No File Uploaded
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

1. Motivating and encouraging the students and faculty members to participate in state , national level seminars, conferences, and or competitions.
2. Appealing the Alumni Association and strengthening relation with it for betterment of students.
3. Benefits are offered to the teachers for improving research culture.
4. Improving the library facilities to the students and faculties with easy process by providing online support.
5. To motivate faculty to write in quality journals including UGC listed Journals.
6. Strengthen the relation and interaction with industry through MoUs and focusing more on placements by recruiting a TPO.