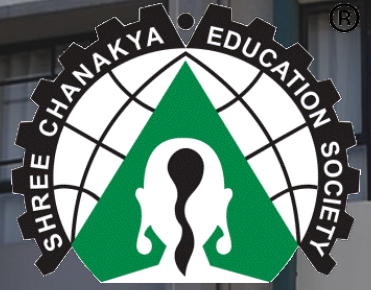SHREE CHANAKYA EDUCATION SOCIETY'S

INDIRA SCHOOL OF BUSINESS STUDIES PGDM

INDIRA SCHOOL OF BUSINESS STUDIES PGDM

SELF ASSESSMENT REPORT

POST GRADUATE DIPLOMA IN MANAGEMENT
(General)
NBA Code: 5986

Submitted to

NBA
NATIONAL BOARD OF ACCREDITATION

SAR PGDM General – Table of Contents

PART A: Institutional Information

1. Name and Address of the Institution:

Name: Indira School of Business Studies PGDM
State: Maharashtra
Website: www.indiraisbs.ac.in
STD Code: 020
Fax STD Code: 020
City: Pune
Pin Code: 411033
E-mail: director@indiraisbs.ac.in
Phone No: 66759404/11
Fax: 22932217

2. Year of establishment of the Institution: 2006

3. Type of Institution

Institute of National Importance	☐
University	☐
Deemed University	☐
Autonomous	☐
Affiliated Institution	☐
AICTE Approved PGDM Institutions	√
Any other (Please specify)	☐

4. Ownership Status:

Central Government	☐
State Government	☐
Government Aided	☐
Self-financing	☐
Trust	√
Society	√
Section 8 Company	☐
Any Other (Please specify)	☐

5. Vision of the Institution:

"To become a Preferred Business School for Students, Faculty and Industry"

6. Mission of the Institution:

Mission - Indira School of Business Studies PGDM

- To promote learning environment for students from diverse cultures and engage them in globally relevant knowledge dimensions for future application in industry, business and life.
- To provide research-oriented learning environment for faculty
- To foster alliance with industry
- To promote ethical and social values as a basis of humane social order.

7. Details of all the programs offered by the institution:

Sr. No.	Program Name	Year of Start	In take at the start of the program	Increase in intake, if any	Year of increase	AICTE Approval	Accreditation Status*
1	PGDM (General)	2006	120	-	-	Yes	Applying for first time
2	PGDM (Marketing)	2008	60	-	-	Yes	Applying for first time
3	PGDM	2020	120	-	-	Yes	Not Eligible

8. Programs to be considered for Accreditation vide this application

Sr. No.	Program Name	Current Year Sanctioned Intake	Current year admitted nos.
1	PGDM (General)	120	120

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

1. Name: Dr. Vidya Nakhate
   Designation: Director
   Mobile No.: +91 97663 14576
   E-mail: vidya.nakhate@indiraisbs.ac.in

2. NBA coordinator, if designated:

   Name: Dr. Kumendra Raheja
   Designation: Dean
   Mobile No: +91 90116 62828
   E-mail: kumendrar@indiraisbs.ac.in

Part B: Criteria Summary

Name of the Program: PGDM (General)

Criteria No.	Criteria	Mark / Weightage
1.	Vision, Mission & Program Educational Objectives	50
2.	Governance, Leadership & Financial Resources	100
3.	Program Outcomes & Course Outcomes	100
4.	Curriculum & Learning Process	125
5.	Student Quality and Performance	100
6.	Faculty Attributes and Contributions	220
7.	Industry & International Connect	130
8.	Infrastructure	75
9.	Alumni Performance and Connect	50
10.	Continuous Improvement	50
Total		**1000**

CRITERION

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Vision, Mission
&
Program Educational Objectives

Criterion 1	**Vision, Mission & Program Educational Objectives**	**50**
	Institute Marks	**50**

1.1. Vision and Mission statements (5)

Vision - Indira School of Business Studies PGDM

"To become a Preferred Business School for Students, Faculty and Industry"

Appropriateness and Relevance of Vision

Stated vision at **Indira School of Business Studies PGDM** (ISBS PGDM) is a statement about what the institution wants to become. It resonates with all members of ISBS PGDM and helps them feel engaged to be part of something much bigger than themselves. It also describes the institution's capabilities and image of itself. It gives shape and direction to its future. It is relevant to the needs of the immediate stakeholders of the organisation and, in action as its mission, points to the set of activities that would help the organisation achieve the total stakeholder satisfaction.

Mission Statement

M1	To promote learning environment for students from diverse cultures and engage them in globally relevant knowledge dimensions for future application in industry, business, and life.
M2	To provide research-oriented learning environment for faculty.
M3	To foster alliance with industry.
M4	To promote ethical and social values as a basis of humane social order.

Appropriateness and Relevance of Mission

The Mission statements at ISBS PGDM clearly state the history and the identity of the B-School. The Mission Statements describe the purpose of the organisation and its objectives and goals in the given context. Coherence of the mission are maintained through all levels and activities. The mission statements help to familiarize with the institution and its background, purpose and its present and future activities.

The details of strategic intents and actions emerge from the mission statement and are indicative of an understanding of the environment in which the institution operates, including an assessment of its resources and constraints.

The prime components of Mission at ISBS PGDM and the ones that the institute strives to align its activities with are:

✓ **Promotion of learning environment**
Learning Environment is encouraged which leads to creating a teaching-learning ethos that allows both the students and the teachers to continuously improve their standards of performance in the pursuit of excellence. We acknowledge that we are working with students who have differing talent and abilities. We are committed to the creation of an environment whereby we help individuals to

recognize and realize their potential. We wish to promote a holistic approach to learning by equipping the students to become capable of understanding; communicating and applying the discipline they choose to learn in business and industry.

✓ **Equal opportunity and respect for diversity**
Equal opportunity, or equality of opportunity, is defined as ensuring that everyone is entitled to freedom from discrimination. Diversity describes the range of visible and non-visible differences that exist between people. Managing diversity harnesses these differences to create a productive environment in which everybody feels valued, where talents are fully utilised and in which stakeholders' goals are met. We recognise and appreciate a gender mix in both students and teachers so that teaching and learning prospers in diversity.

✓ **To provide research-oriented learning environment for faculty**
Faculty are the conduit which enables transfer of knowledge and learning for students, and it is imperative that faculty continue their learning from industry through various forms of collaboration, particularly through constant research. Therefore, ISBS PGDM encourages faculty to take on such initiatives.

✓ **To collaborate with industry**
A close relationship between industry and academia is desired to create a productive symbiosis for student's transition into the professional environment at the end of the program. ISBS PGDM believes that a mutually inclusive relationship between industry and academics can bear substantial gain for both. Hence, we collaborate with industry in continuing education programs, consultancy, and research.

✓ **To develop ethically, socially, and morally responsible members of society**
The role of an institution extends to shaping its stakeholders into ethically, socially, and morally responsible members of society. ISBS PGDM instils qualities of responsible leadership, discipline and promotes collective work environment which can demonstrate dignity for labour and high moral calibre.

1.2. Program Educational Objectives (PEOs) (5)

Institutes' marks - 5

PEO-1	Provide opportunity for application oriented learning in the field of business management to enhance decision making and leadership skills for managing dynamic business environment.
PEO-2	Engaging faculty in research and training to impart current business trends to students to enhance their analytical and critical thinking.
PEO-3	Forge industry and academic interface for student's exposure to manage dynamics of business management.
PEO-4	Expose students to various community centric initiatives to foster sensitivity for work ethics and human values.

1.3. Dissemination among stakeholders (10)

Stakeholders at Indira School of Business Studies PGDM

ISBS PGDM and its governance centres around serving it stakeholders. These stakeholders are internal stakeholders such as Students, Faculty, Staff, Governing Council, and external stake holders such as Advisory Board, Government Bodies, Industry, Alumni and Guardians of Students and society at large. These stake holders are the pillars of ISBS PGDM and the efficiency and effectiveness of ISBS PGDM governance is assessed based on the impact its governance has on generating value for these stakeholders.

Each stakeholder is assisted and governed by the implementation of certain activities, which are expected to deliver value to these stakeholders. The success of delivering value is assessed based on the way each of these activities is executed and their overall impact on the stakeholder's worth.

The objective of having the **Vision**, **Mission** understood by stakeholders is to enhance their engagement in achieving the goals and objectives of the organization in a manner which is conducive to the overall achievement of **Program Outcome** (PO) and **Program Educational Objectives** (PEO).

Process of disseminating the Vision and Mission to the Stakeholders

Dissemination amongst stakeholders ensures wide and pervasive understanding of Vision, Mission and PEO by relevant stakeholders. ISBS PGDM continuously makes attempts to ensure that the awareness and recall of Vision, Mission and PEO is widely and pervasively understood and acknowledged by its stakeholders.

Overt Display of Vision and Mission Statements

- Vision and Mission statements and PEO's are displayed, in very articulate manner, at all the prominent places such as **Director's Office**, **Reception**, **Lobby**, **Library**, **Faculty Rooms** and the like, within the campus.
- In addition to this display, the Vision and Mission statements are also uploaded on the official website of the Institute **(www.indiraisbs.ac.in).**
- Vision and Mission statements are printed on relevant written document of ISBS PGDM, such as **Prospectus** and **Student Handbook.**

To sum up Vision, Mission and PEO's are available in prominent locations on campus, such as:
- ✓ Institute Website
- ✓ Cabins of Director, Dean and Faculty Rooms
- ✓ Notice boards
- ✓ In relevant documents such as Prospectus and Student Handbook

Inclusive integration of Vision and Mission statements

Inclusive integration of Vision and Mission is achieved initially through deliberate attempt by the management which bears the onus of the Vision and Mission statement and help it cascade to every section of the organization. The reiteration of this is conveyed through relevant print content, online content and in supporting meetings and conferences. ISBS PGDM believes that a stated vision or mission does not serve any purpose until it is internalized by the team and relevant stakeholders of the business school.

Deliberation and discussions are encouraged within internal stakeholders and communication of vision, mission and PEO is communicated and reiterated by the system of academics and administration. ISBS PGDM is aiming at an outcome which is aligned with the overarching vision, mission and PEO and this is assimilated within the process of setting objectives for each department/activity which lead to achieving overall PEO's in the following manner:

Setting Objectives

- Goals/objectives of departments are linked to PEO's.
- Objective setting exercise and performance review standards and regular monitoring of initiatives is designed based on the accomplishment of stated objectives which in turn help to achieve Vision, Mission and PEO's of the organization.
- Events on campus are tuned and traced back to the PEO, Vision and Mission, underscoring its relevance and this serves as a reminder to the team of their purpose and goals.

These steps serve to energize and direct the group's actions as stakeholders and convey their efforts to the management. Taking the time to initiate goals and objectives to create action plans is the first step toward creating a better team and a stronger workforce whose energies are aligned towards common goals.

Driving Vision and Mission with Cultivated Culture

Vision, Mission, and ideology of the business school is also strewn by the indirect means of culture that exists which is displayed by following manner of functioning within the governance structure, as mentioned below:

- Tolerance and patience while dealing with students and colleagues in a manner which conveys compassionate behaviour.

- Students weak in academics, English language and related aspects are given additional sessions to prepare them to compete with the other students.

- Compulsion for all students for participation in industry projects to prepare them for corporate.

- Weekly mentoring session of students in smaller batches by faculty.

- Social awareness generated by having students participate and initiate social initiatives

- Instilling the value of becoming employment generators rather than employment seekers in an economy which needs to employ large number of youths. Taking membership in associations such as National Entrepreneurship Network (NEN), which further reiterate the cause of entrepreneurship.

- Becoming signatory to global organizations such as PRME (Principles of Responsible Management Education), a United Nations body encouraging Sustainable Development Goals (SDG)

- Holding seminars and corporate interaction with individuals from corporate who create awareness of business.

- Taking administrative decisions which aim to strengthen the link for student and community development through various community development initiatives.

Dissemination of Vision and Mission

Process of Dissemination

Overt
* Institute Website   * Notice Boards
* Staff Cabins   * Publications

Covert
* Objectives Setting
* Cultivating with Culture
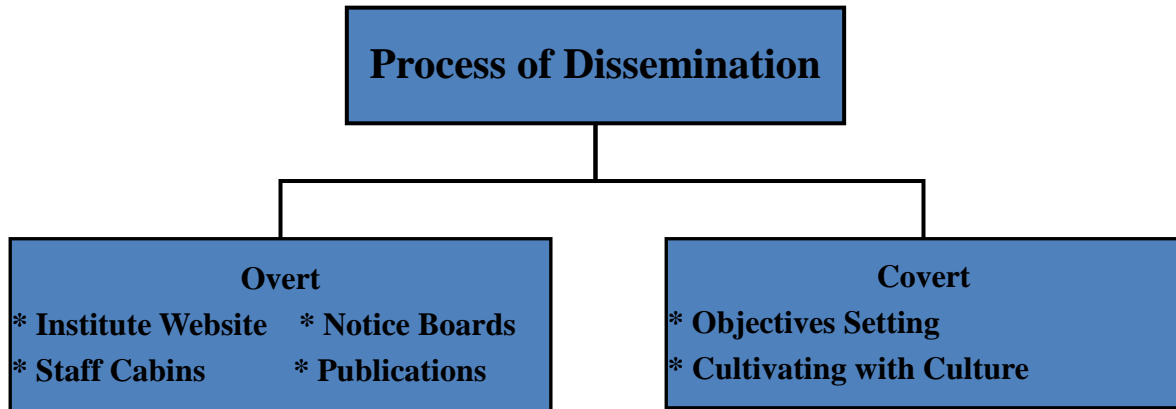
1.4. Formulation process (15)

Institutes' marks - 15

Description of process involved in defining the Vision and Mission

In drawing up the framework for defining the Vision and Mission, self-assessment becomes imperative. The areas of self-assessment require input from various segments which co-exist to create a framework which effectively serves the existential purpose of a Business School. ISBS PGDM thus believes that creating such a framework requires consultative process involving concerned stakeholders and this information is assimilated in the following manner:

A) The Environment
- Management representatives worked towards providing general information on the environment in which the business school operates.
- Detailed information was evoked regarding the program and its features.
- Classification of students' requirements, legal and regulatory framework, certification procedures and the status of certifications were ascertained.

B) Historical Context
- Brief history of the Indira Group was enlisted by management since its inception. Summary detailing main events, creation of programs and teams, student numbers, teaching staff, support staff, facilities and premises, budgetary details, and the like, were taken into consideration.
- Description was provided of the competitive environment and the constraints such as key stakeholders, funding agencies and competitors; industry interface and job market, prevailing quality norms and constraints, if any, freedom to innovate, access to resources and support and access to students were conceptualized.

C) Evolution of first draft
- Thus, management conceived the idea of an effective Vision to take forward a program such as business management in the backdrop of the environment for business, benefits for students of management and interest of other stakeholders involved.
- Thus, also evolved the essentials needed to fulfil the aspirations stated in the Vision and means to fulfil these through Mission statements.
- These were updated and processed by the Internal Quality Assurance Cell.
- The first draft was then presented to the stakeholders for their views on further evolving the mentioned Vision and Mission statements.

D) Stakeholders Meeting

Relevant stakeholders were invited for a meeting to conduct a SWOT analysis. These included internal stakeholders such as representatives of Faculty, Staff, Students, and external stakeholders such as Representatives of Advisory Board and Alumni.

Such a meeting brought about views of each segment towards what is critical for a business school in its pursuit of quality education and showcased the opportunities and challenges in the environment.

Such an exercise led to consideration of following aspects in process of further evolving Vision and Mission:

- Describing how stated draft of Vision can be converted into strategic and operational plans. Particularly ensuring the coherence of Mission is maintained through all levels and activities.
- Demonstrating how the Vision can be translated into strategic objectives as shown by the mix of programs; choice of activities; establishment of priorities.
- Relationship between the business school's strategic objectives and the availability of resources.
- Key constraints which may limit future performance.
- Describing the recent achievements in pursuit of the strategic objectives.
- Describing the formulated business school's Mission and explaining how this relates to its identity.
- Second draft of the Vision and Mission was then adopted by the IQAC for firming up the final draft of Vision and Mission.

Final Draft of Vision and Mission

- IQAC created the final draft of Vision and Mission.
- Final affirmation was taken from the Governing Council to roll out the stated Vision and Mission.

Vision and Mission Formulation Process

Description of process involved in defining the PEO's of the Program

An organization develops a Vision from which emerges a Mission statement. The Mission aims at reinforcing the Vision through affirmative actions and these are operationalized through the PEO.

The Framework of defining PEO's

The **Program Educational Objectives** (PEO) are broad statements for which the program is conducted. In the first place, these objectives help in fulfilling the mission for the program. These objectives also convey clearly that the students graduating from the program are expected to lead a meaningful life in the society by being useful in its progressive development. The program prepares students to become professionals in the business world, thus it is necessary that these objectives be in consonance, to the extent possible, with the current business scenario in the relevant field of management and with the needs of the relevant industry. The teaching learning opportunities can be gauged by the involvement of the campus with industry in its attempt to align the input with industry needs. ISBS PGDM gauges industry needs through involvement of industry personnel in various operational bodies on campus and the feedback and suggestions received from them. The framework for defining PEO is thus created keeping the above aspects in view and is mentioned below:

- Initiation of framing PEO by IQAC with the recommendation of GC.

- Consideration of expected outcome by its stakeholders for framing PEO leads IQAC to align Vision and Mission of the institute as an essential foundation for developing a draft of the

8

PEO.

- Both internal and external stakeholders are consulted to concede the expectation of the stakeholders from the management program. Thus, the first draft is presented before representatives of different stakeholders of the program, such as:
  - ✓ Students
  - ✓ Faculty
  - ✓ Advisory Board/Industry/Employers
  - ✓ Alumni

- Taking the suggestions of stakeholders into consideration, the PEOs are established and ratified by the IQAC.

- The PEOs are then put forward to the Governing Council for final approval for incorporation.

Process for Framing PEO

Initiation of framing PEO by IQAC with recommendation of GC

Consideration of expected outcome for framing PEO

First draft is presented before stakeholders such as: Faculty, Students, Professionals and Alumni & suggestions considered

PEOs are established and ratified by the IQAC

PEOs presented to Governing Council for approval & incorporation
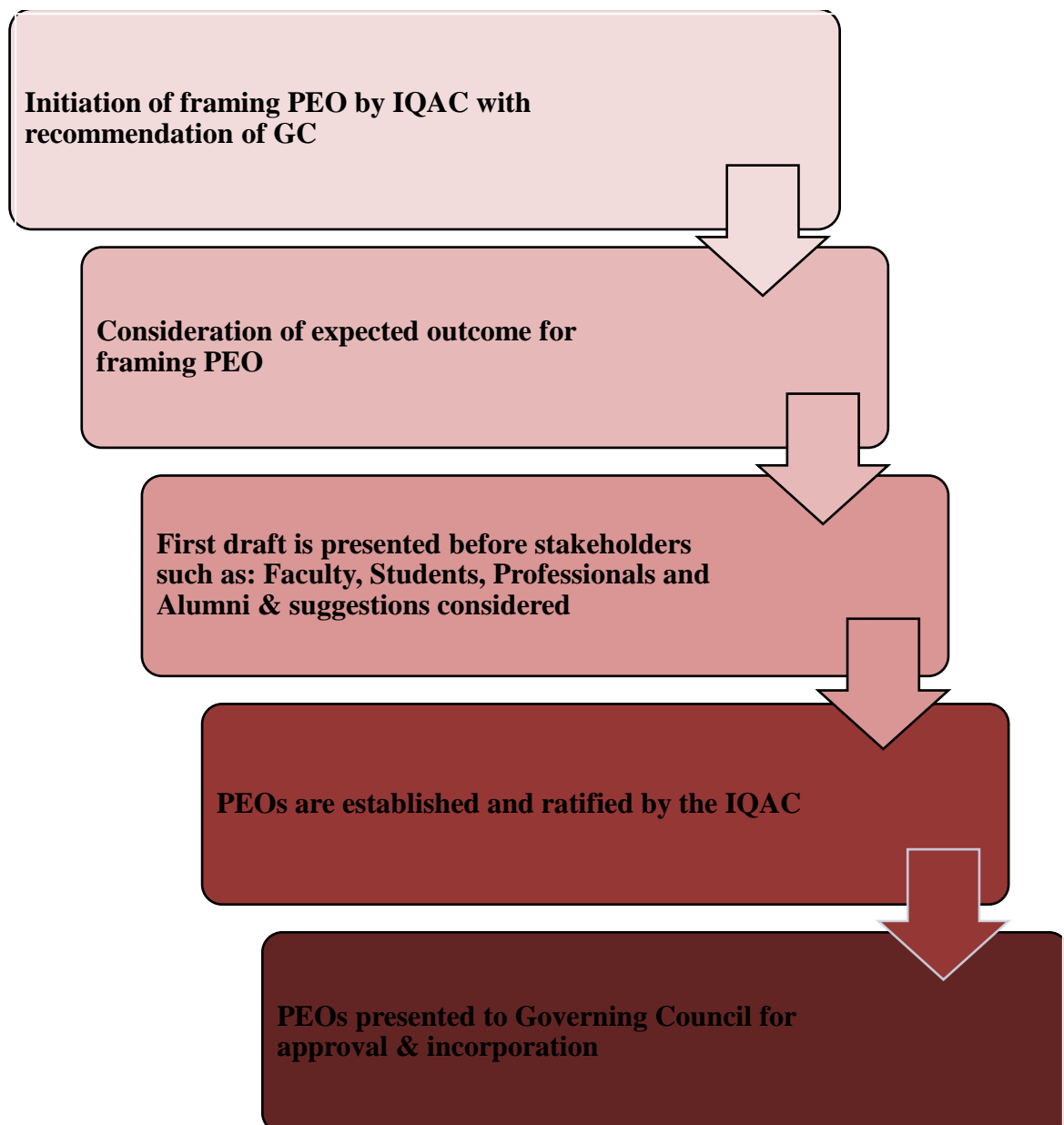
1.5. Consistency of PEOs with the Mission (15)

Matrix displaying consistency of PEO with Mission Statements

PEO Statements	M1	M2	M3	M4
PEO1: Provide opportunity for application-oriented learning in the field of business management to enhance decision making and leadership skills for managing dynamic business environment.	3	3	3	3
PEO2: Engaging faculty in research and training to impart current business trends to students to enhance their analytical and critical thinking	3	3	2	3
PEO3: Forge industry and academic interface for student's exposure to manage dynamics of business Management.	3	3	3	2
PEO4: Expose students to various community centric initiatives to foster sensitivity for work ethics and human values.	3	2	3	3

Note: i) M1, M2, ..., Mn are distinct elements of Mission statement.
   ii) Correlation levels 1, 2 or 3 are mentioned as defined below:
      1: Low   2: Medium   3: High *"-"*no correlation

Justification of correlation parameters of above Matrix

There are several cornerstones of ISBS PGDM program Mission that are aligned with the PEO's namely, ***problem solving ability***, ***proficient communication skills***, ***decision making ability***, ***social responsibility***, ***professional ethics***, ***multi-disciplinary knowledge***, ***self-learning ability*** and ***qualities of leadership***.

The consistency of each PEO's with the mission of program has been described in following paragraphs:

- Domain and multi-disciplinary knowledge are provided with dedicated hours of curricular teaching so that the graduates master fundamentals and acquire proficiency for working in Industry.

- Decision Making, Problem solving, and self-learning ability imparted through foundation pedagogy mix of instructions such as Case Studies, Simulation, Projects, SIP, CLDP training, Certification Workshops.

- Students visit international destinations as part of International Business Exposure Program (IBEP) as part of curriculum to enhance business awareness in foreign destinations, along with exposure to global culture.

- Communication Skill development for effective articulation using intensive coaching in English language and use of language labs and multi-media.

- Students develop teamwork and leadership skills through participation in committees and driving activities in collaboration with student teams. Students interact with industry personnel for sessions on campus and during recruitment process. Students organize conferences

involving industry personnel and academicians. Students are also encouraged to participate in the management competitions of various universities, cultural, sports and other tech-fests. Presenting research papers in conferences is also encouraged.

- Faculty are engaged in providing latest management tools and techniques in classroom and therefore, research and consultancy is highly encouraged and recommended for faculty members.

The consistency of the PEO with the Mission of the institute and the resultant matrix was obtained by availing feedback from relevant stakeholders such as Students, Faculty, Alumni, and Industry Representatives. Such feedback was utilized to arrive at the mentioned consistency and thereby assured justified correlation. Such fortification led to the reassurance that the PGDM program was working in the right direction for administering teaching and learning on campus.

Mentioned overleaf are samples of the survey conducted for the purpose with the following stakeholders:

- **Students**

- **Faculty**

- **Alumni**

- **Industry Professionals**

PEO and Mission Consistency: Matrix survey of Students

On mapping the PEO with the mission statements based on **student survey**, the evidence reflected the perception of the students after their graduation, justifying the stated correlation between PEO and Mission.

PEO Statements	M1	M2	M3	M4	Assessment
PEO1: Provide opportunity for application-oriented learning in the field of business management to enhance decision making and leadership skills for managing dynamic business environment.	3	3	3	3	**86**
PEO2: Engaging faculty in research and training to impart current business trends to students to enhance their analytical and critical thinking	3	3	2	3	**85**
PEO3: Forge industry and academic interface for student's exposure to manage dynamics of business Management.	3	3	3	2	**83**
PEO4: Expose students to various community centric initiatives to foster sensitivity for work ethics and human values.	3	2	3	3	**83**
Total Assessment	**85**	**81**	**85**	**86**	**84**

Note: i) M1, M2, ..., Mn are distinct elements of Mission statement.

ii) Correlation levels 1, 2 or 3 are mentioned as defined below:

1: Low   2: Medium   3: High   "-"no correlation

Students exit survey: The consistency of PEOs with Mission statement of the Institute is to the tune of **81 to 86%.**

PEO and Mission Consistency: Matrix survey of Faculty

On mapping the PEO with the mission statements based on **Faculty survey**, the evidence reflected the perspective of faculty in accomplishment of the Mission and PEO, justifying the stated correlation between PEO and Mission.

PEO Statements	M1	M2	M3	M4	Assessment
PEO1: Provide opportunity for application-oriented learning in the field of business management to enhance decision making and leadership skills for managing dynamic business environment.	3	3	3	3	**95**
PEO2: Engaging faculty in research and training to impart current business trends to students to enhance their analytical and critical thinking.	3	3	2	3	**96**
PEO3: Forge industry and academic interface for student's exposure to manage dynamics of business Management.	3	3	3	2	**93**
PEO4: Expose students to various community centric initiatives to foster sensitivity for work ethics and human values.	3	2	3	3	**93**
Total Assessment	**93**	**94**	**96**	**93**	**94**

Note: i) M1, M2, ..., Mn are distinct elements of Mission statement.
ii) Correlation levels 1, 2 or 3 are mentioned as defined below:
1: Low   2: Medium   3: High   "-"no correlation

Faculty Survey Analysis: the consistency of PEO with the Mission statements of the institute based on Faculty survey is in the range of 93 to 96%. The results are in consonance with the students' survey results.

PEO and Mission Consistency: Matrix survey of Alumni

On mapping the PEO with the mission statements based on **alumni survey** the evidence reflected the performance and accomplishment of the students after their graduation, justifying the stated correlation between PEO and Mission.

PEO Statements	M1	M2	M3	M4	Assessment
PEO1: Provide opportunity for application-oriented learning in the field of business management to enhance decision making and leadership skills for managing dynamic business environment.	3	3	3	3	**87**
PEO2: Engaging faculty in research and training to impart current business trends to students to enhance their analytical and critical thinking.	3	3	2	3	**89**
PEO3: Forge industry and academic interface for student's exposure to manage dynamics of business Management.	3	3	3	3	**91**
PEO4: Expose students to various community centric initiatives to foster sensitivity for work ethics and human values.	3	2	3	3	**89**
Total Assessment	86	88	91	87	**88**

Note: i) M1, M2, ..., Mn are distinct elements of Mission statement.
ii) Correlation levels 1, 2 or 3 are mentioned as defined below:
1: Low   2: Medium   3: High   *"-"*no correlation

Alumni Survey Analysis: the consistency of PEO with the Mission statements of the institute based on Alumni Survey is in the range of **86 to 91%.** The results are in consonance with the students and faculty survey results.

PEO and Mission Consistency: Matrix survey of Industry Professionals

On mapping the PEO with the mission statements based on **Industry Professional survey**, the evidence reflected their perspective in accomplishment of the Mission and PEO by the institute, justifying the stated correlation between PEO and Mission.

PEO Statements	M1	M2	M3	M4	Assessment
PEO1: Provide opportunity for application-oriented learning in the field of business management to enhance decision making and leadership skills for managing dynamic business environment.	3	3	3	3	**97**
PEO2: Engaging faculty in research and training to impart current business trends to students to enhance their analytical and critical thinking.	3	3	2	3	**96**
PEO3: Forge industry and academic interface for student's exposure to manage dynamics of business Management.	3	3	3	2	**94**
PEO4: Expose students to various community centric initiatives to foster sensitivity for work ethics and human values.	3	2	3	3	**95**
Total Assessment	**86**	**88**	**91**	**87**	**96**

Note: i) M1, M2, ..., Mn are distinct elements of Mission statement.
  ii) Correlation levels 1, 2 or 3 are mentioned as defined below:
      1: Low   2: Medium   3: High   *"*-*"*no correlation

Industry Professionals Survey Analysis: the consistency of PEO with the Mission statements of the institute based on **Industry Professionals** survey is in the range of **86 to 96%.** The results are in consonance with the student, faculty, and alumni survey results.

Mission	% PEO's Consistency				
	Students	Faculty	Alumni	Industry Professional	Average
M1	85	93	86	86	**88**
M2	81	94	88	88	**88**
M3	85	96	91	91	**91**
M4	86	93	87	87	**88**

Matrix Survey of Students

Matrix Survey of Faculty

Matrix Survey of Alumni

Matrix Survey of Ind. Professionals
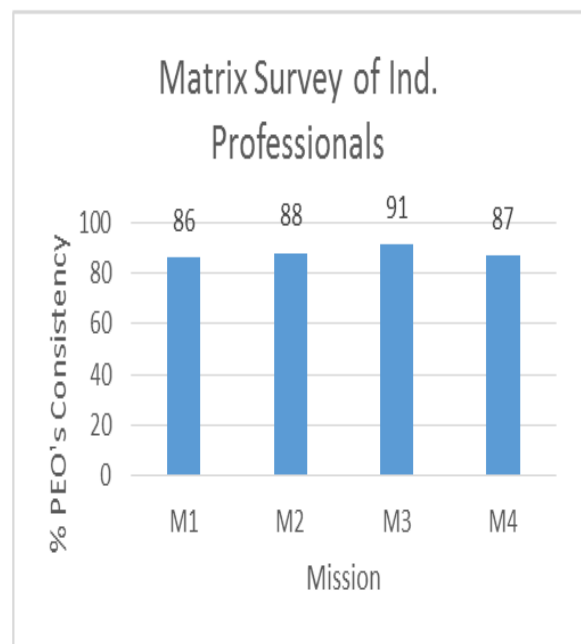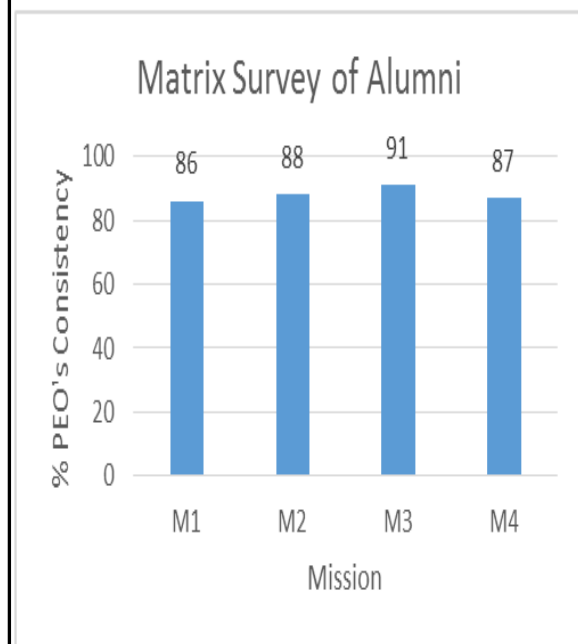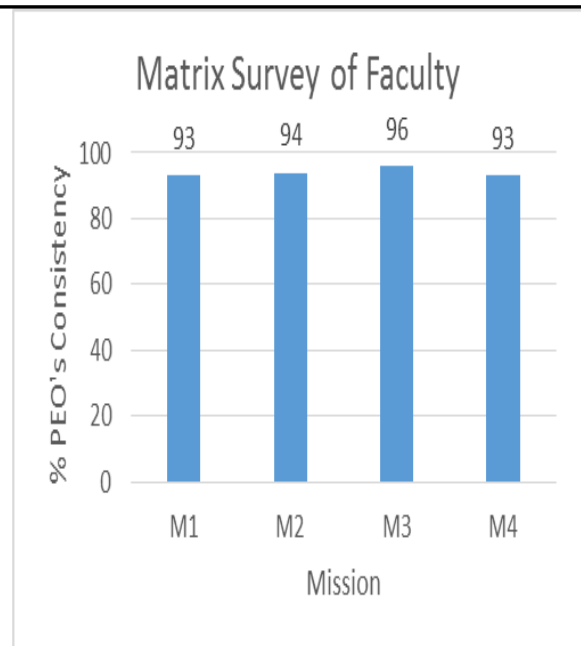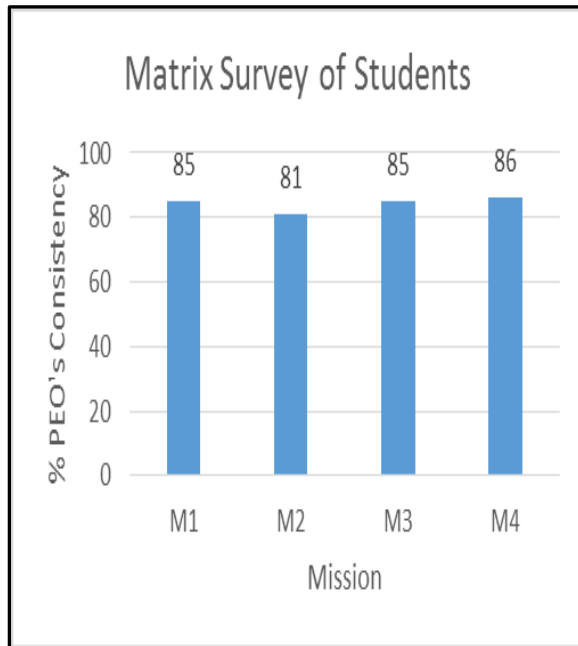
PEO	% Consistency with the Mission statements				
	Students	**Faculty**	**Alumni**	**Industry Professional**	**Average**
1	86	95	87	97	**91**
2	85	96	89	96	**92**
3	83	93	91	94	**90**
4	83	93	89	95	**90**

All PEO's are satisfied to the tune of 90 to 92% for obtaining consistency of Mission statements by the stake holders' survey.

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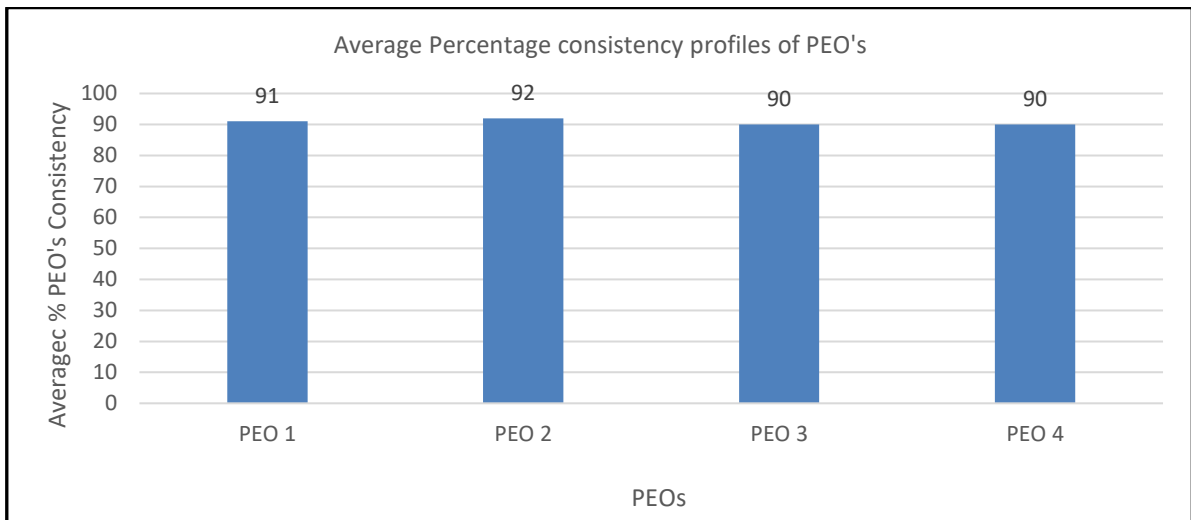
Criterion 1 score Summary

Criterion 1: Vision, Mission and Program Educational Objectives (50)

S. No.	Sub Criteria	Max. Marks	Marks Awarded to self
1.1.	Vision and Mission statements	5	5
1.2.	State the Program Educational Objectives (PEOs)	5	5
1.3.	Dissemination among stakeholders	10	10
1.4.	Formulation Process	15	15
1.5.	Consistency of PEOs with Mission	15	15
Total of Criterion 1		**50**	**50**

CRITERION

2

Governance, Leadership & Financial Resources

Criterion 2	Governance, Leadership & Financial Resources	100
	Institute Marks	100

2.1 Governance and Leadership (60)

Institutes' marks - 60

The **Post Graduate Diploma in Management** (PGDM) program, under **Shree Chanakya Education Society**, were started in the year 2006 with the approval of AICTE under **Indira School of Business Studies (ISBS)** and subsequently the institute got the approval for its Master's in Business Administration (MBA) Program in the year 2013 which was also approved by Savitribai Phule Pune University (SPPU).

In the year 2020, AICTE, through a policy decision, mandated that all PGDM programs be brought under standalone institution. This led to creation of separate standalone institute for PGDM, originally started in the year 2006 under the name Indira School of Business Studies, with the name **"Indira School of Business Studies PGDM"** (ISBS PGDM) comprising of:

1. PGDM (General) program with 120 seats
2. PGDM program with 120 seats and
3. PGDM (Marketing) Program with 60 seats

ISBS PGDM is set up under the aegis of its parent body Shree Chanakya Education Society (SCES), which is a registered Society and Trust in Maharashtra and is devoted to promoting quality education. It is founded and promoted by Dr Tarita Shankar. The main objective of SCES is to promote institutions which provide quality education to the youth in India and make them capable of leading a successful life. This body comprises of individuals who are stalwarts of expertise in their own field of experience.

Dr Tarita Shankar, Secretary and Chief Managing Trustee (SCES) has been empowered through Resolution of Shree Chanakya Education Society (SCES) dated 22nd February 2006, to deal with all matters pertaining to ISBS PGDM. Secretary and Chief Managing Trustee SCES, is the ex-officio Chairperson of the Governing Council (GC) at ISBS PGDM and nominates the Director ISBS PGDM as the principal office for Governance at ISBS PGDM and endows Director's office with the power to formulate policies and nominate functioning committees from time to time to carry forth its operations and governance. Director's office is also assigned the role of being the Secretary GC at ISBS PGDM, which is also entrusted with appointment of members to the GC and other working committees. Leadership at ISBS PGDM inspires growth through its vision and the strategic direction it imparts and is instrumental in building academic excellence in the business school.

Governance Structure at Indira School of Business Studies PGDM

Founder Secretary, Chief Managing Trustee & Chairperson IGI

Group Director

Director

Dean

| Program HoD (PGDM – General) | Program HoD (PGDM – Marketing) | Program HoD (PGDM) | Academics & IQAC HoD |

| Faculty Members | Faculty Members | Faculty Members |

Staff
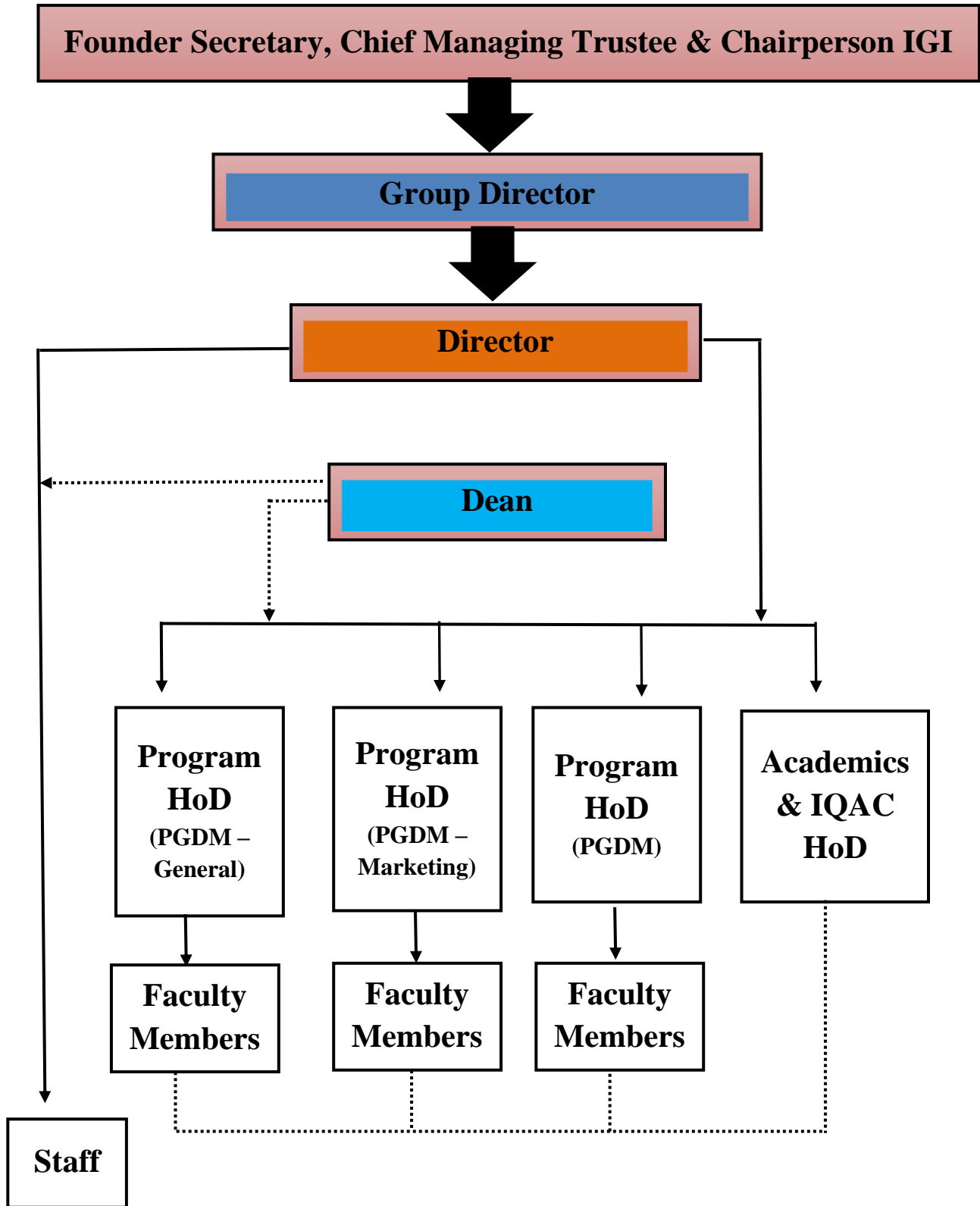
2.1.1. Governance Structure and Policies (25)

2.1.1.1. Governing Structure (10)

At ISBS PGDM a structured governance system is organized and managed. The governance structure contributes to the overall administration of the institute and is an important determinant of effectiveness in meeting its objectives. At the execution level, the Director executes the planned activities through the various Committees/Councils formed for specific purpose. The Directors office, by virtue of its position heads all the committees. It thereby ensures that the Director is always informed about the on-going activities of the Institute and this in turn ensures monitoring of all activities at all levels of hierarchy. The governing bodies such as the councils, boards and committees are framed at institute level and at program level depending on the requirement of the program and these are guided by policies and standard operating procedures (SOP) which assist in the execution of activities. There are some bodies framed for mandatory compliance and others are framed as per requirement of the institute/program. The presence of committee secretary/ in- charges is necessary for holding meeting as part of the Quorum required for the respective committee.

Following are the constituent Councils, Boards and Committees with mention of their operation at institute or department level:

Sr. No.	Committee Name
1	Governing Council
2	Anti-Ragging Committee
3	Grievance Cell
4	Internal Complaints Committee
5	SC/ST Committee
6	Internal Quality Assurance Cell
7	Advisory Council
8	Admission Committee
9	Board of Studies
10	Board of Examination
11	Library Committee
12	Information Technology Committee
13	Student Council
14	Sports Committee
15	Cultural Committee
16	CSR Committee
17	Placement Cell
18	Entrepreneurship Cell
19	Alumni Committee
20	Research and Development Cell
21	Consulting & MDP Cell
22	Welfare Committee
23	Administration and Human Resource Management Committee
24	Finance Committee

Each of the Councils and Committees has been summarized and presented below in the following manner for an understanding of the reader about governance at ISBS PGDM:

- Introduction of Committee

- Functions of Committee

- Membership of Committee

- Frequency of Committee Meetings

- Required Attendance (Quorum) for Committee Meetings

1. Governing Council (GC)

Introduction
ISBS PGDM Governing Council has representation from the Academic Fraternity, Industry, Nominated Member of AICTE, Nominated Member of DTE, Faculty and Staff of ISBS PGDM. All major policy decisions impacting the functioning of ISBS PGDM are ratified by the GC. Meetings are held regularly and overview of the progress of the institution is presented, and suggestions are taken for further development and records are systematically maintained. GC derives its objectives from the Vision and Mission of the Institute.

Functions
The core activity of providing strategic direction revolves around the Institute's Vision. The Vision of the institute clearly spells out the Institutes dedication towards developing its students as professionals who will serve the industry with the right knowledge and skills. To equip the students with the right knowledge and skills, the GC ensures that the offered Program quality is in line with the current industry needs. The quality of the Program is maintained with active involvement of Industry experts, Academicians, Faculty Members and Alumni who are members of either the GC or the Advisory Board at ISBS PGDM. The GC's directives and observations are executed through the Director who is vested with executive powers. The Director in turn ensures that the overall functioning of the Institute is as per the sanctions of the GC.

The GC ensures efficacy of the operational decisions taken and safeguards student and stakeholder welfare through:
- Giving strategic direction to the Institute
- Approving strategic and perspective plans
- Allocate and monitor budgets and check the audited income and expenditure accounts and approve the same.
- Institutionalize scholarships and enhancement of other amenities, for staff and students.
- Monitor development programs for students and faculty.
- Deliberate and decide on additional matters affecting the governance of the institution.
- Developmental and expansion planning.
- Defining scope of infrastructure development on need basis.
- Consider recommendations of the staff selection committee for recruitment of faculty.
- Consider important communications, policy decisions received from the University, Government, AICTE and the like.
- Fixation of the fee payable by the students based on the recommending bodies.

- Perform such other as may be necessary and deemed fit for the proper development and fulfilment of the institute's objectives.

The Director executes the governance of the above activities of the institute through several designated representatives and committees formed for specific purposes. Curriculum and progress of other activities are reviewed through monthly review procedure of the Internal Quality Assurance Committee (IQAC).

Governing Council Members (2020-21)

Sr. No.	Name of the Member	Designation	Committee Designation
1	Dr. Tarita Shankar	Founder Secretary & Chief Managing Trustee	Chairman
2	Prof. Chetan Wakalkar	Vice President / Trustee	Member (Educationist)
3	Mr. Shantanu Sen Sharma	Co-Founder, Ozone Education Consultants Pvt. Ltd. (Industry)	Member (Industry)
4	Mr. Sandeep Gaekwad	Director Admin. & HR- IGI	Member
5	Western Regional Officer	Regional Officer AICTE (Ex-Officio) – Member	AICTE Nominee
6	Joint Director DTE RO Pune	Nominee of the State Govt. (Ex officio)	Member
7	An Industrialist / Technologist / Educationist from the region	Nominee – State Govt.	Member
8	Dr. Abhinav Jog	Director	Member Secretary
9	Dr. Mahesh Mangaonkar	Professor	Faculty – Member
10	Dr. Bagirathi Iyer	Associate Professor	Faculty – Member
11	Prof. Shikha Mann (Sindhu)	Assistant Professor	Faculty – Member

Frequency of Meetings
The GC meets formally four times in a year.

Quorum required for GC Meeting
Minimum two-third members are required to be present for taking forward the proceedings of the GC meeting.

2. Anti-Ragging Committee

Introduction

Anti-Ragging Committee has been formed to safeguard the interest of the students with respect to any act / activity directly or indirectly associated with Ragging. ISBS follows zero tolerance policy against Ragging and any activity resembling it. Ragging is totally banned, and anyone found guilty of ragging and/or abetting ragging is liable to be punished. Ragging is also Prohibited as per the decision of the Honourable Supreme Court of India and directions have been given vide SLP No. 24295 of 2006 dated 16-05-2007 and in Civil Appeal number 887 of 2009, dated 08-05-2009. AICTE has formulated detailed norms for the steps to be taken by educational institutes to prevent ragging and said norms forms basis for the formation of this committee.

The core purpose of the committee is compliance of the norms being established by the Governing institution. Such institution, with respect to this committee is AICTE and its subsidiaries, if any.

The chief objective being:

- To establish and implement mechanism for Ragging-free environment for students on campus.
- To ensure compliance of existing norms /Acts / legislation, set forward by the governing body.

Functions

- To ensure compliance with the provisions of the Regulations as well as the provisions of any law for the time being in force concerning ragging; and, to monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.

- To review the efforts made by the institution to publicize anti-ragging measures, soliciting of affidavits from parents/guardians and from students, each academic year, to abstain from ragging activities and willingness to penalize concerned for any violation; and to function as the prime mover for initiating action for amending the Statues or Ordinances or Byelaws to facilitate the implementation of anti-ragging measures at the level of the institution.

- To make the community at large and the students aware of the de-humanizing effect of ragging, and the approach of the institution towards those indulging in ragging.

- To identify and properly illuminate and man all vulnerable locations and take every action to curb ragging.

- To ensure that the Mentoring Cell and Squad is working to achieve the desired objectives of the act / regulation.

- The committee will ensure compliance of existing norms and formation of any other sub-committee / group. For the purpose of this committee, such subgroup has been termed as Anti-Ragging Squad.

Anti-Ragging Committee Members (2020-21)

Sr. No	Name of the Committee Member	Committee Designation	Mobile Number	E Mail Id
1	Dr. Abhinav Jog	Chairperson	9822912030	abhinav.jog@indiraisbs.ac.in
2	Dr. Anagha Bhope	Secretary	7387004907	anagha1.bhope@indiraisbs.ac.in
3	Dr. Mahesh Mangaonkar	Faculty Co-ordinator	9823032226	mahesh.mangaonkar@indiraisbs.ac.in
4	Dr. Rajlaxmi Pujar	Member- Faculty	9922994640	rajlaxmi.pujar@indiraisbs.ac.in
5	Dr Bagirathi Iyer	Member- Faculty	9623443633	bagirathi.iyer@indiraisbs.ac.in
6	Mr. Harish Deshmukh	Admin Co-ordinator	8788634041	harish.deshmukh@indiraisbs.ac.in
7	Mr. Dattatray Jadhav	Member- Administration	9922683915	dattatraya.jadhav@indiraisbs.ac.in
8	Ms. Prajakta Chalukya	Member- Student (PGDM 19-21)	8329605594	prajakta.chalukya@indiraisbs.ac.in
9	Mr. Ashish Kumar Jha	Member- Student (PGDM 19-21)	7739994807	ashishkumar.jha@indiraisbs.ac.in
10	Mr. Divyarajsinh Dharamsinh Rathod	Member- Student (PGDM 19-21)	8238886006	divyarajsinh.rathod@indiraisbs.ac.in
11	Mr. Rohit Telore	Member- Student (PGDM 20-22)	8975008376	rohit.telore@indiraisbs.ac.in
12	Ms. Ayushi Singh	Member- Student (PGDM 20-22)	9179559335	ayushi.singh@indiraisbs.ac.in
13	Ms. Sweety Singh	Member- Student (PGDM 20-22)	9819199128	sweety.singh@indiraisbs.ac.in
14	Adv. Nelson Narohna	Member - Counsellor	9665094671	Adv.nelsonnoronha@gmail.com
15	Ms. Gauri Kulkarni	Representative - NGO	9657998921	Savali.gauri@gmail.com

Frequency of Meeting
- The tenure of the committee is one year, and such committee is instituted at the beginning of every academic year.
- The committee meets twice in an academic year. However, the Chairperson / Secretary of the committee may call upon additional meetings if need arises.

Quorum required for Anti-Ragging Committee Meeting
Minimum three members are required to be present for taking forward the proceedings of the meeting as mentioned below:

- Chairperson /Secretary
- Faculty representative
- Administration representative

Anti-Ragging Squad Members (2020-21)

Sr. No.	Name of the Committee Member	Designation	Mobile Number	E Mail Id
1	Dr. Mahesh Mangaonkar	Faculty Co-ordinator	9823032226	mahesh.mangaonkar@indiraisbs.ac.in
2	Dr. Rajlaxmi Pujar	Member- Faculty	9922994640	rajlaxmi.pujar@indiraisbs.ac.in
3	Dr Bagirathi Iyer	Member- Faculty	9623443633	bagirathi.iyer@indiraisbs.ac.in
4	Mr. Harish Deshmukh	Member-Administration	8788634041	harish.deshmukh@indiraisbs.ac.in
5	Dr. Anagha Bhope	Secretary	9922683915	anagha1.bhope@indiraisbs.ac.in

3. Grievance Committee

Introduction

Grievance Redressal Policy at ISBS PGDM aims at encouraging its employees and students to voice their complaints in a constructive way. It also encourages feedback and suggestions from staff and students as stakeholders so that a proactive approach helps in resolving hindrances in the operations on campus. ISBS PGDM employs a fair grievance procedure which helps to minimize and avoid conflicts by having constituted the Grievance Committee. Grievance Committee has been established to provide a formal channel of communication to voice concerns. It comprises of Director, who is the Ex-officio member, while Faculty in Charge and non-teaching staff members are nominated by the Director. Student's grievance committee comprises in addition to Director, Faculty in Charge, non-teaching staff members, and the student's council members as representatives of the students.

Staff Grievance Committee Functions

- Providing a communication channel to the staff members to express their grievances.
- Making channels of communication available for the Staff members such as Emails to be sent to secretary of committee and/or registering grievances in the register kept in the administration department.
- Imparting a degree of objectivity and fair play in the consideration of such grievances.
- Ensuring prompt consideration and decision thereon by ensuring smooth functioning of the committee.
- Proper feedback mechanism is maintained so that all the employees are made aware about the status of their complaints registered and have faith in the committee.
- Encouraging participative governance where staff are free to put forward their suggestions and have an open discussion on them.
- The secretary also plans and executes various recreational and welfare activities for the staff to ensure a healthy work environment.
- The Staff Grievance committee is constituted for duration of 3 years.

Staff Grievance Committee Members (2020-21)

Sr. No.	Committee Member Name	Designation	Committee Profile
1	Dr Abhinav Jog	Director	Chairperson
2	Dr Rajlaxmi Pujar	Assistant Professor	Secretary
3	Prof Sarita Agarwal	Assistant Professor	Teaching Member
4	Prof Mangesh Dande	Assistant Professor	Teaching Member
5	Mr Harish Deshmukh	Admin Co-ordinator	Non- Teaching Member
6	Mrs Rajashree Kesur	Academic Co-ordinator	Non- Teaching Member

Frequency of Meetings
Biannual meetings preferably once every semester.

Required Quorum for Meeting
Minimum two-third members are required to be present to take forward the proceedings of the meeting.

Students Grievance Committee Functions
- Providing a forum for the students to express their grievance relating to all their academic / non-academic matters.
- Imparting a degree of objectivity and fair play in the consideration of such grievances.
- Ensuring a prompt consideration and decision thereon.
- Encouraging participative governance where students are free to put forward their suggestions before management and have an open discussion on them.

Student Grievance Committee Members (2020-21)

Sr. No.	Committee Member Name	Designation	Committee Profile
1	Dr Abhinav Jog	Director	Chairperson
2	Dr Rajlaxmi Pujar	Assistant Professor	Secretary
3	Prof Shikha Sindhu	HOD-Academics	Faculty Member
4	Ms. Chahak Jain	Student Council Member	Student Council Representatives
5	Mr Ashish Jha	Student Council Member	Student Council Representatives

Frequency of Meeting
- The tenure of the committee is one year, and such committee is instituted at the beginning of every academic year.
- The committee meets twice in an academic year. However, the Chairperson / Secretary of the committee may call upon additional meetings if need arises.

Quorum required for Grievance Committee Meeting
Two third members from management and two third student members are required to be present for taking forward the proceedings of the meeting.

4. Internal Complaints Committee (ICC)

Introduction
Internal Complaints Committee has been constituted by the Director to address activities with the broad purpose of creating a fair workplace with gender equality. ICC is especially created to prevent/deter the commission of acts of gender inequality and sexual harassment and to provide the procedure for the resolution, settlement, or prosecution of acts of sexual harassment and gender biases by taking all steps required. According to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. Equality between men and women, right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive Principles of State Policy. It is obligatory for every employer and other responsible persons to follow the guidelines put down by the Ministry and UGC to constitute Internal Complaint Committee with an aim to overcome sexual harassment at the workplace. Educational institutions are bound by the same directive.

In compliance with the mandate of the Gazette of India, Indira School of Business Studies PGDM (ISBS PGDM) adopts this policy to prevent, prohibit and redress sexual harassment of women. ISBS PGDM is committed to provide for all women who fall within its jurisdiction including its academic and non - academic staff, a place of work and study free from sexual harassment, intimidation, and exploitation. Every woman shall have a Right to be free from Sexual Harassment and the Right to Work in an environment free from any form of Sexual Harassment.

Functions of the Internal Complaint Committee (ICC)
The Internal Complaint Committee is an educational resource as well as a complaint redressal mechanism for the members of faculty, staff, and students at the University. Its mandates are:
- To provide a neutral, confidential, and supportive environment for members of the campus community who may have been sexually harassed
- To advice complainants of means of resolution as specified by the legislation
- To ensure fair and timely resolution of sexual harassment complaints
- To provide counselling and support services on campus
- To ensure that students, faculty, and staff are provided with current and comprehensive materials on sexual harassment
- To promote awareness about sexual harassment through educational initiatives that encourages and fosters a respectful and safe campus environment

The committee seeks to inform the campus community of their right to a respectful work and learning environment. It believes that if we practice respect, exercise empathy in our interactions with others so that we do not hurt anyone through what we say or do, then we can create a campus that is free of sexual harassment.

Internal Complaint Committee Members (2020-21)

Sr No.	Name	Designation	Committee Profile
1	Dr. Gaganpreet Kaur Ahluwalia	Presiding Officer	Presiding Officer
2	Dr. Rajlaxmi Pujar	Faculty Member	Member Faculty
3	Prof. Anand Deo	Faculty Member	Member Faculty
4	Ms Trupti Joshi	Non-teaching staff member	Member Non-teaching staff
5	Mr. Dattatraya Jadhav	Non-teaching staff member	Member Non-teaching staff
6	Ms. Chahak Jain	Student Member – PGDM (Batch 19-21)	Student Member – PGDM (Batch 19-21))
7	Mr. Simran Rai	Student Member – PGDM (Batch 19-21)	Student Member – PGDM (Batch 19-21)
8	Ms Palak Angi	Student Member – PGDM (Batch 19-21)	Student Member – PGDM (Batch 19-21)
9	Ms. Nidhi Kishore	Student Member – PGDM (Batch 20-22)	Student Member – PGDM (Batch 18-20
10	Mr. Prem Balodiya	Student Member – PGDM (Batch 20-22)	Student Member – PGDM (Batch 18-20)
11	Ms. Trupti Pachpor	Student Member – PGDM (Batch 20-22)	Student Member – PGDM (Batch 20-22)
12	Ms. Gauri Kulkarni	NGO Member	Member NGO

Frequency of Meetings
Biannual meetings preferably once every semester.

Required Quorum for Meeting
Minimum two-third members are required to be present to take forward the proceedings of the meeting.

5. Scheduled Caste / Scheduled Tribe Committee (SC/ST Committee)

Introduction
The University Grants Commission (UGC) has given priority to the downtrodden students and staffs during IX plan period and given direction to all the universities to establish SC/ST Cell. Since its inception Indira School of Business Studies has been working consistently for the promotion of sustainable, equitable and participatory development, social welfare, and social justice. With this objective along with the guidelines stated by UGC, Scheduled Caste and Scheduled Tribes Cell (SC/ST Cell) was set up in the institute. The main aim of the Cell is to monitor the guidelines issued by the University Grants Commission from time to time.

Functions of the Cell
- To circulate Government of India and Commission's decisions and to collect regularly, on an annual basis, information regarding course-wise admissions to candidates belonging to the Scheduled Castes and Scheduled Tribes in the program.

- To circulate Government of India orders and Commission's decisions and to collect information in respect of appointment, training of these communities in teaching and non-teaching posts.
- To collect reports and information regarding the Government of India orders on the various aspects of education, training, and employment.
- To prepare reports for onward transmission to such other authorities as may be required.
- To deal with representations received from Scheduled Castes and Scheduled Tribes candidates regarding their admission, recruitment, promotion, and other similar matters.
- To function as a Grievances Redressal Cell for the Grievances of SC/ST students and employees and render them necessary help in solving their academic as well as administrative problems.
- The SC/ST Cell exclusively looks after the work related to SC/STs matters and no other work is assigned to the Cell.

SC/ST Committee Members (2020-21)

Sr. No.	Name	Designation	Committee Profile
1	Dr. Abhinav Jog	Director	Chairman
2	Dr. Rajlakshmi Pujar	Assistant Professor	Section / Liaison Officer
3	Prof. Meghasham Chaudhari	Asst. Professor	Member Teaching
4	Prof. Neha Agarwal	Assistant Professor	Member Teaching
5	Mr. Sanjay Muthal	Examination	Member Non-Teaching
6	Mrs. Rajshree Kesur	Member (Admin)	Member Non -Teaching
7	Mr. Haridas Deshmukh	Administration Officer	Member Non - Teaching
8	Mr. Subhash Ghogare	Member (Admin Officer)	Member Non - Teaching
9	Mr. Yash Raut	Student (PGDM 2019-21)	Member Student
10	Mr. Gaurav Tumble	Student (PGDM 2019-21)	Member Student

Frequency of Meetings
Biannual meetings are held, preferably once every semester.

Required Quorum for Meeting
Minimum two-third members are required to be present to take forward the proceedings of the meeting.

6. Internal Quality Assurance Cell (IQAC)

Introduction
IQAC is responsible for auditing internal operational processes at ISBS PGDM. The objective primarily is standardizing, and compliance of academic and administrative processes being operated in the institute for its smooth functioning. It reviews performance to achieve quality as preempted in the quality policy stated as **-**

"To pursue standards of excellence in all our endeavours namely teaching, research, consultancy and continuing education and to remain accountable in our core and support functions, through processes of self-evaluation and continuous improvement."

The purpose of the said committee is to continuously monitor and periodically review /audit all the processes relevant to the Governance at ISBS PGDM and advocate further action/deliberation as needed. The director notifies the GC about IQAC's deliberation. The activities of the cell are coordinated by an internal faculty.

Functions of IQAC
IQAC functions around standardizing processes both academic and administrative being currently operated in the institute for smooth functioning.

- Periodically review / audit all the processes relevant to the Governance of ISBS PGDM and provide recommendations for further action/ deliberation as needed.
- Aid the GC in formulation of teaching learning objectives, program outcome, policies, and other forms of planning.
- Holding periodic reviews of all working processes which include functioning of committees.
- Exercise such supervision over the activities in the institute by ensuring periodic meetings with all internal stakeholders by Director and Faculty for improvement and development of functions as stated in its SOP.
- Interact with the stakeholders of ISBS PGDM from time to time.
- Plan and monitor budget and its consumption for effective utilization of resources.
- Forward recommendations/ observations to the Chairperson for appraising the GC.
- Maintain records of action taken/ to be taken for review.

IQAC Members (2020-21)

The Committee is headed by the Director ISBS PGDM as Chairperson, a nominated Secretary who shall have executive power to run the IQAC as per the defined SOP, Head-IQAC, two senior Faculty Members preferably representing different programs on campus and an external member from industry or academia and any other as suggested by Director ISBS PGDM.

Internal Quality Assurance Cell Members (2020-21)

Sr. No.	Name	Designation	Committee Profile
1	Dr Abhinav Jog	Director	Chairperson
2	Dr. Shikha Sindhu	HOD- IQAC	Secretary
3	Dr. Mahesh Mangaonkar	HOD- PGDM	Member Faculty
4	Dr. Bagirathi Iyer	HOD- PGDM Marketing	Member Faculty
5	Dr. Anagha Bhope	Associate Prof.	Member Faculty
6	Ms. Amruta Deshpande	Asst. Professor	Member Faculty
7	Mr. Dattatrey Jadhav	Asst. Registrar	Member Non-Teaching

Frequency of Meeting
Biannual meetings are held for IQAC.

Required Quorum for IDC Meeting
Minimum two-third members are required to be present for taking forward the proceedings of the IQAC meeting, with mandatory presence of Director and Secretary.

7. Advisory Board

Introduction
The Advisory Board at ISBS PGDM is formed to play an advisory role in the strategy and operations of the Business School. Members of the ISBS PGDM Advisory Board assist in enhancing curriculum and provide counsel on strategic and operational directions to be followed to achieve institutional vision and desired outcome.

Functions
- Advise on standard of quality education in line with the expectation of the industry.
- Recommend essential aspects for inclusion in framing governance ideology.
- Suggest ways to improve governance and operations to ensure optimum utilization of resources.
- Recommend initiatives for overall development of students.

Advisory Board Members (2020-21)

Sr.No.	Members Name	Designation	Committee Profile
1.	Prof. Chetan Wakalkar	Group Director	VP/Member Trustee
2.	Dr Abhinav Jog	Director	Convener/ Secretary
3.	Ms. Madhuri Sathe	Executive Director Corporate Relations	IGI
4.	Mr Prashanth Nayak	VP Yazaki India Ltd	Member Industry
5.	Mr. Shantanu Sharma	Consultant and Leadership Coach Ex VP Tech Mahindra	Member Industry
6.	Mr. Sanjeev Kotnala	Consultant and Author Ex VP Bhaskar Group	Member Industry
7.	Ms Renuka Krishnan	Trainer and Ex AVP KPIT	Member Industry
8.	Mr. B. S. Guha	Consultant and Ex VP Tata Yazaki	Member Industry
9.	Mr. Sandeep Raut	Founder and CEO, Going Digital	Member Industry
10.	Prof. Shikha Sindhu	HOD- Academics & IQAC	Faculty ISBS
11.	Mr Sumeet Shah	Global Lead for Prog Mgmt, Optymyze	Member Alumni
12.	Mr Sumit Ghosh	G.M. Colliers International	Member Alumni

Frequency of Meetings
Formal Meetings are held annually on campus. Besides this, member of advisory board also serves as mentors in certain processes on campus as per the requirement of such processes.

Required Quorum for the Advisory Board Meeting

Presence of ISBS PGDM Director and two faculty members is mandatory. Minimum two-third other members are required to be present for taking forward the proceedings of the Advisory Board meeting.

8. Admission Committee

Introduction
Admission Policy at ISBS PGDM ensures adhering to norms set by AICTE and State Government where applicable, for admission and ensures fair and transparent admission to candidates located across diverse regions in India as specified. For the purpose of achieving the precepts of admission policy the Admission Committee is constituted for conduct of fair and transparent admission process which takes into consideration diversity in admission and required competency in candidates.

Functions
- To ensure admission within the guidelines provided by AICTE and the State Government where applicable.
- Guide the candidates for admission with clear and transparent admission norms.
- Follow the norms of eligibility and required documentation.
- Secure preference for meritorious students.

Admission Committee Members (2020-21)

Sr. No.	Name of Member	Designation	Committee Profile
1	Dr. Abhinav Jog	Director	Chairperson
2	Prof. Shikha Sindhu	HOD- Academics & IQAC	Secretary
3	Dr. Rohan Das	Asst. Professor	Member Teaching
4	Bhagyesh Wakalkar	Executive Administration	Member Non-Teaching
5	Tejaswini Khatavkar	Executive Administration	Member Non-Teaching

Frequency of Meetings
Meetings are held biannually.

Required Quorum for the Admission Committee Meeting
Attendance of Director, Secretary, one each faculty and non-teaching staff member is mandated for the meeting.

9. Board of Studies (BOS)

Introduction
Academic Policy at ISBS PGDM centres around imparting quality education to its students and the same is implemented through regular reviews for inclusion of latest trends and pedagogy in the execution of teaching and learning in the field of management. The policy advocates regular reviews of student's development. It achieves these objectives through well-defined procedures which are executed by the appointed members in the Board of Studies (BOS) constituted for the purpose. The Board of Studies (BOS) at Indira School of Business Studies

PGDM is the primary body governing teaching learning on campus. Its chief objectives involve planning and reviewing academic policies and other processes related to teaching-learning at ISBS PGDM. The Board of Studies shall be responsible for regulating and maintaining the standards of teaching, learning and examinations at ISBS PGDM. The BOS appoints Academic Committee, which is operational body of BOS that implements the suggestions or points of action (POAs) stated by BOS.

The Academic Committee in consultation with BOS, proposes new initiatives and overall program design for better learning in terms of industry training initiatives, certification programs, co-curricular activities, corporate Guest Speakers, and the like. Review of Academic Committee progress in achieving its planned curriculum implementation is done by the Board of Studies.

Functions of Board of Studies (BOS)
Academic Policy at ISBS PGDM centres around imparting quality education to its students and the same is implemented through regular reviews for inclusion of latest trends and pedagogy in the execution of teaching and learning in the field of management. It advocates regular reviews of students' development with respect to program outcome and course outcome established. It achieves these objectives through well-defined procedures which are executed by the Board of Studies and Academic Committee constituted for the purpose. Precepts of academic policy are implemented with below mentioned outcome in mind:

- Plan, review and recommend program structure, Program Outcomes, and course outcome
- Plan, recommend and review the academic and other developmental inputs.
- Review the quality of inputs imparted to students.
- Consider such other matters as the Governing Council may consider appropriate

BOS Members (2020-21)

Sr. No.	Name of Member	Designation	Committee Profile
1	Dr. Abhinav Jog	HOD- PGDM General	Chairperson
2	Prof. Shikha Sindhu	HOD- Academics & IQAC	Secretary
3	Dr. Mahesh Mangaonkar	HOD- PGDM	Member Faculty
4	Dr. Bagirathi Iyer	HOD- PGDM Marketing	Member Faculty
5	Ms. Pradipta Mishra	Ex Executive Director, RBI	Member- Industry
6	Mr. Dilip Barishkar	Retired Manager, LIC	Member- Industry
7	Mr. Pavan Goyal	Practising CA	Member- Industry
8	Mr. Sameer Gunjal	Academic Expert	Member- Academics
9	Mr. Prasad Kalbhande	Academic Expert	Member- Academics
10	Mr. Mahesh Boolchandani	Ex Strategic Corporate Head, John Deere India	Member- Industry
11	Mr. Rohitesh Gidwani	Ex Sr Marketing Manager, Dr Reddys Laboratories	Member- Industry

12	Mr. Sunder Madakshira	Head of Marketing Adobe India	Member- Industry
13	Mr. Digambar Sakore	Academic Expert	Member- Academics
14	Mr. Vilas Puranik	Academic Expert	Member- Academics
15	Mr. Dwarkadhis Deshpande	Senior Project Manager, FIS Global, Pune	Member- Industry
16	Mr. Ronak Shah	Founder, Proton Training Solutions (Proton) Pune	Member- Industry
17	Mr. Arjun Panchal	Entrepreneur and Founder Papa Zapata - a chain of Mexican cuisine outlets, Pune	Member- Industry
18	Ms. Hema Anand	Soft Skills Trainer and Academic Expert	Member- Academics
19	Mr. Abhijit Jagtap	HR Manager- Zameel Steel	Member- Industry
20	Ms. Supriya Razdan	Training Specialist, Jabil	Member- Industry
21	Mr. Rajat Grover	Head of Business HR, Fullerton	Member- Industry
22	Ms. Renuka Krishnan	Academic Expert	Member- Academics
23	Ms. Namrata Mandoli	Academic Expert	Member- Academics

Required Quorum for Meeting
Director, member faculty and member industry, attendance is required to hold the meeting.

Frequency of Meeting:
Twice a Year: April and October Annually.

10. Board of Examination (BOE)

Introduction
Board of Examination (BoE) ensures fair and transparent conduct of examination process along with analysis of annual performance of students with the aim to provide information for further development of students. It achieves these objectives through well-defined procedures which are executed by the Examination Committee constituted for the purpose. The Examination Committee is constituted for the smooth conduct of examinations. This committee ensures that examinations are conducted as per the guidelines provided by BoE for quality assessment of students.

Functions of Board of Examination (BOE)
- Recommend suitable assessment pattern for management program.
- Review attainment of Program Outcome and Course Outcome.
- Biannual Review of Examination Committee with respect to execution of operations such as:
  - Conduct of Examination as per the schedule planned and approved.
  - Conduct of Examinations with due diligence and ethics.

o Follow up action about quality of assessment.
o Follow up action about disciplinary procedures.

BOE Members (2020-21)

Sr. No.	Name of Members	Designation	Committee Profile
1	Dr. Virendra Tatke	Director, Indira Global Business School	External Expert
2	Dr. Pandit Mali	Director, Indira Institute of Management Pune	External Expert
3	Dr. Abhinav Jog	Director & HOD- PGDM General	Procedure Expert
4	Dr. Natashaa Kaul	Associate Professor	Secretary
5	Dr. Mahesh Mangaonkar	HOD- PGDM	Procedure Expert
6	Dr. Bagirathi Iyer	HOD- PGDM Marketing	Procedure Expert
7	Prof. Shikha Sindhu	HOD- Academics & IQAC	Procedure Expert
8	Dr. Parmeshwar Yadav	Associate Professor	Procedure Expert
9	Mr. Shailendra Sonawane	Examination Head	Procedure In-charge
10	Mr. Sanjay Muthal	Examination Executive	Assistant Procedure In-charge

Frequency of Meetings
Board of Examination (BoE) meetings are held Bi-annually.

Required Quorum for Meeting
Director, Secretary, CAP In-charge attendance is required to hold the meeting.

11. Library Committee

Introduction
The Library Committee is constituted to ensure provision of contemporary library services which cater adequately to the need of the students and faculty. It also ensures that library serves as the nerve center for dissemination of intellectual capital available at its center and supervises and audits the utilization of the services provided by it. It audits services available, suggests advanced processes, ensures updating of current books and audits utilization of library services such as the use of e-journals, digital database, multimedia services, language lab and the like. Services provided are driven with the use of software system and online resources make accessibility simple for the users. It assists library personnel to frame policies and procedures for effective operations. Budgetary provisions and optimal utilization of budgets forms an important component of its function.

Functions
Various functions performed by library committee are mentioned below:
• Library Budget formation and utilization

- Employ competent and adequate staff for Library.
- Suggest effective guidance and training to library staff.
- Review library activities and services.
- Recommend improved practices to upgrade library services.
- Ensure a functional layout of library infrastructure.
- Lay down sound library rules.

Library Committee Members (2020-21)

Sr. No.	Name	Designation	Committee Profile
1	Dr. Abhinav Jog	Director	Chairperson
2	Dr. Bagirathi Iyer	Associate Professor	Member
3	Prof. Shikha Sindhu	Assistant Professor	Member
4	Mr. Mangesh Kuman	Chief Library Controller	Secretary
5	Mr. Muddasar Khan	Asst. Librarian-PGDM	Joint Secretary

Frequency of Meetings
Meetings are held Bi- annually.

Required Quorum for Meeting
Minimum two-third members are required to be present for taking forward the proceedings of the meeting.

12. Information Technology (IT) Committee

Introduction
IT Committee has been constituted to harness technical resources available on campus such as desktop and portable computer systems, fax machines, Internet and World Wide Web access, voicemail, electronic mail (e-mail) and its intranet. The committee reviews the present web presence and utilization of IT infrastructure and plays crucial role by undertaking series of activities to optimize the IT resources available to build strong presence of ISBS PGDM in web space and leverage the available IT infrastructure to facilitate the various stakeholders namely student, faculty and industry experts in a process of imparting quality education. The IT Committee is responsible for providing reliable and efficient Information and Communication Technology infrastructure services.

Functions
- Recommending campus policies and standards for IT development.
- Providing IT infrastructure and services.
- Monitoring utilization of services.
- Maintaining and updating ISBS website.

IT Committee Members (2020– 21)

Sr. No.	Members	Designation	Committee Profile
1	Dr. Abhinav Jog	Director	Chairperson
2	Mr. Santosh Kumar	IT Director, IGI	Secretary
3	Mr. Chetan Parange	Technical Support, ISBS PGDM	Member
4	Mr. Pramod Shinde	Accountant, ISBS PGDM	Member

5	Prof. Shikha Sindhu	Faculty, ISBS PGDM	Member
6	Prof. Suyog Chachad	Faculty, ISBS PGDM	Member

Frequency and Attendance for meetings:
Biannual mandatory meetings are held.

Required Quorum for Meeting
Minimum two-third members are required to be present for taking forward the proceedings of the meeting.

13. Student Council

Introduction
The Student Council at ISBS PGDM is a student body which represents all the students and is formed with the belief in the holistic development of students. It comprises of various student committees that give an opportunity to the students to plan, organize, manage and implement their ideas. Moreover, it also gives them a platform to think creatively and check the viability of their ideas. The council is headed by apex members and its activities are driven by active involvement of other members.

Functions
- Provide a platform to students to voice their opinions through selected representatives.
- Facilitate smooth coordination between ISBS PGDM management, faculty and students.
- Foster leadership skills among council representatives.
- Provide support to all committees in organizing their events.

Students Council Structure
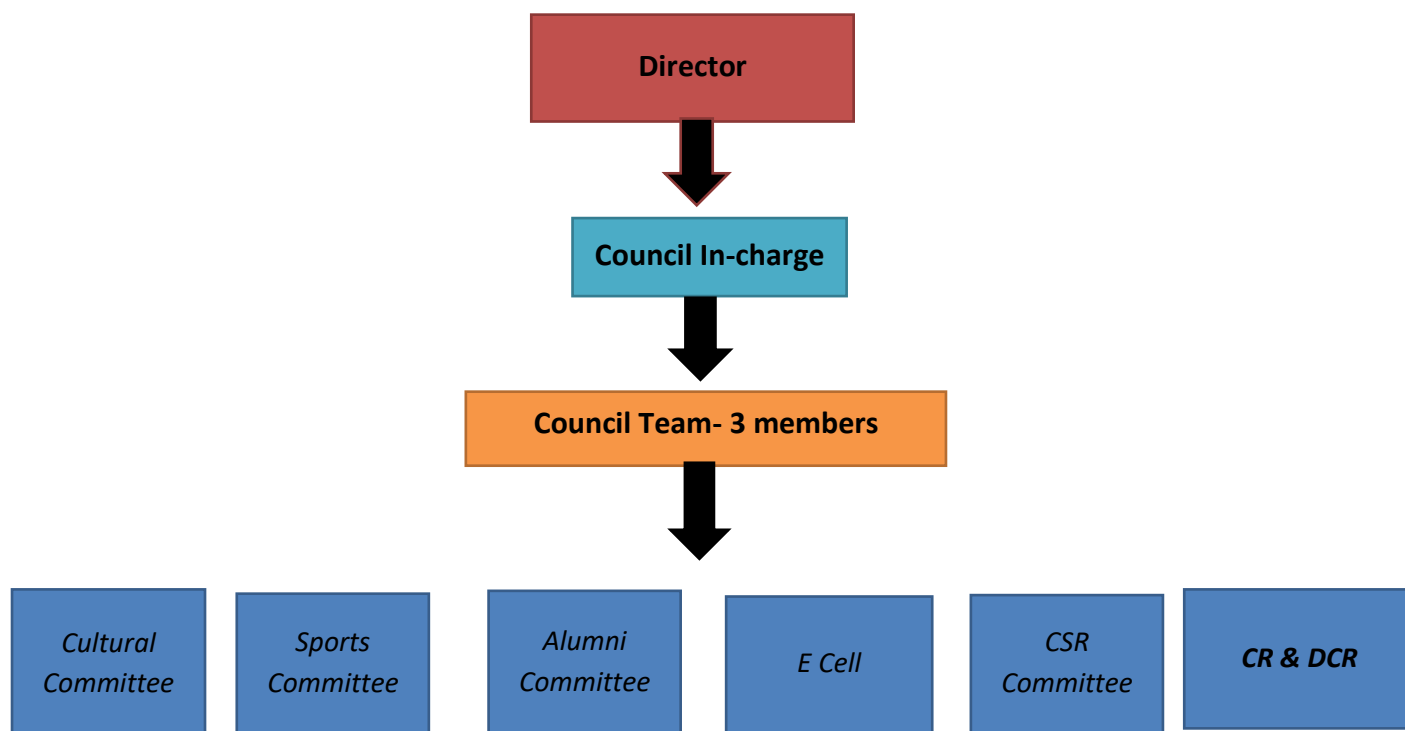
Student Council Members (2020-21)
Membership of student's council ensures representation from all programs on campus.

Faculty in-charge: Prof. Shikha Sindhu
Student Members
Apex Members:

Name	Designation
Ms. Sweety Singh	President
Mr. Atharva Deshpande	Vice President
Ms. Nidhi Kishore	Vice President

Primary Members: Committee Presidents - Batch 2020-21

Committee	President
Cultural Committee	Shefali Suryavanshi
Sports Committee	Renu Verma
Alumni Committee	Saikat Patra
E Cell	Shambhavi Parasher
CSR Committee	Kartik Pokar
IT & Branding	Rahul Samantara

Class Representatives: Batch 2020-21

Program & Division	Name	Designation
Sem II, DIV A1M	Poulami Santra	CR
Sem II, DIV A1M	Genisha Sahu	DCR
Sem II, DIV A1F	Diksha Kumari	CR
Sem II, DIV A1F	Rahul Asnani	DCR
Sem II, DIV A1H	Shrishti Jaiswal	CR
Sem II, DIV A1H	Akshat Agarwal	DCR

Frequency of meetings
Three Meeting are held annually.

Quorum for Meeting
Three apex members are required to be present.

14. Sports Committee

Introduction
Sports Committee focuses on physical and mental well - being of students and assists in rejuvenating students. It provides students with platform to pursue their sporting passion and

to make them better team players. The committee organizes various sports events which is a combination of outdoor and indoor games. The committee also encourages students to participate in various intercollege competitions organized by various B-Schools. The committee is largely driven by students under the guidance of faculty in charge.

Functions of Sports Committee
- Provide an environment for physical development of the students.
- Provide opportunity to the student to showcase their talent in sports.
- Promote sportsmanship among students by organizing various sporting   activities.
- Aid in holistic well-being of the student
- Providing guidance and mentoring to students and motivating them to participate in inter and intra institute competitions.

Sports Committee Members (2020-21)
The sports committee is largely driven by students under the guidance of faculty in charge. The composition of Committee for period of 2020-21 is as follows:

Faculty in-charge: Dr. Rohan Das

Student Members:

Sr.No	Name
1	Aryaman Vyas
2	Prateek Patel
3	Ramish Zahid
4	Anushka Dubey
5	Roshan Sawale
6	Ansh Khandelwal
7	Kumar Amit Anand
8	Neha Agarwal
9	Atharava D. Deshpande
10	Renu Verma
11	Mansi Singh

Frequency and Attendance for meetings:
Biannual mandatory meetings are held.

Required Quorum for Meeting
Minimum two-third members along with faculty In-charge are required to be present for taking forward the proceedings of the meeting.

15. Cultural Committee

Introduction
Cultural Committee at ISBS PGDM aids in holistic development of students. The philosophy behind cultural committee is to give wings to students' creativity, imagination, and talent. The

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committee organizes various in-house events to provide a platform to students to show their talent and hone their skills. The committee also identifies various intercollege competitions organized by various B- Schools and encourages student's participation for such competitive platforms. The committee is largely driven by students under the guidance of faculty in charge.

Functions of Cultural Committee
- Aid in holistic development of students by making them competitive.
- Provide platform for students to showcase their talent by organizing events and representation in various intercollege competitions
- Develop team building, organization and leadership skills among students by making them work as teams.

Cultural Committee Members (2020-21)
The cultural committee is largely driven by student's representation from every program on campus, under the guidance of faculty in charge. The composition of Committee for period of 2019-20 is as follows:

Faculty in-charge: Dr. Neetu Randhawa

Student Members:

Sr. No.	Name of the students
1	Moumi Sarkar
2	Roma Chanbhanani
3	Aaishwarya Jadhav
4	Kajal Sharma
5	Kajal Fulwani
6	Vishal Srivastava
7	Shefali Suryawanshi
8	Saikat Patra
9	Arihant Jain
10	Piyush Malviya

Frequency
Biannual mandatory meetings are held.

Required Quorum for Meeting
Minimum two-third members along with faculty Incharge are required for meetings.

16. Corporate Social Responsibility (CSR) Committee

Introduction
CSR Committee at ISBS PGDM has been incorporated to create sensitivity in students and staff about the relevance of giving back to community and cultivate the feeling in them that their growth will be sustained if it takes along with it the sustained growth of its ecosystem. Such conscious consideration are imbibed in students so as professionals they can weave social and environmental considerations into business strategy and in that process help to create

inclusive growth for the community. This committee is largely driven by students for the purpose of complete involvement to sensitize them towards community service. Students report to a faculty in charge.

Functions of CSR committee
- Cultivate a sense of social responsibility and awareness among students and to work for the development of less privileged and neglected class of society.
- To emphasize the role of CSR as an enabler to integrate social responsibility at workplace in ways that benefit both the society and the organization they will work for.
- To emphasize overall development of students by making them sensitive to social environment around them.
- To collaborate with industry bodies, educational institutions, and non-government organizations (NGO) for execution of CSR initiatives.

CSR Committee Members (2020-21)
The composition of CSR Committee for period of 2020-21 is as follows:

Faculty in-charge: Prof Mangesh P Dande

Student Members:

Sr No.	Student Member
1	Shivani Gupta
2	Apoorva Wankhede
3	Rohit Khobarkhede
4	Sakshi Mahajan
5	Trupti Pachpor
6	Tushar Bargal
7	Aastha Sengar
8	Saurabh Vishwakarma
9	Kartik Pokar
10	Tishank Bhopche

Frequency of Meetings
Meetings are held Bi-annually.

Required Quorum for Meeting
Minimum two-third student members along with faculty in charge are required to be present for taking forward the proceedings of the meeting.

17. Placement Cell

Introduction

ISBS PGDM Placement Cell is a wing of the Central Placement Cell of the Indira Group of Institutes. The Cell carries all the placement related activities of Indira School of Business Studies PGDM. It is set up to co-ordinate and increase the performance and conversion ratio of placements.

Functions of Placement Cell
- Inviting application from companies
- Serve as information centre to provide company specific information to students to facilitate applicants for recruitment process.
- Shortlisting students as per companies' criteria.
- Facilitate recruitment process of companies on campus.
- Provide company specific training for shortlisted students.
- Record feedback from corporate about students' performance
- Maintain records related to student's placement.

Placement Cell Members (2020-21)

Sr.No.	Name of the Member	Designation	Committee Profile
1	Dr. Abhinav Jog	Director	Chairperson
2	Ms. Madhuri Sathe	Executive Director	Exe. Director Placement
3	Dr. Chanakya Kumar	Faculty	Secretary Placement Cell
4	Aniket Kale	PGDM Batch 2020-22	Member Student
5	Sankar Dendage	PGDM Batch 2020-22	Member Student
6	Ritika Singh	PGDM Batch 2020-22	Member Student
7	Piyush Jaipurkar	PGDM Batch 2020-22	Member Student

Frequency and Attendance for meetings:
Biannual meetings are held.

Required Quorum for Meeting
Minimum two-third members along with Secretary Placement Cell are required to be present for taking forward the proceedings of the meeting.

18. Entrepreneurship Development Cell (E-Cell)

Introduction

E-cell has been constituted with the broad purpose of building an entrepreneurship-oriented culture within the institute to encourage students to enhance their enterprising skills to benefit the external stakeholders (Industry and Society at large). The cell achieves this by way of

providing students with the space, time, training, support and opportunities to engage with internal and external stakeholders.

Objective of the Cell is to enhance the entrepreneurial quotient in the students. This cell is largely driven by students with the involvement of faculty in charge.

Functions

- Provide training input to students about business ventures.
- Collaborate with Forums for students' association in order to hone their skills and share entrepreneurship ideas.
- Exposure to external environment through various platforms such as interaction with entrepreneurs, Venture Capitalists, and participation in Business Plan Competitions and workshops.
- Capacity building for the faculty associated with E-Cell by providing them with opportunity to attend workshops / seminars on entrepreneurship development.
- Creating a complete eco-system to support the entrepreneurial ambition in students which includes
  - ➢ Nurturing their ideas and providing guidance for opportunity evaluation and feasibility study.
  - ➢ Incubation if required and were deemed fit.
  - ➢ To organize various Intra and Inter College events to promote entrepreneurship.
  - ➢ Collaborate with external bodies such as other E-Cells, government organizations, VC firms and entrepreneurs.
  - ➢ To develop certification course in conjunction with specialized entrepreneurial intermediaries for early-stage entrepreneurs.

Entrepreneurship Development Cell Members (2020 – 21)

Faculty in- charge: Dr. Neetu Randhawa

Student Members:

Sr. No.	Name
1	Shruti Nashikaar
2	Diksha Kumari
3	Rahul Samantara
4	Vishesh Gogate
5	Rutuja Kalmegh
6	Nikkkhiel Kulkarni
7	Hrishikesh Thorat
8	Shambhavi Parashar
9	Sakshi Vijay Sarda
10	Yatan Talwadia

Frequency of Meetings
Three Meetings are held-annually.

Required Quorum for Meeting
Minimum two-third student members along with faculty In-charge are required to be present for taking forward the proceedings of the meeting.

19. Alumni Committee

Introduction

Alumni Committee at ISBS PGDM strives to maintain connect with alumni through their engagement with current students, faculty and management. The committee stimulates interaction and maintains support mechanisms for alumni networking. The committee is largely driven by students under the guidance of faculty in charge.

Functions of the Alumni Committee
- Maintain and update the data base of alumni
- Enhance Alumni engagement with campus.
- Experience Sharing with existing students
- Participation in various advisory bodies
- Recruitment Initiatives
- Alumni Meet
- Involvement in Curriculum Development

Alumni Committee Members (2020-21)

The Alumni committee is largely driven by students under the guidance of faculty in charge. The composition of Committee for period of 2020-21 is as follows:

Faculty in-charge: Dr. Bagirathi Iyer and Dr. Rohan Das

Student Members 2020-21:

Sr. No.	Name of the student
1	Chetan Dewalkar
2	Kamakshi Sharma
3	Khushbu Sharma
4	Krunal Koshi
5	Nancy Khilwani
6	Neha Yasmin
7	Nikkhiel Kulkarni
8	Saikat Patra

Frequency

Three meetings are held annually.

Required Quorum for Meeting

Minimum two-third members along with faculty in charge are required to be present for taking forward the proceedings of the meeting.

Introduction

Research and Development (R&D) Cell has been constituted with the broad purpose of building academic research-oriented culture within the institute to encourage faculty members to engage in meaningful research and enhance their capabilities to generate and extend their knowledge to students and other important stakeholders. The R&D cell implements the Faculty Development Policy at ISBS PGDM which aims to assist faculty members in improving performance in teaching, scholarly activity, and service. The R&D cell is expected to contribute to building faculty capacity as teachers, consultants and researchers which would further contribute to the student community, industry and society at large by way of knowledge generation and extension. The cell achieves this by providing faculty members with the space, time, training, support and opportunities to engage with internal and external stakeholders. The cell draws its authority from the powers delegated by the Governing council through the Director to perform its tasks. The cell collectively and its members individually are answerable to the Director for achieving targets.

Functions

- To encourage faculty members to develop and incorporate research-based insights into their teaching.
- Develop and implement in-house research projects which are relevant to industry and society.
- Encourage student involvement in research.
- Encourage faculty members to develop contents and innovative teaching methodologies with participant centric approach.
- Encourage faculty members to evolve Management Development Programs based on industry requirements and offer it to industry.
- Encourage faculty members to engage with industry through consultancy and internship projects.
- Provide platform for faculty exposure to the latest trends in their subject areas at the national and international level through participation in conferences, national and international visits.

R&D Cell Members (2020-21)

Sr. No.	Name of the faculty	Institute Designation	Committee Designation	Contact Number
1	Dr. Abhinav Jog	Director	Head of Department (Reporting Manager)	9822912030
2	Dr. Anagha Bhope	Associate Professor	In-Charge, R&D Cell	7387004907
3	Dr. Mahesh Mangaonkar	HOD- General Management	Member	9518714689
4	Dr. Bagirathi Iyer	HOD- Marketing	Member	9623443633
5	Prof. Shikha Sindhu (Mann)	HOD- IQAC	Member	7387949435

Frequency

Three mandatory meetings are held annually.

Required Quorum for Meeting
Minimum two-third members along with Head R&D Cell are required to be present for taking forward the proceedings of the meeting.

21. Consulting and Management Development Cell (MDP Cell)

Introduction
Consulting and Management Development Cell operates with the larger objective to share management systems and practices with the industry and assist in taking forward industry objectives through consultancy assignments. The pedagogy adopted for consultancy and development programs is participatory. ISBS PGDM adopts an approach to bring forth the rich experience of industry participants through discussions and blend them with inputs from faculty consultants and trainers. The case method of study is the major tool. It is supplemented by group exercises, role plays, management games, lectures, and presentations by participants.

In addition to open MDPs that are attended by executives from different organizations, ISBS PGDM also develops and organizes customized sponsored programs based on specific requests. Thus, the aim is to bridge the gap between industry and academia. Content is designed by subject matter experts across key disciplines and emerging areas. MDP programs are attended by executives across all levels, ranging from Sales Managers to CEO's. Classrooms are equipped with computers and LCD projectors to facilitate teaching and learning. ISBS PGDM has trained more than 800 participants from sectors like Manufacturing, Banking, Hospitality, and other service industries.

Functions of Consulting and Management Development Cell
- Frame MDP Cell policy.
- Motivates internal capacity building for consulting and training.
- Business Development for MDP Cell.
- Generate revenue for ISBS PGDM.

Consulting and Management Development Cell Members (2020-21)

Sr. No.	Members Name	Designation	Committee Profile
1	Dr. Abhinav Jog	Director	Director
2	Prof. Shikha Sindhu (Mann)	Faculty	Executive HOD
3	Dr. Rohan Das	Faculty	Business Manager
4	Prof. Meghasham Chaudhari	Faculty	Member Teaching

Frequency and Attendance for meetings:
Three mandatory meetings are held annually.

Required Quorum for Meeting
All members are required to be present for the meeting.

22. Welfare Committee

Introduction
Welfare Committee has been constituted with the broad purpose facilitating wellbeing for staff and students by providing amenities which will assist them in carrying forth their existence in

campus comfortably. The main priority is to create a bond of solidarity and a spirit of satisfaction amongst the students and staff members.

Functions of the Committee
- Provide various amenities where possible in the institute for the welfare of students and staff members.
- Provide recreational activities to rejuvenate students and staff members.

Welfare Committee Members (2020– 21)

Sr. No.	Member Name	Designation	Committee Profile
1	Dr. Abhinav Jog	Director	Chairperson
2	Dr Gaganpreet Ahluwalia	Faculty member	Secretary
3	Mr Haridas Deshmukh	Admin Officer	Non – Teaching Member

Frequency
Biannual meetings are held.

Required Quorum for Meeting
Minimum two-third members are required to be present for taking forward the proceedings of the meeting.

23. Administration & Human Resource Committee

Introduction

Administration & **Human Resource Committee** is constituted to govern the direction of activities within the campus to ensure smooth flow of operations and the employment and service requirement of all categories of employees and makes recommendations on aspect such as Recruitment and Selection, Pay and Conditions of Employment, Staff Relations and Development.

The committee assists in ensuring timely execution of processes by setting up systematic flow of procedures to carry forth operations and take steps to counsel and mentor the expectations of the employees and ensure implementation of HR policies on campus, which are framed with the prime focus on faculty and staff engagement as the prime stake holder for achieving success. This committee assists in providing with "best practices" and guidelines; maintains procurement systems and communicates the procedures to all internal stakeholders. Operating within the guidelines authorized department representatives initiate operations with funds available in their approved budgets.

Under the ambit of this committee, HR policies and procedures are documented in the employee manual which encompasses the guidelines which constitute effective Human Resources Management in campuses of Indira Group of Institutes. It explains to all employees' formal rules and procedures that dictate how certain matters should be addressed in the workplace including employee rights and duties.

Administration related functions of the committee

Under the purview of administration ambit, it assists in ensuring timely execution of processes by setting up systematic flow of procedures to carry forth operations as mentioned below:

- Purchase/Procurement
- Inventory Management
- Service Agreement/Contractual Appointments
- Maintenance of infrastructure and other services
- Inward/Outward of mail
- Facilities Management
- Budgetary Planning and utilization
- Regulatory Compliances with respect to University, State, AICTE and other mandatory bodies.
- Maintenance of records.
- Any other function required for operational efficiency.

Human Resource Management related function of the committee

The precepts of HR policy are executed by the HR Committee which essentially implements activities as per norms indicated in the employee manual with respect to mentioned aspects and any other relevant aspect as may be applicable:

- Recruitment procedure of Teaching and Non- Teaching Staff.
- Compensation and Benefits management.
- Performance Management System.
- Attendance and Leave management.
- Maintenance of Service record of all Employees.
- Disciplinary matters.
- Employee Manual.

Budgetary planning and utilization.

Administration Committee Members (2020-21)

Sr. No.	Members Names	Designation	Committee Profile
1	Mr. Sandeep Gaekwad	Director HR and Admin IGI	Chairman
2	Dr. Abhinav Jog	Director	Director
3	Prof. Shikha Sindhu (Mann)	Faculty	Member Teaching
4	Prof. Neetu Randhawa	Faculty	Member Teaching
5	Mr. Dattatraya Jadhav	Admin Officer	Secretary
6	Mr. Haridas Deshmukh	Jr. Clerk	Member Non-teaching

24. Finance Committee

Introduction

Finance Committee is driven by the finance policy framed at ISBS PGDM, which aims to establish a financially well managed business school. The committee is expected to augment utilization of financial opportunities and makes decisions that are based on the best educational interests of the students. The financial responsibilities of the committee are clearly defined, and limits of delegated authority established.

Functions
- Financial Planning and budgetary allocation.
- Effective utilization of financial resources.
- Financial audit and control.
- Ensuring financial regulatory compliances.

Finance Committee Members (2020-21)

Sr. No.	Members Name	Designation	Committee Profile
1	Dr. Abhinav Jog	Director	Director
2	Dr. Shikha Sindhu	HOD-Academics & IQAC	Secretary
3	Dr. Mahesh Mangaonkar	HOD PGDM	Member
4	Dr. Bagirathi Iyer	HOD PGDM Marketing	Member
5	Mr Promod Shinde	Accounts Officer	Member Accounts Dept.
6	Dr. Anagha Bhope	Associate Prof.	Member Teaching

Frequency
Tri-annual mandatory meetings are held.

Required Quorum for Meeting
All members are required to be present for taking forward the proceedings of the meeting.

2.1.1.2. Service Rules (5)

Institutes' marks - 05

Service rules are published by the central HR Department of SCES, and employees are made aware of these, and compliance of these rules is regulated. Such published copy of service book is made available in the ISBS PGDM library. The published service rules are also uploaded on the official website of ISBS PGDM.

2.1.1.3. Policies (5)

Framing of Policies

ISBS PGDM engages in establishing Policies of governance which aim at reinforcing the ISBS PGDM Vision, Mission and Program Educational Objectives (PEO). Essentially the outcome expected from each function becomes the precept for creating policies and their framework. Certain Policies at ISBS PGDM are based on legal compliance as mandated by government bodies and these are implemented as stated by the notifications from the said bodies. Functional policies are developed internally by the team at ISBS PGDM which are formulated for various functional areas of management. Policies in most circumstance are incorporated within the governance structure of councils, boards, or committees.

Director's office uses its discretion to formulate policies of governance which provide the framework within which decisions are taken by the administrators of tasks within the institute. They are a guide to the thinking and action of subordinates for the purpose of achieving the objectives of department successfully. Involvement of stakeholders in policy formulation becomes a functional need as faculty members and staff facilitates the policy formulation stage on account of decentralized governance at ISBS PGDM. Accountability for following policy guidelines becomes imperative while framing procedures for various committees and cells which are driven by faculty and staff. Such decentralization of responsibility enhances engagement of faculty and staff in framing policies.

Policy Framework at ISBS PGDM

1. Statutory Policies and Procedures
2. Operational Policies and Procedures

Policy Formulation

The process involved in Policy formulation and development is mentioned below:

- Appointment of a policy author, which in most cases is the activity in charge and policy approver, is the Director ISBS PGDM.
- While formulating policies stakeholders' participation is given due consideration. Stakeholders considered are faculty, staff, students, alumni, and industry professionals depending upon the nature of activity involved.
- Policies are framed based on research and data collection along with norms existing in the education industry and the requirement of the institution.
- Final draft of policy is presented to the IQAC for approval and implementation.
- Affirmation of the policy by the Directors office for communication and implementation.

Process for policy revision entails reviews related with achievement of objectives and triggers for a new policy and/or procedure. For example, these may include changes to the internal or external operating environment, a review of the strategic direction of the organization, or changes to government policy or legislation. The development and revision of policy documents comprises a process like the one set out for policy formulation.

Awareness amongst Faculty, Staff and Students

Policies provide the framework within which decisions are taken by the administrators of tasks within the institute to carry forth effective governance. Following measures are taken up to create awareness about policies amongst faculty, staff, and students:

- Information about policies centring on legal compliance are disseminated as per the guidelines stated in the regulation.
- Students are made aware of the policies and procedures through orientation at the time of induction and the student council operates within the framework specified in the policy.
- Faculty and staff employment policies are recorded in a manual and the manual is made available in the library.
- The faculty team at ISBS PGDM engages in establishing policies of governance which aims at reinforcing the policy guidelines.
- Essentially the outcome expected from each function is expected to follow guidelines as stated in related policies. Thus, the precept for creating policies and implication gets reiterated through the procedure guidelines for executing the function.
- What also serves as additional awareness about policies is the fact that governance at ISBS PGDM is decentralized and accountability is distributed amongst faculty, and they also drive several initiatives through student council representation. Thus, students are expected to operate within the framework of policy guidelines. This creates working awareness of policies and procedures amongst internal stakeholders such as faculty, staff, and students.
- Such decentralization of responsibility enhances engagement of faculty in framing policies, and these are discussed in relevant forums.

Policies at ISBS PGDM

Office of the Director ISBS PGDM is authorized by the Governing Council to formulate policies and procedures and appoint committees as deemed fit to manage the governance at ISBS PGDM. Besides the committees, councils and cells which follow structured procedures, mentioned policies are framed specifically:

1. Admission Policy
2. Academic Policy
3. Examination Policy
4. Research and Development Policy
5. Grievance Redressal Policy
6. Safety and Security policy
7. Finance Policy
8. Green Earth Policy
9. HRM Policy

1. Admission Policy

Admission Policy at ISBS PGDM ensures adhering to norms set by AICTE and the Maharashtra State Government, as applicable, for admission and ensures fair and transparent admission to candidates based on merit and located across diverse regions in India. Precepts of admission policy are implemented through standard procedures for below mentioned activities:

- To ensure admission within the guidelines provided by AICTE and the State of Maharashtra as applicable.
- Guide the candidates for admission with clear and transparent admission norms.
- Follow the norms of eligibility for admission.
- Detailed orientation to students about ISBS PGDM developmental approach.

2. Academic Policy

Academic Policy at ISBS PGDM centres around - *"Imparting quality education to its students and the same is implemented through regular reviews for inclusion of contemporary trends and pedagogy in the execution of teaching and learning in the field of management."* It advocates regular reviews of student's development with respect to program outcome and course outcome established. It achieves these objectives through well-defined procedures which are executed by the Board of Studies and Academic Committee constituted for the purpose. Precepts of academic policy are implemented with below mentioned outcome in mind:

- Contemporary curriculum aligned with industry needs.
- Innovative teaching pedagogy and tools.
- Structured curriculum to achieve established outcome.

3. Examination Policy

Examination Policy at ISBS PGDM is framed to *"Ensure fair and transparent conduct of examination process along with analysis of annual performance of students with the aim to provide information for further development of students."*

It achieves these objectives through well-defined procedures established by the BOE and executed by the examination committee headed by the examination head.

4. Faculty Development & Research Policy

Faculty Development & Research Policy at ISBS PGDM aims at – *"Building an academic research-oriented culture within the institute to encourage faculty members to engage in meaningful research and enhance their capabilities to generate and extend their knowledge to students and other important stakeholders."* It is expected to contribute to building faculty capacity as teachers, consultants and researchers which would further contribute to the student community, industry, and society at large by way of knowledge generation and extension. Faculty Development Policy at ISBS PGDM aims to assist faculty members in improving performance in teaching, scholarly activity, and service. The R&D cell implements the Faculty Development Policy at ISBS PGDM which aims to assist faculty members in improving performance in teaching, scholarly activity, and service.

5. Grievance Policy

Grievance Redressal Policy at ISBS PGDM aims at – *"Encouraging its employees and students to voice their complaints in a constructive way. It also encourages feedback and suggestions from stakeholders so that a proactive approach helps in resolving hindrances in the operations on campus."* ISBS PGDM employs a fair grievance procedure which helps to minimize and avoid conflicts.

Such grievance redressal is achieved with the help of working committees such as:
- Internal Complaint Committee
- Anti-Ragging Committee
- SC/ST Committee
- Staff Grievance Committee
- Student Grievance Committee

6. Safety and Security Policy

Safety and Security policy at ISBS PGDM it is the policy to provide an – *"Educational and employment environment safe for students, faculty and staff through collaborative efforts."*

The campus supports assistance for relief during hazards, accidents, medical emergencies and the like.

Safety on campus is a joint responsibility of students, employees, and security personnel. Individuals within these offices can assist the complainant with accessing medical or counseling services, advocacy services, social support services, legal services, and police services. Even in the absence of a formal complaint, ISBS PGDM may be able to aid the complainant with respect to his or her academic, living, transportation, or working situations.

Campus Safety and Security policy at ISBS PGDM provides following services to the Indira Community which are managed by the Administration Committee:

- Patrols: Our Uniformed Campus Security officers patrol the interior of all buildings, the campus grounds, and contiguous roadways on foot 24/7.
- Access Cards are provided to students and all employed personnel
- Closed-Circuit Cameras: The campus is monitored by CCTV surveillance operational 24/7 within and outside the campus
- Fire Safety Orientation and training is provided to all staff members.
- Entry & Exit Policy during & off working hours is monitored by security personnel at the gates.
- Bus service is provided at subsidized rates for all students and staff.
- Parking Decks are provided for students and staff.
- Emergency Notification System with intercom connectivity of all campuses and dedicated operators.
- First Aid services within ISBS PGDM Campus
- Arrangements for emergency medical transport to Aditya Birla Hospital or any other location
- Abstinence from substance abuse on campus such as smoking, consuming alcohol or drugs.
- Safety education
- Parking management
- Temporary parking passes
- Creating awareness amongst students about their right to safety and security on campus.
- **Measures taken during pandemic situation to safeguard the lives of human resources:**
    - o Provisioning of work-from-home with requisite support for KRA achievement
    - o Tied up with hospital/vaccination centre for mandatory provisioning and administering of vaccination as per the national mandate and policy for staff as well students.
    - o Sanitization of all facilities before, during and after the use.
    - o Provisioning of sanitation and thermal scanning facility at all crucial touchpoints
    - o Temporary decommissioning of bio-metric attendance system.
    - o Adhered to all the guidelines as issued by regulatory bodies from time-2-time to help prevent the spread of virus.
    - o Provided good quality masks to all employees
    - o Created awareness for all staff and students.
- Other aspects are added by administrators as ongoing procedure based on need of the situation.

7. Finance Policy

Finance Policy at ISBS PGDM aims to provide a – "Financially well managed business school which grasps financial opportunities and makes decisions that are based on the best educational

interests of the students." It ensures the need for good financial control over the schools' resources and has formulated this policy to achieve standards of financial management under the purview of the Finance Committee.

8. Green Earth Policy

ISBS PGDM follows Green Earth Policy for protecting the environment. Green Earth Policy recommends ISBS PGDM– "To take initiatives which will facilitate efforts towards protecting the environment."

Therefore, ISBS PGDM extends support for initiatives which augment the thrust in the direction of sustainability in its stakeholders. ISBS PGDM follows the precepts of PRME (Principles of Responsible Management Education) towards achieving sustainability goals. Such initiatives are driven with the assistance of administration and CSR committee.

Following are some of the initiatives undertaken by ISBS PGDM in this effort:

- Effort to make daily working paperless
- Discouraging use of plastic
- Non consumption of abusive products such as smoking, alcohol and drugs on campus
- Community service
- Use of cloud technology
- Sensitizing students through teaching
- Recycling
- Tree plantation

9. HRM Policy

HRM policies are framed with the prime focus that our faculty and staff are key to our success, and nothing can be achieved without their engagement. The HRM Policy states the – "Requirement to establish HRM policies to govern the employment and service requirements of all categories of employees." ISBS PGDM since its inception has built a culture based on values of trust, mutual respect, and dialogue. HR policy aims to maintain positive individual and collective relationships and is committed to providing faculty and staff with a safe and healthy work environment, and compassionate employment conditions that support a better balance of private and professional life. HR policies and procedures are documented in the employee manual which encompasses the guidelines which constitute effective Human Resources Management in campuses of Indira Group of Institutes. It explains to all employees' formal rules and procedures that dictate how certain matters should be addressed in the workplace including employee rights and duties. The precepts of HR and Administration Policy are executed by the HR Committee. Which serves to achieve following objectives:

- Serves as means of communication between the employer and employee.
- Lays down various employment guidelines which are to be followed on campus.
- States benchmark to treat all employees equally and fairly.
- Assists senior management towards better decision making.
- Makes work process more transparent.
- Prevents misunderstanding which can arise between the employer and employee.

2.1.1.4. Strategic Plan (5)

Institutes' marks - 05

Strategic Plans form an essential component for the accomplishment of the vision and mission at ISBS PGDM, and these constitute long term goals and short-term goals. The framing of goals is classified in this manner so that a long-term perspective of about 5 years can be

achieved. Strategic planning is the prerogative of the governing council and its precepts flow from that body, and these normally revolve around mentioned aspects:

- Expansion of education facility to provide education to larger section of population.
- International Exposure for students and faculty
- Accreditation for the programs
- Employment for maximum students
- Provide admission for weaker sections of society through reservation policies and scholarship.
- Facilitate interface between academics and industry
- Provide quality infrastructure to train the students in the use of contemporary technology and business processes.
- Sensitize the students towards their responsibility to society and community.
- Give impetus to research and increase quality research publications.

Long term goals lead the team at ISBS PGDM to plan short term goals to achieve the precedent indicated by the long-term planning. ISBS PGDM engages in progression planning and its implementation is reviewed annually for progress and revision if any. The last plan was envisaged in June 2012 and the current plan under consideration was established in June 2017.

Strategic Plan 2017-22

1. Creating quality education & skill enhancement ecosystem

To create a consistent conduit of quality human resources for industry and enabling students to become economically independent & socially responsible, ISBS PGDM has taken various initiatives. Success of these endeavours has reflected in consistent improvement in attainment level of PEOs and upward trend in placement percentage year on year.

2. Ensuring quality accreditations such as NBA till the year 2022.

ISBS PGDM in its pursuit of quality accreditation had initiated its process for accreditation with National Board of accreditation in November 2019. Due to the pandemic, the committee visit could not take place and the process was reinitiated in August 2021.

3. Enhancing faculty attributes and capabilities

Faculty being at core of teaching learning process, ISBS PGDM in its endeavour to enhance faculty's knowledge, skills and research orientation, encourages faculty to register for Ph.D. write papers in quality journals and take part in MDPC projects.

In AY 2020-21, 65% of regular faculty had either completed Ph.D. or was in final stage of completion. The research paper publication summary for assessment year also indicates an upward trend in quality research writing

Academic Year	Total publications	Details of publications (Journal affiliation)
2018-19	31	UGC CARE listed- 10
		Peer reviewed journals- 20
		In house journal- 1

2019-20	26	UGC CARE listed- 17
		Peer reviewed journals- 6
		Scopus indexed- 1
		Chapter in book- 1
		Conference proceedings- 1
2020-21	35	ABDC-1
		Emerald-1
		Web of Science- 3
		Scopus indexed- 7
		UGC Care listed- 17
		International conference (A listed)-1
		Peer reviewed- 4
		Conference proceedings- 1

As a hallmark of teaching excellence, faculty of ISBS PGDM have also written books in their domain area. The summary of books written in assessment years is below:

AY 2019-20				
Sr. No.	Name of the faculty	Book Title	ISBN	Year of Publication
1	Dr. Meena Goyal	Indian Tax Structure	9789353211189	2019
2	Dr. Gaganpreet Ahluwalia	Management Fundamentals	9789388809849	2019
AY 2020-21				
Sr. No.	Name of the faculty	Book Title	ISBN	Year of Publication
1	Dr. Meena Goyal	Modern Banking in India	9788819462767 8	2020
2	Dr. Vidya Nakhate, Dr. Dhirendra Kumar	Employee Relations and Labour Legislations	9781678044978	2020
3	Prof. Amruta Deshpande	Fundamentals of Management	9788819473912 8	2020

The faculty has also upskilled themselves by doing certification courses and FDPs as a result of which the faculty has established themselves as consultant and trainer for reputed organizations across various sectors. Even during the time of pandemic (AY 2019-20), faculty was able to do 13 projects for 8 clients worth INR 3,23,00. In previous years, the revenue generated by faculty via MDPC projects is more than 8,50,000 per year. A summary of MPDC activities undertaken by faculty is as below:

4.Collaborations with foreign universities

ISBS PGDM strives to provide contemporary exposure to faculty and students and therefore it lays stress in providing platforms for them to avail opportunities for interface with universities in foreign countries and add global perspectives in teaching and learning on campus. Mentioned below are such collaborations of ISBS PGDM:

Sr. No	Objectives/ Functions	Means to Achieve	Outcome	2019-20	2018-19	2017-18
1	To build internal capacity for consulting and training	1. By identifying competent resource to execute a project. 2. By motivating faculty to go through trainings to build their capacity of being a trainer/consultant	Number of faculty involved in primary functions (consulting & training)	13	23	14
			Number of faculty involved in support functions	8	18	20
2	To do Business Development for MDP Cell	1. By reaching out to Corporates and orient them about the services offered by MDP cell. 2. By mass mailing and cold calling clients.	Number of Clients Served	8	16	10
			Number of Projects Executed	13	36	13
3	To generate revenue for ISBS	By quoting an appropriate price for the projects.	Total Revenue Generated (In Rs)	**323200**	**930526**	**854024**
Total Revenue Rs. 2107750						

Sr. No.	Associate Partners	Date of Association	Nature of Association	Supporting Document
1	Abu Dhabi University, UAE	3rd June 2013 for 5 years	PG Student Exchange	MOU Copy
			Dual Degree Program	
			Research Conference & doctoral Student Colloquium	
2	MDIS Singapore	21/11/2017 Ongoing	Student & staff Exchange	MOU Copy
			Research & training	

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			Partnership for Educational trips towards International Campus Enrichment Program (IBEP)	MOU Copy
3	Wheel of Innovations-IBEP	26th April 2017 (Revised every year)	Partnership for Educational trips towards International Campus Enrichment Program (IBEP)	MOU Copy
4.	FOM, Germany	15/08/2018 Ongoing	Academic and Research collaboration in the areas of mutual interest	MOU Copy
			Exchange of students and faculty (individual mobility)	
			Cooperative seminars, workshops and other academic meetings	
			Exchange of academic information, scholarly information, materials, and publications	
			Common study programs	
5	International American University, USA	8/10/2021 Ongoing	Academic and Research collaboration in the areas of mutual interest	MOU Copy
			Exchange of students and faculty (individual mobility)	
			Cooperative seminars, workshops, and other academic meetings	
			Exchange of academic information, scholarly information, materials, and publications	

			Common study programs	
6	X-Culture, USA	17/10/2021 Ongoing	Academic and Research collaboration in the areas of mutual interest	MOU Copy
			Exchange of students and faculty (individual mobility)	
			Cooperative seminars, workshops, and other academic meetings	
			Exchange of academic information, scholarly information, materials, and publications	
			Common study programs	

2.1.2 Faculty Empowerment (15)

Institutes' marks - 15

2.1.2.1. Faculty development policies (5)

Institutes' marks - 05

Faculty Development Policy

Faculty Development Policy at ISBS PGDM aims to assist faculty members in improving performance in teaching, scholarly activity, and consultancy service. The R&D cell implements the Faculty Development Policy at ISBS PGDM. Such development plans are funded by ISBS PGDM and may include provisions for travel; teaching improvement activities; alternate work from teaching; assistance in proposing and conducting unpaid research; support for publication, consulting and management development programs; computer access; and other such institutional support as may be reasonably expected to enhance faculty development.

The objective of this policy is to further the goals of ISBS PGDM towards education and dissemination of knowledge through the institution of Research & Development Cell which engages in following initiatives:

1. Fostering continued development and excellence of the faculty.
2. Aiding the administration at ISBS PGDM in understanding the motivations, strengths, accomplishments, goals, and plans of individual faculty members.
3. Furtherance of communication and understanding between the faculty and department.

Implementation of Faculty Development on Campus: ISBS PGDM has an administrative hierarchy which fosters understanding of the faculty's motivations, strengths, and interests as

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thoroughly and explicitly as practicable and this helps plan Faculty Development Program (FDP) at the department and institute level. Mentioned are the ways in which faculty development is undertaken:

1. Having faculty understand the academic planning context within their department for building the teaching quality. Thus, emerges transparent process of Faculty Development. Furthering development needs of faculty fosters individual and cohesive development of each department.
2. HOD becomes accountable to encourage and facilitate the development of faculty members in the department. The HOD and their team strives to achieve excellence in research and teaching.
3. The present policy and its implementation are not coercive and does not violate the freedom of each faculty member to pursue those goals he or she has set as an individual.
4. Self-assessment of faculty constitutes an essential component for incorporating training needs of faculty.
5. Departmental and institutional needs are assimilated to ensure talent is nurtured as per need of teaching and learning on campus
6. Minimum hours of training exposure are suggested for each faculty.
7. Faculty coach is provided for faculty who wish to have a mentor on account of personal challenges in teaching.
8. Budgets are provided for each faculty to identify the programs which will aid in their development.
9. Pursuance of further qualifications such as Ph.D. is encouraged and facilitated by providing official research time off.
10. Promotions and salary are varied based on achieving higher qualifications.
11. Publications in research journals are encouraged and faculty recognitions for publication is established by awarding cash award for publication annually.
12. All published papers are bound and presented in a compendium for reference, review and critique of faculty colleagues and students.
13. Sabbatical leave, with its provisions for educational leaves, represents a major form of faculty development. The leave is not granted automatically and considerations for approval include the totality of circumstances surrounding the requests.

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

Delegation of power and Collective decision making   **Institutes' marks - 10**

At ISBS PGDM a structured Governance system is organized and managed for taking administrative decisions. ISBS PGDM encourages decentralization by which the activities of the institute, particularly those regarding planning and execution along with decision-making at activity level, are distributed or delegated away from the central office of the Director. ISBS PGDM encourages participative form of governance to enhance internal stakeholder satisfaction and team's competence. Decentralization has led to a structured framework for administration.

ISBS PGDM frames procedures for accomplishing decentralization with the formation of various committees for the purpose. Such a governance structure contributes to the overall effectiveness of the institute and is an important determinant of ISBS PGDM system's effectiveness in meeting its objectives. At the execution level, the Director executes the planned activities through the Various Committees/Councils formed for specific purpose of administration. The Directors office, by virtue of its position heads all the committees. It

thereby ensures that the Director is always informed about the on-going activities of the Institute and this in turn ensures monitoring of all activities at all levels of hierarchy. Such councils and committees are constituted by members who are essentially faculty members and are directed by policies and standard operating procedures (SOP) which assist in the execution of activities to achieve objectives for which they have been established.

Such committees are also allocated funds based on budgetary requirement of each activity and liberty is given to the involved team of the committee to utilize the funds to achieve the outcome established for each activity.

Reviews at the end of the academic year help to measure the effectiveness of performing teams in each committee.

Mentioned below are details of faculty members who have been delegated powers for taking administrative decisions as part of decentralization through responsibilities of various committees for the year 2020-21:

Sr. No.	Committee Name	In-charge/ Secretary
1	Governing Council	Dr. Abhinav Jog
2	Anti-Ragging Committee	Dr. Anagha Bhope
3	Grievance Cell	Dr. Rajlaxmi Pujar
4	Internal Complaints Committee	Dr. Rajlaxmi Pujar
5	SC/ST Committee	Prof. Suyog Chachad
6	Internal Quality Assurance Cell	Prof. Shikha Sindhu
7	Advisory Council	Dr. Abhinav Jog
8	Admission Committee	Prof. Shikha Sindhu
9	Board of Studies	Prof. Shikha Sindhu
10	Board of Examination	Dr. Natashaa Kaul
11	Library Committee	Dr. Bagirathi Iyer
12	Information Technology Committee	Mr. Santosh Kumar
13	Student Council	Prof. Shikha Sindhu
14	Sports Committee	Dr. Rohan Das
15	Cultural Committee	Dr. Neetu Randhawa
16	CSR Committee	Prof. Mangesh P Dande
17	Placement Committee	Dr. Chanakya Kumar
18	Entrepreneurship Cell	Dr. Neetu Randhawa

19	Alumni Committee	Dr. Bagirathi Iyer
20	Research and Development Cell	Dr. Anagha Bhope
21	Consultancy & MDP Cell	Prof. Shikha Sindhu
22	Welfare Committee	Dr. Gaganpreet Ahluwalia
23	Administration & Human Resource Management Committee	Mr. Dattatraya Jadhav
24	Finance Committee	Prof. Shikha Sindhu

Financial and administrative powers delegated to the Director, Heads of Department and relevant in charges.

Director ISBS PGDM by the virtue of being nominated as the principal office for Governance at ISBS PGDM has been endowed with the power to formulate policies and procedures, nominate functioning committees, and allot budgets for utilization to carry forth its operations and governance. Director ISBS PGDM is endowed with financial and administrative powers on account of its established office and in turn delegates to the Heads of Department and relevant faculty in charges with authority to execute allotted administrative responsibilities and associated financial allocations.

ISBS PGDM encourages participative form of governance to enhance internal stakeholder satisfaction and team's competence. Decentralization has led to a structured framework for administration. ISBS PGDM frames procedures for accomplishing decentralization with the formation of various committees for the purpose. Such councils and committees are constituted by members who are essentially HOD and faculty members and are directed by policies and standard operating procedures (SOP) which assist in the execution of activities. Such committees are also allocated funds based on budgetary requirement of each activity and liberty is given to the involved team of the committee to plan utilization of the funds allotted and execute its implementation with the requisite procedures established for disbursement of funds.

Annual budgetary plans are developed with respect to all activities relevant for effective functioning of the institute through involvement of HOD, faculty and staff. Below mentioned aspects convey the essence of the financial and administrative powers delegated to the Heads of Department and relevant in charges:

- Relevant faculty in charge and administration in charge are required to submit the budgetary requirement of their respective administrative responsibility to the Director's office during specified time schedules.

- Additional budgets are allocated to activities based on supplementary value addition for such activities.

- Director ISBS PGDM holds discussions with relevant faculty in charge and required HOD about such administrative and budgetary allocation submitted.

- Past trends in the utilization of budgets serves as an important criterion for assessing the impact of utilized budgets and further provisions in the budget for such activities.

- Once the viability of administrative and financial allocation is ascertained the execution and implementation of the activity is initiated.

- HOD are provided with budgets for execution of teaching learning on campus, which involves activities such as:

- Involvement of industry professionals in imparting knowledge through sessions, workshops, and projects.

- Requisitioning appointments for relevant full-time faculty and visiting faculty.

- Planning budgets for various teaching tools and pedagogy to be engaged for teaching.

- Carrying forth industry visits, study tours and research related initiatives for students and staff.

- Ensuring adequate budgets for faculty development and research work.

- Faculty in charge of committees and other administrative initiatives are allotted with the approved budget for execution and implementation of such activities based on their presentation of plans for the same.

- Controls are built in the system for administrative implementation and financial utilization through periodic reviews of progress for such activities.

- Mentioned below is the operational structure indicating the powers delegated to the Director, HOD and relevant faculty in charge.
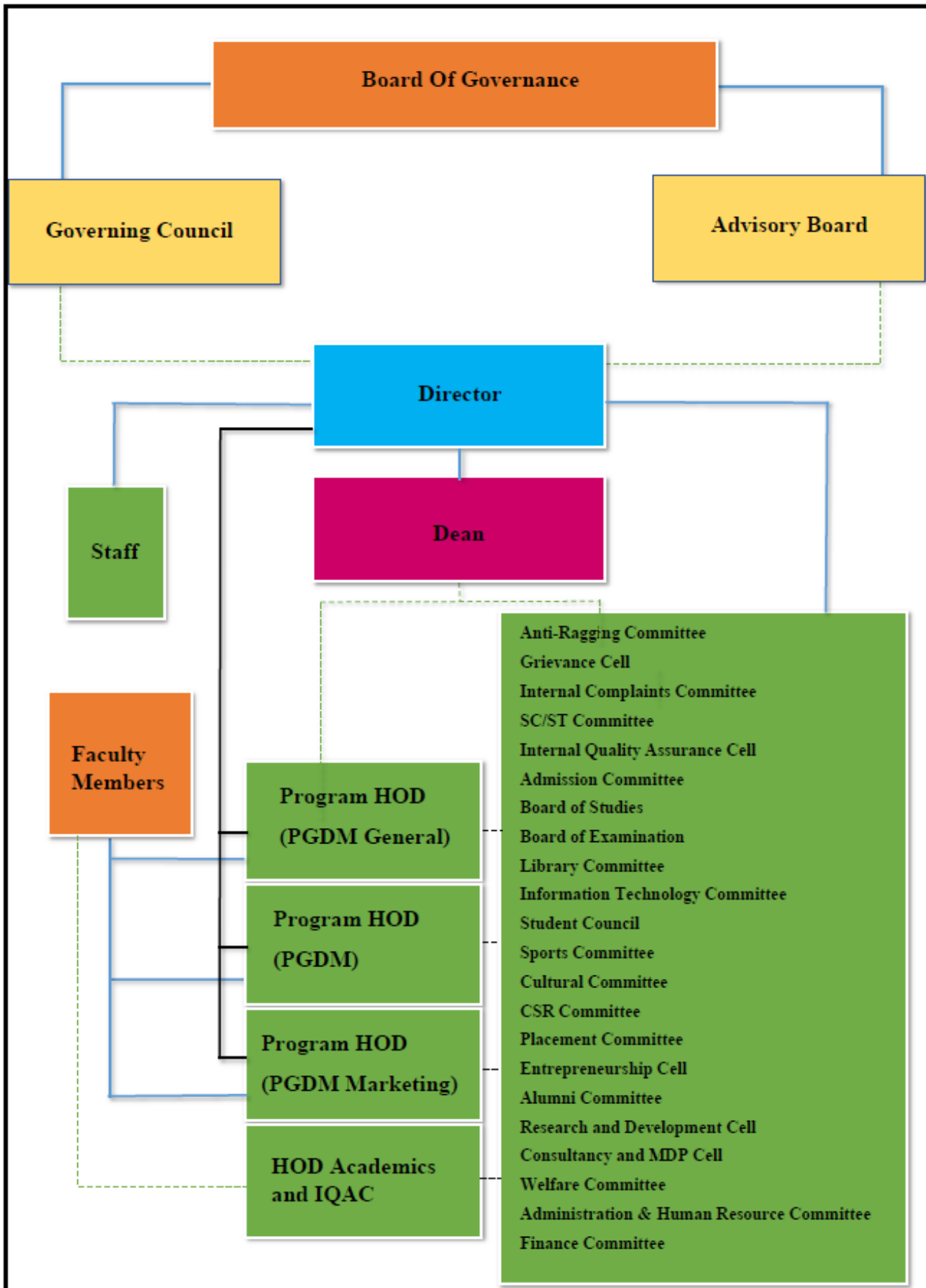
Decision making on Strategic Development and Resourcing

The strategic development and resourcing at ISBS PGDM are deliberated by the Governing Council based on available educational resources. Progressive planning determines translation of strategic objectives into realistic mix of programs, choice of activities and establishment of priorities. Achievements in pursuit of the strategic objectives are also demonstrated by observing the budgetary allocation with respect to different elements.

Mentioned below is the procedure for decision making on resourcing for strategic development and educational provisions such as mentioned below:

- Identifying Developmental Initiatives: Governing Council advocates futuristic advancement for growth of institution with respect to aspects such as students' intake progression, infrastructure provision and related aspects of quality and positioning for the institute. Therefore, identifying developmental aspects become the initiating feature in the procedure for decision making on strategic development and resourcing.
- Such developmental aspects are determined with clear foresight on the relevance of such decision for concerned stakeholders. So, for example the aspect of increase in students' intake for ISBS PGDM is considered from the aspect of providing education to larger number of students and making them employable. At the same time feasibility with respect to financial resources is considered to ensure sustenance of such decision.
- This drives the management body to make value judgment, determining access for information which is relevant to the decision at hand, the people and processes involved in the issue and any constraints placed on such decision-making.
- Once clear understanding is achieved about the relevance of the decision, various solutions are worked out with respect to aspects such as provision for realistic mix of programs, recruitment, and brand communication along with choice of activities to be performed and establishment of priorities. Budgetary allocation with respect to different elements for successful implementation and running of the program becomes important consideration for financial resourcing.
- Finally plan for implementation is created and reviews are put in place for regular evaluation of the decision and its effectiveness.
- Strategic Plans are viewed, and budgetary allocation set aside for executing these plans.
- Annual budgetary plans are developed with respect to all activities relevant for effective functioning of the institute through involvement of HOD, faculty and staff.
- Past trends in the utilization of budgets also serves as an important criterion for assessing the impact of utilized budgets and further provisions in the budget.
- Final draft of the budget is prepared and presented to the central accounts department at Shree Chanakya Education Society (SCES) office before the start of the financial year.
- After approval from the office of the chief managing trustee SCES the budget is presented to the governing council at ISBS PGDM for execution.
- The sanctioned budget is distributed across the financial year for supply of adequate funds as per the need in campus.
- Effective control in the budgetary allocation and utilization is maintained by periodic reviews submitted by ISBS PGDM to the SCES accounts department.

2.1.3. Effective Governance Indicators (20)

2.1.3.1. Grievance redressal mechanism (5)

Introduction

Grievance Redressal Policy drives the grievance redressal mechanism at ISBS PGDM. The policy aims at encouraging its employees and students to voice their complaints in a constructive way. It also encourages feedback and suggestions from staff and students as stakeholders so that a proactive approach helps in resolving hindrances in the operations on campus. ISBS PGDM employs a fair grievance procedure which helps to minimize and avoid conflicts by having constituted the Grievance Committee. Grievance Committee has been established for students and staff, to provide a formal channel of communication to voice concerns. It comprises of Director, who is the Ex-officio member, while Faculty in Charge and non-teaching staff members are nominated by the Director. Student's grievance committee comprises in addition to Director, Faculty in Charge and non-teaching staff members, the student's council members who represent the students in the committee meetings.

Staff Grievance Committee Functions

- Providing a communication channel to the staff members to express their grievances.
- Making channels of communication available for the Staff members such as Emails to be sent to secretary of committee and/or registering grievances in the register kept in the administration department.
- Imparting a degree of objectivity and fair play in the consideration of such grievances.
- Ensuring prompt consideration and decision thereon by ensuring smooth functioning of the committee.
- Proper feedback mechanism is maintained so that all the employees are made aware about the status of their complaints registered and have faith in the committee.
- Encouraging participative governance where students are free to put forward their suggestions and have an open discussion on them.
- The secretary also plans and executes various recreational and welfare activities for the staff to ensure a healthy work environment, in agreement with the director.

Staff Grievance Committee Members (2020-21)

Sr. No.	Committee Member Name	Designation	Committee Profile
1	Dr Abhinav Jog	Director	Chairperson
2	Dr Rajlaxmi Pujar	Assistant Professor	Secretary
3	Prof Sarita Agarwal	Assistant Professor	Teaching Member
4	Prof Mangesh Dande	Assistant Professor	Teaching Member
5	Mr Harish Deshmukh	Admin Co-ordinator	Non- Teaching Member
6	Mrs Rajashree Kesur	Academic Co-ordinator	Non- Teaching Member

Frequency of Meetings
Biannual meetings preferably once every semester.

Required Quorum for Meeting
Minimum two-third members are required to be present to take forward the proceedings of the meeting.

Process Flow:

- Meetings are chaired by Director and attended by all committee members.
- Minutes are prepared for all the meetings and recorded in the file by the Secretary.
- ISBS PGDM website serves as a means for registering grievances with respect to operational issues faces by respondents/stakeholders on campus.
- The duties of Secretary include timely meetings with assembly of concerned parties.
- In case of grievance against any department, a special meeting is organized. One representative from the said department has to be informed about the same for their presence.
- The Duties of Secretary include timely meetings with assembly of concerned parties.
- The follow up of the grievance registered is done by the Secretary and adequate feedback mechanism is maintained, to ensure employees know about the action taken within slated time schedule.
- In the event of any of the members of this committee resigning from their post in the institute, their position in the committee stands cancelled.
- The secretary plans and executes various recreational and welfare activities for the staff members to ensure a healthy work environment.

Channels of communication available:

- ISBS PGDM website serves as a means for registering grievances with respect to operational issues faces by respondents/stakeholders on campus.

Process for Grievance Handling

Recording the Complaint

Assembly of Concerned Parties

Assessment of Complaint by Grievance Redressal Committee

Resolution of Complaint in 7 working days

Communication of Complaint Resolution to the affected parties
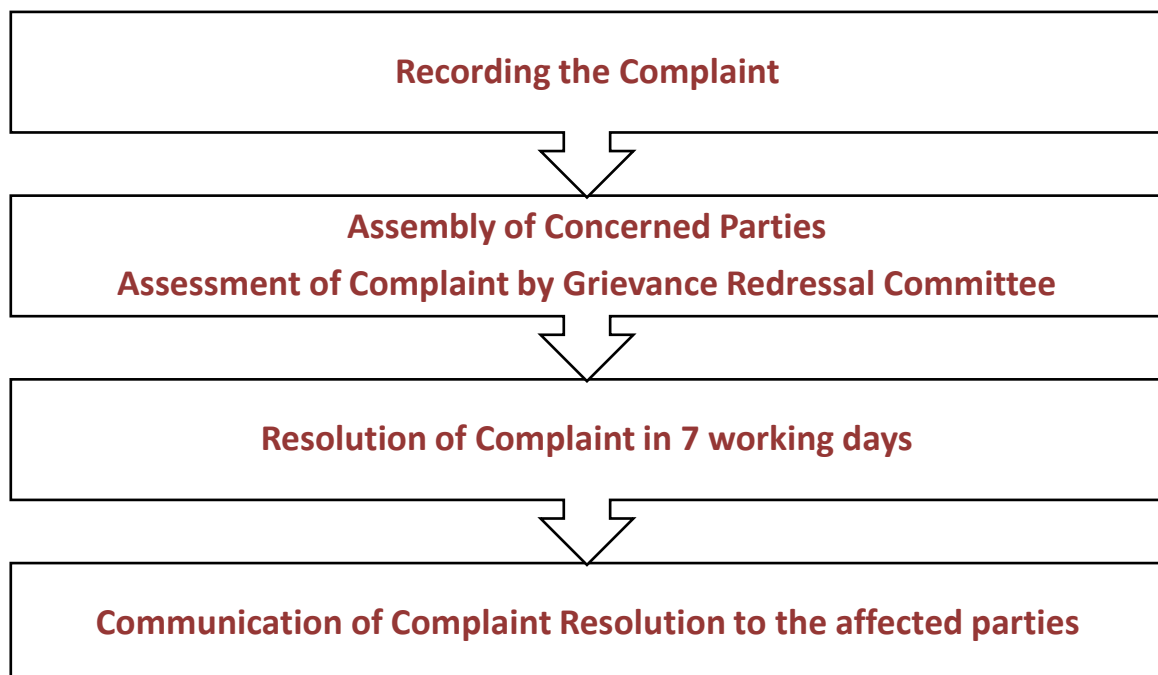
Closure of Grievance Redressal Process/ Unresolved Grievance Follows Second and Final Cycle of Grievance Redressal Process

Students Grievance Committee Functions
- Providing a forum for the students to express their grievance relating to all their academic / non-academic matters.
- Imparting a degree of objectivity and fair play in the consideration of such grievances.
- Ensuring a prompt consideration and decision thereon.
- Encouraging participative governance where students are free to put forward their suggestions before management and have an open discussion on them.

Student Grievance Committee Members (2020-21)

Sr. No.	Committee Member Name	Designation	Committee Profile
1	Dr Abhinav Jog	Director	Grievance Committee Chairperson
2	Dr Rajlaxmi Pujar	Assistant Professor	Grievance Committee Secretary
3	Prof Shikha Sindhu	HOD - Academics	Grievance committee member
4	Ms. Chahak Jain	Student Council Member	Student Council Representatives
5	Mr Ashish Jha	Student Council Member	Student Council Representatives

Process Flow
- Meeting to be held twice a year to review functioning of grievance cell.
- Meeting will be chaired by Director (Chairperson) and attended by all committee members including representatives of IT, Library and Administration departments.
- All the members of the student council are a part of the Grievance Cell by default.
- As per the norms of All India Council for Technical Education, an online grievance redressal mechanism has been established and the link is **https://erp.indiraedu.com**.
- Student Grievances are categorized as Hostel, Library, Security, Canteen, Mess, Academics, Transport, Exam and Others.
- Monthly report of grievance will be generated, and MIS will be circulated if required.
- Student grievances will be addressed by the Grievance Committee Secretary immediately after receiving online grievance. The Grievance Committee Secretary discusses the grievance with the concerned authorities and the department. The grievance is closed by taking appropriate action and updating the status online.

Process for Grievance Handling
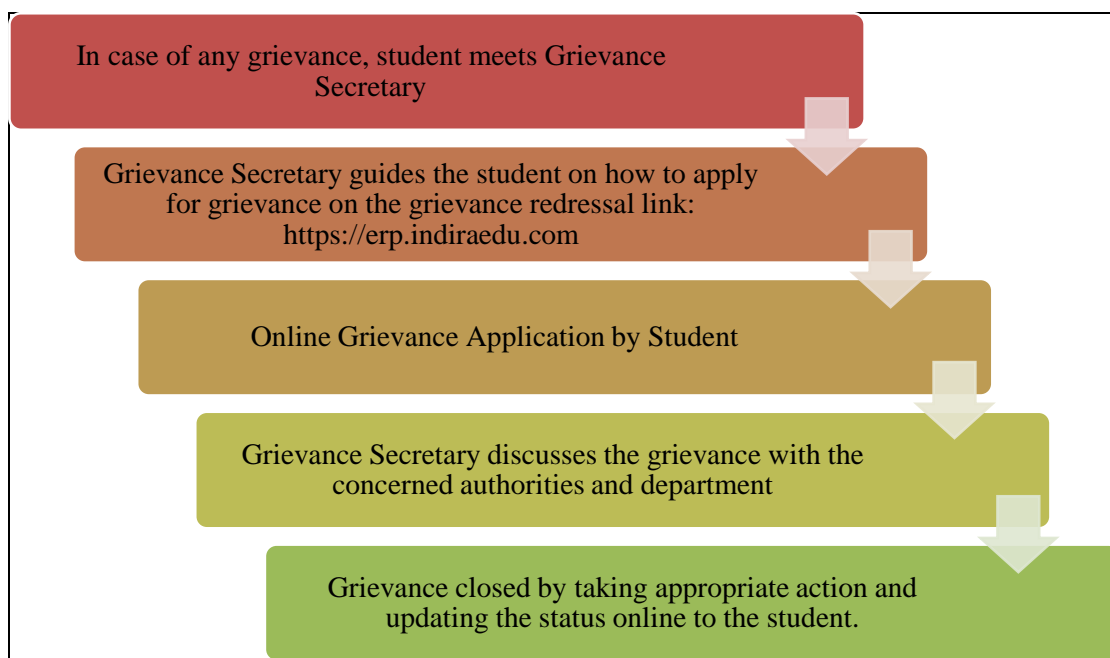
In case of any grievance, student meets Grievance Secretary

Grievance Secretary guides the student on how to apply for grievance on the grievance redressal link: https://erp.indiraedu.com

Online Grievance Application by Student

Grievance Secretary discusses the grievance with the concerned authorities and department

Grievance closed by taking appropriate action and updating the status online to the student.

Frequency of Meeting

- The tenure of the committee is one year, and such committee is instituted at the beginning of every academic year.
- The committee meets twice in an academic year. However, the Chairperson / Secretary of the committee may call upon additional meetings if need arises.

Quorum required for Committee Meeting

Two third members from management and two third student members are required to be present for taking forward the proceedings of the meeting.

Internal Complaints Committee (ICC)

Introduction

Internal Complaints Committee (ICC) has been constituted by the Director to address activities with the broad purpose of creating a fair workplace with gender equality. ICC is especially created to prevent/deter the commission of acts of gender inequality and sexual harassment and to provide the procedure for the resolution, settlement or prosecution of acts of sexual harassment and gender biases by taking all steps required. According to the Constitution of India, Right to Equality is a Fundamental Right that includes the right to equality before law, prohibition of discrimination and equality of opportunities in matters of public employment. Equality between men and women, right to work, to education and to public assistance in case of unemployment, old age, sickness and disablement and provision of just and humane conditions for work and maternity relief, are important Directive Principles of State Policy. It is obligatory for every employer and other responsible persons to follow the guidelines put down by the Ministry and UGC to constitute internal complaint committee with an aim to overcome sexual harassment at the workplace. Educational institutions are bound by the same directive.

In compliance with the mandate of the Gazette of India, Indira School of Business Studies PGDM (ISBS PGDM) adopts this policy to prevent, prohibit and redress sexual harassment of

women. ISBS PGDM is committed to provide for all women who fall within its jurisdiction including its, academic and non - academic staff, a place of work and study free from sexual harassment, intimidation, and exploitation. Every woman shall have a Right to be free from Sexual Harassment and the Right to Work in an environment free from any form of Sexual Harassment. The committee draws its authority from the powers delegated by the Governing council through the Director to perform its tasks. The committee collectively and its members individually would be answerable to the Director.

Functions of the Internal Complaint Committee (ICC)
- To promote gender equality.
- To take measures towards sensitizing ISBS PGDM community on gender issues.
- To deal with cases of sexual harassment in a time bound manner and ensure appropriate action.
- To foster an environment in ISBS PGDM where individuals and group treat all women irrespective of position with dignity and respect.
- To promote diversity and equality of opportunity for women and monitor that no women is disadvantaged either through individual action or through institute policies or procedures based on gender.
- To fulfil the directive of the Supreme Court of India enjoining all employees to develop and implement a policy against Sexual harassment of women at workplace.
- To promote a social, physical, and psychological environment that will raise awareness about and deter acts of sexual harassment of women.
- To ensure implementation of laid down norms for purpose of gender sensitization and to conduct enquiries into complaints of sexual harassment.
- To recommend punitive action against the guilty.
- To facilitate and cater to special needs of women staff in ISBS PGDM campus.
- To provide counselling support to staff as and when required.
- Organize workshops and awareness programs at regular intervals for sensitizing the employees with the provisions of the University Grants Commission (Prevention, prohibition, and redressal of sexual harassment of women employees and students in higher educational institutions) Regulations, 2015, and orientation programs for the members of Internal Committee (in the manner as may be prescribed).
- To provide safe working environment at the workplace.

Process Flow
- Display at any conspicuous place in the workplace, the penal consequences of sexual harassments; and the order constituting, the internal committee under sub section (1) of section 4.
- Provide necessary facilities to the Local committee for dealing with the complaint and conducting an inquiry.
- Assist in securing the attendance of respondent and witnesses before the Local Committee, as the case may be.
- Make available such information to the Local Committee as it may require having regard to the complaint made under sub section (1) of section 9.
- Provide assistance to the woman if she so chooses to file a complaint in relation to the offence under the Indian Penal code or any other law for the time being in force.
- Cause to initiate action, under the Indian Penal code or any other law for the time being in force, against the perpetrator, or the aggrieved woman so desires, where the perpetrator is not an employee, in the workforce at which the incident of sexual harassment took place.

- Treat sexual harassment as a misconduct under the service rules and initiate action for such misconduct.
- Prohibition of publication or making known contents of complaint and inquiry proceedings.
- Penalty for publication or making known contents of complaint and inquiry proceedings.

Internal Complaint Committee Members (2020-21)

Sr. No.	Name	Designation
1	Dr. Gaganpreet Kaur Ahluwalia	Presiding Officer
2	Dr. Rajlaxmi Pujar	Faculty Member
3	Prof. Anand Deo	Faculty Member
4	Ms Trupti Joshi	Non-teaching staff member
5	Mr. Dattatraya Jadhav	Non-teaching staff member
6	Ms. Chahak Jain	Student Member – PGDM (Batch 19-21)
7	Mr. Simran Rai	Student Member – PGDM (Batch 19-21)
8	Ms Palak Angi	Student Member – PGDM (Batch 19-21)
9	Ms. Nidhi Kishore	Student Member – PGDM (Batch 20-22)
10	Mr. Prem Balodiya	Student Member – PGDM (Batch 20-22)
11	Ms. Trupti Pachpor	Student Member – PGDM (Batch 20-22)
12	Ms. Gauri Kulkarni	NGO Member

Frequency of Meetings
Biannual meetings preferably once every semester.

Required Quorum for Meeting
Minimum two-third members are required to be present to take forward the proceedings of the meeting.

Anti-Ragging Committee

Introduction
Anti-Ragging Committee has been formed to safeguard the interest of the students with respect to any act / activity directly or indirectly associated with Ragging. ISBS PGDM follows zero tolerance policy against Ragging and any activity resembling it. Ragging is totally banned, and anyone found guilty of ragging and/or abetting ragging is liable to be punished. Ragging is also Prohibited as per the decision of the Honourable Supreme Court of India and directions have been given vide SLP No. 24295 of 2006 dated 16-05-2007 and in Civil Appeal number 887 of 2009, dated 08-05-2009. AICTE has formulated detailed norms for the steps to be taken by educational institutes to prevent ragging and said norms forms basis for the formation of this committee.

The core purpose of the committee is compliance of the norms being established by the Governing institution. Such institution, with respect to this committee is AICTE and its subsidiaries, if any. The chief objective being:

- To institute and implement a mechanism for Ragging-free environment for students on campus.
- To ensure compliance of existing norms /Acts / legislation, set forward by the governing body.

Functions
- To ensure compliance with the provisions of the Regulations as well as the provisions of any law for the time being in force concerning ragging; and also, to monitor and oversee the performance of the Anti-Ragging Squad in prevention of ragging in the institution.
- To review the efforts made by the institution to publicize anti-ragging measures, soliciting of affidavits from parents/guardians and from students, each academic year, to abstain from ragging activities and willingness to penalize concerned for any violation; and to function as the prime mover for initiating action for amending the Statues or Ordinances or Byelaws to facilitate the implementation of anti-ragging measures at the level of the institution.
- To make the community at large and the students aware of the dehumanizing effect of ragging, and the approach of the institution towards those indulging in ragging.
- To identify and properly illuminate and man all vulnerable locations and take every action to curb ragging.
- To ensure that the Mentoring Cell and Squad is working to achieve the desired objectives of the act / regulation.

Implementing Anti Ragging Procedures

Duties of Anti-Raging Squad

The Anti-Ragging committee ensures compliance of its existing norms by the formation of Anti-Ragging Squad. Stated below is the procedure used by anti-ragging squad for addressing such issues.
- Ant-Ragging squad shall remain mobile, alert and active at all times and shall adhere to the norms set by the committee.
- It shall be duty of Ant-Ragging squad to make surprise raids on hostels, and other places vulnerable to incidents and having the potential for ragging.
- Ant-Ragging squad shall conduct an on-the-spot enquiry for any incidents of ragging referred to it by the Head of the institution or any member of the faculty or any member of the staff or any student or any parent or guardian or any employee of a service provider or by any other person, as the case may be; and the enquiry report along with recommendations shall be submitted to the Anti-Ragging Committee for action.
- Anti-Ragging Squad shall conduct an enquiry, of any ragging incident, observing a fair and transparent procedure and the principles of natural justice and after giving adequate opportunity to the student or students accused of ragging and other witnesses to place before it the facts, documents and views concerning the incidents of ragging, and considerations such other relevant information as may be required.

Members Anti-Ragging Committee (2020-21)

Sr. No	Name of the Committee Member	Committee Designation	Mobile Number	E Mail Id
1	Dr. Abhinav Jog	Chairperson	9822912030	abhinav.jog@indiraisbs.ac.in
2	Dr. Anagha Bhope	Secretary	7387004907	anagha1.bhope@indiraisbs.ac.in
3	Dr. Mahesh Mangaonkar	Faculty Co-ordinator	9823032226	mahesh.mangaonkar@indiraisbs.ac.in

4	Dr. Rajlaxmi Pujar	Member-Faculty	9922994640	rajlaxmi.pujar@indiraisbs.ac.in
5	Dr Bagirathi Iyer	Member-Faculty	9623443633	bagirathi.iyer@indiraisbs.ac.in
6	Mr. Harish Deshmukh	Admin Co-ordinator	8788634041	harish.deshmukh@indiraisbs.ac.in
7	Mr. Dattatray Jadhav	Member-Administration	9922683915	dattatraya.jadhav@indiraisbs.ac.in
8	Ms. Prajakta Chalukya	Member-Student (PGDM 19-21)	8329605594	prajakta.chalukya@indiraisbs.ac.in
9	Mr. Ashish Kumar Jha	Member-Student (PGDM 19-21)	7739994807	ashishkumar.jha@indiraisbs.ac.in
10	Mr. Divyarajsinh Dharamsinh Rathod	Member-Student (PGDM 19-21)	8238886006	divyarajsinh.rathod@indiraisbs.ac.in
11	Mr.Rohit Telore	Member-Student (PGDM20-22)	8975008376	rohit.telore@indiraisbs.ac.in
12	Ms. Ayushi Singh	Member-Student (PGDM20-22)	9179559335	ayushi.singh@indiraisbs.ac.in
13	Ms. Sweety Singh	Member-Student (PGDM20-22)	9819199128	sweety.singh@indiraisbs.ac.in
14	Adv. Nelson Narohna	Member - Counsellor	9665094671	Adv.nelsonnoronha@gmail.com
15	Ms. Gauri Kulkarni	Representative - NGO	9657998921	Savali.gauri@gmail.com

Frequency of Meeting
- The tenure of the committee is one year, and such committee is instituted at the beginning of every academic year.
- The committee meets twice in an academic year. However, the Chairperson / Secretary of the committee may call upon additional meetings if need arises.

Quorum required for Anti-Ragging Committee Meeting
Minimum three members are required to be present for taking forward the proceedings of the meeting as mentioned below:

- Chairperson /Secretary
- Faculty representative
- Administration representative

2.1.3.2 Transparency (5)

ISBS PGDM considers it important to disseminate critical information to all its relevant stakeholders to ensure transparency. Information regarding policies, rules, processes is made available on ISBS PGDM official website

Besides making information available on official website of ISBS PGDM, information is also disseminated in following manner:

- Students are made aware of policies, rules and processes during their induction and such information is also made available to them in relevant documents such as Prospectus, Handbook and website.
- Faculty are made aware of the policies, rules and processes at the time of
- joining the institute and they are also party to the formation of such rules, policies and processes and this aids in percolating information related to these.
- Periodic reminders are also ensured through circulars.
- All information relevant or needed by all stakeholders is available in official website of ISBS PGDM.
- Periodic communications are sent to parents/guardians about policies for the governance of students on campus. The administrative rules and regulations covering all cadre of staff employed are mentioned in the manual.
- The program syllabus book is available in the library which provides transparency in implementing academic plans and current regulations, courses, marks, attendance, examination, etc.
- Recruitment and interview of all staff is done by issuing advertisements and following the regulations of AICTE as applicable.

2.1.3.3. Leader and Faculty Selection process (5)

Leader and Faculty Selection Process and Implementation

1. Introduction
The recruitment of faculty members is accomplished by following standardized procedure through Local Selection Committee process. The Selection Committee process and mode of appointment of the Leader/Director and Faculty in ISBS PGDM Program is conducted as per the eligibility norms of AICTE.

Composition of Selection Committee for the Leader/Director of the Institute

The Selection Committee for the post of Director consists of the following:
- Chairperson of the Governing Body or their Nominee as a Chairperson
- Two Nominees of the Governing Body of the Trust/Society/Management.
- One academic expert in the profile of a director of other Institute/ an accomplished educationist not below the rank of Professor.

Composition of Selection Committee for Asst. Professor, Associate Professor, Professor and Librarian
- Chairperson of the Governing Body or Nominee as a Chairperson
- Two experts consisting of the Director of another Institute.
- Director ISBS PGDM
- Two Subject Experts.

The process of recruitment includes:
- Notification of Vacancy
- Preliminary Assessment and Shortlisting.
- Recommendation by ISBS PGDM Local Selection Committee.
- Recruitment by ISBS PGDM Governing Council

Notification of Vacancy

The search for prospective candidates is made in several ways. Advertisements are placed in newspapers inviting applications. The list of candidates for consideration for recruitment may also include those who write to the Institute making enquiries for suitable opportunities or walk in candidates who satisfy the eligibility norms. For some positions, particularly for the appointment of Professor / Director, distinguished individuals may be invited to send their profile for consideration of the selection committee. The candidates must satisfy the normal eligibility criteria as per the '**All India Council for Technical Education'** (AICTE) to facilitate further consideration of their candidature.

Preliminary Assessment and Shortlisting

The faculty recruitment for the post of Assistant Professors, Associate Professors, Professors and Director is based on merit. All the applications are screened based on eligibility criteria as stated by AICTE. Suitable candidates are invited to present themselves during the ISBS Local Selection Committee Process.

Recommendation by ISBS PGDM Local Selection Committee

The selection procedure is conducted by the duly constituted Local Selection Committee appointed by the Director ISBS PGDM, which constitutes internal and external selection experts. The Selection Committee may recommend demonstration sessions for faculty with limited academic experience prior to final selection by the Governing Council at ISBS PGDM. Assessment Report and recommendation by ISBS PGDM Local Selection Committee is submitted for further completion of the faculty selection process.

Recruitment by ISBS PGDM Governing Council

The recruitment process for permanent approval of faculty members is completed based on guidelines of AICTE and final appointment is validated by the approval of Governing Council at ISBS PGDM. Ensuing faculty selection process for Permanent Faculty is carried out each year based on the prevailing vacant positions.

The appointment of Ad-Hoc/Adjunct/Visiting Faculty is carried out by the Directors office in consultation with the HOD in respective functional domain and is need based on the requirement of expert guidance for students in teaching and learning. Such appointments are temporary and contractual in nature, and valid for the duration of the semesters in existence for which they are executed.

2.1.3.4. Stability of the academic leaders (5)

> **Institutes' marks - 05**

- Dr. Renu Bhargava, the erstwhile director for ISBS (Including PGDM) and currently heading MBA program, has been with the institute since 2006.
- Dr. Abhinav Jog has been with ISBS PGDM since its inception in the year 2006 and has been promoted as Director as well as Program HOD- PGD General Management.
- Program HOD-PGDM- Dr. Mahesh Mangaonkar has been with ISBS PGDM since 2011
- Program HOD PGDM Marketing: Dr Bagirathi Iyer has been with ISBS PGDM since 2014
- HOD Academics and IQAC: Prof. Shikha Sindhu (Mann) has been with ISBS PGDM since 2013

2.2. Financial Resources (40)

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

Table no. 2.2.1ai - Total Income at Institute Level					
For CFY - 2021-22					
Particular	**Fee Received**	**Grant received from Govt.**	**Grant received from Industry**	**Other Sources (specify)**	**Total Income**
Fees	180600000	0	0	0	180600000
Income From Other Sources	500000	0	0	0	500000
Bank Interest on Fixed Deposit & Bank	50000	0	0	0	50000
Total Income	**181150000**	0	0	0	**181150000**

Table no. 2.2.1aIi - Total Income at Institute Level					
For CFYm1 - 2020-21					
Particular	**Fee Received**	**Grant received from Govt.**	**Grant received from Industry**	**Other Sources (specify)**	**Total Income**
Fees	1866,02,000.00				1866,02,000.00
Income From Other Sources	-			2,66,650.00	2,66,650.00
Bank Interest on Fixed Deposit & Bank				30,462.00	30,462.00
Total Income	1866,02,000.00	-	-	2,97,112.00	1868,99,112.00

Table no. 2.2.1aiIi - Total Income at Institute Level					
CFYm2 - 2019-20					
Particular	**Fee Received**	**Grant received from Govt.**	**Grant received from Industry**	**Other Sources (specify)**	**Total Income**
Fees	22,92,61,000.00				22,92,61,000.00
Income From Other Sources	-			7,16,954.00	7,16,954.00
Bank Interest on Fixed Deposit & Bank				83,381.00	83,381.00
Total Income	**22,92,61,000.00**	**-**	**-**	**8,00,335.00**	**23,00,61,335.00**

Table no. 2.2.1aiv - Total Income at Institute Level

CFYm3 - 2018-19

Particular	Fee Received	Grant received from Govt.	Grant received from Industry	Other Sources (specify)	Total Income
Fees	21,82,47,000.00				21,82,47,000.00
Income From Other Sources	-			10,38,449.60	10,38,449.60
Bank Interest on Fixed Deposit & Bank				64,410.00	64,410.00
Total Income	**21,82,47,000.00**	**-**	**-**	**11,02,859.60**	**21,93,49,859.60**

Table no. 2.2.1 b- Summary of Budget and the actual expenditure incurred:

Sr No	Items	2021-22 (CFY)	2020-21 (CFYm1)		2019-20 (CFYm2)		2018-19 (CFYm3)	
		Budgeted	Budgeted	Actual	Budgeted	Actual	Budgeted	Actual
1	Infrastructure Built-Up	8889000	6915000	6354103	10645000	10431181	10039220	11271329.4
2	Library[1]	1575000	1635000	1407296	5625000	5487078	2670000	2390665.5
3	Computer Labs and Software2	15926000	26425000	25974890.43	37118000	37104625	16540000	18402870
4	Teaching and non-teaching staff salary	55012000	66950000	65916416	59535000	58709859	59073265	62808974
5	Research[3]	2100000	1760000	1639628	2490000	2245586.18	2190000	1923777.54
6	Training and Travel	4360000	2285000	2072085	4572000	3035660.15	3354000	1740934
7	Placement Activities	6800000	1500000	1219765	6200000	4651558	6178206	5168222
8	Entrepreneurship	270000	150000	146323	400000	262219	360000	298754.4
9	Co-Curricular	11868000	7555000	6828579	30200000	29633775	27650000	27421701
10	Extra-Curricular	860000	400000	322353	875000	591495	1220000	1885869.6
11	Alumni Relations	150000	75000	60000	420000	201840	420000	213551
12	Miscellaneous expenses 4	60155000	44165000	43142633.61	60380000	59794156.66	60776720	53589280.8
13	Staff Welfare Expenses	600000	125000	96538	800000	420026	600000	726481
14	Career Development Programme Exp	3850000	2500000	2234493	4800000	3388984	4400000	4288075
	Total	**172415000**	**162440000**	**157415103**	**224060000**	**215958043**	**195471411**	**192130485.2**

2.2.1.1. Adequacy of budget allocation (15)

Rationale of Budgetary Allocation

Rationale for budgetary allocation at ISBS PGDM hinges on the strategic development and resourcing deliberated by the Governing Council based on available educational resources. Progressive planning determines translation of strategic objectives into realistic mix of programs, choice of activities and establishment of priorities. Achievements in pursuit of the strategic objectives are also demonstrated by observing the budgetary allocation with respect to different elements.

Mentioned below is the rationale for decision making on resourcing and budgetary allocation for strategic development and educational provisions:

- Identifying Developmental Initiatives: Governing Council advocates futuristic advancement for growth of institution with respect to aspects such as students' intake progression, infrastructure provision and related aspects of quality and positioning for the institute. Therefore, identifying developmental aspects become the initiating feature in the procedure for decision making on strategic development and resourcing.
- Such developmental aspects are determined with clear foresight on the relevance of such decision for concerned stakeholders. So, for example the aspect of increase in students' intake for ISBS PGDM is considered from the aspect of providing education to larger number of students and making them employable. At the same time feasibility with respect to financial resources is considered to ensure sustenance of such decision.
- This drives the management body to make value judgment, determining access for information which is relevant to the decision at hand, the people and processes involved in the issue and any constraints placed on such decision-making.
- Once clear understanding is achieved about the relevance of the decision, various solutions are worked out with respect to aspects such as provision for realistic mix of programs, recruitment, and brand communication along with choice of activities to be performed and establishment of priorities.

Budgetary allocation with respect to different elements for successful implementation and running of the program becomes important consideration for financial resourcing.

- Finally plan for implementation is created and reviews are put in place for regular evaluation of the decision and its effectiveness.
- Strategic Plans are viewed, and budgetary allocation set aside for executing these plans.
- Annual budgetary plans are developed with respect to all activities relevant for effective functioning of the institute through involvement of HoD, faculty and staff.
- Past trends in the utilization of budgets also serves as an important criterion for assessing the impact of utilized budgets and further provisions in the budget.
- Final draft of the budget is prepared and presented to the central accounts department at Shree Chanakya Education Society (SCES) office before the start of the financial year.
- After approval from the office of the chief managing trustee SCES the budget is presented to the governing council at ISBS PGDM for execution.
- The sanctioned budget is distributed across the financial year for supply of adequate funds as per the need in campus.

- Effective control in the budgetary allocation and utilization is maintained by periodic reviews submitted by ISBS PGDM to the SCES accounts department.

Budget Formulation Process

The strategic development and resourcing at ISBS PGDM which entails budget formulation and allocation is deliberated by the ISBS PGDM Governing Council based on available educational resources. This involves consideration of Shree Chanakya Education Society (SCES) and its policies governing the priorities towards budgetary allocation which are impacted by the vision and mission of the institution. At this stage macro affordability is considered. Mentioned below is the budget formulation procedure for decision making on resourcing for strategic development and educational provisions such as mentioned below:

- **Setting Policies:** At this stage the Governing Council lays the broad guidelines within which expenditure needs to be allocated to various heads relevant for executing the purpose of the institute. Progressive planning determines translation of strategic objectives into realistic mix of programs, choice of activities and establishment of priorities. Governing Council advocates futuristic advancement for growth of institution with respect to aspects such as students' intake progression, infrastructure provision and related aspects of quality and positioning for the institute. Therefore, identifying developmental aspects become the initiating feature in the procedure for resourcing and budgetary allocations and at the same time feasibility with respect to financial resources is considered to ensure sustenance of such decision.

- **Planning:** The next stage provisions the Director ISBS PGDM to allot budgets for utilization to carry forth operations and governance within ISBS PGDM. Having adopted a decentralized operational model in ISBS PGDM, the working committees and activity in charge are engaged with planning relevant activities and ascertaining budgetary requirements. Annual budgetary plans are developed with respect to all activities relevant for effective functioning through involvement of HoD, faculty and staff. Below mentioned procedure enlists the way budgetary allocations are made by activity in charge:
    - Relevant faculty in charge and administration in charge are required to submit the budgetary requirement of their respective administrative responsibility to the Director's office during specified time schedules.
    - Additional budgets are allocated to activities based on supplementary value addition for such activities.
    - Director ISBS PGDM holds discussions with relevant faculty in charge and required HoD about such administrative and budgetary allocation submitted.
    - Past trends in the utilization of budgets serves as an important criterion for assessing the impact of utilized budgets and further provisions in the budget for such activities.
    - Formulation: Following submission of information and budgetary requirement by administrative in charge, the process of aggregation, examination, and negotiation of the stated financial statements of each activity is carried out by the Director in consultation with the respective heads.
    - Once the viability of administrative and financial allocation is ascertained by the Director, the execution and implementation of final draft of budget formulation is initiated.

- Final draft of the budget is presented to central accounts team at SCES.
- Deliberations by the central accounts team at SCES and Director ISBS PGDM leads to finalisation of the budget.
- Final Budget is presented to ISBS PGDM Governing Council for validation.
- Execution: Next stage is the execution of the budget which involves release of funds, spending, mid-term review, and revision if any.
- Evaluation: Final stage is that of accountability which involves accounting, reporting, auditing and follow-up. Controls are built in the system for administrative implementation and financial utilization through periodic reviews of progress for such activities.

Budget Cycle
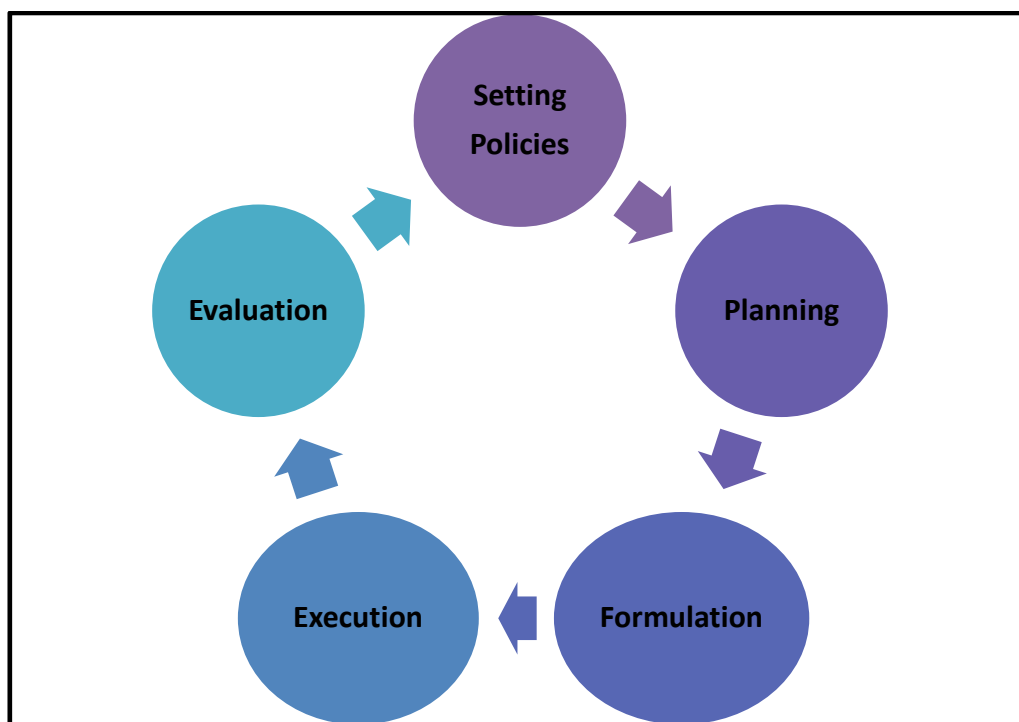
2.2.1.2. Utilization of allocated funds (15)

Institutes' marks - 15

At ISBS PGDM utilization of allocated funds involves the budgetary execution of the financial resources as directed and controlled by the Director ISBS PGDM toward achieving the purposes and objects for which budgets have been approved. The utilization process involves compliance with administrative requirements prescribed by central budgetary committee at SCES and ISBS PGDM. The process essentially centres around monitoring, adjusting, and reporting on the current year's budget.

Once the budget is approved, concerned departments and activity in charge are informed about the allocation under respective heads. Apportioning of budgets is the responsibility of the Director ISBS PGDM and central budget committee and this is executed keeping in mind institutional and administrative requirements and aligned priorities.

Purchase and expenditure procedures are structured and well maintained and executed keeping in mind the level of allocated funds. However, exceptional priority considerations beyond the allocated funds are ratified by the Director and central budget committee. Delegation of financial powers at institute level is promoted to keep the autonomy of the institute and to reduce time lag. All budgetary requirements that assist in student's development and are critical to teaching learning processes, are given priority. Allocation of funds is done with an objective of optimum utilization of resources for institutional requirements and is related to aspects which assist in adherence to the stated Vision and Mission of the institute.

Mentioned below is a summary of Budget Utilization Process at ISBS PGDM:

- Cash flow Management: Final sanctioned budget is split into month-wise allocation for ease of planning and maintaining effective cash flow.
- Budget Committee Approval: At the time of any proposed expenditure, concerned team/ individual has to gain sanction of expenditure from the budget committee. Process for the same is as follows:
- Department has to raise requisition on requisition/budget form enlisting expenditure details for approval.
- Authentication from accounts department for stipulated expenditure is required.
- The expenditure proposal when exceeding a stated limit needs to be supported by triple quotations and forwarded to Budget Committee for final approval.
- Final approval is sanctioned by the Central Budget/Finance Committee.
- Settlement: Once the expenditure is incurred, necessary invoices duly authenticated by concerned authorities in the campus, are submitted to accounts department for reconciliation of the utilized expenditure.
- In particular, five key systems are essential for effective budget execution:
  - ➢ Authorization of Budget
  - ➢ Funds Release
  - ➢ Accounting
  - ➢ Auditing
  - ➢ Reporting

Displayed below is a diagrammatic representation of Budget utilization procedure:
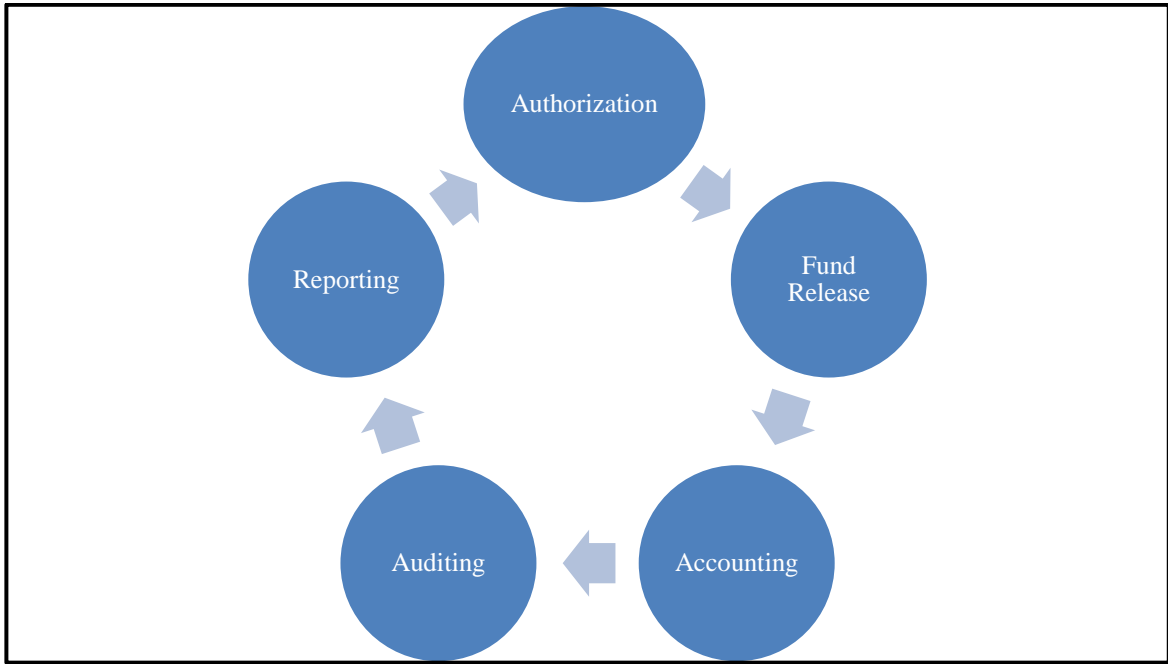
2.2.1.3. Availability of the audited statements on the Institute's Website (10)

- Audited Financial Statements are available on institute's website.

Institutes' marks - 10

Criterion 2 score Summary

	Criterion 2: Governance, Leadership & Financial Resources (100)		
S. No.	**Sub Criteria**	**Max. Marks**	**Marks Awarded to self**
2.1.	**Governance and Leadership (60)**		
2.1.1.	Governance Structure and Policies	25	25
2.1.2.	Faculty Empowerment	15	15
2.1.3.	Effective governance Indicators	20	20
2.2	**Financial Resources (40)**		
2.2.1.	Budget Allocation, Utilization and Public Accounting at Institute level	40	40
	Total of Criterion 2	**100**	**100**

CRITERION

3

Program Outcomes
&
Course Outcomes

Criterion 3	Program Outcomes & Course Outcomes	100
	Institute Marks	100

Course and PO Correlation

Indira School of Business Studies PGDM (ISBS PGDM) is approved by All India Council for Technical Education (AICTE) and offers Post Graduate Diploma in Management (PGDM) Program approved by the said authority. The curriculum for the program is designed by Board of Studies (BOS) in consultation with Industry experts and the resulting Course Outcomes (COs) are also defined for all the courses.

Stated below in table 3 are all the courses mapped with the Program Outcomes (POs), in the following manner:

- To map courses with PO, the course objectives are thoroughly researched by respective subject faculty with respect to outcome expected from the course and its correlation with Program Outcomes (POs) provided by National Board of Accreditation (NBA). These are then reviewed by ISBS PGDM academic committee.
- Depending upon the objectives of each course, POs are assigned to them based on relevance, indicated as high (3), medium (2) and low (1) levels. These are assigned on the feasibility of their content and assessment in the context of the course details.
- Such correlation of CO and PO are made for all student batches.

Table 3 below displays an illustration of the CO and PO correlation for Batch 2018-20.
Table -3: Course and PO Correlation

Sr. No.	Course Name	Course Type	Course Outcome No.	Course Outcomes	PO1	PO2	PO3	PO4	PO5
CO-PO MAPPING TABLE (BATCH 2018-20) PGDM GEN								
Semester I								
Program Outcomes								
1	Managerial Economics	Generic Core	101.1	To understand and appreciate the concepts of managerial economics in theory and practice	3	-	-	2	-
			101.2	To understand and apply the concept of economics in marketing strategy formulation & implementation such as pricing, costs, production, demand analysis & forecasting.	3	-	-	2	2
			101.3	To understand how the cost of environmental degradation is taken into account for national income accounting.	2	2	-	2	-
2	Management Accounting	Generic Core	102.1	Able to understand the fundamentals of accounting & finance concepts.	2	2	-	-	-
			102.2	Familiarized with financial statements & principles underlying them and to develop their skills in reading Annual Reports.	2	3	-	1	2
			102.3	Able to understand accounting mechanics, process & system and emerging trends in sustainability such as full cost accounting.	1	3	-	2	-
3	Legal Aspects of Business	Generic Core	103.1	To develop Sound knowledge of the law is a strategic asset to provide the p organizations immediate and long-term benefits and the ability to avoid costly mistakes.	-	-	-	3	1
			103.2	To develop the ability to recognize emerging legal issues in business and approach conflicts ethically and logically.	3	-	3	2	-
4	Managerial Communication	Generic Core	104.1	Become aware of their communication skills and sensitize them to their potential to become successful managers.	-	-	1	3	2
			104.2	Be confident and be able to instill competitiveness by projecting a positive image of them and should be equipped to handle day-to – day managerial responsibilities.	2	-	3	-	2
			104.3	Be introduced to some of the practices in managerial communication that are contemporary.	2	-	-	2	-
5	Basics of Marketing	Generic Core	105.1	To understand and appreciate the concept of marketing in theory and practice.	3	-	-	-	-
			105.2	To understand the importance of evaluation of marketing environment and studying the STP strategies for developing feasible marketing plan. To understand and develop the marketing mix strategies.	3	3	-	3	-
6	Statistics and Quantitative Techniques	Generic Core	106.1	Have strengthened fundamental understanding of basic statistics.	3	3	-	-	-
			106.2	Have a formal quantitative & qualitative approach to provide solution.	3	3	-		-
			106.3	Have developed skills in solving managerial problems using widely used mathematical model.	2	3	-	-	-

Sr. No.	Course Name	Course Type	Course Outcome No.	Course Outcomes	PO1	PO2	PO3	PO4	PO5
7	Organization Behaviour & Theory of Management	Generic Core	107.1	To work with an organizations and, very likely at some point, create own business enterprise to help the community.	1	-	1	-	3
			107.2	To help students understand how people and organizations function based on the latest social science research on work, workers, and organizations.	3	-	3	-	3
			107.3	To effectively manage relationships with coworkers, managers, subordinates, clients and customers. Get acquainted with the ever-growing body of evidence regarding effective organizations and management practice.	2	-	3	-	3
			107.4	To become literate, well-informed professionals, able to make decisions that reflect best available evidence regarding effective practice.	2	-	-	-	2
			107.5	Gain a foundation for internalizing effective and efficient management principles and practices	1	1			
			107.6	Be familiar with the concept of Sustainability and the Principles of Responsible management	1		1		1
			107.7	Understand contemporary management concepts, concerns and challenges	1				1
8	Skill Enhancement Lab	Generic Core	108.1	Aptitude training sessions intends to develop skills pertaining to quantitative aptitude, logical reasoning, verbal ability and comprehension skills.	3	2	-	-	-
			108.2	Sessions on News Analysis intends to inculcate the habit of reading the business papers and understanding the terminology, in-depth analysis of news articles, understanding the business news.	3	-	-	3	-
			108.3	Sessions on Presentation Skills intends to develop students' communication and language skills in order to plan and deliver an effective presentation.	3	2	-	-	-
9	IT Skills Lab	Generic Core	109.1	To have a better understanding and awareness of the societal impact of technology, the physical features and functions of a computer operating system, computer troubleshooting and maintenance.	2	-	2	2	2
			109.2	To garner technology related vocabulary and terminology including copyright law and plagiarism.	2	-	3	3	2
			109.3	To utilize Microsoft programs among other software programs.	1	2	-	-	-
			109.4	To display proper and ergonomically correct keyboarding technique, efficiently navigate and conduct safe website searches on the World Wide Web and more	2	2	1	-	2
			109.5	To create awareness in upcoming managers of different types of information systems in an organization so as to enable the use of computer resources efficiently, for effective decision making	3	3	2	1	2
			109.6	To understand the latest IT concepts implemented in the industry	3	-	2	1	2

Semester II									
							Program Outcomes		
Sr. No.	Course Name	Course Type	Course Outcome No.	Course Outcomes	PO1	PO2	PO3	PO4	PO5
1	Financial Management	Generic Core	201.1	To familiarize the students with the different financial functions to be discharged by a finance manager.	3	-	-		1
			201.2	To analyze the impact of financial decisions on a corporate entity.	-	3	-	2	-
			201.3	To understand sustainability issues affecting financial statements.	3		1	2	-
			201.4	To develop the analytical skills by associating the tools and techniques for interpretation of business information and application of financial theory in financing related decisions.	3	3	-	-	-
2	Business Research methods	Generic Core	202.1	To understand the concept and process of business research in business environment.	3	-	-	-	-
			202.2	To know the use of tools and techniques for exploratory, conclusive and causal research.	3	3	-	-	-
			202.3	To understand the concept of measurement in empirical systems.	2	2	-	-	-
			202.4	To use statistical techniques for analysis of research data.					
3	Human Resource Management	Generic Core	203.1	To address the human resource discipline as a key strategic function in successful organizations.	3	-	-	-	-
			203.2	To recognizes the dynamic relationship between strategy, people, technology, and the processes that drive organizations.	1	1			1
			203.3	To understand the concepts and its application.	2	-	-	-	2
			203.4	To learn the tools and techniques for managing HRM.	2				1
			203.5	To illustrate, using application based activities, how these concepts and techniques can be applied in everyday managerial decision-making.	3	1	-	-	-
4	Quality and Operations Management	Generic Core	204.1	To develop an understanding of the strategic importance of Quality & Operations Management and how it can provide a competitive advantage in the marketplace.	2	-	-	-	-
			204.2	To develop knowledge of the issues related to designing and managing Operations.	2	2	-	-	-
			204.3	To understand the basic concepts in Production Planning and Control.	3	2	-	-	-
5	Sector Study - Seminar	Generic Core	205.1	To analyze different sectors on the parameters like history of the sector, global scenario and Indian scenario, contribution of the economy, growth, employment etc.	3	-	-	2	-
			205.2	To familiarize with the trends in the sectors (Indian players & Global players).	1	-	-	3	-
			205.3	To understand the challenges faced.	3	3	-	1	-

Marketing Specialization									
6	Product and Brand Management	Specialization Core	MKT206.1	The main objective of the Product and Brand Management (PBM) course is to provide fundamental understanding of building, measuring, analyzing and managing brands and product categories for a company.	3	-	-	-	-
			MKT206.2	Managing product-markets and building brand equity involves managing brands within the context of other brands, as well as managing brands over multiple categories, over time, and across multiple market segments.	3	2	-	-	-
			MKT206.3	To be able to identify and understand variables that drive the success of brands and product lines and the interrelationships among these variables.	2	-	-	-	-
			MKT206.4	To examine such frameworks will be viewed from academic thinkers perspective as well as those from Industry and	3	3	-	2	-

No.	Course	Type	Code	Objective					
7	Sales and Channel Management	Specialization Core	MKT207.1	To provide an understanding of the concepts, attributes, techniques and approaches required for effective decision making in the areas of Sales and Channel management.	3	3	-	-	-
			MKT207.2	To pay special emphasis on the practicing manager's problems and dilemmas.	3	-	-	2	-
			MKT207.3	To develop skills critical for generating, evaluating and selecting sales and channel members and developing strategies to deliver value.	2	3	-	-	-
			MKT207.4	To understand how various distribution channels operate and suggest tactics for effectively managing each of them.	3	-	-	2	-
8	Integrated Marketing Communications	Specialization Core	MKT208.1	To provide an appreciation of the range of tools available for marketing communications.	3	-	-	2	-
			MKT208.2	To provide an understanding of the basic principles of planning and execution in Marketing Communications	3	-	-	2	-
			MKT208.3	To develop a managerial perspective and an informed decision-making ability for effective and efficient tackling of promotional situations.	3	1	-	3	-
			MKT208.4	To provide the basic understanding about Internet marketing which will could help the students ISBS to excel in their professional career.	3	-	-	-	1
			MKT208.5	To understand Sustainable Digital Marketing Campaigns.	-	3	-	2	-
			MKT208.6	To ensure the readiness of students for new generation marketing practices.	3	1	-	3	-
9	Consumer Behaviour	Specialization Core	MKT209.1	To understand Consumer Decision Process	3	-	-	-	-
			MKT209.2	To understand various influences on Consumer Behavior	3	-	-	-	-
			MKT209.3	To understand the implications of consumer Behavior on Marketing decisions	2	2	-	2	-
10	Campus To Corporate - Marketing	Specialization Core	MKT210.1	To realize the importance of retailing to the overall economy and what opportunities exist in the field.	1			1	
			MKT210.2	To demonstrate understanding of consumer behaviour	3	2	-	1	1
			MKT210.3	To develop a framework for recognizing and analyzing management problems in service industries and designing competitive strategies.	-	3	2	-	-
			MKT210.4	To understand the uniqueness of the services characteristics and its marketing implications.	1	-	-	-	-
10	Supply Chain Management	Elective-1	MKT211.1	Have a comprehensive understanding of supply chain management and related Logistics Management in the new economic scenario.	2	-	-	3	-
			MKT211.2	Be able to show that SCM's objective is for building efficient and cost effective system across the entire chain covering Raw Materials Suppliers, Distributors, Manufacturers, Ware House Management and Retailer.	3	2	-	1	-
			MKT211.3	Understand sustainability in the context of Supply Chain Management.	2	-	1	-	-
11	New Age Marketing	Elective-2	MKT212.1	To identify the various newly employed marketing tactics	3	2	-	-	-
			MKT212.2	To understand the implications of social media and digital marketing .	3	-	-	3	-
			MKT212.3	To understand and formulate marketing strategies to suit the prevailing marketing scenario	3	1	-	3	-
HR Specialization									
12	Labour laws 1	Specialization Core	HR206.1	Be able to identify and address labor relations law issues that they may encounter in the field.	3	-	-	3	-
			HR206.2	Be equipped with comprehensive knowledge and practical skill to interpret the labor laws in the right perspective with a special reference to the provision to the constitution of India which are having direct and indirect relevancy to the labor laws.	2	1	-	3	-
13	Industrial Relations	Specialization Core	HR207.1	Be able to understand the current scenario or IR in India and to understand the role of Govt., society & trade union for having good Industrial relations	3	1	-	1	-
			HR207.2	Be able to understand and interpret various laws related to labour and its implication on Industrial relations	2	1	-	1	-
14	Knowledge Management	Specialization Core	HR208.1	To understand knowledge as a strategic edge in turbulent environment.	1	-	-	1	1
			HR208.2	To gain insight into the organizational learning processes, how they can be fostered and enhanced.	1	-	-	-	1
			HR208.3	To appreciate the learning techniques necessary to facilitate building corporate competency and knowledge-base in companies.	3	-	-	-	2
15	Learning and Development	Specialization Core	HR209.1	Develop an understanding of the skills, abilities, and practical elements of employee development and performance improvement in organizations.	2	-	2	-	3
			HR209.2	Differentiate between Training and Development and Recognize the Role these activities play in building Human Capital.	2	-	2	-	2
			HR209.3	Understand Principles of Adult Learning. Design Training Programs With Clear Goals And Specific Learning Outcomes And Utilize Variety Of Training Methodologies.	1	-	-	-	1
			HR209.4	Understand and explain the importance of Training Evaluation	-	1	-	-	-
			HR209.5	Understand The Current Trends In Learning And Development	1	-	-	-	-

Sr. No.	Course Name	Course Type	Course Outcome	Course Outcomes	PO1	PO2	PO3	PO4	PO5
16	C2C (Campus to Corporate) -HRM	Specialization Core	HR210.1	Develop an understanding of the skills, abilities, and practical elements of Compensation management and Performance Management System.	2	-	1	1	-
			HR210.2	Develop understanding of current HR trends.	3	-	1	-	-
17	Talent Management	Elective-1	HR213.1	To explore the principles of identifying, managing and retaining talent in an organization.	2	-	2	-	2
			HR213.2	Determine talent management strategies to support an organization's objectives.	2	1	-	-	2
			HR213.3	Conduct a workforce analysis, Develop a talent acquisition strategy to meet an organization's human capital needs.	1	2	-	-	-
			HR213.4	To define critical elements of a successful performance management program, create a succession planning process and implementation plan, Design a leadership development program aligned with an organization's strategic priorities and values.	2	-	2	-	2
			HR213.5	Outline an approach to engage and retain employees, create a career development plan.	-	-	2	-	2
18	Contemporary HR Initiatives	Elective-2	HR214.1	To practically see the contemporary HR practices in the industry today.	3	-	1	-	1
			HR214.2	To understand various unique HR initiatives taken by organizations for people management	3	-	2	-	-
Finance Specialization									
19	International Finance	Specialization Core	FIN206.1	Be able to understand the challenges in international financial management.	1	1	-	3	-
			FIN206.2	Be acquainted to the fundamental concepts of International Finance and Exchange Rate Systems.	-	3	-	3	-
			FIN206.3	Be able to analyze and use the tools, techniques and strategies to make International finance related decisions.	-	3	-	3	-
			FIN206.4	Have better understanding of letter of credit and its mechanisms.	-	3	-	3	-
			FIN206.5	Understand the regulatory environment in which international market works with special reference to India.	-	3	-	3	-
			FIN206.6	Know the role of different institutions in international financial market.	1	1	-	3	-
20	Retail Banking Operations	Specialization Core	FIN207.1	Have knowledge of retail banking services and trends in present day retail banking.	2	1	-	3	-
			FIN207.2	Have an overview about the evolution of Banking, Laws related to Banking, classification of deposits and deployments of funds,	2	1	-	3	-
			FIN207.3	Have knowledge of Financial sector reforms and financial products	2	1	-	3	-
			FIN207.4	Have knowledge of Ancillary services, Insurance and new delivery channels and Mutual funds.	2	1	-	-	-
21	Indian Financial System	Specialization Core	FIN208.1	Have knowledge about the Indian Financial System.	2	2	-	-	-
			FIN208.2	Understand the types of markets, institutions, instruments and regulators within the Financial System.	-	2	-	2	-
			FIN208.3	Have the capability and confidence to utilize the knowledge in related Finance subjects such as Security Analysis, Fixed Income, Derivatives, Wealth Management, Risk Management to name a few.	1	3	-	1	-
22	Financial Services	Specialization Core	FIN209.1	Have gained knowledge about various Fee based and Funds based Financial Services.	2	1	-		-
			FIN209.2	BE able to develop understanding about the types of financial services, target customers, marketing approaches for the same.	2	2	-	2	-
			FIN209.3	Be able to build the capability and confidence to utilize the knowledge explaining the advantages and disadvantages of various financial services and make suitable recommendations regarding the usage of these services.	3	3	-	3	-
23	C2C (Campus to Corporate) - Finance	Specialization Core	FIN210.1	To understand risk management and derivatives in a holistic manner.	2	1	-	3	-
			FIN210.2	To understand various investment products and functioning of financial markets.	2	-	-	3	-
			FIN210.3	To have an overview about the wealth management process & personal financial planning.	2	-	-	3	-
24	Principles & Practices of Banking	Elective-1	FIN215.1	To give the students a basic understanding of banking principles and practices, the products, players and functioning of financial markets, particularly the capital market.	-	1	-	2	-
25	Accounting & Finance for Bankers	Elective-2	FIN216.1	To give the students an understanding of the basics of financial mathematics, accountancy and financial concepts.	-	2	-	2	-

Semester III

Sr. No.	Course Name	Course Type	Course Outcome	Course Outcomes	Program Outcomes				
					PO1	PO2	PO3	PO4	PO5
1	Strategy and Enterprise Performance Management	Generic Core	301.1	To understand the concept of strategic management and significance of managing the business strategically in the current business environment.	1	-	-	1	-
			301.2	To acquire the knowledge of strategies at corporate, business and functional levels.	1	-	-	-	3
			301.3	To understand and analyze the firm's external environment, the resources and thus carrying out SWOT analysis for strategy formulation, process of strategy implementation and the challenges of managing a change with control system to monitor the strategy implementation process.	1	1	-	-	1
			301.4	To analyze the strategic planning, budgeting, resource allocation, performance measurement, evaluation, and reward/ responsibility center allocation.	-	3	-	2	-
			301.5	To understand the performance measurement criteria of different kind of organizations.	1	-	-	-	-

#	Course	Category	CO	Description					
2	Summer Internship Programme	Generic Core	302.1	Acquire on job the skills, knowledge, attitudes, and perceptions.	3	-	-	-	-
			302.2	Get immersed in actual supervised professional experiences	2	-	-	-	-
			302.3	Get an insight into the working of the real organizations.	-	-	-	2	-
			302.4	To gain deeper understanding in specific functional areas and inter departmental linkages.	2	-	-	1	-
			302.5	To develop perspective about business organizations in their totality	2	-	-	2	-
			302.6	To build up confidence for future interviews and Corporate Assignments	2	1	1	-	-
			302.7	At the end of Second Semester each student shall undertake a Summer Internship Project (SIP) for 8 weeks. The SIP may or may not have a Functional Focus, i.e. the student may take up a SIP in his/her intended area of specialization or in any other functional area of management. Ideally the SIP should exhibit a cross-functional orientation. The student shall submit a written structured report based on work done during this period.	2	2	-	1	-
			302.8	SIP can be carried out in : Corporate Entity, NGO, SME, Government Undertaking, Cooperative Sector	2	2	-	1	-
			302.9	SIP may be a research project - based on primary / secondary data or may be an operational assignment involving working by the student on a given task/assignment/project/ etc. in an organization / industry. It is expected that the SIP shall sensitize the students to the demands of the workplace. The learning outcomes and utility to the organization must be specifically highlighted.	2	1	1	-	-
3	International Business Exposure	Generic Core	303.1	To get international exposure in the area of future career options through seminars, workshops, industrial visits and field visits.	3	-	-	2	-
			303.2	To get opportunities for learning multiple aspects including culture, social and economic aspects of the region.	2	-	-	3	-
4	Business Ethics and Corporate Governance	Generic Core	304.1	To help the students understand the nature and application of business ethics and corporate governance	3	-	3	2	-
5	Entrepreneurship Development	Generic Core	305.1	Understand the concepts of "entrepreneur", "entrepreneurship" and their development in all forms and shapes;	2	-	-	-	-
			305.2	Effectively assess entrepreneurial opportunities and build the required business plan to reach entrepreneurial goals.	2	1	-	-	2
			305.3	Comprehend the legal issues involved while setting up an enterprise and entrepreneurial financing;	2	-	-	2	-
			305.4	Understand the programs designed and formulated by Central, State governments and other important institution in entrepreneurship development.	2	-	-	2	-
			305.5	Understand the special challenges of starting new ventures and introducing new product and service ideas, the process of founding a startup.	2	2	-	-	2
			305.6	Understand the concepts of Social and Rural Entrepreneurship.	2	-	1	-	-
			**Marketing Specialization**						
6	B2B Marketing	Generic Core	MKT306.1	To familiarize students with the terms, concepts, and nature of Business-to-Business Marketing	3	-	-	2	-
			MKT306.2	To get exposed to the industrial marketing functions of firms.	3	-	-	2	-
			MKT306.3	The course introduces to the participants the specifics of marketing mix for Business-to-Business Marketing.	3	-	-	2	-
7	Retail management	Generic Core	MKT307.1	To realize the importance of retailing to the overall economy and what opportunities exist in the field.	3	-	-	3	-
			MKT307.2	To demonstrate understanding of consumer behavior.	3	1	-	2	-
			MKT307.3	To identify methods of planning, buying, and managing inventory.	3	-	-	3	-
8	Services Marketing	Generic Core	MKT308.1	To develop a framework for recognizing and analyzing management problems in service industries and designing competitive strategies.	3	2	-	1	-
			MKT308.2	To understand the uniqueness of the services characteristics and its marketing implications.	3	-	-	-	-
			MKT308.3	To understand the important factors in managing the service delivery process and the implementation of services marketing.	3	-	-	2	-
			MKT308.4	To understand the sustainable practices in Services Marketing.	3	-	-	1	-
9	Marketing of FMCG	Generic Core	MKT309.1	To facilitate accelerated learning in FMCG Marketing.	3	-	-	-	-
			MKT309.2	Build capabilities for University students to work in FMCG/Retailing, giving overview of value chain, scale of operation, challenges and possibilities for career.	3	-	-	2	-
			MKT309.3	Course also introduces key areas of FMCG/Retail value chain, like supply chain process, customer management/relationships, consumer marketing and management with information.	3	-	-	-	-
10	Digital Marketing and E-Commerce	Elective - 1	MKT310.1	To provide the basic understanding about Internet marketing which will could help the students ISBS to excel in their professional career.	3	-	-	2	-
			MKT310.2	To understand Sustainable Digital Marketing Campaigns.	3	-	-	2	-
			MKT310.3	To ensure the readiness of students for new generation marketing practices.	2	-	-	2	-
11	Marketing of BFSI	Elective-2	MKT311.1	Familiarizing the students with the various financial services and products in the liberalized Indian economy	3	-	-	2	-
			MKT311.2	To provide an in-depth perspective of the equity and bond markets	3	-	-	2	-
			MKT311.3	To equip the students with the practices and processes in the Mutual Fund and Insurance Industry.	3	-	-	2	-

Sr. No.	Course Name	Course Type	Course Outcome	Course Outcomes	PO1	PO2	PO3	PO4	PO5
				HR Specialization					
12	Recruitment and Selection in Different Sectors	Specialization Core	HR306.1	To learn the competencies that the HR of different sectors should look for in potential employees.	2	-	-	-	1
			HR306.2	To learn recruitment trends of different sectors.	-	1	-	-	-
			HR306.3	To understand the recruitment process that different sectors use	1	-	-	-	-
13	Sustainable HR Practices	Specialization Core	HR307.1	To learn sustainable HR practices	2	-	2	-	
			HR307.2	To understand the role of HR in sustainable businesses	2	-	1	-	
14	Performance Management System	Specialization Core	HR308.1	To make students capable of handling performance management issues when they enter the world of business	2	-	-	-	
			HR308.2	To make students understand the process of PMS and application	2	-	-	-	
15	Compensation and Benefits	Specialization Core	HR309.1	To understand issues related to compensation in corporate sector	1	-	-	-	
			HR309.2	To design, analyze and restructure compensation management system, policies and strategies.	3	3	-	2	
16	HR Metrics	Elective-1	HR312.1	Be able to effectively find the effectiveness of various HR processes	1	-	-	1	1
			HR312.2	Be able to do a cost benefit analysis of HR inputs/processes	-	2	-	1	-
17	Strategic Human Resource Management	Elective-2	HR313.1	To understand the dynamic relationship between strategy, people, technology, and the processes that drive organizations.	2	-	-	-	2
				Finance Specialization					
18	Indian Tax Structure	Specialization Core	FIN306.1	To get an insight into the direct and indirect tax laws in India	1	-	-	-	-
			FIN306.2	Tto understand and apply corporate tax provisions as financial planning tools in corporate world.	3	-	-	-	-
19	Security Analysis and Portfolio Management	Specialization Core	FIN307.1	Be able to understand various investment markets and functioning of markets.	2	-	-	-	-
			FIN307.2	Be equipped with the theoretical and practical knowledge of capital market.	2	-	-	-	-
			FIN307.3	Develop the skills for developing the portfolio constructions, revision, reconstruction and investment advisory.	-	3	-	2	-
20	Derivatives and Risk Management	Specialization Core	FIN308.1	To understand risk management and derivatives in a holistic manner.	1	-	2	-	
			FIN308.2	To understand the techniques and functioning of the risk management and derivatives.	1	3	-	-	
21	Wealth and Personal Financial Management	Specialization Core	FIN309.1	To have an overview about the wealth management process, personal financial planning.	1	-	-	-	
			FIN309.2	This subject will also help the students to learn about the various financial & non-financial avenues available for investing which depending on different investment objectives.	2	-	-	-	
22	Credit Analysis & Appraisal	Elective-1	FIN314.1	To familiarize students with the various aspects of credit management.	2	1	-	-	
			FIN314.2	To introduce the various processes involved in the credit monitoring practices.	1	2	-	-	
23	Legal Aspects of Banking	Elective-2	FIN315.1	To impart knowledge to students in the domain of legal aspects affecting banking operations and to acquaint them with important legal enactments affecting bankers	1	-	-	3	-

				Semester IV					
Sr. No.	Course Name	Course Type	Course Outcome	Course Outcomes	**Program Outcomes**				
					PO1	PO2	PO3	PO4	PO5
1	Innovation Mangement & Sustainability	Generic Core	401.1	To explain the relationship between innovation and organizational performance.	-	-	-	1	1
			401.2	To understand the nature, importance and context of innovation.	2	-	-	-	-
			401.3	To relate that innovation and sustainability are the principal drivers of a process.	2	-	1	-	-
			401.4	Develop knowledge and tools for a Green organization.	2	-	-	2	-
			401.5	Have insights into the Basics of Sustainability, the guidelines for implementing sustainability practices.	2	-	2	-	1
				Marketing Specialization					
2	Customer Relationship Management	Generic Core	MKT402.1	To have a clear concept of CRM and its practices in modern businesses.	3	-	-	-	-
			MKT402.2	To design suitable practices and programs for the company they would be working with.	1	2	-	-	-
			MKT402.3	To highlight the role of appropriate business process and technology management.	1	-	-	-	-
			MKT402.4	To emphasize CRM as a business strategy with capabilities for managing customer relationships.	3	-	-	2	-
3	International Marketing	Generic Core	MKT403.1	To understand and appreciate the concept of International Marketing (I.M.). in theory and practice.	3	-	-	-	-
			MKT403.2	To evaluate the environment of International Marketing(I.M.) and develop a feasible marketing plan (process).	3	3	-	-	-
			MKT403.3	To understand and apply the STP in International Marketing (I.M) (segmentation, targeting, positioning).	3	-	-	-	-
			MKT403.4	To have an elementary knowledge of consumer behavior and marketing research in International Marketing(I.M)	-	-	-	2	-
			MKT403.5	To understand and appreciate the concept of marketing strategy formulation and implementation in International Marketing(I.M.).	3	3	-	-	-
4	Contemporary Cases In Marketing	Generic Core	MKT404.1	Exposure to cases in marketing provides illustration of application of marketing theories in practice.	3	-	-	-	-
			MKT404.2	These result in appreciation of marketing concepts through simulation by cases linked to various concepts.	3	2	-	-	-
			MKT404.3	Attempt is to help students gain a practical insight to various aspects of marketing management	3	2	-	-	-
5	Telecom Marketing	Elective-1	MKT405.1	To understand Basics of Telecom Network and Products	2	3	-	-	-
			MKT405.2	To understand the Marketing strategy of different company for different products	-	-	-	3	-
			MKT405.3	To understand the significance of Customer Relationship Management in Telecom Industry	2	-	-	3	-
6	Markeing of IT and ITES	Elective-2	MKT406.1	To understand facets of software marketing as a field of study	2	-	-	-	-
			MKT406.2	To develop in depth understanding of Software Marketing Practices	2	-	-	-	-
			MKT406.3	To market software products successfully.	1	2	-	-	-

				HR Specialization					
7	Labour Laws II	Specialization Core	HR402.1	Be able to identify and address labor relations law issues that they may encounter in the field.	3	-	-	3	-
			HR402.2	Be equipped with comprehensive knowledge and practical skill to interpret the labor laws in the right perspective with a special reference to the provision to the constitution of India which are having direct and indirect relevancy to the labor laws.	2	-	1	3	-
8	Human Resource Information System	Specialization Core	HR403.1	Understand various Management Information Systems operating in an organization particularly in the Human Resources Management functional area.	-	2	-	-	-
			HR403.2	To explain its relationship with the various other activities of the organization.	1	-	-	1	-
			HR403.3	To understand how Human Resources Information Systems are bought/developed and implemented for various levels in an organization.	-	2	-	1	-
			HR403.4	Explore the use of some common Information Systems development tools.	2	-	-	-	-
9	Organizational Development & Human Resource Audit	Specialization Core	HR404.1	To provide in depth understanding of behavioral interventions and enable the students to understand these interventions	2	1	1	-	2
			HR404.2	To help organizations to achieve peak performance and become self-sustaining.	1	-	-	-	2
			HR404.3	To understand various challenges the OD Function faces while executing the operational plans in fast changing dynamic business environment.	2	-	-	1	-
			HR404.4	To learn to plan and implement change at the individual, group and organizational level.	1	-	-	-	3
			HR404.5	To understand the theory and practice relating to the processes of organization development and change.	1	-	-	1	1
			HR404.6	Be able to understand the importance of HRA practices in organizations.	1	-	-	-	-
			HR404.7	Know how to implement HRA models and ways in which HRA impacts the Strategic Decision Making of an organization.	1	1	-	1	-
			HR404.8	Know the methods and reporting format of HR Audit.	2	1	-	1	-
			HR404.9	Be able to create awareness in upcoming managers, of different types of information systems in an organization so as to enable the use of computer resources efficiently, for effective decision making.	1	-	-	2	-
10	HR Manual	Elective-1	HR407.1	To orient students about contents of HR Manual.	1	-	-	-	-
			HR407.2	To design HR manual complying with rules & regulations.	2	-	-	1	-
			HR407.3	To appraise various policies which make part of HR Manual.	1	-	-	-	-
11	Project on best HR Practices	Elective-2	HR408.1	To expose students to organizations to know best HR practices.	2	-	-	-	-
				Finance Specialization					
12	Financial Reporing and Disclosures	Specialization Core	FIN402.1	Be able to develop the ability to analyze financial statements including consolidated financial statements of group companies and financial reports of various types of entities.	1	3	-	-	-
			FIN402.2	Be familiarized with recent developments in the area of financial reporting- Sustainability Reporting & Disclosures.	1	-	1	-	-
13	Strategic Cost Management	Specialization Core	FIN403.1	Enable the students to appreciate the usefulness of cost and management accounting in management decision making.	2	3	-	-	-
			FIN403.2	Be exposed to and equipped with tools to trace the cost and estimate the cost of the product or service as the case may be.	-	2	-	-	-
14	Mergers and Acqusitions	Specialization Core	FIN404.1	To familiarize the students about the concepts of Mergers and Acquisitions.	2	-	-	-	-
			FIN404.2	To analyze the impact of mergers decisions on a corporate entity.	-	3	-	2	-
			FIN404.3	To understand sustainability issues affecting mergers.	-		-	2	-
			FIN404.4	To learn valuation principles used for Mergers	1	-	-	-	-
			FIN404.5	To know about the legal aspects of Mergers in India	-	-	-	2	-
15	Rural Banking and Micro-finance	Elective-1	FIN409.1	To understand the rural financial sector and sharpen his awareness of the fundamental issues of rural finance.	-	2	-	-	-
			FIN409.2	To understand the key issues linked to rural banking including the challenges inherent therein and get acquainted with the initiatives taken for addressing the said issues.	-	2	-	-	-
			FIN409.3	Understand the key issues linked to rural banking including the challenges inherent therein and get acquainted with the initiatives taken for addressing the said issues.	-	-	2	-	-
16	Finance Lab	Elective-2	FIN410.1	Learn the practical aspects of investing.	-	2	-	-	-
			FIN410.2	Understand basic tools of financial management and financial mathematics applications, and devise simple strategies to achieve realistic goals.	3	2	-	-	-
			FIN410.3	Learn to create and manage a portfolio with real investment products.	2	3	-	-	-

Attainment of Program Outcomes (50)

3.1.1 Describe the assessment tools and processes used to gather the data upon which the evaluation of Program Outcome is based (15)

Assessment Methods and Tools: PO attainment is based on two assessment methods i.e., Direct Method and Indirect Method.

- **Direct Method:** In direct method, CO attainment of all courses contributing to a particular PO is calculated based on mapping (as per table 3). For example, if PO1 is mapped to three courses C101, C202, C302, then attainment levels of these courses is considered as the direct assessment of that PO attainment.

- **Indirect Method:** Indirect assessment of PO attainment is based on Student Exit survey, Employer survey and Co-curricular activities. These surveys are analysed and accordingly attainment level is calculated. Each of these assessment methods are first mapped to the POs and then their assessment is carried out.

Table 3.1: Assessment Methods and Tools

Method of Assessment	Weightage	Tool	Process used	Frequency of data collection
Direct	80%	Course attainment level	Internal Assessment	Mid-Semester, Continuous & Class Participation
			End Term Exam	Once in Semester
Indirect	20%	Student Exit survey	Feedback form	Annually
		Co-curricular activities	Feedback form	Annually
		Employer survey	Feedback form	Annually

Assessment Process:

- PO Attainment level considered is 80% of direct assessment + 20% of indirect assessment
- Direct attainment level of a PO is determined by taking average across all courses addressing that PO. Fractional numbers are aggregated to two points e.g., 1.53.
- Indirect attainment level of PO is determined based on the student exit surveys, employer surveys and co-curricular activities.
- For calculating attainment of indirect methods rubrics are used. For e.g., Student exit survey is quantified on a scale ranging from 1 to 5 (5 Excellent, 1-Poor), as under:

Level-3	80% or above feedback marks
Level-2	70% or above feedback marks
Level-1	60% or above feedback marks

3.1.2. POs attainment levels (35)

PO attainment is based on course outcomes directly through student's performance in internal and end semester examination and indirectly through surveys.

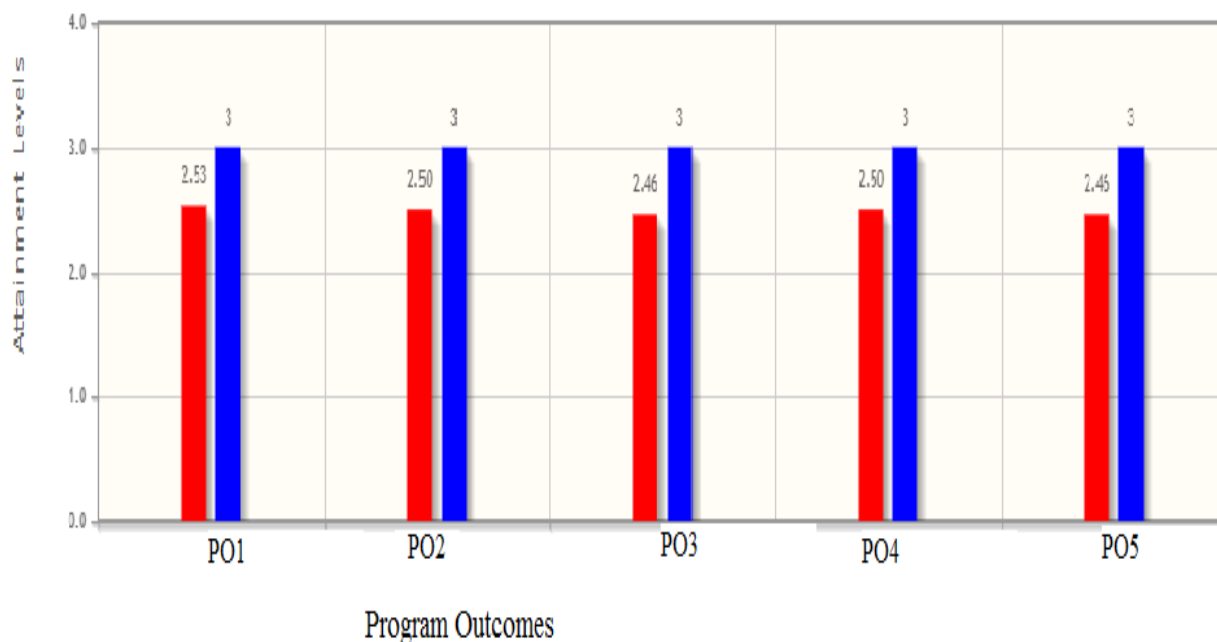Direct Assessment: As per table 3, average course outcomes were documented for various POs it's addressing. This table gives us the targeted level for PO and CO attainment. After calculating actual attainment level of each course, PO attainment level (Table 3.2) is calculated by multiplying the actual CO attainment level with the targeted one i.e., mapping and averaged to calculate final attainment level of PO.

Table no. – 3.2 - PO Attainment

POs Attainment Report for PGDM General - 2016 - 2018					
Semester I					
Course	**Program Outcome 1**	**Program Outcome 2**	**Program Outcome 3**	**Program Outcome 4**	**Program Outcome 5**
PGDM - 2016 - Sem I - GGC101 - Managerial Economics	1.7	1.4	-	1.67	1.8
PGDM - 2016 - Sem I - GGC102 - Management Accounting	1.8	1.8	-	1.8	1.8
PGDM - 2016 - Sem I - GGC103 - Legal Aspects of Business	2	-	2	2.24	2.4
PGDM - 2016 - Sem I - GGC104 - Managerial Communication	2	-	2	2	2
PGDM - 2016 - Sem I - GGC105 - Basics of Marketing	1.8	1.8	-	1.8	-
PGDM - 2016 - Sem I - GGC106 - Statistics and Quantitative Techniques	3	3	-	-	-
PGDM - 2016 - Sem I - GGC107 - Organization Behaviour	1.4	-	1.4	-	1.4
PGDM - 2016 - Sem I - GGC108 - IT Skills Lab	1.64	1.63	-	1.6	-
PGDM - 2016 - Sem I - GGC109 - Theory of Management	2.43	-	2.29	2.16	2.33
Total	**17.77**	**9.63**	**7.69**	**13.27**	**11.73**
Average	**1.97**	**1.93**	**1.92**	**1.90**	**1.96**
Semester II					
Course	**Program Outcome 1**	**Program Outcome 2**	**Program Outcome 3**	**Program Outcome 4**	**Program Outcome 5**
PGDM - 2016 - Sem II - GGC201 - Financial Management	3	3	3	3	3
PGDM - 2016 - Sem II - GGC202 - Business Research Methods	2.4	2.4	-	-	-
PGDM - 2016 - Sem II - GGC203 - Human Resource Management	3	3	-	-	3
PGDM - 2016 - Sem II - GGC204 - Quality and Operations Management	3	3	-	-	-
PGDM - 2016 - Sem II - GGC205 - Sector Study Seminar	3	3	-	3	-
PGDM - 2016 - Sem II - GMC206 - Product and Brand Management	2.4	2.4	-	2.4	-
PGDM - 2016 - Sem II - GMC207 - Sales and Channel Management	3	3	-	3	-
PGDM - 2016 - Sem II - GMC208 - Integrated Marketing Communications and Digital Marketing	2.4	2.4	-	2.4	-
PGDM - 2016 - Sem II - GMC209 - Consumer Behaviour	1.8	1.8	-	1.8	-
PGDM - 2016 - Sem II - GME210 - Supply Chain Management	3	3	3	3	-
PGDM - 2016 - Sem II - GME211 - New Age Marketing	3	3	-	3	-
PGDM - 2016 - Sem II - GHC206 - Labour laws 1	3	3	-	3	-
PGDM - 2016 - Sem II - GHC207 - Industrial Relations	1.8	1.8	-	1.8	-
PGDM - 2016 - Sem II - GHC208 - Knowledge Management	2.92	-	-	2.6	2.9
PGDM - 2016 - Sem II - GHC209 - Learning and Development	1.8	1.8	1.8	-	1.8
PGDM - 2016 - Sem II - GHE212 - Talent Management	3	3	3	-	3
PGDM - 2016 - Sem II - GHE213 - Contemporary HR Initiatives	3	-	3	-	3
PGDM - 2016 - Sem II - GFC206 - International Finance	3	2.91	-	2.93	-
PGDM - 2016 - Sem II - GFC207 - Retail Banking Operations	2.8	2.8	-	2.87	-
PGDM - 2016 - Sem II - GFC208 - Indian Financial System	3	3	-	3	-
PGDM - 2016 - Sem II - GFC209 - Financial Services	3	3	-	3	-
PGDM - 2016 - Sem II - GFE214 - Principles Practices of Banking	-	3	-	3	-
PGDM - 2016 - Sem II - GFE215 - Accounting Finance for Bankers	-	3	-	3	-
Total	**57.32**	**57.31**	**13.8**	**46.8**	**16.7**
Average	**2.73**	**2.73**	**2.76**	**2.75**	**2.78**
Semester III					
Course	**Program Outcome 1**	**Program Outcome 2**	**Program Outcome 3**	**Program Outcome 4**	**Program Outcome 5**
PGDM - 2016 - Sem III - GGC301 - Strategy and Enterprise Performance Management	1.8	1.8	-	1.8	1.8
PGDM - 2016 - Sem III - GGC302 - Summer Internship Programme	3	3	3	3	-
PGDM - 2016 - Sem III - GGC303 - International Business Exposure Programme	3	-	-	3	-
PGDM - 2016 - Sem III - GGC304 - Business Ethics and Corporate Governance	1.8	-	1.8	1.8	-
PGDM - 2016 - Sem III - GGC305 - Entrepreneurship Development Project Management	1.8	1.8	1.8	1.8	1.8
PGDM - 2016 - Sem III - GMC306 - B2B Marketing	1.8	-	-	1.8	-
PGDM - 2016 - Sem III - GMC307 - Retail Management and Ecommerce	1.6	1.4	-	1.62	-
PGDM - 2016 - Sem III - GMC308 - Services Marketing	1.6	1.4	1.8	1.63	-
PGDM - 2016 - Sem III - GMC309 - Marketing of FMCG and Financial Services	1.8	1	-	1.2	-
PGDM - 2016 - Sem III - GME310 - Marketing of Hospitality Services	3	-	-	3	-
PGDM - 2016 - Sem III - GME311 - Telecom Marketing	3	-	-	3	-
PGDM - 2016 - Sem III - GHC306 - Recruitment and Selection in Different Sectors	3	3	-	-	3
PGDM - 2016 - Sem III - GHC307 - Sustainable HR Practices	3	-	3	-	-
PGDM - 2016 - Sem III - GHC308 - Performance Management System	1.8	-	-	-	-
PGDM - 2016 - Sem III - GHC309 - Compensation and Benefits	1.8	1.8	-	1.8	-
PGDM - 2016 - Sem III - GHE312 - Human Resource Audit	3	3	-	3	-
PGDM - 2016 - Sem III - GHE313 - Strategic Human Resource Management	3	-	-	-	3
PGDM - 2016 - Sem III - GFC306 - Indian Tax Structure	3	-	-	-	-
PGDM - 2016 - Sem III - GFC307 - Security Analysis and Portfolio Management	3	3	-	3	-
PGDM - 2016 - Sem III - GFC308 - Derivatives and Risk Management	2.4	2.4	-	2.4	-
PGDM - 2016 - Sem III - GFC309 - Wealth and Personal Financial Management	2.4	2.4	-	-	-
PGDM - 2016 - Sem III - GFE314 - Credit Analysis Appraisal	3	3	-	-	-
PGDM - 2016 - Sem III - GFE315 - Legal Aspects of Banking	3	-	-	3	-
Total	**56.6**	**29**	**11.4**	**36.85**	**9.6**
Average	**2.46**	**2.23**	**2.28**	**2.30**	**2.40**

Semester IV					
Course	Program Outcome 1	Program Outcome 2	Program Outcome 3	Program Outcome 4	Program Outcome 5
PGDM - 2016 - Sem IV - GGC401 - Innovation Management Sustainability	1	-	1	1	1
PGDM - 2016 - Sem IV - GMC402 - Customer Relationship Management	2	2	-	2	2
PGDM - 2016 - Sem IV - GMC403 - International Marketing	1	1	-	1	-
PGDM - 2016 - Sem IV - GMC404 - Contemporary cases in Marketing	1.2	1.4	-	-	-
PGDM - 2016 - Sem IV - GME405 - Rural Marketing	3	3	-	3	-
PGDM - 2016 - Sem IV - GME406 - Marketing of IT and ITES	3	3	-	-	-
PGDM - 2016 - Sem IV - GHC402 - Labour Law 2	-	-	-	-	-
PGDM - 2016 - Sem IV - GHC403 - Human Resource Information system	3	3	-	3	-
PGDM - 2016 - Sem IV - GHC404 - Organizational Development	3	3	3	3	3
PGDM - 2016 - Sem IV - GHE407 - HR Manual	3	-	-	3	-
PGDM - 2016 - Sem IV - GHE408 - Project on Best HR Practices	3	-	-	-	-
PGDM - 2016 - Sem IV - GFC402 - Financial Reporting and Disclosures	1.4	1	1.8	-	-
PGDM - 2016 - Sem IV - GFC403 - Strategic Cost Management	1	1	-	-	-
PGDM - 2016 - Sem IV - GFC404 - Mergers and Acquisitions	1.26	1	-	1.53	-
PGDM - 2016 - Sem IV - GFE409 - Rural Banking MicroFinance	-	3	3	-	-
PGDM - 2016 - Sem IV - GFE410 - Financial Markets	3	-	-	-	-
Total	29.86	22.4	8.8	17.53	6
Average	2	2	2	2	2
Indirect Assessment At POs Level					
-	Program Outcome 1	Program Outcome 2	Program Outcome 3	Program Outcome 4	Program Outcome 5
Exit survey feedback	3	3	3	3	3
Co-curricular activities	3	3	3	3	3
Recruiters Feedback	3	3	3	3	3
Average	3	3	3	3	3
Total POs Attainment for PGDM General - 2016 - 2018					
-	Program Outcome 1	Program Outcome 2	Program Outcome 3	Program Outcome 4	Program Outcome 5
Total Direct Assessment	161.55	118.34	41.69	114.45	44.03
Total courses through POs mapped	67	50	18	48	19
Average of direct Assessment	2.41	2.37	2.32	2.38	2.32
Average of indirect Assessment	3	3	3	3	3
POs Attainment for the Program**	2.53	2.5	2.46	2.5	2.46

POs Attainment Report for PGDM General - 2016 - 2018

POs Attainment Report for PGDM General - 2017 - 2019					
Semester I					
Course	**Program Outcome 1**	**Program Outcome 2**	**Program Outcome 3**	**Program Outcome 4**	**Program Outcome 5**
PGDM - 2017 - Sem I - GGC101 - Managerial Economics	2.62	2.4	-	2.6	3
PGDM - 2017 - Sem I - GGC102 - Management Accounting	3	3	-	3	3
PGDM - 2017 - Sem I - GGC103 - Legal Aspects of Business	1.8	-	1.8	1.8	1.8
PGDM - 2017 - Sem I - GGC104 - Managerial Communication	2.4	-	2.4	2.4	2.4
PGDM - 2017 - Sem I - GGC105 - Basics of Marketing	2.4	2.4	-	2.4	-
PGDM - 2017 - Sem I - GGC106 - Statistics and Quantitative Techniques	2.3	2.27	-	-	-
PGDM - 2017 - Sem I - GGC107 - Organization Behaviour	3	-	3	-	3
PGDM - 2017 - Sem I - GGC108 - IT Skills Lab	3	3	-	3	-
PGDM - 2017 - Sem I - GGC109 - Theory of Management	3	-	3	3	3
Total	**23.52**	**13.07**	**10.2**	**18.2**	**16.2**
Average	**2.61**	**2.61**	**2.55**	**2.60**	**2.70**
Semester II					
Course	**Program Outcome 1**	**Program Outcome 2**	**Program Outcome 3**	**Program Outcome 4**	**Program Outcome 5**
PGDM - 2017 - Sem II - GGC201 - Financial Management	3	3	3	3	3
PGDM - 2017 - Sem II - GGC202 - Business Research Methods	3	3	-	-	-
PGDM - 2017 - Sem II - GGC203 - Human Resource Management	3	3	-	-	3
PGDM - 2017 - Sem II - GGC204 - Quality and Operations Management	3	3	-	-	-
PGDM - 2017 - Sem II - GGC205 - Sector Study Seminar	3	3	-	3	-
PGDM - 2017 - Sem II - GMC206 - Product and Brand Management	3	3	-	3	-
PGDM - 2017 - Sem II - GMC207 - Sales and Channel Management	2.4	2.4	-	2.4	-
PGDM - 2017 - Sem II - GMC208 - Integrated Marketing Communications and Digital Marketing	3	3	-	3	-
PGDM - 2017 - Sem II - GMC209 - Consumer Behaviour	3	3	-	3	-
PGDM - 2017 - Sem II - GME210 - Supply Chain Management	3	3	-	3	-
PGDM - 2017 - Sem II - GME211 - New Age Marketing	3	3	-	3	-
PGDM - 2017 - Sem II - GHC206 - Labour laws 1	3	-	3	-	3
PGDM - 2017 - Sem II - GHC207 - Industrial Relations	3	3	3	-	3
PGDM - 2017 - Sem II - GHC208 - Knowledge Management	1.8	1.8	1.8	-	1.8
PGDM - 2017 - Sem II - GHC209 - Learning and Development	3	-	-	3	3
PGDM - 2017 - Sem II - GHE212 - Talent Management	3	3	-	3	-
PGDM - 2017 - Sem II - GHE213 - Contemporary HR Initiatives	1.16	1.4	-	1.2	-
PGDM - 2017 - Sem II - GFC206 - International Finance	2.8	2.89	-	2.87	-
PGDM - 2017 - Sem II - GFC207 - Retail Banking Operations	2.4	2.4	-	2.4	-
PGDM - 2017 - Sem II - GFC208 - Indian Financial System	1.8	1.8	-	1.8	-
PGDM - 2017 - Sem II - GFC209 - Financial Services	3	3	-	3	-
PGDM - 2017 - Sem II - GFE214 - Principles Practices of Banking	-	3	-	3	-
PGDM - 2017 - Sem II - GFE215 - Accounting Finance for Bankers	-	3	-	3	-
Total	**57.36**	**57.69**	**10.8**	**46.67**	**16.8**
Average	**3**	**3**	**3**	**3**	**3**
Semester III					
Course	**Program Outcome 1**	**Program Outcome 2**	**Program Outcome 3**	**Program Outcome 4**	**Program Outcome 5**
PGDM - 2017 - Sem III - GGC301 - Strategy and Enterprise Performance Management	1.7	1.8	-	1.8	1.8
PGDM - 2017 - Sem III - GGC302 - Summer Internship Programme	3	3	3	3	-
PGDM - 2017 - Sem III - GGC303 - International Business Exposure Programme	3	-	-	3	-
PGDM - 2017 - Sem III - GGC304 - Business Ethics and Corporate Governance	3	-	3	3	-
PGDM - 2017 - Sem III - GGC305 - Entrepreneurship Development Project Management	3	3	3	3	3
PGDM - 2017 - Sem III - GMC306 - B2B Marketing	2.87	-	-	2.87	-
PGDM - 2017 - Sem III - GMC307 - Retail Management and ECommerce	2.3	2.4	-	2.29	-
PGDM - 2017 - Sem III - GMC308 - Services Marketing	2.4	2.4	2.4	2.4	-
PGDM - 2017 - Sem III - GMC309 - Marketing of FMCG and Financial Services	2.4	2	-	2.25	-
PGDM - 2017 - Sem III - GME310 - Marketing of Hospitality Services	3	-	-	3	-
PGDM - 2017 - Sem III - GME311 - Telecom Marketing	3	-	-	3	-
PGDM - 2017 - Sem III - GHC306 - Recruitment and Selection in Different Sectors	3	3	-	-	3
PGDM - 2017 - Sem III - GHC307 - Sustainable HR Practices	3	-	3	-	-
PGDM - 2017 - Sem III - GHC308 - Performance Management System	2.4	-	-	-	-
PGDM - 2017 - Sem III - GHC309 - Compensation and Benefits	1.8	1.8	-	1.8	-
PGDM - 2017 - Sem III - GHE312 - Human Resource Audit	3	2.2	-	3	-
PGDM - 2017 - Sem III - GHE313 - Strategic Human Resource Management	3	-	-	-	3
PGDM - 2017 - Sem III - GFC306 - Indian Tax Structure	3	-	-	-	-
PGDM - 2017 - Sem III - GFC307 - Security Analysis and Portfolio Management	3	3	-	3	-
PGDM - 2017 - Sem III - GFC308 - Derivatives and Risk Management	1	1	-	1	-
PGDM - 2017 - Sem III - GFC309 - Wealth and Personal Financial Management	2.4	2.4	-	-	-
PGDM - 2017 - Sem III - GFE314 - Credit Analysis Appraisal	3	3	-	-	-
PGDM - 2017 - Sem III - GFE315 - Legal Aspects of Banking	3	-	-	3	-
Total	**61.27**	**31**	**14.4**	**41.41**	**10.8**
Average	**2.66**	**2.38**	**2.88**	**2.59**	**2.70**

Semester IV					
Course	Program Outcome 1	Program Outcome 2	Program Outcome 3	Program Outcome 4	Program Outcome 5
PGDM - 2017 - Sem IV - GGC401 - Innovation Management Sustainability	1.8	-	1.8	1.8	1.8
PGDM - 2017 - Sem IV - GMC402 - Customer Relationship Management	2.4	2.4	-	2.4	2.4
PGDM - 2017 - Sem IV - GMC403 - International Marketing	1.76	1.6	-	2	-
PGDM - 2017 - Sem IV - GMC404 - Contemporary cases in Marketing	1.8	1.8	-	-	-
PGDM - 2017 - Sem IV - GME405 - Rural Marketing	3	3	-	3	-
PGDM - 2017 - Sem IV - GME406 - Marketing of IT and ITES	3	3	-	-	-
PGDM - 2017 - Sem IV - GHC402 - Labour Law 2	1.8	-	1.8	1.8	-
PGDM - 2017 - Sem IV - GHC403 - Human Resource Information system	2.4	2.4	-	2.4	-
PGDM - 2017 - Sem IV - GHC404 - Organizational Development	3	3	3	3	3
PGDM - 2017 - Sem IV - GHE407 - HR Manual	3	-	-	3	-
PGDM - 2017 - Sem IV - GHE408 - Project on Best HR Practices	3	-	-	-	-
PGDM - 2017 - Sem IV - GFC402 - Financial Reporting and Disclosures	2.4	2.4	2.4	-	-
PGDM - 2017 - Sem IV - GFC403 - Strategic Cost Management	3	3	-	-	-
PGDM - 2017 - Sem IV - GFC404 - Mergers and Acquisitions	2.4	2.4	-	2.4	-
PGDM - 2017 - Sem IV - GFE409 - Rural Banking MicroFinance	-	3	3	-	-
PGDM - 2017 - Sem IV - GFE410 - Financial Markets	3	-	-	-	-
Total	**37.76**	**28**	**12**	**21.8**	**7.2**
Average	**2.52**	**2.55**	**2.40**	**2.42**	**2.40**
Indirect Assessment At PO Level					
-	Program Outcome 1	Program Outcome 2	Program Outcome 3	Program Outcome 4	Program Outcome 5
Exit survey feedback	3	3	3	3	3
Co-curricular activities	3	3	3	3	3
Recruiters Feedback	3	3	3	3	3
Average	**3**	**3**	**3**	**3**	**3**
Total POs Attainment for PGDM General - 2017 - 2019					
-	Program Outcome 1	Program Outcome 2	Program Outcome 3	Program Outcome 4	Program Outcome 5
Total Direct Assessment	179.91	129.75	47.4	128.07	51
Total courses through POs mapped	68	50	18	49	19
Average of direct Assessment	2.65	2.6	2.63	2.61	2.68
Average of indirect Assessment	3	3	3	3	3
POs Attainment for the Program**	**2.72**	**2.68**	**2.7**	**2.69**	**2.74**

🟥 POs Not Attained 🟦 POs Target

POs Attainment Report for PGDM General - 2017 - 2019

POs Attainment Report for PGDM General - 2018 - 2020					
PGDM - Semester I					
Course	PO 1	PO 2	PO 3	PO 4	PO 5
PGDM - G - 2018 - Sem I - G- GC- 101 - Managerial Economics	3	3	-	3	3
PGDM - G - 2018 - Sem I - G- GC- 102 - Management Accounting	3	3	-	3	3
PGDM - G - 2018 - Sem I - G- GC- 103 - Legal Aspects of Business	3	-	3	3	3
PGDM - G - 2018 - Sem I - G- GC- 104 - Managerial Communication	3	-	3	3	3
PGDM - G - 2018 - Sem I - G- GC- 105 - Basics of Marketing	3	3	-	3	-
PGDM - G - 2018 - Sem I - G- GC- 106 - Statistics and Quantitative Techniques	2.85	2.8	-	-	-
PGDM - G - 2018 - Sem I - G- GC- 107 - Organization Behaviour and Theory of Management	2.4	2.4	2.4	-	2.4
PGDM - G - 2018 - Sem I - G- GC - 108 - Skill Enhancement Lab	3	3	-	3	-
PGDM - G - 2018 - Sem I - G- GC - 109 - IT Skills Lab	3	3	3	3	3
Total	**26.25**	**20.2**	**11.4**	**21**	**17.4**
Average	**2.92**	**2.89**	**2.85**	**3.00**	**2.90**
PGDM - Semester II					
Course	PO 1	PO 2	PO 3	PO 4	PO 5
PGDM - G - 2018 - Sem II - G-GC-201 - Financial Management	2.8	3	2.4	2.7	-
PGDM - G - 2018 - Sem II - G-GC-202 - Business Research Methods	3	3	-	-	-
PGDM - G - 2018 - Sem II - G-GC-203 - Human Resource Management	3	3	-	-	3
PGDM - G - 2018 - Sem II - G-GC-204 - Quality and Operations Management	3	3	-	-	-
PGDM - G - 2018 - Sem II - G-GC-205 - Sector Study - Seminar	2	2	-	2	-
PGDM - G - 2018 - Sem II - G-MC-206 - Product and Brand Management	3	3	-	3	-
PGDM - G - 2018 - Sem II - G-MC-207 - Sales and Channel Management	1.8	1.8	-	1.8	-
PGDM - G - 2018 - Sem II - G-MC-208 - Integrated Marketing Communications	3	3	-	3	3
PGDM - G - 2018 - Sem II - G-MC-209 - Consumer Behaviour	3	3	-	3	-
PGDM - G - 2018 - Sem II - G-MC-210 - C2C Campus to Corporate -Marketing	3	3	3	3	3
PGDM - G - 2018 - Sem II - G-ME-211 - Supply Chain Management	3	3	3	3	-
PGDM - G - 2018 - Sem II - G-ME-212 - New Age Marketing	3	3	-	3	-
PGDM - G - 2018 - Sem II - G-FC-206 - International Finance	2	2.17	-	2.13	-
PGDM - G - 2018 - Sem II - G-FC-207 - Retail Banking Operations	2.4	2.4	-	2.4	-
PGDM - G - 2018 - Sem II - G-FC-208 - Indian Financial System	3	3	-	3	-
PGDM - G - 2018 - Sem II - G-FC-209 - Financial Services	2.4	2.4	-	2.4	-
PGDM - G - 2018 - Sem II - G-FC-210 - C2C Campus to Corporate -Finance	3	3	-	3	-
PGDM - G - 2018 - Sem II - G-FE-215 - Principles and Practises of Banking	-	3	-	3	-
PGDM - G - 2018 - Sem II - G-FE-216 - Accounting and Finance for Bankers	-	3	-	3	-
PGDM - G - 2018 - Sem II - G-HC-206 - Labour Law 1	3	3	-	3	-
PGDM - G - 2018 - Sem II - G-HC-207 - Industrial Relations	3	3	-	3	-
PGDM - G - 2018 - Sem II - G-HC-208 - Knowledge Management	3	-	-	3	3
PGDM - G - 2018 - Sem II - G-HC-209 - Learning and Development	3	3	3	-	3
PGDM - G - 2018 - Sem II - G-HC-210 - C2C Campus to Corporate -HRM	3	-	3	3	3
PGDM - G - 2018 - Sem II - G-HE-213 - Talent Management	3	3	3	3	3
PGDM - G - 2018 - Sem II - G-HE-214 - Contemporary HR Initiatives	3	-	3	-	3
Total	**67.4**	**64.77**	**20.4**	**58.43**	**24**
Average	**2.81**	**2.82**	**2.91**	**2.78**	**3.00**

PGDM - Semester III					
Course	PO 1	PO 2	PO 3	PO 4	PO 5
PGDM - G - 2018 - Sem III - G-GC-301 - Strategy and Enterprise Performance Management	2.6	2.6	-	2.6	2.6
PGDM - G - 2018 - Sem III - G-GC-302 - Summer Internship Project	3	3	3	3	-
PGDM - G - 2018 - Sem III - G-GC-303 - International Business Exposure Program	3	-	-	3	-
PGDM - G - 2018 - Sem III - G-GC-304 - Business Ethics and Corporate Governance	3	-	3	3	-
PGDM - G - 2018 - Sem III - G-GC-305 - Entrepreneurship Development	3	3	3	3	3
PGDM - G - 2018 - Sem III - G-MC-306 - B2B Marketing	2.4	-	-	2.4	-
PGDM - G - 2018 - Sem III - G-MC-307 - Retail Management and E Commerce	2.6	2.6	-	2.6	-
PGDM - G - 2018 - Sem III - G-MC-308 - Service Marketing	3	3	-	3	-
PGDM - G - 2018 - Sem III - G-MC-309 - Marketing of FMCG	2.4	-	-	2.4	-
PGDM - G - 2018 - Sem III - G-ME-310 - Digital Marketing and E Commerce	3	-	-	3	-
PGDM - G - 2018 - Sem III - G-ME-311 - Marketing of BFSI	3	-	-	3	-
PGDM - G - 2018 - Sem III - G-HC-306 - Recruitment Selection in different sectors	3	3	-	-	3
PGDM - G - 2018 - Sem III - G-HC-307 - Sustainable HR Practices	3	-	3	-	-
PGDM - G - 2018 - Sem III - G-HC-308 - PMS	3	-	-	-	-
PGDM - G - 2018 - Sem III - G-HC-309 - Compensation and Benefits	3	3	-	3	-
PGDM - G - 2018 - Sem III - G-HE-312 - HR Metrics	3	3	-	3	3
PGDM - G - 2018 - Sem III - G-HE-313 - SHRM	3	-	-	-	3
PGDM - G - 2018 - Sem III - G-FC-306 - Indian Tax Structure	2.4	-	-	-	-
PGDM - G - 2018 - Sem III - G-FC-307 - Security Analysis and Portfolio Mgt	2.4	2.4	-	2.4	-
PGDM - G - 2018 - Sem III - G-FC-308 - Derivatives and Risk Mgt	1	1	-	1	-
PGDM - G - 2018 - Sem III - G-FC-309 - Wealth and Personal Fin Mgt	2.4	-	-	-	-
PGDM - G - 2018 - Sem III - G-FE-314 - Credit Analysis and Appraisal	3	3	-	-	-
PGDM - G - 2018 - Sem III - G-FE-315 - Legal Aspects of Banking	3	-	-	3	-
Total	**63.2**	**29.6**	**12**	**43.4**	**14.6**
PGDM - Semester IV - 2018					
Course	PO 1	PO 2	PO 3	PO 4	PO 5
PGDM - G - 2018 - Sem IV - G - GC - 401 - Innovation Management and Sustainability	3	-	3	3	3
PGDM - G - 2018 - Sem IV - G - MC - 402 - Customer Relationship Management	3	3	-	3	-
PGDM - G - 2018 - Sem IV - G - MC - 403 - International Marketing	3	3	-	3	-
PGDM - G - 2018 - Sem IV - G - MC - 404 - Contemporary cases in Marketing	3	3	-	-	-
PGDM - G - 2018 - Sem IV - G - ME - 405 - Telecom Marketing	3	3	-	3	-
PGDM - G - 2018 - Sem IV - G - ME - 406 - Marketing of IT and ITES	3	3	-	-	-
PGDM - G - 2018 - Sem IV - G - FC - 402 - Financial Reporting and Disclosures - FIN	3	3	3	-	-
PGDM - G - 2018 - Sem IV - G - FC - 403 - Strategic Cost Management - FIN	3	3	-	-	-
PGDM - G - 2018 - Sem IV - G - FC - 404 - Mergers and Acquisitions - FIN	3	3	-	3	-
PGDM - G - 2018 - Sem IV - G - FE - 409 - Financial Modeling - FIN	-	3	3	-	-
PGDM - G - 2018 - Sem IV - G - FE - 410 - Finance Lab - FIN	3	3	-	-	-
PGDM - G - 2018 - Sem IV - G - HC - 402 - Labour Laws- III - HR	3	-	3	3	-
PGDM - G - 2018 - Sem IV - G - HC - 403 - Human Resource Information system - HR	3	3	-	3	-
PGDM - G - 2018 - Sem IV - G - HC - 404 - Organizational Development and Human Resource Audit - HR	3	3	3	3	3
PGDM - G - 2018 - Sem IV - G - HE - 407 - HR Manual - HR	3	-	-	3	-
PGDM - G - 2018 - Sem IV - G - HE - 408 - Project on Best HR Practices - HR	3	-	-	-	-
Total	**45**	**36**	**15**	**27**	**6**
Indirect Assessment At POs Level					
-	PO 1	PO 2	PO 3	PO 4	PO 5
Exit survey feedback	3	3	3	3	3
Extra curricular activities					
Co-curricular activities	3	3	3	3	3
Recruiters Feedback	3	3	3	3	3
Average	3	3	3	3	3
Average PO Attainment					
Total POs Attainment for PGDM General - 2018 - 2020					
-	PO 1	PO 2	PO 3	PO 4	PO 5
Total Direct Assessment	201.85	150.57	58.8	149.83	62
Total courses through POs mapped	71	53	20	53	21
Average of direct Assessment	2.84	2.84	2.94	2.83	2.95
Average of indirect Assessment	3	3	3	3	3
POs Attainment for the Program**	**2.87**	**2.87**	**2.95**	**2.86**	**2.96**

POs Attainment Report for PGDM General - 2018 - 2020
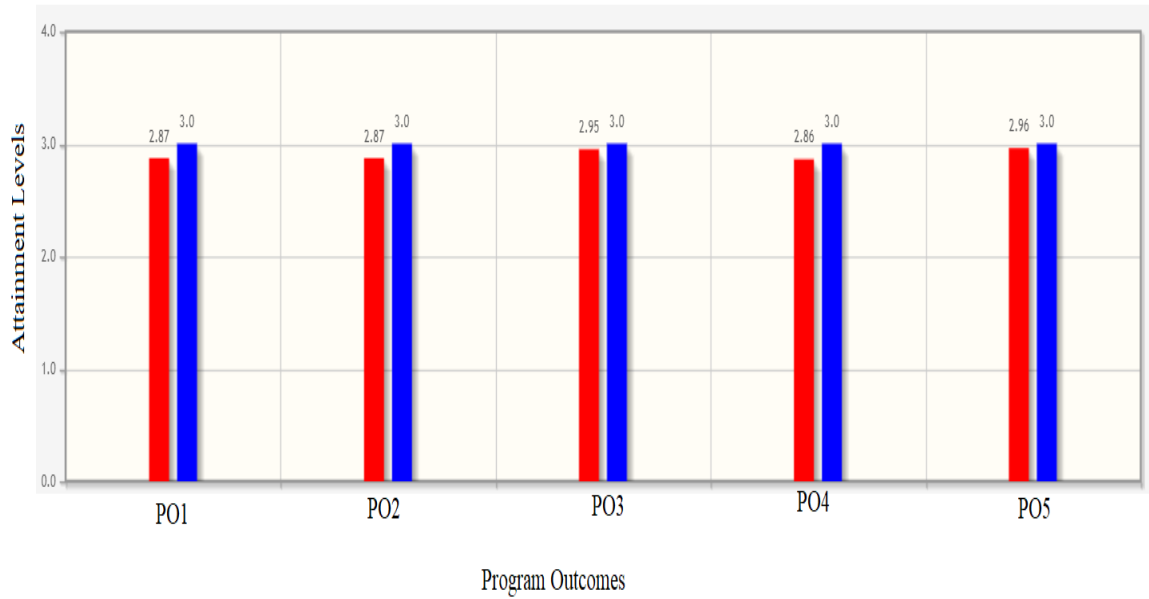
Comparison of PO Attainment Batch wise PGDM-General					
Batch Details	**PO1**	**PO2**	**PO3**	**PO4**	**PO5**
16-18 Batch	2.53	2.5	2.46	2.5	2.46
17-19 Batch	2.72	2.68	2.7	2.69	2.74
18-20 Batch	2.87	2.87	2.95	2.86	2.96
Average	2.71	2.68	2.7	2.68	2.72

Comparison of PO Attainment Across Batches
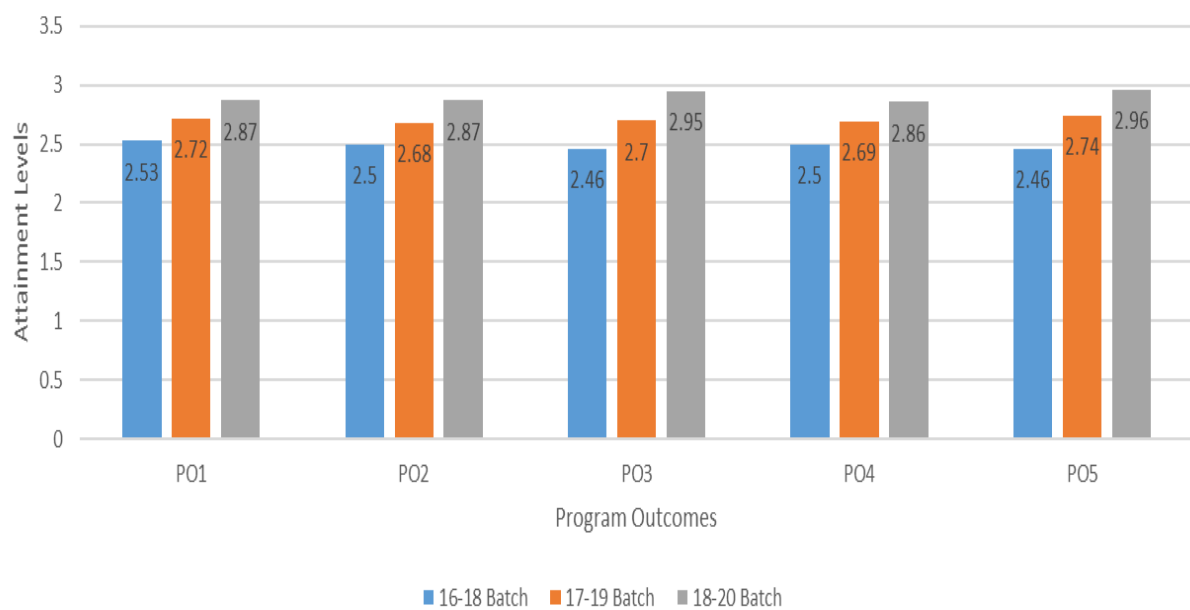
Observations: PO attainment levels shown above are analysed and some of the observations related to PO attainment are:

- PO5 has the highest attainment level across batches (with an average of 2.72 i.e. 90.67 %) showing that our students are able to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

- Attainment value of PO1 is the 2nd highest across batches (with an average of 2.71 i.e. 90.33%) indicating that our students can apply knowledge of management theories and practices to solve business problems.

- **The attainment levels of all POs have shown continuous improvement year on year.**

  - The attainment level of PO1 has increased from 2.53 (84.33%) (Batch 2016-18) to 2.72 (90.66%) (Batch 2017-19) (7.50 % increase) **AND** 2.72 (90.66%) (Batch 2017-19) to 2.87 (95.66%) (Batch 2018-20) (5.51% increase).

  - The attainment level of PO2 has increased from 2.5 (83.33%) (Batch 2016-18) to 2.68 (89.33%) (Batch 2017-19) (7.20% increase) **AND** 2.68 (89.33%) (Batch 2017-19) to 2.87 (95.66%) (Batch 2018-20) (7.08% increase).

  - The attainment level of PO3 has increased from 2.46 (82%) (Batch 2016-18) to 2.7 (90%) (Batch 2017-19) (9.75% increase) **AND** 2.7 (90%) (Batch 2017-19) to 2.95 (98.33%) (Batch 2018-20) (9.25% increase).

  - The attainment level of PO4 has increased from 2.5 (83.33%) (Batch 2016-18) to 2.69 (89.66%) (Batch 2017-19) (7.60% increase) **AND** 2.69 (89.66%) (Batch 2017-19) to 2.86 (95.33%) (Batch 2018-20) (6.32% increase).

  - The attainment level of PO5 has increased from 2.46 (82%) (Batch 2016-18) to 2.74 (91.33%) (Batch 2017-19) (11.37% increase) **AND** 2.74 (91.33%) (Batch 2017-19) to 2.96 (98.66%) (Batch 2018-20) (8.03% increase).

- For the **Batch 2016-18**, in comparison to the attainment levels of PO1 (2.53 i.e. 84.33%), PO2 (2.5 i.e. 83.33%), and PO4 (2.5 i.e. 83.33%), the attainment levels of PO3 (2.46 i.e. 82%) and PO5 (2.46 i.e. 82%) are less [this indicated that there was a gap to be fulfilled regarding value based leadership abilities and the ability to lead themselves and others in achievement of organizational goals and effective contribution to team environment], but shown a great improvement in 2017-19 (the attainment level of PO3 increased from 2.46 (82%) to 2.7 (90%) and the attainment level of PO5 increased from 2.46 (82%) to 2.74 (91.33%). Similarly, the attainment levels of PO3 and PO5 has also shown improvement for batch 2018-20 over batch 2017-19 (the attainment level of PO3 increased from 2.7 (90%) to 2.95 (98.33%) and the attainment level of PO5 increased from 2.74 (91.33%) to 2.96 (98.66%).

- For the Batch 2016-18, in comparison to the attainment level of PO1 (2.53 i.e. 84.33%), the attainment levels of PO2 (2.5 i.e. 83.33%), and PO4 (2.5 i.e. 83.33%), are less [this indicated that there was a gap to be fulfilled regarding fostering analytical and critical thinking abilities for data-based decision making and developing ability to understand, analyse and communicate global, economic, legal and ethical aspects of business], but has shown consistent improvement in the subsequent batches. For batch 2017-19 batch the attainment

level of PO2 increased from 2.5 (83.33%) to 2.68 (89.33%) and for batch 2018-20, PO2 increased from 2.68 (89.33%) to 2.87 (95.66%). Also, for batch 2017-19 the attainment level of PO4 increased from 2.5 (83.33%) to 2.69 (89.66%) and for batch 2018-20, the attainment level of PO4 increased from 2.69 (89.66%) to 2.86 (95.33%).

- Indirect attainment levels have consistently remained at highest levels (at level 3) across all batches.

3.2 Course Outcomes (50)

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

Assessment Tools and Processes: CO attainment is based on Internal Assessments and End semester examination. The below mentioned assessment structure is followed:
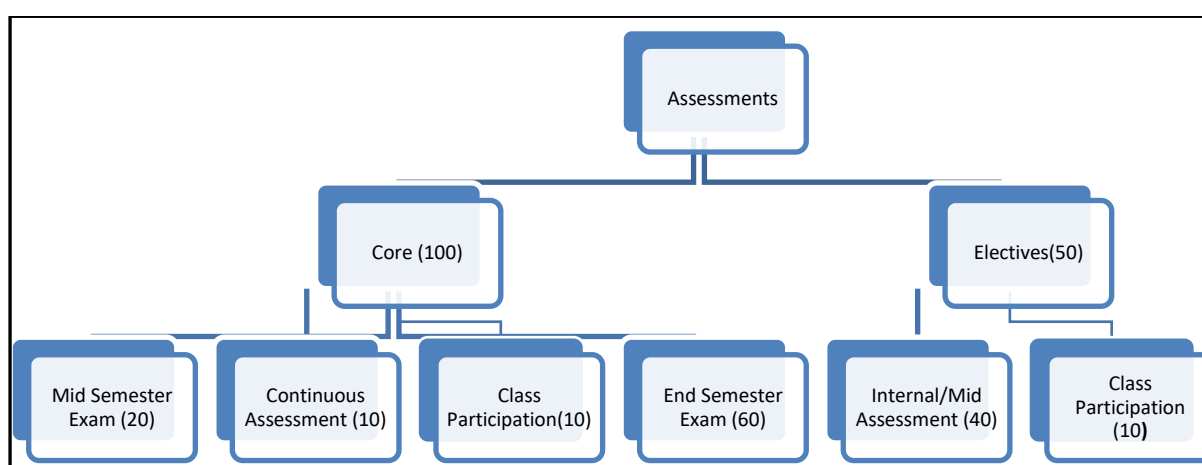
▪ **Internal Assessment**: Continuous assessment / Internal assessment is done by internal faculty member using various modes like tests, assignments, case studies, role plays, presentations, scrap books, MCQs, Quiz, GD, Industrial Visits, Newspaper reading etc. ISBS PGDM selects assessments based on following parameters - Application oriented, balance between theory and practical, adherence to guidelines and comprehensive analytical and collaborative approach.

Table 3.2.1: Assessment Methods & Tools

Method of Assessment	Weightage	Tool	Nature of exam	Frequency of data collection
Internal Examination	40%	MCQs	For each subject 3-5 assessments are taken and mapped to the course objectives.	Continuous
		Class test		
		Group discussion		
		Case study		
		Role play		
		Presentations		
		Mid Semester Exam		
End Semester Examination	60%	Theory Exam	Theory + Numerical	Once in semester

Note: Tools of internal assessment are not restricted to the above methods only.

Internal Assessment is separately compiled for each course by the respective faculty members. All internal assessments are duly mapped to course objectives.

External Assessment is based on the students' performance in end term exams. The result analysis is prepared for each subject and the attainment level is calculated.

In present analysis, the targets for assessment were set keeping in view the average performance of the students. The threshold is set at 60% marks and the levels of attainment will be as under:

Level-3	**More than 60% students getting 60% marks**
Level-2	**40-60% students getting 60% marks**
Level-1	**Less than 40% students getting 60% marks**

These standards are used for both the internal and external assessments.

3.2.2 Record the attainment of Course Outcomes of all courses with respect to set attainment levels (40)

Institutes' marks - 40

CO attainment is based on Internal and End Semester Examination i.e., direct method. All internal assignments are mapped against course objectives. End Semester marks are also mapped with course outcome. Then as per the set levels and weightage, attainment of the course is calculated.

Calculation of one Course attainment level is given below as an illustration:

Course: PGDM (General) - Batch (2018-20) - Semester I – Managerial Economics (101)
This course is evaluated based on internal assessments and end semester examination. Calculation of attainment levels for both is shown as under:

- **Internal Evaluation:** Internal evaluation of this course is done based on three evaluation which are Continuous Assessment 1, Mid-semester exam and Class Participation. Below mentioned tables shows the attainment level of course through each of these assignments.

Table: 3.2.2.1-CO Attainment through Continuous Assessment 1

Assignment Name	CA1	
Teacher	Prof. Surendra Majumdar	
	Course Outcome	**2018GGC101.1,2018GGC101.2**
	Max Marks	**10.00**
Student >=60% Marks		**60**
Total Student s		**60**
CO 1 and CO 2 Attainment (%)		**100**

The above table shows that the continuous assessment is mapped to CO1 and CO2 of course 101. 60 students out of total 60 students got more than 60% marks which means that CO1 and CO2 have attainment level of 100%.

Table: 3.2.2.2-CO Attainment through Mid-Semester Examination

Assignment Name	Mid-semester Examination	
Teacher	Prof. Surendra Majumdar	
	Course Outcome	**2018GGC101.1,2018GGC101.2**
	Max Marks	20.00
Student >=60% Marks		50
Total Student s		60
CO 1 and CO 2 Attainment (%)		83.33

The above table shows that the mid semester examination is mapped to CO1 & CO2 of course 101. 50 students out of total 60 students got more than 60% marks which means that CO1 and CO2 has attainment level of 83.33%.

Table: 3.2.2.3-CO Attainment through Class Participation

Assignment Name	Class Participation	
Teacher	Prof. Surendra Majumdar	
	Course Outcome	**2018GGC101.1,2018GGC101.2, 2018GGC101.3**
	Max Marks	10.00
Student >=60% Marks		44
Total Student s		60
CO 1, CO 2 and CO 3 Attainment (%)		73.33

The above table shows that class participation is mapped to CO1, CO2 and CO3 of course 101. 44 students out of total 60 students got more than 60% marks which means that CO1, CO2 and CO3 have attainment level of 73.33%.

Table: 3.2.2.4-CO Attainment through End-Semester Exam

Assignment Name	End-Semester Exam	
Teacher	Prof. Surendra Majumdar	
	Course Outcome	**2018GGC101.1,2018GGC101.2, 2018GGC101.3**
	Max Marks	60.00
Student >=60% Marks		38
Total Student s		60.00
CO 1, CO 2 and CO 3 Attainment (%)		63.33

The above table shows that end semester examination is mapped to CO1, CO2 and CO3 of course 101. 38students out of total 60 students got more than 60% marks which means that CO1, CO2 and CO3 have attainment level of 63.33%.

Table: 3.2.2.5-Consolidated CO Attainment

Course Outcomes	Course Outcomes	Assignment Name	CO_Attainment(%)	Internal and External Attainment	Weighted Average (40% Internal &60% External)	CO attainment (%)
2018GGC101.1	To understand and appreciate the concepts of managerial economics in theory and practice	CA-1	100			
		Mid-term	83.33			
		Class Participation	73.33	85.55		
		External Examination	26.67	26.67	50.22	
2018GGC101.2	To understand and apply the concept of economics in marketing strategy formulation &	CA-1	100			48.59
		Mid-term	83.33			
		Class Participation	73.33	85.55		
		External Examination	26.67	26.67	50.22	
2018GGC101.3	To understand how the cost of environmental degradation is taken into account for national income accounting.	Class Participation	73.33	73.33	45.33	
		External Examination	26.67	26.67		

The above table gives us a consolidated view of all the assessment taken for evaluating this subject. It explains the internal/continuous and end semester evaluation % and the weighted attainment of the subject taking internal and external assessments' weight as 40% and 60% respectively.

Table: 3.2.2.6- CO attainment Levels

Course Outcome	Mapping with Program Outcome		External (End Sem Exam) Attainment	External (End Sem Exam) Level Of Attainment	Internal Attainment	Internal Level Of Attainment	Weighted Level of Attainment (60% University + 40% IA)	Final Weighted COs Attainment (100% Direct)
	POs	Level of Mapping						
2018MGC101.1	PO--1	Substantial (1)	66.1	3	94.92	3	3.0 (77.63%)	3.00 (77.63%)
	PO--4	Moderate (0.67)						
2018MGC101.2	PO--1	Substantial (1)	66.1	3	86.44	3	3.0 (74.24%)	3.00 (74.24%)
	PO--4	Moderate(0.67)						
	PO--5	Moderate (0.67)						
2018MGC101.3	PO--1	Moderate (0.67)	66.1	3	94.92	3	3.0 (77.63%)	3.00 (77.63%)
	PO--2	Moderate (0.67)						
	PO--4	Moderate (0.67)						

The above table shows level of CO-PO mapping. Then as per the set levels of marks, level 1, 2 or 3 are given, which are then converted into weighted level of attainment. As courses are evaluated as per internal and external assessments i.e., direct method, the weightage of the same is 100%.

Level-3	More than 60% students getting 60% marks
Level-2	40-60% students getting 60% marks
Level-1	Less than 40% students getting 60% marks

Table: 3.2.2.8- PO attainment through CO attainment Level

Weighted POs Attainment Contribution					
	PO--1	PO--2	PO--3	PO--4	PO--5
2018MGC101.1	2	-	-	2	-
2018MGC101.2	3	-	-	2	2
2018MGC101.3	2	2	-	2	-
PGDM - 2018 - Sem I - MGC101 - Managerial Economics Formula = ∑ (Affinity * Level of attainment)/∑ Affinity	3	3	-	3	3

This table shows the level of weighted CO attainment contribution to the attainment of PO. Each course is mapped against the various POs. The CO attainment level is taken from each course and then as per the below mentioned formula PO attainment is calculated:

Formula = ∑ (Affinity * Level of attainment)/∑ Affinity
Where Affinity = Level of Mapping

CO attainment Batch wise

As per the above sample weighted CO attainment contribution is calculated for each course which gives us the consolidated table of PO attainment across semesters leading to batch wise PO attainment. The last column of the below mentioned CO attainment report shows the weighted average CO attainment %. This is calculated keeping in mind the result of each course in internal and external assessments. Weights for internal and external assessment are taken as 60 and 40 percent respectively.

Below mentioned is the CO attainment Reports batch wise for three batches of students starting from 2016-18 to 2018-20.

PO Attainment Report for PGDM - General Batch (2016 -18)

Semester I

Course	PO1	PO2	PO3	PO4	PO5	CO attainment %
PGDM - 2016 - Sem I - GGC101 - Managerial Economics	1.7	1.4	-	1.67	1.8	40.06
PGDM - 2016 - Sem I - GGC102 - Management Accounting	1.8	1.8	-	1.8	1.8	53.7
PGDM - 2016 - Sem I - GGC103 - Legal Aspects of Business	2	-	2	2.24	2.4	51.46
PGDM - 2016 - Sem I - GGC104 - Managerial Communication	2	-	2	2	2	52.39
PGDM - 2016 - Sem I - GGC105 - Basics of Marketing	1.8	1.8	-	1.8	-	40.52
PGDM - 2016 - Sem I - GGC106 - Statistics and Quantitative Techniques	3	3	-	-	-	69.73
PGDM - 2016 - Sem I - GGC107 - Organization Behaviour	1.4	-	1.4	-	1.4	39.67
PGDM - 2016 - Sem I - GGC108 - IT Skills Lab	1.64	1.63	-	1.6	-	29.34
PGDM - 2016 - Sem I - GGC109 - Theory of Management	2.43	-	2.29	2.16	2.33	78.83

Semester II

Course	PO1	PO2	PO3	PO4	PO5	CO attainment %
PGDM - 2016 - Sem II - GGC201 - Financial Management	3	3	3	3	3	70.37
PGDM - 2016 - Sem II - GGC202 - Business Research Methods	2.4	2.4	-	-	-	61.98
PGDM - 2016 - Sem II - GGC203 - Human Resource Management	3	3	-	-	3	86.07
PGDM - 2016 - Sem II - GGC204 - Quality and Operations Management	3	3	-	-	-	85.88
PGDM - 2016 - Sem II - GGC205 - Sector Study Seminar	3	3	-	3	-	87.34
PGDM - 2016 - Sem II - GMC206 - Product and Brand Management	2.4	2.4	-	2.4	-	58.23
PGDM - 2016 - Sem II - GMC207 - Sales and Channel Management	3	3	-	3	-	80.13
PGDM - 2016 - Sem II - GMC208 - Integrated Marketing Communications and Digital Marketing	2.4	2.4	-	2.4	-	66.37
PGDM - 2016 - Sem II - GMC209 - Consumer Behaviour	1.8	1.8	-	1.8	-	61.4
PGDM - 2016 - Sem II - GME210 - Supply Chain Management	3	3	3	3	-	81.46
PGDM - 2016 - Sem II - GME211 - New Age Marketing	3	3	-	3	-	85.55
PGDM - 2016 - Sem II - GFC206 - International Finance	3	2.91	-	2.93	-	77.28
PGDM - 2016 - Sem II - GFC207 - Retail Banking Operations	2.8	2.8	-	2.87	-	73.65
PGDM - 2016 - Sem II - GFC208 - Indian Financial System	3	3	-	3	-	68.29
PGDM - 2016 - Sem II - GFC209 - Financial Services	3	3	-	3	-	73.44
PGDM - 2016 - Sem II - GFE214 - Principles Practices of Banking	-	3	-	3	-	94.02
PGDM - 2016 - Sem II - GFE215 - Accounting Finance for Bankers	-	3	-	3	-	87.17
PGDM - 2016 - Sem II - GHC206 - Labour laws 1	3	3	-	3	-	63.85
PGDM - 2016 - Sem II - GHC207 - Industrial Relations	1.8	1.8	-	1.8	-	50.94
PGDM - 2016 - Sem II - GHC208 - Knowledge Management	2.92	-	-	2.6	2.9	75.62
PGDM - 2016 - Sem II - GHC209 - Learning and Development	1.8	1.8	1.8	-	1.8	41.5
PGDM - 2016 - Sem II - GHE212 - Talent Management	3	3	3	-	3	88.23
PGDM - 2016 - Sem II - GHE213 - Contemporary HR Initiatives	3	-	3	-	3	86.72

Semester III						
Course	PO1	PO2	PO3	PO4	PO5	CO attainment %
PGDM - 2016 - Sem III - GGC301 - Strategy and Enterprise Performance Management	1.8	1.8	-	1.8	1.8	57.14
PGDM - 2016 - Sem III - GGC302 - Summer Internship Programme	3	3	3	3	-	75.67
PGDM - 2016 - Sem III - GGC303 - International Business Exposure Programme	3	-	-	3	-	87
PGDM - 2016 - Sem III - GGC304 - Business Ethics and Corporate Governance	1.8	-	1.8	1.8	-	57
PGDM - 2016 - Sem III - GGC305 - Entrepreneurship Development Project Management	1.8	1.8	1.8	1.8	1.8	54
PGDM - 2016 - Sem III - GMC306 - B2B Marketing	1.8	-	-	1.8	-	45.24
PGDM - 2016 - Sem III - GMC307 - Retail Management and Ecommerce	1.6	1.4	-	1.62	-	28.17
PGDM - 2016 - Sem III - GMC308 - Services Marketing	1.6	1.4	1.8	1.63	-	30.01
PGDM - 2016 - Sem III - GMC309 - Marketing of FMCG and Financial Services	1.8	1	-	1.2	-	31.44
PGDM - 2016 - Sem III - GME310 - Marketing of Hospitality Services	3	-	-	3	-	82.46
PGDM - 2016 - Sem III - GME311 - Telecom Marketing	3	-	-	3	-	79.87
PGDM - 2016 - Sem III - GFC306 - Indian Tax Structure	3	-	-	-	-	70.5
PGDM - 2016 - Sem III - GFC307 - Security Analysis and Portfolio Management	3	3	-	3	-	79.14
PGDM - 2016 - Sem III - GFC308 - Derivatives and Risk Management	2.4	2.4	-	2.4	-	71.41
PGDM - 2016 - Sem III - GFC309 - Wealth and Personal Financial Management	2.4	2.4	-	-	-	61.03
PGDM - 2016 - Sem III - GFE314 - Credit Analysis Appraisal	3	3	-	-	-	88.95
PGDM - 2016 - Sem III - GFE315 - Legal Aspects of Banking	3	-	-	3	-	97.42
PGDM - 2016 - Sem III - GHC306 - Recruitment and Selection in Different Sectors	3	3	-	-	3	83.33
PGDM - 2016 - Sem III - GHC307 - Sustainable HR Practices	3	-	3	-	-	88.13
PGDM - 2016 - Sem III - GHC308 - Performance Management System	1.8	-	-	-	-	60
PGDM - 2016 - Sem III - GHC309 - Compensation and Benefits	1.8	1.8	-	1.8	-	63.75
PGDM - 2016 - Sem III - GHE312 - Human Resource Audit	3	3	-	3	-	96.87
PGDM - 2016 - Sem III - GHE313 - Strategic Human Resource Management	3	-	-	-	3	87.5

Semester IV						
Course	PO1	PO2	PO3	PO4	PO5	CO attainment %
PGDM - 2016 - Sem IV - GGC401 - Innovation Management Sustainability	1	-	1	1	1	32.16
PGDM - 2016 - Sem IV - GMC402 - Customer Relationship Management	2	2	-	2	2	55.07
PGDM - 2016 - Sem IV - GMC403 - International Marketing	1	1	-	1	-	23.51
PGDM - 2016 - Sem IV - GMC404 - Contemporary cases in Marketing	1.2	1.4	-	-	-	36.5
PGDM - 2016 - Sem IV - GME405 - Rural Marketing	3	3	-	3	-	96
PGDM - 2016 - Sem IV - GME406 - Marketing of IT and ITES	3	3	-	-	-	95.5
PGDM - 2016 - Sem IV - GFC402 - Financial Reporting and Disclosures	1.4	1	1.8	-	-	41.93
PGDM - 2016 - Sem IV - GFC403 - Strategic Cost Management	1	1	-	-	-	41.54
PGDM - 2016 - Sem IV - GFC404 - Mergers and Acquisitions	1.26	1	-	1.53	-	40.16
PGDM - 2016 - Sem IV - GFE409 - Rural Banking MicroFinance	-	3	3	-	-	93.5
PGDM - 2016 - Sem IV - GFE410 - Financial Markets	3	-	-	-	-	90.06
PGDM - 2016 - Sem IV - GHC402 - Labour Law 2	-	-	-	-	-	0
PGDM - 2016 - Sem IV - GHC403 - Human Resource Information system	3	3	-	3	-	93.75
PGDM - 2016 - Sem IV - GHC404 - Organizational Development	3	3	3	3	3	100
PGDM - 2016 - Sem IV - GHE407 - HR Manual	3	-	-	3	-	100
PGDM - 2016 - Sem IV - GHE408 - Project on Best HR Practices	3	-	-	-	-	90.63

PO Attainment Report for PGDM General Batch (2017 -19)						
Semester I						
Course	PO1	PO2	PO3	PO4	PO5	CO attainment %
PGDM - 2017 - Sem I - GGC101 - Managerial Economics	2.62	2.4	-	2.6	3	64.60
PGDM - 2017 - Sem I - GGC102 - Management Accounting	3	3	-	3	3	75.31
PGDM - 2017 - Sem I - GGC103 - Legal Aspects of Business	1.8	-	1.8	1.8	1.8	51.32
PGDM - 2017 - Sem I - GGC104 - Managerial Communication	2.4	-	2.4	2.4	2.4	59.79
PGDM - 2017 - Sem I - GGC105 - Basics of Marketing	2.4	2.4	-	2.4	-	66.90
PGDM - 2017 - Sem I - GGC106 - Statistics and Quantitative Techniques	2.3	2.27	-	-	-	58.76
PGDM - 2017 - Sem I - GGC107 - Organization Behaviour	3	-	3	-	3	89.26
PGDM - 2017 - Sem I - GGC108 - IT Skills Lab	3	3	-	3		91.31
PGDM - 2017 - Sem I - GGC109 - Theory of Management	3	-	3	3	3	82.60
Semester II						
Course	PO1	PO2	PO3	PO4	PO5	CO attainment %
PGDM - 2017 - Sem II - GGC201 - Financial Management	3	3	3	3	3	85.77
PGDM - 2017 - Sem II - GGC202 - Business Research Methods	3	3	-	-	-	86.61
PGDM - 2017 - Sem II - GGC203 - Human Resource Management	3	3	-	-	3	88.7
PGDM - 2017 - Sem II - GGC204 - Quality and Operations Management	3	3	-	-	-	92.32
PGDM - 2017 - Sem II - GGC205 - Sector Study Seminar	3	3	-	3	-	77.67
PGDM - 2017 - Sem II - GMC206 - Product and Brand Management	3	3	-	3	-	77.47
PGDM - 2017 - Sem II - GMC207 - Sales and Channel Management	2.4	2.4	-	2.4	-	68.09
PGDM - 2017 - Sem II - GMC208 - Integrated Marketing Communications and Digital Marketing	3	3	-	3	-	66.07
PGDM - 2017 - Sem II - GMC209 - Consumer Behaviour	3	3	-	3	-	76.36
PGDM - 2017 - Sem II - GME210 - Supply Chain Management	3	3	-	3	-	94.24
PGDM - 2017 - Sem II - GME211 - New Age Marketing	3	3	-	3	-	80.41
PGDM - 2017 - Sem II - GFC206 - International Finance	2.8	2.89	-	2.87	-	77.28
PGDM - 2017 - Sem II - GFC207 - Retail Banking Operations	2.4	2.4	-	2.4	-	73.65
PGDM - 2017 - Sem II - GFC208 - Indian Financial System	1.8	1.8	-	1.8	-	65.95
PGDM - 2017 - Sem II - GFC209 - Financial Services	3	3	-	3	-	71.65
PGDM - 2017 - Sem II - GFE214 - Principles Practices of Banking	-	3	-	3	-	94.02
PGDM - 2017 - Sem II - GFE215 - Accounting Finance for Bankers	-	3	-	3	-	87.17
PGDM - 2017 - Sem II - GHC206 - Labour laws 1	1.16	1.4	-	1.2	-	33.95
PGDM - 2017 - Sem II - GHC207 - Industrial Relations	3	3	-	3	-	95.95

Course	PO1	PO2	PO3	PO4	PO5	CO attainment %
PGDM - 2017 - Sem II - GHC208 - Knowledge Management	3	-	-	3	3	79.55
PGDM - 2017 - Sem II - GHC209 - Learning and Development	1.8	1.8	1.8	-	1.8	53.18
PGDM - 2017 - Sem II - GHE212 - Talent Management	3	3	3	-	3	97.6
PGDM - 2017 - Sem II - GHE213 - Contemporary HR Initiatives	3	-	3	-	3	92.85

Semester III						
Course	PO1	PO2	PO3	PO4	PO5	CO attainment %
PGDM - 2017 - Sem III - GGC301 - Strategy and Enterprise Performance Management	1.7	1.8	-	1.8	1.8	41.11
PGDM - 2017 - Sem III - GGC302 - Summer Internship Programme	3	3	3	3	-	84.9
PGDM - 2017 - Sem III - GGC303 - International Business Exposure Programme	3	-	-	3	-	89.64
PGDM - 2017 - Sem III - GGC304 - Business Ethics and Corporate Governance	3	-	3	3	-	94.38
PGDM - 2017 - Sem III - GGC305 - Entrepreneurship Development Project Management	3	3	3	3	3	86.67
PGDM - 2017 - Sem III - GMC306 - B2B Marketing	2.87	-	-	2.87	-	70.26
PGDM - 2017 - Sem III - GMC307 - Retail Management and ECommerce	2.3	2.4	-	2.29	-	57.22
PGDM - 2017 - Sem III - GMC308 - Services Marketing	2.4	2.4	2.4	2.4	-	61.23
PGDM - 2017 - Sem III - GMC309 - Marketing of FMCG and Financial Services	2.4	2	-	2.25	-	70.08
PGDM - 2017 - Sem III - GME310 - Marketing of Hospitality Services	3	-	-	3	-	95.28
PGDM - 2017 - Sem III - GME311 - Telecom Marketing	3	-	-	3	-	98.5
PGDM - 2017 - Sem III - GHC306 - Recruitment and Selection in Different Sectors	3	3	-	-	3	100
PGDM - 2017 - Sem III - GHC307 - Sustainable HR Practices	3	-	3	-	-	100
PGDM - 2017 - Sem III - GHC308 - Performance Management System	2.4	-	-	-	-	64.85
PGDM - 2017 - Sem III - GHC309 - Compensation and Benefits	1.8	1.8	-	1.8	-	6.14
PGDM - 2017 - Sem III - GHE312 - Human Resource Audit	3	2.2	-	3	-	87.86
PGDM - 2017 - Sem III - GHE313 - Strategic Human Resource Management	3	-	-	-	3	100
PGDM - 2017 - Sem III - GFC306 - Indian Tax Structure	3	-	-	-	-	72.58
PGDM - 2017 - Sem III - GFC307 - Security Analysis and Portfolio Management	3	3	-	3	-	86.73
PGDM - 2017 - Sem III - GFC308 - Derivatives and Risk Management	1	1	-	1	-	46.86
PGDM - 2017 - Sem III - GFC309 - Wealth and Personal Financial Management	2.4	2.4	-	-	-	67.35
PGDM - 2017 - Sem III - GFE314 - Credit Analysis Appraisal	3	3	-	-	-	87.07
PGDM - 2017 - Sem III - GFE315 - Legal Aspects of Banking	3	-	-	3	-	95.2

Semester IV						
Course	PO1	PO2	PO3	PO4	PO5	CO attainment %
PGDM - 2017 - Sem IV - GGC401 - Innovation Management Sustainability	1.8	-	1.8	1.8	1.8	58.02
PGDM - 2017 - Sem IV - GMC402 - Customer Relationship Management	2.4	2.4	-	2.4	2.4	73.3
PGDM - 2017 - Sem IV - GMC403 - International Marketing	1.76	1.6	-	2.6	-	44.61
PGDM - 2017 - Sem IV - GMC404 - Contemporary cases in Marketing	1.8	1.8	-	-	-	48.57
PGDM - 2017 - Sem IV - GME405 - Rural Marketing	3	3	-	3	-	92.37
PGDM - 2017 - Sem IV - GME406 - Marketing of IT and ITES	3	3	-	-	-	91.12
PGDM - 2017 - Sem IV - GHC402 - Labour Law 2	1.8	-	1.8	1.8	-	98.21
PGDM - 2017 - Sem IV - GHC403 - Human Resource Information system	2.4	2.4	-	2.4	-	70.14
PGDM - 2017 - Sem IV - GHC404 - Organizational Development	3	3	3	3	3	100
PGDM - 2017 - Sem IV - GHE407 - HR Manual	3	-	-	3	-	100
PGDM - 2017 - Sem IV - GHE408 - Project on Best HR Practices	3	-	-	-	-	95
PGDM - 2017 - Sem IV - GFC402 - Financial Reporting and Disclosures	2.4	2.4	2.4	-	-	92.5
PGDM - 2017 - Sem IV - GFC403 - Strategic Cost Management	3	3	-	-	-	75.96
PGDM - 2017 - Sem IV - GFC404 - Mergers and Acquisitions	2.4	2.4	-	2.4	-	77.34
PGDM - 2017 - Sem IV - GFE409 - Rural Banking MicroFinance	-	3	3	-	-	86
PGDM - 2017 - Sem IV - GFE410 - Financial Markets	3	-	-	-	-	98

POs Attainment Report for PGDM General - 2018 - 2020						
PGDM - Semester I						
Course	PO 1	PO 2	PO 3	PO 4	PO 5	CO attainment %
PGDM - G - 2018 - Sem I - G- GC- 101 - Managerial Economics	3	3	-	3	3	63.38
PGDM - G - 2018 - Sem I - G- GC- 102 - Management Accounting	3	3	-	3	3	64.22
PGDM - G - 2018 - Sem I - G- GC- 103 - Legal Aspects of Business	3	-	3	3	3	76.33
PGDM - G - 2018 - Sem I - G- GC- 104 - Managerial Communication	3	-	3	3	3	59.61
PGDM - G - 2018 - Sem I - G- GC- 105 - Basics of Marketing	3	3	-	3	-	57.48
PGDM - G - 2018 - Sem I - G- GC- 106 - Statistics and Quantitative Techniques	2.85	2.8	-	-	-	54.97
PGDM - G - 2018 - Sem I - G- GC- 107 - Organization Behaviour and Theory of Management	2.4	2.4	2.4	-	2.4	47.83
PGDM - G - 2018 - Sem I - G- GC - 108 - Skill Enhancement Lab	3	3	-	3	-	82.13
PGDM - G - 2018 - Sem I - G- GC - 109 - IT Skills Lab	3	3	3	3	3	88.18
PGDM - Semester II						
Course	PO 1	PO 2	PO 3	PO 4	PO 5	CO attainment %
PGDM - G - 2018 - Sem II - G-GC-201 - Financial Management	2.8	3	2.4	2.7	-	75.96
PGDM - G - 2018 - Sem II - G-GC-202 - Business Research Methods	3	3	-	-	-	93.05
PGDM - G - 2018 - Sem II - G-GC-203 - Human Resource Management	3	3	-	-	3	73.6
PGDM - G - 2018 - Sem II - G-GC-204 - Quality and Operations Management	3	3	-	-	-	84.11
PGDM - G - 2018 - Sem II - G-GC-205 - Sector Study - Seminar	2	2	-	2	-	72.49
PGDM - G - 2018 - Sem II - G-MC-206 - Product and Brand Management	3	3	-	3	-	68.7
PGDM - G - 2018 - Sem II - G-MC-207 - Sales and Channel Management	1.8	1.8	-	1.8	-	51.97
PGDM - G - 2018 - Sem II - G-MC-208 - Integrated Marketing Communications	3	3	-	3	3	80.51
PGDM - G - 2018 - Sem II - G-MC-209 - Consumer Behaviour	3	3	-	3	-	74.39
PGDM - G - 2018 - Sem II - G-MC-210 - C2C Campus to Corporate -Marketing	3	3	3	3	3	92.19
PGDM - G - 2018 - Sem II - G-ME-211 - Supply Chain Management	3	3	3	3	-	90.75
PGDM - G - 2018 - Sem II - G-ME-212 - New Age Marketing	3	3	-	3	-	88.36
PGDM - G - 2018 - Sem II - G-FC-206 - International Finance	2	2.17	-	2.13	-	66.86
PGDM - G - 2018 - Sem II - G-FC-207 - Retail Banking Operations	2.4	2.4	-	2.4	-	61.26
PGDM - G - 2018 - Sem II - G-FC-208 - Indian Financial System	3	3	-	3	-	84.82
PGDM - G - 2018 - Sem II - G-FC-209 - Financial Services	2.4	2.4	-	2.4	-	64.29
PGDM - G - 2018 - Sem II - G-FC-210 - C2C Campus to Corporate -Finance	3	3	-	3	-	91.43
PGDM - G - 2018 - Sem II - G-FE-215 - Principles and Practises of Banking	-	3	-	3	-	88.57
PGDM - G - 2018 - Sem II - G-FE-216 - Accounting and Finance for Bankers	-	3	-	3	-	85.72
PGDM - G - 2018 - Sem II - G-HC-206 - Labour Law 1	3	3	-	3	-	96.67
PGDM - G - 2018 - Sem II - G-HC-207 - Industrial Relations	3	3	-	3	-	8.33
PGDM - G - 2018 - Sem II - G-HC-208 - Knowledge Management	3	-	-	3	3	96.11
PGDM - G - 2018 - Sem II - G-HC-209 - Learning and Development	3	3	3	-	3	99.33
PGDM - G - 2018 - Sem II - G-HC-210 - C2C Campus to Corporate -HRM	3	-	3	3	3	100
PGDM - G - 2018 - Sem II - G-HE-213 - Talent Management	3	3	3	3	3	100
PGDM - G - 2018 - Sem II - G-HE-214 - Contemporary HR Initiatives	3	-	3	-	3	87.5
PGDM - Semester III						
Course	PO 1	PO 2	PO 3	PO 4	PO 5	CO attainment %
PGDM - G - 2018 - Sem III - G-GC-301 - Strategy and Enterprise Performance Management	2.6	2.6	-	2.6	2.6	64.48
PGDM - G - 2018 - Sem III - G-GC-302 - Summer Internship Project	3	3	3	3	-	88.42
PGDM - G - 2018 - Sem III - G-GC-303 - International Business Exposure Program	3	-	-	3	-	78.55
PGDM - G - 2018 - Sem III - G-GC-304 - Business Ethics and Corporate Governance	3	-	3	3	-	92.78
PGDM - G - 2018 - Sem III - G-GC-305 - Entrepreneurship Development	3	3	3	3	3	85.11
PGDM - G - 2018 - Sem III - G-MC-306 - B2B Marketing	2.4	-	-	2.4	-	72.64
PGDM - G - 2018 - Sem III - G-MC-307 - Retail Management and E Commerce	2.6	2.6	-	2.6	-	59.02
PGDM - G - 2018 - Sem III - G-MC-308 - Service Marketing	3	3	-	3	-	72.9
PGDM - G - 2018 - Sem III - G-MC-309 - Marketing of FMCG	2.4	-	-	2.4	-	56.27
PGDM - G - 2018 - Sem III - G-ME-310 - Digital Marketing and E Commerce	3	-	-	3	-	67.75
PGDM - G - 2018 - Sem III - G-ME-311 - Marketing of BFSI	3	-	-	3	-	100
PGDM - G - 2018 - Sem III - G-HC-306 - Recruitment Selection in different sectors	3	3	-	-	3	100
PGDM - G - 2018 - Sem III - G-HC-307 - Sustainable HR Practices	3	-	3	-	-	100
PGDM - G - 2018 - Sem III - G-HC-308 - PMS	3	-	-	-	-	81.25
PGDM - G - 2018 - Sem III - G-HC-309 - Compensation and Benefits	3	3	-	3	-	100
PGDM - G - 2018 - Sem III - G-HE-312 - HR Metrics	3	3	-	3	3	100
PGDM - G - 2018 - Sem III - G-HE-313 - SHRM	3	-	-	-	3	93.75
PGDM - G - 2018 - Sem III - G-FC-306 - Indian Tax Structure	2.4	-	-	-	-	57.43
PGDM - G - 2018 - Sem III - G-FC-307 - Security Analysis and Portfolio Mgt	2.4	2.4	-	2.4	-	65.24
PGDM - G - 2018 - Sem III - G-FC-308 - Derivatives and Risk Mgt	1	1	-	1	-	39.71
PGDM - G - 2018 - Sem III - G-FC-309 - Wealth and Personal Fin Mgt	2.4	-	-	-	-	69.57
PGDM - G - 2018 - Sem III - G-FE-314 - Credit Analysis and Appraisal	3	3	-	-	-	85
PGDM - G - 2018 - Sem III - G-FE-315 - Legal Aspects of Banking	3	-	-	3	-	87.14

PGDM - Semester IV - 2018						
Course	PO 1	PO 2	PO 3	PO 4	PO 5	CO attainment %
PGDM - G - 2018 - Sem IV - G - GC - 401 - Innovation Management and Sustainability	3	-	3	3	3	86.23
PGDM - G - 2018 - Sem IV - G - MC - 402 - Customer Relationship Management	3	3	-	3	-	99.21
PGDM - G - 2018 - Sem IV - G - MC - 403 - International Marketing	3	3	-	3	-	98.91
PGDM - G - 2018 - Sem IV - G - MC - 404 - Contemporary cases in Marketing	3	3	-	-	-	99.83
PGDM - G - 2018 - Sem IV - G - ME - 405 - Telecom Marketing	3	3	-	3	-	99.13
PGDM - G - 2018 - Sem IV - G - ME - 406 - Marketing of IT and ITES	3	3	-	-	-	89.11
PGDM - G - 2018 - Sem IV - G - FC - 402 - Financial Reporting and Disclosures - FIN	3	3	3	-	-	100
PGDM - G - 2018 - Sem IV - G - FC - 403 - Strategic Cost Management - FIN	3	3	-	-	-	98.57
PGDM - G - 2018 - Sem IV - G - FC - 404 - Mergers and Acquisitions - FIN	3	3	-	3	-	99.14
PGDM - G - 2018 - Sem IV - G - FE - 409 - Financial Modeling - FIN	-	3	3	-	-	100
PGDM - G - 2018 - Sem IV - G - FE - 410 - Finance Lab - FIN	3	3	-	-	-	100
PGDM - G - 2018 - Sem IV - G - HC - 402 - Labour Laws- III - HR	3	-	3	3	-	100
PGDM - G - 2018 - Sem IV - G - HC - 403 - Human Resource Information system - HR	3	3	-	3	-	100
PGDM - G - 2018 - Sem IV - G - HC - 404 - Organizational Development and Human Resource Audit - HR	3	3	3	3	3	92.5
PGDM - G - 2018 - Sem IV - G - HE - 407 - HR Manual - HR	3	-	-	3	-	100
PGDM - G - 2018 - Sem IV - G - HE - 408 - Project on Best HR Practices - HR	3	-	-	-	-	100

Observations: The following observations were made while calculating CO attainment across batches:

Batch 2016-18
- 26 subjects out of total 71 subjects have attained less than 61% of learning outcomes.
- 10 subjects out of total 71 subjects have attained learning outcomes in the range of 61-70%.
- 35 subjects out of total 71 subjects have attained leaning outcomes in the range of 71-100%.

Batch 2017-19
- 11 subjects out of total 71 subjects have attained less than 61% of learning outcomes.
- 12 subjects out of total 71 subjects have attained learning outcomes in the range of 61-70%.
- 48 subjects out of total 71 subjects have attained leaning outcomes in the range of 71-100%.

Batch 2018-20
- 10 subjects out of total 74 subjects have attained less than 61% of learning outcomes.
- 10 subjects out of total 74 subjects have attained learning outcomes in the range of 61-70%.
- 54 subjects out of total 74 subjects have attained leaning outcomes in the range of 71-100%.

Table 3.2.2.10-Consoliated CO-attainment

CO-attainment range (%)	16-18 Batch	17-19 Batch	18-20 Batch
<61	26	11	10
61-70	10	12	10
71-80	10	12	9
81-90	16	14	16
91-100	9	22	29

The above table shows the consolidated picture of attainment levels of courses through batches.

It can be observed that number of subjects having <61% attainment level has decreased from 26 out of 71 subjects for the batch 2016-18 to 10 out of 71 subjects for the batch 2017-19 and 10 out of 74 subjects for the batch 2018-20

The number of subjects with CO attainment in the range 91 to 100 has also increased from 9 out of 71 subjects for the batch 2016-18 to 22 out of 71 subjects for the batch 2017-19 and 29 out of 74 subjects for the batch 2018-20.

This shows that there is an improvement in the result year on year.

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Criterion 3 score Summary

S. No.	Sub Criteria	Max. Marks	Marks Awarded to self
Criterion 3: **Program Outcomes and Course Outcomes (100)**			
3.1.	**Attainment of Program Outcomes (50)**		
3.1.1.	Describe assessment tools and processes used to gather the data upon which the evaluation of Program Outcome is based	15	15
3.1.2.	PO attainment levels	35	35
3.2.	**Attainment of Course Outcomes (50)**		
3.2.1.	Describe the assessment processes used to gather the data upon which the evaluation of Course Outcome is based	10	10
3.2.2.	Record the attainment of Course Outcomes of all courses with respect to set attainment levels	40	40
	Total of Criterion 3	**100**	**100**

CRITERION

4

Curriculum
&
Learning Process

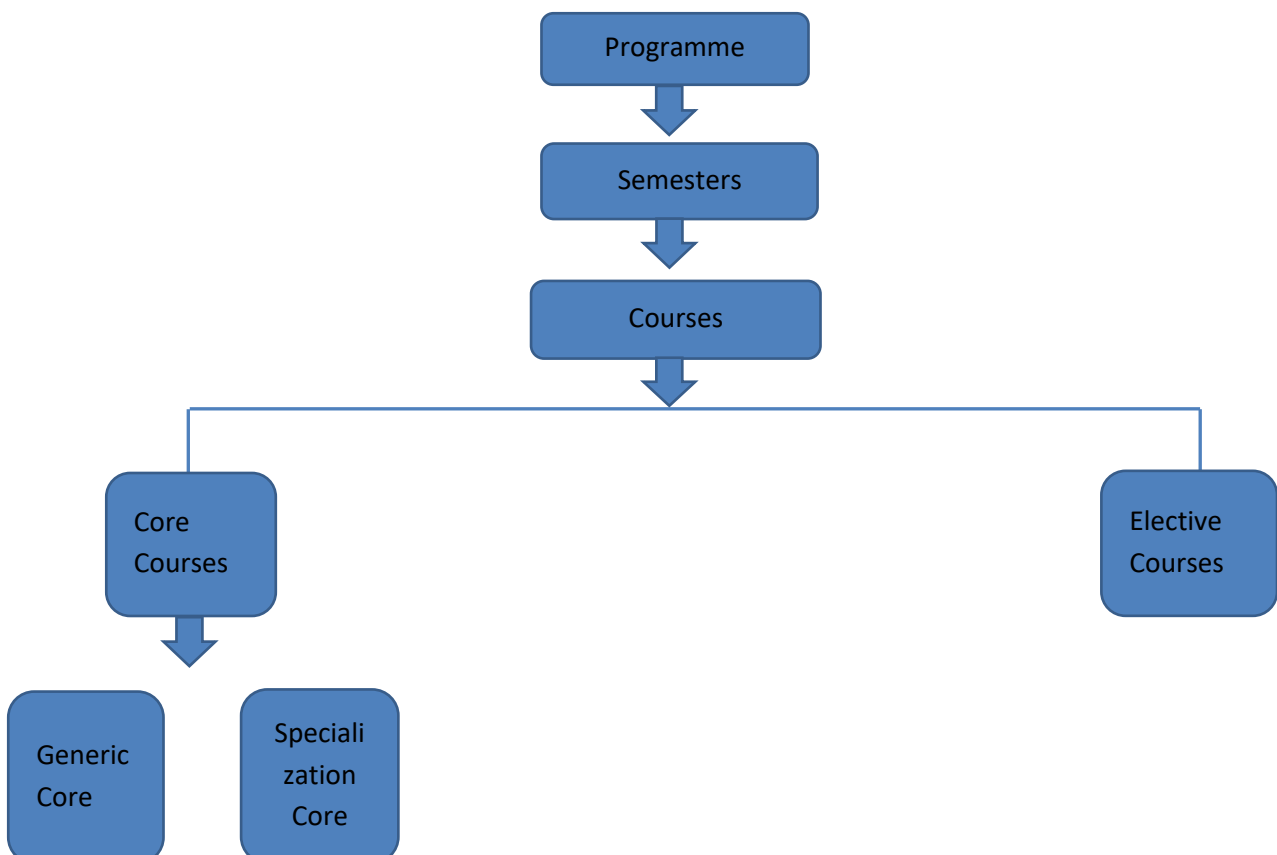| Criterion 4	Curriculum & Learning Process	125
	Institute Marks	125

4.1 Curriculum (50)

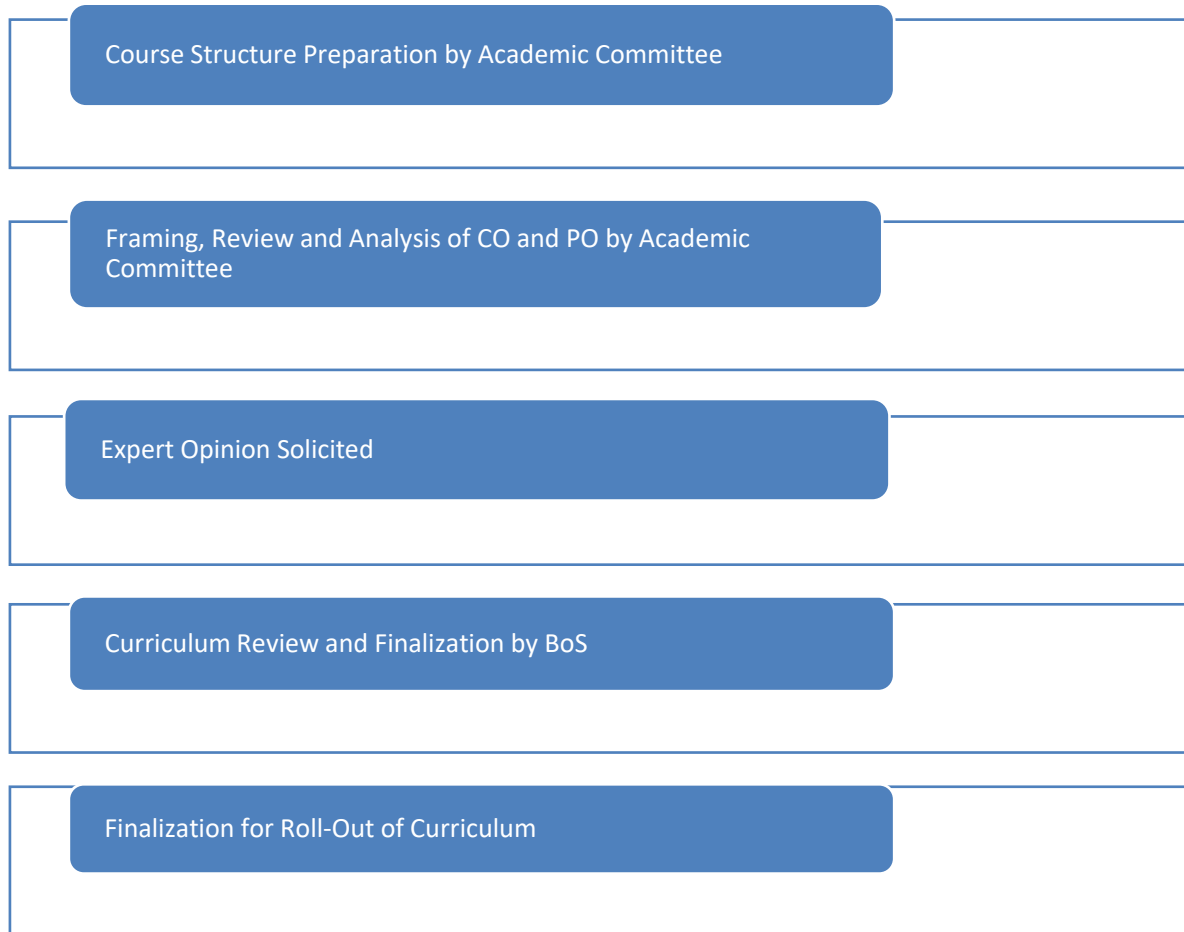### 4.1.1. State the process for designing the program curriculum (10)

Institutes' marks - 10

Indira School of Business Studies PGDM (ISBS PGDM) offers Post Graduate Diploma in Management- General (PGDM- Gen) program approved by AICTE. The curriculum for the program is designed by the Academic Committee at ISBS PGDM that takes into consideration the inputs of Industry Experts and the curriculum taught at other Universities. The curriculum is ratified for adoption by Board of Studies (consisting of Academic and Industry experts along with other members). Enriching learning environment, continuous learning, active student–teacher participation, industry collaboration, employability enhancement and like, are some of the key features of ISBS PGDM curriculum.

The program structure is as follows:

Programme

Semesters

Courses

Core Courses

Elective Courses

Generic Core

Specialization Core

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Process for Designing the Program Curriculum

Course Structure Preparation by Academic Committee

Framing, Review and Analysis of CO and PO by Academic Committee

Expert Opinion Solicited

Curriculum Review and Finalization by BoS

Finalization for Roll-Out of Curriculum

Process for Designing the Program Curriculum

Course Structure Preparation by Academic Committee

The curriculum is divided into Core and Elective Subjects. The academic committee studies courses taught at various universities, input is also provided by industry and academic experts who are part of ISBS PGDM visiting/adjunct/guest faculty team. Deliberations on industry needs, academic relevance, course outcome, credits allotted and syllabus for the course lead to the formation of program curriculum most relevant for the students of management program.

Framing, Review and Analysis of CO and PO by Academic Committee

Academic Committee engages to map the CO with PO to attain maximum relevance for the attainment of PEO. This entails study of past trends in attainment level and inclusion of aspects in curriculum to minimize any future gaps on account of different skills needed by students to match the latest trends in industry.

Expert Opinion Solicited
The draft document is presented to the experts from industry, working in different functional areas and their input is considered to further refine the content of the curriculum. Thus emerges a final draft of the curriculum.

Curriculum Review and Finalization by BOS

The curriculum is ratified for adoption by Board of Studies consisting of Academic and Industry experts along with other members of ISBS PGDM. Deliberations at this stage ensure the macro level fulfilment of suggested curriculum with reference to continuous learning provided through the content of curriculum, active student– teacher participation, industry collaboration, employability enhancement, enriching learning environment, and the like.

Finalization for Roll-Out of Curriculum

Curriculum is rolled out with adequate provisions for effective teaching and learning.

Illustration of modification in curriculum through the process of Curriculum Design

Incremental curriculum changes brought in 2020 in program structure for Batch 2020-22			
Course	Specialization	Semester	Remarks
Basics of Business Analytics	Generic Core	II	Newly introduced subject
Retail Management & E-Commerce	Marketing	II	Retail Management chnaged to "Retail Management and E commerce" with added E commerce perspective
Digital Marketing	Marketing	II	Newly introduced core subject
Marketing of Financial Products & Services	Marketing	II	Newly introduced elective subject
Rural Marketing	Marketing	II	Newly introduced elective subject
Marketing Audit	Marketing	II	Newly introduced elective subject
Marketing of Luxury Products	Marketing	III	Newly introduced elective subject
Event Management	Marketing	III	Newly introduced elective subject
Real Estate Marketing	Marketing	III	Newly introduced elective subject
Tourism & Hospitality Marketing	Marketing	IV	Newly introduced core subject
Social Media Marketing	Marketing	IV	Newly introduced core subject
Market Intelligence System	Marketing	IV	Newly introduced elective subject
Data Management	Marketing	IV	Newly introduced elective subject
Psychometric Tests & Assessment	HR	II	Newly introduced elective subject
Emotional Intelligence	HR	II	Newly introduced elective subject
Conflict & Negotiation Management	HR	II	Newly introduced elective subject
Employee Wellness & Stress Management	HR	III	Newly introduced elective subject
Coaching & Mentoring	HR	III	Newly introduced elective subject
Recruitment & Selection Lab	HR	III	Newly introduced elective subject
Employer Branding & Employee Value Proposition	HR	III	Newly introduced elective subject
Diversity & Inclusion	HR	IV	Newly introduced elective subject
Strategic Financial Management	Finance	II	Newly introduced core subject
Financial Reporting Standards	Finance	II	Newly introduced elective subject
Fixed Income Securities	Finance	III	Newly introduced elective subject
Technical Analysis of Financial Markets	Finance	III	Newly introduced elective subject
Fundamental Analysis-Desk Research	Finance	IV	Newly introduced elective subject
Treasury Management	Finance	IV	Newly introduced elective subject
Banking Laws & Regulations	Finance	IV	Newly introduced elective subject

Illustration of Industry Experts details for review of HRM Curriculum

	HR Course Structure and Curriculum Review- Brief Profile of Industry Experts			
Sr. no	**Name of Reviewer**	**Designation**	**Organization**	**E-mail**
1	Mr. Rajat Grover	HR Business Partner-Fullerton	Yes Bank	rajat.grover@yesbank.in
2	Ms. Shweta Badarayani	Corporate HR	Kalyani Technoforge Ltd.	shweta.badarayani@ kalyaniforge.com
3	Ms. Supriya Razdan	Training Specialist	Jabil India	Supriya_Razdan@Jabil.com
4	Ms. Astha Rathi Maheshwari	Senior Talent Acquisition Specialist	IRI worldwide	astha.rathi@gmail.com
5	Ms. Chaitali Vedak	PMO Analyst	Deloitte	vedakchaitali@gmail.com

4.1.2. Structure of the Curriculum (10):

Institutes Marks - 10

PGDM General 2020-22 Programme Structure

Particulars	Semester I	Semester II	Semester III	Semester IV	Total Number of Subjects	Total Credits	Total Marks
Generic Core	9	5	4	1	19	49	1500
Specialization Core	-	6	4	3	13	39	1300
Electives	-	2	2	2	6	12	300
Total Number of Subjects	9	13	11	6	39	-	-
Total Credits	25	33	26	16	-	100	-
Total Marks	800	1000	800	500	-	-	3100

Each Student must complete 100 Credits to qualify for certification in the following manner:

▪ 19 core Courses amounting to 49 Credits are compulsory for all students regardless of specialization.
▪ Students opt for specialization in Semester-II and complete 13 core specialization courses amounting to 39 Credits.
▪ Remaining 12 credits are completed by opting for the specified number of electives from the set of electives offered.

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The course structure for Batch 2020-22 is as follows:

Programme Structure PGDM General with Specialization in Marketing (Batch 2020-2022)				
Semester- I				
Nature of Course	**Course Code**	**Name of the Course**	**Credits**	**Marks**
Generic Core	G - GC- 101	Economic Analysis for Business Decisions	3	100
Generic Core	G - GC- 102	Management Accounting	3	100
Generic Core	G - GC- 103	Legal Aspects of Business	2	50
Generic Core	G - GC- 104	Managerial Communication	3	100
Generic Core	G - GC- 105	Basics of Marketing	3	100
Generic Core	G - GC- 106	Statistics and Quantitative Techniques	3	100
Generic Core	G - GC- 107	Organizational Behaviour & Theory of Management	3	100
Generic Core	G - GC - 108	Human Resource Management	3	100
Generic Core	G - GC - 109	IT Skills Lab	2	50
		Total	**25**	**800**
Semester II- Marketing				
Nature of Course	**Course Code**	**Name of the Course**	**Credits**	**Marks**
Generic Core	G - GC - 201	Financial Management	2	50
Generic Core	G - GC - 202	Business Research Methods	3	100
Generic Core	G - GC - 203	Quality and Operations Management	2	50
Generic Core	G - GC - 204	Industry Analysis- Desk Research	2	50
Generic Core	G - GC - 205	Basics of Business Analytics	2	50
Specialization Core	G - MC - 206	Services Marketing	3	100
Specialization Core	G - MC - 207	Sales and Channel Management	3	100
Specialization Core	G - MC - 208	Marketing of FMCG	3	100
Specialization Core	G - MC - 209	Digital Marketing	3	100
Specialization Core	G - MC - 210	Retail Management & E-Commerce	3	100
Specialization Core	G - MC - 211	Supply Chain Management	3	100
Elective	G - ME - 212	Marketing of Financial Products & Services	2	50
Elective	G - ME - 213	Rural Marketing	2	50
Elective	G - ME - 214	Marketing Audit	2	50
Elective	G - ME - 215	Entrepreneurship Development	2	50
		Total (considering choice of 2 electives)	**33**	**1000**
Semester III- Marketing				
Nature of Course	**Course Code**	**Name of the Course**	**Credits**	**Marks**
Generic Core	G - GC - 301	Strategy and Enterprise Performance Management	3	100
Generic Core	G - GC - 302	Summer Internship Programme	3	100
Generic Core	G - GC - 303	International Business Exposure Programme	2	50
Generic Core	G - GC - 304	Innovation Management & Sustainability	2	50
Specialization Core	G - MC - 305	Integrated Marketing Communication	3	100
Specialization Core	G - MC - 306	International Marketing	3	100
Specialization Core	G - MC - 307	Product Positioning and Brand Management	3	100
Specialization Core	G - MC - 308	Customer Relationship Management	3	100
Elective	G - ME - 309	B2B Marketing	2	50
Elective	G - ME - 310	Marketing of Luxury Products	2	50
Elective	G - ME - 311	Event Management	2	50
Elective	G - ME - 312	Real Estate Marketing	2	50
		Total (considering choice of 2 electives)	**26**	**800**
Semester IV- Marketing				
Nature of Course	**Course Code**	**Name of the Course**	**Credits**	**Marks**
Generic Core	G - GC - 401	Business Ethics and Corporate Governance	3	100
Specialization Core	G - MC - 402	Consumer Behaviour	3	100
Specialization Core	G - MC - 403	Tourism & Hospitality Marketing	3	100
Specialization Core	G - MC - 404	Social Media Marketing	3	100
Elective	G - ME - 405	Marketing of High Tech Products	2	50
Elective	G - ME - 406	Marketing of IT and ITES	2	50
Elective	G - ME - 407	Market Intelligence System	2	50
Elective	G - ME - 408	Data Management	2	50
Total (considering choice of 2 electives)			**16**	**500**

Programme Structure PGDM General with Specialization in HR (Batch 2020-22)				
Semester I				
Nature of Course	**Course Code**	**Name of the Course**	**Credits**	**Marks**
Generic Core	G - GC- 101	Economic Analysis for Business Decisions	3	100
Generic Core	G - GC- 102	Management Accounting	3	100
Generic Core	G - GC- 103	Legal Aspects of Business	2	50
Generic Core	G - GC- 104	Managerial Communication	3	100
Generic Core	G - GC- 105	Basics of Marketing	3	100
Generic Core	G - GC- 106	Statistics and Quantitative Techniques	3	100
Generic Core	G - GC- 107	Organizational Behaviour & Theory of Management	3	100
Generic Core	G - GC - 108	Human Resource Management	3	100
Generic Core	G - GC - 109	IT Skills Lab	2	50
		Total	**25**	**800**
Semester II- HR				
Nature of Course	**Course Code**	**Name of the Course**	**Credits**	**Marks**
Generic Core	G - GC - 201	Financial Management	2	50
Generic Core	G - GC - 202	Business Research Methods	3	100
Generic Core	G - GC - 203	Quality and Operations Management	2	50
Generic Core	G - GC - 204	Industry Analysis- Desk Research	2	50
Generic Core	G - GC - 205	Basics of Business Analytics	2	50
Specialization Core	G - HC - 206	Labour Laws- I	3	100
Specialization Core	G - HC - 207	Industrial Relations	3	100
Specialization Core	G - HC - 208	Sustainable HR Practices	3	100
Specialization Core	G - HC - 209	Learning and Development	3	100
Specialization Core	G - HC - 210	Compensation & Benefits	3	100
Specialization Core	G - HC - 211	Designing HR Policies	3	100
Elective	G - HE - 212	Psychometric Tests & Assessment	2	50
Elective	G - HE - 213	Emotional Intelligence	2	50
Elective	G - HE - 214	Conflict & Negotiation Management	2	50
Elective	G - HE - 215	Entrepreneurship Development	2	50
		Total (considering choice of 2 electives)	**33**	**1000**
Semester III- HR				
Nature of Course	**Course Code**	**Name of the Course**	**Credits**	**Marks**
Generic Core	G - GC - 301	Strategy and Enterprise Performance Management	3	100
Generic Core	G - GC - 302	Summer Internship Programme	3	100
Generic Core	G - GC - 303	International Business Exposure Programme	2	50
Generic Core	G - GC - 304	Innovation Management & Sustainability	2	50
Specialization Core	G - HC - 305	Labour Laws- II	3	100
Specialization Core	G - HC - 306	Strategic Human Resource Management	3	100
Specialization Core	G - HC - 307	Performance Management System	3	100
Specialization Core	G - HC - 308	Current Trends in HRM	3	100
Elective	G - HE - 309	Employee Wellness & Stress Management	2	50
Elective	G - HE - 310	Coaching & Mentoring	2	50
Elective	G - HE - 311	Recruitment & Selection Lab	2	50
Elective	G - HE - 312	Employer Branding & Employee Value Proposition	2	50
		Total (considering choice of 2 electives)	**26**	**800**
Semester IV- HR				
Nature of Course	**Course Code**	**Name of the Course**	**Credits**	**Marks**
Generic Core	G - GC - 401	Business Ethics and Corporate Governance	3	100
Specialization Core	G - HC - 402	Labour Laws- III	3	100
Specialization Core	G - HC - 403	Human Resource Information System	3	100
Specialization Core	G - HC - 404	Organizational Development & Change Management	3	100
Elective	G - HE - 405	Talent Management	2	50
Elective	G - HE - 406	HR Accounting & Audit	2	50
Elective	G - HE - 407	Knowledge Management	2	50
Elective	G - HE - 408	Diversity & Inclusion	2	50
		Total (considering choice of 2 electives)	**16**	**500**

4.1.3. State the components of the curriculum (15)

State the components of the curriculum			
Course Component	**Curriculum Content (% of total number of credits of the program)**	**Total number of contact hours**	**Total number of credits**
Program Core	82%	3690	82
Program Electives	12%	360	12
Summer Project	3%	45	3
Any other (international business exposure program)	3%	30	3
Total no. of credits	**100**	**4125**	**100**

Semester II onwards, 6 electives courses are offered to students, out of which students choose any 2 electives. These chosen electives are termed as "program electives", those electives that are offered but are not opted by students are termed as "open electives". Thus, open electives are not taken into consideration while calculating the total number of credits.

4.1.4. Overall Quality and Level of Program Curriculum (15)

One of the Mission statements at ISBS PGDM is "To promote learning environment for students from diverse cultures and engage them in globally relevant knowledge dimensions for future application in industry, business and life." To engage students in globally relevant knowledge dimension and application orientation it is imperative to take the students beyond the fixed curriculum. Therefore, focus of teaching learning efforts at ISBS PGDM stress on holistic development of the students, exposing students to multi-disciplinary aspects in learning.

Process for designing the Domain and Co-Curricular Inputs

The employability quotient of students is enhanced by imparting robust domain inputs and co-curricular inputs. For domain inputs, suggestions are sought from Industry experts to ensure that curriculum is in line with Industry requirements. The detailed process of designing domain inputs/curriculum has been explained in 4.1.1. Since all skills cannot be imparted through classroom teaching of curriculum, to fulfil the requirement of giving students a practical orientation of requisite skills, a comprehensive skill-based Co-curricular program called the Career and Leadership Development Program (CLDP) is designed by Academic Committee in consultation with BOS. The prime focus of CLDP curriculum is enhancement of employability skills of the students along with grooming the overall personality.

Illustration of CLDP Inputs Finalization
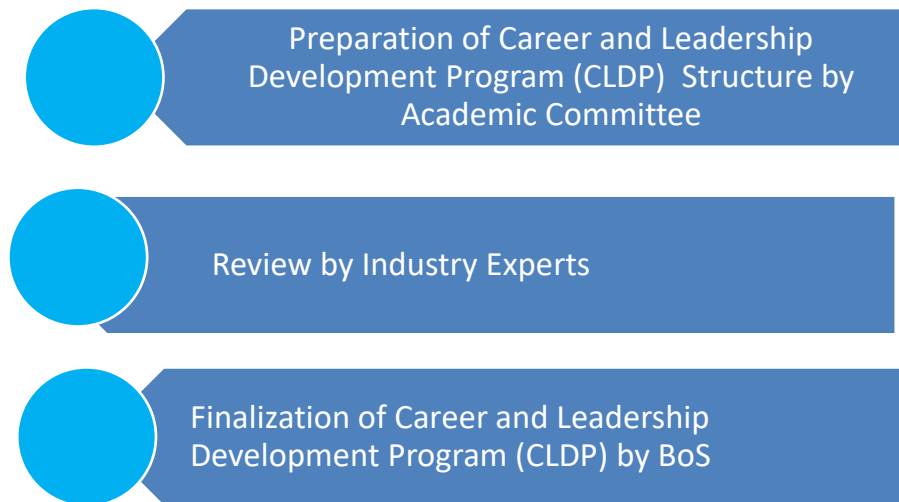
```
( )  Preparation of Career and Leadership
     Development Program (CLDP)  Structure by
     Academic Committee

( )  Review by Industry Experts

( )  Finalization of Career and Leadership
     Development Program (CLDP) by BoS
```

- **Preparation of Career and Leadership Development Program (CLDP) Structure by Academic Committee -** Academic Committee prepares the co-curricular inputs to be imparted to students, based on personality and professional skills needed for success in the corporate. Such skills are also prepared keeping in mind the attainment of PO's.
- **Review by Industry Experts -** ISBS PGDM appreciates the need of employability as an essential outcome from a management program and therefore preparation of CLDP Program and ensuing skills are finalized in consultation with Industry experts. The PO attainment from such skills is considered as part of indirect attainment of PO.

- **Finalization of Career and Leadership Development Program (CLDP) by BOS -** The input suggested by Academic Committee as part of CLDP is reviewed and finalized for roll out, based on employability quotient needed and records of past placement records of students.

Career and Leadership Development Program (CLDP)

Comprehensive Career and Leadership Development Program (CLDP) is prepared as part of Co-curricular teaching and learning. The attainment of outcome of this program is mapped as part of indirect attainment of PO, utilizing rubrics as the measurement scale. The CLDP has been developed to fulfil the requirement of personality and professional skills for enhancement of employability expertise of the students. ISBS PGDMconducts the Co-curricular Program (CLDP), concurrently with the curricular input.

Objectives of Career and Leadership Development Program (CLDP):

- Enhance personal and professional skills through application-based learning.
- Equip students with decision making and negotiation skills.
- Assists in imparting effective communication skills.
- Enhances general awareness to keep abreast with Business Environment.

The major inputs given in each of four quadrants are:
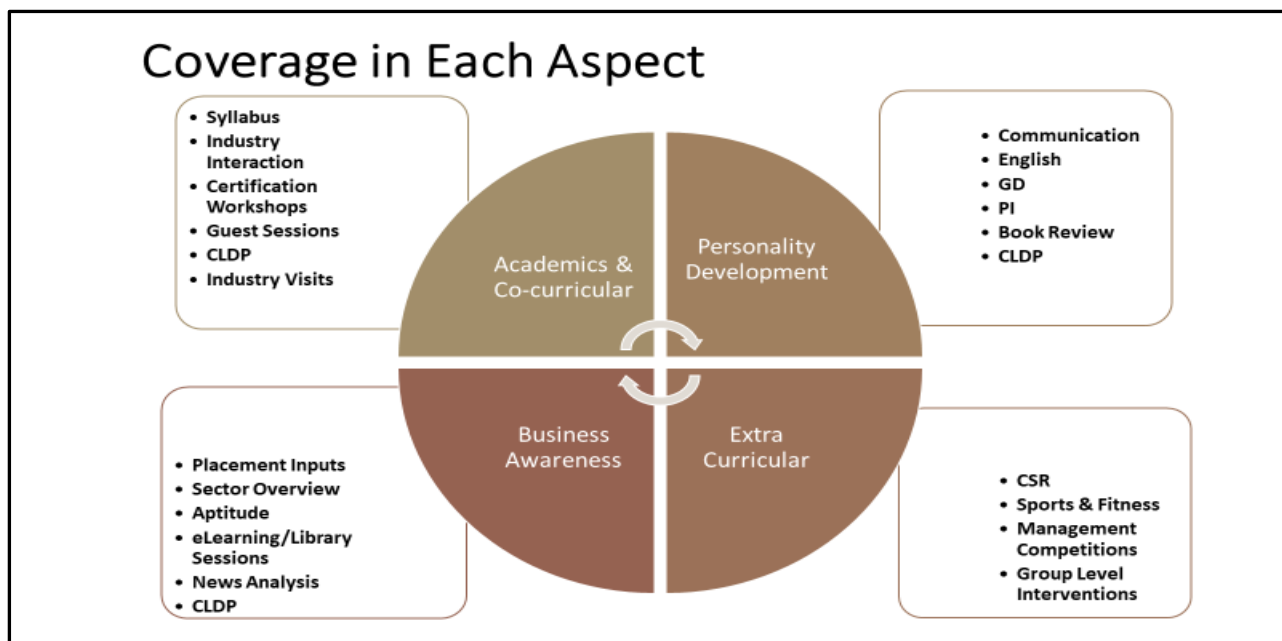
ISBS PGDM consistently collaborates with industry for adding value in the teaching learning processes and enlists their assistance to create customized programs for the students, conduct sessions on campus and form alliances for joint certification programs.

Illustration of Industry Interventions to impart requisite Skills

Sr. No.	Required Skills	Activity to impart the Skill	Resource Person / Agency
1	Analytical Ability	Aptitude training	Professional Agency – Proton
2	Communication Skills	Personality Development Program	Industry Professional, Trainers & Visiting Faculty
3	Practical Exposure	☐ Industry Visit	☐ Respective Organization
		☐ Research Based project	☐ Subject Faculty
4	Problem Solving, Decision Making, Negotiation skill	☐ Career Development Program	Professional Agency-OZONE Consulting, Stratecent Consulting
		☐ Advanced Marketing Skills	
5	Communication, Knowledge, GD-PI Skills, General Awareness and Sector overview	☐ Discovery Interviews	Professional Agencies
		☐ Business News Analysis	☐ Ozone Consulting
		☐ Sector overviews / Deep Dive	☐ Xed Intellect
6	Current Affairs	☐ Business & News Analysis	Professional Agency
		☐ Online Quizzes	☐ Xed Intellect
			☐ Faculty members

1 **Certification Courses** – ISBS PGDM has collaborated with professional agencies to provide certification courses to students in respective domain, such as Technical Analysis, Financial Modelling, Financial Analytics, Job analysis, Competency Mapping, Payroll Management, Innovation Management, Digital Marketing, Personality Development and the like. Such workshops provide insights to students into various predictive tools which can be used in the conduct of work in Industry.

2 Field Projects with Industry – ISBS PGDM students are given opportunity to be part of field projects with industry. Students are engaged in field projects with companies such as Future Group, Transmission Pvt. Ltd. General Motors India Pvt. Ltd., Capgemini, Saint-Gobain, Thomas Cook, Bajaj Allianz to name few.

3 Industry Interface through Seminars and Conferences –ISBS PGDM holds conferences and seminars individually and in association with other campuses in the Indira Group of Institutions, and students are associated with these and their exposure to professional speakers in such platforms adds to the knowledge of students. Some such conferences and seminars in the past to name a few are:

- Abhinavan – Annual Research Conference
- World Quality Congress
- World Marketing Congress
- World Sustainability Summit
- World Finance Summit
- Indira International Innovation Summit

4 Industry Interface through Corporate Leadership Awards - Indira Group of Institutes (IGI) has instituted leadership awards to recognize the talent of corporate professionals for their contribution in the growth of industry in India. In the event of felicitation industry stalwarts share their growth stories with students and thus enriching them with real life experience of corporate world. Some such platforms are mentioned below:

- Indira Brand Slam
- Brand Excellence Awards
- World HRD/ Asia Pacific HRM Congress
- Marketing Excellence Awards
- HR Super achiever awards

Sr.no.	Company Name	Place
1	Worldwide Oilfield Machine Pvt Ltd	Pune Satara Road
2	Praj Industries	Sanaswadi
3	Kalyani Maxion Wheels Ltd	Chakan
4	Mecc Alte India Pvt Ltd	Pune Satara Road
5	Jotun India Pvt ltd	Ranjangaon
6	Forbes Marshal Pvt Ltd	Chakan
7	Universal Construction Machinery and Equipment Ltd	Shivare
8	Piaggio Vehicles	Baramati
9	Big Basket	Pune
10	BAG Electronics	Pune
11	WILO Mather and Platt Pumps	Pune
12	Whirlpool India	Ranjangaon
13	Bridestone	pune
14	Manikchand Oxyrich	Wagholi,pune
15	Maxion Wheels(Kalyani Wheels)	Khed,pune
16	Manikchand Oxyrich	Wagholi,pune
17	Tata Motors	Chinchwad

5 Industry Visits- ISBS PGDM imparts training to students through visits to the industry. The value addition comes by way of observing the processes within organizations and discussions with representatives of the organization. Such experiences have a lasting impact in the memory of students. Following companies were visited by our students in the past years:

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6   **Guest Faculty from Industry** - Guest Speakers from Industry are invited regularly to share their valuable experiences in various fields with the students. This enables students to understand and relate the complexity of business with the conceptual knowledge imparted in the institute.

7   **Collaboration with Corporate Bodies and Associations** - ISBS PGDM has membership with bodies representing industry and has successfully collaborated with them in various initiatives. ISBS PGDM has had collaboration with following corporate bodies such as:
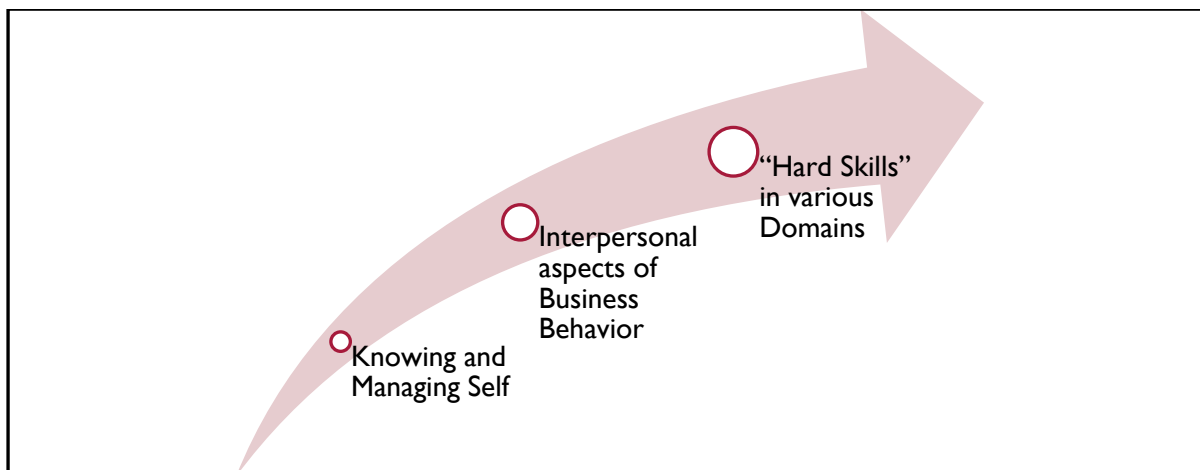
- Mahratta Chamber of Commerce Industries and Agriculture, Pune (MCCIA)
- Confederation of Indian Industries-Young Indians, Pune (CII-Yi)
- National Human Resource Development Pune, Chapter (NHRD)
- Principles of Responsible Management Education (PRME)
- Education Promotion Society of India (EPSI)
- National Entrepreneurship Network (NEN)
- Pune Management Association (PMA)
- Microsoft
- Abu Dhabi University
- Mission Apollo
- Stratecent Consulting
- Ozone Education Consultants Pvt. Ltd.
- Rudders RLS Pty Ltd, Australia
- ICICI Securities Ltd.
- Pragati Foundation (NGO)
- Incu Capital
- Enactus, Nottingham, UK
- Synechron Technologies Pvt. Ltd.
- Aditya Birla Memorial Hospital
- All India Management Association
- Association of Indian Management Schools (AIMS)

8   **Career Development Program** - Under this initiative eminent business personalities conduct skill enhancing workshops for the students. ISBS PGDM has collaborated with OZONE Consulting and STRATECENT consulting, which conducts result based Leadership Development Program spread over a period of one year. On successful completion of the program, the students are graded and certified by OZONE Consulting and STRATECENT consulting based on their performance.

Aim of program:
- The program will focus on having students reflect on their current state and where they want to be in terms of certain Behavioural Competencies and skills.
- Enhancing student's confidence and self-belief, and a conviction that a Delta Change in Knowledge, Skill and Attitude will make a huge difference to Employability and beyond.

The three-tier approach of CDP:

Skills in three tiers:

Tier 1: Knowing and managing self	Tier 2: Interpersonal aspects of business behaviour	Tier 3: Domain related skills
Problem Solving and Decision Making	Conflict Management	Make finance fun
Dealing with Change and Ambiguity	Negotiations	Employee Engagement – Coaching and Motivation
	Leadership Models	Team building
	New Age of Engagement	Selling Models
		Customer Centricity
		Creating Customer Delight

Semester wise skills coverage:

Tier	Semester	Topic
1	II	Problem Solving and Decision Making
2	II	Dealing with Change and Ambiguity
2	II	Conflict Management
2	II	Negotiation Skills
2	II	Leadership Skills
2	II	New Age of Engagement
3	II	Customer Centricity
3	II	Creating Customer Delight
3/Marketing	III	Selling Models
3/Finance	III	Finance is Fun with Simulation
3/ HR	III	Team Building
3/ HR	III	Employee Engagement

Domain Skills Segregation:

Marketing	Finance	HR
• Customer Centricity • Creating Customer Delight • SPIN & Emerging Selling Models	• Making Finance Fun-using Simulation • Customer Centricity • Creating Customer Delight	• Employee Engagement Team Building • Creating Customer Delight • Customer Centricity

9 OZONE – ISBS PGDM provides the students with a skill development activity called "OZONE". In this initiative corporate professionals train the students to impart skills relevant to face recruitment processes and serve as a bridge building activity to cater to the expectations of the industry from the management graduates. The industry experts train the students on their interview skills, group discussions and summer internship project presentation. In this program the students are given an insight on how they can portray the applicability of their project work in organization that will join. This program is conducted in the first three semesters for the students.

10 XED Intellect: ISBS PGDM provides the students with analytical training called XED Intellect. This input is provided to students to build an analytical and logical aptitude in their repertoire of skills, to enhance decision making as a management professional. This program is conducted in the first two semesters for the students.

11 Proton – Aptitude refers to the competency of students to acquire knowledge. With the help of aptitude tests ISBS PGDM assists students to predict and understand their learnability and work towards enhancing gaps in their learning. It also assists students to assess their potential and suitability for certain careers.

12. Personality development Program - Indira School of Business Studies PGDM focuses on imparting knowledge on various technical domains on one hand and also lays high emphasis on improving the personality of students to enhance their complete repertoire, desirous of a management professional. Following initiatives are implemented for students personality grooming:

Language Leadership Lab - Communication skills are essential for enhancement of student's personality on one hand and another to augment their interpersonal skills for people management. ISBS PGDM provides English language training along with finer aspects of communication skills and utilizes its provision of Language Leadership Lab (LAB): This prepares students for effective skills such as Reading, Speaking, Listening and Writing in English Language. These sessions are extensive, result oriented and are conducted by experienced trainers.

To accomplish the objective, ISBS PGDM has well equipped audio- visual "English LAB" with latest technology to enhance interactive learning. The LAB has software that helps students learn and grade themselves on various parameters. The LAB is developed on the methodology of Listening, Speaking, Writing, Reading skills.
It has following interactive modules:

- Audio recording for assessing one's speech
- Vocabulary Building modules
- Self-Paced Reading Exercises
- Interactive Quizzes.
- Listening Exercises

Soft Skill Development - Besides communication skills, ISBS PGDM aims to nurture and empower its future managers with soft skills to meet the everchanging needs of modern globalized business. Soft Skill Development Programs are process driven with content standardization, for enhancing overall personality of students. Appropriate trainer selection brings forth desired outcome from the training imparted.

Soft Skill Development includes input on:
- Goal Setting and Career Planning
- Positive Thanking and Motivation.
- Time Management, People Skills, Business Etiquettes
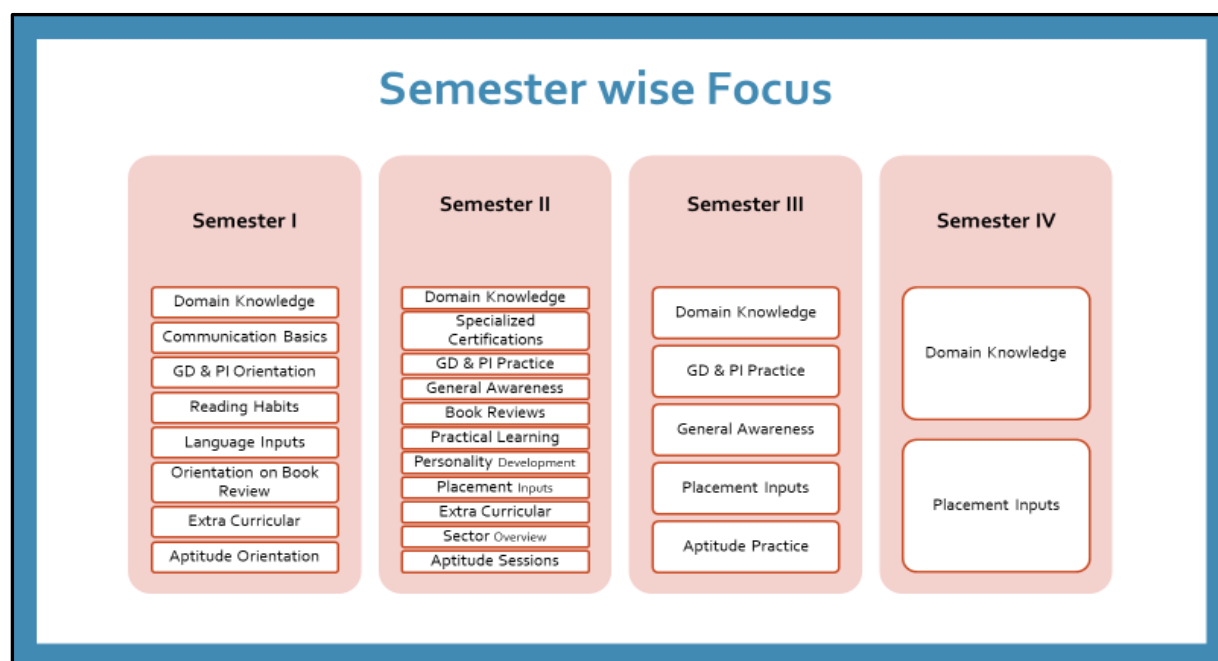- Personal Grooming and Hygiene and many more

Implementation of Career and Leadership Development Program (CLDP)
CLDP is a comprehensive program and thus the inputs are systematically spread across all the four semesters of the PGDM Program.

Semester I – Focus is on fundamental competencies of the students viz communication skills, General awareness, basic inputs on GD and PI and aptitude skills.

Semester II – Focus shifts on imparting domain related skills through customized CLDP inputs. Prime focus of this semester is to build domain expertise that is achieved through organizing specialized workshops, giving detailed knowledge of different sectors and placement related inputs especially GD/PI training.

Semester III and IV –The focus areas are primarily around placement specific inputs. Extensive training is provided on group discussions, personal interviews and company related inputs.

Semester wise Focus

Semester I	Semester II	Semester III	Semester IV
Domain Knowledge	Domain Knowledge	Domain Knowledge	Domain Knowledge
Communication Basics	Specialized Certifications	GD & PI Practice	Placement Inputs
GD & PI Orientation	GD & PI Practice	General Awareness	
Reading Habits	General Awareness	Placement Inputs	
Language Inputs	Book Reviews	Aptitude Practice	
Orientation on Book Review	Practical Learning		
Extra Curricular	Personality Development		
Aptitude Orientation	Placement Inputs		
	Extra Curricular		
	Sector Overview		
	Aptitude Sessions		

4.2: Learning Process: (75)

4.2.1: Process followed to improve quality of Teaching and learning (20)

Curriculum Implementation Process
Resource Identification
Faculty Allocation- Course wise
Session Plan Preparation- LTP Pattern
Session Plan Review- by HOD
Delivery of Course
Students Continuous Feedback and Review
Mid Semester Review & Corrective Action
Students Formal Written Feedback & Review

Resource Identification and Implementation

Resource identification for teaching courses is based on nature of courses and available permanent faculty with expertise for the courses along with resources for supplementary input by industry representatives.

Faculty Allocation- Course wise

Faculty allocation for courses considers preferences prescribed by faculty members, and in consultation with the HOD for respective functional domains, courses are allocated to respective faculty members based on their teaching experience, subject expertise, and feedback for previous years. Such allocation is conveyed to Director for approval. Faculty are also

encouraged to subscribe for diverse courses to teach students and they are led forward in this by having them showcase their competency in such courses through demonstration sessions attended by senior faculty members.

Session Plan Preparation- LTP Pattern
Once course allocation is firmed for the semester, a detailed Session plan/ Rollout is submitted by each faculty member, before the commencement of actual teaching. In the Rollout Plan details of the topics to be covered together with the pedagogy/teaching tools to be followed for the subject are mentioned. Each rollout is divided into L-T-P pattern i.e. Lecture – Tutorial – Practice.

Illustration of Sample Rollout Template:

Program	PGDM General		Faculty	Prof. Shikha Sindhu		Course/ Subject	Compensation & Benefits	
Semester	III		Credits	3		Course Code	G-HC-209	
Division	A2H		Hours per week	2 (contact hours- 45)		Nature of course	Specialization core	

Course Outcomes	CO1: EXPLAIN key concepts in Compensation & Benefits.
	CO2: UNDERSTAND the compensation designing Process.
	CO3: EXAMINE the different types of compensation strategies
	CO4: CALCULATE salary and CTC structure with given data.
	CO5: CATEGORIZE different types of benefits.
	CO6: DESIGN basic constructs of compensation for special groups

Core Text Book	Compensation: Milkovich and Newman (Mc Graw Hill- 12th Edition)

Reference Books	1. Compensation in the era of Knowledge workers: Richard I Henderson (10th Edition)
	2. Strategic Compensation: Joseph J Martocchio (9th Edition)
	3. Human Resource Management: V S P Rao (3rd Edition)
	4. Personnel Management: C. B. Mamoria (2nd Edition)

Unit no.	Topic	Subtopic	Teaching Learning Activity (TLA)	Details of TLA	L (Lecture)	T (Tutorial)	P (Practice)	Dates (no of lectures on a date are in bracket)	L	T	P	Dates
					Planned Count				**Actual Count**			
1	Introduction of Compensation	Definition of Compensation, Evolution of compensation, need and importance of compensation, components of compensation, types of compensation. Compensation Outsourcing, Adhoc or contract employment	Discussion and: 1. Storytelling 2. Video	1. Understanding compensation from Ramayana & Mahabharata 2. Compensation & Benefits in animation (video by org communications). Link- https://www.youtube.com/watch?v=pqtYQb9nbRk	4	2		02-02-2021 (2) 09-02-2021 (2)				
2	Compensation Policies and Objectives	Objectives of Compensation management, Principles of wages and salary administration, the elements of wage administration and factors influencing Compensations levels	Discussion and: 1. MOOC	1. Designing compensation by e PG Pathshala. Link-http://epgp.inflibnet.ac.in/Home/ViewSubject?catid=1610	3	1	3	16-02-2020 (2) 23-02-2021 (1)				
3	Strategic Pay Policies	Compensation and Organization Strategy, Lifestyle and compensation Factors that influence Companies competitive strategies and compensation Practices	Discussion and: 1. Article Reading	1. HBR Article- In times of crisis a little thanks goes a long way by Sabina Nawaz (May 2020)	1	1	3	23-02-2021 (1)				
4	The Pay Model	Polices of Pay Model, Internal Alignment, External Competitiveness, and Pay Techniques	Discussion and: 1. Activity	1. Using Pay Model concept, design compensation policy for a pharma company with given information.	2	2		02-03-2021 (2)				
5	Evaluation leading to Compensation and incentives	Internal Alignment: Definition, What shapes internal structure, the internal pay structure, best available verses best fit. Job analysis – importance of job analysis, procedure of job analysis, data collection methods, Job description and specification. Job evaluation: Defining Job evaluation, content, value and external Market Links Methods of Job evaluation and Person based structures. External Alignment: Job evaluation, External competitiveness and its definition, designing pay levels. The Structure of Pay: Grade and pay structure, Competency based pay, Broad Branding, Performance based pay/merit based pay, Individual pay and Team pay plans.	Discussion and: 1. Video 2. Case Study	1. How Google keeps best & brightest employees (by Bloomberg Quicktake), link-https://www.youtube.com/watch?v=4a_f9H4xb28 2. HBR Case- Reinventing Performance Management by Ashley Goodall (April 2015)	2	2	4	09-03-2021 (2)				
6	Reward systems	Long Term and short term incentive systems, Financial and Non-Financial incentives, Benefits and Perks, Cafeteria Plan. Welfare measures, Flexi working hours, Sabbatical leave concept, best employee participation in management (statutory and non-statutory) Retention allowance concept	Discussion and: 1. Video 2. Case Study	1. Hay group Job Evaluation by Hay Group Indonesia. Link-https://www.youtube.com/watch?v=dBfcWcQWJbg 2. HBR Case- Final Performance Appraisal: Improving results through feedback by Dick Grote (January 2000)	5	2	5	16-03-2021 (2)				
7	Compensation of Special Groups and Executive Compensation	Who are special groups Principles and processes for setting executive compensation, and compensation strategy for the special group, Compensation for sales force, Compensating the flexible workforce, Contingent employees	Discussion and: 1. Article 2. Activity 3. Numericals	1. HBR Article-Name your price: Compensation Negotiation at Whole Health Management by Brian et al (January 2010) 2. Design a letter of increment taking cues from the article mentioned in point 1. 3. Do CTC and salary calculations with given data	5	3	3	23-03-2021 (2)				
8	Expatriate compensation	Expatriate Pay and Strategic Choices in Global Compensation. International Compensation – Concept, Objectives, components and problems of International Compensation	Discussion and: 1. Article 2. Role Play	1. HBR Article- 15 rules for negotiating a job offer by Deepak Malhotra (April 2014) 2. Role play on salary negotiation	4	4	3	30-03-2021 (2) 06-04-2021 (2)				
	Total L,T,P				26	17	21		0	0	0	

		Assessment details				
	Continuous Assessment no.	Type of Assessment	Maximum Marks	Tentative Date	Actual Date	Course Outcome
	1	Digital poster presentation (on topic "Impact of Covid on compensation")	10	28-02-2020		CO1, CO2, CO3
	2	Preparing CTC and Salary Slip with given information	10	30-03-2020		CO1, CO4
	NA	Mid semester exam	20	March 4th week		CO1, CO2, CO3, CO4, CO5, CO6
	NA	End semester exam	60	May 2nd week		CO1, CO2, CO3, CO4, CO5, CO6
	NA	Attendance	10	NA	NA	
		Average of CA-1 & CA-3	10	NA	NA	NA
		Total Marks	**100**			

	Planned Contact Hours				**Actual Contact Hours**		
	L/T/P	Count	Contact hours	Remarks	L/T/P	Count	Contact hours
	L	26	26		L	0	0
	T	17	8.5	2T/P = 1L	T	0	0
	P	21	10.5		P	0	0
	Total contact hours		**45**		**Total contact hours**		0

Session Plan Review by HOD

Session plan submitted by faculty is reviewed by HOD to ensure inclusion of diverse teaching tools / methodology in the rollout of teaching plan to ensure effective implementation of teaching learning process. HODs also conducts periodic review of the plan for implementation.

Illustration of Semester Beginning Academic Review Format

Sr. No.	Subject	Core/ Elective	Divisions	Faculty	Rollout Submission (Y/N)	Methodological Mix (Y/N)	Assessment			Guest Session Plan		Remarks, If Any
							Appropriate Mode	Number of Assessments (excluding mid sem)	CO Mapping	Yes / NO	Details	
1	Labour Law II	Core	B2H, F2H	Dr. Yogesh Daudkhane	Y	Y	Different modes of assessment reflect in roll-outs & these are found to be satisfactory	2	Y	N	NA	The faculty himself is a visiting faculty and has expertise in LL, thus guest session not required
2	Strategic Human Resource management	Core	B2H, F2H	Dr. Natashaa Kaul	Y	Y	Different modes of assessment reflect in roll-outs & these are found to be satisfactory	2	Y	Y	Session on "Onboarding from SHRM perspective" planend in October 2nd week	NA
3	Performance management System	Core	B2H, F2H	Prof. Rupesh Andhrutkar	Y	Y	Different modes of assessment reflect in roll-outs & these are found to be satisfactory	2	Y	Y	Session on "balance scorecard" planned in September 2020.	NA
4	Compensation & Benefits	Core	B2H, F2H	Prof. Shikha Sindhu	Y	Y	Different modes of assessment reflect in roll-outs & these are found to be satisfactory	2	Y	Y	Session on "competency mapping" planned in September 2020.	NA
5	HR Metrics	Elective	B2H, F2H	Prof. Shikha Sindhu	Y	Y	Different modes of assessment reflect in roll-outs & these are found to be satisfactory	1	Y	Y	A full day workshop on "HR analytics" planned in September 4th week.	NA
6	Sustainable HR Practices	Elective	B2H, F2H	Prof. Amruta Deshpande	Y	Y	Different modes of assessment reflect in roll-outs & these are found to be satisfactory	1	Y	Y	A session on " measuring employee commitment" planned in september 2nd week.	NA

Indira School of Business Studies PGDM - HOD Report - Semester Beginning Review Report
Program : PGDM General — PGDM semester III (Batch 2019-21) — Date: 06-08-2020

Delivery of Course

Delivery of courses is carried out based on the session plan submitted, along with inclusion of systematic assessments, assignments, and projects, as applicable.

Students Continuous Feedback and Review

Continuous review of teaching learning is carried out by respective HOD to ensure effective implementation of academic plan.

Mid Semester Review and Corrective Action

Students' feedback about their learning plays a vital role in the review of teaching by faculty members. Such reviews also ensure timely completion of syllabus along with corrective actions where necessary.

Illustration of Mid Semester Review Report and Feedback by Students

	Indira School of Business Studies PGDM - HOD Report - MID semester Review Report											
Program : PGDM General					PGDM semester III (Batch 2019-21)						Date: 25-09-2020	
Sr. No.	Subject	Core/ Elective	Division	Faculty	Rollout Updation (Y/N)	Syllabus completion (in %)	Assessment		Guest Session Plan		Faculty Feedback (informal)	Remarks, if any
							Required	Actual Status	Yes / No	Details		
1	Labour Law II	Core	B2H, F2H	Dr. Yogesh Daudkhane	Y	40%	1	will be completed by 30-09-2020	N	NA	Good	The faculty himself is a visiting faculty and has expertise in LL, thus guest session not required
2	Strategic Human Resource management	Core	B2H, F2H	Dr. Natashaa Kaul	Y	40%	1	will be completed by 30-09-2020	Y	Planned on 17-10-2020. Topic- Onbaording from SHRM perspective	Very Good	NA
3	Performance management System	Core	B2H, F2H	Prof. Rupesh Andhrutkar	Y	45%	1	will be completed by 30-09-2020	Y	Session on "Balance scorecard" by Mr. Rajan Kumar, Consultant-Assessment & OD held on 22-09-2020	Good	NA
4	Compensation & Benefits	Core	B2H, F2H	Prof. Shikha Sindhu	Y	40%	1	will be completed by 30-09-2020	Y	Session on "competency mapping" by Ms. Aditi Kirtane, Asst. manager HR- GMM Pfaudler Ltd. held on 15-09-2020	Very Good	NA
5	HR Metrics	Elective	B2H, F2H	Prof. Shikha Sindhu	Y	50%	1	will be completed by 30-09-2020	Y	6 hours certification workshop planned on 28, 29, 30- 09-2020	Very Good	NA
6	Sustainable HR Practices	Elective	B2H, F2H	Prof. Amruta Deshpande	Y	40%	1	will be completed by 30-09-2020	Y	Session on "measuring employee commitment" by Ms. Meenu Bhatia, Founder & Director- VANS Skilling held on 11-09-2020	Very Good	NA

Formal Written Feedback and Review

Prior to the end of each semester, HODs review the implementation of the Session plan and Formal Written Feedback taken from students facilitates the review about the delivery and content of curriculum. All these reviews are presented to the Academic Committee for assessing the effectiveness of teaching learning during the semester. Such reviews also bring forth feedback and suggestion for improvement in delivery of sessions, pedagogy followed and any other aspect affecting the quality of implementation of curriculum. Corrective actions, if necessary, are taken based on such feedback.

Illustration of End Semester Review Format

	Indira School of Business Studies PGDM - HOD Report - End Semester Review Report											
Program : PGDM General								PGDM semester III (Batch 2019-21)			Date: 23-12-2020	
Sr. No.	Subject	Core/ Elective	Division	Faculty	Rollout Completion (Yes /	File Completion (Yes /	Compendium Submission	Syllabus Completion (Y/N)	Required Assessment Done (Y/N)	Guest Session		Feedback (End Sem)	Remarks, If any
										Yes / NO	Details		
1	Labour Law II	Core	B2H, F2H	Dr. Yogesh Daudkhane	Y	Y	Y	Y	Y	No	NA	Excellent	No Deviation
2	Strategic Human Resource management	Core	B2H, F2H	Dr. Natashaa Kaul	Y	Y	Y	Y	Y	Yes	Session on "Onbaording from SHRM perspective" by Mr. Ramesh Neelkanthan, Business Coach, HR Process Facilitator, Behavioural Analyst- Ethiel Consultancy held on 17-10-2020	Excellent	No Deviation, Guest session feedback was very good.
3	Performance management System	Core	B2H, F2H	Prof. Rupesh Andhrutkar	Y	Y	Y	Y	Y	Yes	Session on "Balance scorecard" by Mr. Rajan Kumar, Consultant-Assessment & OD held on 22-09-2020	Very Good	No Deviation, Guest session feedback was very good.
4	Compensation & Benefits	Core	B2H, F2H	Prof. Shikha Sindhu	Y	Y	Y	Y	Y	Yes	Session on "competency mapping" by Ms. Aditi Kirtane, Asst. manager HR- GMM Pfaudler Ltd. held on 15-09-2020	Excellent	No Deviation, Guest session feedback was very good.
5	HR Metrics	Elective	B2H, F2H	Prof. Shikha Sindhu	Y	Y	Y	Y	Y	Yes	A certification workshop on "HR Analytics" by Mr. Kingshuk Bhadury, Founder- Learning Kosh held on 28,29,20-09-2020	Excellent	No Deviation, workshop feedback was very good.
6	Sustainable HR Practices	Elective	B2H, F2H	Prof. Amruta Deshpande	Y	Y	Y	Y	Y	Yes	Session on "measuring employee commitment" by Ms. Meenu Bhatia, Founder & Director- VANS Skilling held on 11-09-2020	Excellent	No Deviation, Guest session feedback was very good.

- **Adherence to Academic Calendar:** At the beginning of a semester. Academic calendar is formulated at Institute level that incorporates details of academic schedule, other activities/programs/events and their tentative dates:

Sample of Academic Calendar of ISBS PGDM:

ACADEMIC CALENDAR- ISBS (2019-20)

Month: Date:	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20
1		Commencement of Academic Session & Induction 2019-20 Batch (MBA Sem I)	Sunday	PGDM SIP Internal Viva	• Diwali Break 28th Oct- 3rd Nov (PGDM Sem I)	Sunday			Sunday			
2			Ganesh Chaturthi	Gandhi Jayanti on 2nd Oct	• Diwali Break 28th Oct- 3rd Nov (PGDM Sem I)		MBA Online Examination Sem III	Sunday				
3		Ozone Introduction (PGDM Sem I)		PGDM SIP Internal Viva	Sunday							
4	Induction 2019-20 Batch (PGDM Sem I)	Sunday	Teacher's Day celebrations		Commencement of sessions after Diwali							
5				Spartacus - 2019			Sunday			Sunday		
6				Spartacus- 2019 (Sunday)	Ozone Introduction (MBA Sem I)							
7			Business analytics certification workshop for CEM and CEM_IV FROM 2 PM TO 6:30 PM									Sunday
8			Sunday	Dussera on 8th Oct		Sunday			Sunday			
9								Sunday				
10		Business analytics certification workshop for CEM and CEF_ SEM_IV FROM 2 PM TO 6:30 PM			Sunday - Spartacus-Physical Fitness & Sports Carnival						Sunday	
11		Sunday	Session on Depression Mgt. by Guest for PGDM- Sem I (4pm- 5pm)									
12			Anant Chaturthi		PGDM SIP External Viva		Sunday			Sunday		
13				Sunday	PGDM SIP External Viva							
14	Sunday		BDSF 19th Sept to 5th Oct (PGDM Sem II)			Alumni Meet - Homecoming 2.0						Sunday
15		Independence Day on 15th Aug	Sunday		Sector level Workshop - FDP (Research Paper Writing and Statistical Analysis)				Sunday			
16						MBA Examination Sem I 16th to 28th Dec		Sunday				
17											Sunday	
18	Commencement of Sessions (MBA Sem III)	Sunday										
19		Backlog exam for Batch 2018-20 (Sem I & II)					Sunday			Sunday		
20		Backlog exam for Batch 2018-20 (Sem I & II)		Sunday	World Marketing Congress							
21	Sunday	Backlog exam for Batch 2018-20 (Sem I & II)					Abhinavam- National Conference					Sunday
22	Commencement of Academic Sessions (PGDM Sem I)(Sem III)	Backlog exam for Batch 2018-20 (Sem I & II)			World Education Congress & Dewang Mehta awards	Sunday			Sunday			
23		Backlog exam for Batch 2018-20 (Sem I & II)						Sunday				
24		Backlog exam for Batch 2018-20 (Sem I & II) / Sector Deep dive-(PGDM + MBA)/Business analytics certification workshop for CEF and MBA_SEM_IV FROM 2 PM TO 6:30 PM									Sunday	
25	Chetan Sir's Session on Building Innovative Mindset for PGDM - Sem I	Sunday										
26	Business Roleplay	Backlog exam for Batch 2018-20 (Sem I & II)	Indira Brand Slam		MBA Examination Sem III	X mas Break (PGDM Sem I & II)	Sunday			Sunday		
27		Talent Hunt Batch 2019-21 (SEM I)	Indira Brand Slam	Sunday	PGDM SIP External Viva							
28	Sunday				• Diwali Break 28th Oct- 3rd Nov (PGDM I)							Sunday
29			Sunday						Sunday			
30												
31		Business analytics certification workshop for CEM_SEM_IV FROM 2 PM TO 6:30 PM	NA								Sunday	

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Sr.no.	Activity	PGDM (2020-22) Sem. I	PGDM (2019-21) Sem. III
	ISBS PGDM- Academic calender for year 2020-21		
1	Induction program	15-07-2020 to 08-08-2020	NA
2	Holiday of Raksha Bandhan	03-08-2020	03-08-2020
3	Commencement of academic sessions	10-08-2020	04-08-2020
4	Holiday of Independence Day	15-08-2020	15-08-2020
5	Holiday of Ganesh Chaturthi	22-08-2020	22-08-2020
6	Holiday of Anant Chaturthi	01-09-2020	01-09-2020
7	Continuous assessment- 1	30-09-2020	30-09-2020
8	Holiday of Gandhi Jayanti	02-10-2020	02-10-2020
9	Indira HR Superachievers' Awards	23-10-2020, 24-10-2020	23-10-2020, 24-10-2020
10	Mid semester examination	02-11-2020 to 10-11-2020	02-11-2020 to 10-11-2020
11	Diwali break	14-11-2020 to 16-11-2020	14-11-2020 to 16-11-2020
12	Indira Brand Slam	27-11-2020, 28-11-2020	27-11-2020, 28-11-2020
13	Continuous assessment- 2	10-12-2020	10-12-2020
14	Christmas break	25-12-2020	25-12-2020
15	End of academic sessions	23-12-2020	23-12-2020
16	Preparatory leaves	24-12-2020 to 03-01-2021	24-12-2020 to 03-01-2021
17	End semster examination	04-01-2021 to 12-01-2021	04-01-2021 to 12-01-2021
18	Commencement of next semetser	18-01-2021	18-01-2021
19	Holiday of Republic Day	26-01-2021	26-01-2021
20	Abhinavan International Research Conference	27-01-2021	27-01-2021
21	Holiday of Shivaji Jayanti	19-02-2021	19-02-2021
22	Continuous assessment- 1	25-02-2021	25-02-2021
23	Convocation (Batch 2017-19)	27-02-2021	
24	Holiday of Mahashivratri	11-03-2021	11-03-2021
25	Indiapreneur B- Plan competition	13-03-2021	
26	Mid semster examination	15/03/2021 to 24/03/2021	15/03/2021 to 24/03/2021
27	Holiday of Holi	29-03-2021	29-03-2021
28	Continuous assessment- 2	12-04-2021	12-04-2021
29	Holiday of Gudi Padwa	13-04-2021	13-04-2021
30	Holiday of Dr. Babasaheb Ambedkar Jayanti	14-04-2021	14-04-2021
31	End of academic sessions	25-04-2021	25-04-2021
32	Preparatory leaves	26/04/2021 to 04/05/2021	26/04/2021 to 04/05/2021
33	End semster examination	05/05/2021 to 15/05/2021	05/05/2021 to 15/05/2021

- **Improving instructional methods and using pedagogical initiatives:** Teaching and learning process at ISBS PGDM follows conventional mode of teaching along with focus on innovative and effective pedagogical initiatives. It is mandatory for faculty to include multiple tools for teaching and incorporate them in the session rollout plan at the commencement of classroom delivery. Lecture plan showing methodology of teaching is shared with students before the beginning of the semester. Institute has taken

various initiatives out of which some are listed on our website. The purpose of using these initiatives is:

➢ To evoke interest among students

➢ To encourage out of the box thinking

➢ To provide real life scenario to students

➢ To effectively transfer knowledge

➢ To facilitate group learning

➢ To meet global standards of education

➢ To upgrade knowledge effectively

➢ To promote application-based learning

Illustration of Pedagogical Initiatives

- **MOOCs** (Massive Online Open Courses): ISBS PGDM offers MOOCs as compulsory module to students along with certain MOOCs of their preference. MOOC which is a recent addition to online courses has quickly gained interest and support in higher education world-wide. MOOCs allow students to complete full courses of study in a non-traditional format, and certificates for

course completion are integrated into programs ISBS PGDM already offers. MOOCs are driven using technology and include video lectures, discussion forums, tests, and assignments. MOOCs are built on efficiency of scale, giving access to the teaching of a world class professor to thousands of students at once. The lectures, assessments, and activities for a course – especially an online course – and the expertise of the professor behind the content provide considerable value for students. ISBS PGDM has adopted MOOC as it opens the door of the professor's classroom to teach more than just a few dozen students at a time. Our government is also recognizing the power of MOOCs.

- **Webinar:** Being a contemporary tool in teaching pedagogy, ISBS PGDM has incorporated webinars in the methodology for teaching. A webinar is an event held on the internet which is attended exclusively by an online audience. Defying all the latest communication trends towards everything being shorter and quicker, the average viewing time for webinars is increasing year on year, and currently stands at an average of 56 minutes! From a teaching and educational perspective, webinars are interesting because of the very high degree of interaction, helping participants to learn and understand more quickly.

- **Case Study:** Case method is a powerful student-centred teaching strategy that can impart students with critical thinking, communication, and interpersonal skills. Working on cases requires students to research and evaluate multiple sources of data, fostering information literacy. Cases are narratives, situations, select data samplings, or statements that present unresolved and provocative issues, situations, or questions. The case method adopted at ISBS PGDM is a participatory, discussion-based way of learning which promotes more effective contextual learning and long-term retention.

- **Case lets:** These are small cases developed by ISBS PGDM faculty members for their respective subjects. Current information related to a concept or subject is summarized in the form of a case which support the formal method of teaching. Through this technique students get an insight of the current scenario related to the subject and this helps them to build their knowledge about the various practical aspects of business.

- **Role-plays:** Role-plays as utilized by some faculty at ISBS PGDM as a teaching pedagogy and serves as an effective technique that allows students to explore realistic situations by interacting with other people in a managed way. It allows students to develop an experiential approach and try different strategies in a supported environment, for instance demonstrating an effective sales strategy. It is a very flexible teaching approach because it requires no special tools, technology or environments; for example, student could work through a role-play exercise just as effectively in a lecture hall as in a seminar room. However, technology can provide significant advantages, and even new possibilities, for using the approach as a learning activity.

- **Mini Projects/Research based Assignments:** Students are allotted assignments as part of different subjects by faculty with the intent of enhancing their research aptitude for gathering and analysing data. Such projects/assignments also augment their skills for using software tools such as SPSS to analyse the findings of the research. Subjects like BRM (Business Research Methods) make use of this pedagogy to improve the analytical and presentation skills of the students. Students also get hands on experience on practical usage of statistical methods like Chi-square, Annova, T-test, F-test etc.

- **Group Projects:** Group work can be an effective method to motivate students, encourage active learning and develop planning, cooperative learning, critical thinking, and decision-making skills. This technique at ISBS PGDM helps students to learn to contribute effectively

to a team environment. Students are also asked to do specific industry analysis in their groups and present the same as a class assignment.

- **Simulation / Online Games:** Educational games and simulations are experiential exercises that transport learners to another world. They apply their knowledge, skills and strategies in the execution of their assigned roles. These games help students to practice and/or refine already-acquired knowledge and skills, identify gaps or weaknesses in their knowledge and also to develop new relationships among concepts and principles.

- **Videos / Movies** – Faculty at ISBS PGDM have found value in the use of video for teaching and learning process. Students can relate better with presented concepts and explore content more deeply during class time. Since faculty found it advantageous to use videos for reinforcing concepts, this has been adopted as an accepted form of pedagogy to aid in more efficient processing and memory recall.

- **Research Papers:** Research paper discussion is another method used by faculty for involving students in learning the current aspects of various concepts. Since faculty undertake research, they share the knowledge gained by them in classrooms with the students. Students also learn about the nuances of undertaking research.

Table 4.2.1: Summarized Padegogical Initiatives and their Utility

Sr. No.	Pedagogical Initiative	Usefulness / Utility
1	MOOCs	A massive open online course aimed at unlimited participation of students and open access via the web.MOOCs provide interactive courses to support open interactions among students, professors, as well as immediate feedback to quick quizzes and assignments.
2	Webinars	To provide insights to the students on improve learning out comes and result which will enable them to procure better career prospects.
3	Case Study	To enhance Analytical ability, Decision making and Problem solving skills of students
4	Case lets:	To equip students on questions on Situational analysis.
5	Role Plays:	Practical learning through activities.
6	Mini Projects / Research based Assignments:	Application oriented projects focused on Research fundamental and primary orientation on statistical tools.
7	Group Projects:	Collaborative Learning and team dynamics.
8	Simulation / Online Games	Enhance ability to process Real time data using Analytics and virtual games.
9	Videos / Movies	Improving Student engagement, efficient learning and memory recall.
10	Research Paper	Ability to systematically prepare and process data. Instill reading habits.

Use of ICT through Smart / Interactive classrooms:
With onset of Pandemic, ISBS PGDM swiftly adapted to virtual mode of teaching-learning. Even before the virtual became new normal, ISBS PGDM had concept of Smart classroom which was delivered through the platform called **"Impartus".**

The objective of the concept was **"to bring the importance of Video based learning into mainstream education and take learning beyond the limitations of physical infrastructure."**

As the pandemic disrupted the offline education, ISBS PGDM trained its faculty through an intensive faculty development program called "virtual vidya" and got the subscription of online

LMS Microsoft teams and zoom. Classes were held unhindered first through Impartus and later via Microsoft Teams and Zoom.

Process and some of the key features of the Virtual classrooms are as follows:

ISBS PGDM started recording sessions conducted by regular faculty, visiting faculty, as well as guest faculty, using high-definition cameras installed in the classroom.

- All sessions were held live. Faculty would make use of features such as breakout rooms, polls, quizzes, symbols to make the class interactive and engaging.
- The recordings of sessions are made available for students in their respective subject channel. This assists students extremely well for revisit and revision of the concepts.
- This way the end-to-end lecture capture records the video and offers a complete platform for online digital library for the institute.

Methodologies to Support Weak Students and Encouraging Bright Students

While the endeavour of every faculty at ISBS PGDM is to ensure that students in the class to the best of their abilities, there are bound to be differences in the calibre of students. Faculty therefore make effort to fathom these special needs of some students and prepare a plan to cater to their needs in ways that does justice for weak and bright students, so that both emerge with expected levels of learning.

Following are the details of approach / methodology followed at ISBS PGDM to cater to special needs of the students:

Assisting Weak Students – As part of the teaching learning process, faculty at ISBS PGDM ensure that every student is given equal opportunity of learning and specific attention is given to students who needs additional assistance.
Identification and assistance is done in the following manner:
  ➢ Careful observation in the class by subject Faculty.
  ➢ Class performance and participation in Skill development program.
  ➢ Provision of Tutorials for subjects in which weak students need assistance.
  ➢ Counselling through Mentoring groups.
  ➢ Appointment of seniors as buddies for these students.
  ➢ Providing additional study material / guidance to weak students.
  ➢ Assignments based on previous years question papers and special classes for tips on solving such papers.

Encouraging Bright Students – Along with assistance to weak students, the additional demands of bright students are maintained through initiatives as mentioned below:
- Additional assistance by appointing Industry Mentors for better placement prospects and preparation for such students. This is achieved at ISBS PGDM through the *Alpha Program and Near Alpha Program* by knowledge partners at ISBS PGDM, which is a professional agency called Ozone.
- Specific and focused training under Alpha Program enables the students, for instance, to pursue summer internship in their dream organizations and effectively complete summer internship and convert it into final placement.
- Appointment of Alumni as Buddy to guide and assist in improved performance.
- Encouraging students to take up joint certification programs with industry to enhance employment prospects in these companies at higher levels of placement.

- Students are encouraged to participate in competitions that test their mettle and thus add to their performance and confidence.

- **Quality of Classroom Teaching and Classroom Ambience –** Environment within which teaching, and learning takes place, plays an important role in the effectiveness of implementation**.** ISBS PGDM ensures well quipped classrooms with ample space, green and clean surrounding.
-

  While imparting teaching too, faculty focuses on interactive based teaching and learning. Pedagogical tools like case studies, articles, and class activities, help in assisting healthy discussion in classes. Students are encouraged to participate, ask questions, and share thoughts, express their views to ensure interaction. Faculty shares real life situations, examples to ensure application-oriented learning. Philosophy of *3Cs* approach for classroom delivery focuses on content, communication, and confidence.
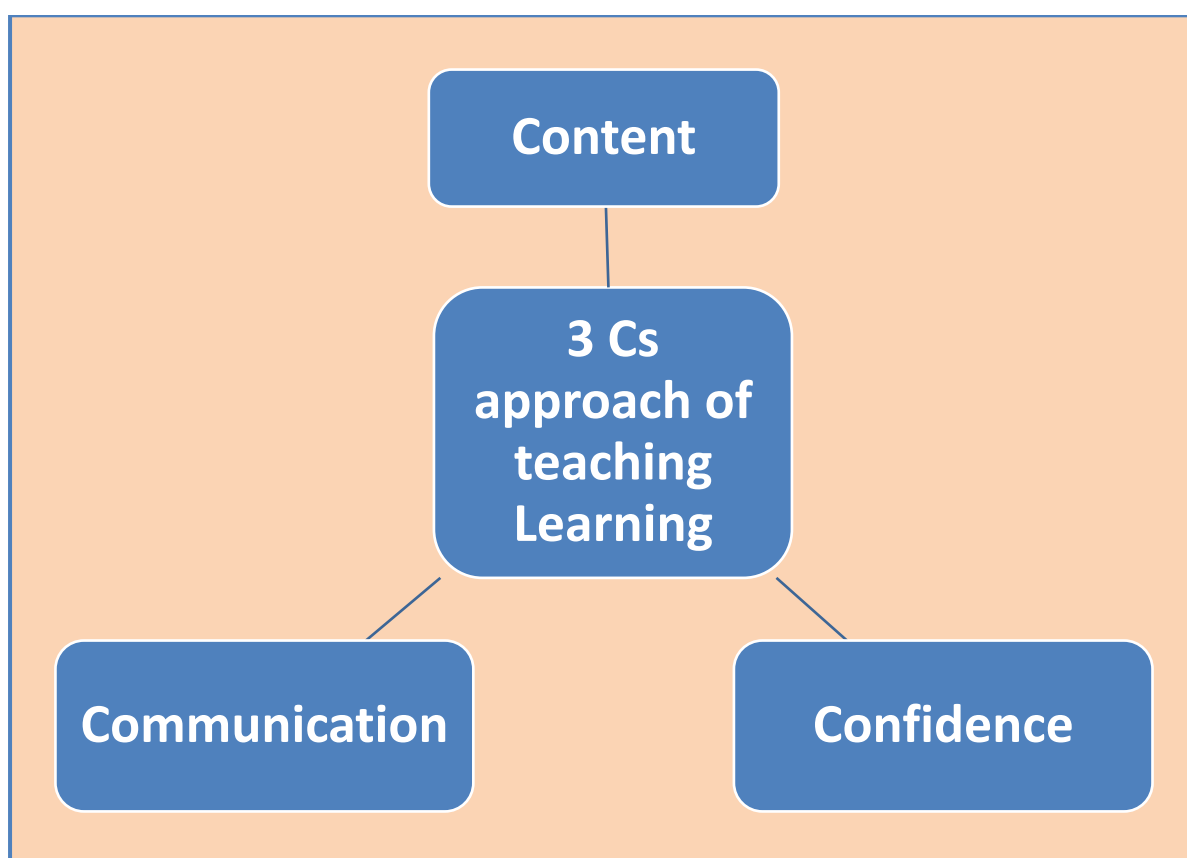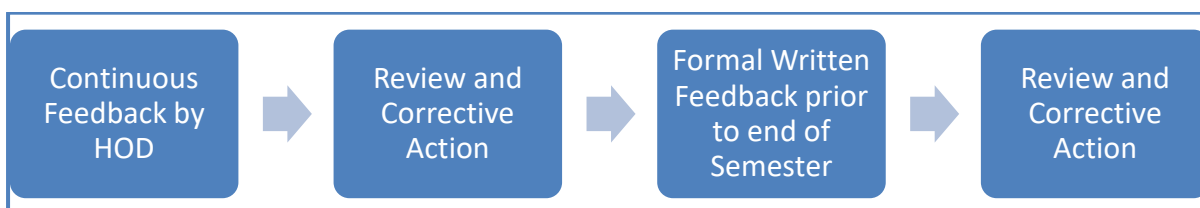

Student feedback of teaching learning process and action taken: Feedback is an integral part of assessing the effectiveness of teaching and learning on campus. ISBS PGDM follows sound mechanism for seeking continuous feedback from students and takes corrective measures, when required. Mentioned processes are followed for attaining feedback from students and taking requisite follow up action:
- Formal feedback is taken from students through ERP once every semester as per the requirement and nature of the activity.
- Director/ HoD are expected to take regular feedback by visiting classrooms to assess the satisfaction level of students.

- Concerned departmental heads and faculty division in charge interact with students and faculty on regular basis to ensure that the implementation of curriculum is synchronized with planned inputs.
- The student's council comprises of an academic team consisting of CR (class representative) and DCR (deputy class representative) who have an allotted role of recording action taken on planned activities and this team shares such information with the Director every month to discuss teaching learning on campus. Concerns of students are taken into consideration and minutes of the meeting are mailed to all students with response for action to be taken about issues raised by students.
- Additional forum for feedback is also provided to students as part of student's grievance committee which meets the Director once every month to discuss any grievances students may have with respect to teaching-learning and the committee also provides suggestions and solutions for aspects possible for them. A report on action taken based on their grievances is mailed to students with timeline for resolution of such grievances.
- Such multiple processes of response from students builds in requisite proportion of care to avoid any oversight with respect to adequate teaching learning provisions for students. Since every student's need varies, suggestions from students help to build teaching-learning processes adequate for all types of students.
- Feedback regarding quality of teaching of faculty is also utilized to ensure allotment of subjects to faculty who are better suited for certain subjects.

Process of Feedback / Feedback Mechanism

| Continuous Feedback by HOD | → | Review and Corrective Action | → | Formal Written Feedback prior to end of Semester | → | Review and Corrective Action |

Guest Session Feedback form format
Indira School of Business Studies PGDM

PGDM (2019-21) Batch

Workshop / Session on

Student Feedback

Please share your feedback on each parameter for the session conducted by Mr./Ms. _____
from ____XYZ Co._____
(5 being 'Excellent' and 1 being 'Below Average')

5: Excellent
4: Very Good
3: Good
2: Average
1: Below Average

| Name of the speaker	Quality of content delivered	Relevance to the course pursued	Speaker's communication and presentation skills	Speaker's interaction with the students

4.2.2: Quality of continuous assessment and evaluation process (40)

Institute Marks - 40

ISBS PGDM follows the practice of evaluation of students' performance by utilizing three components viz Concurrent Assessment, Class Participation and Class Participation and End-Semester Assessment, which is a pen and paper examination.

- **Evaluation Process**

Following illustration presents the allocation of various students' assessment followed:
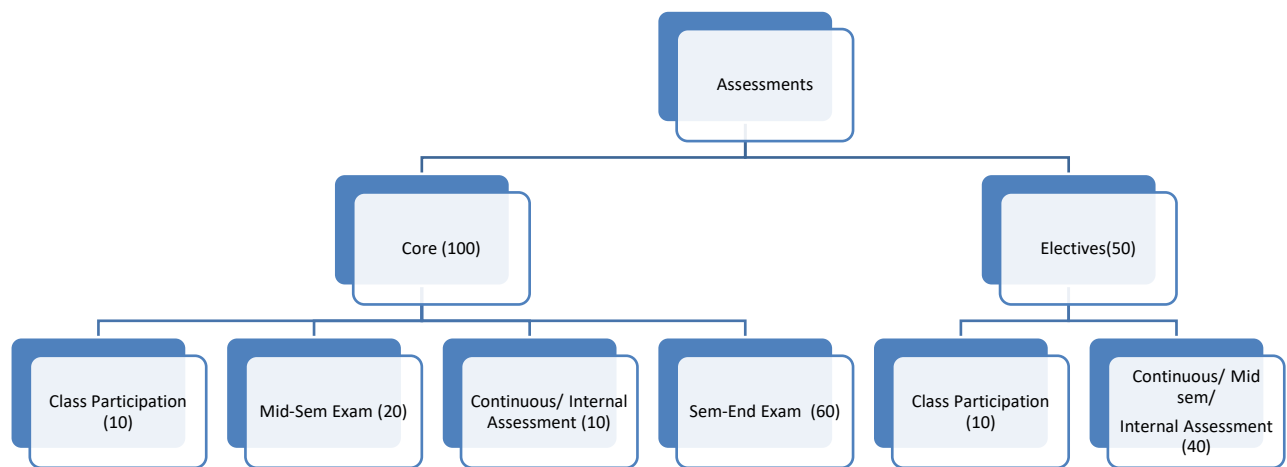
- **Class Participation –** One of important parameter on which students are assessed is their sincerity which is gauged through their Class Participation. 10 marks are allocated for Class Participation. Those who have above 90% Class Participation get 10 marks, 80-90% get 5 marks and 70-80% get 3 marks for Class Participation.

- **Continuous / Concurrent Assessment:** Continuous assessment / internal assessment is done by internal faculty at ISBS PGDM using the modes prescribed (Tests, assignments, case studies, role plays, presentations, scrap books, MCQs, Quiz, GD, Industry Visits, Newspaper Reading etc.). Faculty members select methods of assessments most relevant for their courses in consultation with HOD.

- **Quality Parameters** – ISBS PGDM identifies internal assessments based on following parameters:
  - ➢ Application Oriented Assessments.
  - ➢ Balance between theory, analytical and numerical assessment.
  - ➢ Comprehensive coverage of syllabus.

- **Sample Assessments and Objectives:** Below mentioned are the prescribed forms of assessments and their objectives:

1) **Case Study/ Situation Analysis**: The objective of taking assignments through case study is to
   a. Critically evaluate the nature of management challenges and explore the relationship of various solutions to those problems.
   b. Approach problems through collaborative (Teamwork) learning.
   c. Understand the theoretical principles and concepts in the context of real-world problems facing the society.

2) **Role play / Story Telling:**
   a. To gain a solid understanding of human behaviour in workplace from an individual, group and organizational perspective.
   b. To obtain frameworks and tools to effectively analyse and approach various Organizational situations.

3) **MCQ test / Quiz:**
   a. To develop an analytical ability which would facilitate decision making.
   b. To know the tools and techniques for different research processes.

4) **Research Report:**
   a. To assess the students understanding of various research concepts and the process of business research in business environment.
   b. To use statistical techniques for analysis in research data.

5) **Class Presentations:**
   a. To acquaint the students with fundamentals of communication and help them in transforming their presentation skills.
   b. To build the students confidence and to enhance competitiveness by projecting a positive image of themselves.

6) **MOOCS:**
   a. To build on the engagement of learners who self – organize their participation according to learning goals, prior knowledge and skills and common interests.

7) **Class Test:**
   a. To evaluate the understanding of various concepts and principles of management taught in the classrooms.

8) **Open Book test:**
   a. To evaluate the understanding of various concepts and principles of management taught in the classrooms.

9) **Field Visit:** Provides students with hands on experience to learn different management concepts and to apply them to real life situations.

10) **Home Assignments:** Prepares the students for the Term - End examination, by allocating home assignments which they need to complete and submit.

11) **Small Group Project and Internal Viva-Voce:** Assesses student's competency to defend the group projects submitted.

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12) Learning Diary: The purpose of the learning diary is to address, discuss and reflect students learning process in relation to the topics discussed at the lecture or in the seminar they attend.

13) Scrap Book: It is a book with a set of memories in common sense. This hobby has been growing in popularity, especially in students to preserve personal history. Students get in touch with scrapbooking with collecting photos, clippings, whatever has been told in the class by the faculty and the like.

14) Group Discussions: Group Discussions among students evaluate their thinking skills, listening abilities and articulation of their thoughts.

15) Individual Term Paper/ Thematic Presentation:
  a. To acquaint the students with fundamentals of communication based on specific theme and help them in transforming their presentation skills.
  b. To build the students confidence and to enhance competitiveness by projecting a positive image of themselves.

16) Industry Analysis: It is a tool that facilitates a company's understanding of its position relative to other companies that produce similar products or services. Understanding the forces at work in the overall industry is an important component and that helps students in developing their strategic skills.

17) Book Review: To develop reading ability among the students and to summarize the main ideas and arguments that the book's author has presented. The purpose of the review is to share enough information with the student/ group who has read the book.

18) Model Development: Students are asked to come forward with a certain set of Business ideas with different strategies.

19) Simulation Exercise: Students are presented with real-life situations to sharpen their analytical skills. Students get a chance at managing diverse business situations, from being the CEO of a bank, to managing asset and taking responsibility for liability portfolios, heading a multinational and negotiating a hostile takeover, and the like.

20) In Depth Viva: Provides students with an opportunity to develop in depth expertise on a particular subject and evaluate their competency.

21) Quiz: Helps to identify gaps in students' knowledge. Taking a quiz helps in retention and makes the next related study more productive.

22) Newspaper reading: Develops the reading, comprehension skills and knowledge of students and gives them the confidence to communicate and articulate more effectively.

23) Student Driven Activities: Students get opportunity to conduct various activities in their class and come up with certain results by evaluating their performance, like making posters, conducting students' club activities, organizing events on campus, and the like.

Question Paper setting, Evaluation and Effective Process Implementation

ISBS PGDM implements the examination process through well-defined procedures established by the Board of Examinations (BOE) and these are taken forward by the Examination

Committee constituted to carry forth the examination process and governs the Examination Department at ISBS PGDM. The BOE also deals with all matters related to examination and reviews complaints in matters arising out of the examination process. The BOE appoints other standing committee's requisite for the audit of the examination processes. Setting question papers for semester end examination and assessment of answer books is carried out by appointment of external paper setters and examiners and is carried out through a "Centralized Assessment Process" (CAP). The Examination Department appoints paper setters, examiners and moderators and other referees where necessary. It is also entrusted with the accountability of taking forth students' evaluations and completing the evaluation cycle up to the printing of mark sheets and release of Diploma Certificates during Convocation. Students' evaluation process is time bound and such timelines are prepared prior to the beginning of each semester and communicated to all stakeholders. Director ISBS PGDM serves as the Controller of Examination (COE) and this profile is entrusted with the ratification of all processes carried out under the examination department and maintains the sanctity of the examination procedures.

Students' assessments are carried out in two phases:

- **Students Internal Continuous Assessments** are carried out across the semester, with the objective of assisting in continuous and sustained learning. All internal continuous assessments are taken forward by the faculty team and results in submission of marks to the examination department.

- **Students Semester End Assessments** are carried out through CAP - Centralized Assessment Process by the Examination Department and is time bound and such timelines are prepared prior to the beginning of each semester and communicated to all stakeholders.

CAP is taken forward in two phases in each semester in the following manner:

i. Question Paper Setting Process
ii. Answer Book Assessment Process

The objective for institutionalizing CAP is:

- Setting quality question papers.

- Unbiased assessment of semester end papers.

- Enlist external experts to bring in enquiry of diverse nature, to enhance students learning.

Stakeholders in the CAP Process

- CAP In charge: Responsible for executing end to end CAP process and works in coordination with examination department and external evaluators. The process begins with invitation to external paper setters, examiners and ends with submission of answer books to the examination department.
- External Evaluator: They are individuals with considerable experience in setting question papers and assessing answer books. Such process is carried out under standard norms for execution of the CAP process.
- Head of Departments (HOD): The role of HoD's in CAP process lies in evaluating the quality of question paper set by external examiners and ensures coverage of syllabus appropriately.

- Examination Department: The examination department ensures all administrative support for the smooth conduct of CAP, including schedule for completion, format for submissions, accountability for loss/damage of question papers/answer books and all other disciplinary aspects required for the conduct of CAP.

Illustration of Centralized Assessment Process (CAP) Schedule

Process:	CAP	
Issued by:	**Examination Department**	
Date:	**30th May 2020**	

CAP PROCESS - ACTIVITY FLOWCHART		
Sr. No.	**Activities**	**Duration Prior to Exam**
1	Finalize CAP Schedule	45 days
2	Confirmation of External Paper Setting Experts	35 days
3	Communicate Paper Setting Dates to External Experts	30 days
4	Intimate Course Syllabus and norms of paper setting to Experts	30 days
5	Organize Strong Room and other administrative arrangement	25 days
6	Complete Paper Setting Process and Review by HOD	10 days
7	Storing Individual Question Paper in Strong Room	10 days
8	Photocopying and Storing Question Papers in Strong Room	5 days
9	Handing Remuneration to External Experts	15 days post CAP
10	CAP Initiation for Examiners	Post Examination
11	Completion of Answer Book Assessment	15 days Post Completion of Examination
12	Submission of Answer Books to ISBS PGDM Exam Department	15 Days Post Completion of Examination

CO coverage in class test / midterm test:
Each assessment, including mid-terms are linked to a CO. The roll out captures the linkage between assessment and CO. The sample format that captures this information in roll out is as follows:

Assessment no.	Details of assessment	Date	CO
1	Case Study on "Work Culture at Google"	12/08/2019	CO 1
2	Mid Term exam	11/09/2019	CO2,3

Course: PGDM (General)-Batch (2018-20) - Semester I – Managerial Economics (101)

This course is evaluated based on internal assessments and end semester examination. Calculation of attainment levels for both is shown as under:

1. Internal Evaluation: Internal evaluation of this course is done based on three evaluation which are Continuous Assessment 1, Mid-semester exam and Class Participation. Below mentioned tables shows the attainment level of course through each of these assignments.

Table: 4.2.2.1-CO Attainment through Assignment 1

Assignment Name	CA1	
Teacher	Prof. Surendra Majumdar	
	Course Outcome	**2018GGC101.1,2018GGC101.2**
	Max Marks	**10.00**
Student >=60% Marks		60
Total Student s		60
CO 1, CO 2 Attainment (%)		100

The above table shows that the assignment is mapped to CO1 and CO2 of course 101. 60 students out of total 60 students got more than 60% marks which means that CO1 and CO2 have attainment level of 100%.

Table: 4.2.2.2-CO Attainment through Assignment 2

Assignment Name	Mid-semester Examination	
Teacher	Prof. Surendra Majumdar	
	Course Outcome	**2018GGC101.1,2018GGC101.2**
	Max Marks	**20.00**
Student >=60% Marks		50
Total Student s		60
CO 1 and CO 2 Attainment (%)		83.33

The above table shows that assignment 2 is mapped to CO1 & CO2 of course 101. 50 students out of total 60 students got more than 60% marks which means that CO1 and CO2 has attainment level of 83.33%.

Table: 4.2.2.3-CO Attainment through Class Participation

Assignment Name	Class Participation	
Teacher	Prof. Surendra Majumdar	
	Course Outcome	**2018GGC101.1,2018GGC101.2, 2018GGC101.3**
	Max Marks	**10.00**
Student >=60% Marks		44
Total Student s		60
CO 1, CO 2 and CO 3 Attainment (%)		73.33

The above table shows that the assignment is mapped to CO1, CO2 and CO3 of course 101. 44 students out of total 60 students got more than 60% marks which means that CO1, CO2 and CO3 have attainment level of 73.33%.

Table: 4.2.2.4-CO Attainment through End Semester Exam

Assignment Name	End-Semester Exam	
Teacher	Prof. Surendra Majumdar	
	Course Outcome	**2018GGC101.1,2018GGC101.2, 2018GGC101.3**
	Max Marks	**60.00**
Student >=60% Marks		**38**
Total Student s		**60.00**
CO 1, CO 2 and CO 3 Attainment (%)		**63.33**

The above table shows that university exam is mapped to CO1, CO2 and CO3 of course 101. 38students out of total 60 students got more than 60% marks which means that CO1, CO2 and CO3 have attainment level of 63.33%.

1 **Model answers and Study Material:** Faculty provides sample study material to students to prepare them for assessments. Before the commencement of the academic session, Faculty in conjunction with the Library team ensures availability of text as well as reference books in library. Practice tests and material is also provided to students to prepare specifically for end semester examination.

### 4.2.3: Quality of Student reports / Dissertation (15)

Institute Marks - 15

Summer Internship Programme (SIP)

As part of the curriculum, in semester III, students have to work under the supervision of a faculty and carry out a Summer Internship Program (SIP) which has to be submitted for evaluation.

SIP Introduction - Summer Internship Program (SIP) is student's first exposure to the corporate environment. SIP is a vital component in the curriculum imparted in PGDM Program, as it revitalizes students learning for employment in Industry and prepares them for their professional lives. At the end of second semester, each student undertakes Summer Internship Project (SIP) for minimum six weeks. The SIP may be pursued in topics linked to student's functional domain or related topics. Ideally SIP is expected to exhibit a cross-functional orientation for the students. Students are expected to submit their dissertation based on the internship carried out in the organization, for evaluation purpose. SIP may be a research project - based on primary / secondary data or may be an operational assignment involving work done by the student on a given task/assignment/project/ etc. in an organization / industry. It is expected that the SIP shall sensitize the students to the demands of the workplace. The learning outcomes and utility to the organization must be specifically highlighted.

With onset on pandemic in 2020, apart from SIP in companies, desk research projects were also allocated to students who could not get a company project.

Considering the current situation (COVID pandemic) wherein working at a company's premise or on the field on behalf of the respective company has been ruled out by AICTE, ISBS PGDM explored multiple options which not only enabled students to successfully complete their SIP programme but also enabled them to seek alternate methods of doing so.
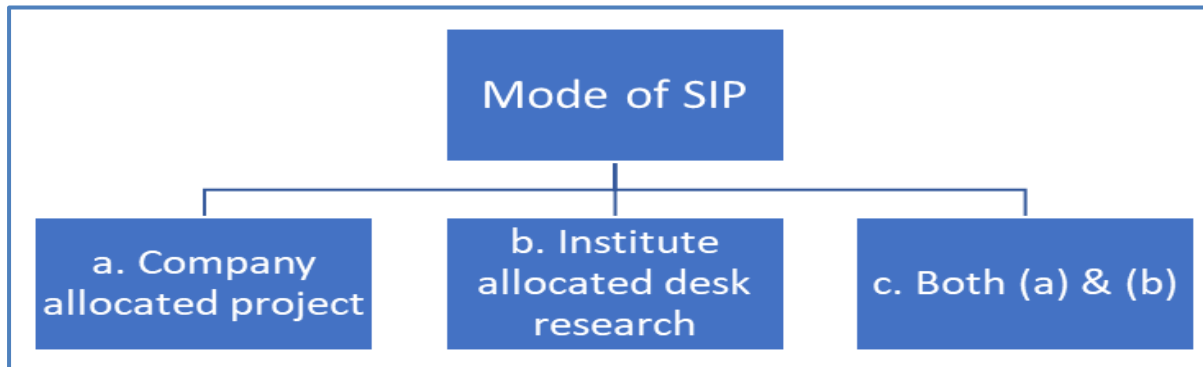
a. Company allocated projects are those SIPs that student has got either on their own or from campus placement (through placement cell)
b. Institute allocated desk research are those projects that students have got, in consultation with their allocated SIP mentor from ISBS PGDM.
c. If a student starts doing a desk research project and later, also applies for Company's projects (through P.C or on his/her own) and wish to undertake Company's project as well, he/she may do so but will also have to continue with and complete the allocated desk research.

The objectives of SIP are to:
- Acquire on the job skills, knowledge, attitudes, and perceptions.
- Get immersed in actual supervised professional experiences.
- Get an insight into the working of real organizations.
- Gain deeper understanding in specific functional areas and inter departmental linkages.
- Develop perspective about business organizations in totality.
- Build confidence for future Corporate Assignments.

SIP is carried out in any of the mentioned entities:
- Corporate
- NGO
- SME
- Government Undertaking
- Cooperative Sector

The SIP dissertation is expected to be well documented and supported by following elements:
- Executive Summary, Organization profile, Outline of the problem/task undertaken.
- Research methodology & data analysis (in case of research projects).
- Relevant activity charts, tables, graphs, diagrams, et al.
- Learning of the student through the project and contribution to the host organization.
- References in appropriate referencing styles (APA, MLA, Harvard, Chicago Style etc.)
- Reflect the nature and quantum of work undertaken by the student.
- Report must reflect eight weeks of work and justify the same.

Completion of SIP is certified by the respective Faculty Mentor/Guide and Industry Mentor/Guide and approved by the Director ISBS PGDM. The organization (Corporate / NGO/ SME/ Government Entity/ Cooperative/ etc.) is expected to provide a certificate of completion to the student. Copy of SIP dissertation is submitted in the campus for final Viva-voce for assessment.

Preparation for SIP - Students are provided orientation classes for effective preparation for SIP. Such sessions are delivered by ISBS PGDM Faculty and experts from Industry. Mentioned input is provided to students towards preparing them for SIP. The inputs given in such orientation sessions revolve around orienting students about different job roles/profiles, orienting them about various sectors, flow of SIP report etc. Various experts who give orientation to students to help them better prepare for SIP are:

SIP orientation by SIP in-charge

SIP orientation by HODs

SIP orientation by Director- Corporate Relations,IGI

SIP orientation by Industry Experts, "Ozone"

SIP Process/ Schedule followed at ISBS PGDM:

S. No.	Activity	Tentative Timeline
1	SIP Placement	November 1st week- May 2nd week
2	SIP Guide/ Mentor Allocation	March 1st week
3	SIP Orientation by SIP In charge (1 Hour each division)	March 1st week-March 2nd week
4	SIP orientation Specialization wise by HODs (1 Hour each division)	March 3rd week-March 4th week
5	SIP Orientation by Placement Cell (1 Hour each division)	March 4th week
6	SIP Orientation by Ozone Education Consultants (1 Hour each division)	April 1st week
7	Pre SIP Interaction sessions with Mentor (3*1 Hour each)	May 1st week-May 2nd week
8	SIP Period	May Mid to July Mid
9	Progress report:	
	Initial Information Report (IIR) Submission	Within 7 Days of joining the SIP Company
	First Progress Report (FPR) Submission	Within 15 Days from SIP Start Date
	Second Progress Report (SPR) Submission	Within 30 Days from SIP Start Date
10	Post SIP Interactions with Mentor (1 Hour each)	July 4th week-September 2nd week (Once a week)
11	First Draft Report Submission (PPT + Spiral bound Hard copy of Report + SIP Learnings Template)	September 2nd week
12	Internal Viva & Presentation (PPT + Spiral bound Hard copy of Report + SIP Learnings Template)	September 4th week
13	Post Internal Viva Interactions (1 Hour each)	September 4th week-October 4th week (Once a week)
14	Final Hard Bound Submission	November 2nd week
15	External Viva (1st Round)	November 3rd week
16	External Viva (2nd Round)	November 4th week
17	Compilation of Marks	December 3rd week
18	Submission of Final Marks to Exam Department	December 3rd week
19	Submission of Final Reports to Library	January 1st week

Explanation:

1. **SIP Placement -** SIP Placement is driven by the Placement Cell at ISBS PGDM. SIP Placement takes place in two different ways-

   ➢ **On Campus -** Companies are invited on campus and students go through the company process for their SIP Placements.
   ➢ **Off Campus -** Company details are shared with the students for them to attend the SIP Placement Process off-campus, as per the location suggested by the company.

2. **Allocation of SIP Guide/Mentor:**
   Once the Placement activity is completed, the initial step followed at ISBS PGDM is allotment of Mentors to students based on their specialization. Each faculty member has around 10-15 students under his/her guidance and it's their responsibility to train students on the requirements of the project and guide them for successful completion.

3. **SIP Orientation by SIP In charge (1 Hour each division):**
   During the Orientation Session, SIP In charge discusses the flow of SIP, Forms and Formats of SIP, Timelines etc. with the students across specialisations.

The PowerPoint presentation used for Orientation is displayed below:

Slide 7

- Minimum SIP duration will be 45 days but not more than 60 days
  - Students will NOT accept any SIP which is less than 45-day duration and NOT more than 60 days.
- SIP completion date will be 30th June 2021
  - Unless a prior approval from ISBS mentor has been taken, students need to ensure that SIP is completed by 30th June except in cases wherein SIP is of 60 days.
- Off campus SIP placement
  - In case a student has undertaken a SIP from outside ISBS campus, they need to intimate the same to the placement cell immediately.

Slide 8

THEREFORE…

- Let us make our reports more *presentable and meaningful.*

- Let us make our reports more *understandable.*

- Let the report speak for our *scholastic achievements* at ISBS.

Slide 9

WHAT IS A REPORT?

A report is a structured written presentation directed to interested readers in response to some specific **purpose, aim or request.**

Generally, its utility is to give an *account of something,* to *answer a question,* or to *offer a solution* to a problem.

Slide 10

CHARACTERISTICS OF AN EFFECTIVE REPORT

An effective report is

- appropriate to its **purpose** and **audience**
- accurate;
- logical;
- clear and concise;
- well organized.

Slide 11

A REPORT

One **important advantage** that a report has over other written communication is that it follows a *standardized format.*

This enables readers to *find and focus* on *specific pieces* of information.

Ensures *proper storage* of the data & Information.

Slide 12

Project report needs to encompass, but not restricted to following area:

- Sector Analysis
- Company Analysis
- Philosophy of the company
- Key challenges faced both at the sectoral and company level
- Main competitors & their growth strategies
- CSR policy and Corporate Governance Initiatives
- Regulatory bodies in the sector and their role

Slide 13

CONTI…

- Key government initiatives to promote growth in the sector
- Global issues affecting the sector
- Key technological advancements in the sector
- Financial Statement analysis of last 3 years of the company – Specific to Finance specialisation
- Recent marketing / advertising campaigns of the company – Specific to Marketing specialisation
- HR policies of the company – Specific to HR specialisation
- Recent Mergers, Acquisitions and strategic alliances in the industry

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Slide 14

PROCEDURE FOR REPORT WRITING

The following is a suggestion as to how you should proceed in compiling and presenting a report. There are three stages:

A. Planning

B. Writing

C. Formatting, revising and proof-reading

Slide 15

A. STAGE ONE: PLANNING

1. Defining the purpose
   - read the brief carefully
   - make sure you know what's really being asked

2. Defining the audience
   - determine your audience's level of understanding
   - determine what your audience needs to know

3. Establishing parameters
   - determine the scope and level of detail required
   - determine the length of the report and what can be covered in that length (geographical coverage).

4. Gathering information
   - make sure the information you gather is relevant, contemporary and factually correct
   - make sure that you transcribe facts and figures correctly

5. Prepare thorough TIME TABLE

Slide 16

B. Stage Two: Writing
Report Structure

i. Executive Summary
ii. Organization Profile
iii. Outline of the problem / task undertaken
iv. Research Methodology & Data Analysis (In case of Research Projects)
v. Relevant activity charts, tables, graphs
vi. Learning of the student through project
vii. Contribution to host organization
viii. Reference in appropriate referencing series (e.g.APA)

Slide 17

REPORT STRUCTURE (CONT..)

Executive Summary   (1-2 Pages)

- The 500 word (Max. 2 Pages) Executive Summary (abstract) shall highlight the important features of the SIP Report.

- The layout of the SIP Report should give a brief chapter – wise description of the work (without numbering).

Slide 18

REPORT STRUCTURE (CONT..)

Project outline   (2-3 Pages)

- What is the project ?
- Definition and purpose of the project
- Scope of the project
- Salient Contributions of the project
- Outline of the project report

Slide 19

REPORT STRUCTURE (CONT..)

Research Methodology (6 -8 Pages) (If research based project)

- Method of research
- Type of research
- Data type
- Data Collection Tools
- Sampling plan
- Data analysis techniques

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Slide 20

REPORT STRUCTURE (CONT..)

Data Analysis , Results & Interpretation / Relevant Activity Charts, Graphs

- Data classification
- Data Analysis and results
- Interpretation of results

20

Slide 21

REPORT STRUCTURE (CONT..)

Learning from the project(1 Page):

- It should include key leanings for the student from the project undertaken

Contribution / Recommendations:

- Salient Contribution to host organization
- Procedure for implementation of recommendations, if any
- Expected outcome from the recommendations
- Scope for future work

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REPORT STRUCTURE (CONT..)

Bibliography / References

- APA

Book reference:
Oliver, N., & Wilkinson, B. 1992. The Japanisation of British Industry. Oxford, UK: Basil Blackwell.

Journal reference:
Makino, S., & Delios, A. 1996. Local knowledge transfer and performance. Journal of International Business Studies, 27: 905-926.

Website:
www.iuqindia.org, available online on 1st March 2008
(Do not write search engines like www.google.com)

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WRITING STYLE

- Sensitivity to the audience (e.g., By including definitions and avoiding jargon for the benefit of non-technical readers and by using gender-neutral terms and pronouns).

- Straightforward, concise, and natural wording

- Precise wording (e.g., avoiding general terms like "a large increase" or "general level").

- Use of the active voice whenever possible

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WRITING STYLE

- Concise wording and use of strong verbs
  (e.g., "Many factors influence new growth" instead of "There are many factors that have an influence on new growth")

- Relatively small sentences & paragraphs

- Appropriate use of verb tense

- A coherent flow, linking new information to known or previously given information.

- Correct grammar, punctuation, and spelling.

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C. STAGE THREE:
FORMATTING, REVISING AND PROOF-READING

Apply the following "report checklist"

1. Have I fulfilled the purpose of the report?
2. Is it written at a level appropriate to its audience?
3. Are the facts correct?
4. Is it comprehensive?
5. Is all the included information relevant?
6. Are the layout and presentation well thought out?
7. Is the style clear, concise and professional?
8. Does the abstract summarize?

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STAGE THREE:
FORMATTING, REVISING AND PROOF-READING

9. Does the introduction adequately introduce the discussion?
10. Does the conclusions section interpret, analyse and evaluate?
11. Are the recommendations reasonable?
12. Does the table of contents correspond with the actual contents? Are page numbers correct?
13. Have I acknowledged all sources of information through correct referencing?
14. Have I checked spelling, grammar and punctuation?
15. Have I carefully proof-read the final draft?

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I. Format/ Contents of SIP Report
- Title Page
- Declaration
- Certificate from ISBS
- Certificate from Company (applicable only to students who did SIP in a company)
- Executive Summary (Abstract)
- Table of Contents

S. No.	Contents	Pg. No.
1	Introduction	
2	Sector Analysis	
3	Company Analysis	
4	News Analysis (w.r.t selected sector & company)	
5	Review of Literature/ Theoretical Background	
6	Objectives	
7	Research Methodology	
8	Data Analysis/ Data Visualization, Results and Interpretation	
9	Conclusions /Learnings from the Project	
10	Limitations of the project	
11	Recommendations	
12	-Bibliography	
	-Appendices	

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II. FORMAT OF INITIAL INFORMATION REPORT: IIR

Student Information:
Name
Division &Roll Nos.
Details of Organization/ Sector & Companies to be studied.
List down.

Project guide (External) Details (applicable if the SIP is being done in a company)
Name
Designation
E-mail & Mobile No.

Project details:
Title

Objectives.
SIP Schedule (Start & end date)
Date

Name & Signature		Name & Signature	
(External Guide) * if applicable		(Student)	

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III. FPR: FIRST PROGRESS REPORT MUST INCLUDE-

- Title
- Sector & Company analysis
- News Analysis
- Review of Literature/Theoretical Background
- Objectives
- Research Methodology, Questionnaire* if applicable

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IV. SPR:SECOND PROGRESS REPORT MUST INCLUDE-

- Research progress
- Data Analysis/ Visualization
- Practical implementation of topic

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4. **SIP orientation Specialization wise by HODs (1 Hour each division):**
   During this Session the HODs of respective departments address the students regarding the importance of SIP w.r.t. their placement, corporate exposure, the expected code of conduct and behaviour in the SIP Company etc.

5. **SIP Orientation by Placement Cell (1 Hour each division):**
   During this Session the Placement In charge addresses the queries and concerns w.r.t. the SIP Company, Placement prospects, expected Code of conduct, what to expect from their SIP etc.

6. **SIP Orientation by Ozone Education Consultants (1 Hour each division):**
   Mr Shantanu Sen Sharma, from Ozone Consultancy brings in his hands on knowledge and experience from the industry pertaining to SIP.

7. **Pre-SIP Interaction sessions with Mentor (1 Hour each):**
   It is ensured that the students get a platform to interact with their SIP Mentor at least thrice, before they leave for their SIP. This interaction gives an opportunity to the Mentor and the students to know each other. The students are encouraged to discuss any question coming to their minds w.r.t SIP. The Mentor ensures that the student is well equipped with all the knowledge and information about SIP before leaving the campus.

8. **SIP Period**: Students carry out Project work in the SIP Company for a period of 45 Days to 2 months.   Students identify their area of research. In discussion with their SIP Mentor and Company Guide, student finalizes the SIP topic.
   Some of the aspects discussed by the students are:

   · Why is it a problem, and why research is important?

   · Why is it important to find a solution?

   · How will the answers be searched?

During the SIP period, SIP Mentors maintain a Log sheet for continuous monitoring of the progress of their set of Mentees in the company. The mentors regularly collect the feedback from company guides regarding student's performance and reporting in the company.

9. **Progress Report**: During their SIP period in the company, students are required to submit Progress report of their research work to their Mentors at different points of time, as mentioned   below:

Initial information report (IIR) – This report has to be submitted in soft copy to respective SIP guide within 7 days of joining SIP Company. Student has to give primary information like Organization, Guide, tentative Title and SIP schedule of the organization in IIR.

First Progress Report: First Progress Report must include- Title, Industry/Company overview, Review of Literature/Theoretical Background, Objectives, Research Methodology, Questionnaire. FPR must be submitted within 15 days of Project start date.

Second Progress Report: Second Progress Report must include- Research progress/Practical implementation of topic. SPR must be submitted within 30 days of Project start date.

Progress Report submission carries marks (as mentioned in the format below):

Submission Marks for SIP								
Batch : 2019-21			2 marks at each submission stage if submitted on / before :					
Specialisation :			'D' is SIP Start date	D + 7 days	D + 15 days	D + 30 days			
Sr. No.	Roll No.	Name of the Student	SIP Start Date	IIR	FPR	SPR	Draft Copy and Template	Hard Bound Copy	Total out of 10
1									
2									
3									
4									
5									
DATE:			NAME & SIGNATURE OF GUIDE:						

10. **Post SIP Interactions with Mentor (1 Hour each)**: After the completion of SIP period, SIP Interaction sessions are scheduled once in a week where students meet up their SIP Mentors for help and discussion regarding Report preparation.

11. **First Draft Report Submission** (PPT + Spiral bound Hard copy of Report) + SIP Learnings Template submission: Students, in consultation with their SIP Mentor prepare the First Draft of the Report. SIP Learnings Template is shared with the students, and they are expected to complete the same. This Template includes a set of questions related to SIP (SIP Learnings Template format attached below).

SIP Learnings Template

Roll Number	
Full Name	
E-mail	
Phone	

SIP Company Name & Location:

1. What is the Subject/Topic of your Project?
2. What are the business objectives (from Company's perspective): (At least 2)
3. What are your stated project objectives?
4. Describe the Project Methodology you used?
5. What type of research did you do (Primary/Secondary)?
6. What is the sample size? (if applicable)
7. What are the findings/interpretations of your Project?
8. What conclusion did you draw from the Project?
9. What are your learnings from the company and the project?
10. What is your contribution to the company?
    a. Recommendations/Suggestions
    b. Key Deliverables (At least 3)
    c. Achievements (Top 2)
11. Details about the Company where you completed your SIP:

Lines of Business
Main Products and Services
CEO
Functional CXO of your function
Turnover
Profitability
Share Price
Key Markets
Any recent News/Update about the Company

12. **Internal Viva & Presentation (PPT + Spiral bound Hard copy of Report+ SIP Learnings Template):** Students carry their First Draft Report and the completed SIP Learnings Template to the Viva Venue. They explain their Project work to the Panel members with the help of PowerPoint presentation.

Internal Viva is carried out based on this presentation, the First Draft Report and the SIP Learnings Template. Internal Panellists assess the work done by the student and suggest

any changes that need to be inculcated in the final Hard Bound Report, for External Viva. The internal viva panel consists of SIP Mentor and one Internal Faculty Member.

Students are assessed on following parameters mentioned in the format below:

	INDIRA SCHOOL OF BUSINESS STUDIES PGDM	EVALUATION SHEET OF SIP INTERNAL VIVA VOCE/ PRESENTATION		(BATCH 2020-22)			DATE:	
NAME OF INTERNAL GUIDE:								
S.No.	ROLL NO.	NAME OF THE STUDENT	RESEARCH OBJECTIVES (5)	RESEARCH METHODOLOGY & IMPLEMENTATION (5)	DATA ANALYSIS, INTERPRETATION & FINDINGS (5)	CONCLUSION & RECOMMENDATIONS (5)	SIP TEMPLATE / PRESENTATION (5)	TOTAL MARKS (25)	REMARK(S) 1. Relevance of the Project Title & Objectives 2. Research Methodology & Implementation 3. Data Analysis, Interpretation & Findings 4. Conclusion & Recommendations
1									
2									
3									
4									
5									
NAME & SIGNATURE: INTERNAL EVALUATOR								

13. Post Internal Viva Interactions with Mentor (1 Hour each)

SIP Interaction sessions are scheduled once in a week. SIP Mentors interact with students during these sessions to ensure that the report is refined and the changes suggested are incorporated in the final report. They ensure that the report is complete in all respects for final submission.

14. Final Hard Bound Submission

The student submits TWO hard copies of the project report. One hard copy is to be returned to the student by the Institute.

The SIP Mentors ensure that the hard bound received is duly signed by the student, Mentor and the Director. They also ensure that the report carries SIP Completion Certificate duly sealed and signed by the Company Guide.

15. External Viva: External Viva is conducted by the panel members consisting of Internal SIP Mentor and one external expert from Industry/Academia.

Students are assessed on following parameters mentioned in the below format:

INDIRA SCHOOL OF BUSINESS STUDIES PGDM	EVALUATION SHEET (PGDM 2019-21) SIP EXTERNAL VIVA VOCE		DATE:				
NAME OF EXTERNAL EVALUATOR:			NAME OF INTERNAL GUIDE:				
S.No.	ROLL No.	NAME OF THE STUDENT	RESEARCH OBJECTIVES (10)	METHODOLOGY & IMPLEMENTATION (10)	ANALYSIS (10)	FINDINGS / LEARNINGS (10)	CONCLUSION (10)	RECOMMENDATIONS (10)	TOTAL MARKS (60)
1									
2									
3									
4									
5									

17. Compilation of marks:

The Internal Viva Marks, Internal Continuous submission marks and External Viva marks are compiled for final submission to Exam Department.

The weightage of marks is as under:

➢ Max Marks-100

- ➤ Internal Marks- 40
- ➤ External Marks- 60

Those who fail to secure min. 50% marks in each component of the subject- internal (max marks 40) and external (max marks 60), are termed as 'Fail'. Such students get a Backlog in the subject.

Assessment of SIP at ISBS PGDM for 19-21 Batch of PGDM students				
	SIP			Total Marks : 100
Total Internal Evaluation Marks: 40				
(I)	*Internal Submission Marks*		Marks	Marks given by
a)	IIR submission within 7 days of Project Start date		2	Internal Guide
b)	FPR submission within 15 days of Project Start date		2	
c)	SPR submission within 30 days of Project Start date		2	
d)	First Draft Copy and Template submission		2	
e)	Hard Bound Copy submission		2	
	Total Marks (to be marked in 'SIP Submission Marks Sheet')		**10**	
(II)	*Internal Viva/Presentation Marks*		25	Internal Evaluator
(III)	*Attendence during SIP Interaction Sessions*		5	Internal Guide
	Total Marks (to be marked in 'Internal Evaluation Sheet')		**30**	
Total External Evaluation Mark: 60				
(IV)	*External Viva Marks* **(to be marked in 'External Evaluation Sheet')**		**60**	External Evaluator
Total Marks for SIP Evaluation (I) + (II) + (III)+(IV)			**100**	

18. Submission of final marks to Exam Department:

Final marks are submitted to Exam Department.

19. Submission of final reports to Library:

A list of Project Reports is prepared, and the reports are handed over to the Library (Format attached below):

Sr. No.	New Roll No.	Student Name	Specialization	Project Title	Name of the company	Internal Guide
1						
2						
3						
4						
5						

SIP Companies & Placement Status

Sr. No.	Year & Batch	Companies Visited	Students Placed	Students who completed Desk Research Projects	Total Number of Students
1	2021 (2020-22)	203	118	1	119
2	2020 (2019-21)	196	209	31	240
3	2019 (2018-20)	193	239	Nil	239

SIP Placement - PGDM General- Batch 2020-22

Sr. No.	Student Name	Div. & Roll No.	Specialization	Name of the company
1	Aditya Prateek	2022A1M-01	Marketing	Universal Tribes
2	Akash Chopra	2022A1M-02	Marketing	Ten hard India
3	Akash Shukla	2022A1M-03	Marketing	Global Trade Plaza
4	Aman Verma	2022A1M-04	Marketing	Shoppers Stop Ltd
5	Amandeep Singh Bhatia	2022A1M-05	Marketing	Snack Amor
6	Amartya Pushp	2022A1M-06	Marketing	Shoppers stop
7	Anuj Sethiya	2022A1M-07	Marketing	NJ Group
8	Anushi Rathore	2022A1M-08	Marketing	Talent Corner
9	Apoorva Rajesh Wankhede	2022A1M-09	Marketing	BB Advisory
10	Aryaman Vyas	2022A1M-10	Marketing	Shoppers stop
11	Ayush Kesharwani	2022A1M-11	Marketing	BTW Group
12	Bijay Singh Bani	2022A1M-12	Marketing	QuickRide
13	Biranwar Piyush Dhananjay	2022A1M-13	Marketing	Bidwheelz
14	Chhaya Makhija	2022A1M-14	Marketing	Whitehat jr.
15	Divate Nilesh Dilip	2022A1M-15	Marketing	Netwin fintech pvt. Ltd
16	Divyansh Praveen Saiwal	2022A1M-16	Marketing	Talent corner
17	Genisha Sahu	2022A1M-17	Marketing	Digital Monster
18	Kartikeya Patel	2022A1M-18	Marketing	colive
19	Khobarkhede Rohit Gajanan	2022A1M-19	Marketing	HDFC Bank
20	Kritika Baghel	2022A1M-20	Marketing	Global Trade Plaza
21	Mahima Hurkat	2022A1M-21	Marketing	RelianceNioopn Life
22	Mishra Shubhan Akshaya	2022A1M-22	Marketing	Storekaro
23	Mukesh Kumar	2022A1M-24	Marketing	Kurlon Enterprise Ltd.
24	Nikhil Singh	2022A1M-25	Marketing	QuickRide
25	Nitish Kumar Purty	2022A1M-26	Marketing	Balaji Agarbatti Works
26	Pagare Vaishnavi Satishchandra	2022A1M-27	Marketing	Aim India
27	Patil Yashodeep Dilip	2022A1M-28	Marketing	Bharti Airtel
28	Pooja Gupta	2022A1M-29	Marketing	Colive
29	Poulami Santra	2022A1M-30	Marketing	Interim
30	Pragati Vijay Navalkar	2022A1M-31	Marketing	Huransource
31	Praneet Jacob Thomas	2022A1M-32	Marketing	Tenhard
32	Prateek Patel	2022A1M-33	Marketing	Mahindra Logistics
33	Rajat Verma	2022A1M-34	Marketing	One Touch Securities
34	Ramkripal Suman	2022A1M-35	Marketing	HDFC Bank
35	Ranjan Kumar	2022A1M-36	Marketing	One Touch Securities

Sr. No.	Student Name	Div. & Roll No.	Specialization	Name of the company
36	Rikita Bose	2022A1M-37	Marketing	ICICI Bank
37	Rishabh Patidar	2022A1M-38	Marketing	ICICI Bank
38	Rohit Roushan	2022A1M-39	Marketing	Global TradePlaza
39	Rupesh Kumar Jitendra	2022A1M-40	Marketing	Easy Pay
40	Sarade Shubhada Ramakant	2022A1M-41	Marketing	Data Eaze System
41	Shruti Nashikkar	2022A1M-42	Marketing	Bharti Airtel
42	Shruti Sharma	2022A1M-43	Marketing	BB Advisory
43	Shubham Sanjay Agrawal	2022A1M-44	Marketing	Reliance Nippon
44	Sidhdant Vinke	2022A1M-45	Marketing	Career Domain
45	Sneha Sahu	2022A1M-46	Marketing	Biscon Consultants (Anandi Collection)
46	Sonali Mishra	2022A1M-47	Marketing	Storekaro
47	Soumya Ranjan Pujahari	2022A1M-48	Marketing	NA
48	Suraj Kumar Mourya	2022A1M-49	Marketing	HDFC Bank
49	Surendra Singh Yadav	2022A1M-50	Marketing	Hunarsource
50	Swastik Mahapatra	2022A1M-51	Marketing	Bridgegroup Solutions
51	Tanmay Rajendra Shelokar	2022A1M-52	Marketing	ICICI Bank
52	Tidke Kaustubh Gopal	2022A1M-53	Marketing	Reliance Nippon Life
53	Vispute Tushar Suresh	2022A1M-54	Marketing	Shoppers stop
54	Vaibhav Mishra	2022A1M-55	Marketing	SnackAmor
55	Vedant Singh	2022A1M-56	Marketing	AIM India
56	Wagh Tirtha Ravindra	2022A1M-57	Marketing	Career Domain
57	Aakash Shrivastava	2022A1F-01	Finance	Aditya Birla Capital
58	Aditi Pandya	2022A1F-02	Finance	Growth Arrow
59	Akshay Deepakrao Gawande	2022A1F-03	Finance	Factsheet Inc.
60	Akshita Nagaich	2022A1F-04	Finance	Growth Arrow
61	Ansh Raj Purohit	2022A1F-05	Finance	Baroda Asset Management India Ltd. (Baroda Mutual Fund)
62	Anushka Dubey	2022A1F-06	Finance	Shriram Life Insurance Company Limited
63	Arya Goenka	2022A1F-08	Finance	BB Advisory
64	Asnani Rahul Chetan	2022A1F-09	Finance	Taxblock India Pvt Ltd
65	Awate Shubham Sanjay	2022A1F-10	Finance	BB Advisory
66	Dendage Sanskar Bhanudas	2022A1F-11	Finance	Aditya Birla Capital
67	Diksha Kumari	2022A1F-12	Finance	ICICI Bank
68	Divya Choudhary	2022A1F-13	Finance	Growth Arrow

Sr. No.	Student Name	Div. & Roll No.	Specialization	Name of the company
69	Harshit Agrawal	2022A1F-14	Finance	BB Advisory
70	Harshit Rathi	2022A1F-15	Finance	Talent Corner
71	Jain Sonal Sharaddeep	2022A1F-16	Finance	Growth Arrow
72	Linta Antony	2022A1F-17	Finance	Growth Arrow
73	Manoj Kumar	2022A1F-18	Finance	Growth Arrow
74	Md Azharuddin	2022A1F-19	Finance	Tenhard India Pvt Ltd
75	Mohit Nandwana	2022A1F-20	Finance	BB Advisory
76	Neha Dubey	2022A1F-21	Finance	Growth Arrow
77	Neha Yasmin	2022A1F-22	Finance	ICICI Bank
78	Nidhi Kishore	2022A1F-23	Finance	ICICI Bank
79	Nikita Mishra	2022A1F-24	Finance	ICICI Bank
80	Nilesh Maloo	2022A1F-25	Finance	The Leading Solutions
81	Patil Saurabh Yuwaraj	2022A1F-26	Finance	Growth Arrow
82	Patil Sonali Nilkanth	2022A1F-27	Finance	Growth Arrow
83	Payodhi Pathak	2022A1F-28	Finance	SMG Finsol IMF Pvt Ltd
84	Piyush Ashok Thorat	2022A1F-29	Finance	ICICI Bank
85	Pulkit Agarwal	2022A1F-30	Finance	HDFC Bank
86	Ramish Zahid	2022A1F-31	Finance	Growth Arrow
87	Rupwate Rohit Ashok	2022A1F-32	Finance	Growth Arrow
88	Sakshi Shukla	2022A1F-33	Finance	Growth Arrow
89	Sakshi Mahajan	2022A1F-34	Finance	Factsheet
90	Sayalee Dattatraya Joshi	2022A1F-35	Finance	Factsheet
91	Shakshi Prasad	2022A1F-36	Finance	The Leading Solution
92	Shivam Khowala	2022A1F-37	Finance	Tenhard
93	Shivani Kumari Gupta	2022A1F-38	Finance	Tenhard
94	Shubham Kumar	2022A1F-39	Finance	Factsheet
95	Shweta Sharma	2022A1F-40	Finance	Growth Arrow
96	Smarika	2022A1F-41	Finance	Growth Arrow
97	Suryavanshi Shefali Shivaji	2022A1F-42	Finance	Growth Arrow
98	Syed Kashif Karim	2022A1F-43	Finance	Growth Arrow
99	Tagare Madhura Bhalchandra	2022A1F-44	Finance	Growth Arrow
100	Vishal Thakur	2022A1F-45	Finance	Phillip capital
101	Vivek Kumar	2022A1F-46	Finance	Growth Arrow
102	Yash Sudhir Deshmukh	2022A1F-47	Finance	Shriram Life Insurance
103	Shetty Akriti Prasad	2022A1H-01	HRM	Sarvatra Technologies pvt ltd
104	Akshat Agarwal	2022A1H-02	HRM	Sapalogy Pvt Ltd
105	Ananya Aroopa Sahoo	2022A1H-03	HRM	Kellogs

Sr. No.	Student Name	Div. & Roll No.	Specialization	Name of the company
106	Gokhale Ketaki Girish	2022A1H-04	HRM	PeaCock Solar
107	Harsha Pagare	2022A1H-05	HRM	Shoppers Stop Ltd
108	Jadhav Aishwarya Ashok	2022A1H-06	HRM	Business OS
109	Jaiswal Shrishti Shubha Dilip	2022A1H-07	HRM	Business OS
110	Kajal Fulwani	2022A1H-08	HRM	Black Turtle
111	Kulkarni Achyut Sudhindra	2022A1H-09	HRM	Quess
112	Rahul Samantara	2022A1H-10	HRM	Taxblock
113	Ritika Singh	2022A1H-11	HRM	Ifortis Corporate
114	Sayre Sakshi Shrikant	2022A1H-12	HRM	Business OS
115	Sayli Sudhakar Ubhare	2022A1H-13	HRM	Connect Business Solutions Ltd.
116	Singh Sweety Sudhir Meena	2022A1H-14	HRM	Reliance Retail
117	Joshi Tejashree Dinkar	2022A1H-15	HRM	Business OS
118	Varsha Pareek	2022A1H-16	HRM	Shoppers Stop Ltd

Details of student from 2020-22 batch who completed Desk Research Project is as follows:

Sr. No.	Roll No.	Student Name	Title of the Desk Research Project
1	2022A1F-07	Aquib Rasheed	A Comparative study of Consumer Loan Products of various NBFCs

A sample list of panel members who conducted SIP external viva for Batch 2019-21 are as follows:

S.No	Name	Current Designation	Industry/Institute association	Total Experience (Years)
		List of Panel members		
		SIP External Viva, Batch 2019-21		
1	**Dr D K Sakore**	Visiting Faculty, Corporate Trainer and Consultant	EI DuPont, MAHABEEJ, CMC Ltd, Garware Wall Ropes, Lupin group and leading B- Schools	25
2	**Dr Vishal Thelkar**	Visiting Faculty, Corporate Trainer and Consultant	Nagpur Fabriforge, ICICI Bank and leading B- Schools	15
3	**Prof Malti Chijwani**	Visiting Faculty	Advanced Investment Mechanics (I) Pvt. Ltd., Mumbai and leading B-Schools	10
4	**Mr Sudhindra Mujumdar**	Visiting Faculty	HUL, DCW Ltd. and leading B- Schools	20
5	**Mr Vilas Puranik**	Visiting Faculty	TCS, V.L. Shah & Co., Poonam Sales Pvt. Ltd. and leading B- Schools	35
6	**Mr S Neelakandan**	Banking industry expert	NIIT Institute of Finance,Banking & Insurance Training ltd, Bank of Maharashtra	32
7	**Prof Poonam Aswani**	Visiting Faculty, Corporate Trainer and Consultant	Birla AT&T, Wipro, Hotel Leela Kempinsiki, NIIT, Bulls Eye preparatory institute and leading B-Schools	18
8	**Dr Sumit Roy**	Visiting Faculty	IIMP, Pune	15
9	**Dr Roopali Kudare**	Director	IBMR, Pune	15
10	**Dr Meenakshi Duggal**	Associate Professor	JSPM	17

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Criterion 4 score Summary

Criterion 4: Curriculum and Learning Process (125)

S. No.	Sub Criteria	Max. Marks	Marks Awarded to self
4.1.	**Curriculum (50)**		
4.1.1	State the process for designing the curriculum	10	10
4.1.2	Structure of the Curriculum	10	10
4.1.3	State the components of the curriculum	15	15
4.1.4	Overall quality and level of program curriculum	15	15
4.2.	**Teaching-Learning Processes (75)**		
4.2.1.	Describe the Process followed to improve quality of Teaching Learning	20	20
4.2.2.	Quality of continuous assessment and evaluation processes	40	40
4.2.3.	Quality of student reports/dissertation	15	15
	Total of criterion 4	**125**	**125**

CRITERION

5

Student Quality
&
Performance

| Criterion 5 | Student Quality and Performance | | 100 |
| | Institute Marks | | 91 |

| Year | Sanctioned Intake | M/F | No. of students admitted | | | | | | | Total |
			Within State	Outside State	Other Country	Management Stream	Other Streams	Fresher	Experienced*	
CAY (2020-21)	120	M	22	44	0	14	52	66	0	66
		F	26	27	0	5	48	53	0	53
CAY (2019-20)	240	M	39	93	0	45	87	132	0	132
		F	32	76	0	28	80	108	0	108
CAYm1 (2018-19)	240	M	40	94	0	38	96	131	3	134
		F	33	73	0	25	81	103	3	106
Total number of students Admitted										**599**

PGDM 1ˢᵗ and 2ⁿᵈ Shift (General)

| Year of Entry | Total number of students admitted | Number of students who have completed | |
		I Year	II Year
CAY (2020-21)	Batch 20 - 22 = 119 – Gen Batch 19 - 21 = 234 – Gen **Total = 353**	Batch 20 - 22 = **118**	Batch 19 - 21 = **233**
CAYm1 (2019-20)	Batch 19 - 21 = 239 – Gen Batch 18 - 20 = 239 – Gen **Total = 478**	Batch 19 – 21 = **234**	Batch 18 - 20 = **239**
CAYm2 (2018-19)	Batch 18 - 20 = 239 – Gen Batch 17 - 19 = 237 – Gen **Total = 476**	Batch 18 – 20 = **203**	Batch 17 - 19 = **235**
CAYm3 (LYG) (2017-18)	Batch 17 - 19 = 239 – Gen Batch 16 - 18 = 237 – Gen **Total = 476**	Batch 17 – 19 = **214**	Batch 16 - 18 = **227**
CAYm4 (LYGm1) (2016-17)	Batch 16 - 18 = 240 – Gen Batch 15 - 17 = 240 – Gen **Total = 480**	Batch 16 – 18 = **188**	Batch 15 - 17 = **172**

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5.1. Enrolment Ratio (Admissions) (20)

Enrolment Ratio= Number of students admitted/ Sanctioned intake

Item (Students enrolled at the First Year Level on average basis during the last three years starting from current academic year)	Marks
Enrolment Ratio: 2020-21 119/120 = **99.2%**	
Enrolment Ratio: 2019-20 240/240 = **100%**	20
Enrolment Ratio: 2018-19 240/240 = **100%**	
Enrolment Ratio :2017-18 240/240 = **100%**	

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

S.I. = Number of students completing program in minimum duration / Number of students admitted.

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

Success rate = 10 × Average SI

PGDM 1st and 2nd Shift (General)

Item	LYG (2018-20)	LYGm1 (2017-19)	LYGm2 (2016-18)
Number of students admitted	239	237	237
Number of students who have graduated in minimum time	237	222	200
Success Index (SI)	0.99	0.93	0.84
Average SI	.92		
Success Rate	9.2		

5.3. Academic Performance (Percentage marks scored) (10)

Academic Performance Index:

PGDM 1ˢᵗ and 2ⁿᵈ Shift

Academic Performance	CAYm1 (2018-20)		CAYm2 (2017-19)		CAYm3 (2016-18)	
	6 Point Scale	10 Point Scale	6 Point Scale	10 Point Scale	6 Point Scale	10 Point Scale
Mean of CGPA or Mean Percentage of all successful students (X)	4.5	7.5	4.18	6.97	3.52	5.87
Total no. of successful students (Y)	239		235		227	
Total no. of students appeared in the examination (Z)	239		237		227	
API = x* (Y/Z)	**4.5**	**7.5**	**4.14**	**6.91**	**3.52**	**5.87**
Average API = (AP1 + AP2 + AP3)/3	**6 Point Scale**		**4.05**			
	10 Point Scale		**6.76**			

5.4.   Placement, Higher Studies and Entrepreneurship (40)

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

Particulars	CAYm1 (2019-20)	CAYm2 (2018-19)	CAYm3 (2017-18)
No. of students placed in companies	207	212	198
No. of students pursuing Ph.D. / Higher Studies (y)	10	7	2
No. of students turned entrepreneur (z)	1	2	0
x + y + z =	218	221	200
N= total no. of students admitted	240	240	240
Placement Index: (x + y + z)/N	**90.83%**	**92.08%**	**83.33%**
Average placement= (P1 + P2 + P3) / 3	**88.74**		
Assessment Points = 40 × average placement	**35.49**		

5.4a.   Provide the placement data in the below mentioned format with the name of the program and the assessment year:

Table 5.4a

Programs Name PGDM-General and Batch 2017-19

Programs Name PGDM-General and Batch 2017-19				

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
1	Aman Kumar Singh	PAPRG	Bajaj Finserv	06-08-2018
2	Kumar Animesh Aashu	PAPBJ	HDFC Bank	52547099/4Feb2019
3	Ayush Jain	PAVBL	HDFC Bank	52540548/22Mar2019
4	Gurpreet Singh Matharu	PAVPT	Flipkart – E-Kart	U74900KA2015PTC080778/17May2019
5	Roshan Kumar	PAWWK	Wisteria	23-07-2018
6	Minu Kumari	PARDS	Capital First	03-09-2018
7	Hansa Jiwatode	PAVTN	Tata AIA	U66010mh200plc128403
8	Shiwani Kumari	PACTT	Deloitte (KM)	U74120TG2004PTC043417/19Apr2019
9	Aparna Nair	PAMFS	Deloitte (KM)	U74120TG2004PTC043417/19Apr2019
10	Roshni Thawani	PASYM	Deloitte (KM)	U74120TG2004PTC043417/19Apr2019
11	Kumari Purvi	PASFS	Deloitte (KM)	U74120TG2004PTC043417/19Apr2019
12	Linson K. Thomas	PAJWW	HDFC Bank	52216954/28MAr2019
13	Akash Singh	PADJQ	HDFC Bank	52879993/22Apr2019
14	Shrey Tiwari	PAFDD	HDFC Bank	52878997/23Apr2019
15	Aditi Singh	PAFMR	HDFC Bank	52915610/15Mar2019
16	Rahul Jain	PAQBT	HDFC Bank	52880026/3Apr2019
17	Dushyant Sahu	PACGB	HDFC Bank	52879892/26Mar2019
18	Ayushree Parikh	PAHZZ	HDFC Bank	52880481/12Apr2019
19	Khushboo Mishra	PAKZM	HDFC Bank	52879986/26Mar2019
20	Shivani Pal	PAXYM	HDFC Bank	52880174/12Apr2019
21	Runa Prasad	PABQD	HDFC Bank	52880161/23Apr2019
22	Sumegha Joseph	PAGJH	HDFC Bank	52214973/23Apr2019
23	Shashank Reddy	PANPW	HDFC Bank	52880277/3Apr2019
24	Aman Dave	PAXZM	HDFC Bank	52880101/26Mar2019
25	Swapnil Soni	PAVCZ	HDFC Bank	52532872/23Apr2019
26	Sushmita Nayak	PAVNL	HDFC Bank	52214830/8Mar2019
27	Chinmay Ajmera	PAXKQ	HDFC Bank	52879836/26MAr2019
28	Ankush Dagor	PAZPT	HDFC Bank	52880379/12Apr2019
29	Aishwarya Yadav	PATGJ	HDFC Bank	52879779/22Apr2019
30	Akshay Tamhankar	PAFPK	HDFC Bank	52880318/26Mar2019
31	Ankush Rout	PADCZ	HDFC Bank	52880041/26Apr2019
32	Mohit Talreja	PAYLY	HDFC Bank	52880017/26Mar2019

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
				Programs Name PGDM-General and Batch 2017-19
33	Yogesh Dahatonde	PALKS	HDFC Bank	52880478/13May2019
34	Jyoti Suklecha	PAMQZ	HDFC Bank	52912031/12Apr2019
35	Aditya Dasgupta	PAYSD	HDFC Bank	52879973/26MAr2019
36	Rachit Luhadia	PAMNS	HDFC Bank	52880040/3Apr2019
37	Anamika lodhi	PACHT	HDFC Bank	07-06-2019
38	Subhojit Dey	PAVKZ	MRF Tyres	L25111TN1960PLC004306/10Apr2019
39	Meenal Singh	PABFQ	HDFC Bank	07-06-2019
40	Mayank Sarda	PAYXV	MRF Tyres	L25111TN1960PLC00436/9May2019
41	Vaishali Bhandari	PALTJ	SAP India	24-10-2018
42	Saket Garg	PASNP	ITC Ltd.	06-11-2018
43	Ichha Ratra	PAVXQ	Reliance Retail Ltd.	HR/FEB/19/B1/56621046/50995500/1000759281/15Feb2019
44	Sushmita Kumari	PAKCM	Amazon	U72200KA2004FTC034233/17Jun2019
45	Sachin Bhandari	PAQZF	Country Club India	28-02-2019
46	Mayank Sharma	PAXBB	Purnartha	PIA/HRD/OFFER/18/28Nov2018
47	Bhatia Rahul	PAVRV	Om Logistics	Oll/loi/2019/
48	Khan Mariyam Zulfikar	PAJLM	OYO Rooms	U63090DL2012PTC231770
49	Yash Bhatnagar	PANNG	OYO Rooms	U63090DL2012PTC231770
50	Rahul Kumar Panchariya	PARRL	Home First Finance Company (HFFC)	29-10-2018
51	Akash Dhek	PAFPC	JKL India Solutions Pvt. Ltd.	24-11-2018
52	Payal Swami	PAWJJ	Bandhan Bank	21518/31Dec2018
53	Pammy Singh	PAGYP	Bandhan Bank	BBL/HR/21521/2018-19/31Dec2018
54	Vishal Kumar Singh	PANMS	Bandhan Bank	BBL/HR/21523/2018-19
55	Saloni Kumari	PAWNC	Bajaj Allianz General Insurance Company	PR22131/20May2019
56	Arif Sherani	PAGSW	ICICI Securities	U67120MH1995PLC086241/3JAn2019
57	Pragati Prasad	PAMPX	ICICI Securities	CJFY20292728/8July2019
58	Ayush Chourasiya	PASHJ	ICICI Securities	U67120MH1995PLC086241/3Jan2019
59	Anas Khan	PAPCD	ICICI Securities	CJFY20298244/16Sept2019
60	Vibhum Tiwari	PAFPM	ICICI Securities	U67120MH1995PLC086241/3Jan2019
61	Kapil Chauhan	PACJR	ICICI Securities	U67120MH1995PLC086241/3Jan2019
62	Divya Rani	PAFQD	ICICI Securities	U67120MH1995PLC063241/3Jan2019
63	Shraddha Thakre	PAMKP	ICICI Securities	U67120MH1995PLC086241/3Jan2019
64	Aman Kantesh	PANYY	Allied Trade Center	01-05-2019
65	Siddhartha Nigam	PAYTP	Tech Data	U72200MH1995PTC089798

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
	**Programs Name PGDM-General and Batch 2017-19**			
66	Ruabja Sahoo	PAFQQ	Capital via Global Private Limited	19419/20Jun2019
67	Ravish Nayak	PATQY	Asian Paints	29-05-2019
68	Devkant Vaishnav	PAKLH	Capital via Global Private Limited	03-12-2018
69	Sushiv Joshi	PAZRP	99Acres.com (Info Edge India Ltd)	L74899DL1995PLC068021
70	Meet Raj	PANSY	99Acres.com (Info Edge India Ltd)	L74899DL1995PLC068021
71	Kanishk Dixit	PAZGM	99Acres.com (Info Edge India Ltd)	L74899DL1995PLC068021
72	Barkha Duseja	PAVQD	Rattan India Finance	2018-19/RFPL/HR/0175
73	Tulika Sharma	PAYRQ	Wheels EMI	U65900PN1997PTC174673/3Jan2019
74	Vineet Sagar	PAHZY	Wheels EMI	U65900PN1997PTC174673/3Jan2019
75	Mayank Agarwal	PAYBZ	HDFC Limited	14-05-2019
76	Mrinal Shankar	PABGJ	Sundaram Finance	84522018/20Dec2018
77	Suraj Sakhare	PAPCV	Sundaram Finance	8545/20Dec2018
78	Pawar Suruchi	PATYQ	Dwello-JM Financial	01-05-2019
79	Rajat Chodhary	PAKBV	ICICI Prudential Life Insurance	06-05-2019
80	Lokesh Pareek	PABKJ	ICICI Prudential Life Insurance	19-Dec-18
81	Yash Suryawanshi	PAQNQ	ICICI Prudential Life Insurance	31-12-2018
82	Divya Sharma	PAKBL	Makebot	L64201MH2010PLC211219/10Jan2019
83	Steffin John	PAMQM	Makebot	LLPIN Aai-3763/4jan2019
84	Vaishnavi Somnath	PAXVS	Makebot	L64201MH2010PLC211219/10Jan2019
85	Pratik Jaiswal	PAJQL	Makebot	04-01-2019
86	Ajinkya Yadav	PALLF	Makebot	04-01-2019
87	Anupam Gupta	PATTT	Makebot	L64201MH2010PLC211219/10Jan2019
88	Ashwini Kumari	PARPV	ICICI Bank	1383828246/10May2019
89	Krutika Anantulwar	PAXGZ	ICICI Bank	3027222/9May2019
90	Lokesh Maidalkar	PAMXJ	ICICI Bank	3664384/10May2019
91	Paresh Fegade	PAYJX	ICICI Bank	1383830090/3May2019
92	Poorvi Jain	PAXWZ	ICICI Bank	1383828628/3MAy2019
93	Neha Kumari	PAPFD	ICICI Bank	3664317/9May2019
94	Vipul Raju Chouhan	PARYJ	ICICI Bank	3664101/10May2019
95	Sakshi Sharda	PADNT	ICICI Bank	3664385/21Jan2019
96	Soumak Banerjee	PAFPN	ICICI Bank	3664189/10May2019
97	Aman Singh Baghel	PAVDW	ICICI Bank	24-Jan-19

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
			Programs Name PGDM-General and Batch 2017-19	
98	Ankita Anand	PAVKS	ICICI Bank	1383809093/13May2019
99	Diksha Agarwal	PAKRG	ICICI Bank	1383830083/3May2019
100	Raseed Khan	PAMSM	ICICI Bank	24-Jan-19
101	Shakshi Jha	PAXGF	ICICI Bank	1383815132/10May2019
102	Tushita Vardhani	PAYFK	ICICI Bank	1383839237/10May2019
103	Yousuf Ansari	PAHKD	ICICI Bank	3664276/18Jun2019
104	Sushant Mangaonkar	PAXJY	Coherent Market Insights	27-12-2018
105	Ekant Chandel	PAMVF	Mother Dairy	MDFVPL/REC1/10Apr2019
106	Akash Katre	PATZG	SBI Cards	04-Jan-19
107	Priya Arora	PAGJK	Bajaj Allianz Life Insurance Company	U66010PN2001PLC015959/24May2019
108	Dipendra Deo	PARBB	Cogoport	08-Jan-19
109	Jai Bachani	PAYLP	Ujjivan Small Finance Bank Ltd.	U65110DL2016PLC302481/2Feb2019
110	Rishabh Sisodiya	PAGXX	Ujjivan Small Finance Bank Ltd.	02-02-2019
111	Kalyani Kumari	PAXHW	ICICI Securities	U67120MH1995PLC086241/3JAn2019
112	Prateek Kothari	PAWRS	ICICI Securities	U67120MH1995PLC086241/3JAn2019
113	Aashutosh Kumar Thakur	PAMJJ	ICICI Securities	U67120MH1995PLC086241/3JAn2019
114	Richa Ria	PAYYD	Hiferk Technologies Ltd.	07-01-2019
115	Shiva V Harsh	PACPQ	Allied Analytics	14-02-2019
116	Aakansha Pandey	PAHBT	Aegon Life Insurance	U66010MH2007PLC169110/24Jan2019
117	Varsha Rajgarhia	PATTY	Aegon Life Insurance	U66010MH2007PLC169110/23Jan2019
118	Nagapurkar Mangesh Rajesh	PAWDH	Aegon Life Insurance	U66010MH2007PLC196110/24JAn2019
119	Sangram Sathe	PASJM	Futurism	040219/271/4feb2019
120	Satarupa Gupta	PACCW	Futurism	ftpl/hrd/2019-20/040219/270/4Feb2019
121	Saurabh Shekhar	PATZT	Bajaj Finserv	L65910MH1987PLC042961/1Feb2019
122	Akshay Gaikawad	PAFZY	Clinivantage	11-09-2019
123	Netal Suthar	PATLH	Onward Technologies	L28920MH1991PLC062542
124	Nikhil Madhwani	PAYKS	ICICI Bank	3664350/10May2019
125	Mayank Garwal	PASJT	Berger Paint	01-03-2019
126	Patil Mitesh Sharad	PAJKD	Everest Industries	HO/SM/UJ/11/19/8Feb2019
127	Shweta Pathak	PANZQ	Kotak Mahindra Bank Ltd	785525/15Mar2019
128	Darji Twinkle Dineshbhai	PATJT	Bajaj Finserv	L65910MH1987PLC042961/1Mar2019
129	Yamini Mahajan	PAKKX	Ingram Micro	U72900MH1996PTC136340/6Jun2019

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
			Programs Name PGDM-General and Batch 2017-19	
130	Manmohan Singh	PANBD	Axis Bank	17-06-2019
131	Apurv Dhuriya	PANBS	Citi Bank	22-03-2019
132	Abhineet Anugrah Peter	PAQSN	WWICS	23-02-2019
133	Jaideep Singh	PACBJ	Paytm	09-May-19
134	Jay chakarawarty	PAVRD	Paytm	09-May-19
135	Pooja Kumari	PAHGB	Axis Bank	NA
136	Bharat Chourasiya	PARLR	Axis Bank	19414/AXISB/HR/REC/West/WC/R020/20Jun2019
137	Pawan Patel	PAQFD	Bajaj Finserv	L65910MH1987PLC042961/13May2019
138	Shubhendra Pratap Singh	PABFP	Staffkon	24-04-2019
139	Alfred Chacko	PAXJM	Bajaj Finserv	L65910MH1987PLC042961/11Feb2019
140	Ankita Ghoghari	PALDV	Capital First	27-Aug-18
141	Paramveer Singh	PAJTX	Deloitte(US Taxation)	25-Jan-19
142	Simran Sethi	PAWPL	Deloitte(US Taxation)	25-Jan-19
143	Mahiya Prakash	PAMKN	Deloitte(US Taxation)	U74140TG2004PTC043433/26Feb2019
144	Bhuvaneswari M P	PAWHF	Deloitte(US Taxation)	U74140TG2004PTC043433/27MAy2019
145	Ankit Kumar	PANDJ	HDFC Bank	03-Jun-19
146	Kumar Achint	PADQV	HDFC Bank	52216922/22Apr2019
147	Mansi Jaiswal	PAJPY	HDFC Bank	52880043/12Mar2019
148	Manali Pendse	PAZXL	HDFC Bank	52880127/3Jun2019
149	Firdous Alam	PAXPS	HDFC Bank	52880236/12Apr2019
150	Ankita Gadag	PAMRR	HDFC Bank	52880224/12Apr2019
151	Ankita Rotangan	PAGDY	HDFC Bank	52881212/12Apr2019
152	Amit Rawat	PATRD	Huron Consulting Group	U72200KA2009PTC051733
153	Rashmi Yadav	PANRY	HDFC Limited	L70100MH1977PLC019916/18JAn2019
154	Ekta	PAPRC	KPMG	U74140HR2010PTC041413/29Apr2019
155	Bhatt Dhaval Upendra	PAJWN	KPMG	28-Mar-19
156	Somya Mohta	PAHWJ	KPMG	01-Apr-19
157	Deeksha Sinha	PANWV	KPMG	01-Apr-19
158	Vikas Baradiya	PAYSB	Bandhan Bank	BBL/HR/21522/2018-19
159	Jagrit Sabarwal	PAWWG	KPMG	01-Apr-19
160	Rahul Bajaj	PACDS	ICICI Securities	CJFY20292745/8july2019
161	Rishabh Palival	PARBF	ICICI Securities	U67120MH1995PLC086241/3Jan2019
162	Md. Imran	PAQCM	Capital via Global Private Limited	03-Dec-18
163	Varun Naidu	PADRG	Capital via Global Private Limited	03-Dec-18

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S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
Programs Name PGDM-General and Batch 2017-19

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
164	Anuj Singh Kansana	PAQGN	Capital via Global Private Limited	03-Dec-18
165	Priya Garg	PAYBG	Capital via Global Private Limited	03-Dec-18
166	Onkar Waghmare	PANLZ	ICICI Prudential Life Insurance	31-Dec-18
167	Deepanshi Nagda	PAYTN	FIS GLOBAL	JR64831/p/TV/4jan2019
168	Rishiraj Ghadge	PADWQ	Aegon Life Insurance	U66010MH2007PLC169110/24Jan2019
169	Abhishek Mukherjee	PARKD	ICICI Bank	3664378/21Jan2019
170	Kazari Gautam	PANLD	ICICI Bank	3664390/9May2019
171	Kshitij Das	PAKSD	ICICI Bank	3664215/21jAN2019
172	Namrata Hingmire	PADPM	ICICI Bank	3677065/13May2019
173	Prakanshu Prakash	PAZMM	ICICI Bank	1383814722/10May2019
174	Richa Shah	PAFVC	ICICI Bank	1383815130/9May2019
175	Shivani Khatri	PATJM	ICICI Bank	3664377/21Jan2019
176	Abhishek Sarkar	PAPRY	ICICI Bank	3677067/8May2019
177	Ankita Rathi	PAVFP	ICICI Bank	1383809094/8May2019
178	Anurag Kumar Singh	PARJQ	ICICI Bank	1383833567/8May2019
179	Madkaikar Rashmi	PAZCH	ICICI Bank	3664514/9May2019
180	Nawale Aditya	PARHL	ICICI Bank	3664137/13May2019
181	Pratik Ameta	PAQCP	ICICI Bank	1383830265/10MAy2019
182	Rohit Aryan	PAWGW	ICICI Bank	3664434/9May2019
183	Richa Sharma	PALBR	Tata Asset Management Limited	U65990MH1994PLC077090/11Mar2019
184	Karan Painter	PAQMV	FIS GLOBAL	JR66752/P/GL/8Mar2019
185	Mayur Sharma	PAMSF	FIS GLOBAL	JR64800/p/TV/12JAn2019
186	Soumya Sachan	PAMWX	ICICI Securities	U67120MH1995PLC086241/3JAn2019
187	Bhavesh Bajaj	PAFQB	ICICI Securities	03-Jan-19
188	Kritika Thaker	PAGDQ	ICICI Securities	U67120MH1995PLC086241/3JAn2019
189	Deepak Sarewar	PABGD	ICICI Securities	U67120MH1995PLC086241/3Jan2019
190	Anishka Sur	PAJGB	Aegon Life Insurance	U66010MH2007PLC169110/223Jan2019
191	Diwam	PAMLK	Schlumberger	U29299PN2008PTC/22July2019
192	Ishita Bajpai	PAJMB	Grant Thornton	11-Feb-19
193	Sakshi Chawla	PALJX	S & P Global	U72200TG1994PTC018719/15Feb2019
194	Harsh Garg	PANSS	Eclerx	L72200MH2000PLC125319/27June2019
195	Sadanand Reddy	PACBY	Eclerx	L72200MH2000PLC125319/27June2019
196	Rahul Parmar	PABSN	FIS GLOBAL	JR66752/P/GL/8Mar2019
197	Soumya Pyasi	PADCN	Kotak Mahindra Bank Ltd	777635/15MAr2019

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
			Programs Name PGDM-General and Batch 2017-19	
198	Sakshi Rai	PAFPH	BSG ITSoft Pvt. Ltd.	04-Mar-19
199	Pinak Merchant	PAYTG	Capital Aim	15-Mar-19
200	Richa Kumari	PANWD	Capital Aim	15-Mar-19
201	Tare Pooja Kishor	PALXC	KPIT Technologies	00141391/12Jun2019
202	Lakshit Chavhan	PAVFW	FIS GLOBAL	U72200DL2007PTC331316
203	Saket Jain	PASBH	GFI	U74140PN2008PTC132871/13Mar2019
204	Yash Mantri	PANWH	GFI	U74140PN2008PTC132871/13Mar2019
205	Pushpendra Yadav	PAZLZ	TATA AIA	U66010MH2000PLC128403/1Feb2019
206	Aakanksha Sharma	PACTC	Deloitte(KM)	U74120TG2004PTC043417/19Apr2019
207	Nikita Banwat	PAHYB	Hiferk Technologies Ltd.	08-Jan-19
208	Sakshi Priya	PAGFC	Hiferk Technologies Ltd.	08-Jan-19
209	Swagati Solankure	PAKYJ	Cybage Software	10-Jan-19
210	Gadiya Riya Sanjay	PANNT	CNH Industrial (India) Pvt. Ltd.	HR/ITL/2019/17
211	Akshata Khatavkar	PAWCD	Onward Technologies	L28920MH1991PLC062542/6Feb2019
212	Sonal Bajpai	PAQYS	Angular Minds	18-Jan-19

Programs Name PGDM-General and Batch 2018-20

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
			Programs Name PGDM-General and Batch 2018-20	
1	Parantap Sharma	QTTG8226	HDFC Bank	52926888/8July2020
2	Sumit Kumar	PZPB2371	Bajaj Finserv	L65910MH1987PLC0429611/16MAy2019
3	Nishi Singh	ICDD4394	Standard Chartered	23-Oct-19
4	Priyanka Sagar	JSSY4392	Deloite(KS)	U74120TG2004PTC043417/8Jun2020
5	Akansha Singh	VQRQ1000	Deloite(KS)	U74120TG2004PTC043417/8Aug2020
6	Akansha Gouraha	FCVP5370	HDFC Bank	53354616/17Feb2020
7	Arun Kumar Singh	VUDO9030	HDFC Bank	53354493/27Feb2020
8	Karan Sahu	SJQG1902	HDFC Bank	53354477/17feb2020
9	Ketan Vaid	IYOO1991	HDFC Bank	53348684/11Feb2020

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\multicolumn{5}{c}{**Programs Name PGDM-General and Batch 2018-20**}
S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
10	Prachi Mishra	BYVI2939	HDFC Bank	53354514/11Feb202
11	Ritika Sharma	CFTW9929	HDFC Bank	53354425/15Feb2020
12	Ruchika Jain	PXZY5435	HDFC Bank	53354445/12feb2020
13	Sonam Katariya	DIEK1371	HDFC Bank	53354764/17Feb2020
14	Soumya Seth	fbyr4351	HDFC Bank	53354433/11feb2020
15	Sudha Shivhare	XQCO1260	HDFC Bank	53354646/17Feb2020
16	Syed Noman Ahmad Kazmi	CNZS6168	HDFC Bank	53354441/17feb2020
17	Tanvi Bhatnagar	YMGJ4859	HDFC Bank	8290173710/17Feb2020
18	Tunir Vikas Khedikar	PDM 18434	HDFC Bank	53354602/27feb2020
19	Vishal Gupta	GPYK1400	HDFC Bank	53354704/17Feb2020
20	Vitthal Laxman Godse	OYOR6032	HDFC Bank	53354437/17Feb2020
21	Abhedya Jakkanwar	HVXY7040	Elite Land Base	01-Nov-19
22	Aarush Kovaliya	ZZEB6166	HDFC Bank	52927543/9july2020
23	Priyanshi Gupta	E1M18413	HDFC Bank	52936380/10July2020
24	Mrunal Chandraprakash Jangle	MPEA1490	HDFC Bank	52936979/14July2020
25	Mangesh Kumar Meher	SYOH3660	Zydus Wellness	NA
26	Anand Roda	NCGW5793	Nakshatra Banquets	591794/2sept2019
27	Gaurang Garg	NFGI1713	HDFC Bank	52926763/9July2020
28	Manisha Tripathi	VREV1948	HDFC Bank	52935460/9july2020
29	Himani Singh	MRRV7761	HDFC Bank	52936348/10july2020
30	Siddharth Kumar Yadav	FVNL3494	HDFC Bank	52927762/5Aug2020
31	Harsh Kant Sinha	AGGA2597	Bajaj Finserv	05-Feb-20
32	Akash Nijhawan	FMNA3673	Aditya Birla Fashion n Retail	382543/26Nov2020
33	Devika Behl	QBFC8772	Nitor Infotech	NIPL/HR/PUN/2019111/24Oct2019
34	Rini Khanna	QIXP7432	HFFC	23-Oct-19

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			Programs Name PGDM-General and Batch 2018-20	
S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
35	Ayush Khede	OULX1757	ZoloStays Property Solutions Pvt. Ltd	U74900KA2015PTC080643/14 Oct2019
36	Aditya Dwivedi	DXJK4587	HDFC Ltd.	L70100MH1977PLC019916/19 Feb2020
37	Harsha Sawlani	JBWR1287	Nestle India	BMDGSN0527012020/27jan2021
38	Aditya Harihar Waghaye	PDRT9705	MRF Tyres	L25111TN1960PLC004306/14 Dec2020
39	Naman Chouhan Verma	GMTU3395	MRF Tyres	L25111TN1960PLC004306/4jan2021
40	Mohit Pawar	VBIN9818	Federal Bank	39211/29mar2021
41	Salony Goyal	IYWA9571	Square Yard Dubai	21-Nov-19
42	Akash saini	ZOHV9898	ICICI Bank	1384005799/7Oct2020
43	Akshay baban thakare	VMLB4778	ICICI Bank	1383997470/7Oct2020
44	Asmita Acharya	JRCU9979	ICICI Bank	3912739/7oct2020
45	Ayushi Mishra	TAIT5836	ICICI Bank	1384005070/5Oct2020
46	Chiranjiv Dhameja	GJNO9791	ICICI Bank	138405614/6Oct2020
47	Laxmikant sinha	JJRC4872	ICICI Bank	1384005801/7Oct2020
48	Prerna Rajawat	JVXY3734	ICICI Bank	1384005795/7Oct2020
49	Priyanka Kumari	VFQY5589	ICICI Bank	1384005838/6Oct2020
50	Rajul Gurjar	XGFA2485	ICICI Bank	1383997469/7Oct2020
51	Trilokesh Sunil Penta	JHFZ4132	ICICI Bank	1384005065/7Oct2020
52	Sagar Mirani	TTKC6807	Paranjape Scheme	18-Nov-19
53	Shubham Satish Pharate	SBTI3323	Megapolis	PPPL/HRD/19-20/13Jan2020
54	Keshav Bajaj	XODK7601	Megapolis	PPPL/HRD/19-20/3dec2020
55	Alpana Kumari	JGHX1089	Kumar Properties	PPPL/AP/19-20
56	Piyush Nathani	GRWC8504	Megapolis	PPPL/AP/19-20
57	Rashmi Choudhary	DHXP5254	ICICI Prudential Life Insurance	29-Oct-20
58	Yogita Thakur	MMHX1883	Byjus	03-Nov-20
59	Sojanya Balotiya	KEAR5812	TCI Express	TCIEXP/HRD/XCRP/RC02171/6Jan2021

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
			Programs Name PGDM-General and Batch 2018-20	
60	Anuj Mishra	YIRV9227	WNS	U72200MH1996PTC100196/18 Nov2019
61	Vaibhav Garg	ARGW2081	Looks Studio	23-Nov-19
62	Avinash Shukla	EDKH5281	99Acres	L74899DL1995PLC068021/6Feb2020
63	Monil Yagnik	ZOLB2306	Jana Small Finance Bank	OPAR01942/6dec2019
64	Abhilash Urkhande	JOZO5187	SBI General Insurance	SBIG/HR/AP/2020-21/303/10Aug202
65	Ashutosh Mishra	DJDX2630	Jana Small Finance Bank	OPAR01937/6dec2019
66	Sushree Shatapdi Sahu	USTQ2423	Jana Small Finance Bank	OPAR01941/6Dec2019
67	Simran mittal	NWJT3907	Bajaj Allianz General Insurance	U66010PN2000PLC015329/10 Aug2020
68	Aman Prasad	ZHRH8064	ICICI Securities	144355/21Oct2020
69	Nidhi Verma	AKZV3762	ICICI Securities	149266/21Oct2020
70	Rishabh Awasthi	PDM18482	ICICI Securities	CJ21148792/26Aug2020
71	Sagar Ramlal Jaiswal	QKHF1157	ICICI Securities	01-Dec-19
72	Sahil Khan	EAEN3646	ICICI Securities	09-Dec-19
73	Sameer Lambhate	MIGR5558	ICICI Securities	U67120MH1995PLC086241/9Dec2019
74	Shubhangi Ladekar	EQU03849	ICICI Securities	CJ21148794/26Aug2020
75	Mayank Khandelwal	ZKJF9128	Axiom Land base Pvt. Ltd	03-Dec-19
76	Utkarsh vishen	NQNH9142	Axiom Land base Pvt. Ltd	03-Dec-19
77	Nikita Trivedi	IUPP2401	Axiom Land base Pvt. Ltd	03-Dec-19
78	Abhishek Singh	RREJ3702	Screen Magic Mobile Media PVT Ltd	U72900MH2008PTC186743/4Dec2019
79	Khushbu Arvind	PDM18223	Screen Magic Mobile Media PVT Ltd	U72900MH2008PTC186743/4Dec2019
80	Rohit Kumar Yadav	MUME9828	Bajaj Finserv (Consumer Durable)	L6591MH1987PLC042961/9Dec2019
81	Ananya Patel	HEHZ7934	Axiom Land base Pvt. Ltd	09-Dec-19
82	Surbhi Maheshwari	CUOQ7427	Axiom Land base Pvt. Ltd	09-Dec-19
83	Ayush Tiwari	ZRLG9442	Axiom Land base Pvt. Ltd	09-Dec-19
84	Harsh Vardhan Singh	HZNB2866	Axiom Land base Pvt. Ltd	09-Dec-19

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
	Programs Name PGDM-General and Batch 2018-20			
85	Radhika Jhanwar	QPEI3397	Bajaj Housing Finance Limited.	20-Dec-19
86	Saloni Jagtap	WHON3704	Bajaj Housing Finance Limited.	L65910MH1987PLC042961/12 Dec2019
87	Ayush Kumar	TJCA4888	Bajaj Housing Finance Limited.	L65910MH1987PLC042961/12 Dec2019
88	Riya Khanna	LXLK4260	Bajaj Housing Finance Limited.	L65910MH1987PLC042961/12 Dec219
89	Maheshwar Chundawat	IDQK6950	Bajaj Housing Finance Limited.	L65910MH1987PLC042961/12 Dec2019
90	Manu Jain	URSK9970	Bajaj Housing Finance Limited.	L65910MH1987PLC042961/13 Dec2019
91	Ritesh Mishra	UJJI8320	Bajaj Housing Finance Limited.	L65910MH1987PLC042961/12 Dec2019
92	Prabhat Singh	JYDY6142	Jaro Education	U80902MH2018PTC315408/18 dec2019
93	Himanshu Singh	MSFW1231	Sundaram Finance	L65191TN1954PLC002429/6M ar2020
94	Bhanu Pratap Singh Kaurav	FSOR7859	Sundaram Finance	L65191TN1954PLC002429/6M ar2020
95	Akash Jain	CNPW6984	Data Bridge Market Research Company	05-Nov-20
96	Mrinal Kumar	KELH5685	JK Tyre and Industries Ltd.	JKTIL/HR/7june2020
97	Chirag Bangar	VHNQ4213	TATA Motors Finance	U65923MH2006PLC162503/20 Dec2019
98	Vishnu Nair	SCMV7594	Evosys	0120191001/18dec2019
99	Swanzil Agrawal	MAMX2642	RAK Ceramics	18-Mar-20
100	Syed. Shadan Ali	TWIG2521	RE/MAX V21	A52100012415/11Dec2019
101	Jaswant Kumar Anand	GPAG3061	Desire Home Solution	HR/405/1Oct2019
102	Dhanesh Mankani	YPPC2092	Reliance Retail	1000903972/10Nov2020
103	Bhawas Dahiya	HPFD4612	Reliance Retail	1000903975/10Nov2020
104	Ashu Abhishek	DKGO1899	Elastic Run	CPROC/33/11Jan2021
105	Divya Garg	NNBT8205	Om Logistics	27-Dec-19
106	Akanksha Sharma	DVYX6083	Wipro Lighting	U15141KA2010PTC054808/24 Sept2020
107	Yash Lakhera	IHQQ6444	Pepsico	U15549HR1994PTC033754/13J an2020
108	Prakash Prajapat	ARKM5100	Team Lease	TR10302646/16Jan2020
109	Manshi Roy	GSHA9754	HDFC Bank	53399333/27Feb2020

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
			Programs Name PGDM-General and Batch 2018-20	
110	Arpit Vijay	YRXR4497	HDFC Bank	53398878/27Feb2020
111	Rupesh Patil	RLIG5500	HDFC Bank	53401224/27feb2020
112	Samarth Saraf	RKXQ7018	PhonePe	U67190DL2012PTC303812/10Feb2020
113	Bharti Chugani	VBKO4788	Kolte Patil Developers	22-Sep-20
114	Shalwi Dasharathi	ZICQ2759	Purnartha	U72200PN2011PTC138994/3Feb2020
115	Pratik Yashwant Wanve	RPOF6150	TCS	TCSL/DT20195958653/Pune/12Dec2019
116	Aditya Verma	SMMS8568	AU Small Finance Bank Limited	L3691RJ1996PLC011381/17dec2019
117	Kumar Harshit Yadav	EPVR5643	AU Small Finance Bank Limited	424935
118	Kunal Vinayak Deotale	CPCX7709	AU Small Finance Bank Limited	424995/3feb2020
119	Neeraj saraswat	IBLS6499	AU Small Finance Bank Limited	Rec/19-20/27_12_I/3feb2020
120	Nidhi Kumari	NMER9144	Nitor Infotech	835222/3july2020
121	Ritesh Dadwal	PDM18483	SBI General Insurance	SBIG/HR/AP/2020-21/303/10Aug202
122	Rohan Kale	NOTY9539	AU Small Finance Bank Limited	L3691RJ1996PLC011381/17dec2019
123	Prashant katare	AOQI8570	Shriram Housing Finance Ltd.	22-Jan-20
124	Akshay soni	DAVU6481	Shriram Housing Finance Ltd.	U65929TN2010PLC078004/3Feb2020
125	Jatin Yadav	XPHN8245	Shriram Housing Finance Ltd.	27-Jan-20
126	Sonam Anandani	PKWF2466	ProMobi Technology	27-Jan-20
127	Vrushita Tudekar	MBQX2043	Absolute Reports	23Jan202
128	Diksha Singh	YAJM6649	TATA AIA Life Insurance Company Limited	U66010MH2000PLC128403/12Feb2020
129	Yash raghuvanshi	YHBF8912	Godrej & Boyce/Axiom Land Base	U28993MH1993MH1932PLC001828/18Dec2020
130	Animan Prasad	BIWU1143	Ambuja Cement	22-Feb-20
131	Akash Rewade	IHKE9751	TATA AIG	U85110MH200PLC128425/28Feb2020
132	Charles Prem	SMPG5590	Times City (TOI)	04-Mar-20
133	Navish Khan	RJOF9635	IDFC Bank	141612/18Nov2020
134	Ankit Gupta	PWDP2553	Oliva Skin and Hair Clinics	11-Mar-20

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
			Programs Name PGDM-General and Batch 2018-20	
135	Abhilash urkande	JOZO5187	SBI General Insurance	28-Jul-20
136	Sarvajeet Bade	TWIG8915	SBI General Insurance	SBIGIC/HR/OF/20-21/316/2Aug2020
137	Siddharth Jain	KGJW4414	Bajaj Finserv	L65910MH1987PLC042961/30Jan2020
138	Srinivas Panchal	SJHT6759	Viral Mint	13-Mar-20
139	Jyoti Prakash	UOBD8648	Byjus	08-Jul-20
140	Kritika Sharma	LTRY-8418	Cakesoft Tech	18-Nov-19
141	Ruchi Sahay	OPZT7120	Aditya Birla Capital	U99999MH2000PLC128110/15Aug2020
142	Akhilesh Prajapati	TFHZ3217	ICICI Prudential Life Insurance	11-Feb-21
143	Prateek Kumar	Kjvo2104	Pinclick	03-Oct-20
144	Ruchika Kashelani	EEST5449	Yash Technology	12-Aug-20
145	Paridhi Jain	ITXJ9040	FIS Global	JR78401/Oct2019
146	Palwinder Singh	UHCG9316	FIS Global	JR86108/1Oct2019
147	Palak Rathor	DBIN6042	Deloitte(Taxation)	U74140TG2004PTC043433/7Aug2020
148	Laxmi Thakur	XKWL4792	Deloitte(Taxation)	U74140TG2004PTC043433/7Aug2020
149	Shraddha Tiwari	SJEG6336	Deloitte(Taxation)	U74140TG2004PTC043433/7Aug2020
150	Shubhangi Parmar	RQCS6161	Deloite(Advisory)	U74120TG2004PTC043418/16Oct2020
151	Ankita	QMLA8355	HDFC Bank	53354518/12feb202
152	Gauri Hanumandas Chandak	BMBC2492	HDFC Bank	53354708/11Feb2020
153	Jahanvee Jain	GMEK5381	HDFC Bank	6354669/17Feb2020
154	Manawwar Hussain	EHZS2688	HDFC Bank	53354693/17feb2020
155	Tushar Sharma	CBDX4038	HDFC Bank	53353806/11Feb2020
156	Meril John	ZPZB2598	John Bros Transport	15-Sep-19
157	Shampa Nandi	FAGG2325	Spandana Spoorthy	04-Oct-19
158	Tanmay Tiwari	JXTS4933	Makebot	U74995MH2018PTC309071/16Dec2019
159	Karan Pahuja	VMDN2805	HDFC Bank	52927677/9July2020
160	Raj Hans	KUHG1207	HDFC Bank	52874184/13July2020

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
		Programs Name PGDM-General and Batch 2018-20		
161	Nandini Mehta	ANOF2977	Federal Bank	NA
162	Bharti Punjwani	GKWU1931	Federal Bank	06-Nov-19
163	Akanksha Sengar	MJSQ8176	ICICI Bank	NA
164	AKSHAT MISHRA	EPPM3346	ICICI Bank	1383983410/8Oct2020
165	Anmol Jaiswal	PDM18453	ICICI Bank	1384005649/7Oct2020
166	Baby Monalisha Ghosh	TYBX7007	ICICI Bank	1384005802/7Oct2020
167	Megha Bhute	GCFT2130	ICICI Bank	3912797/6oct2020
168	Nazreen siddiqui	FERZ7377	ICICI Bank	1384005238/6Oct2020
169	Pranay Raj	SXXK6612	Northern Trust	U72300KA2005PTC048089/01Mar2020
170	Priyal Mantri	SNZC4686	ICICI Bank	1384004886/5Oct2020
171	Rahul Mishra	QYWF5397	ICICI Bank	3913191/7Oct2020
172	Shree Yashwant Kulkarni	TAAV6837	ICICI Bank	1384005074/6Oct2020
173	Srijana Bose	QLRS1491	WNS	27-Aug-20
174	Vaishnavi Nachan	NGHE1266	ICICI Bank	138397564/7Oct2020
175	Ritu Raj	OHMI3294	John Bros Transport	15-Oct-19
176	Preeti Nainani	WWKP3356	ICICI Securities	U67120MH1995PLC086241/9Dec2019
177	Sakshi Yadav	UXEQ8557	ICICI Securities	U67120MH1995PLC086241/9Dec2019
178	Sneha Someshwar Hude	FFNR2702	ICICI Securities	U67120MH1995PLC086241/9Dec2019
179	Susmita Paul	ZLJA6859	ICICI Securities	CJ21148791/26Aug2020
180	Priyanka Mehra	YEZX7551	HDFC AMC	L65991MH1999PLC123027/1June2020
181	Shubham Sahu	HBIE5553	Bajaj Housing Finance Limited.	L65910MH1987PLC042961/12Dec2019
182	Harshit Vadara	GYLF9187	HDFC Life	20-Dec-19
183	Ritu Singh	GRTE8772	Decimal Point	U67120MH2005PTC157773/2june2020
184	Mamta Kumari	JDGO9442	ANZ	02-Jan-20
185	Monica Kaushik	RCZU7492	ANZ	30-Apr-21

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\multicolumn{5}{c}{Programs Name PGDM-General and Batch 2018-20}
S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
186	Srushti Zore	QSOO2993	Birla Soft	L72200pn1990plc059594/6jan2020
187	Anishi Dhariwal	MZHZ4363	HDFC Bank	53398873/5Feb2020
188	Mukul	XWQR7161	HDFC Bank	53398871/27feb2020
189	Deepesh Santwani	SMQA6860	S&P Global	U72200TG1994PTC018719/16Mar2020
190	Soumika Mitra	JASO6247	Birlasoft	210301/27aug2020
191	Pallavi Ghulaxe	PDM18234	Oracle	12143963/20July2020
192	Rajatkumar Agrawal	WSZK3765	Oracle	12145631/20July2020
193	Jenam Chaprod	SIBK7915	Oracle	12143634/20july2020
194	Harshit Panwar	PAAR2010	IIFL	U99999MH1996PLC132983/27Feb2020
195	Dipank Taneja	JZYM7869	IDFC Bank	18-Feb-20
196	Simran Saluja	GTXPS2727C	Axis bank	55058/7Mar202
197	Oshim Saraf	QZSE8920	IDFC Bank	12-Jun-20
198	Ayush Mittal	BDYZ3463	Eclerx	L72200MH2000PLC125319/14May2020
199	Prem Somani	ZNQV1912	Randstad	CAN201993/10July2020
200	Somya Singh	GNGG9611	Northern Trust	U72300KA2005PTC048089/12Mar2020
201	Anoopa Dixit	PPKX2141	Eclerx	L72200MH2000PLC125319/14May2020
202	Rishabh Pareek	JILC7969	Northern Trust	U72300KA2005PTC048089/1july2020
203	Niharika Kurlekar	LHNG6057	KSB Pumps	KSB-HRD/109/2019/1Aug2019
204	Prajakta Deshpande	TAWK1848	KSB LTD.	KSB-HRD/159/2019/1Oct2019
205	Akanksha Anil Dargad	DWVB5294	Febina Infotech Pvt. Ltd.	30-Nov-19
206	Akriti Sinha	JDGO9442	Talent Corner	U74910MH2007PTC170340/1Mar2021
207	Saumyadeep Dutta	GGZL9064	Atyeti IT services Pvt Ltd	19-Dec-19

Programs Name PGDM-General and Batch 2019-21

**Programs Name PGDM-General and Batch 2019-21**
S. No.	**Name of the student placed**	**Enrolment no.**	**Name of the Employer**	**Appointment letter reference no. with Date**
1	Shrey Chandrawanshi	19ISBSPGDM199	Deloitte (RFA Profile)	U74140TG2004PTC043418/19Apr2021
2	Vidushi Pradeep Kumar Agnihotri	19ISBSPGDM57	Gift Karting	U72300MH2013PTC245996/1Oct2020
3	Shriya Sharma	19ISBSPGDM153	Deloitte(US Taxtation)	U74140TG2004PTC043433/19May2021
4	Akshi Jain	19ISBSPGDM165	Deloitte(US Taxtation)	U74140TG2004PTC043433/20May2021
5	Swapnil Sahasrabudhe	19ISBSPGDM52	Deloitte(US Taxtation)	U74140TG2004PTC043433/19May2021
6	Kashish Zawar	19ISBSPGDM74	Deloitte(US Taxtation)	Mail communication is there as validation/proof
7	Raisa Kar	19ISBSPGDM144	Deloitte(US Taxtation)	U74140TG2004PTC043433/19May2021
8	Palak Agni	19ISBSPGDM29	Deloitte(KS)	U74120TG2004PTC043417/7May2021
9	Hrithik Ramola	19ISBSPGDM179	Deloitte(KS)	Mail communication is there as validation/proof
10	Sanket Pande	19ISBSPGDM268	Deloitte(KS)	U74120TG2004PTC043417/7May2021
11	Divyanshu Pachori	19ISBSPGDM17	ZIFF Davis	27-Oct-20
12	Shanu Kumari	19ISBSPGDM43	Wheels EMI	Mail communication is there as validation/proof
13	Ayush Shrivastava	19ISBSPGDM12	Bajaj Finserv Health	16-Feb-21
14	Soumya Mishra	19ISBSPGDM289	Bajaj Allianz General Insurance	Mail communication is there as validation/proof
15	Sahil Sharma	19ISBSPGDM89	Bajaj Allianz General Insurance	28098/4Jun2021
16	Pranavkumar Pandey	19ISBSPGDM84	Bajaj Allianz General Insurance	28112/3June2021
17	Mohitkumar Soni	19ISBSPGDM76	HDFC Life	L65110MH12000PLC123245/21Apr2021
18	Anshuman Singh Chouhan	19ISBSPGDM7	Neeyamo	Mail communication is there as validation/proof
19	Leena Barapatre	19ISBSPGDM182	Neeyamo	Mail communication is there as validation/proof
20	Sheetal Kumari	19ISBSPGDM197	Jaro Education	U80301MH2009PLC193957/1Dec2020
21	Anvesha Jaulkar	19ISBSPGDM114	Jaro Education	U80301MH2009PLC93957/1Dec2020
22	Kumar Suyash sharma	19ISBSPGDM100	Pinclick	Mail communication is there as validation/proof
23	Kuldeep Peetliya	19ISBSPGDM181	MDN Properties	Mail communication is there as validation/proof
24	Prakhar Malik	19ISBSPGDM142	MDN Properties	Mail communication is there as validation/proof
25	Rasika Kasturkar	19ISBSPGDM189	MDN Properties	Mail communication is there as validation/proof

	Programs Name PGDM-General and Batch 2019-21			
S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
26	Chahak Jain	19ISBSPGDM175	ICICI Bank	1384050843/4Mar2021
27	Shivani Naidu	19ISBSPGDM45	ICICI Bank	Mail communication is there as validation/proof
28	Devangi Bharadwaj	19ISBSPGDM176	ICICI Bank	Mail communication is there as validation/proof
29	Kritika Gupta	19ISBSPGDM291	XL Dynamics	26-Nov-20
30	Prajwal Kateja	19ISBSPGDM83	XL Dynamics	01-Dec-20
31	Niharika Jaiswal	19ISBSPGDM79	XL Dynamics	26-Nov-20
32	Suyash Agrawal	19ISBSPGDM99	XL Dynamics	01-Dec-20
33	Aditya Kandpal	19ISBSPGDM4	ANZ Bank	Mail communication is there as validation/proof
34	Niharika Pandey	19ISBSPGDM26	ANZ Bank	Dec-20
35	Sahil Kumar Chopra	19ISBSPGDM192	Naukri.com (Infoedge)	Mail communication is there as validation/proof
36	Vaishnavi Deepak Tapar	19ISBSPGDM104	Naukri.com (Infoedge)	Mail communication is there as validation/proof
37	Uday Hari Suralkar	19ISBSPGDM54	Realty Developers	Mail communication is there as validation/proof
38	Bhanusree Lohia	19ISBSPGDM13	Sunlife Digital	U7499MH2018PTC314012/28Oct2020
39	Harikrishnan Nair	19ISBSPGDM72	Rayden	U74900PN2010PTC137736/17Dec202
40	Santosh Takhtani	19ISBSPGDM196	UAS International Group	19-Dec-20
41	Anand Raj	19ISBSPGDM167	Reaholic Mediators	24-Dec-20
42	Niraj Kumar Singh	19ISBSPGDM137	Pinclick	Mail communication is there as validation/proof
43	Gautam Kumar	19ISBSPGDM19	Pinclick	Mail communication is there as validation/proof
44	Rajkumar Ashwini	19ISBSPGDM145	Pinclick	Mail communication is there as validation/proof
45	Saurabh Sharma	19ISBSPGDM42	Pinclick	Mail communication is there as validation/proof
46	Prakhar Keshore	19ISBSPGDM304	Reaholic Mediators	31-Dec-20
47	Anurag Jai	19ISBSPGDM273	OSI Digital	Mail communication is there as validation/proof
48	Kishan	19ISBSPGDM292	Pinclick	Mail communication is there as validation/proof
49	Abhishek Dhananjay Shere	19ISBSPGDM108	ICICI Bank	138037820/12Feb2021

	Programs Name PGDM-General and Batch 2019-21			
S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
50	Aditi Patil	19ISBSPGDM 3	ICICI Bank	Mail communication is there as validation/proof
51	Akshansh Thakur	19ISBSPGDM 62	ICICI Bank	Mail communication is there as validation/proof
52	Aman Singh	19ISBSPGDM 300	ICICI Bank	Mail communication is there as validation/proof
53	Anukriti Choubey	19ISBSPGDM 65	ICICI Bank	1384037544/9Feb2021
54	Ashish Anand Khadke	19ISBSPGDM 310	ICICI Bank	Mail communication is there as validation/proof
55	Ayush Joshi	19ISBSPGDM 68	ICICI Bank	1384042186/12Feb2021
56	Deekshant Karmele	19ISBSPGDM 119	ICICI Bank	1384042198/16Feb2021
57	Diksha Radeshyam Jiwtode	19ISBSPGDM 16	ICICI Bank	1384028983/11Feb2021
58	Divisha Rastogi	19ISBSPGDM 60	ICICI Bank	1384041562/11Feb2021
59	Divyarajsinh Dharamsinh Rathod	19ISBSPGDM 121	ICICI Bank	Mail communication is there as validation/proof
60	Jagpreet kaur	19ISBSPGDM 180	ICICI Bank	1384037039/158Feb2021
61	Kartika Gurjar	19ISBSPGDM 291	ICICI Bank	1384042196/15Fe2021
62	Mahesh Kore	19ISBSPGDM 22	ICICI Bank	1384044841/22Feb2021
63	Md Waqui Ahmed	19ISBSPGDM 183	ICICI Bank	Mail communication is there as validation/proof
64	meet sharma	19ISBSPGDM 293	ICICI Bank	Mail communication is there as validation/proof
65	MILIND OBEROI	19ISBSPGDM 270	ICICI Bank	Mail communication is there as validation/proof
66	Poulami Dutta	19ISBSPGDM 185	ICICI Bank	Mail communication is there as validation/proof
67	Pranay Talreja	19ISBSPGDM 233	ICICI Bank	Mail communication is there as validation/proof
68	Preeti singh	19ISBSPGDM 143	ICICI Bank	Mail communication is there as validation/proof
69	Riya Singh	19ISBSPGDM 87	ICICI Bank	Mail communication is there as validation/proof
70	Shivalika Sinha	19ISBSPGDM 198	ICICI Bank	Mail communication is there as validation/proof
71	Suyash Kesharwani	19ISBSPGDM 203	ICICI Bank	1384036076/2Mar2021
72	Vishal shukla	19ISBSPGDM 287	ICICI Bank	Mail communication is there as validation/proof
73	Yash Raut	19ISBSPGDM 271	ICICI Bank	Mail communication is there as validation/proof
74	Shubham Agarwal	19ISBSPGDM 94	BNY Mellon	CWRPA3076K/16Oct2020

	Programs Name PGDM-General and Batch 2019-21			
S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
75	Rishikesh Silawat	19ISBSPGDM 191	BNY Mellon	KSXPS4584N/16Oct2020
76	Shreya Hedaoo	19ISBSPGDM 267	Cybage	05-Jul-21
77	Sameer Bhalerao	19ISBSPGDM 194	Pagar Book	Mail communication is there as validation/proof
78	Shreen Sharma	19ISBSPGDM 48	Repos Energy	U74999PN2017PTC173948/1 1Jan2021
79	Yashpreet Kaur Saggu	19ISBSPGDM 163	XL Dynamics	07-Feb-21
80	Priyank Diwan	19ISBSPGDM 61	ICICI Prudential	Mail communication is there as validation/proof
81	Richa Sharma	19ISBSPGDM 40	ICICI Prudential	15-Jul-21
82	Sakshi Pardhi	19ISBSPGDM 147	ICICI Prudential	Mail communication is there as validation/proof
83	Siddharth Tiwari	19ISBSPGDM 290	ICICI Prudential	Mail communication is there as validation/proof
84	Jasvinder Pal	19ISBSPGDM 73	ICICI Prudential	Mail communication is there as validation/proof
85	Shruti Wattamwar	19ISBSPGDM 154	ICICI Prudential	Mail communication is there as validation/proof
86	Arti singh	19ISBSPGDM 66	ICICI Prudential	07-Aug-21
87	Shubham Ahuja	19ISBSPGDM 93	ICICI Prudential	Mail communication is there as validation/proof
88	Akshat Bangre	19ISBSPGDM 63	Berger Paint	Mail communication is there as validation/proof
89	Ashif Raza	19ISBSPGDM 173	City Bank	05-Mar-21
90	Kuldeep Jadeja	19ISBSPGDM 294	ICICI Prudential	Mail communication is there as validation/proof
91	Ananya Dubey	19ISBSPGDM 168	ICICI Prudential	Mail communication is there as validation/proof
92	Sujit Birajdar	19ISBSPGDM 301	ICICI Prudential	Mail communication is there as validation/proof
93	Samir P Sable	19ISBSPGDM 195	SBI General Insurance	SBIGIC/0192/5Apr2021
94	Sanket Purushottam Angure	19ISBSPGDM 150	SBI General Insurance	SBIGIC0193/5Apr2021
95	Himanshu Nayak	19ISBSPGDM 128	SBI General Insurance	SBIGIC0196/5Apr2021
96	Prerana Patil	19ISBSPGDM 186	Absolute Reports	U74999PN2016PTC164521/5 Feb2021
97	Anny Kajoria	19ISBSPGDM 172	ICICI Securities/SG Analytics	U74140PN2007PTC145594/ 21July2021
98	Vandana Pandey	19ISBSPGDM 161	Deloitte(US Taxtation)	U72900TG2000PTC039976/7 may2021
99	Parul Chouriya	19ISBSPGDM 138	Shree GPS Tracker	16-Jan-21

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
all: **Programs Name PGDM-General and Batch 2019-21**				

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
100	Shubham Jain	19ISBSPGDM 201	Planetspark	Mail communication is there as validation/proof
101	Vrinda Baser	19ISBSPGDM 162	XL Dynamics	28-Jan-21
102	Jyoti Kumari	19ISBSPGDM 266	IKS Health	Mail communication is there as validation/proof
103	Akash Gupta	19ISBSPGDM 109	TrueIN	U74900PN2015PTC156703/1 Feb2021
104	Tanu Lahoti	19ISBSPGDM 102	Smith Group	Mail communication is there as validation/proof
105	Abhishek Srivastava	19ISBSPGDM 107	Indigo Paints	Mail communication is there as validation/proof
106	Sudhanshu Bisen	19ISBSPGDM 202	Hawl	15-Feb-21
107	Shivangi Maheshwari	19ISBSPGDM 90	Catenon	Mail communication is there as validation/proof
108	Aishwarya Sharma	19ISBSPGDM 264	Catenon	19-Feb-21
109	Harshit Kanthaliya	19ISBSPGDM 126	Axis Bank	300000004607350/16Jun2021
110	Vashita Trehan	19ISBSPGDM 105	Looks Studio	Mail communication is there as validation/proof
111	Vaibhav Modi	19ISBSPGDM 56	Reliance Retail	1000982927/15May2021
112	Shambhavi Mudgal	19ISBSPGDM 311	Property Pistol	Mail communication is there as validation/proof
113	Anamika Jha	19ISBSPGDM 64	PWC	U72200WB2010PTC142115/ 23Mar2021
114	Aman Avasthi	19ISBSPGDM 113	PWC	U72200WB2010PTC142115/ 22Apr2021
115	Avinash Swain	19ISBSPGDM 11	PWC	U72200WB2010PTC142115/ 22Apr2021
116	Pragati Agrawal	19ISBSPGDM 34	PWC	U72200WB2010PTC142115/ 27May2021
117	Sonam Singh	19ISBSPGDM 158	PWC	U72200WB2010PTC142115/ 24Mar2021
118	Ranjan Kumar Singh	19ISBSPGDM 188	PWC	U72200WB2010PTC142115/ 22Apr2021
119	Simran Jagnani	19ISBSPGDM 156	PWC	U72200WB2010PTC142115/ 22Apr2021
120	Prabhjot Kaur	19ISBSPGDM 33	PWC	U72200WB2010PTC142115/ 24Mar2021
121	Ujjwala Bhusari	19ISBSPGDM 55	PWC	Mail communication is there as validation/proof
122	Atul Subhash Naik	19ISBSPGDM 174	PWC	U72200WB2010PTC142115/ 26Mar2021
123	Bhavesh Gupta	19ISBSPGDM 14	PWC	U72200WB2010PTC142115/ 26Mar2021
124	Anjali Kumari	19ISBSPGDM 170	PWC	U72200WB2010PTC142115/ 26MAr2021

	Programs Name PGDM-General and Batch 2019-21			
S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
125	Namita Agrawal	19ISBSPGDM184	PWC	U72200WB2010PTC142115/ 26Mar2021
126	Ayushi Jaggi	19ISBSPGDM308	PWC	U72200WB2010PTC142115/ 26Mar2021
127	Harshul Siroya	19ISBSPGDM127	Aekansh Group	Mail communication is there as validation/proof
128	Shubham Verma	19ISBSPGDM92	Aekansh Group	Mail communication is there as validation/proof
129	Aditya Gandhi	19ISBSPGDM302	HDFC Life	18-Jun-21
130	Amit Kumar	19ISBSPGDM265	Bajaj Finserv	Mail communication is there as validation/proof
131	Vaishnavi Chaturvedi	19ISBSPGDM160	Acuiti Labs	Mail communication is there as validation/proof
132	Pawankumar Rahangdale	19ISBSPGDM30	MRF Tyres	Mail communication is there as validation/proof
133	Riya Sanjay Kulkarni	19ISBSPGDM88	IDFC Bank	Mail communication is there as validation/proof
134	Puja Kumari	19ISBSPGDM39	IDFC Bank	Mail communication is there as validation/proof
135	Nishi Shekhar	19ISBSPGDM81	IDFC Bank	Mail communication is there as validation/proof
136	Mitali Priya	19ISBSPGDM23	IDFC Bank	163582/9Apr2021
137	Kevin Saji George	19ISBSPGDM132	IDFC Bank	Mail communication is there as validation/proof
138	Harish Behra	19ISBSPGDM125	IDFC Bank	163502/8Apr2021
139	Priyanka Saxena	19ISBSPGDM38	IDFC Bank	Mail communication is there as validation/proof
140	Rajdeep Joshi	19ISBSPGDM237	ICICI Securities	CJ22154197/10July2021
141	Aayesha Alam	19ISBSPGDM164	ICICI Securities	Mail communication is there as validation/proof
142	Rahul Singh	19ISBSPGDM187	The Capital Box	Mail communication is there as validation/proof
143	Swapnil Khot	19ISBSPGDM204	Wheels EMI	Mail communication is there as validation/proof
144	Anuj Kumar	19ISBSPGDM8	Capgemini	4476207/11MAy2021
145	Mansee Vishen	19ISBSPGDM1	Capgemini	4474822/11May2021
146	Nandini Sethiya	19ISBSPGDM77	Capgemini	4470768/750350/11May2021
147	Saba Ali Sayyed	19ISBSPGDM146	Capgemini	Mail communication is there as validation/proof
148	Vinita Mishra	19ISBSPGDM59	Capgemini	4471162/11May2021
149	Ashi Vijayvargiya	19ISBSPGDM67	Axis Bank	85065/28Apr2021

S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
		Programs Name PGDM-General and Batch 2019-21		
150	Ankit Kumar Saw	19ISBSPGDM 171	Axis Bank	Mail communication is there as validation/proof
151	Sneha Chourasiya	19ISBSPGDM 96	IDFC First Bank	Mail communication is there as validation/proof
152	Priyanka Kumari	19ISBSPGDM 37	IDFC First Bank	Mail communication is there as validation/proof
153	Neeraj Lalwani	19ISBSPGDM 136	XL Dynamics	25-Mar-21
154	Prajakta Chalukya	19ISBSPGDM 35	DataEase	NA
155	Falguni Nathwani	19ISBSPGDM 18	ANZ Bank	Mail communication is there as validation/proof
156	Keshav Sinha	19ISBSPGDM 131	Enpro	03-May-21
157	Poorva Bhatt	19ISBSPGDM 141	Yash Technology	15-Mar-21
158	Anuj Jaju	19ISBSPGDM 9	IDFC First Bank	08-Apr-21
159	Hansa Jha	19ISBSPGDM 71	Murli Krishna Pharma	U24230MH2004PTC145510/ 8May2021
160	Kapil Dave	19ISBSPGDM 130	ICICI Securities	CJ22154868/23June2021
161	Simran Panwar	19ISBSPGDM 157	ICICI Securities	154001/28Jun2021
162	Akash kumar Singh	19ISBSPGDM 110	ICICI Securities	cj22154256/5jULY2021
163	Nikhil Shende	19ISBSPGDM 27	ICICI Securities	148201/19July2021
164	Venus Chhabra	19ISBSPGDM 106	Globelflex	21-Jun-21
165	Shweta Gawas	19ISBSPGDM 95	Neeyamo	Mail communication is there as validation/proof
166	Geetpriya Jadhav	19ISBSPGDM 178	Neeyamo	Mail communication is there as validation/proof
167	Gaurav Tumble	19ISBSPGDM 122	Hettich India	U36109MH1999PTC161129
168	Ajin Suresh Babu	19ISBSPGDM 275	XDBS Corporation	Mail communication is there as validation/proof
169	Ankit Kumar	19ISBSPGDM 6	Bajaj Finserv	Mail communication is there as validation/proof
170	Ginni Kumari	19ISBSPGDM 123	Cognizent	Mail communication is there as validation/proof
171	Utarkash Rai	19ISBSPGDM 206	Harbinger Group	Mail communication is there as validation/proof
172	Nishil Ramitbhai Patel	19ISBSPGDM 260	S&P Global	Mail communication is there as validation/proof
173	Sunil Kumawat	19ISBSPGDM 98	Redin Designing Studio	Mail communication is there as validation/proof
174	Ravindra Singh	19ISBSPGDM 190	Homesfy Realty Pvt. Ltd.	Mail communication is there as validation/proof

**Programs Name PGDM-General and Batch 2019-21**
S. No.	Name of the student placed	Enrolment no.	Name of the Employer	Appointment letter reference no. with Date
175	Piyush Patwa	19ISBSPGDM 140	Fundermax	Mail communication is there as validation/proof
176	Ishan Indulkar	19ISBSPGDM 129	Fundermax	Mail communication is there as validation/proof
177	Shivansh Hemant Kumar Nair	19ISBSPGDM 152	Vadilal Dairy	Mail communication is there as validation/proof
178	Love Ravindra Shrimali	19ISBSPGDM 21	GFI Infotech	Mail communication is there as validation/proof
179	Shreya Tirpude	19ISBSPGDM 200	HDFC Bank	Mail communication is there as validation/proof
180	Ayushi Sinha	19ISBSPGDM 69	ICICI Bank	Mail communication is there as validation/proof
181	Piyush Paliwal	19ISBSPGDM 32	ICICI Bank	Mail communication is there as validation/proof
182	Lalak Verma	19ISBSPGDM 276	Aptara Corp	Mail communication is there as validation/proof
183	Payal Muzumdar	19ISBSPGDM 31	Vyomlabs	Mail communication is there as validation/proof
184	Prajakta Chaulkya	19ISBSPGDM 35	DataEase	NA
185	Yash Sahu	19ISBSPGDM 208	Bajaj Housing Finance	Mail communication is there as validation/proof
186	Chaitanya Mahajan	19ISBSPGDM 117	FIS Global	07-Oct-21
187	Prajwal Choudhary	19ISBSPGDM 261	TATA Capital	2875/4017200/24Sept2021
188	Sakshi Priya	19ISBSPGDM 193	Capgemini	4887955/931769

5.5.   Student Diversity (5)

Institutes' marks - 05

ISBS PGDM has a diverse group of students with respect to gender and geographic diversity, experience and qualification. This facilitates students to appreciate individual uniqueness while learning from other students from diverse background. Mentioned below are some of the students' diversity clusters:

- **Gender Diversity:** Every year ISBS PGDM gets combination of male and female students. Presented below is a diagrammatic representation of three years data for gender diversity:

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Gender Diversity
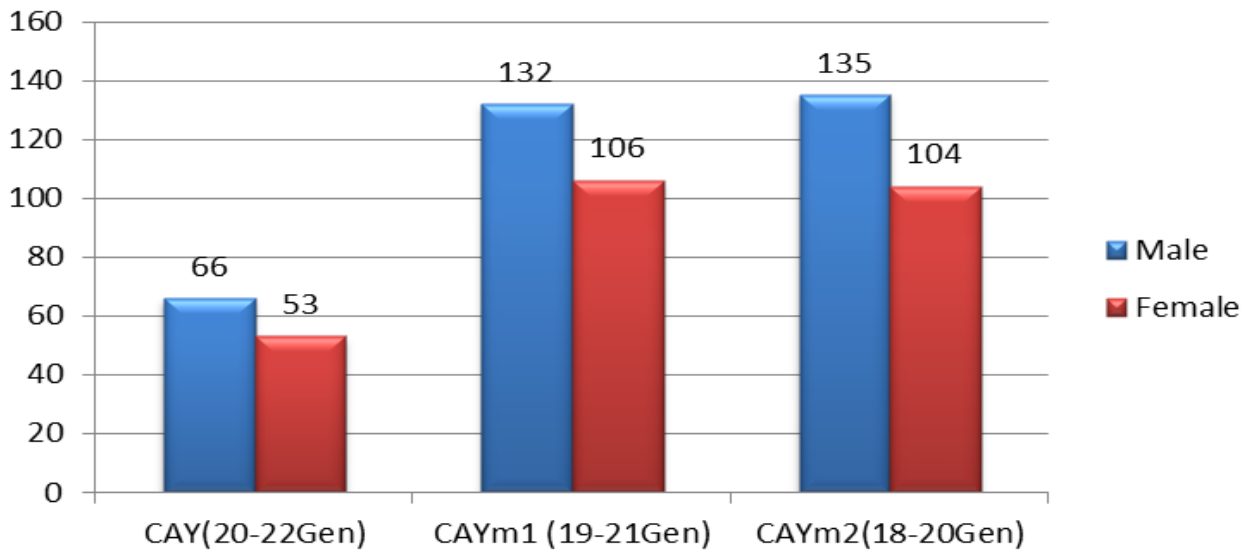
Qualification: ISBS PGDM enrols students from different academic backgrounds such as management, commerce, arts, Pharmacy, engineering, science and hotel management such amalgamation provides diverse perspective during teaching and learning in classroom and brings forth various skills and multiple aspects for viewing management precepts. Presented below is a diagrammatic representation of three years data for diversity in qualification:

Qualification
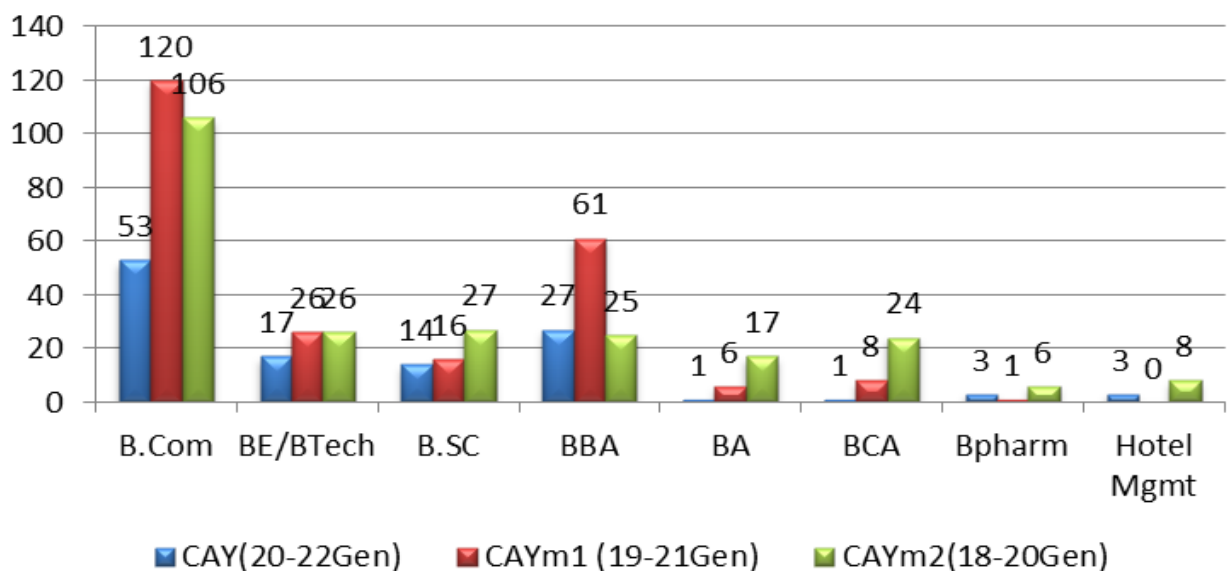
- **Geographic diversity:** ISBS PGDM enrols students from different state such as Madhya Pradesh, Maharashtra, Rajasthan, Chhattisgarh, Bihar, Orissa, Jharkhand and Uttar Pradesh Such combination of students from different states brings to campus geographic diversity which enhances the creative uniqueness in classroom environment. Presented below is a diagrammatic representation of three years data for geographic diversity:
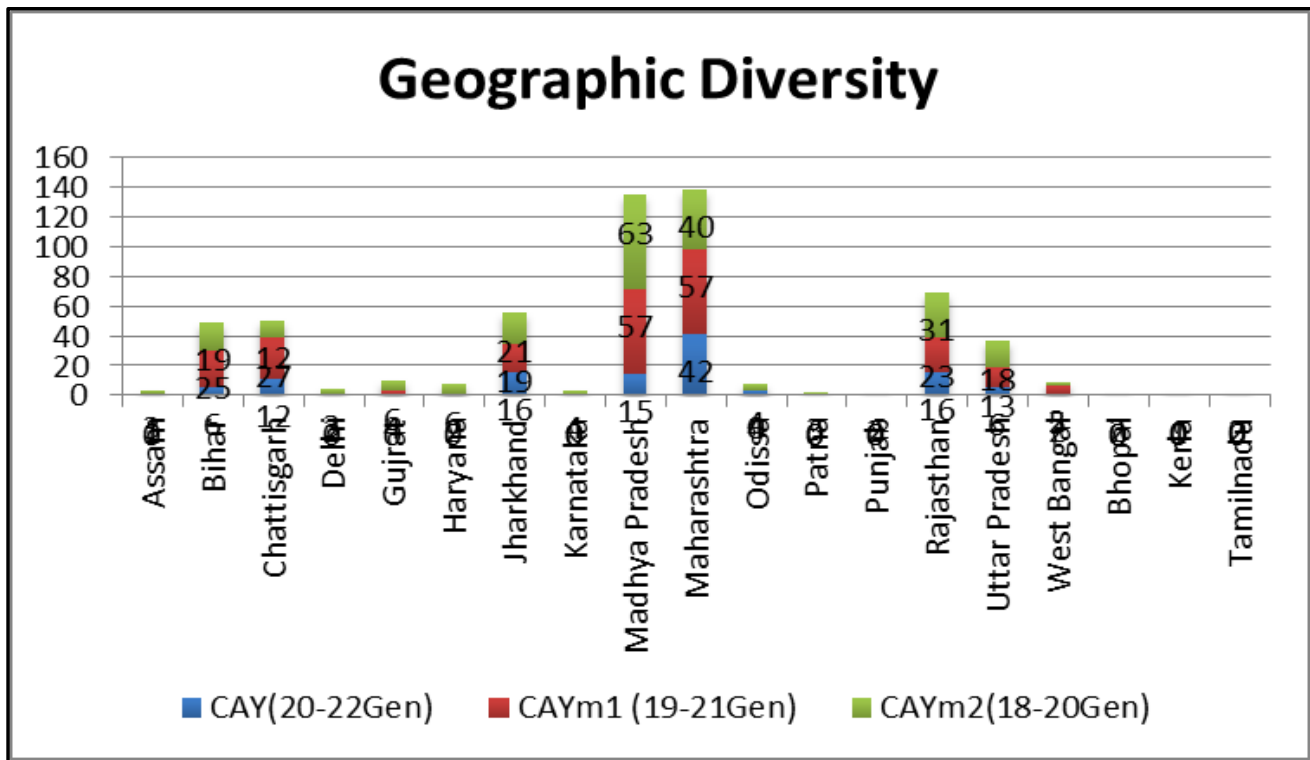
5.6   Professional Activities (15)

5.6.1 Students' participation in Professional societies/chapters and organizing   management events (5)

Student Participation in Professional Societies -ISBS PGDM engages student's participation with professional bodies. These professional bodies include people united by common professional interests. Students at ISBS PGDM gain considerably by means of utilizing services offered by such bodies which often house the latest information on research, current trends, best practices, and organize events. Their websites, online libraries, training programs, education programs and conferences, provide exposure to students for industry best practices. Such associations have annual/lifetime membership plans and their benefits are typically classified as Training and Education, Networking and Mentoring, Employment Assistance and in some cases Community Outreach opportunities. Mentioned below is the ISBS PGDM Year-wise list of Membership through such associations:

Sr. No.	Name of Organisations
AY 2020-21	
1	Principles of Responsible Management Education (PRME)
2	Maratha Chamber of Commerce and Industries (MCCIA)
3	All India Management Association (AIMA)
4	Pune Management Association
5	Association of Indian Management Schools (AIMS)

Sr. No.	Name of Organisations
6	Education Promotion Society of India (EPSI)
7	Drucker Society
8	Confederation of Indian Industry (CII)
9	National Institute of Personnel Management
10	Young Indians
11	NHRDN

AY (2019-20)

Sr. No.	Name of Organisations
1	All India Management Association (AIMA)
2	Association of Indian Management Schools (AIMS)
3	Confederation of Indian Industries (CII)
4	Drucker Society
5	Education Promotion Society of India (EPSI)
6	Maratha Chamber of Commerce Industry and Agriculture (MCCIA)
7	National HRD Network (NHRDN)
8	National Institute of Personnel Management (NIPM)
9	Principles of Responsible Management Education (PRME)
10	Prowess IQ
11	Pune Management Association (PMA)
12	Young Indians (YI)

AY (2018-19)

Sr. No.	Name of Organisations
1	All India Management Association (AIMA)
2	Association of Indian Management Schools (AIMS)
3	Confederation of Indian Industries (CII)
4	Drucker Society
5	Education Promotion Society of India (EPSI)
6	Maratha Chamber of Commerce Industry and Agriculture (MCCIA)
7	National Institute of Personnel Management (NIPM)
8	Principles of Responsible Management Education (PRME)
9	Prowess IQ
10	Pune Management Association (PMA)
11	Young Indians (YI)

Participation in event by professional Bodies - ISBS PGDM students and faculty members attend conferences and events organized by these professional bodies. In addition to participation as an audience, students and faculty members sometimes participate in competitive events of these professional bodies. Mentioned below is a list of some such participation:

2020-21 – Due to the ongoing pandemic activities were conducted online.

Sr. No.	Name of Event	Organized By	Participant's Roll No.	Participant's Name	Awards (If Any)
1	Debate Competition	CII	2022A1M-05	Amandeep Bhatia	
			2022A1M-08	Anushi Rathore	
			2022A1M-33	Prateek Patel	
			2022A1M-55	Vaibhav Mishra	-

			2022A1F-40	Shweta Sharma	
			2022A1F-28	Payodhi Pathak	
			2022A1F-27	Sonali Patil	
			2022A1H-02	Akshat Agarwal	
			2022A1H-07	Shrishti Jaiswal	
3	Drug Discovery Hackathon (Start-up Eco system)	Vansskilling	2022A1M-04	Aman Verma	-
			2022A1M-09	Apporva Wankhede	
			2022A1M-12	Bijay Bani	
			2022A1M-25	Nikhil Singh	
			2022A1M-52	Tanmay Shelokar	
			2022A1M-57	Tirtha Wagh	
			2022A1F-08	Arya Goenka	
			2022A1F-13	Divya Choudhary	
			2022A1F-15	Harshit Rathi	
			2022A1F-25	Nilesh Maloo	
			2022A1F-37	Shiwam Khuwala	
			2022A1F-45	Vishal Thakur	
			2022A1F-46	Vivek Kumar	
			2022A1H-05	Harsha Pagare	
			2022A1H-07	Ritika Singh	
			2022A1H-10	Rahul Samantra	
			2022A1H-16	Varsha Pareek	
4	Vanathon (Competition on creation of micro-eco systems, feasibility studies on innovative products)	Vans skilling	2022A1M-30	Poulami Sanatra	-
			2022A1F-26	Saurabh Patil	
			2022A1H-14	Sweety Singh	
5	24th Student Management Games	AIMA	2022A1M-17	Geniesha Sahu	
			2022A1M-34	Rajat Verma	
			2022A1F-21	Neha Dubey	
			2022A1F-23	Nidhi Kishore	
			2022A1F-26	Saurabh Patil	
			2022A1H-09	Achyut Kulkarni	-
6	Essay Writing Competition	Drucker Forum	2022A1M-17	Geniesha Sahu	-
			2022A1M-30	Poulami Santra	
			2022A1M-57	Tirtha Wagh	
			2022A1F-22	Neha Yasmin	
			2022A1F-23	Nidhi Kishore	
			2022A1F-42	Shefali Suryavanshi	
			2022A1F-46	Vivek Kumar	
7	Hindustan Coca Cola Beverages(HCCB) Case Study Competition	HCCB	2022A1M-17	Genisha Sahu	-
			2022A1F-12	Diksha Kumari	
			2022A1F-23	Nidhi Kishore	
			2022A1F-26	Saurabh Patil	
			2022A1H-14	Sweety Singh	

2019-20

Sr. No.	Name of Event	Organized By	Participant's Roll No.	Participant's Name	Awards (If Any)
1	Essay Writing Competition	Drucker Society	1820 B-18	Isha Pareek	-
			1820 E-32	Priyanka Sagar	
2	Essay Writing Competition	Drucker Society	-	Faculty Entry - Prof. Neha Agarwal	Top 20, Shortlisted for Global Peter Drucker Forum
3	Student Management Games	AIMA	1820 E-05	Ankita	-
			1820 F-48	Shubhangini Parmar	
4	Debate Competition	CII	1921 B-34	Shivangi Maheshwari	-
			1921 B-49	Tanu Lahoti	
			1921 B-54	Milind Oberoi	
			1921 E-57	Vaishnavi Chaturvedi	

2018-19

Sr. No.	Name of Event	Organized By	Participant's Roll No	Participant's Name	Awards (If Any)
1	Business Simulation Games	AIMA	1719 A2M-11	Aparna Nair	3rd
			1719 B2F-37	Simran Sethi	
2	Presentation Competition Regionals	AIMA	1820 E-11	Charles Prem	3rd
			1820 E-32	Priyanka Sagar	
3	Presentation Competition Nationals	AIMA	1820 E-11	Charles Prem	-
			1820 E-32	Priyanka Sagar	
4	Quiz Competition	CII	1820 A-34	Pallavi Ghulaxe	-
5	Best Student Competition	Dewang Mehta National Education Awards	1719 B2F-05	Ankita Rohtangan	-
			1719 B2F-37	Simran Sethi	

Every year students also participate in large numbers in two International Professional Conferences which take place at Taj Lands' End in Mumbai.

1) **World HRD Congress**
2) **World Marketing Congress**

The event hosts industry experts from field of marketing, human resource management, finance and related domains. Professionals come together and share their views on various current topics and latest developments in their area of expertise. Students learn a lot from listening to great speakers who have contributed immensely in their field. The details of the number of students who were a part of the congress is mentioned below:

2020-21

Sr. No.	Name of Event	Date	No. of Students Participated
1	The Facility Management Congress, Agriculture Innovation Congress , Asia Food Congress, World Digital Marketing Congress, Asia-Africa-GCC Retail & Shopping Centre Congress , Global MICE Congress, World HRD Congress, World Innovation Congress	12-02-2020 13-02-2020 17-02-2020	166

2019-20

Sr. No.	Name of Event	Date	No. of Students Participated
1	World Marketing Congress/ India Sustainability Leadership Summit	20-11-2019 22-11-2019	145

Organizing Management Events:

ISBS PGDM encourages its students to undertake challenging opportunities with hard work and an integrated approach. The students are involved in organising and managing events on campus. Such activities instil management skills in students and help in achieving holistic development. Such initiatives are student driven under the Student Council and faculty mentors of various Clubs and Committees.

A list of some such events which are organized on campus is mentioned below:

Sr. No.	Name of Event	Level	Periodicity
1	Indira Brand Slam	National	Annually
2	Abhinavan - Conference	National	Annually
3	IndiaPreneur - B.Plan Competition	National	Annually
4	Alumni Meet	Institutional	Annually
5	a) Student Club, InGeniouis - Marketing Club	Institutional	As per annual plan of activities
	b) Student Club, Finovate - Finance Club	Institutional	As per annual plan of activities
	c) Student Club, Ensemble - H.R.Club	Institutional	As per annual plan of activities
6	Udaan (Cultural Activities)	Institutional	As per annual plan of activities
7	Invictus (Sports Activities)	Institutional	As per annual plan of activities
8	Pehel (CSR Activities)	Institutional	As per annual plan of activities

Sr. No.	Name of Event	Level	Periodicity
9	Arohan (Entrepreneurship Activities)	Institutional	As per annual plan of activities

Brief details of the nature of events mentioned above are as follows:

1. **Indira Brand Slam:** A National Level Marketing and Branding Summit is conducted annually to appreciate, acknowledge and gain from the pilgrims of some established brands. Indira Group of Institutes (Management Institutes) host this event every year where senior executives of renowned brands are conferred upon super achiever awards on account of their contribution to industry. Indira celebrated its 8th Brand Slam on the 26th & 27th of February 2021 in a dazzling virtual ceremony. This year's event was graced by GMs, CMOs, Branding Heads, Directors and Presidents of numerous super-brands including Paytm, Reckitt Benckiser, BIG FM, Tata Motors Ltd, Shree Maruti Courier Services Pvt. Ltd., Radio Mirchi, Myntra, Google, Sheroes Money, Cisco Systems, IBM, Godrej, Future Generali India Life Insurance, etc.

The dignitaries from the industry were:

1. Mr. Manish Gupta (Head of Supply Chain & Logistics General Manager – Operations, Paytm)
2. Mr. Sandeep Gupta (Global Brand Director Dettol, Reckitt Benckiser)
3. Mr. Manoj Lalwani (Chief Marketing Officer, Reliance BIG FM)
4. Mr. Sujan Roy (Head-Passenger Vehicles International Business, Tata Motors Ltd.)
5. Mr. Akhilesh Pandey (Regional Head- Rest of Maharashtra, Shree Maruti Courier Services Pvt. Ltd.)
6. Mr. Rishikar Krishna (Assistant Vice President- Brand Solutions, Radio Mirchi)
7. Mr. Achint Setia (Vice President and Head, Marketing, Myntra)
8. Mr. Guneet Singh (Head Marketing & Creative Solutions, Google)
9. Mr. Vaibhav Kathju (Co-Founder, SHEROES Money)
10. Ms. Anuja Mishra (Vice President and Head of Marketing for Personal Care & Hygiene, Godrej Consumer Products Ltd.)
11. Ms. Kavyanidhi Narayan (Marketing Head – Collaboration Business, Cisco India & SAARC, Cisco Systems)
12. Mr. Kapil Budukh (General Manager- Marketing, Croma | A Tata Enter-prise)
13. Ms. Deepali Naair, Director – Marketing, India & South Asia (CMO), IBM)
14. Mr. Ashish Tiwari (Senior Vice President – Marketing and Digital, Future Generali India Life Insurance Company Ltd.)

INDIRA GROUP OF INSTITUTES, PUNE

Mr. Manish Gupta
Head of Supply Chain & Logistics
General Manager - Operations
Paytm (E-Commerce)

Mr. Sandeep Gupta
Global Brand Director - Dettol
Reckitt Benckiser (FMCG)

Mr. Manoj Lalwani
Chief Marketing Officer
Reliance Broadcast Network - BIG FM
(Media & Entertainment)

Mr. Sujan Roy
Head - Passenger
Vehicles International Business
Tata Motors Ltd. (Automobile)

Mr. Akhilesh Pandey
Regional Head- Rest of Maharashtra
Shree Maruti Courier Services Pvt. Ltd.
(Logistics & Supply Chain)

Mr. Rishikar Krishna
AVP- Brand Solutions
Radio Mirchi
(Brand Solutions in Radio)

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INDIRA GROUP OF INSTITUTES, PUNE

Mr. Achint Setia
Vice President and Head, Marketing
Myntra (Online Retail)

Mr. Guneet Singh
Head Marketing & Creative Solutions
Google (IT)

Mr. Vaibhav Kathju
Co-Founder
SHEROES Money (Fintech)

Ms. Kavyanidhi Narayan
Marketing Head - Collaboration Business,
Cisco India & SAARC
Cisco Systems (IT)

Mr. Ashish Tiwari
Senior Vice President - Marketing and Digital
Future Generali India Life Insurance
Company Ltd. (BFSI)

Ms. Deepali Naair
Chief Marketing Officer
IBM India & South Asia (IT)

Ms. Anuja Mishra
Vice President and Head of
Marketing for Personal Care & Hygiene
Godrej Consumer Products Ltd.
(GCPL) - (FMCG)

Mr. Kapil Budukh
General Manager- Marketing
Croma | A Tata Enterprise (Retail)

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2. **Abhinavan – National Conference:** ISBS PGDM organizes a Conference named Abhinavan every year. The 9th Abhinavan Research Conference was held on 6th March, 2021. The details of the past 4 years are mentioned below:

Year	Theme of Conference	Date
2020-21	Entrepreneurship Development and Innovation	06-03-2021
2019-20	Ethics, Innovation & Best Business Practices in India	21 – 01- 2020
2018-19	Managing Strategies in VUCA World	29-01-2019 30-01-2019
2017-18	Startup India A Spectrum of Sustainable Opportunities	20-01-2018

Students under the guidance of faculty mentors organize and manage the event by being a part of various committees. All the students also benefit by listening to the research paper presentations by other researchers and people from industry.

3. **IndiaPreneur – B Plan Competition:** IndiaPreneur is an International level business plan competition initiated by ISBS PGDM with the objective of promoting and nurturing the spirit of entrepreneurship among the youth. In the past 10 years of hosting this competition ISBS PGDM has been receiving entries from top ranking business schools including IIMs, IITs, XLRI, ISB and the like. IndiaPreneur receives requests from various platforms for association with the event. Some such associations are with various organizations who support entrepreneurship and believe in nurturing the entrepreneurial eco-system like the National Entrepreneurship Network Pune, Open Coffee Club, 100 rupis.com and the like. The details of winning teams for the past three years is mentioned below:

Year	Category of Award	College of Winning Team
2020-21	Overall Winner	IIT, Delhi
	1st Runner Up	Visvesvaraya Technological University, Belgaum
	2nd Runner Up	Shri Ram College of Commerce, Delhi
2019-20	Overall Winner	St. Francis Institute of Technology, Mumbai
	1st Runner Up	IIT, Kharagpur
	2nd Runner Up	JayPee University of Information Technology, HP
2018-19	Overall Winner	Symbiosis Centre for Management and Human Resource Development (SCMHRD), Pune
	Runner Up	Sir M. Visvesvaraya Institute of Technology (SMVIT), Bengaluru

4. **Alumni Meet:** ISBS PGDM Alumni cell is named "DOR" by the students' body and works as a bridge between the students and the alma mater, both at a professional and personal level. Alumni Committee at ISBS PGDM is largely driven by students and strives to maintain connect with alumni through their engagement with current students, faculty and management. The committee stimulates interaction and maintains support mechanisms for alumni networking. Some details of Alumni Connect over the past few years is mentioned below:

2020-21		
Sr. No.	**Alumni Activities Organized**	**Number of Alumni participating**
1	Convocation, 15th May 2021	160
2	Alumni Meet, 15th May 2021	160
3	Alumni Sessions	80
4	Number of Alumni speakers	88
2019-20		
Sr. No.	**Alumni Activities Organized**	**Number of Alumni participating**
1	Convocation, 29th Feb. 2020	140
2	Alumni Meet, 14th Dec, 2019	60
3	Alumni Sessions	109
4	Number of Alumni speakers	43
2018-19		
Sr. No.	**Alumni Activities Organized**	**Number of Alumni participating**
1	Alumni Meet, 16th March 2019	200
2	Alumni Sessions	83

5. **Student Clubs:** ISBS PGDM believes in nurturing "creative and management instincts" of the students so that their learning experience is sustained. Students not only conceptualize and manage these events but also engage in experiential learning in their functional areas of finance, marketing and human resource management. A snapshot of the various clubs and their activities organized by the students is listed below:

Sr. No.	Name of Club	Type of Activity
a)	**Finovate - Finance Club**	Logo Designing & Tagline Competition
		Scam Scanner
		Word Scramble
		Debate Competition
		Budget Buzz Competition
		FinBrain Teaser Competition
		Treasure Trail Competition
		Finance Quiz Finale
b)	**InGenious - Marketing Club**	Debate Competition
		Logo Redesigning Competition
		Vertizing - The Ad Mad Show
		Revival of Dead Brands
		Quizzards of Oz - Brand Quiz
		Digital Mascot
		New Product Launch
		Marketing Quiz Finale
c)	**Ensemble - HR Club**	Logo Design Competition
		HR Quiz
		Mime Competition

6.   **Udaan (Cultural Activities):** It is a platform created by students, for the students under their cultural committee at ISBS PGDM and aids in holistic development of students. The philosophy behind this platform is to give wings to students' creativity, imagination and talent. The students organize various in house events in order to allow students to show their talent and hone their skills. A snapshot of various events organized internally is listed below:

Due to the Pandemic activities were conducted online. Students showed great enthusiasm and we received an overwhelming response in regards to participation. All the activities conducted were highly appreciated by all the students.

2020-21

Sr.No.	In House events	Organized By	No. of hours of exposure opportunities	Date of Event	Awards If Any
1	Talent Hunt	UDAAN	6	28th July 2020	**Dancing:** 1st Place Roma Chandrani **Singing:** 1st Place Moumi Sarkar **I too have a** 1st Place: Tirtha Wagh & Arnavi Gode
2	Talent-athon (Shandar Shukrawar)	UDAAN	4	8th August 2020	N.A.
3	Chalchitra – Movie Making Competition	UDAAN	4	20th October 2020	1st Place: Team Let's Talk
4	Navratri Competition	UDAAN	2	22nd October 2020	Div D – 1st Place
5	Indira Navratri Hungama	UDAAN	3	23rd October 2020	N.A.
6	Trash to Treasure Competition	UDAAN	3	11th February 2021	1st Place : Priyanshi Jain
Total			**22 hours**		

2019-20

Sr.No.	In-House Events	Organized by	No. of hours of exposure hours	Date of Event	Awards if Any
1	Friendship Day/Independence Day	UDAAN	1	5th September 2019	N.A.
2	Talent Hunt	UDAAN	8	27th August 2019	N.A.
3	Teacher's Day	UDAAN	1	5th September 2019	N.A.
4	Ablaze Best Presentation Competition(Internal)	UDAAN	2	17th October 2019	1st Place: Bhanushree Lohia &

					Vidhushi Agnihotri
5	Ablaze Best Presenter Competition	UDAAN	3	23rdOctober 2019	1st Place : Bhanushree Lohia
6	Best Communicator at ISBS PGDM Competition	UDAAN	3	18th October 2019	1st Place : Aishwarya Sharma
7	Euphoria Live Band	UDAAN	4	27th August 2019	N.A.
8	X Mas Celebrations	UDAAN	1	24th December 2019	N.A
Total			**47 hours**		

2018-19

Sr. No.	In-House Events	Organized by	No. of hours of exposure hours	Date of Event	Awards if Any
1	Friendship Day	UDAAN	8	03/8/2018	N.A.
2	Talent Hunt	UDAAN	8	14/8/2018	N.A.
3	Teachers Day	UDAAN	8	04/9/2018	N.A.
4	Enthuzia 2018	UDAAN	4	03/11/2018	N.A.
Total			**28 hrs.**		

Students also identify various intercollege competitions organized by various B-Schools and encourage student participation for such competitive platforms. A snapshot of various events participated and won in the past few years is mentioned below:

2020-21: Due to the Pandemic and all colleges being shut, there were no Intercollege events held.

2019-20

Sr. No	Events	Organized By	No of exposure hours	Date of Event	Awards if Any
1	Ojasya Case Study Competition	Symbiosis	2	14th September 2019	2nd Place: Charles Prem & Priyanka Sagar
2	Inter College Fest	Christ College	3	17th September 2019	NIL
3	Grafitti – Inter College Fest	Symbiosis Institute	1	18-19th January 2020	NIL
4	Debate Competition	Ness Wadia College	2	24th January 2020	NIL
5	Emblaze Inter College Competition		8		Solo Singing – Anand Raj 1st Place Photography – Kuldeep Jadeja 1st Place

		Kirloskar Institute		$6^{th} – 7^{th}$ February 2020	Photography – Sudhanshu Bisen 2nd Place
6	DHRUV – Inter college competition		8		Singing-Anand Raj 2nd Place
					Perfect Pitch – Charles Prem, Arush Kolaviya, Anshuman Chouhan, Naman Verma 2nd Place
		PUMBA		22nd-24th January 2020	
Total			**24 Hours**		

2018-19

Sr. No.	Events	Organized by	No. of hours of exposure hours	Date of Event	Awards if Any
1	Summer Internship Competition	Marathwada Mitramandal College of Engineering, Pune	5	13-10-2018	2nd Place
2	Essay writing competition	D.Y.Patil	3	17-11-2018	3rd Place
3	Karmata 2019,Cultural Fest	Institute of Management Education Research & Training	8	15-01-2019 16-01-2019	Overall Trophy
4	Dhruv Cultural Fest	Savitribhai Phule Pune University MBA	8	29-02-2019 30-01-2019 31-01-2019	Overall Trophy
5	Business Plan Competition	Symbiosis College of Arts & Commerce	4	6/3/2019	2nd Place
6	Business Plan Competition	Indira Institute of Management, Pune	4	5/1/2019	3rd Place
Total			3**2 Hours**		

Apart from the accolades listed above students also participate in many more competitions which contribute towards their holistic growth. The Cultural committee is largely driven by students under the guidance of faculty in charge.

7. **Invictus (Sports Activities):** Students at ISBS PGDM pursue their passion of physical fitness by pursuing various sporting activities and physical fitness regime. They have formed a sports committee which focuses on physical and mental well - being of students and assists in rejuvenating students. It provides students with a platform to pursue their sporting passion and

to make them better team players and teaches life's lessons like discipline, responsibility, self-confidence and accountability. The committee organizes various sports events which is a combination of outdoor and indoor sporting events.

Due to the Pandemic all activities were conducted online and we received an overwhelming response in-regards to participation. All the online activities were highly appreciated by all the students.

2020-21

Sr.no	Online Activities Conducted	Conducted by	No of Exposure Hours	Date of Activity
1	Zumba	Zen Aparna	8 hrs	05-09-20 12-09-20 23-09-20 26-09-20 12-12-20 19-12-20 23-12-20 05-02-21
2	Indoor Training (weights, steps, abs)	Ms. Vaishali	5hrs	05/02/21 12-05-21 06-02-21 20-02-21 13-02-21
3	Yoga	Mr. Shivshankar Renkuntwar	3 hrs	28-11-20 10-03-21 19-06-21
4	Nutrition Session	Dr. Neetu Sahani	1 hr	26-09-20
5	Laughter Yoga	Mr. Makarand Tilloo	1 hr	25-09-20
6	Virtual Sportacus (Push-up, Steps, PlankSquat and Tuck in Tuck out challenge)	Dr. Kalpana Deshmukh and team	5 hrs	12-10-20 13-10-20 14-10-20 15-10-20 16-10-20
7	Meditation	Heartfulness Institute	3 hrs	24-03-21 27-03-21 01-04-21
Total			**26 Hours**	

2019-20

Sr.no	On-campus Activities	Conducted By	No of exposure hours	Date of Activity
1	OMT	Team Invictus	16	19-07-19 20-07-19
2	Weekly sports session	Team Invictus	11	10-08-19 17-08-19 24-08-19 07-09-19 15-09-19 14-09-19 03-10-19 04-10-19 11-10-19

				12-11-19 19-11-19
3	Sportacus2K19	Team Invictus	16	05-10-19 06-10-19
Total			**43 Hours**	

2018-19

Sr.No.	Event	Organized by	No of exposure hours	Date of Events
1	OMT	Invictus	16	19-07-18 20-07-18
2	Weekly Sports Sessions	Invictus	28	Aug - Dec 18'
3	Yoga	Invictus	3	April 18' - April 19'
4	Sportacus	Invictus	16	06-10-18 07-10-18
Total			**23 Hours**	

Students also identify various intercollege competitions organized by various B-Schools and encourage student participation for such competitive platforms. A snapshot of various sports events participated and won in the past is mentioned below:

2020-21- Due to the Pandemic and all colleges being shut, there were no Intercollege events held.

2019-20

Sr. No	Event	Organized By	No of Exposure Hours	Date of Activity	Awards if Any
1	Cybage Run	Cybage	6	07-07-2019	N.A.
2	FICCI FLO Marathon	FICCI	3	08-12-2019	N.A.
3	DHRUV 2020, Sports Fest	PUMBA	8	22-01-2020 23-01-2020 24-01-2020	Table Tennis – 2nd Place
4	Emblaze	Kirloskar	8	06-02-2020 07-02-2020	NIL
Total			**25 Hours**		

2018-19

Sr. No.	Event	Competitions Won	Organized By	Date	Ranks Won	Rank No.
1	Karmanta 2019, Sports Fest	Football, Table Tennis	Institute of Management Education Research and Training	14-01-2019, 15-01-2019, 16-01-2019	6	Overall Trophy, 1st, 2nd, 2nd
2	Dhruv 2019, Sports Fest	Cricket, Throwball, Box Cricket, Tug of War	Savitribai Phule Pune University, MBA	29-01-2019, 30-01-2019, 31-01-2019	5	Overall Trophy, 1st, 1st, 2nd, 2nd
3	Parakram 2019, Sports Fest	Table Tennis	D.Y.Patil College	11th to 16th Feb, 2019	2	2nd, 1st

Apart from the winnings listed above students also participated in many more competitions which contributed towards their holistic growth even though they did not win. The Sports committee is largely driven by students under the guidance of faculty in charge.

8. **Pehel (CSR Activity):** With participation of stakeholders such as students, staff, non-government organizations, local community, and corporates – the students actively organize and participate in outreach program initiatives. They contribute their knowledge, skill and technical expertise to the community. ISBS PGDM has supported program activities of several NGO's operating in the community. Such activities also achieve an objective of sensitizing the students towards community development and commitment to sustainability. A snapshot of the top CSR initiatives in 2020-21 are given below:

CSR Summary A.Y. 2020-21

Sr. No.	CSR Activity	Exposure Hours
1	Decluttering Drive.	4
2	Breast Cancer Awareness.	3
3	Donation to Mukul Madhav Foundation - Give with Dignity	Nil
4	Awareness on Social themes / Environmental issues.	3
5	Collaborating with NGO for social upliftment: Rotary Club of Pune North - Tablet distribution project.	Nil
6	Eco Friendly Diwali.	4
7	Tree plantation.	5
8	Clothes Donation.	2
9	Contribution to Society during Lockdown.	6
10	HIV awareness campaign.	3

Sr. No.			11	Health Awareness Campaign.	3

11	Health Awareness Campaign.	3
12	Eco Holi.	3
Total		**35 Hours**

Sr. No.	Name of Activity	Activity Details	Organised by	Date
1	Decluttering Drive.	Cleaning of homes, surroundings and mind.	ISBS PGDM students	02-10-2020
2	Breast Cancer Awareness.	Creating Awareness about Breast Cancer thru videos , posters and **slogans** in October month which is Breast Cancer Awareness month	ISBS PGDM students	01-10-2020 to 31-10-2020
3	Donation to Mukul Madhav Foundation - Give with Dignity	Donation amount used by MMF for giving food and essential items to needy people during Covid Pandemic	Mukul Madhav Foundation	09-10-2020
4	Awareness on Social themes / Environmental issues.	Posters and messages on Plastics pollution and physical disability themes shared amongst friends and relatives.	ISBS PGDM students	01-11-2020 to 07-11-2020
5	Collaborating with NGO for social upliftment: Rotary Club of Pune North - Tablet distribution project.	Designing Questionnaire for Rotary Club of Pune North for Tablet distribution project.	Rotary Club of Pune North.	03-11-2020
6	Eco Friendly Diwali.	Students celebrated Diwali in an Eco-friendly way by not burning crackers, using organic materials for rangoli and decorations.	ISBS PGDM students	07-11-2020 to 14-11-2020
7	Tree plantation.	Planting trees for a greener environment	ISBS PGDM students	01-12-2020 to 14-12-2020
8	Clothes Donation.	Clothes donated were distributed to needy sections of society by Goodwill India.	Goodwill India.	22-12-2020
9	Contribution to Society during Lockdown.	Serving the needy people of our society during Pandemic.	ISBS PGDM students	01-01-2021 to 14-01-2021
10	HIV awareness campaign.	Awareness messages and videos designed and circulated on social media about AIDS.	ISBS PGDM students	01-12-2020 to 07-12-2020

| 11 | Health Awareness Campaign. | Educating people about the harmful effects of Tobacco Consumption thru messages and posters. | ISBS PGDM students | 15-12-2020 to 31-12-2020 |
| 12 | Eco Holi | Activity on Eco Holi by spreading messages on the harmful impact of Holi on health and environment through slogans / posters. | ISBS PGDM students | 24-03-2021 |

CSR Summary A.Y. 2019-20

Sr. No.	CSR Activity	Exposure Hours
1	Cybage Run	6
2	Tree Plantation & River Cleaning activity with Tata Technologies Ltd.	6
3	Visit to Sant Moni Baba Vriddh Anand Ashram	6
4	Visit to Navkshitij	6
5	CSR Orientation	1
6	Indira Maha Rahat	4
7	Eco Ganpati Awareness	5
8	Visit to Prerna Bhavan	5
9	Navkshitij : Interschool Drama Competition for mentally challenged friends	8
10	Prerna Bhavan visit	5
11	Say No to Plastics	4
12	Clothes Donation	5
13	FICCI FLO Marathon	6
14	Tree Nurturing Activity with Tata Technologies	6
15	Visit to Navkshitij	6
16	Sale of Navkshitij products made by mentally challenged friends	4
17	Madhur Bhav Old age home visit	6
18	Corona Virus Awareness	3
Total		**92 Hours**

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Sr. No.	Name of Activity	Activity Details	Organised by	Date
1	Cybage Run	Students and faculty participated in this run. The registration money collected used for rural development projects of Cybage	Cybage India	07-07-2019
2	Tree Plantation & River Cleaning activity with Tata Technologies Ltd.	Students and faculty undertook this Tree plantation activity of Tata Technologies at Ramnadi Pashan. River banks cleaning also done by collecting plastic waste.	Tata Technologies	19-07-2019
3	Visit to Sant Moni Baba Vriddh Anand Ashram	Students and faculty visited this Old age home and spent quality time. They interacted and entertained the senior friends.	ISBS PGDM with Sant Moni Baba Vriddh Anand Ashram	27-07-2009
4	Visit to Navkshitij	Students and faculty visited this NGO and spent quality time. They played games and danced with the special friends.	ISBS PGDM with Navkshitij	03-08-2019
5	CSR Orientation	Faculty In charge CSR undertook the CSR orientation session for the students. The objectives and the plan of CSR activities explained.	ISBS PGDM	17/8, 24/8, 24/8, 31/8.
6	Indira Maha Rahat	Students collected money for helping Navkshitij NGO. They bought two Rice Cookers and donated to Navkshitij NGO.	ISBS PGDM	24-08-2019
7	Eco Ganpati Awareness	Celebrating Ganpati festival in an Eco friendly way. Using Eco friendly decorations. Posters and slogans on Eco Ganpati. Eco friendly emulsion.	ISBS PGDM	07-09-2019
8	Visit to Prerna Bhavan	Students and faculty visited this NGO caring for special friends and spent quality time. They interacted and entertained the special friends. They donated few essential things to the NGO.	ISBS PGDM with Prerna Bhavan	14-09-2019
9	Navkshitij : Interschool Drama Competition for mentally challenged friends	Students and faculty helped Navkshitij NGO during this Interschool Drama Competition for mentally challenged friends. Arrangements on and backstage. Serving snacks to participants, helping in registrations and other activities.	ISBS PGDM with Navkshitij	18-09-2019

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10	Prena Bhavan visit	Students and faculty visited this NGO caring for special friends and spent quality time. They interacted and entertained the special friends. They donated few essential things to the NGO.	ISBS PGDM with Prena Bhavan	19-10-2019
11	Say No to Plastics	Students participated in this Say No to Plastics drive by creating awareness through posters and slogans.	ISBS PGDM	19-10-2019
12	Clothes Donation	Clothes donated were distributed to needy sections of society by Goodwill India.	ISBS PGDM with Goodwill India	15/11,19/11
13	FICCI FLO Marathon	Students and faculty participated in this run. The registration money collected used for projects aimed at Women employment by FICCI FLO.	FICCI FLO	08-12-2019
14	Tree Nurturing Activity with Tata Technologies	Students and faculty undertook this Tree Nurturing activity of Tata Technologies. They checked the planted trees, added manure to the plants and checking of drip irrigation systems.	Tata Technologies	11-01-2020
15	Visit to Navkshitij	Students and faculty visited this NGO and spent quality time. They played games and danced with the special friends. They purchased various products made by the special friends.	ISBS PGDM with Navkshitij	25-01-2020
16	Sale of Navkshitij products made by mentally challenged friends	A stall set at college campus for selling products made by special friends. Chocolates, greeting cards, candles etc. sold by students. Faculty, staff and students purchased these products and the sales proceedings went for the development activities of special friends.	ISBS PGDM with Navkshitij	14-02-2020
17	Madhur Bhav Old age home visit	Students and faculty visited this Old age home and spent quality time. They interacted and performed in front of the senior friends and entertained them bringing smiles on their faces.	ISBS PGDM with Madhur Bhav Old age home	15-02-2020
18	Corona Virus Awareness	Students came out with posters and slogans creating awareness about Corona.	ISBS PGDM	07-03-2020

CSR Summary A.Y. 2018-19

Sr. No.	CSR Activity	Exposure Hours
1	CSR Orientation	1
2	Cybage Marathon	6
3	Visit to Prerna Bhavan	5
4	Visit to Prerna Bhavan	5
5	Cybage CSR Survey	11
6	Cybage CSR Survey	11
7	Moni Baba Anand Vriddhashram visit	5
8	Cybage CSR Survey data processing	10
9	Safety Awareness by Tata Technologies	5
10	Eco Ganpati Awareness	5
11	Visit to Madhur Bhav Home	5
12	Slogans on Importance of Education.	3
13	Drama Competition by Navkshitij	10
14	Ghazal program by Moni Baba Anand Vriddhashram	8
15	Eco Diwali	4
16	Clothes Donation	8
17	Anti-Tobacco Campaign	4
Total		**106 Hours**

Sr. No.	Name of Activity	Activity Details	Organised by	Date
1	CSR Orientation	Faculty In charge CSR undertook the CSR orientation session for the students. The objectives and the plan of CSR activities explained.	ISBS PGDM	08-07-2018 to 23-07-2018

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2	Cybage Marathon	Students and faculty participated in this run by Cybage. The registration money collected used for projects aimed at Rural development projects.	Cybage	15-07-2018
3	Visit to Prerna Bhavan	Students and faculty visited this NGO caring for special friends and spent quality time. They interacted and entertained the special friends. They donated few essential things to the NGO.	ISBS PGDM with Prerna Bhavan	28-07-2018
4	Visit to Prerna Bhavan	Students and faculty visited this NGO caring for special friends and spent quality time. They interacted and entertained the special friends. They donated few essential things to the NGO.	ISBS PGDM with Prerna Bhavan	04-08-2018
5	Cybage CSR Survey	Students and faculty conducted a CSR survey in neighbouring villages to understand their needs for CSR projects by Cybage.	Cybage with ISBS PGDM	16-08-2018
6	Cybage CSR Survey	Students and faculty conducted a CSR survey in neighbouring villages to understand their needs for CSR projects by Cybage.	Cybage with ISBS PGDM	18-08-2018
7	Moni Baba Anand Vriddhashram visit	Students and faculty visited this Old age home and spent quality time. They interacted and entertained the senior friends. They gifted few essential items to the NGO.	ISBS PGDM with Sant Moni Baba Vriddh Anand Ashram	25-08-2018
8	Cybage CSR Survey data processing	Students and faculty did the analysis of the Need Assessment survey conducted for the CSR projects by Cybage.	Cybage with ISBS PGDM	31-08-2018
9	Safety Awareness by Tata Technologies	Students and Faculty along with the employees of Tata Technologies took part in the Safety Awareness drive. They explained the importance of helmet and traffic rules to the general public.	Tata Technologies with ISBS PGDM	18-09-2018
10	Eco Ganpati Awareness	Celebrating Ganpati festival in an Eco-friendly way. Using Eco friendly decorations. Posters and slogans on Eco Ganpati. Eco friendly emulsion.	ISBS PGDM	08-09-2018 to 22-09-2018

11	Visit to Madhur Bhav Home	Students and faculty visited this Old age home and spent quality time. They interacted and performed in front of the senior friends and entertained them bringing smiles on their faces	ISBS PGDM with Madhur Bhav Home	22-09-2018
12	Slogans on Importance of Education.	Students came out with slogans and posters depicting the importance of Education.	ISBS PGDM	08-09-2018 to 22-09-2018
13	Drama Competition by Navkshitij	Students and faculty helped Navkshitij NGO during this Interschool Drama Competition for mentally challenged friends. Arrangements on and backstage. Serving snacks to participants, helping in registrations and other activities.	ISBS PGDM with Navkhitij	17-10-2018
14	Ghazal program by Moni Baba Anand Vriddhashram	Students helped in sale of tickets, arrangements and discipline during the Ghazal program, guiding audience and arranging for refreshments for guests.	ISBS PGDM with Sant Moni Baba Vriddh Anand Ashram	24-10-2018
15	Eco Diwali	Students celebrated Diwali in an Eco friendly way by not burning crackers, using organic materials for rangoli and decorations.	ISBS PGDM	08-11-2018 to 22-11-2018
16	Clothes Donation	Clothes donated were distributed to needy sections of society by Goodwill India.	ISBS PGDM with Goodwill India	01-11-2018 to 31-12-2018
17	Anti Tobacco Campaign	Students came out with slogans and posters for educating people about the harmful effects of Tobacco Consumption.	ISBS PGDM	12-01-2019

9. **Arohan (Entrepreneurship Activities):** The Arohan Committee has been constituted with the broad purpose of building an entrepreneurship-oriented culture within the institute. The objective is to encourage the students to enhance their enterprising skills to benefit industry and society at large. Students are provided with space, time, training, support and opportunities for the same. The committee is largely driven by students with the involvement of faculty in charge. The students interact with CEOs, entrepreneurs, consultants, managers and professionals from various spheres of business.

Sr.No.	Entrepreneurship Activities
1	Address by Entrepreneurs
2	E-Course
3	B-Plan Competitions
4	Young India Initiative

Following are some important activities undertaken by the E-cell Arohan

Sr.No.	Activities	Date
1	Entrepreneurship orientation Session (2021-23)	25 Sept 2021
2	CII YI Yuva Conclave (2021-23)	12 August 2021
3	Indiapreneur 10.0 (2020-22)	2 April 2021
4	EO Global Student Entrepreneur Awards(2020-22)	8 January 2021
5	Entrepreneurship orientation Session (2020-22)	10 October 2020
6	CII YI Yuva Conclave (2020-22)	29 & 30 August 2020
7	Indiapreneur 9.0 (2019-21)	14 March 2020
8	CII YI Yuva Conclave (2019-21)	10 February 2020
9	EO Global Student Entrepreneur Awards(2019-21)	11 January, 2020
10	Entrepreneurship orientation Session(2019-21)	27 July 2019
11	Indiapreneur 8.0 (2018-20)	9March 2019
12	Entrepreneurship orientation Session(2018-20)	14 January 2019
13	EO Global Student Entrepreneur Awards(2018-20)	5 January 2019

5.6.2 Students' Publication (10)

Institutes' marks - 10

ISBS PGDM students are encouraged and supported in enhancing their research aptitude constantly with mentoring and encouraging them to write research papers for various conferences and journals.

Some of the articles published by the students are mentioned below:

AY 2019-20					
Sr. No.	Author & Co-Author	Title	Journal Name	ISSN/ISBN Page no., Vol., issue	Month & Year
1	Dr. Mahesh Mangaonkar Ms. Anvesha Jaulkar	The Study of Implementataion of CSR and its Benefits to the Society- In Relation to Companies Act 2013	Shodh Sarita	ISSN-2348/2397 Vol-7, Issue -25, Pp- 106-123	Jan-March 2020
2	Dr. Rajlaxmi Pujar Ms. Aishwarya Sharma	A Study of CSR Activities of Top 10 Indian FMCG Companies in India	Shodh Sarita	ISSN-2348/2397 Vol-7, Issue -25, Pp- 66-70	Jan-March 2020

| 3 | Dr. Anagha Bhope Mr. Prem Somani | An analytical study of Volatility of Stock Price to establish the efficiency of stock market | VIIth Abhinavan Conference | NA | Jan-20 |

AY 2018-19					
Sr. No.	Author & Co-Author	Title	Journal Name	ISSN/ISBN Page no., Vol., issue	Month & Year
1	Nikee Jain, Oshim Saraf, Charles Prem, Abhilash V.	Managing Strategies in VUCA World	VII National Conference - Abhinavan 2019	NA	Jan-19
2	Ms. Pallavi Ghulaxe Mr. Trilokesh Penta	Factors affecting Bottom of the Pyramid Entrepreneurs in Emerging Markets in The VUCA World	VII National Conference - Abhinavan 2019	NA	Jan-19
3	Dr. Rajlaxmi Pujar Mr. Vineet Sagar Mr. Ankit	Agro-Based Start-ups in India- A boon for Farmers and Consumers	VII National Conference - Abhinavan 2019	NA	Jan-19

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Criterion 5 score Summary

Criterion 5: Students' Quality and Performance (100)			
S. No.	Sub Criteria	Max. Marks	Marks Awarded to self
5.1.	**Enrolment Ratio (20)**	**20**	20
5.2.	**Success Rate (Students clearing in minimum time)**	**10**	09
5.3.	**Academic Performance (Percentage marks scored)**	**10**	07
5.4.	**Placement, Higher studies and Entrepreneurship**	**40**	35
5.5.	**Student Diversity**	**5**	05
5.6	**Professional Activities (15)**		
5.6.1	Student's participation in professional societies / chapters and organizing management events	5	05
5.6.2.	Student's Publication	10	10
	Total of criterion 5	**100**	**91**

CRITERION

6

Faculty Attributes
&
Contributions

Criterion 6	Faculty Attributes and Contributions	220
	Institute Marks	168

6.1. Student-Faculty Ratio (SFR) (10)

Institutes' marks - 09

Year	CAY (2020-21)	CAYm1 (2019-20)	CAYm2 (2018-19)
Pm1.1	120	240	240
Pm1.2	120	240	240
PGm 1 (Pm1.1+Pm1.2)	**240**	**480**	**480**
Pm2.1	60	60	60
Pm2.2	60	60	60
PGm 2 (Pm2.1+Pm2.2)	**120**	**120**	**120**
Pm3.1	120	nil	nil
Pm3.2	120	nil	nil
PGm 3 (Pm3.1+Pm3.2)	**240**	**0**	**0**
Total No. of Students in the Department (**S**)	**600**	**600**	**600**
No. of Faculty in PGDM (General)	**16** (12 Regular+ 4 Visiting)	**29** (22 Regular+ 7 Visiting)	**29** (22 Regular+ 7 Visiting)
No. of Faculty in PGDM (Marketing)	**8** (6 Regular+ 2 Visiting)	**8** (6 Regular+ 2 Visiting)	**9** (7 Regular+ 2 Visiting)
No. of Faculty in PGDM	**9** (7 Regular+ 2 Visiting)	**NA**	**NA**
No. of Faculty in the Department (**F**)	**33**	**37**	**38**
Student Faculty Ratio (SFR=S/F)	**1:18**	**1:16**	**1:16**
Average SFR	**1:17**		

Table 6.1

The above table shows the student faculty ratio of all the programs offered by the Institute. ISBS PGDM offers three PG level programs i.e., **PGDM General**, and **PGDM Marketing** and **PGDM**. The program details used are as under:

PGm 1 =PGDM General	
Pm1.1	PGDM General 1st Year
Pm1.2	PGDM General 2nd Year
PGm 2 = PGDM Marketing	
Pm2.1	PGDM Marketing 1st Year
Pm2.2	PGDM Marketing 2nd Year
PGm 3 = PGDM	
Pm3.1	PGDM 1st Year
Pm3.2	PGDM 2nd Year

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

PGDM (General) -PROGRAM

Year	Total number of regular faculty in the department	Total number of contractual faculty in the department
CAY (2020-21)	12	4
CAYm1 (2019-20)	22	7
CAYm2 (2018-19)	22	7

Table 6.1.1

6.2. Faculty Cadre (20)

Faculty cadre required is calculated as per student–faculty ratio of **20:1.**

Institutes' marks - 20

Year	Professors		Associate Professors		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
CAY (2020-21)	**1**	**2**	**3**	**4**	**8**	**10**
CAYm1 (2019-20)	**2**	**3**	**6**	**6**	**16**	**15**
CAYm2 (2018-19)	**2**	**3**	**6**	**6**	**16**	**14**
Average Numbers	**RF1=2**	**AF1=3**	**RF2=5**	**AF2=5**	**RF3=13**	**AF3=13**

Cadre Ratio Marks $= \left[\left[\frac{AF1}{RF1}\right] + \left[\frac{AF2}{RF2} \times 0.6\right] + \left[\frac{AF3}{RF3} \times 0.4\right] \right] \times 10$

Cadre Ratio Marks = (1.5+.6 +0.4) x 10= 25, thus considered as 20 (as its more than 20)

6.3. Faculty Qualification (15)

Institutes' marks - 09

FQ =1.5 x [(10X +4Y)/F)] where x is no. of regular faculty with Ph.D., Y is no. of regular faculty with MBA, F is no. of regular faculty required to comply 1:20 Faculty Student ratio (no. of faculty and no. of students required are to be calculated as per 6.1)

PGDM (General)

Assessment Years	X	Y	F	FQ=1.5 x [(10X +4Y)/F)]
CAY (2020-21)	3	9	12	8=1.5 x [(30 +36)/12)]
CAYm1 (2019-18)	9	13	24	9=1.5 x [(90 +52)/24)]
CAYm2 (2018-19)	9	13	24	9=1.5 x [(90 +52)/24)]
Average Assessment				**09**

6.4. Faculty Retention (15)

PGDM (General)

No. of faculty in the program in Year CAYm3 (2017-18) ="21"

Sr. No.	Description	Faculty Retained
1.	Out of "23" faculty in 2017-18, No. of faculty available in 2018-19 =22	**96%**
2.	Out of "23" faculty in 2018-19, No. of faculty available in 2019-20 =21	**91%**
3.	Out of "21" faculty in 2019-20, No. of faculty available in 2020-21 =16	**76%**
Average		**88%**

6.5. Faculty Initiatives on Teaching and Learning (10)

- **Faculty Initiatives on Teaching and Learning:** Teaching and learning process at ISBS PGDM follows conventional mode of teaching along with focus on innovative and effective pedagogical initiatives. It is mandatory for faculty to include multiple tools for teaching and incorporate them in the session rollout plan at the commencement of classroom delivery. Lecture plan showing methodology of teaching is shared with students before the beginning of the semester. Institute has taken various initiatives out of which some are listed on our website. The purpose of using these initiatives is:

  ➢ To evoke interest among students

  ➢ To encourage out of the box thinking

  ➢ To provide real life scenario to students

  ➢ To effectively transfer knowledge

  ➢ To facilitate group learning

  ➢ To meet global standards of education

  ➢ To upgrade knowledge effectively

  ➢ To promote application-based learning

Illustration of Pedagogical Initiatives

- **MOOCs** (Massive Online Open Courses): ISBS PGDM offers MOOCs as compulsory module to students along with certain MOOCs of their preference. MOOC which is a recent addition to online courses has quickly gained interest and support in higher education world-wide. MOOCs allow students to complete full courses of study in a non-traditional format, and certificates for course completion are integrated into programs ISBS PGDM already offers. MOOCs are driven using technology and include video lectures, discussion forums, tests, and assignments. MOOCs are built on efficiency of scale, giving access to the teaching of a world class professor to thousands of students at once. The lectures, assessments, and activities for a course – especially an online course – and the expertise of the professor behind the content provide considerable value for students. ISBS PGDM has adopted MOOC as it opens the door of the professor's classroom to teach more than just a few dozen students at a time. Our government is also recognizing the power of MOOCs.

- **Webinar:** Being a contemporary tool in teaching pedagogy, ISBS PGDM has incorporated webinars in the methodology for teaching. A webinar is an event held on the internet which is attended exclusively by an online audience. Defying all the latest communication trends towards everything being shorter and quicker, the average viewing time for webinars is increasing year on year, and currently stands at an average of 56 minutes! From a teaching and educational perspective, webinars are interesting because of the very high degree of interaction, helping participants to learn and understand more quickly.

- **Case Study:** Case method is a powerful student-centred teaching strategy that can impart students with critical thinking, communication, and interpersonal skills. Working on cases requires students to research and evaluate multiple sources of data, fostering information literacy. Cases are narratives, situations, select data samplings, or statements that present unresolved and provocative issues, situations, or questions. The case method adopted at ISBS

PGDM is a participatory, discussion-based way of learning which promotes more effective contextual learning and long-term retention.

- **Case lets:** These are small cases developed by ISBS PGDM faculty members for their respective subjects. Current information related to a concept or subject is summarized in the form of a case which support the formal method of teaching. Through this technique students get an insight of the current scenario related to the subject and this helps them to build their knowledge about the various practical aspects of business.

- **Role-plays:** Role-plays as utilized by some faculty at ISBS PGDM as a teaching pedagogy and serves as an effective technique that allows students to explore realistic situations by interacting with other people in a managed way. It allows students to develop an experiential approach and try different strategies in a supported environment, for instance demonstrating an effective sales strategy. It is a very flexible teaching approach because it requires no special tools, technology or environments; for example, student could work through a role-play exercise just as effectively in a lecture hall as in a seminar room. However, technology can provide significant advantages, and even new possibilities, for using the approach as a learning activity.

- **Mini Projects/Research based Assignments:** Students are allotted assignments as part of different subjects by faculty with the intent of enhancing their research aptitude for gathering and analysing data. Such projects/assignments also augment their skills for using software tools such as SPSS to analyse the findings of the research. Subjects like BRM (Business Research Methods) make use of this pedagogy to improve the analytical and presentation skills of the students. Students also get hands on experience on practical usage of statistical methods like Chi-square, Annova, T-test, F-test etc.

- **Group Projects:** Group work can be an effective method to motivate students, encourage active learning and develop planning, cooperative learning, critical thinking, and decision-making skills. This technique at ISBS PGDM helps students to learn to contribute effectively to a team environment. Students are also asked to do specific industry analysis in their groups and present the same as a class assignment.

- **Simulation / Online Games:** Educational games and simulations are experiential exercises that transport learners to another world. They apply their knowledge, skills and strategies in the execution of their assigned roles. These games help students to practice and/or refine already-acquired knowledge and skills, identify gaps or weaknesses in their knowledge and also to develop new relationships among concepts and principles.

- **Videos / Movies** – Faculty at ISBS PGDM have found value in the use of video for teaching and learning process. Students can relate better with presented concepts and explore content more deeply during class time. Since faculty found it advantageous to use videos for reinforcing concepts, this has been adopted as an accepted form of pedagogy to aid in more efficient processing and memory recall.

- **Research Papers:** Research paper discussion is another method used by faculty for involving students in learning the current aspects of various concepts. Since faculty undertake research, they share the knowledge gained by them in classrooms with the students. Students also learn about the nuances of undertaking research.

Use of ICT through Smart / Interactive classrooms:
With onset of Pandemic, ISBS PGDM swiftly adapted to virtual mode of teaching-learning. Even before the virtual became new normal, ISBS PGDM had concept of Smart classroom which was delivered through the platform called **"Impartus".**

The objective of the concept was **"to bring the importance of Video based learning into mainstream education and take learning beyond the limitations of physical infrastructure."**

As the pandemic disrupted the offline education, ISBS PGDM trained its faculty through an intensive faculty development program called "virtual vidya" and got the subscription of online LMS Microsoft teams and zoom. Classes were held unhindered first through Impartus and later via Microsoft Teams and Zoom.

Process and some of the key features of the Virtual classrooms are as follows:

ISBS PGDM started recording sessions conducted by regular faculty, visiting faculty, as well as guest faculty, using high-definition cameras installed in the classroom.

- All sessions were held live. Faculty would make use of features such as breakout rooms, polls, quizzes, symbols to make the class interactive and engaging.
- The recordings of sessions are made available for students in their respective subject channel. This assists students extremely well for revisit and revision of the concepts.
- This way the end-to-end lecture capture records the video and offers a complete platform for online digital library for the institute.

6.6. Faculty Performance, appraisal, and development system (10)

Institutes' marks - 10

ISBS PGDM has a well-defined and implemented system of faculty performance appraisal and development

Faculty Appraisal System

ISBS PGDM considers it essential to ensure high quality of instructions with a supportive, growth-oriented environment for both students and faculty of ISBS PGDM. Consequently, along with faculty appraisal, ISBS PGDM also provides faculty with systematic support for improvement in professional space.

Performance evaluations at ISBS PGDM foster building relationships based on trust, mutual commitment, and team effort. Intellectual honesty, rigor, and fairness are essentially put in place throughout the evaluation process. The intent is to foster individual development and reinforce best practices in instruction. This process serves as a mechanism for evaluating job performance; it is not intended to be a punitive or disciplinary instrument. The system is designed so that individual faculty members become responsible for their own instructional improvement. Such a process has ultimately resulted in better teaching and learning environment.

Its implementation and effectiveness

The purpose of evaluating faculty performance is mentioned below:

1. Assess and promote excellence in the teaching/learning process.
2. Meet the educational needs of students and continually monitor instructional performance.

3. Provide a constructive framework for evaluating faculty performance by identifying areas of strength and areas for improvement in classroom instruction and service to the institution.
4. Provide a basis for professional growth and development.

Components of the Faculty Evaluation System

- Part-time faculty is evaluated only on the teaching effectiveness therefore, student's feedback is prime focus for this.
- Each item on the evaluation sheet is rated 5 point Likert scale.
- The ratings on the Likert scale are as follows:
    - Strongly Agree (5 pts.)
    - Agree (4 pts.)
    - Neutral (3 pts.)
    - Disagree (2 pts.)
    - Strongly Disagree (1 pt.)

1. Student Feedback: The student responses are compiled into a summary report and provided to each faculty member. Normally this occurs by the end of each semester each year. This report provides each faculty member with aggregate data (merging all student responses from all courses), as well as data sorted by course. Faculty members utilize this data as part of the self-evaluation process, and it is also used by Director for consultative counselling with the faculty. An opportunity for written comments from students is provided at the end of the Student Evaluation form. Student's comments if any are included in the summary report given to each faculty member.

2. Faculty Self-Evaluation: Individual faculty members assess themselves by completing the Faculty Self-Evaluation form as objectively and impartially as possible. Based upon self-evaluation findings or related areas of interest for self-improvement, the faculty members also propose their professional development activities planned for the forthcoming academic year. Each item on the Faculty Self-Evaluation form is paired with an item from the student feedback form. In addition, faculty rate themselves using the same Likert scale. Also under self-feedback, contribution to CSR is added wherein faculty need to rate his/her contribution to any CSR activity conducted in the institute or any other CSR initiative taken outside Institute.

3. Faculty Evaluation by HOD: The HOD completes the Evaluation of Faculty form using information from various sources. These include, but are not limited to:
   - Faculty's ability to take responsibility with respect to timing, code of conduct, following institute's norms etc.
   - Faculty's ability as Team player as to how the faculty demonstrate teamwork, participates in departmental activities & his / her willingness to share his experience with others.
   - Faculty's ability to teach in best possible manner, sharing industry examples & having good class control.
   - How will faculty align with various goals like writing research papers, attending conferences, FDP or taking active participation in various departmental or institutional activities?
   - The assessments of faculty's knowledge & demonstration of the same. It may include teaching various subjects, writing research papers or undertaking research projects etc.

4. HOD Evaluation by Subordinate: In this aspect of 360 feedback, each faculty evaluates their respective HOD on various parameters listed below:

> ➢ Growth – In this parameter faculty evaluates his/her HOD based on the growth opportunities provided by HOD like teaching new subject, attending FDP or in any other area of research or training.
> ➢ Acceptability – this aspect deals with acceptability of HOD to new ideas, willingness to involve team while taking decisions.
> ➢ Team Management – In this aspect the team gives feedback on the working style of HOD like distribution of workload equally, conducting regular meeting etc.

5. Feedback from Support Staff: In this aspect of feedback all the faculty members are evaluated by support staff. As a faculty it becomes necessary on regular basis to interact with various support staff & get the work done. From feedback perspective it becomes important know from support staff about their experience with each faculty. All the faculty are assessed by various support functions like admin, IT, library, academic co-ordinator etc.

6. Feedback from Peers: In this aspect of feedback, faculty members give feedback of the colleagues they are working with. Communication, team player, adaptability to change & sharing knowledge are the main areas on which each faculty gives rating to their colleagues. This becomes important aspect as, on day-to-day basis faculty interacts with various team members & need to work with them on various platforms or on various committees.

7. Feedback from Director (ARC): Director being the final authority of the institute, holds weightage in giving feedback of each faculty member working under her. Director may not interact with each faculty on daily basis but can surely give feedback based on the faculty's contribution in developing the institute. All institutional level activities are considered while giving feedback in this regard. Reliability, dependability, proficiency in teaching, admin work, positive attitude & behaviour are some key areas on which Director's feedback is based.

8. Feedback by CSR In charge: ISBS PGDM understands its responsibility towards society. CSR is integral part of ISBS PGDM philosophy. The institutes urge its faculty to contribute towards upliftment of society. Thus, contribution to CSR becomes an important parameter in 360 feedbacks. ISBS PGDM has a dedicated CSR committee. The committee in charge of CSR provides feedback about each faculty based on support rendered by faculty in various CSR initiatives undertaken by Institute in past one year.

Components of 360 Feedback

Sr. No.	Component	Explanation
1	Teaching Process	Feedback by Self, HOD
2	Students' Feedback	Feedback by Students
3	Departmental Activities	Feedback by HOD
4	Institute Activities & ACR	Feedback by Director
5	Contribution to Society	Feedback by CSR Head and Self
6	Colleagues	Feedback by Peers

7	Support Staff	Feedback by Support Functions (Academic Coordinator, Library, IT, Administrative Department, Examination Department)

360 FEEDBACK

- Support Staff 5%
- Colleague 5%
- Contribution to Society 10%
- Institute Activities & ACR 10%
- Dept. Activities 20%
- Teaching Process 25%
- Student's Feedback 25%

Counselling Process

- Feedback given by all stakeholders
- Data compilation.
- Generation of summary report
- Gap analysis *
- Consultative discussion between faculty and director
- Creation of developmental plan
- Follow up and review
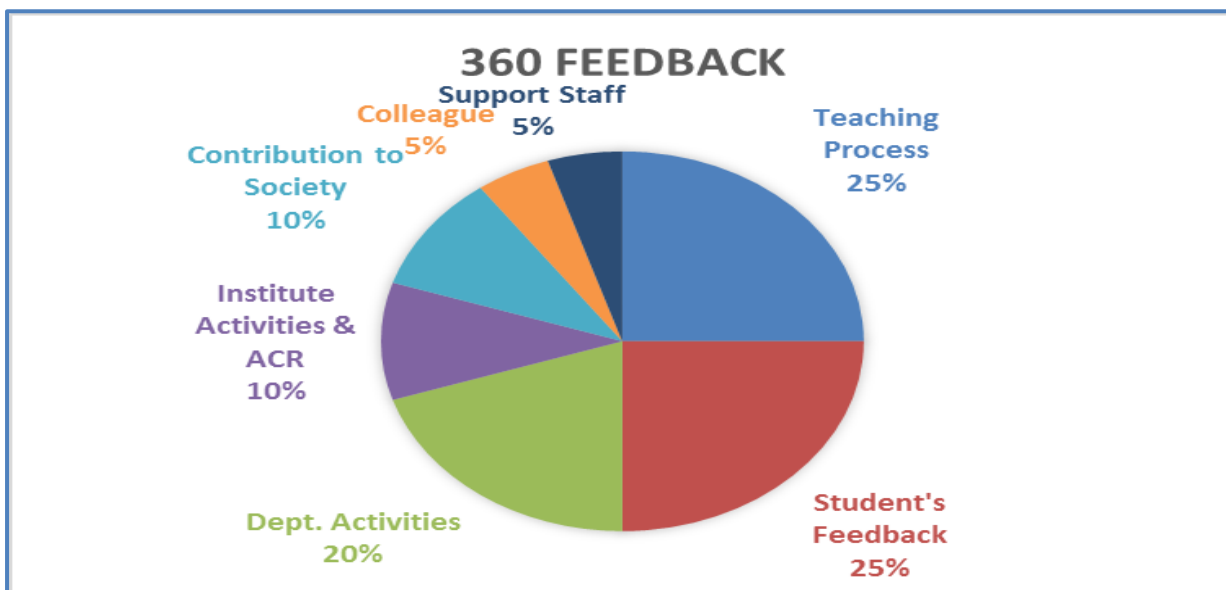
Gap Analysis: The analysis of any gap between self-rating given by faculty and the rating given by other stakeholders on similar parameters. This may bring out meaningful information, for e.g., faculty may be critical towards self (if rating given by self is consistently lower than the rating given by other stakeholders), faculty may be blind towards self-improvement areas (if rating given by self is consistently higher than the rating given by other stakeholders)

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Presented below the formats of various feedbacks taken under 360-degree feedback:

table							

<table>
<tr><td colspan="8" align="center">INDIRA SCHOOL OF BUSINESS STUDIES PGDM</td></tr>
<tr><td colspan="8" align="center">FEEDBACK from Students</td></tr>
<tr><td colspan="8" align="center">To be filled by - Students</td></tr>
<tr><td colspan="8" align="center">Name of Faculty</td></tr>
<tr><td colspan="8" align="center">Name of Department:</td></tr>
<tr><td colspan="8" align="center">Date</td></tr>
<tr><td colspan="8" align="center"><i>Please read the following statements and select the category that best reflects your assessment of the faculty</i></td></tr>
<tr>
<td>Sr. No.</td>
<td>Character</td>
<td>Scale >>></td>
<td>Strongly Disagree</td>
<td>Disagree</td>
<td>Neutral</td>
<td>Agree</td>
<td>Strongly Agree</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td rowspan="3">1</td>
<td rowspan="3">TEACHING METHODOLOGY</td>
<td>1) The faculty uses different & engaging teaching methodologies while teaching</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td>2) I understand the teaching of faculty</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td>3) The teaching methodology used by faculty involves me as learner</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td rowspan="3">2</td>
<td rowspan="3">DISCIPLINE</td>
<td>1) The faculty reports to the session on time</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td>2) The faculty has class control</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td>3) Misbehaviour, late coming, late submission is not tolerated by faculty</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td rowspan="3">3</td>
<td rowspan="3">RELEVANCE</td>
<td>1) The faculty make the subject relevant for me.</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td>2) The faculty gives subject related real examples of corporate world</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td>3) The assessments are relevant & increase my experience as learner.</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td rowspan="3">4</td>
<td rowspan="3">RAPPORT</td>
<td>1) The faculty has good rapport with students</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td>2) I feel free to ask questions to the faculty</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td>3) The faculty teaches considering everybody's learning style & pace</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td rowspan="3">5</td>
<td rowspan="3">GROWTH</td>
<td>1) The faculty helps me in growing on personal & professional front</td>
<td></td><td></td><td></td><td></td><td></td>
</tr>
<tr>
<td>2) Interaction with the faculty outside the class adds value to my life</td>
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</tr>
<tr>
<td>3) The faculty gives good inputs on platforms like CLDP, SIP etc.</td>
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</tr>
</table>

	INDIRA SCHOOL OF BUSINESS STUDIES PGDM						
	FEEDBACK - Self (Teaching & Contri to Society)						
	To be filled by - Self						
	Name of Faculty						
	Name of Department:						
	Date						
Please read the following statements and select the category that best reflects you							
Sr. No.	**Character**	**Scale >>>**	**Strongly Disagree**	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**
			1	**2**	**3**	**4**	**5**
1	**TEACHING**	1) Teaching is my passion					
		2) I am always well prepared for my subject					
		3) I teach with lot of industry examples & case studies					
2	**DISCIPLINE**	1) I always go to my sessions on time					
		2) I have good class control					
		3) Late coming and misbehaviour of students is not allowed in my class					
3	**MANAGING CHANGE**	1) I accept changing situations at work place with ease					
		2) I have develop new subjects over the period of time					
		3) I accept different responsibilities at institute					
4	**RESEARCH**	1) I have achieved my research targets in this academic year					
		2) My research paper is published in reputed journal (Scopus, ABDC etc.)					
		3) I have a significant achievement to my credit in area of book or paper publication, research project, awards etc.					
5	**CONTRIBUTION TO THE SOCIETY (please write about your contribution to society)**						

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			Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

INDIRA SCHOOL OF BUSINESS STUDIES PGDM

FEEDBACK FORM OF HOD

To be filled by - faculty (subordinates)

Name of HoD

Name of Department:

Date

Please read the following statements and select the category that best reflects your assessment of the HoD

Sr. No.	Character	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
			1	2	3	4	5
1	**GROWTH**	1) My HoD gives me opportunities to grow academically					
		2) My HoD helps me in better delivery of my subject					
		3) My HoD allows me to try different teaching methodologies					
2	**ACCEPTABILITY**	1) I can present new ideas or criticize one in front of my HoD					
		2) My HoD accepts his faults/failures with open mind					
		3)My HoD takes ownership of his work					
3	**TEAM MANAGEMENT**	1) My HoD conducts regular meetingts & listens to all team issues					
		2) My HoD distributes workload equally among the team					
		3) My HoD gets actively involved in any team activity					
4	**ATTITUDE**	1) My HoD works with vision in mind					
		2) My HoD always criticizes people/processes					
		3) While taking decision my HoD takes opinion of team members					

			INDIRA SCHOOL OF BUSINESS STUDIES PGDM					
			FEEDBACK from - HoD (Departmental Activities)					
			To be filled by - Manager/HoD					
			Name of Faculty					
			Name of Department:					
			Date					

Please read the following statements and select the category that best reflects your assessment of the faculty

Sr. No.	Character	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
			1	**2**	**3**	**4**	**5**
1	**RESPONSIBILITY**	1) The faculty follows all norms of institute like dress code, timing etc.					
		2) The faculty conducts session as per plan					
		3) The faculty takes full ownership of process he is handling					
2	**TEAM PLAYER**	1) The faculty demonstrates team work (by adjusting sessions, contributing in syllabus development etc.)					
		2) The faculty actively conducts & participate in departmental activities (eg. Club, guest session etc.)					
		3) The faculty is willing to share his expertise with others (by way of sharing cases, video, FDP etc.)					
3	**TEACHING**	1) The faculty uses engaging & different teaching methodologies					
		2) The faculty shares current industry example while teaching					
		3) The faculty have good class control					
4	**GOAL ALIGNMENT**	1) The faculty achieves his/her research target each year					
		2) The faculty attends External FDP & shares his knowledge with students & faculty members					
		3) The faculty takes ownership of institutional activities (for eg. IBEP, CSR, MDP etc.)					
5	**KNOWLEDGE**	1) The faculty can teach min 2 subjects & demonstrate good knowledge about the functional area					
		2) The faculty demonstrates his knowledge through undertaking research projects or consultancy					
		3) The faculty demonstrates his knowledge through writing quality research papers, publishing books etc.					

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Sr. No.	Character	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

INDIRA SCHOOL OF BUSINESS STUDIES PGDM

FEEDBACK from Support Staff

To be filled by - Support Staff

Name of Faculty

Name of Department:

Date

Please read the following statements and select the category that best reflects your assessment of the HoD

Sr. No.	Character	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	Scale >>>	1	2	3	4	5
By Academic Co ordinator						
1	The faculty adjut session during emergency situations					
2	The faculty informs about leave in advance					
3	The faculty completes his syllabus in stipulated time					
4	The faculty give me due respect while working					
By Admin Department						
1	The faculty places admin requirement in advance					
2	The faculty follows dress code regularly					
3	The faculty follows all admin process like leave, on duty, early out, movement etc.					
4	The faculty give me due respect while working					
By Examination Department						
1	The faculty is punctual with respect to invigilation duty					
2	The faculty follows all exam code of conduct					
3	The faculty submits all assessments on time					
4	The faculty give me due respect while working					
By Library Department						
1	The faculty follows library procedure for acquiring new books & journals					
2	The faculty regularly visits library & library website to make effective use of resource available					
3	The faculty is punctual regarding returning library books					
4	The faculty give me due respect while working					
By IT Department						
1	The faculty takes care of IT infrastructure provided to them (proper usage of printer, desktop, laptop etc.)					
2	The faculty follows ERP process in all required areas					
3	The faculty solves basic IT related problems on its own					
4	The faculty give me due respect while working					

	INDIRA SCHOOL OF BUSINESS STUDIES PGDM						
	FEEDBACK from - Peers						
	To be filled by - Peers						
	Name of Faculty						
	Name of Department:						
	Date						

Please read the following statements and select the category that best reflects your assessment of your colleague.

Sr. No.	Character	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
			1	2	3	4	5
1	**COMMUNICATION**	1) My colleague communicates clearly & timely					
		2) I have seen my colleague communicating with students in professional manner					
		3)My colleague have good command over language					
2	**TEAM PLAYER**	1) My colleague is a team player (helps me in sharing cases, videos etc)					
		2) I am comfortable working with my colleague					
		3) My colleague shares responsibility as a team member					
3	**ADAPTABLE TO CHANGE**	1) My colleague quickly adapts any new change in system					
		3) My colleague have positive attitude towards changes in organizational systems (like ERP, dress code, timing etc.)					
		2) My colleague takes initiatives in learning new things					
4	**KNOWLEDGE SHARING**	1) My colleague helps me solve my subject/research related difficulties					
		2) My colleague contributes through writing research papers, books & helps me in my weak area					
		3)My colleague conducts internal & external training programs					

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Sr. No.	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		1	2	3	4	5
	INDIRA SCHOOL OF BUSINESS STUDIES PGDM					
	FEEDBACK from - Director					
	Please read the following statements and select the category that best reflects your assessment of the Faculty					
1	The faculty takes Initiative and Drive activities					
2	The faculty takes Responsibility of the task assigned					
3	The faculty is proficient in teaching					
4	The faculty is proficient in admin work					
5	The faculty contributes in the holistic growth of institute					
6	The faculty demonstrate positive behaviour towards staff & other faculty members					
7	The faculty demonstrate positive attitude towards students					
8	The faculty is reliable & dependable					
9	The faculty has shown improvement in the areas indicated to him/her.					
10	General remarks, if any					

Sample Action Plan

Sr. No.	Point of Discussion	Action Plan	Follow-up	Review
1	Same scores given by self on all parameters	Faculty has agreed to be more objective in assessing self	FDP on self-evaluation/behaviour will be undertaken to explore the reasons	Will be reviewed after next feedback cycle
2	Student feedback on "response to queries"	Faculty has agreed to dedicate the last 5 minutes of every session to take queries from students as well as to set up remedial sessions if required especially for doubt solving	HoD will randomly attend session once or twice to observe changes.	Review using student feedback in the following Semester.
3	Understanding of administrative process needs improvement	When administrative processes are to be followed, the faculty will	HOD to speak with the faculty at regular intervals to ensure that there are no gaps in terms of	Review via peer feedback and observation

		discuss with activity in-charge to understand the entire process before proceeding	communication and understanding.	in the following Semester.
4	Ability to contribute more to the department and institution	Faculty is involved with a number of activities but agrees to provide support for other ongoing activities.	HoD will relook at work allocation amongst team.	Reallocation of tasks by HoD, if required.
5	Conflict handling with peers	Faculty has agreed that there are some issues with the team that requires introspection and more open communication amongst the team.	Team building FDP for the department. Fortnightly meetings with the faculty for discussion of work and any related issues to ensure smooth functioning.	Peer feedback Team performance

Faculty Development Programs: Institute has a separate Research & Development cell which takes care of Research publication as well as Faculty training programs. Internal training programs are conducted annually based on training needs analysis related to Domain, Departmental and Institutional needs.

Flowchart of Research Cell & FDP Activities

Policy/Targets — • Developing Annual Research & FDP Policy and setting the minimum targets every academic year

Inputs — • Providing relevant inputs to the faculty members to help achieve the targets

Controls — • Conducting Periodic Reviews to check the progress of Research Paper publications and FDPs

Output — • Achieving the target no. of Research Papers publications and FDPs conducted every academic year

Utilization — • Tracking the Utilization of inputs of Research Publications and FDP done by the Faculty Members

Year-wise list of various External and Internal FDPs attended is as under:

Internal FDPs

Summary			
Sr. No	**Status**	**Academic Year**	**Total No. of Hours**
1	Completed	2018-19	829
2	Completed	2019-20	514
3	Completed	2020-21	52
Total Hours			**1395**

Internal FDP AY 2018-19 PGDM General										
Internal FDP Program	FDP on Connect Quotient	Know yourself using Enneagram	Science of Graphology	FDP on Design Thinking	MBA New Syllabus Orientation	Emotional Intelligence	Business Intelligence Analytics	FDP on Statistical Techniques	FDP on Self Needs Assessment	
Date	26/11/2018	2/01/2019-3/01/2019	03-01-2019	30/03/2018-31/03/2018	22/04/2019	24/04/2019	6/05/2019-7/05/2019	24/06/2019	27/06/2019-28/06/2019	Total Hours per faculty
Resource Person	Ms. Shalaka Raichura	Prof. Shikha Sindhu	Mr. Nitin Shinde	Dr. Kaustubh Dhargalkar	Dr. Shailesh Kasande	Dr. Bhakti Ekbote	Mr. Sandip Raut	Dr. Abhilas Pradhan	Prof. Hema Anand	
Total Hours	8	8	8	16	3	3	16	8	16	86
Name of the Faculty Attended										
Dr. Rajlaxmi Pujar	8			16		3	16	8	16	67
Dr. Chanakya Kumar	8			16		3	16	8	16	67
Dr. Parmeshwar Yadav						3			8	11
Prof. Rupesh Andhrutkar	8	8		16						32
Prof. Shikha Sindhu	8	8	8	16	3	3		8	16	70
Dr. Abhinav Jog	8		8	16	3	3				38
Prof. Mangesh Dande	8			16	3	3	16	8	8	62
Dr. Natashaa Kaul		8								8
Prof. Amruta Deshpande	8	8	8	16		3		8	16	67
Prof. Anand Deo				16		3		8		27
Dr. Abhilas Pradhan				16		3		8	16	43
Dr. Yogesh Daudkhane	8	8	8	16		3		8	16	67
Prof. Suyog Chachad	8			16		3	16	8		51
Prof. Sarita Agarwal	8		8	16		3		8		43
Prof. Vishal Desai	8			16						24
Dr. Anagha Bhope	8			16		3	8		16	51
Prof. Megha Agrawal	8			12		3	8	8	8	47
Dr. Mahesh Mangaonkar	8			16	3	3		8	16	54
Total Hours										**829**

Internal FDP AY 2019-20 PGDM General							
Internal FDP Program	How to Write Research Paper in High Impact Journal	FDP on Statistical Techniques	Structured Experiential Learning	FDP on Marketing Analytics to be	FDP on Personality development & communication skills	Virtual Vidya Training	Total Number of Hours per faculty
Date	31/08/2019	07-01-2019	21-22/12/2019	16-18/06/2020	15-21/06/2020	22-26/06/2020	
Resource Person	Dr. Sushil Chourasiya	Dr. Abhilas Pradhan	Ms. Vrushali Kaul	Mr. Bishram Singh	Mr. Nadeem Kazi	IGI Group Level Faculty	
Total Hours	6	8	16	9	7	20	66
Dr. Rajlaxmi Pujar	6	8	16	9	7	20	66
Dr. Chanakya Kumar	6	0	0	9	7	20	42
Dr. Parmeshwar Yadav	6	8	16	0	0	20	50
Prof. Rupesh Andhrutkar	6	0	16	0	0	20	22
Dr. Shikha Sindhu (Mann)	6	8	16	0	0	20	50
Dr. Abhinav Jog	6	8	16	0	0	20	30
Dr. Mahesh Mangaonkar	6	8	16	0	0	20	50
Prof. Anand Deo	0	8	0	0	0	20	8
Dr. Abhilas Pradhan	6	8	16	0	0	20	30
Dr. Yogesh Daudkhane	6	8	16	0	0	20	30
Prof. Suyog Chachad	0	8	16	0	0	20	24
Prof. Sarita Agarwal	6	8	16	0	0	20	30
Dr. Mangesh Dande	6	8	16	0	0	20	30
Dr. Anagha Bhope	6	0	16	0	0	20	22
Prof. Megha Agrawal	6	8	16	0	0	0	30
							514

Internal FDP AY 2020-21 PGDM General					
Internal FDP Program	Markeing Analytics	HR Analytics	Introduction to R & Descriptive Aanlytics and Representation with R'	How to Develop a Resaerch Proposal'	No. of Hours per Faculty
Date	4th 5th and 6th July 2020	28th 29th and 30th Sept 2020	18/03/2021	22/03/2021	
Resource Person	Mr Bishram Singh	Mr. Kingshuk Bhaduri	Mr. Ragesh T.S.	Dr. Yogesh Mahajan	
Total Hours	8	6	4	1	
Name of the faculties					
Dr. Abhinav Jog			4	1	5
Prof. Shikha Sindhu		6	4	1	11
Dr. Anagha Bhope			4	1	5
Dr. Mangesh Dande	8		4	1	13
Dr. Rajlaxmi Pujar	8		4	1	13
Prof. Meghasham Chaudhari			4	1	5
Total Hours					52

- **External FDPs**

		Summary		
Sr.No.	**Status**	**Academic Year**	**Total Amount**	**Total No. of Hrs.**
1	Completed	2018-19	4,37,097	2634
2	Completed	2019-20	4,35,525	786
3	Completed	2020-21	4,17,039	647
	Total Amount/ Hours		**17,24,201**	**4067**

		External FDP AY 2018-19 PGDM General				
Sr. No.	**Name of the faculty attended**	**Title of the Program/Workshop/Conference**	**Affiliated Organization**	**Date**	**Amount**	**No. of Hours**
1	Dr. Rajlaxmi Pujar	1.Conference on Marketing & Branding 2. Instructional Design Certification	CII, Delhi Strengthscape (Online)	31/08/2018, 6/04/2019-19/05/2019	41,951	548
2	Dr. Chanakya Kumar	1. Digital Marketing Professional Program in association with Google	Manipal University (Online Course)	01-02-2019- 01-04-2019	21,966	1080
3	Dr. Parmeshwar Yadav	English Communication Skills	Patil & Associates	06/03/2019-31/05/2019	32,000	40
4	Dr. Meena Goyal	1. Digital Marketing	LIPS India	All round the year	22,420	100
5	Dr. Abhinav Jog	1. CII- Industry Academia Meet, Conference on higher Ed-Tech 2. Financial Risk Analytics	CII, Pune, Edteachereview	05/10/2018 & 02/11/2018	40,400	16
6	Prof. Mangesh Dande	a)Certificate program-"Sustainable Energy Management" b) "Certificate in Opertions Management	a) Amity University b) Narsee Monjee Institute of Management Studies	a) January to March 2019 b) January to June 2019	38,960	200
7	Dr. Natashaa Kaul	Instructional Design Certification	Strengthscape (online)	On Weekends from 3/11/2018 to 16/12/2018	35,352	100
8	Prof. Amruta Deshpande	Certification in emotional specialist and life Coach	Strengthscape (online)	9/3/2019, 8 weeks, 6 hours per week	27,376	48
9	Prof. Neetu Randhawa	Certification in emotional specialist and life Coach	Strengthscape (online)	9/3/2019, 8 weeks, 6 hours per week	27,376	48
10	Prof. Anand Deo	CII-Industry-Academia Meet, conference on higher Ed Tech	CII,Pune	11-02-2018	5,310	8
11	Dr. Abhilas Pradhan	Statistical tools for business forecasting	Indian Stistical Institute	21-01-2019 till 23-01-2019	23,300	24
12	Dr. Yogesh Daudkhane	New Code NLP	Inquisitive Minds	14-18 Nov. 2018	35,000	40
13	Prof. Suyog Chachad	Financial Risk Management - Level 1	FinTree, Pune	31/10/2018 (1 year)	30,000	150
14	Prof. Sarita Agarwal	1. Basic Program on Fundamental Analysis 2. GST	BSE, Mumbai Online	6/10/18 & 7/10/18	17,646	16
15	Dr. Anagha Bhope	Certificate on Derivative Market Strategies,Equity Derivatives cerification exam	NSE in collaboration with Moody's	26/11/2018	26,000	200
16	Prof. Megha Agrawal	Workshop on Advanced Excel	IITD, Pune	14/11/2018	3,540	8
17	Prof. Vishal Desai	Retail Conference	Mumbai	12-12-2018	8,500	8
18	Dr. Mahesh Mangaonkar	Introdcution to econometrics with the help of STATA and SPSS	Organized by IMERT, Pune at Gokhale Instituet of Politics and Economics, Pune	16/01/2019-20/01-2019	5500	30
	Total Amount/ Total Hours				**4,37,097**	**2634**

Sr. No.	Name of the faculty attended	Title of the Program/Workshop/Conference	Affiliated Organization	Date	Amount	No. of Hours
		External FDP AY 2019-2020 PGDM General				
1	Dr. Rajlaxmi Pujar	1. Innovative Approaches in Management Teaching	1.IIM Kozhikode	1. 2-7/12/2019	32850	88
		2.Teaching and Case Methodology	2.ASMS-ASM (Online)	2.17-21/05/2020		
		3. Statistical Analysis Using SPSS	3. Dr D Y Patil Institute of Management Studies (DYPIMS), Pune (online)	3. 26-29/05/2020		
		4. Sales Channel Strategy For E-Commerce Sellers	4.Udemy (Online)	4. 31/03/2020		
2	Dr. Chanakya Kumar	Structural Equation Modeling	IIM-Cochin	16-21/02/2020	25500	54
3	Dr. Parmeshwar Yadav	1. Learning Management System(LMS): An Introduction to Google Classroom	1. Marathwada Mitra Mandal's Institute of Management Education Research & Training (IMERT), Pune (Online)	1.16/05/2020	0	10
		2. Procrastination to Execution	2. JSPMs Jaywant Institute of Management Studies, Tathawade, Pune (Online)	2. 26/05/2020		
4	Dr. Abhinav Jog	1.Training of Master Trainers	1.NSDC	1. 10-14/06/2019	34584	40
		2. Industry-Academia Conclave 2019	2. CII-Pune	2. 19/12/2019		
5	Dr. Natashaa Kaul	1. From Zero to NVvo 12- Qualitative Data Analysis using Nvivo	1. Udemy (Online)	1. 30/12/2020	81699	105
		2.Qualitative Research using Nvivo	2. Research Shiksha (Online)	2. 13-16/04/2020		
		3. Learning Pedagogy and Effective use of case methodology	3.ASMA-ASM (Online)	3. 17-21/05/2020		
		4. Statistical Analysis using SPSS	4. DPYIMS, Pune (Online)	4. 26-29/05/2020		
		5. Emerging data analysis for high-quality Publication using SMART-PLS, Artificial Neural Network (ANN), Process-Micro.	5.FS Congress Workshop	5. 15-21/06/2020		
		6. Python 3.4.3	6. S.B. Patil Institute of Management in collaboration with IIT Bombay	6. 26-30/05/2020		
		7. FIRO-B certification	7. Anahat, Mumbai	7. 5-7/08/2020		
		8. Advance level of Data Analysis using AMOS & ADANCO	8. FS Congress Worskshop	8. 8-14/06/2020		
6	Prof. Amruta Deshpande	Transformational Leadership	IIM-Indore	19-20/12/2019	40400	16
7	Dr. Neetu Randhawa	Transformational Leadership	IIM-Indore	19-20/12/2019	40400	16
8	Prof. Anand Deo	1. Strategic Management	Udemy Certifications (Online)	1. 26/03/2020	0	32
		2. Theory of Startegic Management		2. 15/04/2020		
		3. Emotional Intelligence		3. 29/04/2020		
9	Dr. Abhilas Pradhan	1.Business Analytics through R	1.Jain Deemed University, Bangalore	1. 21-23/08/2019	45812	118
		2. Paper Presentation at 10th INSEE Biennial conference (International)	2. INSEE-CESS, Hyderabad	2. 6-8/11/2019		
		3.Paper Presented-UGC Sponsored Two Day National Seminar on "Agricultural Growth in Indian Economy-Regional Experiences"	3. Acharya Nagarjuna University, Guntur, Andhra Pradesh	3. 24-25/01/2020		
		4. Three Day National Workshop on Data Analytics for Advanced Research	4. Goa Institute of Management	4.18-20/02/2020		
		5. R Programming: Advanced Analytics for Data Science	5. Udemy, (online)	5. 30/03/2020		
		6. Learning Pedagogy and Effective use of case methodology	6. ASMA-ASM (online)	6. 17-21/05/2020		
		7. R Programming: A-Z: R For Data Science With Real Excercises	7. Udemy, (online)	7.27/04/2020		
		8. Crafting a collaborative learning environment with Class Teams	8. Microsoft (Learning)	8.25/06/2020		
10	Dr. Yogesh Daudkhane	NLP	NLP, London	2-13/12/2019	35000	80
11	Prof. Suyog Chachad	1.Ratio Analysis- Virtual Training	1.Precision Technical analysis Pvt Ltd.	1. 20-21/07/2019	30000	42
		2. Certificaion course on Derivatives	2.BSE Training Academy	2. 31/08, 1/09,7/09,8/09,9/09, 2019		
12	Prof. Sarita Agarwal	1. Certificate Progran on Equity Research	1 &2 BSE Training Academy	1. 27/07-28/08 2019 (Only on weekends)	66881	138
		2. Certificate Program on Stock Market	3. Udemy (Online)	2. 18/01/2020-18/02/2020(Only on weekends)		
		3. Mastering Mutual Fund Investment	4. Bhagwan Mahavir College of Commerce and Management Studies, Surat	3. 14/03/2020		
		4. An Effective Research Paper Writing Skill		4. 13-16/04/2020		
13	Dr. Anagha Bhope	1. Ratio Analysis- Virtual Training	1. CRISIL- Mumbai	1. 18-19/10/2019	10399	26
		2. Business Analytics- A complete Course	2. Udemy Certification	2. 17-21/03/2020		
		3. Understanding & developing Effective Use of Case Methodology	3. ASMA-ASM	3. 17-21/05/2020		
14	Dr. Mahesh Mangaonkar	1.Attended the "2019 Learning by Doing Summit"	1.SPJIMR, Mumbai	1. 4-5/04/2019	42897	62
		2. Innovative Approches to Teaching	2. IIM, Kozhikode	2. 2-7/12/2019		
		3. Learning Pedagogy and Effective use of case methodology	3. ASMA-ASM (online)	3. 17-21/05/2020		
		4. Statistical Analysis using SPSS	4. DYPIMS, Pune (Online)	4. 26-29/05/2020		
15	Prof. Shikha Sindhu (Mann)	1.MBTI	1. Anahat, Mumbai	1. 4-7 /02/2020	154600	85
		2. Soul belief: causes & Consequences	2. Coursera	2. 1/06/2020		
		3. Excel Essentials- the complete excel series	3 to 6- Udemy	3.1/05/2020		
		4.The Enneagram- 9 types in depth		4.01/04/2020		
		5. Understanding Personality types at work		5.01/03/2020		
		6. Understanding & developing EI		6.01/03/2020		
		7. Writing a killer literature review		7.01/04/2020		
	Total (Amount/ Hours)				443525	786

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External FDP AY 2020-2021 PGDM General						
Sr. No.	Name of the faculty attended	Title of the Program/Workshop/Conference	Affiliated Organization	Date	Amount	No. of Hours
1	Dr. Abhinav Jog	Workshop on Supply Chain Financing	CRISIL	10-11/12/2020	11328	16
2	Dr.Shikha Sindhu (Mann)	1.MBTI Certification 2.Workshop on Psycho Drama	Anahat Organisation Development Consultancy Pvt Ltd	05-08/08/2020, 28-30/12/2020	52728	70
3	Dr. Anagha Bhope	1. Online Modules on Fundamental & Technical Analysis. 2. Financial Modeling course	1. CARR Academy 2. Fintree Education Pvt. Ltd.	1. 1/1/2020-21 2. 30/03/2021-22	51100	200
4	Dr. Rajlaxmi Pujar	Supply Chain Fundamentals and Buyer Behaviour Analysis	Online EDEX	Self paced	36334	100
5	Prof. Meghasham Chaudhari	1. New Paradigms in e-learning Tools and Techniques for Teaching Learning 2. Dynamics of Strategy 3. Business Analytics 4. CDMM (Digital Marketing)	1. SIMCA Online 2. AICTE:EDII 3. AICTE Sponsored STTP 4. Digital Vidya Online	1. 17-19/09/2020 2. 21-25/09/2020 3. 2-7/11/2020 4. Jan-May 2021	40000	200
6	Prof. Puneet Bafna	Certification Course in Design Thinking	Private Vendor- Mr. Yogeshwar Kasture	Jan-March 2021	20000	40
7	Dr. Mahesh Mangaonkar	Operations Managemwent	Online by IIMBx	Self paced	9384	21
Total (Amount/ Hours)					220874	647

Apart from the above-mentioned training programs faculty members are also supported through below listed incentives:

- Financial assistance for attending all external FDPs, Conferences and Workshops.
- Research award is provided for published papers.
- Hand holding sessions are provided by senior faculty members for fresh appointments.
- Maternity leave is provided to female faculty members.
- Staff pursuing Ph.D. is allowed to avail on-duty leave for completing research related work.
- Research related infrastructure like I-pads, SPSS, online database, and the like are provided to the faculty.

Faculty members registered and pursuing Ph.D.

Faculty members pursuing PH.D. (PGDM General)				
Sr. No.	Name of the Faculty	Supervisor	Name of the university	Status
1	Prof. Shikha Sindhu	Dr. Surya Rashmi Rawat	Symbiosis International (Deemed University)	Thesis submitted, final stage

6.7. Visiting / Adjunct Faculty (10)

Institutes' marks=10

ISBS PGDM supplements teaching and learning on campus by inviting visiting faculty members with relevant expertise and experience in the functional domain. Such faculty base is very large as it supports learning by individuals who are often practising professionals and in sync with latest trends in the field of management. Such an extensive platform of visiting

faculty aids in providing tremendous learning for the students. The year wise contact hours of visiting faculty are mentioned below:

Summary					
Sr No	Status	Academic Year	Semester	No. of Hours	Total Hours for Semester
1	Completed	2018-19	I	900	1268
2			III	368	
3	Completed	2018-19	II	469	530
4			IV	61	
5	Completed	2019-20	I	813	1051
6			III	238	
7	Completed	2019-20	II	497	511
8			IV	14	
9	Completed	2020-21	I	326	664
10			III	338	
11	Completed	2020-21	II	199	211
12			IV	12	
Total Hours					4235

Academic Year 2018-2019 (General) June 2018- Dec-2018				
Sr. No.	Name of the Faculty	Subject	Semester	No. of Hours
1	Prof. Sudhindra Mujumdar	Managerial Economics	I	154
2	Prof. J. P. Singh	Legal Aspects of Business	I	140
3	Prof. Hema Anand	Managerial Communication	I	135
4	Prof. Bijoy Guha	Theory of Management	I	101
5	Prof. Ronak Shah	Skills Enhancement Lab- Aptitude	I	82
6	Prof. Malti Chijwani	Skills Enhancement Lab- News Analysis	I	72
7	Ms. Richa Gupta	Skills Enhancement Lab- Presentation	I	37
8	Prof. Abhijeet SurvePatil	I.T. Skills Lab	I	133
9	Prof. Vilas Puranik	Management Accounting	I	46
Total Hours				900

Academic Year 2018-2019 (General) June 2018- Dec-2018				
Sr. No.	Name of the Faculty	Subject	Semester	No. of Hours
1	Prof. Vilas Puranik	Strategy & Enterprise Management	III	66
2	Prof. Sumit Roy	Business Ethics & Corporate Governance	III	107
3	Prof. Arjun Panchal	Entrepreneurship Development	III	60

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4	Prof. Ronak Shah	Aptitude	III	48
5	Prof. Debashish Dutta	H.R. Audit	III	18
6	Prof. Prasad Kalbhande	Security Analysis & Portfolio Management	III	69
Total Hours				**368**

Academic Year 2018-2019 (General) January 2019 - June 2019				
Sr. No.	Name of the Faculty	Subject	Semester	No. of Hours
1	Prof. Guha Bijoy	Sector Study seminar	II	98
2	Prof. Suresh Vaze	International Finance	II	47
3	Prof. J. P. Singh	C2C Mktg - Services Marketing	II	44
4	Dr. Vishwas Phadnis	Quality And Operation Management	II	92
5	Prof. Ronak Shah	Aptitude	II	78
6	Prof. Sudhindra Mujumdar	News Analysis	II	42
7	Prof. Hema Anand	English Communication Skills	II	68
Total Hours				**469**

Academic Year 2018-2019 (General) January 2019 - June 2019				
Sr. No.	Name of the Faculty	Subject	Semester	No. of Hours
1	Prof. Sumit Roy	Innovation & Management System	IV	12
2	Prof. Poonam Aswani	Customer Relationship Management	IV	12
3	Dr. Digambar K. Sakore	International Marketing	IV	12
4	Prof. Abhijeet Survepatil	Marketing of IT & ITES	IV	13
5	Ms. Geetanjali	Organization Development	IV	12
Total Hours				**61**

Academic Year 2019-2020 (General) June 2019- Dec-2019				
Sr. No.	Name of the Faculty	Subject	Semester	No. of Hours
1	Prof. Sudhindra Mujumdar	Managerial Economics	I	155
2	Prof. J. P. Singh	Legal Aspects of Business	I	131
3	Prof. Hema Anand	Managerial Communication	I	158
4	Prof. Ronak Shah	Skills Enhancement Lab-Aptitude	I	48
5	Prof. Malti Chijwani	Skills Enhancement Lab- News Analysis	I	38

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6	Ms. Richa Gupta	Skills Enhancement Lab-Presentation	I	72
7	Prof. Abhijeet SurvePatil	I.T. Skills Lab	I	119
8	Prof. Shashank Divekar	Basics of Marketing	I	92
Total Hours				**813**

Academic Year 2019-2020 (General) June 2019 - Dec-2019				
Sr. No.	**Name of the Faculty**	**Subject**	**Semester**	**No. of Hours**
1	Prof. Vilas Puranik	Strategy & Enterprise Management	III	66
2	Prof. Sumit Roy	Business Ethics & Corporate Governance	III	60
3	Prof. Abhijit Survepatil	Entrepreneurship Development	III	64
4	Prof. Ronak Shah	Aptitude	III	48
Total Hours				**238**

Academic Year 2019-2020 (General) January 2020 - June 2020				
Sr. No.	**Name of the Faculty**	**Subject**	**Semester**	**No. of Hours**
1	Prof. Suhas Mekhe	Consumer Behaviour	II	22
2	Prof. Shashank Diwekar	Consumer Behaviour	II	51
3	Prof. J. P. Singh	C2C Mktg - Services Marketing	II	59
4	Prof. Punam Aswani	Integrated Marketing Communication	II	58
5	Prof. Hema Anand	Integrated Marketing Communication	II	29
6	Dr. Vishal Thelkar	Quality & Operations Management	II	52
7	Dr. Vishal Thelkar	Business Research Methods	II	27
8	Prof. Sudhindra Mujumdar	News Analysis	II	59
9	Prof. Hema Anand	English Communication Skillls	II	76
10	Prof. Ronak Shah	Aptitude	II	64
Total Hours				**497**

Academic Year 2019-2020 (General) January 2020 - June 2020				
Sr. No.	**Name of the Faculty**	**Subject**	**Semester**	**No. of Hours**
1	Prof. Abhijeet Survepatil	Marketing of IT & ITES (Mktg of IT & ITES)	IV	14
Total Hours				**14**

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\multicolumn{5}{c}{**Academic Year 2020-21 (General) June 2020 - Dec-2020**}				
Sr. No.	**Name of the Faculty**	**Subject**	**Semester**	**No. of Hours**
1	Prof. Sudhindra Mujumdar	Economic Analysis for Business Decisions	I	80
2	Prof. J. P. Singh	Legal Aspects of Business	I	56
3	Prof. Hema Anand	Managerial Communication	I	77
4	Prof. Abhijeet SurvePatil	I.T. Skills Lab	I	50
5	Prof. Malti Chijwani	News Analysis	I	30
6	Prof. Ronak Shah	Aptitude Training	I	33
Total Hours				**326**

**Academic Year 2020-21 (General) June 2020- Dec-2020**				
Sr. No.	**Name of the Faculty**	**Subject**	**Semester**	**No. of Hours**
1	Prof. Vilas Puranik	Strategy & Enterprise Management	III	86
2	Prof. Sumit Roy	Business Ethics & Corporate Governance	III	112
3	Prof. Sudhindra Mujumdar	Business News Analysis	III	66
4	Prof. Ronak Shah	Aptitude	III	74
Total Hours				**338**

**Academic Year 2020-2021 (General) January 2021 - June 2021**				
Sr. No.	**Name of the Faculty**	**Subject**	**Semester**	**No. of Hours**
1	Prof. Manish Lamba	Basics of Business Analytics	II	60
2	Dr. Yogesh Daudkhane	Labour Laws I	II	29
3	Prof. Suhas Mekhe	Retail Management & E-Commerce	II	28
4	Prof. Nimmi Jacob	C2C-Finance-Security Analysis &Portfolio Management	II	13
5	Prof. Sameer Gunjal	Financial Modelling	II	35
6	Prof. Ronak Shah	Aptitude	II	34
Total Hours				**199**

**Academic Year 2021-2022 (General) January 2021 - June 2021**				
Sr. No.	**Name of the Faculty**	**Subject**	**Semester**	**No. of Hours**
1	Dr. Sumit Roy	Innovation Management & Sustainability	IV	12
Total Hours				**12**

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6.8. Academic Research (75)

Faculty Paper Publication

ISBS PGDM's Research and Development (R&D) Cell has been constituted with the broad purpose of building academic research-oriented culture within the institute to encourage faculty members to engage in meaningful research and enhance their capabilities to generate and extend their knowledge to students and other important stakeholders. The R&D cell implements the Faculty Development Policy at ISBS PGDM which aims to assist faculty members in improving performance in teaching, scholarly activity, and consultancy services. The R&D cell is expected to contribute to building faculty capacity as teachers, consultants and researchers which would further contribute to the student community, industry, and society at large by way of knowledge generation and extension. The cell achieves this by providing faculty members with mentioned amenities to further their research aspirations:

➢ Each faculty member is encouraged to publish research papers annually as their research target. Financial assistance is provided for publication, attending conferences and workshop at relevant locations.
➢ The faculty regularly reports its research work to the peer level group and reporting authority.
➢ Such research work is also shared by faculty in classrooms while conducting sessions in related subjects.
➢ Each year a conference is organized by the Institute covering recent topics where apart from outside faculty members, Institute faculty also contributes papers for publishing.
➢ The faculty members also engaged in focused research of business and industry at regional and national level.

ISBS PGDM provides mentioned support to faculty for improving their research work:

▪ Guidance is provided by senior faculty members for writing research papers for conferences   and journals.
▪ Institute provides financial aid and duty leave for research workshops, conferences, and seminars.
▪ Internal training sessions are organized to provide guidance for writing research papers and pursuing Ph.D.

  ➢ Institute has research base library facilities for researchers such as:

  ➢ Books and Journals (Online & print).

  ➢ EBSCO

  ➢ J Gate

  ➢ SPSS

Summary of Paper Publication

Assessment Year	No. of Papers	Publisher	Number of papers published
2018-19	24	UGC Care	8
		Peer Reviewed Journals	16
		Inhouse Journal	1
2019-20	19	UGC care	16
		Scopus Indexed	3
2020-21	13	UGC Care	6
		Scopus Indexed	4
		Web of Science	2
		Peer Reviewed Journals	1

List of Faculty Research Publications: PGDM (General) Program

S. No.	Name of Faculty	Month	Title of Paper	Journal	ISSN	Vol., Issue	Affiliation
**Research Publications AY 2018-19 PGDM General**						
1	Dr. Mahesh Mangaonkar	Dec.-2018	Living a Meaningful Life	International Journal of Advance and Innovative Research	2394-7780	Volume 5, Issue 4 (XIX)	UGC Care approved
2	Dr. Mahesh Mangaonkar	Dec.-2018	Strategic Analysis of Indian Paint Industry	Ajanta-An International Multidisciplinary Quarterly Research Journal	2277-5730	Volume VII, Issue-IV	Peer Reviewed
3	Prof. Rupesh Andhrutkar	May-19	A study of impact of behavioural training on individual performance measured through Kirkpatrick model for select software firms in Pune.	Indira Management Review	0974-3928	Vol. 12 issue 2	Peer Reviewed
4	Dr. Yogesh Daudkhane	Dec.-2018	A study on satisfaction level of villagers about CSR initiative of Cybage Asha (Rural Upliftment) with special reference to construction of School building, classrooms & wall compound in Purandar, Velhe & Bhor Taluka.	Indira Management Review	0974-3928	Vol. 12 issue 2	Peer Reviewed
5	Dr. Yogesh Daudkhane	Apr-19	Having Goal may not motivate an individual - Case Study	International Journal of Engineering and Management Research (IJEMR)	2250-0758	Vol. 9 Issue 2	Peer Reviewed
6	Prof. Amruta Deshpande	Dec-18	"Gap Analysis & Impact Analysis of CSR Initiative of CybageAsha (Rural Upliftment)" with special reference to Project Category- 'Water De-silting'	Indira Management Review	0974-3928	Vol. 12 issue 2	Peer Reviewed

7	Prof. Amruta Deshpande	Feb-19	A study on Employability of Management Students with reference to Pune city	RRInternational Journal of Multidisciplinary	2455-3085	Vol.-4 Issue-2	UGC Care approved
8	Prof. Amruta Deshpande	Mar-19	A Study on Citizen Perception about Smart City Initiative with reference to Aundh Area in Pune City"	International Journal of Advance & Innovative Research	2E+07	Vol. 6, Issue 1 (XXVII)	UGC Care approved
9	Dr. Natashaa Kaul	Dec-18	Impact of Cybage Khushboo Scholarship Initiative	Indira Management Review	0974-3928	Vol. 12 issue 2	NA
10	Dr. Abhinav Jog	Dec-18	Transition into SFBs- A new Growth Avenue for UCBs	PARIPEX-Indian Journal of Research	2250-1991	Vol. 9, Issue - 1	UGC Care approved
11	Prof. Anand Deo	Oct-18	Is money the key driver to happiness – Key findings & suggestions	International Journal of Research in Business Management (IJRBM)	2347-4572	Vol.6, Issue - 10	Peer Reviewed
12	Prof Suyog Chachad	Jan-19	A study on Awareness of Selected Insurance Products amongst Salaried Individuals in PCMC Area of Pune District	INCON XIV(2019) - International Conference on "Ongoing Researchin Management & IT'	2320-0065	INCON - XIV	Peer Reviewed
13	Prof Suyog Chachad	Jan-19	Life & Health Insurance in Indian Prospective – A Literature Review	INCON XIV(2019) - International Conference on "Ongoing Researchin Management & IT'	2320-0065	INCON - XIV	Peer Reviewed
14	Prof Sarita Agarwal	Dec.-18	A comparative study of three most traded crypto currencies:Bitcoin,Litecoin and Ripple.	International Research Journal of Management Sociology and Humanities	2348 - 9359	Vol.9, Issue - 1	Peer Reviewed
15	Prof Sarita Agarwal	Dec.-18	An analytical study of volatility and return of two most traded crypto currencies: Bitcoin and Ripple	International Journal of Management and Social Science Research	2349-6738	Vol. 9, Issue - 1	Peer Reviewed
16	Prof. Megha Aggrawal	Jan-19	Goods and Services Tax (GST) In India and its Impact on Selected Sectors of Indian Economy.	Abhinavan	978-93-88441-68-1	NA	Peer Reviewed
17	Dr. Abhilas Pradhan	Jan-19	Forecasting Daily Equity Price using Auto Regressive Integrated Moving Average (ARIMA) Model: An Application to Shirpur Gold Refinery Ltd., India.	Abhigyan	0970-2385	NA	Peer Reviewed
18	Prof Mangesh Dande	Jan-19	A Study of Recycling and its Opportunities and Concerns in Reverse Logistics	National Level Annual Research Journal " Sanshodhan"	2249-8567	Vol. 6, Issue - 10	Peer Reviewed

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19	Dr. Chanakya Kumar	Dec-18	Customers' Intentions To Use Mobile App For Online Shopping: An Analytical Study Of Gen Y	International Journal of Advance & Innovative Research	2394 - 7780	Vol. 5, Issue 4	UGC Care approved
20	Dr. Rajlaxmi Pujar	Dec-18	A Study of Corporate Social Responsibility Initiatives by Cybage in context with infrastructure (road construction and community hall) in select rural areas of Pune District.	Indira Management Review	0974-3928	Vol. 12 issue 2	Peer Reviewed
21	Dr. Rajlaxmi Pujar	Mar-19	A study of consumer behaviour with reference to theme restaurants in Pune city	International Journal of Advance & Innovative Research	2394 - 7780	Vol. 6, Issue 4	Peer Reviewed
22	Dr Anagha Bhope	Jun-19	Factors Impacting Mobile Wallet Usage in Pune City	International Journal of Research in Humanities, Arts, and Literature	2321-8878	Vol. 7, Issue 6	UGC Care approved
23	Dr Anagha Bhope	Mar-19	An analytical study of Volatility of Stock Price to establish the efficiency of stock market	Abhinavan Conference	978-93-88441-68-1	NA	Peer Reviewed
24	Prof. Shikha Sindhu (Mann)	Jun-19	Evaluation of Recruitment & Selection Process of Business Development Executives at a Market Research Firm	IMPACT: International Journal of Research in Humanities, Arts and Literature	2347-4564,	Vol 7, Issue 2, PP:48-53	UGC Care approved

Research Publications AY 2019-20 PGDM General							
S. No.	Name of Faculty	Month	Title of Paper	Journal	ISSN	Vol., Issue	Affiliation
1	Dr. Rajlaxmi Pujar	Jan-March 2020	A study of CSR activities of top ten Indian FMCG companies in India	1&2 Shodh Sarita Journal	2348-2397	Vol-7, Issue 25	UGC Care Approved
2	Dr. Chanakya Kumar	Jan-March 2020	Why People Don't Vote	Shodh Sarita Journal	2348-2397	1.Vol-7, Issue 25	UGC Care Approved
3	Dr. Parmeshwar Yadav	Jan-March 2020	Business Ethics in India	Shodh Sanchar Bulletin	2229-3620	1. Vol 10. Issue 37	UGC Care Approved (Shodh Sanchar)
4	Dr. Parmeshwar Yadav	Apr-20	Study of Financial Inclusion and Role of Self Help Group in India	Juni Khyat	2278-4632	Vol 10, Issue : 4,	UGC Care Approved
5	Prof. Rupesh Andhrutkar	Jan-March 2020	Understanding of expected skillsets for entry level management graduates	Shodh Sanchar Bulletin	2239-3620	Vol 10. Issue 37	UGC Care Approved
6	Dr. Meena Goyal	Jun-20	Review of buy orders and returns from Amazaon.in India:Implications for Amazon and its vendors	Journal of Xi'an University of Architecture & Technology	1006-7930	Vol 2, Issue 6	Peer Reviewed

7	Dr. Natashaa Kaul	Jan-March 2020	Scoping research in Artificial Intelligence with reference to Ethics	Shodh Sanchar Bulletin	2239-3620	Vol 10. Issue 37	UGC Care Approved
8	Dr. Natashaa Kaul	Jan-20	Visualizing the Landscape of Social Identity Leadership	Test Engineering and Management	0474-9030	Vol. 68, Issue 1	Scopus Indexed
9	Prof. Amruta Deshpande	Dec 2019	Career transition of professionals within same organization- A perception study	Think India Journal	0971-1260	Vol-22, Issue 27	UGC Care Approved (Shodh Sanchar)
10	Prof. Amruta Deshpande	Apr-20	Education and Career are they Linked? A perception study.	Shodh Sanchar Bulletin	2229-3620	Vol.10, Issue 37	UGC Care
11	Prof. Amruta Deshpande	Apr-20	Women and Career transition: Bibliometric Approach	JXAT	1006-7930	Vol 2. Issue 4	UGC Care Approved
12	Prof. Shikha Mann Sindhu	Jan 2020	Impact of Effective Communication on competency assessment in Development Centres.	Our Heritage Journal	0474-9030	Vol-68-Issue 1	UGC Care Approved
13	Prof. Shikha Mann Sindhu	May-June 2020	Visualizing the Landscape of Social Identity Leadership.	Test Engineering and Management	0193-4120	Vol-83-Issue 2	Scopus Indexed
14	Dr. Abhilas Pradhan	Jan-20	Rice Production Forecast Inclusion and Role of Self-Help Group in India	In Edited Book-Agricultiral Growth in Indian Economy Regional Experiences	978-81-944315-1-0	NA	NA
15	Prof. Sarita Agarwal	Jan-20	An Analysis of Telecom Service Provider Companies Using Altman's Z score	OUR HERITAGE Journal	0474-9030	Vol-68-Issue 5	UGC Care Approved
16	Prof. Sarita Agarwal	Jan-March 20	A study of donation as a recovery and disposition option in Reverese logistics	Shodh Sarita	2348-2397	Vol-7, Issue 25	UGC Care Approved
17	Dr. Anagha Bhope	Jan-20	An Analytical study of factors motivating salried class employees for payment of taxes	Our-Heritage	0474-9030	Vol-68-Issue 1	UGC Care Approved
18	Dr. Mahesh Mangaonkar	Jan 2020	Key Trends on Disruptions in Logistics Industry in India	Our Heritage Journal	0474-9030	Vol 68, Issue 1	UGC Care Approved
19	Dr. Mahesh Mangaonkar	Jan-March 2020	The Study of Implementation of CSR and it's Benefits to the Society- In Relation to Companies Act, 2013	Shodh Sarita	2348-2397	Vol. 7, Issue 25	UGC Care Approved

			Research Publications AY 2020-21 PGDM General				
S. No.	Name of Faculty	Month	Title of Paper	Journal	ISSN	Vol., Issue	Affiliation
1	Dr. Abhinav Jog	Jan-March 2021	Impact of Strategic Business Decisions On Cash Flow Statements- A Lender's Perspective.	Shodh Sarita	2348-2397	Vol 8, Issue 29, PP:59-63	UGC Care Approved
2	Prof. Shikha Sindhu	Jul-20	Psychological Symptoms of Occupational Stress-A Bibliometric Review	Journal of Critical Reviews	2394-5125	Vol. 7, issue 11, PP: 951-956	SCOPUS Indexed
3	Prof. Shikha Sindhu	Jul-20	Review of Research on Stress and Mindfulness	International Journal of Advanced Science and Technology	4238	Vol. 29, no. 11(s),PP:516-533	SCOPUS Indexed
4	Prof. Shikha Sindhu	May-21	Mindfulness based Training intervention to manage stress and burnout	Gurukul Business Review	0973-9262	Issue 2021	Web of Science
5	Prof. Shikha Sindhu	Apr-21	Factors Affecting Police Stress: A Study of Maharashtra Pol	Turkish Journal of Computer and Mathematics Education	1309-4653	Vol 12, no.4	SCOPUS Indexed
6	Dr. Rajlaxmi Pujar	Jul-20	A study on promotional practices adopted by women of Self Help Group(SHG) in Pune District and role of microfinance	International Journal of Advanced Science and Technology	2005-4238 IJAST	Vol. 29, No. 7s, (2020), PP:12026-12035	SCOPUS Indexed
7	Dr. Rajlaxmi Pujar	Jan-March 2021	Women Entrepreneur's ..Problems and Prospectives with reference to Pune District	Shodh Sarita	2348-2397	Vol.8, Issue 29	UGC Care Approved
8	Dr. Anagha Bhope	Jan-21	Impact of COVID 19 on peoples spending pattern & financial planning in India	Wesleyan Journal of Research - An International Research Journal	0975-1386	Vol.14, No.4, PP: 19:24	UGC Care Approved
9	Dr. Anagha Bhope	Jan-21	Impact of Microfinance on Women empowerment - A study of Pune district (Rural Pune)	Sambodhi	2249-6661	Vol-44, No.-1(IV), January-March (2021), PP:39-44	Peer Reviewed
10	Dr. Anagha Bhope	Jan-March 2021	An Analytical Study of Purchasing Pattern of the People During Pandemic- A Behavioral Finance Aspect	Shodh Sarita	2348-2397	Vol 8, Issue 29, PP:53-58	UGC Care Approved
11	Dr. Dhirendra Kumar	Mar-20	Indian Economic Story Post 1990-91 And the Three Twins: A Comparative Analysis	Journal of Contemporary Issues in Business and Government	1323-6903 DOI: 10.47750/cibg.2021.27.03.116	Vol. 27, No. 3,PP:827-837	Web of Science

12	Dr. Mangesh Dande	Jan-March 2021	A Study of Green Reverse Logistics Practices in Supply Chain for Sustainable Development	Shodh Sarita	2348-2397	Vol.8, Issue 29	UGC Care Approved
13	Prof. Meghasham Chaudhari	Jan-March 2021	Indian Start-ups- Challenges and Opportunities	Shodh Sarita	2348-2397	Vol.8, Issue 29	UGC Care Approved

Book Publication

AY 2019-20 (PGDM Marketing)				
Sr. No.	Name of the faculty	Book Title	ISBN	Year of Publication
1	Dr. Dhirendra Kumar	Employee Relations and Labour Legislations	9781678-044978	2020

- **List of Ph.D. /Fellowship titles (FPM) awarded during the assessment period while working in the institute:**

Faculty members completed PH.D. (PGDM General)				
Sr. No.	Name of the Faculty	Supervisor	Name of the university	Status
1	Dr. Mangesh Dande	Dr. Medha Kanetkar	RTM Nagpur University	Awarded on 16/06/2021

6.9 Sponsored Research (25)

Institutes' marks=0

We do not have any sponsored research projects till date.

For the sake of information only ISBS PGDM has started efforts in this direction. The details of the same mentioned below:

Project Title	Gap Analysis of Cybage Khushboo Scholarship Project	6 Projects on Gap & Impact Analysis of CSR Initiative of CybageAsha (Rural Upliftment)- 6 Projects
Funding Agency	Khushboo Charitable trust	Cybage Asha Trust
Year	2017-18	2018-19
Amount	23,600/-	35,000/-
Duration	3 months	10 months
Research Progress	Complete	Complete
Outcome	Report on Gap Analysis of Cybage Khushboo Scholarship Project	Reports Gap Analysis & Impact Analysis of CSR Initiative of CybageAsha (Rural Upliftment)

6.10 Preparation of teaching Cases (30)

Institutes' marks=15

- ISBS PGDM uses case studies as a very essential pedagogy for classroom teaching to encourage a mix of methodological tools and this promotes critical thinking in students.

- Case writing workshops are also conducted for faculty members to help them develop cases.
- ISBS PGDM encourages faculty members to prepare small case-lets with getting relevant data from news articles and business magazines for developing case-lets to help students learn from current trends in management.
- We have also subscribed to **Teaching Cases from Emerald publishing** to substantiate the teaching efforts through case studies.

List of Case Study Publication by Faculty

Academic Year- 2018-19						
Sr. No.	Author	Title	Journal	ISSN/ISBN	Page no., Vol., Issue	Year
1	Dr. Yogesh Daudkhane	Having goal may not motivate an individual- A case study	International Journal of Engineering and Mangement Research (IJEMR)	2250-0758	(Vol.-IX, Issue-2) Page no. 178-182	2019

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Criterion 6 score Summary

Criterion 6: Faculty Attributes and Contributions (220)			
S. No.	Sub Criteria	Max. Marks	Marks Awarded to self
6.1.	Student-Faculty Ratio (SFR)	10	09
6.2.	Faculty Cadre Proportion	20	20
6.3.	Faculty Qualification	15	09
6.4	Faculty Retention	15	10
6.5.	Faculty Initiatives on Teaching and Learning	10	10
6.6.	Faculty Performance, appraisal and development system	10	10
6.7.	Visiting/Adjunct/Emeritus Faculty etc.	10	10
6.8.	Academic Research	75	75
6.9.	Sponsored Research	25	00
6.10.	Preparation of teaching Cases	30	15
Total of Criterion 6		220	168

CRITERION

7

Industry
&
International Connect

| Criterion 7 | Industry & International Connect | 130 |
| | Institute Marks | 120 |

7.1. Industry Connect (90)

7.1.1. Consultancy (from Industry) (25)

<div style="text-align:right">

Institutes' marks - 20

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Consulting and Management Development at ISBS PGDM operates with the objective to share management systems and practices with the industry and assist in taking forward industry objectives through consultancy assignments. The pedagogy adopted for consultancy and development programs is participatory.

A summary of Consulting & MDP revenue of past three years is as follows:

ISBS PGDM - Consulting and MDP Cell Summary of Years 2017-18, 2018-19, 2019-2020

Objectives and Outcomes

Sr. No	Objectives/ Functions	Means to Achieve	Outcome	2019-20	2018-19	2017-18
1	To build internal capacity for consulting and training	1. By identifying competent resource to execute a project. 2. By motivating faculty to go through trainings to build their capacity of being a trainer/consultant.	Number of faculty involved in primary functions (consulting & training)	13	23	14
			Number of faculty involved in support functions	8	18	20
2	To do Business Development for MDP Cell	1. By reaching out to Corporates and orient them about the services offered by MDP cell. 2. By mass mailing and cold calling clients.	Number of Clients Served	8	16	10
			Number of Projects Executed	13	36	13
3	To generate revenue for ISBS	By quoting an appropriate price for the projects.	Total Revenue Generated (In Rs)	**323200**	**930526**	**854024**
Total Revenue Rs. 2107750						

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Mentioned below is list of Title, Funding Agency, Amount and Duration, year-wise:

		ISBS- Consulting & MDP Cell, Summary for year 2019-20							
		Total Projects				13			
		Total Revenue				323200			

Sr. No.	Project Title	Funding Agency (Client Name)	Amount	Duration	Type of Consultany	No. of Faculty Involved	Type of Industry	Completion of Assignment	Project Brief
1	Management Games	CREDAI	10000	2 days	Behavioral	2	BFSI	Completed Successfully in July'19	The participants were imparted knowledge on management concepts using games, role plays etc.
2	Assessment of BFSI trainers at L&T lonavla	BFSI Sector Skill Council Of India	11800	2 days	Behavioral & Domain assessment	2	BFSI	Completed Successfully in July'19	The participants were assessed on Banking domain and behavioural aspects. A strength & weakness profiling of each participant was done and shared with the organization.
3	Domain and Platform assessment	BFSI Sector Skill Council Of India	35400	6 months	Behavioral & Domain assessment	2	BFSI	Completed successfully in July to December 2019	The participants were assessed on Banking domain and behavioural aspects. A strength & weakness profiling of each participant was done and shared with the organization.
4	Product and process of Axis Bank	Proedge Skill Development	17700	2 days	Domain	2		Completed Successfully in Aug'19	Consuting on "Effective Banking Practices" was given with the objective of making them equipped with various techniques & processes involved in Banking. Their current practices were studied, and gaps were brought to notice
5	TOT for L&T Leadership Development Academy	L & T	100300	2 months	Domain	2	Manufacturing	Completed Successfully in Oct'19	The problem was leadership skills gap. The project master aimed at identifying the reasons of said gaps using Psychometric tools to know the behaviours and personality, leadership styles of candidates. It was later followed by in depth one to one counselling of each candidate to meet the stated objectives. The detailed report was shared with the client,

6	Telephonic Assessment	BFSI Sector Skill Council of India	472	1 day	Domain	2	BFSI	Completed Successfully in Sep 2019	Telephonic assessment was done for a participant who had applied for a TOT through NSDC.
7	SBI TOT	BFSI Sector Skill Council of India	59000	5 days	Domain	2	BFSI	Completed Successfully in Sep 2019	5 days training was provided to the participants from SBI. This was domain and branch operations.
8	TIFF	Jabil Circuit	23600	1 mnth	Behavioral	3	Manufacturing	Completed Successfully in Sept'19	The problem which was presented by the client was that there was lack of ownership and cohesiveness among team members (a team of 15 Middle Managers). The project masters aimed at identifying the reasons of said gaps using Psychometric tools- Temple Index of Functional Fluency and Thematic Appreciation Test, to know the behaviours and personality of candidates. It was later followed by in depth one to one counselling of each candidate to meet the stated objectives. The detailed report was shared with the client,
9	Emotional Intelligence	Kalyani Technoforge	30000	1 week	Behavioral	2	Manufacturing	Completed Successfully in Dec'19	The participants were taught Emotional Intelligence like how to develop it, use it effectivley. The participants ware assessed, and they were given counselling for effective EI.
10	Finance GYM	Navigator Capital	22656	1 month	Domain	1	BFSI	Completed Successfully in Apr' 20	Domain training was conducted on financial planning for the client of Navigator Capital.
11	Advanced MS Excel	CII	12272	1 week	Technical	1	Consultancy	Completed Successfully in Nov, 2019	The participants were taught about advanced Excel skills, usage in their work areas. The participants were assessed, and they were given useful tips for effective use of Excel.

			ISBS- Consulting & MDP Cell, Summary for year 2018-19						
			Total Projects		**36**				
			Total Revenue		**930526**				
Sr. No.	**Project Title**	**Funding Agency (Client Name)**	**Amount**	**Duration**	**Type of Consultany**	**No. of Faculty Involved**	**Type of Industry**	**Completion of Assignment**	**Project Brief**
1	Psychometric assessment & counselling for Scholarship students funded by CSR wing	Khushboo Charitable Trust-Cybage Pvt Ltd.	17700	1 month	Behavioral	3	IT	Completed successfully in April 2018	Beahavioural assessment of participants was done using Psychometric test- RSI. The counselling was provided to students and career anchors were identified for each of them. The aim was to provide clarity on best career choice to students as per their personality & career anchors.
2	Domain and Platform assessment	BFSI Sector Skill Council Of India	71744	1 year	Domain	2	BFSI	Completed Successfully in Jun, 2019	Sessions were conducted for BFSI trainers. It was a TTT for the batch. Domain based training was done
3	Consultancy on "Logistics & Supply Chain Management"	Akemi Business School	76800	3 months	Domain Skills & Knowledge	3	Education	Completed successfully between Sept to Nov 2018	Knowledge of Logistics & Supply Chain Managemnt was imparted to participants. The gaps between participants' current & desired level of knowledge were found out and assessments were conducted.
4	CSR	ICCS	5000	1 day	Domain	1	Education	Completed Successfully in Sept, 2018	The participants were imparted knowledge on how CSR is contributing to Corporate Sector & Society at Large.
5	Stress Mgmt	ICCS	5000	1 day	Behavioral	1	Education	Completed Successfully in Sept, 2018	The participants were taught stress management interventions. Behavioural & personality of participants was assessed, and they were given counselling for effective behaviours.
6	Consulting on "Banking Operations & Microfinance", APBF Presentation, WM & commodities	Imperial School of Banking & Financial Studies	162250	4 months	Domain	5	Education	Completed successfully between Sept 2018 to March 2019	Knowledge of Banking Operations & Microfinance was imparted to participants. The gaps between participants' current & desired level of knowledge were elicited and assessments were conducted.
7	Consulting on "Neuro Linguistic Programming"	Kalyani Technoforge	5000	1 Day	Behavioural	1	Manufacturing	Completed successfully in Nov 2018	The participants shared their phobias with the consultant, the consultant using "NLP" techniques equipped them to confront and deal with their fears effectively.
8	Logistics and SCM	Akemi Bz. School	16992	1 month	Domain	2	Education	Completed Successfully in Jan, 2019	Knowledge of Logistics & Supply Chain Managemnt was imparted to participants. The gaps between participants' current & desired level of knowledge were found out and assessments were conducted.

9	Life Skills	Kalyani Technoforge	17700	1 day	Behavioural	1	Manufacturing	Completed Successfully in Feb 2019	The senior leadership of Kalyani was coached on "Being effective human being"
10	Product and Process for Axis Bank	Proedge Skills - Axis Bank	53100	3 month	Domain	2	BFSI	Completed Successfully in May, 2019,	Consuting on "Effective Banking Practices" was given with the objective of making them equipped with various techniques & processes involved in Banking. Their current practices were studied, and gaps were brought to notice
11	Operation & Supply Chain management	RIIMS Arihant Group	54280	4 months	Domain	2	Education	Completed Successfully in June 2019	Knowledge of Logistics & Supply Chain Managemnt was imparted to participants. The gaps between participants' current & desired level of knowledge were found out and assessments were conducted.
12	Commodoties & Wealth Mgmt	ISBMS	23010	2 months	Domain	1	Education	Completed Successfully in May 2019	The participants were imparted knowledge on WM and Commodities.
13	Assessment and Development Centre, DC for ACG Pharmaceuticals, DC for Liberty Insurance	Maruma Consulting	218890	3 months	Behavioural	2	Consulting	Completed Successfully in Aug-Sept 2018, march 2019	The competency mapping of all participants was done using various tools. Participants were assessed on defined competencies. A report for each participant was made and shared with them.
14	Personality Development	ICCS	30000	2 months	Behavioral	1	Education	Completed Successfully in Dec, 2018	This session was conducted as a part of Induction program for Graduation students of ICCS.
15	Impact Assessmentof CSR	Cybage Asha Trust	35000	1 month	Analytical & Process Improvement	9	IT	Completed successfully in Dec 2018	The objective was to find the impact of various activitries carried out by CSR wing of Cybage. Data was collected from villages surrounding Pune that were adopted by Cybage asha. The data was analysed, and a comprehensive report was shared with Cybage
16	Consulting on "Activity Matric"	RTC Goyal ventures	35400	3 months	Analytical	3	Hospitality	Ongoing	Activity Matric of each empoyee has been made by observing & interviewing them. The objective is to eanble the organization to use its resources optimally.
17	Behavioral Assessment	Meccalte India	5900	1 week	Behavioral	1	Manufacturing	Completed Successfully in Feb, 2019	Behavioral assessment was done followed by counseling for the senior manager of the client.
18	TIFF & Mini AC	Jabil Circuit	96760	4 months	Behavioral	1	Manufacturing	Completed Successfully in June, 2019	TIFF assessment link was sent to the participants. After completion of assessments, the counseling was done.

**ISBS- Consulting & MDP Cell, Summary for year 2017-18**

		Total Projects		13				
		Total Revenue		854024				

Sr. No.	Project Title	Funding Agency (Client Name)	Amt	Duration	Type of Consultancy	No. of Faculty Involved	Type of Industry	Completion of Assignment	Project Brief
1	Analytics Based Decision Making	Dynalog India	126968	1 month	Analytical	4	Manufacturing	Completed successfully in August 2017	Consuting on "Analytics Based Decision Making" was given to middle management of Dynalog with the objective of making them equipped with various techniques that aid in decision making process
2	Behavioural & GMP- "Good Manufacturing Practices "	Indira College of Pharmacy	25350	1 month	Behavioural, Process Improvement	3	Education	Completed successfully between Nov 2017	Faculty & Students were assessed on their effective & ineffective behaviours & counselled. Good Manufacturing Techniques were shared with the participants.
3	Consulting on "Managing Operations Effectively"	Global Business School	26300	1 month	Operation Management	3	Education	Completed successfully in Jan 2018	45 hours consulting on managing operations effectively was provided to faculty & students. The Aim was to equip the participants with knowledge about operation management and suggest ways of effective functioning of their own organization. The suggestions were later implemented by the organization.
4	Training Delivery on Mgmt - Vishal T	Mgmt.	120000	1 month	Business/ Client Management	2	Event Management	Completed successfully in Nov 2017	Consulting on managing clients was provided. The stakeholders of the organization changed their Business Practices accordingly.
5	Behavioural & GMP - Good Manufacturing Practices	Alard College of Pharmacy	41300	2 months	Behavioural, Process Improvement	3	Education	Completed successfully between Jan to March 2018	Faculty & Students were assessed on their effective & ineffective behaviours & counselled. Good Manufacturing Techniques were shared with the participants.
6	Decision Science	Akemi Education Society	40000	1 month	Analytical & Behavioural	3	Education	Completed successfully in March 2018	Faculty & Students were taught techniques of effective decision making using effective behaviours & analytical tools. Their decision-making abilities were assessed and suggestions for improvement were given, which were implemented by the organization.
7	Gap & Impact Analysis of Scholarship Project	Cybage-Khushboo Charitable Trust	23600	3 months	Research	4	IT (CSR Wing of an IT Company - Cybage)	Completed successfully between Nov 17 to Jan 2018	Gaps in Scholarhip Program of Khushboo Charitable Trust were found out. The comprehensive report was presented to the client.
8	Personal Effectiveness	Mecc Alte India Pvt Ltd	110076	3 months	Behavioral	4	Manufacturing	Completed successfully between Oct 2017 to Jan 2018	The project aimed at finding strengths and developmental areas of the participants. The said objective was achieved using a Psychometric tool- Temple Index of Functional Fluency which identified positive and negative behaviours of individuals. The project entailed detailed one to one counselling of each candidate. Individual and Group report was shared with the client.

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9	Leadership Counselling & Gap Analysis using Psychometric Tool- TIFF	Mecc Alte India Pvt Ltd	106200	3 months	Behavioral	2	Manufacturing	Completed successfully between Oct 2017 to Jan 2018	The problem which was presented by the client was that, there was lack of ownership and cohesiveness among team members (a team of 16 Senior Managers). The project master aimed at identifying the reasons of said gaps using Psychometric tools- Temple Index of Functional Fluency and Thematic Appreciation Test, to know the behaviours and personality of candidates. It was later followed by in depth one to one counselling of each candidate to meet the stated objectives. The detailed report was shared with the client,
10	Sales Management	Sigma Electro Tech	19470	2 months	Sales	2	Manufacturing	Completed successfully between Feb 18 to March 18	Middle management of Sigma Electro Tech was assessed on their current selling skills. The gaps were identified and they were acoordingly trained and counselled.
11	Leadership Counselling & Gap Analysis using Psychometric Tool- TIFF & TAT	Jabil Circuit	214760	3 months	Behavioural	4	Manufacturing	Completed successfully between Feb 18 to April 18	The problem which was presented by the client was that, there was lack of ownership and cohesiveness among team members (a team of 15 Middle Managers). The project masters aimed at identifying the reasons of said gaps using Psychometric tools- Temple Index of Functional Fluency and Thematic Appreciation Test, to know the behaviours and personality of candidates. It was later followed by in depth one to one counselling of each candidate to meet the stated objectives. The detailed report was shared with the client.

7.1.2. Faculty as consultant of the industries (15)

Institutes' marks - 15

ISBS PGDM adopts an approach to bring forth the rich experience of industry participants through discussions and blends this with inputs from faculty consultants and trainers. The case method of study is the major tool. It is supplemented by group exercises, role plays, management games, lectures, and presentations, by participants. In addition to open MDPs that are attended by executives from different organizations, ISBS PGDM also develops and organizes customised sponsored programs based on specific requests and needs identified. Thus, the aim is to bridge the gap between industry and academia. Content is designed by subject matter experts across key disciplines and emerging areas. ISBS PGDM has trained more than 800 participants from various sectors such as Manufacturing, Banking, Hospitality, and other service industries.

7.1.3. Initiative Related to industry internship / summer training / study tour/ Guest Lectures (15)

Institutes' marks - 15

ISBS PGDM continuously strives to provide corporate exposure to the students and our industry and academic interface plays a pivotal role in enriching learning experience for students. Thus, a judicious blend of theme seminars, panel discussions, conferences, guest lectures, research activities, industry internship, summer training, industry study tours and the like are constantly made a part of the curriculum. With reference to this head, mentioned below is the structure used for such initiatives:

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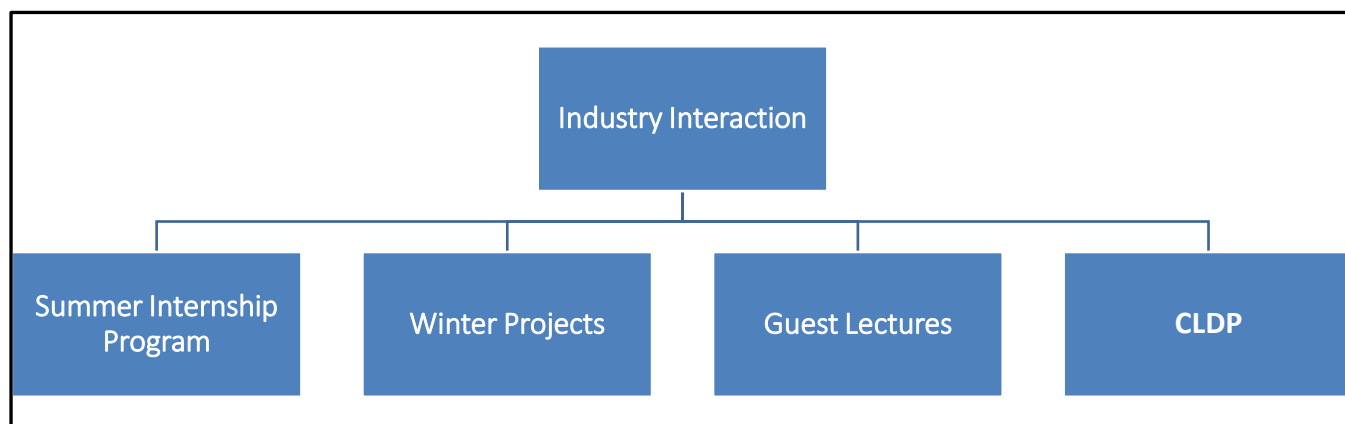
- **Summer Internship Program**: As part of the curriculum, students must undergo Summer Internship Program (SIP) for period of 2 month at the end of 2ⁿᵈ semester. SIP can be carried out in - Corporate Entity, NGO, SME, and Government Undertaking or in Cooperative Sector. At Indira, we provide ample opportunities to students to select a sector / company of their choice to undergo the mandatory training. Following are the details of the companies which have visited our campus for SIP in past few 3 years:

Table 7.1.3 – SIP Companies & Placement Status

Sr.No.	Year & Batch	Companies Visited	Students Placed	Students who completed Desk Research Projects	Total Number of Students
1	2021 (2020-22)	203	118	1	119
2	2020 (2019-21)	196	209	31	240
3	2019 (2018-20)	193	239	Nil	239

Following is a sample list of companies visited Indira Group in the year 2020-21 & the List of students placed:

List of SIP companies for year 2020-21 (Batch 2020-2022)

Sr. No.	Date	Company's Name	Specialization	SIP type- Paid /Unpaid, (Stipend Amount, if applicable)
1	07-Dec-20	Yugma by VANS Skilling & Advisory	Marketing	Unpaid
2	09-Dec-20	Asian Paints	Marketing	Unpaid
3	22-Dec-20	Kolte-Patil Developers	Marketing	5000
4	22-Dec-20	IDBI Federal Life Insurance Co. Ltd.	All	1500
5	26-Dec-20	Tenhard India Pvt Ltd	Marketing	2500
6	31-Dec-20	Future Generali Life Insurance Co. Ltd.	Marketing, Finance	Unpaid
7	09-Jan-21	Bridgegroup Solutions	Marketing, Finance, HR	Unpaid
8	14-Jan-21	BERGER PAINTS INDIA LIMITED	Marketing	Unpaid
9	17-Jan-21	ICICI Bank	Marketing, Finance	8000
10	20-Jan-21	Across The Globe (ATG)	Marketing	5000
11	20-Jan-21	Atlas Copco	HR	Unpaid
12	28-Jan-21	Infinity Automation systems Pvt Ltd	Marketing	Unpaid
13	28-Jan-21	Indore Composite Pvt. Ltd.	Marketing	8000
14	28-Jan-21	Aditya Birla Capital	Marketing, Finance	5000
15	29-Jan-21	Bajaj Allianz Life	Marketing	Unpaid
16	30-Jan-21	Clevertech Solutions	Marketing	8000
17	01-Feb-21	Huransource Consulting Pvt. Ltd	All	3000
18	02-Feb-20	The Leading Solutions	All	4000
19	03-Feb-21	Star engineers (I) Pvt ltd	Marketing	5000
20	03-Feb-21	Reliance Retail	HR	5000
21	04-Feb-21	Acquire Market Research	Marketing	Unpaid
22	04-Feb-21	Shriram Life Insurance	Marketing	Unpaid
23	05-Feb-21	Gera Developments Pvt Ltd.	Marketing	12000
24	10-Feb-21	UAS International Group of Companies	Marketing	Unpaid
25	10-Feb-21	GlobalLinker	Marketing	3500
26	16-Feb-21	Shoppers Stop Ltd	Marketing, HR	Unpaid
27	16-Feb-21	Edumentor Educational Services	All	5000
28	16-Feb-21	WhiteHat Jr	Marketing	15000
29	17-Feb-21	Bidwheelz	Marketing	5000
30	17-Feb-21	ARK Noise Control	Marketing	8000
31	22-Feb-21	Bachfun Pvt. Ltd. (Again Drinks)	Marketing	14000
32	22-Feb-21	SheltOwn	Marketing	10000
33	22-Feb-21	Home First Finance Company	All	7000
34	23-Feb-21	Running Frames	Marketing	20000
35	24-Feb-21	KRG Strategy Consultants Pvt. Ltd.	Marketing, Finance	Unpaid
36	24-Feb-21	NJ Group	Marketing, Finance	Unpaid
37	25-Feb-21	Bajaj Allianz General Insurance Company	Marketing	5000
38	26-Feb-21	Tackle Box Private Limited	Marketing	8000
39	01-Mar-21	OcMAN Realty Pvt Ltd.	Marketing	5000

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Sr. No.	Date	Company's Name	Specialization	SIP type- Paid /Unpaid, (Stipend Amount, if applicable)
40	01-Mar-21	Housewise	Markrting, Operation, HR	8000
41	02-Mar-21	Growth Arrow	Finance	Unpaid
42	02-Mar-21	Aditya Birla Sunlife Insurance	Marketing, Finance	Performance based
43	02-Mar-21	Storekaro.Com	Marketing, Operations	Unpaid
44	03-Mar-21	Govitra Milk	Marketing	2000
45	03-Mar-21	Taxblock	Marketing, Finance	5000
46	03-Mar-21	Hdfc Bank Limited.	Marketing, Finance	Unpaid
47	04-Mar-21	Quick Ride	Marketing	9000
48	04-Mar-21	Sheroes Money	Marketing	Unpaid
49	05-Mar-21	Sanmin Technology Pvt. Ltd.	Marketing	10000
50	05-Mar-21	Skysoft Infotek India Pvt. Ltd.	Marketing	8000
51	05-Mar-21	Emirus Reality Pvt. Ltd	Marketing	10000
52	08-Mar-21	Blitz Jobs (7x Ventures)	Marketing	Unpaid
53	08-Mar-21	Kalyani Steels Ltd.	Marketing	Performance based
54	09-Mar-21	Genesisads	Marketing	7500
55	09-Mar-21	Anukul Chandra Foods Pvt. Ltd.	Marketing	5000
56	09-Mar-21	Career Domain	Marketing	15000
57	10-Mar-21	Hind Software Private Limited	Marketing	2000
58	12-Mar-21	Ecosense Financial Services Pvt. Ltd	Marketing, Finance	Unpaid
59	12-Mar-21	Sapalogy	Marketing, HR, Oprtns	15000
60	12-Mar-21	Sanmin	HR	5000
61	15-Mar-21	Business OS	HR	3000
62	17-Mar-21	Shriram Life Insurance	Marketing, Finance	Unpaid
63	Apr-21	Verified Market Research	Marketing	3000
64	Apr-21	Kabra Logistics	Marketing/ Operation	5000
65	Apr-21	Believe	Marketing	Performance based
66	Apr-21	Globeflex Research India Pvt. Ltd.	Finance	5000
67	Apr-21	Ampco Metal India Pvt. Ltd.	Marketing	Unpaid
68	Apr-21	Into Wellness Private Limited	Marketing	6000
69	Apr-21	Arrista - Training & Consulting	Markeing	6000
70	Apr-21	Saarloha Advanced Materials Pvt. Ltd.	HR	5000
71	Apr-21	Epiroc Mining India Limited (Atlas Copco)	HR	7000
72	Apr-21	Vodafone Idea	Marketing	Unpaid
73	Apr-21	Manyatech India	Marketing	5000
74	Apr-21	Mindscapes India	Marketing	5000
75	Apr-21	Bharti Airtel	Marketing	10000
76	Apr-21	Inspacco	Marketing	5000
77	Apr-21	Netwin	Marketing	Unpaid
78	Apr-21	The Unicorn People	HR, Marketing	Performance based

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Sr. No.	Date	Company's Name	Specialization	SIP type- Paid /Unpaid, (Stipend Amount, if applicable)
79	Apr-21	Techaim	Marketing, Finance	5000
80	Apr-21	Sakal Media Group	Marketing, HR	5000
81	Apr-21	Snd Media Inc	Marketing	8000
82	Apr-21	Bb Advisory	All	8000
83	Apr-21	Ketto India	Marketing	10000
84	Apr-21	Kyros Corporate Services	Marketing	Unpaid
85	Apr-21	360 Realtors	Marketing, HR	5000
86	Apr-21	Storopack India Pvt. Ltd.	Marketing	2000
87	Apr-21	Magic Stone Prop Consultants Llp	Marketing	10000
88	Apr-21	Perennial Intellect Pvt Ltd	Marketing	4000
89	Apr-21	Bharat Forge Ltd.	Marketing	Unpaid
90	Apr-21	Vibgyor	Marketing, Finance, HR	Performance based
91	Apr-21	Aim India	Marketing, Finance	14000
92	Apr-21	Kpit Technologies	HR	Unpaid
93	Apr-21	Persistent Systems Ltd	HR	Unpaid
94	Apr-21	Acura Solutions	HR	Unpaid
95	Apr-21	Global Trade Plaza	Marketing, Finance	Performance based
96	Apr-21	Darwinbox	Marketing	15000
97	Apr-21	Heelium	All	5000
98	Apr-21	Nestle	All	5000
99	Apr-21	Edapt	Marketing	5000
100	Apr-21	Aarvi Real Estate	Marketing	4000
101	Apr-21	Whitehat Jr.	Marketing	12000
102	Apr-21	Hikal Ltd	HR	20000
103	Apr-21	Huransource Consulting Pvt. Ltd.	Marketing, Operations	30000
104	Apr-21	Ur Own Teacher	Marketing	5000
105	Apr-21	BTW Group Of Companies	Marketing	Unpaid
106	Apr-21	Insellers	Marketing	Unpaid
107	Apr-21	Arthayan Bizfinmart Pvt Ltd	Marketing, Finance	5000
108	Apr-21	Trade Themarkets	Finance	12000
109	Apr-21	Biscon Consultant	Marketing, Finance	Performance based
110	Apr-21	Black Turtle	HR	Unpaid
111	Apr-21	Peacock Solar	Marketing	Unpaid
112	Apr-21	The Unicash	Marketing	Unpaid
113	Apr-21	Phillip Capital	Marketing, Finance	Performance based
114	Apr-21	Talent Corner	All	8000
115	Apr-21	Tech Mahindra	HR	Unpaid
116	Apr-21	Zolostays Property Solution Pvt Ltd	Marketing, HR	Unpaid
117	Apr-21	Global Trading Corporation	Marketing	Unpaid
118	Apr-21	Infogence Global Research	Marketing	Unpaid

Sr. No.	Date	Company's Name	Specialization	SIP type- Paid /Unpaid, (Stipend Amount, if applicable)
119	Apr-21	One Touch Securities	Marketing, HR	Unpaid
120	Apr-21	Magnik India	Marketing	Performance based
121	Apr-21	Xircls	Marketing	Performance based
122	Apr-21	Onward Technologies	HR	10000
123	Apr-21	Gtl Software	HR, Marketing	5000
124	Apr-21	Impact Guru	All	3000
125	Apr-21	Erm Advanced Telematics	Marketing	Unpaid
126	Apr-21	Successor Hr Tech Pvt Ltd.	All	Unpaid
127	Apr-21	Easy Pay	Marketing	Unpaid
128	Apr-21	Upmarket Research	Marketing	Unpaid
129	Apr-21	Gtm & Sons Advisory Pvt. Ltd.	Marketing	Unpaid
130	Apr-21	Rock Star Social	Marketing	10000
131	Apr-21	Gs Lab	HR	3000
132	Apr-21	Xoriant	Marketing, HR	10000
133	Apr-21	Enercomp Solutions Pvt. Ltd.	All	Performance based
134	Apr-21	Truecopy	Marketing	10000
135	May-21	Infogence Global	Finance	Unpaid
136	May-21	Internin	All	Performance based
137	May-21	Netcar Infotel	HR	7000
138	May-21	Enlace Solutions	All	5000
139	May-21	Venture Briks	Marketing	10000
140	May-21	Hiremate	Marketing	10000
141	May-21	Hitachi Solutions	Marketing	5000
142	May-21	Reliance Nippon Life	All	20000
143	May-21	Ur Own Teacher	Marketing	5000
144	May-21	Cl Educate Ltd	Marketing	5000
145	May-21	Kyros Corporate Services	Marketing	Unpaid
146	May-21	Successr	All	Unpaid
147	May-21	Brands Impact	Marketing	Performance based
148	May-21	Meytier Inc	HR	Unpaid
149	May-21	Pickmywork	Marketing	Unpaid
150	May-21	Tom Tom	HR	18000
151	May-21	Brainwave	Marketing	Unpaid
152	May-21	Konecranes	Marketing, HR	5000
153	May-21	Flipkart	OSCM	15000
154	May-21	Spacece	All	Unpaid
155	May-21	Innoserv	Marketing, HR	8000
156	May-21	Fundsroom	All	Unpaid
157	May-21	Metro Homes	Marketing	5000
158	May-21	Tata Communications	HR	Unpaid

Sr. No.	Date	Company's Name	Specialization	SIP type- Paid /Unpaid, (Stipend Amount, if applicable)
159	May-21	Etwin	Marketing, Finance	8000
160	May-21	Market Intelligence & Consulting Pvt. Ltd.	Marketing	Performance based
161	May-21	Truein	Marketing	Unpaid
162	May-21	Ecozen Solution Pvt. Ltd.	Marketing	15000
163	May-21	New Holland Tractors	HR	Unpaid
164	May-21	Sp Brilliant Scientific Test Series	Marketing	5000
165	May-21	Convergence It Services	Marketing	7000
166	Jun-21	Vembroid	HR	Unpaid
167	Jun-21	Techaim Information Technologies Pvt Ltd.	Marketing, IT, Finance	7000
168	Jun-21	Verolt	HR	Unpaid
169	Jun-21	The Strelema	Marketing	Unpaid
170	Jun-21	Gfi	HR	Performance based
171	Jun-21	Home First Finance Company	All	7000
172	Jun-21	Brickfolio Pvt Ltd.	Marketing	Unpaid
173	Jun-21	Vembroid Design Services	HR	7000
174	Jun-21	Oakyard Realty	Marketing	3000
175	Jun-21	Saint-Gobain	HR	Unpaid
176	Jun-21	Thermax	HR	5000
177	Jun-21	Homeosphere	Marketing	10000
178	Jun-21	Istrat Solutions	Marketing	Unpaid
179	Jun-21	Tata Teleservices Ltd	Marketing	Performance based
180	Jul-21	The Seekers	HR	Unpaid
181	Jul-21	Practice League Legaltech Pvt. Ltd.	Marketing	Unpaid
182	Jul-21	Capgemini	HR	15000
183	Jul-21	Missioned	Marketing, HR	4000
184	Jul-21	Connecskill	Marketing	5000
185	Jul-21	Unacademy	All	Performance based
186	Jul-21	Coherent Market Insights	Marketing	5000
187	Jul-21	Tbh Circle	Marketing	Performance based
188	Jul-21	Yugma	All	Unpaid
189	Jul-21	Spade Event Management Services Pvt. Ltd	Marketing, HR	Unpaid
190	Jul-21	Indo Gulf Management	Marketing	5000
191	Jul-21	Sbi Mutual Fund	Marketing	Unpaid
192	Jul-21	Rolls-Royce Power Systems	All	25000
193	Jul-21	Crowdstrike	HR	8000
194	Jul-21	Bizkonnect	Marketing	8000
195	Aug-21	Iref	HR	3000
196	Aug-21	Sany Heavy Industry India Pvt Ltd	HR	4500

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Sr. No.	Date	Company's Name	Specialization	SIP type- Paid /Unpaid, (Stipend Amount, if applicable)
197	Aug-21	Procapitus Consultants	HR	10000
198	Aug-21	Veritas	HR	25000
199	Aug-21	Max Bupa Health Insurance	HR	Unpaid
200	Aug-21	Piaggio	HR	15000
201	Aug-21	Hemika Property	Marketing	6000
202	Aug-21	Preggerz	Marketing	5000
203	Aug-21	Kohler	HR	15000

List of Students Placed in SIP from batch 2020-22, is as follows:

Sr. No.	Student Name	Div. & Roll No.	Specialization	Name of the company
1	Aditya Prateek	2022A1M-01	MARKETING	Universal Tribes
2	Akash Chopra	2022A1M-02	MARKETING	Tenhard India
3	Akash Shukla	2022A1M-03	MARKETING	Global Tradeplaza
4	Aman Verma	2022A1M-04	MARKETING	Shoppers Stop Ltd
5	Amandeep Singh Bhatia	2022A1M-05	MARKETING	Snack Amor
6	Amartya Pushp	2022A1M-06	MARKETING	Shoppers Stop
7	Anuj Sethiya	2022A1M-07	MARKETING	Nj Group
8	Anushi Rathore	2022A1M-08	MARKETING	Talent Corner
9	Apoorva Rajesh Wankhede	2022A1M-09	MARKETING	Bb Advisory
10	Aryaman Vyas	2022A1M-10	MARKETING	Shoppers Stop
11	Ayush Kesharwani	2022A1M-11	MARKETING	Btw Group
12	Bijay Singh Bani	2022A1M-12	MARKETING	Quickride
13	Biranwar Piyush Dhananjay	2022A1M-13	MARKETING	Bidwheelz
14	Chhaya Makhija	2022A1M-14	MARKETING	Whitehat Jr.
15	Divate Nilesh Dilip	2022A1M-15	MARKETING	Netwin Fintech Pvt. Ltd
16	Divyansh Praveen Saiwal	2022A1M-16	MARKETING	Talent Corner
17	Genisha Sahu	2022A1M-17	MARKETING	Digital Monster
18	Kartikeya Patel	2022A1M-18	MARKETING	Colive
19	Khobarkhede Rohit Gajanan	2022A1M-19	MARKETING	Hdfc Bank
20	Kritika Baghel	2022A1M-20	MARKETING	Global Trade Plaza
21	Mahima Hurkat	2022A1M-21	MARKETING	Reliancenioopn Life
22	Mishra Shubhan Akshaya	2022A1M-22	MARKETING	Storekaro
23	Mukesh Kumar	2022A1M-24	MARKETING	Kurlon Enterprise Ltd.
24	Nikhil Singh	2022A1M-25	MARKETING	Quickride
25	Nitish Kumar Purty	2022A1M-26	MARKETING	Balaji Agarbatti Works
26	Pagare Vaishnavi Satishchandra	2022A1M-27	MARKETING	Aim India
27	Patil Yashodeep Dilip	2022A1M-28	MARKETING	Bharti Airtel

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Sr. No.	Student Name	Div. & Roll No.	Specialization	Name of the company
28	Pooja Gupta	2022A1M-29	MARKETING	Colive
29	Poulami Santra	2022A1M-30	MARKETING	Interim
30	Pragati Vijay Navalkar	2022A1M-31	MARKETING	Huransource
31	Praneet Jacob Thomas	2022A1M-32	MARKETING	Tenhard
32	Prateek Patel	2022A1M-33	MARKETING	Mahindra Logistics
33	Rajat Verma	2022A1M-34	MARKETING	One Touch Securities
34	Ramkripal Suman	2022A1M-35	MARKETING	Hdfc Bank
35	Ranjan Kumar	2022A1M-36	MARKETING	One Touch Securities
36	Rikita Bose	2022A1M-37	MARKETING	Icici Bank
37	Rishabh Patidar	2022A1M-38	MARKETING	Icici Bank
38	Rohit Roushan	2022A1M-39	MARKETING	Global Tradeplaza
39	Rupesh Kumar Jitendra	2022A1M-40	MARKETING	Easy Pay
40	Sarade Shubhada Ramakant	2022A1M-41	MARKETING	Data Eaze System
41	Shruti Nashikkar	2022A1M-42	MARKETING	Bharti Airtel
42	Shruti Sharma	2022A1M-43	MARKETING	Bb Advisory
43	Shubham Sanjay Agrawal	2022A1M-44	MARKETING	Reliance Nippon
44	Sidhdant Vinke	2022A1M-45	MARKETING	Career Domain
45	Sneha Sahu	2022A1M-46	MARKETING	Biscon Consultants (Anandi Collection)
46	Sonali Mishra	2022A1M-47	MARKETING	Storekaro
47	Soumya Ranjan Pujahari	2022A1M-48	MARKETING	Na
48	Suraj Kumar Mourya	2022A1M-49	MARKETING	Hdfc Bank
49	Surendra Singh Yadav	2022A1M-50	MARKETING	Hunarsource
50	Swastik Mahapatra	2022A1M-51	MARKETING	Bridgegroup Solutions
51	Tanmay Rajendra Shelokar	2022A1M-52	MARKETING	Icici Bank
52	Tidke Kaustubh Gopal	2022A1M-53	MARKETING	Reliance Nippon Life
53	Vispute Tushar Suresh	2022A1M-54	MARKETING	Shoppers Stop
54	Vaibhav Mishra	2022A1M-55	MARKETING	Snackamor
55	Vedant Singh	2022A1M-56	MARKETING	Aim India
56	Wagh Tirtha Ravindra	2022A1M-57	MARKETING	Career Domain
57	Aakash Shrivastava	2022A1F-01	FINANCE	Aditya Birla Capital
58	Aditi Pandya	2022A1F-02	FINANCE	Growth Arrow
59	Akshay Deepakrao Gawande	2022A1F-03	FINANCE	Factsheet Inc.
60	Akshita Nagaich	2022A1F-04	FINANCE	Growth Arrow
61	Ansh Raj Purohit	2022A1F-05	FINANCE	Baroda Asset Management India Ltd. (Baroda Mutual Fund)
62	Anushka Dubey	2022A1F-06	FINANCE	Shriram Life Insurance Company Limited
63	Arya Goenka	2022A1F-08	FINANCE	Bb Advisory
64	Asnani Rahul Chetan	2022A1F-09	FINANCE	Taxblock India Pvt Ltd
65	Awate Shubham Sanjay	2022A1F-10	FINANCE	Bb Advisory

Sr. No.	Student Name	Div. & Roll No.	Specialization	Name of the company
66	Dendage Sanskar Bhanudas	2022A1F-11	FINANCE	Aditya Birla Capital
67	Diksha Kumari	2022A1F-12	FINANCE	Icici Bank
68	Divya Choudhary	2022A1F-13	FINANCE	Growth Arrow
69	Harshit Agrawal	2022A1F-14	FINANCE	Bb Advisory
70	Harshit Rathi	2022A1F-15	FINANCE	Talent Corner
71	Jain Sonal Sharaddeep	2022A1F-16	FINANCE	Growth Arrow
72	Linta Antony	2022A1F-17	FINANCE	Growth Arrow
73	Manoj Kumar	2022A1F-18	FINANCE	Growth Arrow
74	Md Azharuddin	2022A1F-19	FINANCE	Tenhard India Pvt Ltd
75	Mohit Nandwana	2022A1F-20	FINANCE	Bb Advisory
76	Neha Dubey	2022A1F-21	FINANCE	Growth Arrow
77	Neha Yasmin	2022A1F-22	FINANCE	Icici Bank
78	Nidhi Kishore	2022A1F-23	FINANCE	Icici Bank
79	Nikita Mishra	2022A1F-24	FINANCE	Icici Bank
80	Nilesh Maloo	2022A1F-25	FINANCE	The Leading Solutions
81	Patil Saurabh Yuwaraj	2022A1F-26	FINANCE	Growth Arrow
82	Patil Sonali Nilkanth	2022A1F-27	FINANCE	Growth Arrow
83	Payodhi Pathak	2022A1F-28	FINANCE	Smg Finsol Imf Pvt Ltd
84	Piyush Ashok Thorat	2022A1F-29	FINANCE	Icici Bank
85	Pulkit Agarwal	2022A1F-30	FINANCE	Hdfc Bank
86	Ramish Zahid	2022A1F-31	FINANCE	Growth Arrow
87	Rupwate Rohit Ashok	2022A1F-32	FINANCE	Growth Arrow
88	Sakshi Shukla	2022A1F-33	FINANCE	Growth Arrow
89	Sakshi Mahajan	2022A1F-34	FINANCE	Factsheet
90	Sayalee Dattatraya Joshi	2022A1F-35	FINANCE	Factsheet
91	Shakshi Prasad	2022A1F-36	FINANCE	The Leading Solution
92	Shivam Khowala	2022A1F-37	FINANCE	Tenhard
93	Shivani Kumari Gupta	2022A1F-38	FINANCE	Tenhard
94	Shubham Kumar	2022A1F-39	FINANCE	Factsheet
95	Shweta Sharma	2022A1F-40	FINANCE	Growth Arrow
96	Smarika	2022A1F-41	FINANCE	Growth Arrow
97	Suryavanshi Shefali Shivaji	2022A1F-42	FINANCE	Growth Arrow
98	Syed Kashif Karim	2022A1F-43	FINANCE	Growth Arrow
99	Tagare Madhura Bhalchandra	2022A1F-44	FINANCE	Growth Arrow
100	Vishal Thakur	2022A1F-45	FINANCE	Phillip Capital
101	Vivek Kumar	2022A1F-46	FINANCE	Growth Arrow
102	Yash Sudhir Deshmukh	2022A1F-47	FINANCE	Shriram Life Insurance
103	Shetty Akriti Prasad	2022A1H-01	HRM	Sarvatra Technologies Pvt Ltd
104	Akshat Agarwal	2022A1H-02	HRM	Sapalogy Pvt Ltd

Sr. No.	Student Name	Div. & Roll No.	Specialization	Name of the company
105	Ananya Aroopa Sahoo	2022A1H-03	HRM	Kellogs
106	Gokhale Ketaki Girish	2022A1H-04	HRM	Peacock Solar
107	Harsha Pagare	2022A1H-05	HRM	Shoppers Stop Ltd
108	Jadhav Aishwarya Ashok	2022A1H-06	HRM	Business Os
109	Jaiswal Shrishti Shubha Dilip	2022A1H-07	HRM	Business Os
110	Kajal Fulwani	2022A1H-08	HRM	Black Turtle
111	Kulkarni Achyut Sudhindra	2022A1H-09	HRM	Quess
112	Rahul Samantara	2022A1H-10	HRM	Taxblock
113	Ritika Singh	2022A1H-11	HRM	Ifortis Corporate
114	Sayre Sakshi Shrikant	2022A1H-12	HRM	Business Os
115	Sayli Sudhakar Ubhare	2022A1H-13	HRM	Connect Business Solutions Ltd.
116	Singh Sweety Sudhir Meena	2022A1H-14	HRM	Reliance Retail
117	Joshi Tejashree Dinkar	2022A1H-15	HRM	Business Os
118	Varsha Pareek	2022A1H-16	HRM	Shoppers Stop Ltd

Desk Research Projects:

The ongoing pandemic has created difficulties for some students to secure internship projects through Companies. Such students were asked to do Desk Research Projects.

Under Desk Research Projects**,** students were engaged in conducting research on secondary data. Students had to choose a sector / company of their choice and identify areas on which they need additional information and prepare a scope document accordingly. The end objective was to collate data, analyse it and interpret it in a way which fulfils the project objective. The students conducted the research work under the guidance of an allocated faculty mentor.

Details of student from 2020-22 batch who completed Desk Research Project

Sr. No.	Roll No.	Student Name	Title of the Desk Research Project
1	2022A1F-07	Aquib Rasheed	A Comparative study of Consumer Loan Products of various NBFCs

List of SIP companies for year 2019-20 (Batch 2019-2021)

Sr. No.	Date	Company's Name	Specialization	SIP type- Paid/Unpaid, (Stipend Amount, if applicable)
1	19-Aug-19	Sinochem	Marketing	10000
2	04-Sep-19	Hdfc Bank	Marketing, Finance	8000
3	20-Nov-19	Aim India Pvt. Ltd.	All	14000

Sr. No.	Date	Company's Name	Specialization	SIP type-Paid/Unpaid, (Stipend Amount, if applicable)
4	30-Sep-19	Veritas Technologies Llc.	HR	Unpaid
5	10-Oct-19	Insplore Consultants Pvt Ltd	All	15000
6	22-Oct-19	Asian Paints Ltd	Marketing	Unpaid
7	23-Oct-19	Pantaloons	Marketing	Unpaid
8	24-Oct-19	Tata Toyo Radiator Ltd.	HR	Unpaid
9	04-Nov-19	Aditya Birla Sunlife Insurance	Marketing, Finance	35000
10	04-Nov-19	Jaro Education	All	18000
11	14-Nov-19	Capital Box	All	8000
12	23-Nov-19	Hffc	All	10000
13	05-Dec-19	Money Plant Consultancy	Marketing, Finance	Unpaid
14	09-Dec-19	Insplore Consultants Pvt Ltd	All	15000
15	12-Dec-19	Bridge Group Solutions	HR, Marketing & Finance	15000
16	12-Dec-19	Frooters Innovations Pvt Ltd	Marketing	10000
17	16-Dec-19	Uas International Holidays	All	5000
18	17-Dec-19	Bramhacorp LTD.	Marketing	10000
19	18-Dec-19	Conexstra Technologies Pvt. Ltd.	Marketing	7000
20	18-Dec-19	Ampco Metal India Pvt Ltd	Marketing	Unpaid
21	18-Dec-19	Lonar Technologies	Marketing	Unpaid
22	23-Dec-19	Prop Inn Properties Pvt. Ltd	Marketing	10000
23	27-Dec-19	Kotak Mahindra Life Insurance Co. Ltd	All	Unpaid
24	02-Dec-19	Shah Infinite Solutions Pvt. Ltd.	Marketing	Unpaid
25	02-Dec-19	Shah Infinite Solutions Pvt. Ltd.	Marketing	Unpaid
26	03-Jan-20	Tata Aia Life Insurance Co. Ltd	All	1500
27	04-Jan-20	Amul	Marketing	Unpaid
28	07-Jan-20	Thirdwave Milper Rugged Solutions Pvt. Ltd.	Marketing	Unpaid
29	07-Jan-20	Aditya Birla Sun Life Insurance	Marketing, Finance	Unpaid
30	07-Jan-20	Berger Paints	Marketing	Unpaid
31	08-Jan-20	Onyx Interiors	Marketing	3000
32	09-Jan-20	Bridgegroup Solutions	All	8000
33	10-Jan-20	Peacock India	Marketing, HR	Unpaid
34	14-Jan-20	John Bros Financial Services	Marketing, Finance	5000
35	14-Jan-20	Marketing Tunnel	Marketing	Unpaid
36	15-Jan-20	Into Wellness Pvt. Ltd.	Marketing	Unpaid
37	20-Jan-20	Dicatto Internet Pvt Ltd.	Marketing	5000
38	21-Jan-20	Silverglobe Software Solutions	Marketing	8000
39	21-Jan-20	Fini Brain Services Pvt Ltd.	Finance	10000
40	21-Jan-20	Icici Bank	Marketing, Finance	8000
41	22-Jan-20	Wall Street Advisory Services India Pvt Ltd	Marketing, Finance	2500
42	22-Jan-20	Aditya Birla Capital	Marketing, Finance	5000

Sr. No.	Date	Company's Name	Specialization	SIP type- Paid/Unpaid, (Stipend Amount, if applicable)
43	23-Jan-20	Dalmec Industrial Manipulators India Pvt Ltd.	Marketing	2500
44	25-Jan-20	Om Logistics	Marketing	Unpaid
45	27-Jan-20	Decathlon	Marketing	5000
46	27-Jan-20	Motilal Oswal Financial Services	Marketing, Finance	5000
47	28-Jan-20	Straits Business Group	HR	3000
48	28-Jan-20	Gig India	OCM-Finance	10000
49	29-Jan-20	Antal International Network	HR	5000
50	29-Jan-20	Bajaj Finserv	Marketing, Finance	2000
51	30-Jan-20	Itc	Marketing	5000
52	30-Jan-20	Firefox Bikes	Marketing	15000
53	30-Jan-20	Persistent Systems Ltd	Finance	7500
54	31-Jan-20	Jaro Education	Marketing	20000
55	31-Jan-20	Drive Ur Ads	Marketing, HR	Unpaid
56	31-Jan-20	Oligosoft Corporation	Marketing, HR	Unpaid
57	31-Jan-20	Mondelez - Cadbury	Marketing	Unpaid
58	31-Jan-20	Gst Suvidha Centre	Marketing	5000
59	31-Jan-20	Vodafone	Marketing	5000
60	04-Feb-20	Hdfc Asset Management Company Ltd	Marketing, Finance	3000
61	05-Feb-20	Quick Ride	Marketing	2500
62	05-Feb-20	Zolostays	Marketing	10000
63	05-Feb-20	Pearlquest	Marketing	5000
64	05-Feb-20	Bike Bazaar	Marketing	5000
65	05-Feb-20	Indostar Capital Finance Limited	Marketing, Finance	5000
66	06-Feb-20	Astral Pipes	Marketing	10000
67	06-Feb-20	Alfa Paints	Marketing	5000
68	06-Feb-20	Kompass India	Marketing	5000
69	07-Feb-20	Reliance Retail	Marketing	7500
70	10-Feb-20	Storekaro	All	4500
71	12-Feb-20	Abco Ventures Pvt Ltd.	Marketing	2000
72	13-Feb-20	Exltech Solutions	Marketing, HR	Unpaid
73	13-Feb-20	Indiacom Ltd	All	Unpaid
74	13-Feb-20	Markets & Markets	HR	2500
75	13-Feb-20	Peoplenorth Adcon	Marketing, HR	10000
76	17-Feb-20	Ncircle Tech Pvt Ltd.	Marketing	10000
77	17-Feb-20	Artista Interiors	Marketing	4000
78	17-Feb-20	Esy Bike Technologies Pvt. Ltd.	Marketing	10000
79	17-Feb-20	Black Turtle	Marketing, HR	5000
80	18-Feb-20	Om Logistics	Marketing, Opn, SCM	6500
81	20-Feb-20	Gazon Communications India Ltd	Marketig	10000
82	20-Feb-20	Monarch Networth Capital Limited	Marketing, Finance	10000

Sr. No.	Date	Company's Name	Specialization	SIP type- Paid/Unpaid, (Stipend Amount, if applicable)
83	20-Feb-20	Aris Bioenergy	Marketing	5000
84	20-Feb-20	Adani Reality	Marketing	Unpaid
85	20-Feb-20	True In	Marketing	Unpaid
86	20-Feb-20	Cupshup	Mkt, Open	Unpaid
87	22-Feb-20	Bizseries	Marketing	Unpaid
88	22-Feb-20	Grayquest Education Finance Pvt. Ltd	All	Unpaid
89	22-Feb-20	United Breweries	All	Unpaid
90	24-Feb-20	Ark Noise Control	Marketing	5000
91	24-Feb-20	Fulcrum Resources Pvt. Ltd.	Marketing	10000
92	24-Feb-20	Skilledge	Marketing, HR	2500
93	24-Feb-20	Wisteria Properties	Marketing	2500
94	24-Feb-20	Brainizen	Marketing	2500
95	24-Feb-20	Abhi Group	Marketing	4000
96	25-Feb-20	Tata Motors	Marketing	4000
97	25-Feb-20	Carlsberg Group	Marketing	Unpaid
98	25-Feb-20	Markets And Markets	HR	Unpaid
99	25-Feb-20	Federal Bank	Marketing, Finance, Operation	10000
100	26-Feb-20	Future Market Insights	Marketing	10000
101	26-Feb-20	Mandarin- Orange N Orange	Marketing, open	5000
102	26-Feb-20	Softberry Technologies Pvt. Ltd.	Marketing	12000
103	26-Feb-20	Cnh(New Holland Tractors)	Open, HR	5000
104	26-Feb-20	Petoo	Marketing	10000
105	26-Feb-20	R G Wealth Management	Marketing	2500
106	28-Feb-20	Stanza Living	Marketing	2500
107	29-Feb-20	Absolute Reports	Marketing	2500
108	02-Mar-20	Valueadd Soft Tech And Systems Pvt Ltd	Marketing	5000
109	02-Mar-20	Bella Vista	Marketing	10000
110	02-Mar-20	Bharti Airtel	HR	3000
111	02-Mar-20	Iotiot	Marketing	12000
112	04-Mar-20	Rudder Analytics	Marketing, HR	7000
113	05-Mar-20	Saturo Technologies	Marketing	5000
114	05-Mar-20	Orient Electric	Marketing	5000
115	05-Mar-20	Hps Lab Designs	Marketing	5000
116	05-Mar-20	Makebot Robotic Solution	Marketing	4000
117	09-Mar-20	Phillips Machine Tools India Pvt. Ltd	HR	Unpaid
118	11-Mar-20	Netwin	Marketing, Finance	3000
119	12-Mar-20	Vistara Logitek Pvt Ltd	Marketing, Operation	15000
120	12-Mar-20	Asset Financial Consultants Pvt Ltd	Marketing, HR	5000
121	12-Mar-20	Marketerboard	Marketing	5000
122	13-Mar-20	Medrus Machines India Llp	Marketing	5000

Sr. No.	Date	Company's Name	Specialization	SIP type-Paid/Unpaid, (Stipend Amount, if applicable)
123	13-Mar-20	Augmenting Times	Marketing	5000
124	13-Mar-20	Sanmin Technology Pvt Ltd	Marketing	5000
125	23-Apr-20	Guest Lecture Syngenta	All	Unpaid
126	24-Apr-20	Proton Training Solution	Marketing	Unpaid
127	27-Apr-20	Speedlabs	Marketing, HR	Unpaid
128	27-Apr-20	Helea	All	Unpaid
129	28-Apr-20	Eclerx	Finance	Unpaid
130	29-Apr-20	Future Generalli	Marketing, Finance	Unpaid
131	30-Apr-20	Verified Market Research	Mkt	Unpaid
132	03-May-20	One Commerce	Mkt	Unpaid
133	05-May	E4 Development	Mkt	Unpaid
134	05-May	Spoutlogic	Mkt	Unpaid
135	06-May-20	Bizseries	Mkt	Unpaid
136	07-May-20	One Comerce	Mkt	Unpaid
137	08-May-20	Cadre Scout	HR, Marketing	Unpaid
138	12-May-20	Paivi India	Mkt	Unpaid
139	13-May-20	Money Work Here	Mkt	Unpaid
140	13-May-20	Delivery Pvt Ltyd	Mkt	Unpaid
141	08-May-20	SND Media	Mkt	Unpaid
142	08-May-20	Network Bulls	Mkt	Unpaid
143	09-May-20	Byjus	Mkt	Unpaid
144	15-May-20	White Hyat	All	Unpaid
145	16-May-20	Motilal Oswal	Mkt	Unpaid
146	16-May-20	Manipalsigma Health Insurance	Marketing, Finance	Unpaid
147	18-May	Equithinks	All	Unpaid
148	18-May-20	Prajwaltach	All	Unpaid
149	18-May-20	Whitehatjr	All	Unpaid
150	11-Jun-20	Dsm Nutritional Products	All	8000
151	05-Jun-20	Edynamics Business Services LLP	Marketing	3000
152	02-Jun-20	Goals101	Marketing, Operation	Unpaid
153	28-May-20	Uniglobe MKOV	Marketing	Unpaid
154	24-May-20	Sems Group	Marketing	Unpaid
155	23-Jun-20	Zolo Stays	Marketing	Performance based
156	27-Jun-20	Avyay	Marketing	7500
157	01-Jul-20	Desi Farms	Marketing	6000
158	21-Jul-20	Hunar Placement Services Private Limited	HR	5000
159	22-Jul-20	Ptc Software (India) Pvt. Ltd	HR	5000
160	23-Jul-20	Infinity Technology	Marketing	5000
161	24-Jul-20	Nocca Robotics	Marketing	Unpaid
162	25-Jul-20	Sakal Media Group	All	Unpaid

Sr. No.	Date	Company's Name	Specialization	SIP type-Paid/Unpaid, (Stipend Amount, if applicable)
163	29-Jul-20	UAS International Group Of Companies	Marketing	Unpaid
164	29-Jul-20	Soul School	Marketing	5000
165	08-Aug-20	E4 Development & Coaching	All	Unpaid
166	09-Sep-20	Himedia Labs	Marketing, HR	8000
167	11-Sep-20	Kirloskar Brothers Limited	Marketing	8000
168	23-Sep-20	Purnartha	HR	Unpaid
169	08-Oct-20	Inteliment	Marketing, HR	Unpaid
170	08-Oct-20	Bhandari Associates	Marketing	Unpaid
171	14-Oct-20	Elasticrun	HR	7000
172	01-Dec-20	Sbicap Securities	HR	6000
173	11-Dec-20	Tech Mahindra	HR	5000
174	15-Dec-20	Wipro Consumer Care	OSCM	Unpaid
175	17-Dec-20	Kotak Bank	HR	5000
176	24-Dec-20	Gera Developments Private Limited	Marketing	20000
177	29-Dec-20	Boxco Logistics India Pvt Ltd.	Operation, SCM	15000
178	29-Dec-20	Felidae Electric	Marketing	8000
179	29-Dec-20	Cbre Group	Marketing	10000
180	05-Jan-21	Verified Market Research	Marketing	3500
181	11-Jan-21	Solitaire	Marketing	Unpaid
182	12-Jan-21	Vanderlande	HR	20000
183	12-Jan-21	Berger Paints India Limited	Marketing	Unpaid
184	19-Jan-21	New Vision Softcom & Consultancy	Marketing	5000
185	19-Jan-21	Money Plant Consultancy	Finance	Unpaid
186	22-Jan-21	The Capital Box	Marketing, Finance, HR	Unpaid
187	28-Jan-21	Infinity Automation Systems Pvt Ltd	Marketing	Unpaid
188	28-Jan-21	Aditya Birla Health Insurance Co. Ltd.	Marketing, HR	8000
189	30-Jan-21	Clevertech Solutions	Marketing	8000
190	30-Jan-21	Remax V21 Realty Plus	Marketing	7000
191	03-Feb-21	Reliance Retail	HR	5000
192	04-Feb-21	Sg Analytics	MBA (Marketing, Finance, Operation)	25000-30000
193	09-Feb-21	Kohler	HR	15000
194	12-Feb-21	Reliance Retail	HR	Unpaid
195	16-Feb-21	Sportswizz League	Marketing	5000
196	24-Feb-21	Hdfc Bank	Marketing, Finance	Unpaid

SIP Placement for year 2019-20 (Batch 2019-21)

Sr. No.	Student Name	Specialization	Name of the company
List of students placed in 2019-21		
1	Aditi Vijay Patil	Marketing	Kotak Mahindra Bank
2	Aditya Peeyush Kandpal	Marketing	Peoplelink
3	Aishwarya Sharma	Marketing	Proton Training Solutions
4	Ajin Suresh Babu	Marketing	Ready Contacts
5	Akshansh Thakur	Marketing	Extramarks Education Pvt Ltd
6	Akshat Bangre	Marketing	Extramarks Education Pvt Ltd
7	Amit Kumar	Marketing	Sriram Life Insurance
8	Anshuman Singh Chouhan	Marketing	E4 development and coaching ltd.
9	Arti Singh	Marketing	Brandup Solutions
10	Ashi Vijayvargiya	Marketing	Lalimber Pvt Ltd
11	Ashish Anand Khadke	Marketing	Invezza Technologies
12	Ayush Joshi	Marketing	Sriram Life Insurance
13	Ayush Ravindrakumar Shrivastav	Marketing	Extramarks Education Pvt Ltd
14	Bhanusree Ghanshyam Lohia	Marketing	Sunlife Digital
15	Diksha Radheshyam Jiwtode	Marketing	Augmenting times
16	Divisha Rastogi	Marketing	Amol Technologies
17	Divyanshu Sanjeev Pachori	Marketing	Unicash pvt. Ltd
18	Gaurav Choudhary	Marketing	Metal Craft
19	Gautam Ravindra Kumar	Marketing	Bajajfinserv
20	Hansa Jha	Marketing	MONEY WORK HERE COMPANY
21	Harikrishnan Prasant Nair	Marketing	AttainU
22	Jasvinder Pal	Marketing	Silver Globe Software Solutions
23	Lalak Verma	Marketing	Ready Contacts
24	Laxmi Dilip Tolani	Marketing	Amul
25	Mahesh Anil Kore	Marketing	Augmenting Times
26	Milind Oberoi	Marketing	Craftographers
27	Mitali Priya	Marketing	THE CAPITAL BOX
28	Niharika Anil Pandey	Marketing	BizzDevBuddy
29	Nishi Shekhar	Marketing	PixelTrack
30	Palak Angi	Marketing	Capitalbox
31	Pawankumar Kishor Rahangdale	Marketing	MRF Tyres & JK Tyres
32	Pooja Kishor Tolani	Marketing	Mother Dairy and Amul
33	Prajakta Chalukya	Marketing	Arthayan bizfinmart
34	Pranav Kumar Pandey	Marketing	Insplore Consultants

35	Prashant Mishra	Marketing	Shriram Life Insurance
36	Priya Jaswant Singh	Marketing	IKEA and Furlenco
37	Priyank Diwan	Marketing	Extramarks Education Pvt Ltd
38	Priyanka Uday Shankar Prasad Kumari	Marketing	Equithinks
39	Priyanka Tarun Saxena	Marketing	Vastra Hubli
40	Puja Sri Nath Prasad Kumari	Marketing	Equithinks
41	Richa Adarsh Sharma	Marketing	Bizseries
42	Riya Sanjay Kulkarni	Marketing	Maruma Consultancy
43	Riya Singh	Marketing	Shriram Life Insurance
44	Sahil Sharma	Marketing	Extramarks Education Pvt Ltd
45	Saurabh Sanjeev Sharma	Marketing	Deva Scientific
46	Shambhavi Sunil Mudgal	Marketing	Vastra Hubli
47	Shanu Kumari	Marketing	PNB Metlife
48	Shivani Yatendra Chouksey	Marketing	Future General Life Insurance
49	Shivani Vijay Jadhav	Marketing	Extramarks Education Pvt Ltd
50	Shreen Sharad Sharma	Marketing	Million Minds Consultancy Pvt Ltd
51	Shreya Gautam Sukhdeve	Marketing	ICICI Bank
52	Shubham Ahuja	Marketing	Better Technology Labs LLP
53	Shubham Verma	Marketing	Extramarks education India Pvt Ltd
54	Soni Mohitkumar Rajeshbhai	Marketing	Sheltown India
55	Suyash Santosh Jaiswal	Marketing	Brandup Solutions
56	Suyash Kesharwani	Marketing	Extramarks Education Pvt Ltd
57	Suyash Kumar Sharma	Marketing	Bridge Group Solutions
58	Uday Hari Suralkar	Marketing	USA International Gurgaon
59	Umama Raheem	Marketing	ICICI Bank
60	Vaibhav Mahendra Kumar Modi	Marketing	Augmenting Times
61	Vaishnavi Deepak Tapar	Marketing	E4 Development & Coaching
62	Vashita Trehan	Marketing	Epinomi training & development
63	Vidushi Pradeep Kumar Agnihotri	Marketing	Online Giftkarting pvt ltd
64	Anukriti Choubey	Marketing	Artgrami
65	Abhishek Srivastava	Marketing	Nebory
66	Akash Gupta	Marketing	TrueIn
67	Akshat Badwaik	Marketing	Blitz
68	Anvesha Jaulkar	Marketing	Blitz
69	Ashish Prajapati	Marketing	Extramarks
70	Chirag Dilip Modi	Marketing	Extramarks
71	Gaurav Mahadeo Tumble	Marketing	Piaggio

72	Ginni Kumari	Marketing	Extramarks
73	Girish Gangadhar Bagale	Marketing	Venkatesh Dal Mill
74	Harish Behra	Marketing	Extramarks
75	Himanshu Lalit Nayak	Marketing	Future Generali
76	Ishan Abhijeet Indulkar	Marketing	Shreemant Seeds
77	Kuldeep Peetliya	Marketing	Extramarks
78	Nayab Anjuman	Marketing	Tata Steel
79	Piyush Patwa	Marketing	Cadre Scout
80	Prakhar Chander Pal Malik	Marketing	Bajaj Finserv
81	Preeti Phool Chand Singh	Marketing	Extramarks
82	Sakshi S.K Bajpai	Marketing	Money Work Here Holding
83	Sakshi L.K Pardhi	Marketing	Extramarks
84	Sanath S Pillai	Marketing	Extramarks
85	Sanket Purushottam Angure	Marketing	Extramarks
86	Shantanu Abhiman Bhamre	Marketing	Shreemantseeds
87	Shivansh Hemant Kumar Nair	Marketing	Extramarks
88	Shubham Dulal Biswas	Marketing	Extramarks
89	Siddharth Sanjay Tiwari	Marketing	Extramarks
90	Soumya Ram Mishra	Marketing	Aditya Birla
91	Vaishnavi Bhaskar Dutt Chaturvedi	Marketing	Desk Research
92	Vishal Ravi Shukla	Marketing	Millionminds Consultancy Pvt. Ltd.
93	Aayesha B Alam	Finance	Million Mind
94	Aditya Pravin Gandhi	Finance	Extramarks
95	Aditya Raj Gupta	Finance	Manipal Signa
96	Aman Bhagwan Singh	Finance	Extramarks
97	Amlan Rout	Finance	RG Wealth Management
98	Anand Raj	Finance	PNB MetLife.
99	Ananya Dubey	Finance	Truein
100	Devangi Bharadwaj	Finance	ICICI Bank
101	Dhananjay Pandey	Finance	Aditya Birla Capital
102	Hritik Ramola	Finance	Brandup Solutions
103	Kartika Gurjar	Finance	UNIGLOVE
104	Kishan	Finance	PNBMITLIFE
105	Poulami Dutta	Finance	Motilal Oswal
106	Prakhar Kishore	Finance	Basprahubli
107	Pranay Talreja	Finance	Giftkarting
108	Prerana Sopan Patil	Finance	Ready Contacts

109	Rasika Ajay Kasturkar	Finance	Extramarks Education Pvt Ltd.
110	Ravindra Singh	Finance	Global cloud xchange.
111	Sahil Kumar Chopra	Finance	Silver GolbeSoft Solutions Pvt. Ltd.
112	Sameer Bhalerao	Finance	Aditya Birla Sun Life Insurance
113	Samir Sable	Finance	Extra Marks Education Pvt.Ltd
114	Santosh Takhtani	Finance	UAS International Pvt. Ltd.
115	Sheetal Kumari	Finance	Extra Marks Education Pvt.Ltd
116	Shivalika Sinha	Finance	PNB MetLife.
117	Shubham Biswajit Das	Finance	Aditya Birla Capital
118	Shubham Jain	Finance	Zolo
119	Sudhanshu Bisen	Finance	Extra Marks Education Pvt.Ltd
120	Sujit Govindrao Birajdar	Finance	Extra Marks Education Pvt.Ltd
121	Swapnil Shashikant Khot	Finance	Piaggio Vehicle Private Limited
122	Utkarsh Rai	Finance	Reliance Jio Vs Airtel
123	Md Waqui Ahmed	Finance	Motilal oswal financial services ltd.
124	Yash Santosh Sahu	Finance	Extra Marks Education Pvt.Ltd
125	Aditi Vinodkumar Singh	Finance	Not responding to calls and mails
126	Anamika Jha	Finance	ICICI Bank
127	Anuj Rahul Jaju	Finance	Shriram Life Insurance
128	Avinash Prakash Swain	Finance	J Marathon Advisory Service
129	Bhavesh Gupta	Finance	Millionminds Consultancy Pvt Ltd
130	Falguni Prakash Nathwani	Finance	Shriram Life Insurance
131	Gaurav Kumar Hisariya	Finance	Millionminds Consultancy Pvt Ltd
132	Giriraj Govardhandas Jaju	Finance	Future Generali
133	Kritika Gupta	Finance	Tata Steel
134	Love Ravindra Shrimali	Finance	Future Generali
135	Mansee Vishen	Finance	Millionminds Consultancy Pvt Ltd
136	Mrinmayee Ashok Kharat	Finance	Aditya Birla Capital
137	Nair Vidya Madhavan	Finance	Arthayan Bizfinmart Pvt Ltd
138	Nandini Sethiya	Finance	Future Generali
139	Neelam John	Finance	Vastukalp promoters & Builders
140	Nikhil Subhashrao Shende	Finance	Millionminds Consultancy Pvt Ltd
141	Nishil Ramitbhai Patel	Finance	Millionminds Consultancy Pvt Ltd
142	Omkar Chandrashekhar Ghugre	Finance	Shri Ram Life Insurance Co.
143	Payal Mazumdar	Finance	Money Plant
144	Piyush Satnarayan Paliwal	Finance	Bajaj Finserv, opted for Desk Research as well

145	Poonam Thakur	Finance	J Marathon Advisory Service , will integrate the desk research topic with company topic
146	Prabhjot Kaur	Finance	Shri Ram Life Insurance Co.
147	Pragati Dwarka Agrawal	Finance	Millionminds Consultancy Pvt Ltd
148	Prajjwal Shriram Choudhary	Finance	Shri Ram Life Insurance Co.
149	Prajwal Naresh Kateja	Finance	Netwin Solutions
150	Shivani Pradeep Naidu	Finance	Desk Research & ICICI Bank
151	Shivani Vidhya Kumar Sethi	Finance	Future Generali
152	Shreya Sharad More	Finance	Motilal Oswal
153	Shubham Agarwal	Finance	Capital Box
154	Shubham Prakash Solanke	Finance	Shri Ram Life Insurance Co.
155	Sneha Chaurasiya	Finance	Money Plant
156	Srishti Brijesh Goutam	Finance	Capital Box
157	Sunil Kumawat	Finance	Desk Research
158	Suyash Agrawal	Finance	Artgrami
159	Swapnil Tushar Sahasrabudhe	Finance	Millionminds Consultancy Pvt Ltd
160	Taksha Parikh	Finance	Aditya Birla Capital
161	Ujjwala Bhusari	Finance	Aditya Birla Capital
162	Venus Chhabra	Finance	Millionminds Consultancy Pvt Ltd
163	Vinita Birendra Kumar Mishra	Finance	Desk Research
164	Yash Anil Ghode	Finance	Millionminds Consultancy Pvt Ltd
165	Abhishek Dhananjay Shere	Finance	Millionminds Consultancy Pvt Ltd
166	Akash Kumar Singh	Finance	JMarathon Advisory Pvt. Ltd.
167	Akshi Jain	Finance	Millionminds Consultancy Pvt Ltd
168	Alka Srivastava	Finance	JMarathon Advisory Pvt. Ltd.
169	Aman Avasthi	Finance	Shriram Life Insurance
170	Anjali Kumari	Finance	JMarathon Advisory Pvt. Ltd.
171	Ankit Kumar Saw	Finance	Aditya Birla Capital
172	Anny Kajoria	Finance	ICICI Bank
173	Ayushi Taran Jaggi	Finance	Millionminds Consultancy Pvt Ltd
174	Chahak Jain	Finance	ICICI Bank
175	Chaitanya Vijay Mahajan	Finance	Factsheet Inc.
176	Gourav Choudhary	Finance	Aditya Birla Capital
177	Harshit Kanthalia	Finance	Aditya Birla Capital
178	Jagpreet Kaur	Finance	Money Plant Consultancy
179	Kapil Bhavarlal Dave	Finance	Aditya Birla Capital

180	Meet Sharma	Finance	ICICI Bank
181	Namita Agrawal	Finance	Tax consulting firm
182	Navneet Krishna Bharindwal	Finance	Aditya Birla
183	Neeraj Kumar Lalwani	Finance	Shreeram Life Insurance
184	Parul Kishorilal Chouriya	Finance	Money Plant Consultancy
185	Raisa Kar	Finance	Money Plant Consultancy
186	Rajdeep Mahendra Joshi	Finance	Capital Box/Desk Research
187	Ranjan Kumar Singh	Finance	Arthayan Bizfinmart Pvt. Ltd.
188	Rishikesh Silawat	Finance	Money Plant Consultancy
189	Riya Gupta	Finance	Desk Research
190	Saba Ali Sayyed	Finance	Factsheet Inc
191	Sakshi Priya	Finance	Millionminds Consultancy Pvt Ltd
192	Shrey Chandrawanshi	Finance	Arthayan Bizfinmart Pvt. Ltd.
193	Shriya Ravindra Sharma	Finance	Aditya Birla
194	Shruti Satyaprem Wattamwar	Finance	Millionminds Consultancy Pvt Ltd
195	Simran Jagnani	Finance	Money Plant Consultancy
196	Simran Rakesh Panwar	Finance	Millionminds Consultancy Pvt Ltd
197	Sonam Vijay Singh	Finance	Millionminds Consultancy Pvt Ltd
198	Vandana Chandra Prakash Pandey	Finance	Millionminds Consultancy Pvt Ltd
199	Vrinda Baser	Finance	Aditya Birla
200	Yadvesh Akhilesh Kumar Yadav	Finance	Shriram Life Insurance
201	Nandini Kapoor	Finance	JMarathon Advisory Pvt. Ltd.
202	Jyoti Kumari	HRM	Tata Steel
203	Sanket Pande	HRM	Desk Research
204	Shivangi Maheshwari	HRM	Botree
205	Shreya Shyam Hedaoo	HRM	VANS Skilling Advisory
206	Shweta Suryakant Gawas	HRM	VANS Skilling Advisory
207	Tanu Lahoti	HRM	Black Turtle
208	Keshav Sinha	HRM	VANS Skilling Advisory
209	Poorva Bhatt	HRM	E4 Development & Coaching

List of the students of Batch 2019-21 who completed Desk Research Projects

Sr. No.	Roll No.& Division	Name of the student	Title of the Desk Research project
1	1921F1F-09	Atul Subhash Naik	Adoption of Fintech in various financial services & Its impact
2	1921F1F-19	Mohammed Akbar Khan	A study on Cryptocurrency and Block Chain Technology with its impact on the financial system of India

3	1921F1F-28	Riya Gupta	A Study on Comparative Analysis of Selected Banking Companies
4	1921F1F-32	Shreya Tirpude	A study on small and medium scale business affected due to COVID 19 outbreak
5	1921B1F-04	Anuj Shrikant Kumar	Comparison of NASDAQ Composite & SSENSEX (2015-2020)
6	1921B1F-20	Niharika Jaiswal	Role of Behavioral Biases in Investment Decisions: A Factor Analysis
7	1921B1F-38	Sunil Kumawat	Impact of digitalization on efficiency of financial transactions-A study of select Banks
8	1921B1F-44	Vinita Birendra Kumar Mishra	A comparative study of home loan products of PNB Housing Finance & HDFC Ltd.
9	1921F1-08	Anish Kumar Singh	A study on the Impact of Covid 19 Pandemic on Logistics Industry and Scenario Post Covid 19.
10	1921F1-09	Ashif Raza	Digital Transformation in Financial Services Sector
11	1921F1-12	Gaurav Jaiswal	Consumers Perception of Branded Apparel Buying in Bricks and Mortar Store Versus Online
12	1921F1-16	Kuldeep Vanraj Jadeja	The Influence of Advertising and Personal Selling in New Product of Commercial Banks
13	1921F1-17	Leena Arun Barapatre	A Study of Tourism and Hospitality Industry in China
14	1921E1-06	Ashley Joel Singh	Understand and extrapolate digital marketing strategy of vivo and canon
15	1921E1-08	Deekshant Kamal Karmele	A STUDY ON ANALYZING PROMOTIONAL TACTICS IN RETAIL SECTOR WITH SPECIAL REFERENCE TO RELIANCE RETAIL
16	1921E1-09	Devesh Kailesh Varma	A study of Promotional strategies of CEAT and MRF.
17	1921E1-10	Dimple Sunil Menghani	A Study of healthcare product markets of Dabur and Godrej Companies
18	1921E1-11	Divyarajsinh Dharamsinh Rathod	ANALYZE RETAIL PRODUCT DISPLAY RATIO OF GLAXOSMITHKLINE AND COLGATE PALMOLIVE
19	1921E1-16	Harshul Mukesh Siroya	Study of Marketing Dynamics of Tata Croma and Ikea in Retail Sector
20	1921E1-21	Niraj Kumar Singh	Study of the promotional strategies of reliance mart and D mart in retail sector.
21	1921E1-25	Raj Ashwini	study of the product lines of bajaj consumer care limited in comparision to dabur product lines.
22	1921E1-35	Vaishnavi Bhaskar Dutt Chaturvedi	An analysis of Digital Marketing at Federal Bank and HDFC Bank.
23	1921E1-37	Yashpreet Kaur Saggu	A comparative study of the housing loan products of PNB Housing Finance and HDFC.
24	1921E1-38	Kevin Saji George	A Study of Digital Marketing at Bajaj Allianz and HDFC Life
25	1921A1-05	Akarsh Ramesh Bajpai	An analysis of factors influencing customers preference towards insurance policies with special reference to ICICI Prudential Life Insurance and PNB Metlife
26	1921A1-09	Ankit Anupam Kumar	A comparative study of loans and advances offered by ICICI Bank and HDFC Bank
27	1921A1-11	Anurag Ramashish Jai	Role of IT in Banking with special reference to Bandhan bank and ICICI bank

28	1921A1-27	Laxmi Dilip Tolani	A comparative study of the promotional policies between Amul Milk and Nestle Milk
29	1921A1-34	Pawankumar Kishor Rahangdale	A comparative study of the Sales and distribution channel for commercial tyre types between MRF tyres and JKtyres
30	1921A1-35	Pooja Kishor Tolani	A Comparative study of measures adopted to mitigate the competition between Mother dairy cheese and Amul cheese
31	1921A1-39	Priya Jaswant Singh	A study of the digital marketing campaigns and its contribution in lead generation in IKEA and Furlenco.

List of SIP companies for year 2018-19 (Batch 2018-20)

Sr. No.	Date	Company's Name	Specialization	SIP type- Paid /Unpaid, (Stipend Amount, if applicable)
1	26-Sep-18	HDFC Bank	Marketing, Finance	8000
2	09-Sep-18	AIM India	Marketing	Unpaid
3	11-Sep-18	Cummins India Limited	HR	20000
4	11-Sep-18	Aditya Birla Group	Marketing, OPN	Unpaid
5	03-Sep-18	Asian Paints Limited	Marketing	Unpaid
6	12-Sep-18	Talent corner HR services pvt. Ltd	Marketing, HR	Unpaid
7	12-Sep-18	Finamigo Consultants Pvt. Ltd	Marketing, HR	15000
8	20-Oct-18	Zolo Stays	Marketing, OPN	3000
9	28-Nov-18	E-Dynamics	Marketing	3000
10	29-Nov-18	eClerx	HR	9500
11	30-Nov-18	Aditya Birla SunLife	Finance, Marketing	10000
12	06-Dec-18	Atlas Copco	Marketing	6000
13	15-Dec-18	IDBI Federal Life Insurance Co. Ltd.	All	Unpaid
14	17-Dec-18	Peninsula Land Ltd.	Marketing	15000
15	22-Dec-18	Quantazone Software Private Limited	Marketing	Unpaid
16	24-Dec-18	Future Generali	Marketing, Finance	Unpaid
17	27-Dec-18	Kraft Heinz	Marketing	Unpaid
18	09-Jan-19	Jaro Education	Marketing	10000
19	11-Jan-19	Gillette & Hindustan Times	All	Unpaid
20	14-Jan-19	Aditya Birla Capital	Finance, Marketing	Unpaid
21	14-Jan-19	Cigna TTk	Marketing, Finance	5000
22	16-Jan-19	IIFL	Finance	3000-4000
23	16-Jan-19	Federal Bank	Marketing, Finance	10000
24	17-Jan-19	Kumar properties	HR	Unpaid
25	21-Jan-19	SEARCE	All	Unpaid
26	22-Jan-19	Onward Technologies	All	Unpaid
27	29-Jan-19	Dynamic Logistics	Supply Chain Mgmnt and Operations	Unpaid
28	30-Jan-19	Bridgegroup Solutions	All	15000
29	25-Jan-19	Mudrabiz	HR	2000
30	29-Jan-19	Thermax Ltd.	Marketing	5000
31	28-Jan-19	Renlight Education	Marketing	10000
32	29-Jan-19	Optima Life Sciences	Marketing	15000
33	30-Jan-19	Digisas Pvt Ltd	Marketing, HR	10000
34	30-Jan-19	Jetking	Marketing	2000

Sr. No.	Date	Company's Name	Specialization	SIP type- Paid /Unpaid, (Stipend Amount, if applicable)
35	30-Jan-19	ElectroMech Material Handling Systems	Marketing	5000
36	06-Feb-19	Mahindra Truck and Bus Division	Marketing	4000
37	11-Feb-19	GS Labs	HR	15000
38	12-Feb-19	Verified Market Research	Marketing	6000
39	13-Feb-19	Persistent Systems Limited	Marketing	10000
40	13-Feb-19	Quick Ride	Marketing	9000
41	13-Feb-19	Omfys Group	Marketing	8000
42	14-Feb-19	Continental Tyres India Private Limited	Marketing	Unpaid
43	14-Feb-19	H&R BLOCK	Marketying, Finance	5000
44	14-Feb-19	Ignitiv Technologies pvt. ltd.	HR	10000
45	14-Feb-19	5nance.com	Marketing, Finance	Unpaid
46	15-Feb-19	Mahindra CIE	HR	Unpaid
47	18-Feb-19	MAD Designs: The Brand Consultancy	Marketinf, Finance, HR	Unpaid
48	20-Feb-19	TVS Motors Co.	Marketing	Unpaid
49	21-Feb-19	Garware Bestretch Limited	Marketing	Unpaid
50	22-Feb-19	CBRE South Asia Pvt. Ltd	Marketing	Unpaid
51	22-Feb-19	Manyatech India	Marketing	3000
52	23-Feb-19	Schlumberger	ALL	Unpaid
53	25-Feb-19	Paytm	Marketing	Unpaid
54	25-Feb-19	Marico	Marketing	Unpaid
55	26-Feb-19	Saizen IT Consulting PVT LTD.	Marketing	Unpaid
56	27-Feb-19	Sujan Group of Companies	HR	Unpaid
57	27-Feb-19	Force Motors	Marketing	5000
58	27-Feb-19	Yadnya Investment Academy	Marketing, Finance	5000
59	28-Feb-19	SANMIN TECHNOLOGY	Marketing	Unpaid
60	28-Feb-19	Discreet Solutions	Marketing	6000
61	01-Mar-19	Wisteria Real Vision Pvt Ltd	Marketing	2500
62	05-Mar-19	Mondelez International (Cadbury)	Marketing	Unpaid
63	05-Mar-19	Osumare Marketing Solutions	Marketing	Unpaid
64	05-Mar-19	BTSL Automotive India Pvt. Ltd	Marketing, Operation, HR	4000
65	05-Mar-19	Sakal Media Group	Marketing	Unpaid
66	05-Mar-19	Genau Wellness Solutions Pvt. Ltd	Marketing	Unpaid
67	05-Mar-19	Amul	Marketing	Unpaid
68	05-Mar-19	CNH Industrial India Pvt. Ltd.	Operation, SCM	Unpaid
69	06-Mar-19	Money Plant Consultancy	Marketing, Finance	2000
70	06-Mar-19	Mapro Foods Pvt. Ltd.	Marketing	6000
71	06-Mar-19	Breaking Boundaries	Marketing	7000
72	07-Mar-19	Dalal Street Investment Journal	Marketing, Finance	10000
73	07-Mar-19	Bisleri	Marketing	5000
74	07-Mar-19	Brand Factory	Marketing	Unpaid
75	07-Mar-19	Karvy Group	Marketing, Finance	Performance Based
76	07-Mar-19	Inorbvict Healthcare India Pvt. Ltd	Marketing	10000
77	08-Mar-19	HFFC	Marketing, Finance	10000

Sr. No.	Date	Company's Name	Specialization	SIP type- Paid /Unpaid, (Stipend Amount, if applicable)
78	11-Mar-19	Latin Manharlal	Marketing, Finance	Travelling Allowance
79	11-Mar-19	Fortsatt Business Technologies Pvt. Ltd.	Marketing	Unpaid
80	11-Mar-19	Bridgestone	Operations & Supply chain/HR/Marketing	Unpaid
81	11-Mar-19	JMaratahon Advisory Services Pvt. Ltd	Marketing, Finance	10000
82	11-Mar-19	Nissan Motors	Marketing	Unpaid
83	11-Mar-19	OM Logistics	Operations & Supply Chain/Marketing	Unpaid
84	11-Mar-19	Yokohama Tyres	Marketing	Unpaid
85	12-Mar-19	Write Design Deliver	Marketing	8000
86	12-Mar-19	GigIndia	Marketing	Unpaid
87	13-Mar-19	KPIT	HR	20000
88	14-Mar-19	CADEM Software	Marketing	Travelling Allowance
89	14-Mar-19	Parle Agro	Marketing	Unpaid
90	14-Mar-19	Yashus Digital Marketing Pvt. Ltd.	Marketing	Unpaid
91	15-Mar-19	Aditya Birla Health	Marketing, Finance	6000
92	15-Mar-19	Bajaj Finance Ltd	All	6750
93	18-Mar-19	Neural IT	Marketing	Unpaid
94	19-Mar-19	Marketysers	Marketing	5000
95	19-Mar-19	Carlsberg	Marketing	5000
96	19-Mar-19	ITC Ltd.	Marketing	5000+travelling expense as per companypolicy
97	22-Mar-19	Proctur Infinity & Beyond	Marketing, HR	Unpaid
98	22-Mar-19	IE Consulting	Marketing	Unpaid
99	22-Mar-19	Bajaj Allianz General Insurance Company	Marketing	5000
100	27-Mar-19	Infinite Computing System	HR	15000
101	28-Mar-19	StudioD	Marketing	5000
102	28-Mar-19	KD Supply Chain Solutions Pvt Ltd	Operations/Supply Chain	Performance Based
103	28-Mar-19	Abhinav IT Solutions Pvt Ltd	Marketing	3000
104	01-Apr-19	Stanza Living - Future Leaders Program	Marketing	(Rs.22,000) = Rs. 12,000 (fixed) + up to Rs. 10,000 (bonus on performance)
105	01-Apr-19	Corpository	Marketing, Finance	10000
106	01-Apr-19	Crazy Safar Tours and Travels Pvt. ltd.	HR	15000
107	02-Apr-19	HomzHub	Marketing, Operation	7000
108	02-Apr-19	Global Market Insights Research Pvt. Ltd.	Marketing	10000
109	02-Apr-19	Aurum Capital	Finance	Unpaid
110	02-Apr-19	Airtel	All	Unpaid
111	03-Apr-19	Exltech Solutions	Marketing, HR	5000
112	03-Apr-19	Vascon	Marketing, Finance	10000
113	03-Apr-19	Allied Analytics LLP	Marketing, Opn	5000

Sr. No.	Date	Company's Name	Specialization	SIP type- Paid /Unpaid, (Stipend Amount, if applicable)
114	04-Apr-19	Khata Book	All	20000
115	04-Apr-19	Market Industry Research	Marketing	5000
116	04-Apr-19	Precision Precast Solutions Pvt. Ltd.	HR	Unpaid
117	05-Apr-19	The Insight Partners	Marketing	2500
118	05-Apr-19	Epiroc Mining India Limited	HR	10000
119	05-Apr-19	Stark Digital Media Services Pvt Ltd	Marketing	3000
120	08-Apr-19	Globular Tech Services Pvt Ltd	Marketing	Unpaid
121	08-Apr-19	Bajaj Allianz General Insurance Company	Marketing	5000
122	08-Apr-19	Hyundai Construction Equipment India Pvt. Ltd.	Marketing, Operations, Supply Chain Management, HR	Unpaid
123	08-Apr-19	JT Special Vehicles Pvt. Ltd.	Marketing	10000
124	08-Apr-19	Saint-Gobain India Pvt Ltd-Weber Business.	Marketing	10000
125	08-Apr-19	TBG Asia	Marketing	10000
126	08-Apr-19	Unico Mente	All	6000
127	09-Apr-19	INNOLUTION	Marketing	Unpaid
128	09-Apr-19	Maverick	Marketing	8000
129	09-Apr-19	SJ Advisors	Marketing	2500
130	09-Apr-19	White Globe Pvt Ltd	Marketing	Unpaid
131	11-Apr-19	Sungard Elevators	Marketing	5000
132	12-Apr-19	Orbis Research	Marketing	5000
133	12-Apr-19	Square Yards	Marketing	Unpaid
134	12-Apr-19	Thermax Global	Marketing	5000
135	12-Apr-19	Oracura- Oralcare Solutions India	Marketing	5000
136	13-Apr-19	Hitachi Consulting	Marketing	Unpaid
137	13-Apr-19	Maaxo Innovations Pvt. Ltd.	HR	6000
138	13-Apr-19	SEMAC Consultants Pvt. Ltd.	Marketing, HR, Opn	Unpaid
139	13-Apr-19	Fin Trans solutions	Marketing	Unpaid
140	15-Apr-19	ONN Bikes (Pune) Pvt. Ltd	Marketing, Operation	3000
141	15-Apr-19	Mswipe Technologies	Marketing	12000
142	16-Apr-19	FinTrans solutions	Marketing	Unpaid
143	17-Apr-19	Siemens Incubated	Marketing	5000
144	17-Apr-19	Kotak Life Insurance	Finance	6000
145	17-Apr-19	Profshare Market Research	Marketing	2000
146	17-Apr-19	SS Eduks Management Consultants	Marketing, HR	Unpaid
147	18-Apr-19	Talent Mascot	HR	Unpaid
148	18-Apr-19	Kotak Life Insurance	Finance, Marketing	6500
149	18-Apr-19	Berger Paints	Marketing	Unpaid
150	18-Apr-19	Britannia	All	Unpaid
151	19-Apr-19	A Firstcry-Mahindra Venture	Marketing	10000
152	19-Apr-19	YOAAP Media Services LLP	Content writing team	5000
153	22-Apr-19	KSB Pumps	Marketing, Finance, HR	Unpaid
154	22-Apr-19	Report Hive Research	Marketing	Unpaid
155	23-Apr-19	DCB Bank	Marketring, Finanace	Unpaid

Sr. No.	Date	Company's Name	Specialization	SIP type- Paid /Unpaid, (Stipend Amount, if applicable)
156	24-Apr-19	Green Salute Waterless Car Care	Marketing	5000
157	25-Apr-19	Dexter's Logistics	Marketing	Unpaid
158	25-Apr-19	Aeron Systems Pvt Ltd	Marketing	10000
159	26-Apr-19	Integron Human Capital Services Pvt. Ltd	Marketing, HR	5000
160	27-Apr-19	GKN Sinter Metals Pvt. Ltd	Finance	7500
161	29-Apr-19	Outright Delight	Marketing	5000
162	30-Apr-19	Atlas Copco	HR	7500
163	02-May-19	Arena Animation	Marketing	3000
164	03-May-19	CBRE Advisory & Transaction Services	Marketing	Unpaid
165	03-May-19	Shriram Life Insurance	Marketing, Finance	Unpaid
166	06-May-19	Housewise	Marketing	7000
167	06-May-19	MayEleven Solutions Private Limited	Marketing	2000
168	06-May-19	IGT Solutions	HR	5000
169	06-May-19	Inventive Global Solutions	Marketing	8000
170	07-May-19	Edelweiss – Global Wealth Management	Marketing, Finance	5000
171	07-May-19	Supply Point Systems Pvt Ltd	Marketing	5000
172	07-May-19	Mahindra First Choice Services Ltd.	Marketing	2500
173	08-May-19	Invito Technologies Pvt. Ltd	Marketing	Unpaid
174	08-May-19	Edelweiss Financial Services	Finance	Unpaid
175	09-May-19	CDK Global (India) Pvt. Ltd	Marketing	25000
176	09-May-19	Arihant Capita	Marketing, Finance	Unpaid
177	10-May-19	ITC Ltd.	Operation, SCM	5000
178	13-May-19	Mondial Exports Pvt. LTD.	Marketing	10000
179	13-May-19	Panchsheel Realty	Marketing	Unpaid
180	16-May-19	Tata AIA Life Insurance Company Limited	Finance	Unpaid
181	17-May-19	Havells India Ltd.	Marketing	Unpaid
182	20-May-19	Quick Heal Technologies	Marketing	5000
183	20-May-19	Atos	HR	Unpaid
184	22-May-19	MDC Corporation (India) Pvt. Ltd	Marketing, HR	Unpaid
185	28-May-19	Tata Chemicals	Marketing	Unpaid
186	30-May-19	VyomLabs	Marketing	8000
187	31-May-19	Solitaire	Marketing	Unpaid
188	10-Jun-19	Pantaloons	Marketing / SCM / Operations	3000
189	10-Jun-19	Graiotch Industries Ltd.	Marketing	5000
190	31-Jul-19	Flipkart-Ekart	Operation n HR	10000
191	30-Aug-19	GODREJ PROPERTIES	Marketing	12000
192	26-Sep-19	Tieto India Pvt. Ltd.	HR	20000
193	09-Oct-19	Synechron	HR	5000

PGDM-General- SIP Placement for year 2018-19, for Batch 2018-20

Sr.No.	Name	Div n Roll no.	Specialization	Company
1	Abhilash Sanjayrao Urkande	1820A1-1	Marketing	Bajaj Finserv
2	Abhishek Singh	1820A1-2	Marketing	Tata Motors
3	Aditya Dwivedi	1820A1-3	Marketing	Kotak Mahindra
4	Akanksha Sharma	1820A1-4	Marketing	Discreet Solutions
5	Akansha Gouraha	1820A1-5	Marketing	Profshare
6	Akansha Singh	1820A1-6	Marketing	Britannia
7	Akash Saini	1820A1-7	Marketing	HDFC
8	Akhilesh Prajapati	1820A1-8	Marketing	Market Industry Report
9	Akshay Baban Thakare	1820A1-9	Marketing	Berger Paints
10	Alpana Kumari	1820A1-10	Marketing	HDFC
11	Aman Mathur	1820A1-11	Marketing	Bajaj Finserv
12	Animan Prasad	1820A1-12	Marketing	Market Industry Report
13	Anshika Singh	1820A1-13	Marketing	Bajaj Allianz General Insurance
14	Anuj Mishra	1820A1-14	Marketing	Mapro Foods
15	Arshdeep Singh	1820A1-15	Marketing	JMarathon Advisory Services Pvt. Ltd.
16	Arunkumar Singh	1820A1-16	Marketing	HDFC
17	Ashutosh Mishra	1820A1-17	Marketing	Bajaj Finserv
18	Avinash Shukla	1820A1-18	Marketing	ElectroMech Material Handling Systems
19	Ayush Khede	1820A1-19	Marketing	Zolo Stays
20	Ayush Kumar	1820A1-20	Marketing	Bajaj Finserv
21	Ayush Tiwari	1820A1-21	Marketing	Stanza Living
22	Ayushi Mishra	1820A1-22	Marketing	HDFC
23	Bhanupratap Singh	1820A1-23	Marketing	Marico
24	Bharti Chugani	1820A1-24	Marketing	Vascon
25	Chirag Bangur	1820A1-25	Marketing	Future Generalli
26	Devika Behal	1820A1-26	Marketing	Centrum Housing Finance
27	Diksha Singh	1820A1-27	Marketing	HDFC
28	Harsha Manoj Sawlani	1820A1-28	Marketing	Mondelez International (Cadbury)
29	Himani Singh	1820A1-29	Marketing	HDFC
30	Himanshu Pratap Singh	1820A1-30	Marketing	HDFC
31	Jyoti Prakash	1820A1-31	Marketing	HDFC
32	Karan Sahu	1820A1-32	Marketing	IIFL
33	Keshav Bajaj	1820A1-33	Marketing	Media18
34	Khushbu Arvind	1820A1-34	Marketing	Atlas Copco
35	Laboni Pradip Majumdar	1820A1-35	Marketing	HDFC
36	Mangeshkumar Meher	1820A1-36	Marketing	Zydus Wellness
37	Manisha Tripathi	1820A1-37	Marketing	HDFC
38	Manu Jain	1820A1-38	Marketing	IIFL
39	Megha Nayak	1820A1-39	Marketing	Vascon
40	Mohit Nayak	1820A1-40	Marketing	Money Plant
41	Monil Yagnik	1820A1-41	Marketing	Bajaj Finserv

Sr.No.	Name	Div n Roll no.	Specialization	Company
42	Neeraj Saraswat	1820A1-42	Marketing	Bajaj Finserv
43	Nidhi Kumari	1820A1-43	Marketing	Money Plant
44	Nikita Trivedi	1820A1-44	Marketing	Bajaj Finserv
45	Nishi Singh	1820A1-45	Marketing	HDFC
46	Prabhat Singh	1820A1-46	Marketing	Continental Tyres
47	Prachi	1820A1-47	Marketing	HDFC
48	Prakash Prajapat	1820A1-48	Marketing	Britannia
49	Prateek Kumar	1820A1-49	Marketing	HDFC
50	Prerna Rajawat	1820A1-50	Marketing	Bajaj Finserv
51	Priyanka Kumari	1820A1-51	Marketing	Kotak Mahindra
52	Rajul Gurjar	1820A1-52	Marketing	Discreet Solutions
53	Rashmi Bina Choudhary	1820A1-53	Marketing	Exltech Solutions
54	Rini Khanna	1820A1-54	Marketing	HDFC
55	Ritesh Mishra	1820A1-55	Marketing	Bajaj Finance
56	Ritika Sharma	1820A1-56	Marketing	Bajaj Finserv
57	Riya Godhe	1820A1-57	Marketing	Profshare
58	Rohan Kale	1820A1-58	Marketing	HDFC
59	Rohitkumar Yadav	1820A1-59	Marketing	Bridgegroup Solutions
60	Ruchika Jain	1820A1-60	Marketing	Bajaj Finserv
61	Aarush Kovaliya	1820E1-1	Marketing	HDFC
62	Akash Dashrath Rewade	1820E1-2	Marketing	Quick Ride
63	Akash Nijhawan	1820E1-3	Marketing	Marico
64	Akash Surendra Jain	1820E1-4	Marketing	HDFC
65	Aman Prasad	1820E1-5	Marketing	Mapro Foods
66	Ankit Gupta	1820E1-6	Marketing	Market Industry Report
67	Ashu Abhishek	1820E1-7	Marketing	Quick Ride
68	Asmita Acharya	1820E1-8	Marketing	IIFL
69	Atul Vishwakarma	1820E1-9	Marketing	StudioD
70	Bhawas Dahiya	1820E1-10	Marketing	Bajaj Finserv
71	Charles Prem	1820E1-11	Marketing	MYFM
72	Dhanesh Kumar Mankani	1820E1-12	Marketing	BAJAJ ALLIANZ GENERAL INSURANCE
73	Harsh Nair	1820E1-13	Marketing	Britannia
74	Harshvardhan Singh	1820E1-14	Marketing	Marico
75	Jatin Yadav	1820E1-15	Marketing	HDFC
76	Kumar Harshit Yadav	1820E1-16	Marketing	HDFC
77	Manshi Roy	1820E1-17	Marketing	Berger Paints
78	Mrunal Jangle	1820E1-18	Marketing	HDFC
79	Naman Chouhan Verma	1820E1-19	Marketing	HDFC
80	Nidhi Shinde	1820E1-20	Marketing	IDBI FEDERAL LIFE INSURANCE CO
81	Nidhi Verma	1820E1-21	Marketing	Exltech Solutions
82	Parantap Sharma	1820E1-22	Marketing	HDFC
83	Piyush Nathani	1820E1-23	Marketing	Bajaj Finserv
84	Prashant Pariaar	1820E1-24	Marketing	Bajaj Finserv

Sr.No.	Name	Div n Roll no.	Specialization	Company
85	Priyanka Sagar	1820E1-25	Marketing	HDFC
86	Priyanshi Gupta	1820E1-26	Marketing	HDFC
87	Raj Shekhar	1820E1-27	Marketing	HDFC
88	Ruchi Sahay	1820E1-28	Marketing	Machintel
89	Ruchika Kailash Kashelani	1820E1-29	Marketing	Stark Digital
90	Sagar Dhansukhlal Mirani	1820E1-30	Marketing	Wisteria **real vision**
91	Salony Goyal	1820E1-31	Marketing	JMarathon Advisory Services Pvt. Ltd.
92	Samarth Saraf	1820E1-32	Marketing	Marico
93	Shubham Satish Pharate	1820E1-33	Marketing	Bajaj Finance
94	Shubhangi Vinod Ladekar	1820E1-34	Marketing	*Bajaj Finserv*
95	Siddharth Kumar Yadav	1820E1-35	Marketing	HDFC
96	Sonam Anandani	1820E1-36	Marketing	Vascon
97	Srinivas Panchal	1820E1-37	Marketing	Vascon
98	Sudha Shivhare	1820E1-38	Marketing	Quantazone
99	Tunir Vikas Khedikar	1820E1-39	Marketing	HDFC
100	Vishal Gupta	1820E1-40	Marketing	HDFC
101	Vitthal Godse	1820E1-41	Marketing	HDFC
102	Vrushita Veeran Tudekar	1820E1-42	Marketing	HDFC
103	Abhedya Amrut Jakkanwar	1820F1-1	Marketing	Bajaj Finance
104	Abhilash V	1820F1-2	Marketing	HDFC
105	Aditya Harihar Waghaye	1820F1-3	Marketing	Marico
106	Aditya Verma	1820F1-4	Marketing	HDFC
107	Akash Sinha	1820F1-5	Marketing	HDFC
108	Akshay Soni	1820F1-6	Marketing	Berger Paints
109	Anand Umesh Roda	1820F1-7	Marketing	Nakshatra banquets
110	Ananya Patel	1820F1-8	Marketing	Dainik Jagran
111	Arpit Vijay	1820F1-9	Marketing	HDFC
112	Chiranjiv Santosh Dhameja	1820F1-10	Marketing	Auto Lounge
113	Divya Prakash Garg	1820F1-11	Marketing	The Insight Partners
114	Gaurang Garg	1820F1-12	Marketing	HDFC
115	Harsh Kant Sinha	1820F1-13	Marketing	Bajaj Finserv
116	Jaswant Kumar Anand	1820F1-14	Marketing	Stanza Living
117	Ketan Vaid	1820F1-15	Marketing	Aditya Birla Sunlife
118	Kritika Sharma	1820F1-16	Marketing	Bajaj Finance
119	Kunal Vinayak Deotale	1820F1-17	Marketing	Mahidra n Mahindra
120	Laxmikant	1820F1-18	Marketing	HDFC
121	Maheshwar Singh Chundawat	1820F1-19	Marketing	HDFC
122	Mayank Khandelwal	1820F1-20	Marketing	HDFC
123	Mohit Pawar	1820F1-21	Marketing	Amul India
124	Mrinal Kumar	1820F1-22	Marketing	HDFC
125	Navish Khan	1820F1-23	Marketing	ORACURA

Sr.No.	Name	Div n Roll no.	Specialization	Company
126	Nitin Kushwah	1820F1-24	Marketing	Bajaj Finserv
127	Pavan Babanrao Mukkanwar	1820F1-25	Marketing	IEIBS Akademia
128	Prashant Katare	1820F1-26	Marketing	Edynamics
129	Pratik Yashwant Wanve	1820F1-27	Marketing	Mapro Foods
130	Radhika Jhanwar	1820F1-28	Marketing	Bajaj Finance
131	Rishabh Awasthi	1820F1-29	Marketing	Bajaj Finance
132	Ritesh Dadwal	1820F1-30	Marketing	Bajaj Finance
133	Riya Khanna	1820F1-31	Marketing	Bajaj Finserv
134	Rupesh Bhaurao Patil	1820F1-32	Marketing	IEIBS Akademia
135	Shalwi Dasharathi	1820F1-33	Marketing	IEIBS Akademia
136	Sonam Katariya	1820F1-34	Marketing	Stanza Living
137	Sumit Kumar	1820F1-35	Marketing	Bajaj Finance
138	Syed Mohd Shafquat Hasan	1820F1-36	Marketing	TBG Asia
139	Syed Noman	1820F1-37	Marketing	HDFC
140	Syed Shadan Ali	1820F1-38	Marketing	HDFC
141	Utkarsh Vishen	1820F1-39	Marketing	BTL Logistics
142	Vaibhav Garg	1820F1-40	Marketing	Bajaj Finserv
143	Vishnu Suresh Nair	1820F1-41	Marketing	HDFC
144	Yogita Thakur	1820F1-42	Marketing	Auto Lounge
145	Sagar Ramlal Jaiswal	1820A1-61	Marketing	HDFC
146	Sahil Khan	1820A1-62	Marketing	HDFC Bank
147	Saloni Sanjay Jagtap	1820A1-63	Marketing	Hankook Tyres
148	Sameer Lambhate	1820A1-64	Marketing	Bajaj Finserv
149	Sarvajeet Bade	1820A1-65	Marketing	Bajaj Finserv
150	Shivamkumar Rai	1820A1-66	Marketing	Profshare
151	Siddharth Jain	1820A1-67	Marketing	Bajaj Finserv
152	Simran Mittal	1820A1-68	Marketing	IEIBS Akademia
153	Sojanya Balotiya	1820A1-69	Marketing	Bajaj Finserv
154	Soumya Seth	1820A1-70	Marketing	Kotak Mahindra
155	Sumit Sharma	1820A1-71	Marketing	Voylla
156	Sundeep Saini	1820A1-72	Marketing	HDFC
157	Surbhi Maheshwari	1820A1-73	Marketing	Bajaj Finance
158	Sushree Satabdi Sahu	1820A1-74	Marketing	Stanza Living
159	Swanzil Agrawal	1820A1-75	Marketing	Discreet Solutions
160	Tanvi Bhatnagar	1820A1-76	Marketing	Proctur
161	Trilokesh Penta	1820A1-77	Marketing	Mad Design
162	Yash Lakhera	1820A1-78	Marketing	Zydus Wellness
163	Yash Raghuvanshi	1820A1-79	Marketing	Discreet Solutions
164	Akshat Mishra	1820B1F-1	Finance	Karvy
165	Anishi Avdhesh Dhariwal	1820B1F-2	Finance	IIFL
166	Ayush Mittal	1820B1F-3	Finance	Karvy
167	Baby Monalisha Ghosh	1820B1F-4	Finance	Money Plant
168	Bharti Panjwani	1820B1F-5	Finance	H&R Block

Sr.No.	Name	Div n Roll no.	Specialization	Company
169	Deepesh Santwani	1820B1F-6	Finance	H&R Block
170	Dipank Taneja	1820B1F-7	Finance	IIFL
171	Gauri Hanumandas Chandak	1820B1F-8	Finance	H&R Block
172	Harshit Vadara	1820B1F-9	Finance	IIFL
173	Isha Pareek	1820B1F-10	Finance	Bonanza
174	Jahanvee Jain	1820B1F-11	Finance	IIFL
175	Jenam Chaprod	1820B1F-12	Finance	H&R Block
176	Kanchan Dwivedi	1820B1F-13	Finance	Atlas Copco
177	Laxmi Thakur	1820B1F-14	Finance	Money Plant
178	Manawwar Hussain	1820B1F-15	Finance	IIFL
179	Megha Rajendra Bhute	1820B1F-16	Finance	H&R Block
180	Mohini Choudhary	1820B1F-17	Finance	Money Plant
181	Monica Kaushik	1820B1F-18	Finance	Aditya Birla Sunlife
182	Mukul	1820B1F-19	Finance	IIFL
183	Nandini Mehta	1820B1F-20	Finance	H&R Block
184	Nazreen Siddiqui	1820B1F-21	Finance	Money Plant
185	Palak Rathor	1820B1F-22	Finance	H&R Block
186	Pallavi Dnyandeo Ghulaxe	1820B1F-23	Finance	Karvy
187	Preeti Nainani	1820B1F-24	Finance	Birla Sun Life Insurance
188	Priyal Mantri	1820B1F-25	Finance	Money Plant
189	Ritu Singh	1820B1F-26	Finance	Future generalli
190	Sakshi Yadav	1820B1F-27	Finance	Birla Sun Life Insurance
191	Shampa Nandi	1820B1F-28	Finance	Money Plant
192	Shikha Sharma	1820B1F-29	Finance	Karvy
193	Shree Yashwant Kulkarni	1820B1F-30	Finance	IIFL
194	Shreya Yadav	1820B1F-31	Finance	Birla Sun Life Insurance
195	Srijana Bose	1820B1F-32	Finance	H&R Block
196	Srushti Sudhir Zore	1820B1F-33	Finance	Money Plant
197	Steve Mathew	1820B1F-34	Finance	Giftkarting
198	Susmita Paul	1820B1F-35	Finance	Money Plant
199	Tanmay Tiwari	1820B1F-36	Finance	H&R Block
200	Tushar Sharma	1820B1F-37	Finance	Money Plant
201	Adarsh Kumar	1820F1F-1	Finance	Birla Sun Life Insurance
202	Akanksha Sengar	1820F1F-2	Finance	Karvy
203	Akansha Robinson	1820F1F-3	Finance	Money Plant
204	Akshay Maru	1820F1F-4	Finance	IIFL
205	Ankita	1820F1F-5	Finance	HDFC
206	Anmol Jaiswal	1820F1F-6	Finance	Bajaj Finserv
207	Anoopa Dixit	1820F1F-7	Finance	Birla Sun Life Insurance
208	Harshit Panwar	1820F1F-8	Finance	Money Plant
209	Karan Pahuja	1820F1F-9	Finance	HDFC
210	Mamta Kumari	1820F1F-10	Finance	Future generalli
211	Meril John	1820F1F-11	Finance	Bridgegroup Solutions

Sr.No.	Name	Div n Roll no.	Specialization	Company
212	Nikee Jain	1820F1F-12	Finance	Karvy
213	Oshim Saraf	1820F1F-13	Finance	Karvy
214	Palwinder Singh	1820F1F-14	Finance	HDFC
215	Paridhi Jain	1820F1F-15	Finance	HDFC
216	Pranay Raj	1820F1F-16	Finance	Karvy
217	Prem Somani	1820F1F-17	Finance	Future generalli
218	Priyanka Mehra	1820F1F-18	Finance	HDFC
219	Rahul Surendra Mishra	1820F1F-19	Finance	HDFC
220	Rajatkumar Prashant Agrawal	1820F1F-20	Finance	Karvy
221	Rajhans	1820F1F-21	Finance	HDFC
222	Rishabh Pareek	1820F1F-22	Finance	Karvy
223	Ritu Raj	1820F1F-23	Finance	Aditya Birla Sunlife
224	Shraddha Tiwari	1820F1F-24	Finance	Aditya Birla Sunlife
225	Shubham Sahu	1820F1F-25	Finance	Money Plant
226	Shubhangini Parmar	1820F1F-26	Finance	Future generalli
227	Simran Saluja	1820F1F-27	Finance	Birla Sun Life Insurance
228	Sneha Someshwar Hude	1820F1F-28	Finance	Karvy
229	Somya Singh	1820F1F-29	Finance	Karvy
230	Soumika Mitra	1820F1F-30	Finance	Money Plant
231	Vaishnavi Nachan	1820F1F-31	Finance	Money Plant
232	Aakriti	1820B1H-1	HR	Proctur
233	Prajakta Pankaj Deshpande	1820B1H-2	HR	Tranzevo
234	Pratiksha Singh	1820B1H-3	HR	Mudrabiz
235	Sneha Priya	1820B1H-4	HR	Digisas
236	Akanksha Anil Dargad	1820F1H-1	HR	Mudrabiz
237	Archana Kumari	1820F1H-2	HR	L&T
238	Niharika Sudhir Kurlekar	1820F1H-3	HR	Mudrabiz
239	Saumyadeep Dutta	1820F1H-4	HR	Genisis HR

▪ **Winter Internship / Short Duration Projects:** Apart from Mandatory Summer Internship, ISBS PGDM also provides opportunity of undergoing winter internship to our students. These are primarily of small duration and based on the specific need of companies. Following are the details of the winter internship for PGDM Batch:

2020-22	UAS International
	Quollab
	Marico
	Sheroes Money
	Monster India
	Indore Composite
	Tenhard India
	Future Retail Group's
	Bajaj Finserv

Year	Company
2019-21	Bajaj Finserv
	Kotak Mahindra Bank
	Atlas Copco
	Wipro
	Pune Motor Show
	Mcdonald
	Thermax Limited
	Bajaj Consumer
	Marico
	Kelloggs
	Future Retail Group's
	Dabur
2018-20	Bajaj Finserv
	Dabur
	wipro
	TATA
	Kelloggs
	Artcolors
	OYO rooms
	Aditya birla fashion n retail
	Forevision
	Bajaj Consumer Care
	Zolo Stays
	Tata Capital
	Atlas Copco
	IDBI FEDERAL LIFE INSURANCE CO. LTD.
	Future Generali
	Profshare Market Research
	Unicharm (MammyPokko Pants)
2017-19	Tata
	Schaeffler
	Bank of Maharashtra
	Bajaj Finserv
	sparkline
	E-zest
	parle agro
	Atos
	techinfinity
	Pista House
	weber
	New Holland tractor
	Gattani Foods
	Thermax

	Eclerx
	CBRE India Pvt Ltd.
	Forevision
	Symantec

- **Industry Visits** – ISBS PGDM imparts training to students through visits to the industry. The value addition comes by way of observing the processes within organizations and discussions with representatives of the organization. Such experiences have a lasting impact in the memory of students. Following companies have been visited by our students in the foregone years-

Sr.No.	Company Name	Place
1	Worldwide Oilfield Machine Pvt Ltd	Pune Satara Road
2	Praj Industries	Sanaswadi
3	Kalyani Maxion Wheels Ltd	Chakan
4	Mecc Alte India Pvt Ltd	Pune Satara Road
5	Jotun India Pvt ltd	Ranjangaon
6	Forbes Marshal Pvt Ltd	Chakan
7	Universal Construction Machinery & Equipment Ltd	Shivare
8	Piaggio Vehicles	Baramati
9	Big Bazaar	Chinchwad
10	Big Basket	Pune
11	BAG Electronics	Pune
12	WILO Mather and Platt Pumps	Pune
13	Whirlpool India	Ranjangaon
14	Bridestone	Pune
15	Maxion Wheels (Kalyani Wheels)	Khed, Pune
16	Manikchand Oxyrich	Wagholi, Pune
17	Tata Motors	Chinchwad
18	Venky's India Ltd.- Vaccine Division	Hinjewadi
19	Pentaloons	Chinchwad

Sr. No.					
20	Reliance Digital			Chinchwad	

- **Guest lectures:** Guest Speakers from Industry are invited regularly to share their valuable experiences in various fields, with the students. This enables students to understand and relate the complexities of business with the conceptual knowledge imparted in the institute. Extensive inputs are given to students under the Career and Leadership Development Program through lectures, workshops, and training by Guest Faculty members. Speakers are also invited under the domain of various subjects to provide application-oriented aspects of the respective subject. Following is a sample list of such speakers:

Indira School of Business Studies PGDM

Sr. No.	Activity	Particulars	Semester	Resource Person	Date
1	Induction 2020	Managing Change in Uncertain Times	I	Mr. Ankit Desai, Vice President Product Revenue and Strategy, Hotstar	**15-07-2020**
2		Complimenting Growth Mindset with Business Studies	I	Mr. Anton Arputhanayagam, Dy. Head, Commodity Procurement, Vedanta Ltd.	**16-07-2020**
3		Psychology of Emotional Intelligence	I	Mr. Neel Ramesh, HR Process Facilitator, Counsellor, L&D.	**17-07-2020**
4		The Art of Ventriloquism	I	Ms. Seema Golcha, Ventriloquist	**18-07-2020**
5		Mind Mechanics & Memory Recall	I	Mr. Dhruv Agrawal, Director, Auto press India Pvt. Ltd., Partner- Sensory Solutions	**18-07-2020**
6		Impact of Covid-19 on Indian investment scenario	I	Mr. Chandrashekhar Tilak, Executive CEO, NSDL	**22-07-2020**
7		Career Options after PGDM	I	Mr Sughosh Tembre, Senior HR Manager, Infosys.	**23-07-2020**
8		Neuro Linguistic Programming (NLP) to overcome uncertainty	I	Dr. Yogesh Daudkhane, Certified International NLP Coach	**24-07-2020**
9		Online Zumba	I	Zin. Aparna Joshi, ZUMBA Coach	**24-07-2020**
10		Developing self	I	Mr. Srinivas Chunduru OLA Group CHRO & CEO.	**27-07-2020**
11		Public Speaking	I	Prof. Hema Anand, Corporate Trainer, Freelancer	**27-07-2020**

12		How Management is different?	I	Prof. Shantanu Sen Sharma, Co-founder-Ozone, Consultant, Leadership Coach, Mentor.	**29-07-2020**
13		The Deeprooted Gender Biases & Stereotypes	I	Adv. Priyanka N. Matlane, High Court Advocate	**29-07-2020**
14		Well being of physical and mental health	I	Dr. Bhakti Ekbote, MD (Homeo.), Counsellor	**30-07-2020**
15		Ordinary to Extraordinary- The Finishing School Workshop	I	Mr. Minocher Patel, Founder- Ecole Solitaire	**05-08-2020**
16	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Ms. Maneesha Jha Thakur, President HR-Emami Ltd	**24-10-2020**
17	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Mr. Satish Rajarathnam, Head Strategic Resourcing-Mphasis	
18	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Mr. Bijumon Jacob, Senior VP & Head HR- Temenos	
19	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Ms. Lata Karki, Regional TAG Head - Talent Acquisition Group- Tata Consultancy Services	
20	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Mr. Sandeep Batra, Group President, CHRO & Head CSR-LandMark Group	
21	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Mr. Mussarat Hussain, Head - Leadership & Functional School, Maruti Suzuki India Limited	**31-10-2020**
22	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Mr. Mithun Gupta, Director HR- GAIN Credit	
23	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Ms. Saee Jadhav, Divisional HR Manager - West Sales - Marico India	
24	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	CDR Sanjeev K Deshpande I.N (Retd), Head Digital Marketing & Pre-sales Recruitment - Kumar Properties	

25	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Dr. Iyad Dalbah Community Affairs for Assistant President's - Arab American University, Jenin	
26	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Ms. Leucadia Milly Sandeep, Director – India HR and Business Partner, Human Resources, Veritas Software Technologies India Pvt.Ltd	
27	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Mr. Binu John, G.M. Human Resources, Wipro Enterprises P Ltd (Consumer Care & Lighting)	07-11-2020
28	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Ms. Ankita Somani, HR COE lead for India and SAARC Business, Godrej Consumer Products Limited (GCPL)	
29	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Mr. Manish Chum, Entrepreneur	
30	HR Conclave	Indira HR Superachiever Awards & Summit	I, III	Mr. Mitesh Kanojiya, HR Business Partner, Zydus Wellness	
33	Conference-ABHINAVAN	Entrepreneurship Development and Innovation	II &IV	Mr. Neeraj Shah Owner and Director Silver Bright	06-03-2021
34		Entrepreneurship Development and Innovation	II &IV	Mr. Jital Shah manging Partner Sanghar Group & Strategic Investor ELAI AgriTech	06-03-2021
35	Indira Brand Slam Summit and Awards 2021	From Surviving to Thriving: Reimagining the post-COVID-19 return	II &IV	Mr. Manish Gupta, Head of Supply Chain & Logistics General Manager – Operations-Paytm Mall	
36		Business with a purpose - The Dettol story.	II &IV	Mr. Sandeep Gupta, Global Brand Director Dettol- Reckitt Benckiser	26-02-2021
37		Reimagining radio in post COVID era	II &IV	Mr. Manoj Lalwani, Chief Marketing Officer- Reliance Broadcast Network - Big FM	
38		A return to the basics	II &IV	Mr. Sujan Roy, Head – Passenger Vehicles International Business, Tata Motors Ltd	

39		Express Industry-The Paradigm Shift	II &IV	Mr. Akhilesh Pandey, Regional Head- Rest of Maharashtra- Shree Maruti Courier Services Pvt Ltd	
40		Brand Solutions in social media, events and experiential marketing	II &IV	Mr. Rishikar Krishna, Assistant Vice President- Brand Solutions- Radio Mirchi	
41		Building India's Leading Fashion Commerce Brand	II &IV	Mr. Achint Setia, Vice President and Head-Marketing- Myntra	
42		AI and the Future of Marketing	II &IV	Mr. Guneet Singh, Head Marketing & Creative Solutions-Google	
43		Evolution of Insurance	II &IV	Mr. Vaibhav Kathju, Co-Founder-SHEROES Money	
44		Is Innovation Critical for Evolving Marketing Strategies Post COVID 19.	II &IV	Ms.Anuja Mishra, Vice President and Head of Marketing for Personal Care & Hygiene- Godrej Consumer Products Limited (GCPL)	27-02-2021
45		Striking the Right Balance between Creativity and Productivity.	II &IV	Ms. Kavyanidhi Narayan, Marketing Head - Collaboration Business, Cisco India & SAARC- Cisco Systems	
46		3A's of Modern Marketing Tools & Technology	II &IV	Ms. Deepali Naair, Director - Marketing, India & South Asia (CMO)- IBM	
47		Today of Tomorrow	II &IV	Mr. Ashish Tiwari, Senoir Vice President - Marketing and Digital- Future Generali India Life Insurance Company Limited	
48	Indiapreneur	Startup India	II &IV	Mr. Kaustav Majumdar, Mentor, Advisor & Investor-Member Bengal Chamber of Commerce & Industry	02-04-2021
49		The new Business World	II &IV	Mr. Hiranmay Mahanta, CEO-Gujarat Start-up & Innovation Hub	

50		The Digital Business Landscape	II &IV	Mr. Keerthi Kadam, Co-Founder- Hollywuud.	
51		Co working spaces- the new boon	II &IV	Mr. Deakin Daney, CEO- Bootstart Co-working.	
52		The SCM as the backbone	II &IV	Mr. Meghdut RoyChowdhury, Director of Global Operations- Techno India Group	
53		Exploring the fitness Industry	II &IV	Mr. Jyoti Dabas, Founder and CEO-Institute of Nutrition & Fitness Sciences	
54		Mitigating the challenges of Starting up	II &IV	Mr. Ramesh Vaidya, Founder- Vaidya Group of Industries	
55		The new Gen in Business World	II &IV	Santosh Dawara, CEO-deAzzle	
56		Opportunities Today	II &IV	Nikhil Bhaskaran, Founder-Shunyaos.org	
57	Guest Sessions & Workshops	Six Sigma Workshop from Sales-perspective	II	Vijay Deshpande	18-02-2020
58	Guest Sessions & Workshops	Marketing of FMCG	II	Roshan Munot	09-03-2020, 11-03-2020
59	Guest Sessions & Workshops	Salesforce Management	II	Sushmita Nayak, Relationship Manager HDFC Bank	04-06-2020
60	Guest Sessions & Workshops	NA	II	Sumeet Shah	18-01-2020
61	Guest Sessions & Workshops	Competency Mapping - HR	II	Astha Rathi	08-02-2020
62	Guest Sessions & Workshops	Advance Excel	II	Amol Charegoankar	02-01-2020
63	Guest Sessions & Workshops	Alternative Investment Options	II	Shreekant Daga	23-01-2020
64	Guest Sessions & Workshops	Assess financial performance of a company for the future	II	Sameer Gunjal	02-03-2020, 03-03-2020, 04-03-2020, 05-03-2020, 09-03-2020

65	Guest Sessions & Workshops	Specializationwise PI preparation	II	Kashish Jain	18-01-2020
66	Guest Sessions & Workshops	General Interactive session -	II	Abhishek Khanbilkar	18-01-2020
67	Guest Sessions & Workshops	LMT session - HDFC, MKT, Finance -	II	Abhinav Jha	22-02-2020
68	Guest Sessions & Workshops	Payroll Management - HR	II	Abhijit Jagtap	15-02-2020, 22-02-2020
69	Guest Sessions & Workshops	Role of HR in CSR	III	Pavan Savant	28-02-2020
70	Guest Sessions & Workshops	Performance Management	III	Suja Shaji	07-03-2020
71	Guest Sessions & Workshops	Decoding Virtual Hiring	III	Richa Safaria	12-02-2020
72	Guest Sessions & Workshops	Retail Management	III	Harsh Deodhar	09-04-2020, 11-04-2020
73	Guest Sessions & Workshops	Logistics Industry-Growth & Excellence in Covid times	I, III	Chander Agarwal, MD, TCI Express, Gurgoan,India	15-10-2020
74	Guest Sessions & Workshops	Diversification from family run business to New Generation Technology Start-up	I, III	Shailesh F. Ranka, Director, Ranka Jewellers Pvt Ltd, Pune, India	20-10-2020
75	Guest Sessions & Workshops	Respond Recover Renew	I, III	Bhavin Shah, Managing Director, Green Electricals Pvt Ltd,Baroda,India	21-10-2020
76	Guest Sessions & Workshops	Finding the Way Forward	I, III	Gyanesh Chaudhary, Managing Director, Vikram Solar Ltd,Kolkata,India	29-10-2020
77	Guest Sessions & Workshops	The First Steps – What Corporates Expect From Fresh Talent	I, III	Ms. Maneesha Jha Thakur, President HR- Emami Group	24-10-2020
78	Guest Sessions & Workshops	New Normal – the freshers perspective	I, III	Mr. Satish Rajarathnam, Senior Vice President & Global Head -	24-10-2020

				Strategic Resourcing, Mphasis	
79	Guest Sessions & Workshops	Employee Engagement during remote working	I, III	Mr. Bijumon Jacob, Senior VP and Head of HR- Temenos India	24-10-2020
80	Guest Sessions & Workshops	Covid's impact on Recruitment Process	I, III	Ms. Lata Karki, Regional TAG Head- Talent Acquisition Group- TCS	24-10-2020
81	Guest Sessions & Workshops	Evolution of Organizational Strategies in Times of COVID- 19	I, III	Mr. Sandeep Batra, Group President, CHRO & Head CSR- Land Mark Group).	24-10-2020
82	Guest Sessions & Workshops	Impact on Business & Economy & the Emerging new Normal	I, III	Mr. Mussarat Hussain, Head - Leadership & Functional School- Maruti Suzuki India Limited	31-10-2020
83	Guest Sessions & Workshops	Evolution of Organizational & HR Strategies in Covid times	I, III	Mr. Mithun Gupta, Director HR- GAIN Credit	31-10-2020
84	Guest Sessions & Workshops	Work Life Balance in Work from Home	I, III	Ms. Saee Jadhav, Divisional HR Manager-West Sales - Marico India	31-10-2020
85	Guest Sessions & Workshops	Military Human Resource practices, applied in corporate world and it works	I, III	CDR Sanjeev K Deshpande I.N (Retd), Head Digital Marketing & Pre-sales Recruitment - Kumar Properties	31-10-2020
86	Guest Sessions & Workshops	Story telling and Case study	I, III	Dr. Iyad Dalbah, Community Affairs for Assistant President's - Arab American University, Jenin	31-10-2020
87	Guest Sessions & Workshops	Organizations adapting new work processes- WFH	I, III	Ms. Leucadia Milly Sandeep, Director – India HR and Business Partner, Human Resources, Veritas Software Technologies India Pvt.Ltd	11-07-2020

88	Guest Sessions & Workshops	Drivers and motivators of people who enter corporate life and what makes people effective in their careers	I, III	Mr. Binu John, G.M. Human Resources- Wipro Enterprises P Ltd (Consumer Care & Lighting)	11-07-2020
89	Guest Sessions & Workshops	Transit from campus to corporate	I, III	Mr. Mitesh Kanojiya , HR Business Partner- Zydus Wellness	11-07-2020
90	Guest Sessions & Workshops	Business Analytics	III	Havish Madhavpaty	10-10-2020, 17-10-2020
91	Guest Sessions & Workshops	Specializationwise PI preparation	II	Udit Tateja	02-08-2020
92	Guest Sessions & Workshops	E-commerce & its evolution- MKT	III	Swapnil Malpathak	02-08-2020
93	Guest Sessions & Workshops	Union Budget Analysis	II	Chandrashekhar Tilak	02-12-2020
94	Guest Sessions & Workshops	Talent Assessment in Manufacturing	III	Supriya Razdan	02-08-2020
95	Guest Sessions & Workshops	Six Sigma	II	Sanket Deshpande, Asst Manager- KPMG	04-04-2021
96	Guest Sessions & Workshops	Digital Marketing	II	Abhimanyu Talwadkar, Director, Tillitclicks Digital Agency	23-03-2021, 06-04-2021, 17-04-2021, 22-04-021
97	Guest Sessions & Workshops	Contemporary Practices in Marketing	II	Sunder Madakshira, Head of Marketing, Adobe	28-03-2021, 04-04-2021, 18-04-2021, 22-04-2021, 30-04-2021
98	Guest Sessions & Workshops	Excel Workshop	II	Amol Charegoankar, Principal Consultant, Maruma Consultancy	06-03-2021, 27-03-2021
99	Guest Sessions & Workshops	Channel Management	II	Prasad Soman, Sr General Manager, Garware Polyester	09-04-2021, 11-04-2021
100	Guest Sessions & Workshops	Current Trends in Sales & Negotiations	II	Deepak Thukral, Senior VP and Cluster Business Leader, Yes Bank	09-04-2021, 11-04-2021

101	Guest Sessions & Workshops	Marketing of FMCG	II	Roshan Munot, Co-Founder, The Scribblers	30-03-2021
102	Guest Sessions & Workshops	Introduction & Overview of Insurance Sector	II	Ashok Alurkar, Founder, Rupee Clinic	12-03-2021
103	Guest Sessions & Workshops	Financial Reporting Standards	II	Rachit Singhal, Founder & Partner, Rachit Singhal & Associate	05-03-2021
104	Guest Sessions & Workshops	Payroll Management	II	Abhijeet Jagtap, Asst HR Manager, Zamil steel Buildings India	20-02-2021, 21-02-2021
105	Guest Sessions & Workshops	Strategic Prospective of HR	II	Rahul Pinjarkar, Director, Trant Hypermarket	06-03-2021, 13-03-2021
106	Guest Sessions & Workshops	Know the real you	II	Nadeem Kazi, Leadership coach and Author	09-04-2021
107	Guest Sessions & Workshops	Designing HR Policies	II	Kajal Soni, Sr HR Business Partner, Thermax	17-04-2021
108	Guest Sessions & Workshops	Work Culture at Facebook	II	Shivnanadan Vaidya, Technical program Manager, Facebook	21-04-2021
109	Guest Sessions & Workshops	Exploring the practical aspects of IR	II	Deepak Patankar, Consultant, Relpol plastic Prodcut Pvt Ltd	23-04-2021
110	Guest Sessions & Workshops	Sector & company analysis	II	Puneet Raman, Founder, Prowisdom.in	03-02-2021
111	Guest Sessions & Workshops	Union Budget Analysis	II	Chandrashekhar Tilak, Retd. Chief Risk Officer & Executive Vise President, NSDL E-Governance Infrastructure Ltd.	10-02-2021
112	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual81Event	II, IV	Manish Gupta, Head of Supply Chain & Logistics General Manager – Operations, Paytm	26-02-2021, 27-02-2021
113	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Sandeep Gupta, Global Brand Director Dettol, Reckitt Benckiser	26-02-2021, 27-02-2021

114	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Manoj Lalwani, Chief Marketing Officer, Reliance BIG FM	26-02-2021, 27-02-2021
115	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Sujan Roy, Head- Passenger Vehicles International Business, Tata Motors Ltd.	26-02-2021, 27-02-2021
116	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Akhilesh Pandey, Regional Head- Rest of Maharashtra, Shree Maruti Courier Services Pvt. Ltd	26-02-2021, 27-02-2021
117	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Rishikar Krishna, Assistant Vice President- Brand Solutions, Radio Mirchi	26-02-2021, 27-02-2021
118	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Achint Sethia, Vice President and Head, Marketing, Myntra	26-02-2021, 27-02-2021
119	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Guneet Singh, Head Marketing & Creative Solutions, Google	26-02-2021, 27-02-2021
120	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Vaibhav Kathju, Co-Founder, SHEROES Money	26-02-2021, 27-02-2021
121	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Anuja Mishra, Vice President and Head of Marketing for Personal Care & Hygiene, Godrej Consumer Products Ltd.	26-02-2021, 27-02-2021
122	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Kavyanidhi Narayan, Marketing Head – Collaboration Business, Cisco India & SAARC, Cisco Systems	26-02-2021, 27-02-2021
123	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Kapil Budukh, General Manager- Marketing, Croma	A Tata Enter-prise	26-02-2021, 27-02-2021

124	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Deepali Naair, Director – Marketing, India & South Asia (CMO), IBM	26-02-2021, 27-02-2021
125	Guest Sessions & Workshops	Indira Brand Slam - Marketing & Branding Annual Event	II, IV	Ashish Tiwari, Senior Vice President – Marketing and Digital, Future Generali India Life Insurance Company Ltd.	26-02-2021, 27-02-2021
126	Alumni Session	Induction-Panel Discussion	I	Abhishek Anand	16-07-2020
127	Alumni Session	Induction-Panel Discussion	I	Pawan Soni	16-07-2020
128	Alumni Session	Induction-Panel Discussion	I	Pankaj Soni	16-07-2020
129	Alumni Session	Induction-Panel Discussion	I	Karan Kapoor	16-07-2020
130	Alumni Session	Induction-Panel Discussion	I	Astha Rathi	16-07-2020
131	Alumni Session	Induction-Panel Discussion	I	Sandeep Sharma	16-07-2020
132	Alumni Session	General Interactive session	I	Abhishek Khanvilkar	29-08-2020
133	Alumni Session	General Interactive session	I	Sameer Shah	29-08-2020
134	Alumni Session	General Interactive session	I	Sumit Ghosh	29-08-2020
135	Alumni Session	General Interactive session	I	Divya Shetty	29-08-2020
136	Alumni Session	General Interactive session	I	Pankhuri Mishra	05-09-2020
137	Alumni Session	Change Is Constant	I	Neha Shetty	12-09-2020
138	Alumni Session	Job scenario in Real Estate Sector	I	Kartikeya Diwan	12-09-2020
139	Alumni Session	PI skills	I	Karan Kapoor	12-09-2020
140	Alumni Session	Career in Digital Media	I	Swapnil Malpathak	12-09-2020
141	Alumni Session	Specialization counselling-Marketing	I	Moni Kumari	28-11-2020
142	Alumni Session	Specialization counselling-Marketing	I	Jagat Maheshwari	28-11-2020

143	Alumni Session	Specialization Inputs-Marketing	I	Deval Nagayach	28-11-2020
144	Alumni Session	Specialization Inputs-Marketing	I	Sucheta Mazumdar	05-12-2020
145	Alumni Session	Specialization counselling-Marketing	I	Vinay Shah	03-12-2020
146	Alumni Session	Specialization counselling-Marketing	I	Charles Prem	05-12-2020
147	Alumni Session	Finance Specialzation Counselling	I	Abhishek Anand	12-12-2020
148	Alumni Session	Finance Specialzation Counselling	I	Panakj Soni	12-12-2020
149	Alumni Session	Finance Specialzation Counselling	I	Kashish Jain	05-12-2020
150	Alumni Session	Finance Specialzation Counselling	I	Sumit Adbe	05-12-2020
151	Alumni Session	HR Specialization Counselling	I	Pratik Limje	12-12-2020
152	Alumni Session	HR Specialization Counselling	I	Astha Rathi	12-12-2020
153	Alumni Session	Future Jobs in VUCA world	III	Ketan Kirad	05-07-2020
154	Alumni Session	Opportunities in Finance sector-post Covid	III	Abhishek Anand	05-07-2020
155	Alumni Session	Skills required - Banking Sector	III	Pramod Mali	05-07-2020
156	Alumni Session	Opportunities in Finance sector-post Covid	III	Abhishek Anand	12-07-2020
157	Alumni Session	Panel Discussion-Impact of COVID on job profiles of Marketing & Sales and on various sectors & How to face Digital Interviews	III	Tauseef Anwar Khan	26-09-2020
158	Alumni Session	Panel Discussion-Impact of COVID on job profiles of Marketing & Sales and on various	III	Nimish Santosh Gupta	26-09-2020

		sectors & How to face Digital Interviews			
159	Alumni Session	Panel Discussion- Impact of COVID on job profiles of Marketing & Sales and on various sectors & How to face Digital Interviews	III	Harsh Deodhar	26-09-2020
160	Alumni Session	Panel Discussion- Impact of COVID on job profiles of Marketing & Sales and on various sectors & How to face Digital Interviews	III	Manish Bhute	26-09-2020
161	Alumni Session	Panel Discussion- Impact of COVID on job profiles of Marketing & Sales and on various sectors & How to face Digital Interviews	III	Manish Deshpande	26-09-2020
162	Alumni Session	Panel Discussion- Impact of COVID on job profiles of Marketing & Sales and on various sectors & How to face Digital Interviews	III	Samir Sahu	26-09-2020
163	Alumni Session	Panel Discussion- Impact of COVID on job profiles of Marketing & Sales and on various sectors & How to face Digital Interviews	III	Yasha Sehgal	26-09-2020
164	Alumni Session	Panel Discussion- Impact of COVID on job profiles of Marketing & Sales and on various sectors & How to face Digital Interviews	III	Pawan Soni	26-09-2020

165	Alumni Session	Panel Discussion-Impact of COVID on job profiles of Marketing & Sales and on various sectors & How to face Digital Interviews	III	Jyotirmay Tripathi	26-09-2020
166	Alumni Session	Panel Discussion-Impact of COVID on job profiles of Marketing & Sales and on various sectors & How to face Digital Interviews	III	Pratik Limje	26-09-2020
167	Alumni Session	Panel Discussion-Impact of COVID on job profiles of Marketing & Sales and on various sectors & How to face Digital Interviews	III	Astha Rathi	26-09-2020
168	Alumni Session	Decoding Virtual Hiring	III	Richa Safaria	12-10-2020
169	Alumni Session	Last Mile Training -Delloite	III	Chaitali Vedak	02-10-2020
170	Alumni Session	Last Mile Training -Delloite	III	Akanksha Sharma	02-10-2020
171	Alumni Session	Last Mile Training -Delloite	III	Simran Sethi	02-10-2020
172	Alumni Session	Last Mile Training -Delloite	III	Palak Rathor	02-10-2020
173	Alumni Session	Last Mile Training -Delloite	III	Mohammad Imran	02-10-2020
174	Alumni Session	Digital PI+Stress Interview+ CV Review	III	Abhishek Anand	17-10-2020
175	Alumni Session	Digital PI+Stress Interview+ CV Review	III	Abhishek Sukul	17-10-2020
176	Alumni Session	Digital PI+Stress Interview+ CV Review	III	Udit Tuteja	17-10-2020
177	Alumni Session	Digital PI+Stress Interview+ CV Review	III	Kashish Jain	17-10-2020
178	Alumni Session	Aloha Technology	III	Dhaval Sheth	04-12-2020

179	Alumni Session	Marketing-Business Analyst-LMT	III	Rohit Sashi	20-12-2020
180	Alumni Session	Finance -Analyst-LMT	III	Abhishek Anand	20-12-2020
181	Alumni Session	LMT-ICICI Sales profile	III	Ruma Khan	29-12-2020
182	Alumni Session	LMT-ICICI Sales profile	III	Sonu Vishwakarma	29-12-2020
183	Alumni Session	LMT-ICICI Prudential	III	MIHIKA Mukerjee	07-01-2021
184	Alumni Sessions	Virtual Hiring	II	Richa Safaria, Freelance consultant	02-06-2021
185	Alumni Sessions	Decoding HRBP profile	II	Divya Shetty, Assistant Manager, CBRE	13-02-2021
186	Alumni Sessions	Career and Opportunities in Financial Services sector	II	Sumit Kumar, Senior Sale Manager, Bajaj Finserv	06-02-2021
187	Alumni Sessions	Careers in Banking – Roles and Responsibilities as Relationship Manager	II	Dushyant Sahu, Deputy Manager, HDFC Bank	2/13/2021
188	Alumni Sessions	Dealer Management and Channel Sales	II	Subhojit Dey, Inside Sales, Vedantu Innovation Pvt. Ltd.	2/20/2021
189	Alumni Sessions	Risk Management profile in Deloitte	II	Subhangini Parmar, Advisory Associate Solution Advisor, Deloitte	2/13/2021
190	Alumni Sessions	Mock PI for HR students	II	Sakshi Priya, Asst. Manager-HR, Sriram Finance Corporation Pvt. Ltd.	3/13/2021
191	Alumni Sessions	Career and Opportunities in Financial Services sector.	II	Sumit Kumar, Senior Sales Manager, Bajaj Finserv	3/13/2021
192	Alumni Sessions	Resistance to Change	I	Astha Rathi	04-09-2021
193	Alumni Sessions	Professional Attitude and Etiquette	I	Abhishek Anand	18-09-2021
194	Alumni Sessions	Overview on Banking Sector	I	Ketan Vaid	25-09-2021
195	Alumni Sessions	Marketing profiles in Logistics sector	II	Divyaprakash	04-09-2021

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196	Alumni Sessions	Marketing in Luxury Products	II	Deval Nagayach	11/9/2021 & 13/9/2021
197	Alumni Sessions	Placement preparation - Knowledge Management profile (Deloitte)	II	Priyanka Sagar	18-09-2021
198	Alumni Sessions	Placement preparation - RFA profile (Deloitte)	II	Shrey Chandravanshi	18-09-2021
199	Alumni Sessions	Placement preparation for PWC	II	Sonam Singh	18-09-2021
200	Alumni Sessions	Placement preparation for Catenon	II	Aishwarya Sharma	25-09-2021
201	Alumni Sessions	Expectations from post graduate HR folks by Industry	II	Aman Sharma	25-09-2021
202	Alumni Sessions	Placement preparation (Domain) for US Taxation (Deloitte)	II	Paramveer Kachava	25-09-2021
203	Alumni Sessions	Placement Preparation (Interview Skills and Process) for US Taxation (Deloitte)	II	Raisa Kar	25-09-2021

7.1.4. Participation of industry professionals in curriculum development, projects, assignments as examiners in summer projects. (10)

Institutes' marks - 10

Role of Board of Studies, Advisory Board and Academic Committee in Curriculum Development:

The academic curriculum at ISBS PGDM is designed by Academic Committee and approved by Board of Studies (BOS). BOS appoints Academic Committee, which is operational body of BOS that implements the points of action stated by BOS. Academic curriculum is designed by HODs by taking inputs from Industry Experts and final approval is given by BOS. ISBS PGDM also provides extensive industry orientation to students through a comprehensive career and leadership development program (CLDP). The focus of this program is enhancing the employability of students. Industry plays a pivotal role in shaping the employability quotient of students and ISBS PGDM relies heavily in having industry representation in its various bodies such as Advisory Board, IQAC and Board of Studies.

Mentioned below are sample details of industry representatives on different bodies on campus:

Sr. No.	Industry member	Designation/Profile	Board/Committee
1	Mr. Shantanu Sen Sharma	Co-Founder, Ozone Education Consultants Pvt. Ltd. (Industry)	Governing Council
2	Mr. Sanjeev Kotnala	Consultant and Author Ex-VP, Bhaskar Group	Advisory Board

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Sr. No.	Industry member	Designation/Profile	Board/Committee
3	Ms Renuka Krishnan	Trainer and Ex AVP KPIT	Advisory Board
4	Mr. Sandeep Raut	Founder and CEO	Advisory Board
5	Mr. Frederick Sidney Correa	Senior Associate VP Ex Darashaw & Company	Advisory Board
6	Ms. Pradipta Mishra	Ex Executive Director, RBI	Advisory Board
7	Mr. Dilip Barishkar	Retired Manager, LIC	Advisory Board, BoS
8	Mr. Pavan Goyal	Practising CA	Advisory Board
9	Mr. Mahesh Boolchandani	Ex Strategic Corporate Head, John Deere India	Advisory Board
10	Mr. Rohitesh Gidwani	Ex Sr Marketing Manager, Dr Reddys Laboratories	Advisory Board
11	Mr. Sunder Madakshira	Head of Marketing Adobe India	Advisory Board
12	Mr Sumit Shah	Global Lead for Prog Mgmt, Optymyze	Advisory Board
13	Mr Sumit Ghosh	G.M. Colliers International	Advisory Board
14	Mr. Dwarkadhish Deshpande	Senior Project Manager, FIS Global, Pune	Board of Studies
15	Mr. Ronak Shah	Founder, Proton Training Solutions (Proton) Pune	Board of Studies
16	Mr. Arjun Panchal	Entrepreneur and Founder PapaZapata - a chain of Mexican cuisine outlets, Pune	Board of Studies
17	Mr. Abhijit Jagtap	HR Manager- Zameel Steel	Board of Studies
18	Ms. Supriya Razdan	Tarining Specialist, Jabil	Board of Studies
19	Mr. Rajat Grover	Head of Business HR, Fullerton	Board of Studies

Industry Participation in Summer Projects and Dissertation - As part of the academic curriculum, students have to undergo mandatory Summer Internship Program (SIP) for a period of 45 Days to 2 months. This training is undertaken by students in different sectors in organizations. On completion of the summer project students undertake assessment, primarily to recognize their learning from the internship program. ISBS PGDM initiates the preparation of students for the summer internship project by providing them training at the hands of industry representatives, to ensure students understanding of the professional environment in industry and the learning aspects they need to assimilate during the summer project. On completion of the summer project, students are evaluated at two levels – External evaluation by external experts which provide corporate perspective to students' learning from such summer projects and internal evaluation by the institute.

The details of external experts who conducted SIP viva for students in year 2020-2021 (for Batch 2019-21) are as follows:

List of Panel Members

SIP External Viva, Batch 2019-21

S.No.	Name	Current Designation	Industry/Institute association	Total Experience (Years)
1	**Dr D K Sakore**	Visiting Faculty, Corporate Trainer and Consultant	EI DuPont, MAHABEEJ, CMC Ltd, Garware Wall Ropes, Lupin group and leading B- Schools	25
2	**Dr Vishal Thelkar**	Visiting Faculty, Corporate Trainer and Consultant	Nagpur Fabriforge, ICICI Bank and leading B- Schools	15
3	**Prof Malti Chijwani**	Visiting Faculty	Advanced Investment Mechanics (I) Pvt. Ltd., Mumbai, and leading B- Schools	10
4	**Mr Sudhindra Mujumdar**	Visiting Faculty	HUL, DCW Ltd. and leading B- Schools	20
5	**Mr Vilas Puranik**	Visiting Faculty	TCS, V.L. Shah & Co., Poonam Sales Pvt. Ltd., and leading B- Schools	35
6	**Mr S Neelakandan**	Banking industry expert	NIIT Institute of Finance, Banking & Insurance Training ltd, Bank of Maharashtra	32
7	**Prof Poonam Aswani**	Visiting Faculty, Corporate Trainer and Consultant	Birla AT&T, Wipro, Hotel Leela Kempinsiki, NIIT, Bulls Eye preparatory institute and leading B- Schools	18
8	**Dr Sumit Roy**	Visiting Faculty	IIMP, Pune	15
9	**Dr Roopali Kudare**	Director	IBMR, Pune	15
10	**Dr Meenakshi Duggal**	Associate Professor	JSPM's Rajarshi Shahu College of Engineering, Pune	17

7.1.5. Initiative related to industry including Executive Education, Industry sponsored labs and industry sponsorship of student activities (15)

ISBS PGDM consistently makes efforts to provide such platforms to students which bring forth representation from industry to impart valuable learning to students. In this endeavour and with the perspective of generating entrepreneurial aspirations of students, ISBS PGDM organises international business plan competition called *IndiaPreneur* with the active involvement of E-Cell on campus. *IndiaPreneur* is an attempt to foster the spirit of employment creators rather than just employment seekers in the students and in this attempt ISBS PGDM attracts budding entrepreneurs across the country and outside the country to visit the campus to share their experiences with the students. The underlying philosophy of *IndiaPreneur*, an international level business plan competition, is to allow experience of transition from ideation to implementation of a well thought out idea.

10th edition of IndiaPreneur was held on 2nd & 3rd April 2021, where 121 teams got registered across globe, 25 teams were shortlisted, and 5 teams gave presentation in the Final round. ISBS PGDM has active participation from industry to play critical role in sponsoring the event, mentoring the participants, and judging the participants to evolve one best business plan. Since Indiapreneur 2020 was an online event, there was no sponsorship solicited. For Indiapreneur 2019 which was an offline event wherein1700 teams got registered acros the globe, 70 were shortlisted and 32 gave presentation in the final round. The sponsorship details of Indiapreneur 2019 is as follows:

Event Partners:
- 100rupis.com: They Supported *IndiaPreneur* by promoting the event across various Start Up communities in Pune and across the nation.
- Trophy Cart: They supported *IndiaPreneur* by providing trophies to winners and runners up of the competition

Incubation partner:
- Indira Incubation Centre: Agreed to incubate the winner of the Business Plan competition and also provide access to the wide network of venture capitalists.

Eco – System partners:
- StartUps Club: They provided with the finale judges and also the Chief Guest who was a German National having his Start Up in Bangalore.
- Pune Open Coffee Club: Provided mentors for assessing and guiding the semi – finalists.

Tech Partner:
- SHRO Systems: SHRO systems had sponsored the laptop to the winner. The MD of the company was also present for the entire event and he himself handed over the laptop to the winner.

Knowledge Partner:
- National Entrepreneurship Network: They helped promote the event in their affiliate colleges across the nation and the globe.

Food and Beverage Partner:
- PapaZapata : Sponsored the lunch of the participants on the finale day.

Industry Sponsorship in Indira Brand Slam:

Among the various endeavours that ISBS PGDM undertakes, one very important one is to acknowledge the brands, the organizations that have made a difference to corporate landscape! To do so, ISBS PGDM hosts "Indira Brand Slam", a mega marketing bonanza wherein some of the iconic brands are awarded for the contribution they have made in consumer space.

The objective of Brand Slam at Indira is to discuss innovations in Branding that have led to greater market penetration and reach to the customer, recognize brands that have by sheer power of innovation reinvented themselves and iconize Brand Leadership in multiple sectors.The 8th edition of Brand Slam was hosted on 26th, 27th February 2021. Since it was a virtual event no sponsorship was solicited for same. Indira Brand Slam 2019which was held on 27th, 28th September 2019 (with theme "Triggering Transformation in New Age Indian Business") was sponsored by event partner, "Des Rangeela", a social enterprise that focuses on rural upliftment by selling handicrafts made by rural artisans to urban areas.

A digital banner of Brand Slam is as below:

7.1.6. Involvement of industry professional as members of various academic bodies/board (10)

Advisory Board

Introduction: The focus at ISBS PGDM is enhancing the employability of students. Industry plays a pivotal role in shaping the employability quotient of students and ISBS PGDM relies heavily in having industry involvement in its various bodies such as Advisory Board and Academic Committee. The Advisory Board at ISBS PGDM is formed to play an advisory role in its operations. Members of the ISBS PGDM Advisory Board assist in enhancing curriculum and provide counsel on ways to achieve institutional vision and desired outcome.

Advisory Board Members 2020-21

Sr. No.	Members Name	Designation	Committee Profile
1	Mr Prashanth Nayak	VP Yazaki India Ltd	Member Industry
2	Mr. Shantanu Sharma	Consultant and Leadership Coach Ex VP Tech Mahindra	Member Industry
3	Mr. Sanjeev Kotnala	Consultant and Author Ex VP Bhaskar Group	Member Industry
4	Ms Renuka Krishnan	Trainer and Ex AVP KPIT	Member Industry
5	Mr. B.S. Guha	Consultant and Ex VP Tata Yazaki	Member Industry
6	Mr. Sandeep Raut	Founder and CEO, Going Digital	Member Industry
7	Mr Sumeet Shah	Global Lead for Prog Mgmt, Optymyze	Member Alumni and Industry
8	Mr Sumit Ghosh	G.M. Colliers International	Member Alumni and Industry
9	Mr. Kevin Pereira	Accounts Business Manager Rivigo	Member Alumni

Board of Studies

Introduction: Academic Policy at ISBS PGDM centres around imparting quality education to its students and the same is implemented through regular reviews for inclusion of latest trends and pedagogy in the execution of teaching and learning in the field of management. The policy advocates regular reviews of students' development. It achieves these objectives through well-defined procedures which are executed by the Academic Committee and approved by Board of Studies. Board of Studies advise Academic Committee on creating robust teaching learning interface. BOS has industry representation, the members of BOS for year 2019 are:

BOS Members (2020-21)

Sr.No.	Name of Member	Designation	Committee Profile
1	Ms. Pradipta Mishra	Ex Executive Director, RBI	Member- Industry
2	Mr. Dilip Barishkar	Retired Manager, LIC	Member- Industry
3	Mr. Pavan Goyal	Practising CA	Member- Industry
4	Mr. Mahesh Boolchandani	Ex Strategic Corporate Head, John Deere India	Member- Industry
5	Mr. Rohitesh Gidwani	Ex Sr Marketing Manager, Dr Reddys Laboratories	Member- Industry
6	Mr. Sunder Madakshira	Head of Marketing Adobe India	Member- Industry
7	Mr. Dwarkadhish Deshpande	Senior Project Manager, FIS Global, Pune	Member- Industry
8	Mr. Ronak Shah	Founder, Proton Training Solutions (Proton) Pune	Member- Industry
9	Mr. Arjun Panchal	Entrepreneur and Founder PapaZapata - a chain of Mexican cuisine outlets, Pune	Member- Industry
10	Mr. Abhijit Jagtap	HR Manager- Zameel Steel	Member- Industry
11	Ms. Supriya Razdan	Tarining Specialist, Jabil	Member- Industry
12	Mr. Rajat Grover	Head of Business HR, Fullerton	Member- Industry
13	Ms. Renuka Krishnan	Academic Expert	Member- Industry

Industry Connect through Indira Brand Slam

In order to build Industry, Connect, ISBS PGDM hosts "Indira Brand Slam"- IBS, a mega marketing bonanza wherein some of the iconic brands are awarded for the contribution they have made in consumer space and representatives of such brands address the students and share their thoughts on various relevant topics.

The objective of Brand Slam at Indira is to discuss innovations in Branding that have led to greater market penetration and reach to the customer, recognize brands that have by sheer power of innovation reinvented themselves and Iconize Brand Leadership in multiple sectors.

The 8th edition of the prestigious Indira Brand Slam- Summit & Awards 2021, presented by the Indira Group of Institutes (IGI), Pune was held on the 26th & 27th of February 2021 in a dazzling virtual ceremony.

Indira Brand Slam- Speakers' Details			

S. No.	Topic	Resource Person	Date
1	From Surviving to Thriving: Reimagining the post-COVID-19 return	Mr. Manish Gupta, Head of Supply Chain & Logistics General Manager – Operations- Paytm Mall	26-02-2021
2	Business with a purpose - The Dettol story.	Mr. Sandeep Gupta, Global Brand Director Dettol- Reckitt Benckiser	
3	Reimagining radio in post COVID era	Mr. Manoj Lalwani, Chief Marketing Officer- Reliance Broadcast Network - Big FM	
4	A return to the basics	Mr. Sujan Roy, Head – Passenger Vehicles International Business, Tata Motors Ltd	
5	Express Industry- The Paradigm Shift	Mr. Akhilesh Pandey, Regional Head- Rest of Maharashtra- Shree Maruti Courier Services Pvt Ltd	
6	Brand Solutions in social media, events and experiential marketing	Mr. Rishikar Krishna, Assistant Vice President- Brand Solutions- Radio Mirchi	
7	Building India's Leading Fashion Commerce Brand	Mr. Achint Setia, Vice President and Head- Marketing- Myntra	27-02-2021
8	AI and the Future of Marketing	Mr. Guneet Singh, Head Marketing & Creative Solutions- Google	
9	Evolution of Insurance	Mr. Vaibhav Kathju, Co-Founder- SHEROES Money	

10	Is Innovation Critical for Evolving Marketing Strategies Post COVID 19.	Ms. Anuja Mishra, Vice President and Head of Marketing for Personal Care & Hygiene- Godrej Consumer Products Limited (GCPL)	
11	Striking the Right Balance between Creativity and Productivity.	Ms. Kavyanidhi Narayan, Marketing Head - Collaboration Business, Cisco India & SAARC- Cisco Systems	
12	3A's of Modern Marketing Tools & Technology	Ms. Deepali Naair, Director - Marketing, India & South Asia (CMO)- IBM	
13	Today of Tomorrow	Mr. Ashish Tiwari, Senoir Vice President - Marketing and Digital- Future Generali India Life Insurance Company Limited	

7.2. International Connect (40)

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Institute Marks - 35

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7.2.1. MoUs/Partnerships and its effective implementation (10)

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Institute Marks - 10

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ISBS PGDM strives to provide contemporary exposure to faculty and students and therefore it lays stress in providing platforms for them to avail opportunities for interface with universities in foreign countries and add global perspectives in teaching and learning on campus. Mentioned below are such collaborations of ISBS PGDM with foreign universities:

Table: 7.2.1: Foreign Collaborations

Sr. No.	Associate Partners	Date & Duration	Nature of Association	Supporting Document
1.	MDIS Singapore	21/11/2017 ongoing	Student & staff Exchange	MOU Copy
			Research & training	
2.	Wheel of Innovations-IBEP	26th April 2019 (Revised annually)	Partnership for Educational trips towards International Campus Enrichment Program (IBEP)	MOU Copy
3.	FOM, Germany	15/08/2018 Ongoing	Academic and Research collaboration in the areas of mutual interest	MOU Copy
			Exchange of students and faculty (individual mobility)	
			Cooperative seminars, workshops and other academic meetings	
			Exchange of academic information, scholarly	

Sr. No.	Associate Partners	Date & Duration	Nature of Association	Supporting Document
			information, materials, and publications	
			Common study programs	

International Exposure via international sessions/webinars

As a part of the industry -academia interface Indira organizes talks, seminars, and workshops by international industry experts regularly. Indira Global Leadership Lecture Series (IGLLS) 2020 was one such prestigious event to give a global perspective to our students.

The rationale behind organizing this lectureship series was to let students understand the ways of dealing with sudden adversities like Covid which caused an upheaval in the global scenario with the help of the concept of sustainability, Innovation and Empathy.

The Speakers who delivered sessions were the alumni of Harvard Business School- OPM Batch, in a way this is the indirect partnership with the most prestigious academic institution across the globe.
The topics delivered were mostly based on the tracks of Sustainability, Innovation, and Empathy which eventually hints to profits, planet, and people.

Indira Global Leadership Lecture Series 2020

S. No	Name	Country	Company	Designation	Date	Time	Topic
1	Mr. Sharath Shanth	UAE	UCWF	Founder & CEO	6th Oct 2020	3:30 PM	Surviving the Pandemic & Growing in Turbulence
2	Dr Ken Shubin Stein	USA	Cortex Group LLC.	Founder & Chairman	13th Oct 2020	5:00 PM	Choose-How the Mind and Brain influence our Decision making
3	Mr Manish Dhamani	UAE	Dhamani Jewels LLC	Director-Retail	16th Oct 2020	12.00 PM	Qualities of Self Leadership
4	Mr Mukesh Thakwani	Ghana	B5 Plus Ltd	CEO	19th Oct 2020	4.30 AM	Out of the Box
5	Ms Susie Quesada	USA	Ramar Foods Intl. USA	President	28th Oct 2020	9.30 AM	How Purpose & Values Drive Success
6	Ms. Dayala Dagher Hayeck	Lebanon	NATCO SAL. LEBANON	Managing director & Board Member	27th Nov. 2020	3.30 PM	Managing Your company, yourself & Your family in an unstable country."
7	Shivnandan Vaidya	USA	Facebook	Technical Programme Manager	21st April 2021	10.15 AM	Work Culture at facebook

7.2.2. Student Exchange Programs (10)

Institute Marks - 10

ISBS PGDM believes that in order to have a holistic perspective it is important to give international exposure to students so that they understand the Business, Economics and Cultural aspects at global level. ISBS PGDM conducts "International Business Exposure Program- IBEP" under which students visit a foreign nation for a week during their management program at ISBS PGDM. The details of IBEP of 2019-20 is as follows:

Year	Country Visited under IBEP Program	No. of Students who got exposure under IBEP
2019-20	UAE	237/ 239

List of students travelled to UAE

IBEP Group 1 (14th September - 18th September 2019)		
Sr. No.	Roll No	Student Name
1	1820A1-1	Abhilash Sanjayrao Urkande
2	1820A1-3	Aditya Dwivedi
3	1820A1-4	Akanksha Sharma
4	1820A1-5	Akansha Gouraha
5	1820A1-6	Akansha Singh
6	1820A1-10	Alpana Kumari
7	1820A1-11	Aman Mathur
8	1820A1-12	Animan Prasad
9	1820A1-15	Arshdeep Singh
10	1820A1-16	Arunkumar Singh
11	1820A1-17	Ashutosh Mishra
12	1820A1-18	Avinash Shukla
13	1820A1-20	Ayush Kumar
14	1820A1-21	Ayush Tiwari
15	1820A1-22	Ayushi Mishra
16	1820A1-23	Bhanupratap Singh
17	1820A1-25	Chirag Bangur
18	1820A1-26	Devika Behal
19	1820A1-27	Diksha Singh
20	1820A1-28	Harsha Manoj Sawlani
21	1820A1-29	Himani Singh
22	1820A1-34	Khushbu Arvind
23	1820A1-35	Laboni Pradip Majumdar
24	1820A1-37	Manisha Tripathi
25	1820A1-39	Megha Nayak
26	1820A1-40	Mohit Nayak
27	1820A1-41	Monil Yagnik
28	1820A1-42	Neeraj Saraswat
29	1820A1-43	Nidhi Kumari
30	1820A1-44	Nikita Trivedi
31	1820A1-45	Nishi Singh
32	1820A1-48	Prakash Prajapat
33	1820A1-50	Prerna Rajawat
34	1820A1-51	Priyanka Kumari
35	1820A1-52	Rajul Gurjar
36	1820A1-53	Rashmi Bina Choudhary
37	1820A1-54	Rini Khanna

IBEP Group 1 (14th September - 18th September 2019)		
Sr. No.	Roll No	Student Name
38	1820A1-55	Ritesh Mishra
39	1820A1-56	Ritika Sharma
40	1820A1-57	Riya Godhe

IBEP Group 2 comprised students of PGDM (Mkt) program.

IBEP Group 3 (16th September -20th September 2019)		
Sr. No.	Roll No	Student Name
1	1820F1F-1	Adarsh Kumar
2	1820F1F-2	Akanksha Sengar
3	1820F1F-3	Akansha Robinson
4	1820F1F-4	Akshay Maru
5	1820F1F-5	Ankita
6	1820F1F-6	Anmol Jaiswal
7	1820F1F-7	Anoopa Dixit
8	1820F1F-9	Karan Pahuja
9	1820F1F-10	Mamta Kumari
10	1820F1F-14	Palwinder Singh
11	1820F1F-15	Paridhi Jain
12	1820F1F-16	Pranay Raj
13	1820F1F-17	Prem Somani
14	1820F1F-18	Priyanka Mehra
15	1820F1F-21	Rajhans
16	1820F1F-24	Shraddha Tiwari
17	1820F1F-25	Shubham Sahu
18	1820F1F-26	Shubhangini Parmar
19	1820F1F-27	Simran Saluja
20	1820F1F-29	Somya Singh
21	1820F1F-30	Soumika Mitra
22	1820E1-1	Aarush Kovaliya
23	1820E1-3	Akash Nijhawan
24	1820E1-6	Ankit Gupta
25	1820E1-7	Ashu Abhishek
26	1820E1-8	Asmita Acharya
27	1820E1-10	Bhawas Dahiya
28	1820E1-11	Charles Prem
29	1820E1-12	Dhanesh Kumar Mankani
30	1820E1-13	Harsh Nair
31	1820E1-22	Parantap Sharma
32	1820E1-15	Jatin Yadav
33	1820E1-28	Ruchi Sahay

34	1820E1-29	Ruchika Kailash Kashelani
35	1820E1-30	Sagar Dhansukhlal Mirani
36	1820E1-31	Salony Goyal
37	1820E1-32	Samarth Saraf
38	1820E1-36	Sonam Anandani
39	1820E1-37	Srinivas
40	1820E1-41	Vitthal Godse

IBEP Group 4 (17th September - 21st September 2019)		
Sr. No.	**Roll No**	**Student Name**
1	1820A1-2	Abhishek Singh
2	1820A1-9	Akshay Baban Thakare
3	1820A1-33	Keshav Bajaj
4	1820A1-36	Mangeshkumar Meher
5	1820A1-46	Prabhat Singh
6	1820A1-49	Prateek Kumar
7	1820A1-58	Rohan Kale
8	1820A1-59	Rohitkumar Yadav
9	1820A1-60	Ruchika Jain
10	1820E1-2	Akash Dashrath Rewade
11	1820E1-16	Kumar Harshit Yadav
12	1820E1-17	Manshi Roy
13	1820E1-18	Mrunal Jangle
14	1820B1F-5	Bharti Panjwani
15	1820E1-26	Priyanshi Gupta
16	1820E1-33	Shubham Satish Pharate
17	1820E1-34	Shubhangi Vinod Ladekar
18	1820E1-38	Sudha Shivhare
19	1820E1-39	Tunir Vikas Khedikar
20	1820E1-40	Vishal Gupta
21	1820E1-42	Vrushita Veeran Tudekar
22	1820A1-63	Saloni Sanjay Jagtap
23	1820A1-64	Sameer Lambhate
24	1820A1-67	Siddharth Jain
25	1820E1-25	Priyanka Sagar
26	1820A1-69	Sojanya Balotiya
27	1820A1-70	Soumya Seth
28	1820A1-71	Sumit Sharma

29	1820A1-72	Sundeep Saini
30	1820A1-47	Prachi
31	1820A1-74	Sushree Satabdi Sahu
32	1820A1-76	Tanvi Bhatnagar
33	1820A1-77	Trilokesh Penta

IBEP Group 5 (18th September -22nd September 2019)		
Sr. No.	Roll No	Student Name
1	1820B1F-1	Akshat Mishra
2	1820B1F-2	Anishi Avdhesh Dhariwal
3	1820B1F-4	Baby Monalisha Ghosh
4	1820B1F-6	Deepesh Santwani
5	1820B1F-7	Dipank Taneja
6	1820B1F-8	Gauri Hanumandas Chandak
7	1820B1F-9	Harshit Vadara
8	1820B1F-10	Isha Pareek
9	1820B1F-12	Jenam Chaprod
10	1820B1F-13	Kanchan Dwivedi
11	1820B1F-14	Laxmi Thakur
12	1820B1F-15	Manawwar Hussain
13	1820B1F-16	Megha Rajendra Bhute
14	1820B1F-17	Mohini Choudhary
15	1820B1F-18	Monica Kaushik
16	1820B1F-19	Mukul
17	1820B1F-21	Nazreen Siddiqui
18	1820B1F-22	Palak Rathor
19	1820B1F-23	Pallavi Dnyandeo Ghulaxe
20	1820B1F-25	Priyal Mantri
21	1820B1F-26	Ritu Singh
22	1820B1F-27	Sakshi Yadav
23	1820B1F-28	Shampa Nandi
24	1820B1F-29	Shikha Sharma
25	1820B1F-31	Shreya Yadav
26	1820B1F-32	Srijana Bose
27	1820B1F-33	Srushti Sudhir Zore
28	1820B1F-34	Steve Mathew
29	1820B1F-35	Susmita Paul
30	1820B1F-36	Tanmay Tiwari
31	1820B1F-37	Tushar Sharma
32	1820B1F-38	Karan Sahu
33	1820B1F-39	Manu Jain
34	1820F1H-1	Akanksha Anil Dargad
35	1820F1H-2	Archana Kumari

36	1820F1H-3	Niharika Sudhir Kurlekar
37	1820F1H-4	Saumyadeep Dutta
38	1820B1H-2	Prajakta Pankaj Deshpande
39	1820B1H-3	Pratiksha Singh
40	1820B1H-4	Sneha Priya

IBEP Group 6 (20th September - 24th September 2019)		
Sr.No.	Roll No	Student Name
1	1820F1-1	Abhedya Amrut Jakkanwar
2	1820F1-2	Abhilash V
3	1820F1-3	Aditya Harihar Waghaye
4	1820F1-6	Akshay Soni
5	1820F1-7	Anand Umesh Roda
6	1820F1-8	Ananya Patel
7	1820F1-9	Arpit Vijay
8	1820F1-10	Chiranjiv Santosh Dhameja
9	1820F1-11	Divya Prakash Garg
10	1820F1-12	Gaurang Garg
11	1820F1-13	Harsh Kant Sinha
12	1820F1-15	Ketan Vaid
13	1820F1-16	Kritika Sharma
14	1820F1-17	Kunal Vinayak Deotale
15	1820F1-18	Laxmikant
16	1820F1-19	Maheshwar Singh Chundawat
17	1820F1-21	Mohit Pawar
18	1820F1-22	Mrinal Kumar
19	1820F1-24	Nitin Kushwah
20	1820F1-25	Pavan Babanrao Mukkanwar
21	1820F1-26	Prashant Katare
22	1820F1-27	Pratik Yashwant Wanve
23	1820F1-28	Radhika Jhanwar
24	1820F1-29	Rishabh Awasthi
25	1820F1-30	Ritesh Dadwal
26	1820F1-31	Riya Khanna
27	1820F1-32	Rupesh Bhaurao Patil
28	1820F1-33	Shalwi Dasharathi
29	1820F1-36	Syed Mohd Shafquat Hasan
30	1820F1-38	Syed Shadan Ali
31	1820F1-39	Utkarsh Vishen
32	1820F1-40	Vaibhav Garg
33	1820F1-41	Vishnu Suresh Nair
34	1820F1-42	Yogita Thakur
35	1820F1F-8	Harshit Panwar
36	1820F1F-12	Nikee Jain
37	1820F1F-13	Oshim Saraf
38	1820F1F-19	Rahul Surendra Mishra
39	1820F1F-22	Rishabh Pareek
40	1820F1F-31	Vaishnavi Nachan

**IBEP Group 7** **21st September - 25th September 2019**
Sr. No.	**Roll No**	**Student Name**
1	1820E1-4	Akash Surendra Jain
2	1820E1-5	Aman Prasad
3	1820A1-7	Akash Saini
4	1820A1-14	Anuj Mishra
5	1820A1-19	Ayush Khede
6	1820A1-31	Jyoti Prakash
7	1820A1-61	Sagar Ramlal Jaiswal
8	1820A1-62	Sahil Khan
9	1820A1-68	Simran Mittal
10	1820A1-73	Surbhi Maheshwari
11	1820A1-75	Swanzil Agrawal
12	1820F1F-23	Ritu Raj
13	1820F1F-20	Rajatkumar Prashant Agrawal
14	1820F1F-28	Sneha Someshwar Hude
15	1820E1-19	Naman Chouhan Verma
16	1820E1-20	Nidhi Shinde
17	1820E1-21	Nidhi Verma
18	1820E1-23	Piyush Nathani
19	1820E1-35	Siddharth Kumar Yadav
20	1820F1-4	Aditya Verma
21	1820F1-14	Jaswant Kumar Anand
22	1820F1-20	Mayank Khandelwal
23	1820F1-35	Sumit Kumar
24	1820A1-65	Sarvajeet Bade
25	1820A1-66	Shivamkumar Rai
26	1820A1-78	Yash Lakhera
27	1820A1-79	Yash Raghuvanshi
28	1820B1F-3	Ayush Mittal
29	1820B1F-11	Jahanvee Jain
30	1820B1F-24	Preeti Nainani
31	1820B1F-20	Nandini Mehta
32	1820A1-8	Akhilesh Prajapati
33	1820E1-9	Atul Vishwakarma

<table>
<tr><td colspan="3">IBEP Group 8 final
(24th September - 28th September 2019)</td></tr>
<tr><td>Sr. No.</td><td>Roll No</td><td>Student Name</td></tr>
<tr><td>1</td><td>1820E1-24</td><td>Prashant Pariaar</td></tr>
<tr><td>2</td><td>1820E1-27</td><td>Raj Shekhar</td></tr>
<tr><td>3</td><td>1820F1-23</td><td>Navish Khan</td></tr>
<tr><td>4</td><td>1820F1-34</td><td>Sonam Katariya</td></tr>
<tr><td>5</td><td>1820F1-37</td><td>Syed Noman</td></tr>
<tr><td>6</td><td>1820A1-30</td><td>Himanshu Pratap Singh</td></tr>
<tr><td>7</td><td>1820B1F-30</td><td>Shree Yashwant Kulkarni</td></tr>
<tr><td>8</td><td>1820F1F-11</td><td>Meril John</td></tr>
<tr><td>9</td><td>1820F1-5</td><td>Akash Sinha</td></tr>
<tr><td>10</td><td>1820A1M-24</td><td>Bharati Chugani</td></tr>
<tr><td>11</td><td>1820E1-14</td><td>Harshvardhan Singh</td></tr>
</table>

7.2.3. Faculty Exchange Programs (10)

Institute Marks - 10

ISBS endorses the concept of quality in education and is dedicated to make certain that the faculty members are well-equipped with global business environment. Therefore, at ISBS PGDM, faculty members are encouraged to undertake international assignments in terms of teaching, research and collaborations. Some of the latest events of ISBS PGDM faculty exposure to international assignments are mentioned below:

- **Dr. Yogesh Daudkhane** conducted a session for students and faculty of Manipal Academy of Higher Education (MAHE, Dubai), on the topic "Neuro Linguistic Programming" on 23rd September 2019

- **Prof. Mangesh Dande** conducted a session for students and faculty of Manipal Academy of Higher Education (MAHE, Dubai), Dubai on the topic "Reverse Logistics" on 23rd September 2019

- Every year, ISBS PGDM, organizes an International Tour for its faculty members for a week's duration. This trip is organized by Wheel of Innovation (WOI) through MOU signed with them. Therefore, faculty members get an opportunity to understand and witness the span of economic growth of foreign shores which enables them to broaden their horizons through seminars, workshops, industry and field visits.

Sr. No.	Date	Organization	Name of Faculty Member	Supporting Docs.
International Business Exposure programme				
1	September /October, 2019	Ace Cranes, Metito, Dubai Investment Park , Blue Rhine Industries, Masar printing and Publishing LLC, RajYog Water Plant	Dr.Parmeshwar Yadav Ms.Arpana Boodle Dr.Rajlaxmi Pujar Prof.Sarita Agarwal Mr.Sanjay Muthal Prof.Suyog Chachad Prof.Megha Agarwal Dr.Yogesh Daudkhane Prof.Mangesh Dande Dr.Chanakya Kumar	Letter
2	September /October, 2018	Manipal Academy of Higher Education (MAHE)	Dr.Parmeshwar Yadav Ms.Arpana Boodle Dr.Rajlaxmi Pujar Prof.Sarita Agarwal Mr.Sanjay Muthal Prof.Suyog Chachad Prof.Megha Agarwal Dr.Yogesh Daudkhane Prof.Mangesh Dande Dr.Chanakya Kumar	Letter
Guest session at Manipal Academy of Higher Education Dubai				
3	September /October, 2018	Guest Session at Manipal Academy of Higher Education (MAHE)	Dr.Yogesh Daudhkhane	Letter
4	September /October, 2018	Guest Session at Manipal Academy of Higher Education (MAHE)	Prof.Mangesh Dande	Letter

7.2.4. Collaborative Research Projects (10)

> **Institute Marks - 05**

ISBS PGDM has signed MOU with FOM University Germany and International American University,

USA for the purpose of carrying forth collaborative research projects.

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Criterion 7 score Summary

Criterion 7: Industry Connect (130)

S. No.	Sub Criteria	Max. Marks	Marks Awarded to self
7.1.	**Industry Connect (90)**		
7.1.1.	Consultancy (from Industry)	25	20
7.1.2.	Faculty as consultant of the industries	15	15
7.1.3.	Initiatives related to industry interaction including industry internship/summer training/study tours/ guest lectures	15	15
7.1.4.	Participation of Industry professionals in curriculum development, projects, assignments as examiners, in summer projects	10	10
7.1.5.	Initiatives related to industry including executive education, industry sponsored labs, and industry sponsorship of student activities	15	15
7.1.6.	Involvement of industry professional as members of various academic bodies/board	10	10
7.2.	**International Connect (40)**		
7.2.1.	MoUs/Partnerships and its effective implementation	10	10
7.2.2	Student Exchange Programs	10	10
7.2.3.	Faculty Exchange Programs	10	10
7.2.4.	Collaborative Research Projects	10	05
Total of Criterion 7		**130**	**120**

CRITERION

8

Infrastructure

Criterion 8	Infrastructure	75
	Institute Marks	75

8.1. Classroom and Learning Facilities (10)

Institute Marks - 10

Classrooms and Adequacy: Indira School of Business Studies PGDM (ISBS PGDM) has provision of adequate numbers of classrooms for conducting lectures and tutorials. Each classroom can accommodate required number of students and is equipped with comfortable furniture, IT equipment, ventilated ambience, and powered with UPS and DG backup as per stated norms of AICTE, DTE and Savitribai Phule Pune University. ISBS PGDM provides sufficient space to ensure students learn in adequate infrastructure for quality input.

Apart from classrooms, institute provides tutorial rooms for conducting additional lectures for students. In terms of infrastructure, ISBS PGDM provides Seminar Hall, Board Room, Faculty Rooms, HOD cabins, adequate number of toilets (in all floors), Administrative Office, Placement Office, Exam Cell, two common rooms, First Aid and Parking facility for Staff, Faculty Members and students. The seminar hall is used extensively for conducting Guest lectures, Seminars and workshops and is well equipped with quality IT and Audio-Video equipment.

Well-equipped classrooms:

1) **Boards:** Every classroom is equipped with White and Black Board for Faculty members to enumerate the teaching concepts and solve the problems in the classroom for effective delivery.

2) **Comfortable seating arrangements:** Every Classroom has adequate furniture for students. Every student has individual desk which is comfortable and provides storage space to keep books, stationery and the like.

3) **IT and Audio-Video Equipment:** Every classroom is equipped with 1 CPU, 1 LCD/LED Projector, CCTV, Wi-Fi Access Point, Web Camera with Mounting Kit, Amplifier, MIC, and speakers. To adapt to virtual sessions due to pandemic we have made infrastructure readiness by installing Web Camera with mounting kit and individual headphones for lecture to be conducted virtually. Students are also provided adequate Storage Space in the classroom to keep their belongings, assignments, projects, and the like. Computer station in classroom is equipped to assist Faculty members with the use of various available tools like MS office, Videos, Audio equipment while teaching. All classrooms are equipped with digital facilities for interactive learning. Classroom's computers having 100% Network connectivity with internet.

Following is the summary of Classrooms & other building area statement:

Sr. No.	Room No.	Area Type	Area Sqm
1	I-18	Classroom	75
2	I-1	Classroom	75
3	I-2	Classroom	75
4	I-3	Classroom	75
5	I-4	Classroom	74

6	I-5	Classroom	74
7	I-6	Classroom	75
8	I-7	Classroom	75
9	I-8	Classroom	75
10	I-17	Classroom	75
11	I-9	Tutorial Rooms - PG	35
12	I-10	Tutorial Rooms - PG	40
13	I-11	Tutorial Rooms - PG	67
14	I-12	Computer Center	150
15	I-14,15	Library & Reading Room	150
16	I-16	Seminar Hall	168.59
17	AD-1	Principal Directors Office	47
18	AD-2	Board Room	20
19	AD-3	Office All Inclusive	95
20	AD-4	Office All Inclusive	75
21	AD-5	Office All Inclusive	31
22	AD-5	Office All Inclusive	31
23	AD-10	Cabin for Head of Dept.	10
24	AD-11	Cabin for Head of Dept.	10
25	AD-12	Cabin for Head of Dept.	10
26	AD-13	Cabin for Head of Dept.	10
27	AD-8	Department Office	25
28	AD-9	Department Office	30
29	AD-15	Faculty Room	80
30	AD-16	Faculty Room	26.57
31	AD-17a	Faculty Room	15
32	AD-17	Faculty Room	18.57
33	AD-18	Central Store	30
34	AD-19	Maintenance	10
35	ADG-1	Security	10
36	AD-20	Housekeeping	10
37	AD-21	Pantry for Staff	10
38	AD-23	Exam Control Office	45
39	AD-25	Placement Office	30
40	AM-1	Toilet	7
41	AM-2	Toilet	34
42	AM-3	Toilet	32
43	AM-4	Toilet	34
44	AM-5	Toilet	32
45	AM-6	Toilet	7.5
46	AM-7	Toilet	4
47	AM-8	Boys Common Room 1st floor	75

48	AM-9	Girls Common Room 2nd floor near library	75
49	AMG-2	Cafeteria	150
50	AMG-3	Stationery Store	10
51	AM-10	First aid cum Sick Room	10
52	Corridors	Circulation	578
53	Other Areas (in Sqm)	Parking	980
54	AM-11	Auditorium	934.64

E-Learning Facilities:

ISBS PGDM provides E-Learning facility in classrooms for use of various kinds of electronic media and Information and Communication Technologies (ICT) in education. These facilities utilize the latest technologies to assist and enhance knowledge distribution and calls for flexible and active interactions amongst teachers and students.

Major tools & platforms used for E learning facilities available in ISBS PGDM are mentioned below:

Smart Classrooms	Online Database (J-Gate - E-Journals, ProQuest Management ABI/Inform Global - E-Journals, ProQuest Business & Economics Collection - E-Book Central, McGraw Hill Publications Text E-Books, Pearson Publications Text E-Books)
E-learning Facilities	
Availability of LMS and ERP	Language Lab, Multi-media Facility
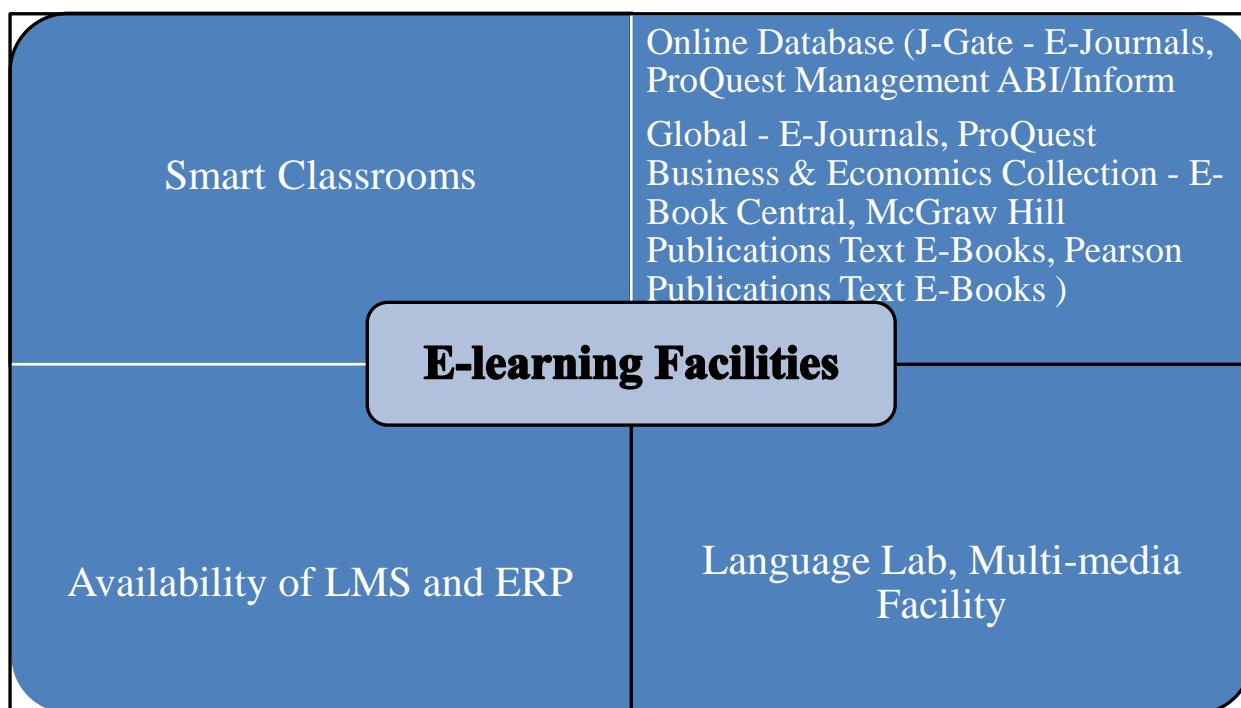
Smart Classrooms Initiative:

ISBS PGDM ensures that students are exposed with latest trends pursued for education globally. ISBS PGDM makes active effort to embrace technology to the best of its ability and students' capacity to grasp. 'Smart Classrooms' by an agency called Impartus, is one such digital classroom concept which was introduced on pilot basis at ISBS PGDM. The objective of the concept is to bring the importance of video-based learning into mainstream education and take learning beyond the limitations of physical infrastructure. In the first phase of implementation, sessions were recorded by faculty and sent to students. High-definition cameras installed in classrooms capture sessions taken by Faculty, along with stated material on black/white board and LCD Screen. Post completion of the session, it is made available for

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students to utilize its content for future use and such sessions can also be relayed to other classrooms while the session is in progress.

This platform was of great assistance to the students as it enabled revision/learning of the concepts at their own time. Students could also post online queries and participate in various topics available on assigned web portal. If required, the sessions could also be live streamed to remote locations. Such lecture sessions become a valuable resource for online digital library on campus.

Microsoft Teams/Zoom:

As pandemic hit and when physical classes had to be stopped, ISBS PGDM was quick to make the shift to virtual learning. Since then, online sessions have been conducted using Microsoft Teams and Zooms Platform. Microsoft Teams is a collaboration app/software that helps students stay organized and have conversations—all in one place.
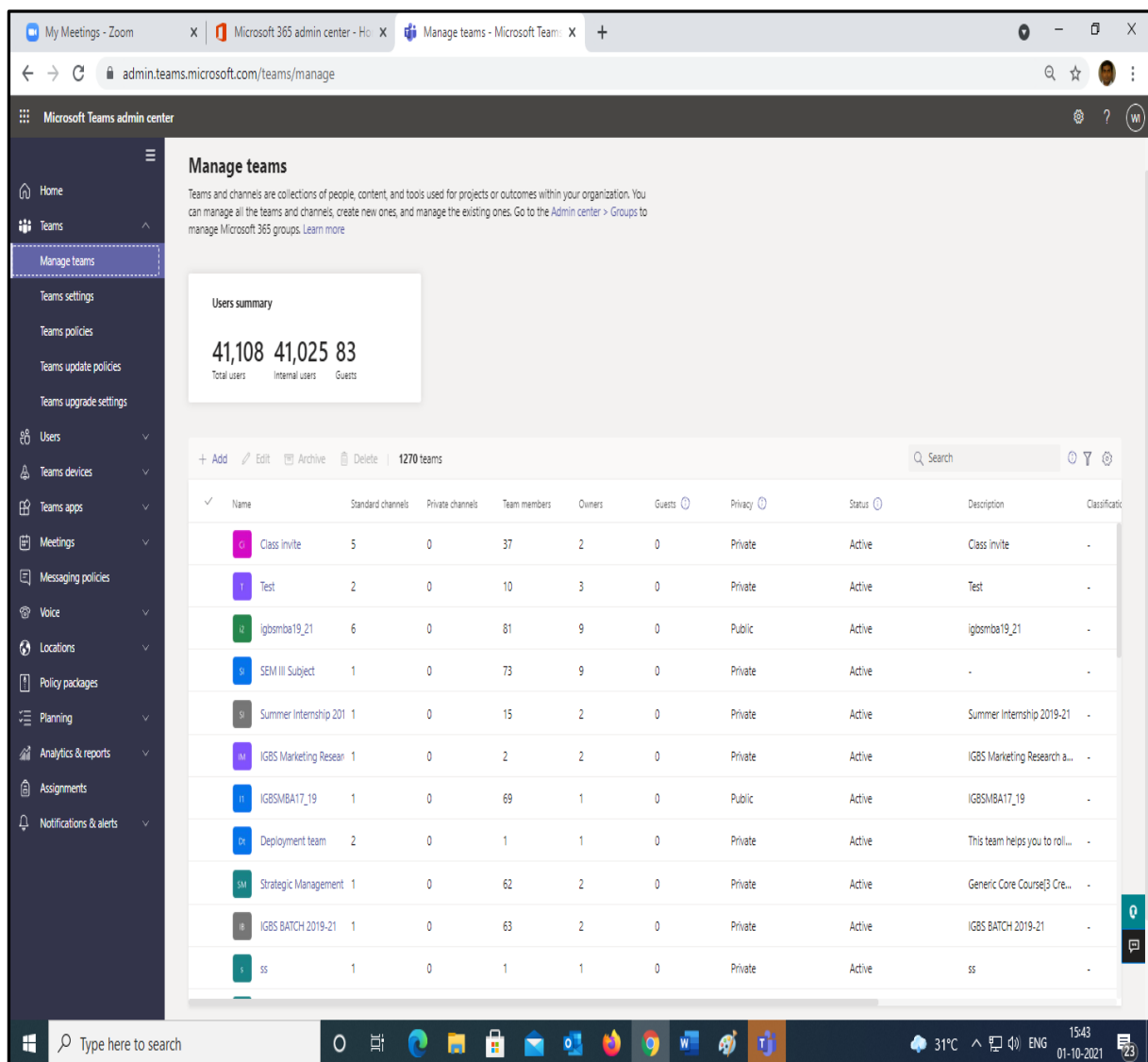
Zoom online platform is using for conducting Guest sessions, seminars, Quiz, and polls. ISBS PGDM has taken annual subscription of Zoom platform with capacity of 500 participants.
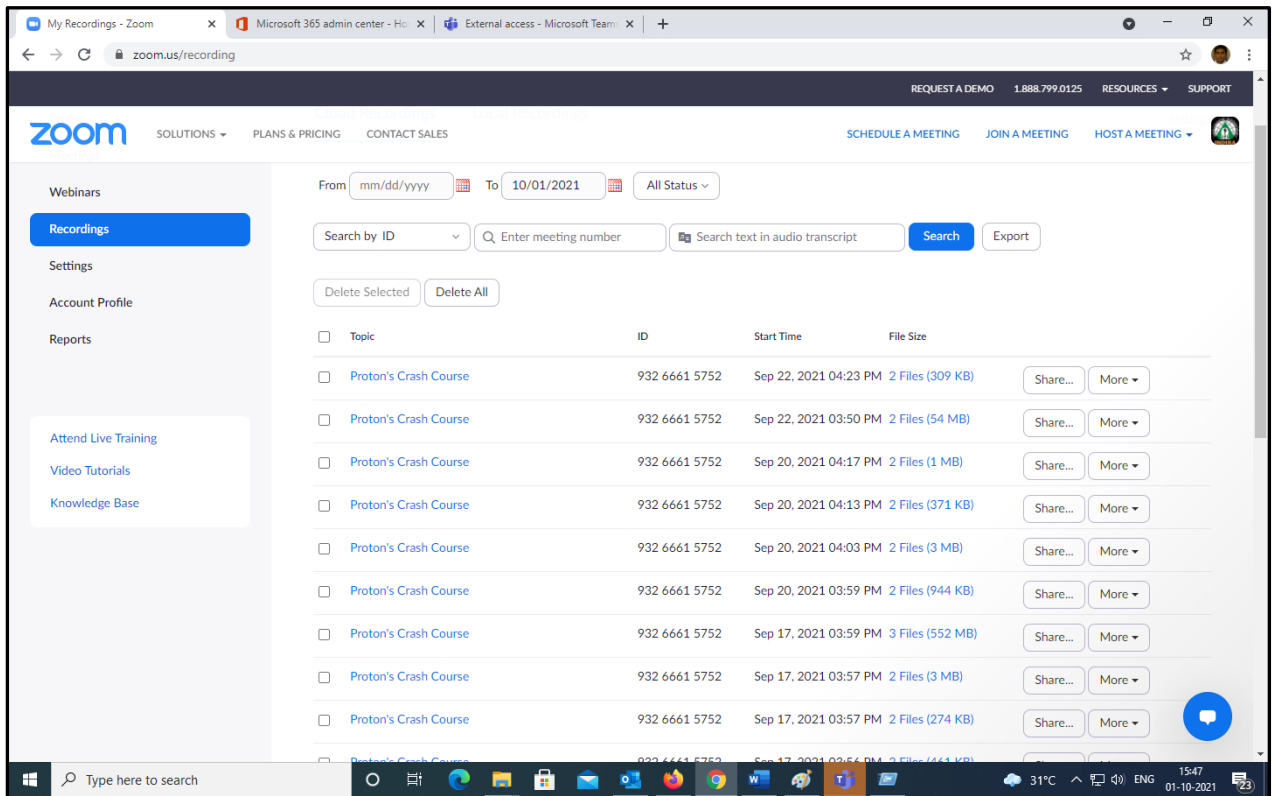
Glass board for E-Learning:

IGI has introduced Glass board for online lectures to increase the engagement quotient and in this regard IT department has setup a complete studio.

Glass boards serve as a mobile writing surface to capture ideas during brainstorming sessions and transport them from classroom to students. Their sleek and easy to edit surfaces invite collaboration during online teaching and reduce paper waste.

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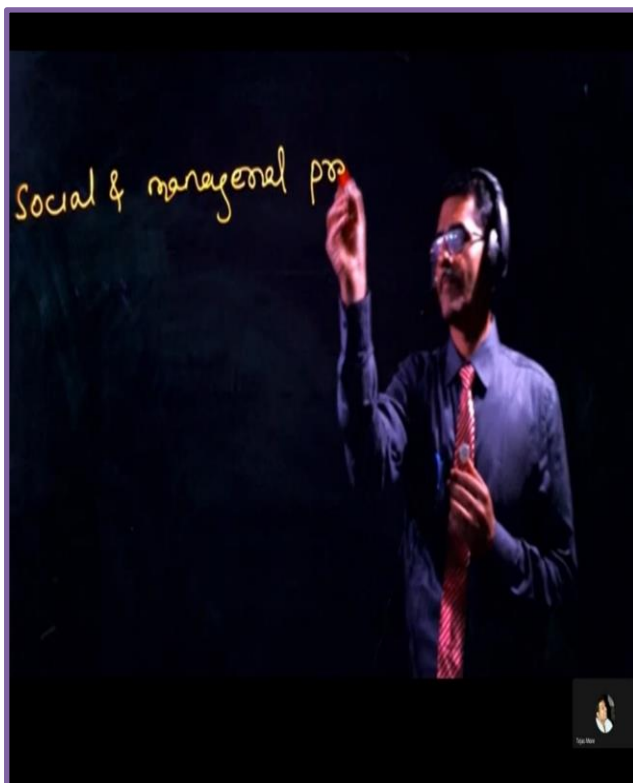
Glass boards are a multi-purpose tool that can adjust to needs on the spot while enhancing workflow and promoting collaboration. Design-friendly and functional, glass boards fulfil unique visual communications needs--and look good doing it.

Online Databases: ISBS PGDM provides students and faculty members with multiple online database:
Resources from where they can access research papers, journals, case studies, research reports and the like to be used for knowledge enhancement, research, and faculty development. ISBS PGDM has subscription of following databases:

1) ProQuest Management ABI Inform Global
2) J-Gate Social and Management Sciences (JSSH)
3) ProQuest EBRARY Business & Economics Collection (E-Books)
4) McGraw Hill Publications Text E-Books
5) Pearson Publications Text E-Books

Apart from the subscribed sources, ISBS PGDM also provides reference to some open access databases viz. Open J-Gate, Directory of Open Access Journals and Open DOAR (Directory of Open Access Repositories), to the students and faculty members.

Apart from the subscribed sources, ISBS PGDM also provides reference to some open access databases viz. Open J-Gate, Directory of Open Access Journals and Open DOAR (Directory of Open Access Repositories), to the students and faculty members.

Usage of LMS and ERP in teaching learning:
ISBS PGDM uses 2 well established **Learning Management System** (In pods) and **ERP** (GEMS) to increase student engagement, collaboration, and effective stakeholder participation. It gives flexibility and allowance for pedagogical experimentation to faculty and above all, involves all stakeholders' participation in teaching and learning process. Academics as well as administrative processes are also managed effectively and efficiently on account of such systems availability.
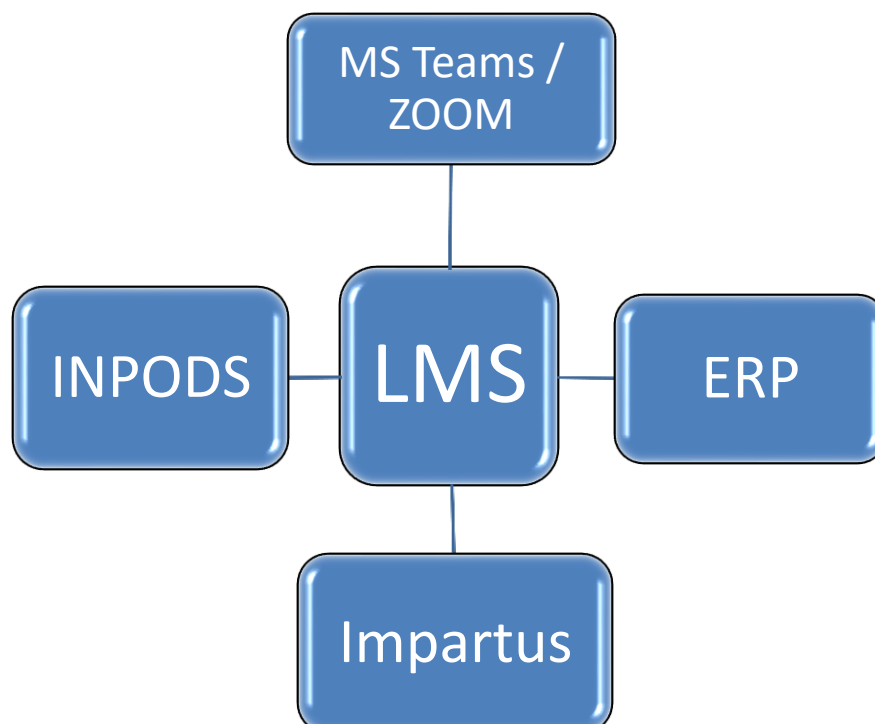
Microsoft Team/Zoom Platform:
Microsoft Teams is a digital core that enabled us to bring conversations, content, assignments, and apps together in one place, to enable a vibrant learning environment for our management students. Building collaborative classrooms made it possible for the students to do multiple activities on this platform and they could also connect with their classmates for completing various group activities/assignments due to various advanced features.

This platform offers multiple advantages like:
- Students Interaction with classmates in a familiar environment became easy and efficient
- Students could easily upload their assignments and work in one place.
- Additional help and support could be provided to the students through MT whenever needed.
- Collaboration with other students on projects and homework became easier.
- MT platform is the simplest and most easy to use platform due to which students could manage their time.

Faculties used MT platform to conduct
- Online Session Delivery
- Quiz competition using MS forms.
- Survey & Polls during ongoing sessions.
- Breakout rooms feature enabled case study discussions and other activities that could be conducted for small groups.
- This app has recording facility which helps the students to get the session recording anytime. Assignments features is used to give task to students with specific timeline. Faculty and students share their contents and files using Ms teams. Auto grading and feedback sharing can also be done through MT.
- Various activities of Marketing, Finance & HR club are also conducted thru this platform for the PGDM students.
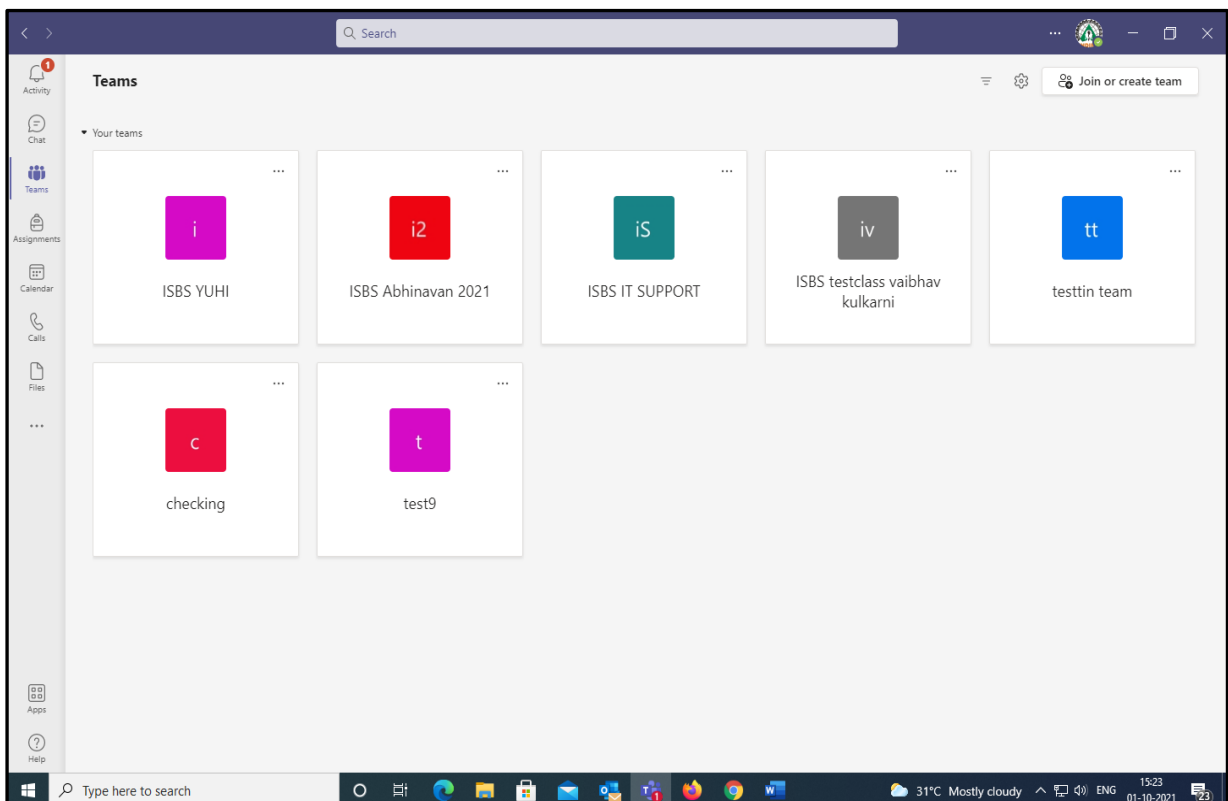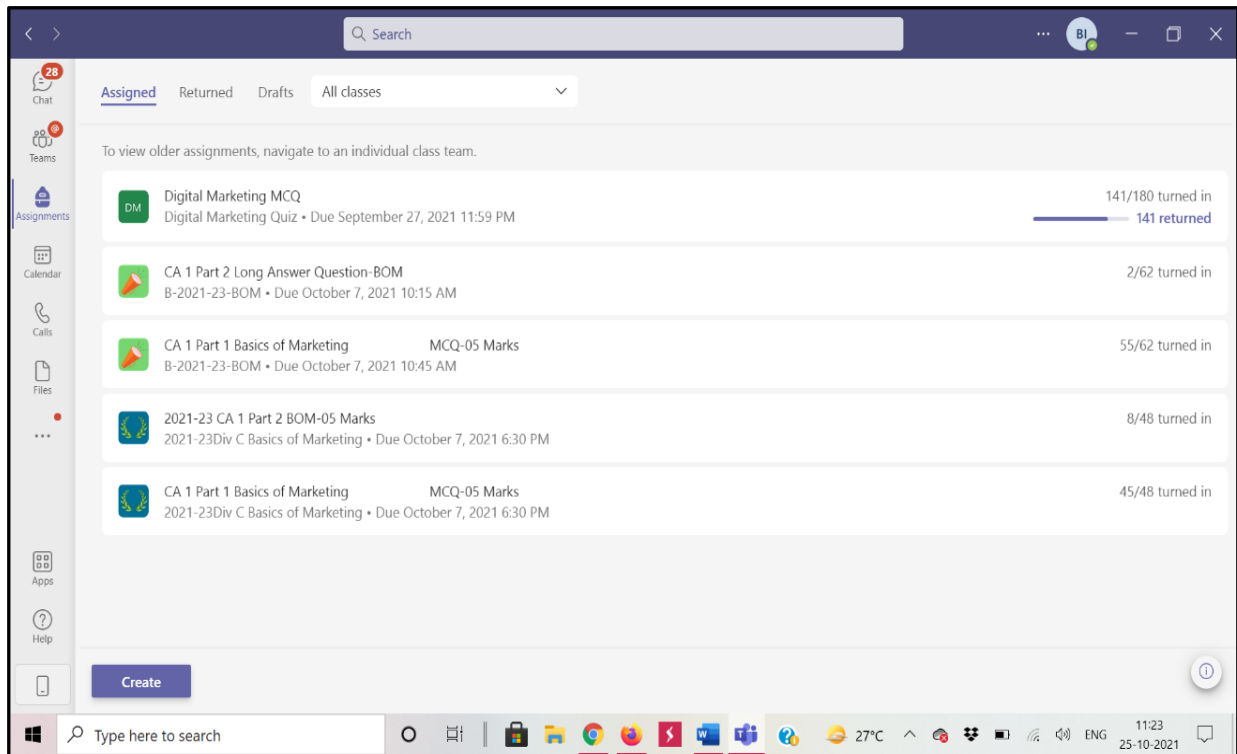
Zoom Platform is one more such platform which is extensively used by ISBS PGDM for ensuring effective learning and interaction with the students.
This platform is frequently used for:

- Conducting Guest sessions. ISBS PGDM conducts a plethora of International Guest sessions frequently to ensure increased exposure to global platforms, and these sessions were conducted through Zoom Platform.

- National & International seminars/webinars

- Quiz, and polls.

- Internal cultural activities and events like Convocation were conducted via Zoom platform during the pandemic.

ISBS PGDM has taken annual subscription of Zoom platform with capacity of 500 participants.

The various features of Zoom enable a flawless experience of interactions that students have with faculties, guest speakers and webinars:

- Collaborative white board (Aptitude sessions are conducted thru Zoom platform because of this feature)

- Large group session makes it more conducive for fruitful discussions during webinars/guest sessions etc.
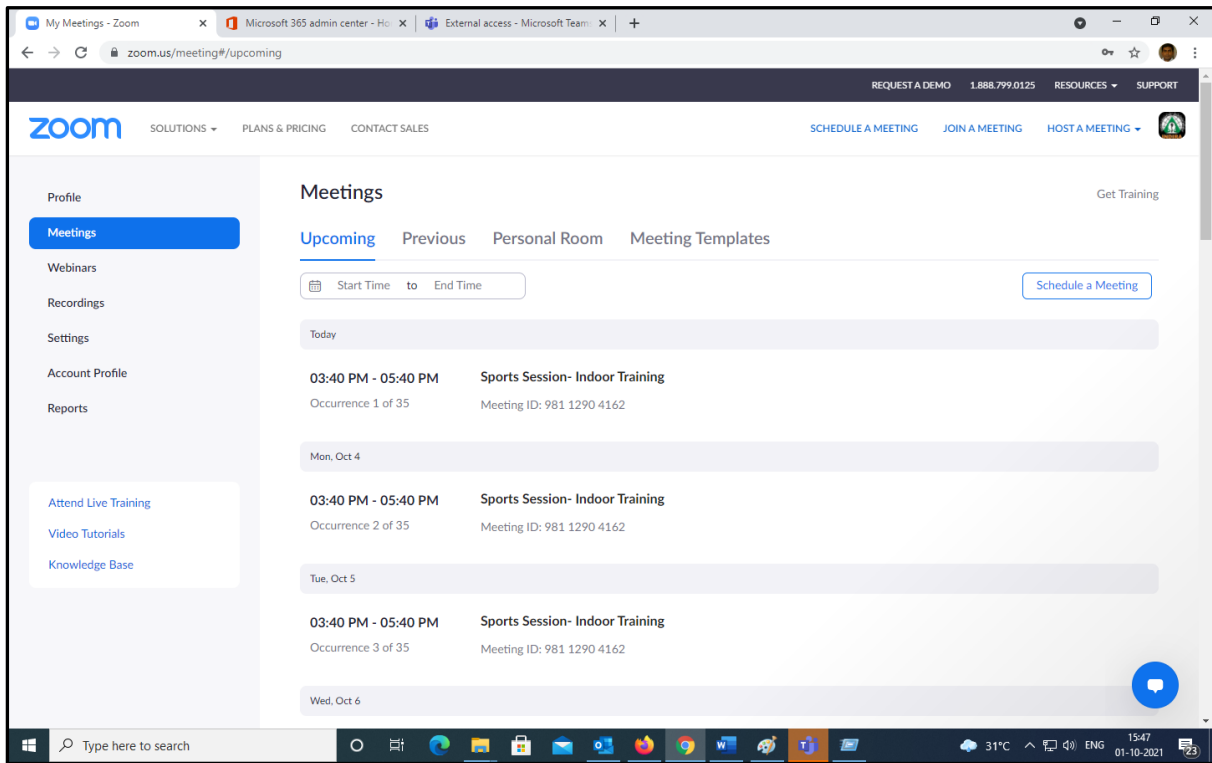
ERP: Enterprise Resource Planning

Indira School of Business Studies PGDM uses ERP to conduct the processes for the benefit of the stakeholders (students, faculties, staff, and management). The various process that can be done on this platform are:

- Admission
- Attendance
- Academic sessions
- Online examinations & evaluation,
- Library activities
- Track of student leaves, student documents, generating students ID etc. and
- Study material sharing.

Admissions:

ISBS PGDM uses No Paper Forms (NPF) as a Lead Management Software and CRM tool to manage all the leads generated for admission. The software also helps the admission cell to communicate with the respective candidates smoothly. The admission head/officer can find relevant statistics from NPF for future Admission projections as well.

Some screenshots of NPF are put below:

ISBS PGDM also uses ERP for smooth conduct of on-boarding process of new students. Merit list of students are displayed and accordingly students are admitted in ERP system. Once students pays admission fees, students are converted from applicant to student.

Attendance:

Institute monitors student's attendance very closely. Student must maintain their subject-wise/overall attendance (70%) as per the attendance norms. We have separate attendance department to monitor the same. Apart from this, subject faculty also monitors student's attendance at their subject level. We generate student's attendance every 2 weeks and display to the students. Faculty can update their subject/activity attendance through desktop/laptop or mobile app (Juno Campus Employees).

ATTENDANCE UPDATION IN ERP

Evaluation

Student's evaluation is important activity to access the inputs provided by faculties and institutes. Institute uses ERP as tool to assess students' performance as far as teaching is concerned. Student's Multiple-Choice Questions (MCQs) and descriptive evaluation is conducted through ERP. It maintains the evaluation data and the process saves the time. It also helps the students to adopt new tool for the evaluation.

ONLINE TEST/QUIZ

Generating various documents for students:

Students require different types of documents for various purpose like sanctioning the bank loans etc. ERP fulfils student's document requirement (Bank loan letter, Student Bonafide Letter) via online. Student needs to apply through ERP for the document. Once it is verified and approved by the administrator, system generates the document for the student. Student receives the document through his/her institute e-mail or through ERP
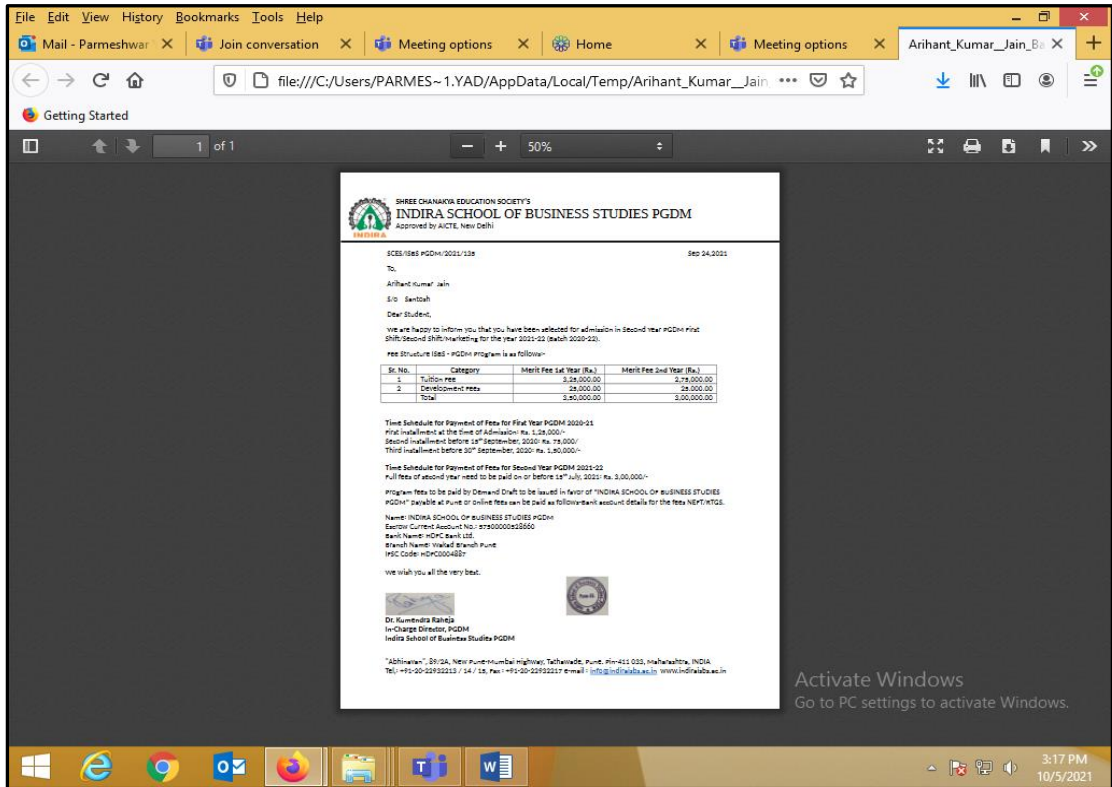
BONAFIDE CERTIFICATE
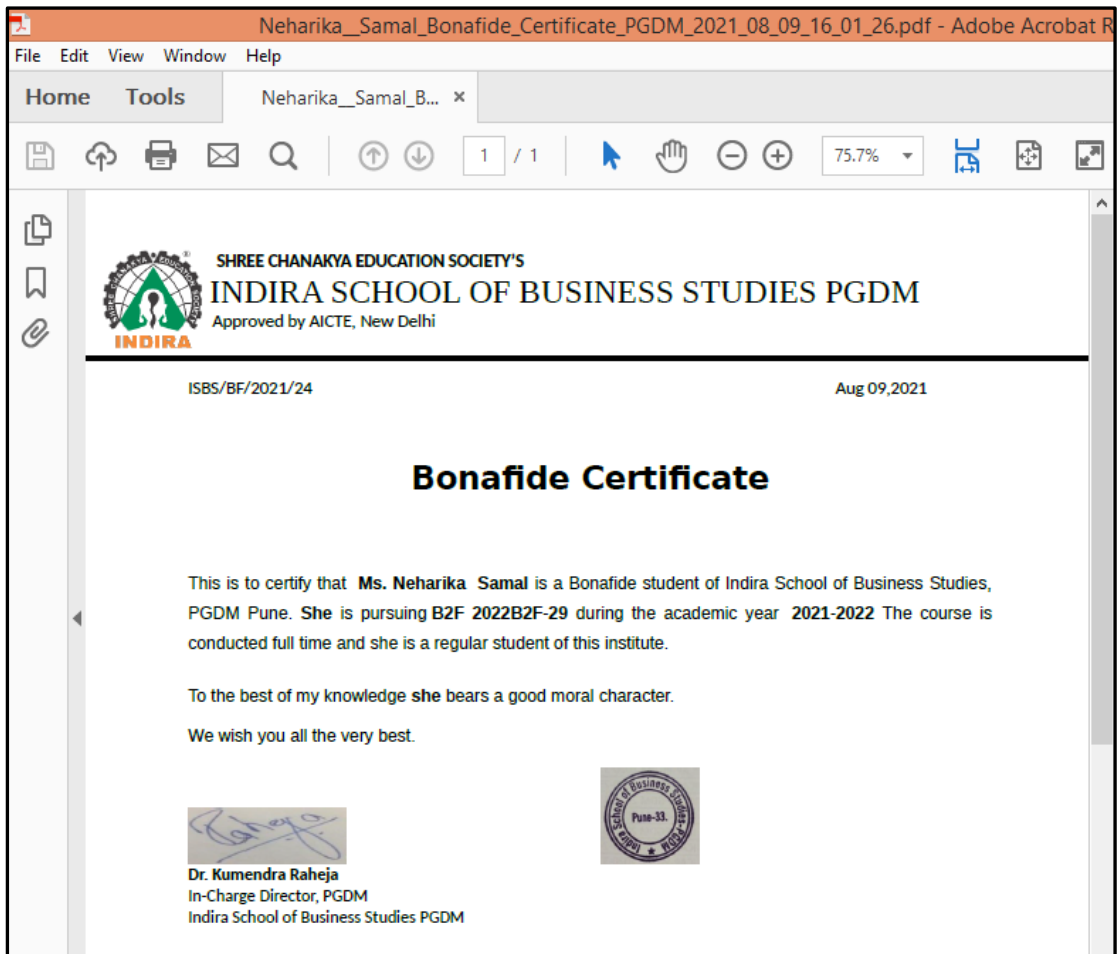
Student I-Card Generation: Student's I-Cards are generated through ERP. Student updates his/her profile in ERP. System fetches the data that is required for student I-Card. It includes student's name, photo, course, batch, mobile number, student's blood group, emergency contact number and address. Soft copies of student I-Card are generated and sent for printing.

Shree Chanakya Education Society's
INDIRA SCHOOL OF BUSINESS STUDIES PGDM PUNE
PGDM-Approved by AICTE New Delhi

ADITYA PRATEEK
Course : PGDM GENERAL-2020-2022
Mobile : 7654868849

20ISBSPGDMG145

Director

Add :'Abhinavan' S. No.89/2A, New Pune-Mumbai Highway Tathawade, Pune-411033
Web : www.indirabis.ac.in Contact : 020 66759415

Instructions :
1. The student must compulsorily carry the I-Card on campus.
2. ISBS Identity Card carries the image of your institute and student must use it judiciously.

Blood Group : O+

Emergency Contact No : 9123221771

Date of Birth : 20 Jun 1998

Add : C/O B.M. Mishra, Om Niwas South Mitra Mandal Colony, Saket Vihar Karorichak Road, Anishabad -, -, Patna, Bihar , 800002

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Students Learning:

ERP is used as a learning tool at ISBS PGDM. Institutes shares student's documents at ERP dashboard. ERP also displays student's daily timetable, examination time-table, student notices

in ERP dashboard. Apart from this faculty shares study material to the students (entire division).

Activities of Library:

Library issues and returns book from students through ERP system. If student returns the book to the library late, fine for the same is collected through ERP system. The data for the transactions are generated through report.

Faculty Feedback:

Faculty feedback is an important activity to access the inputs given by all the faculties. Institute conducts subject and activity-wise faculty feedback at ISBS PGDM. Students those have 70% attendance in all the subjects/activities are eligible for faculty feedback. Once students give their feedback in ERP system, reports are downloaded and shared with the faculties.

Faculty Wise Feedback Report
Course/Programme : ISBS PGDM - PGDM GENERAL-
Academic Batch : 2020 - 2022
Feedback : PGDM GEN 2022 FACULTY FEEDBACK DEC 2020

Overall Average For Subject : G-GC-108 - Human Resource Management : 3.96 (79.26) %					

Faculty Name : Dr. Neetu Pritam Singh Randhawa				Feedback Given By : 49 / Total No. of Students : 59	
Subject Name : G-GC-108 - Human Resource Management				Percentage of Feedback Given : 83.05 %	
The faculty uses different and engaging teaching methodologies while teaching	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Average / Percentage
Teaching Methodology	1	2	12	16	18	3.98 (79.59 %)
Average For The faculty uses different and engaging teaching methodologies while teaching						3.98 (79.59 %)

Faculty Name : Dr. Neetu Pritam Singh Randhawa				Feedback Given By : 49 / Total No. of Students : 59	
Subject Name : G-GC-108 - Human Resource Management				Percentage of Feedback Given : 83.05 %	
I understand the teaching of faculty.	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Average / Percentage
Teaching Methodology	1	2	10	25	11	3.88 (77.55 %)
Average For I understand the teaching of faculty.						3.88 (77.55 %)

Faculty Name : Dr. Neetu Pritam Singh Randhawa				Feedback Given By : 49 / Total No. of Students : 59	
Subject Name : G-GC-108 - Human Resource Management				Percentage of Feedback Given : 83.05 %	
The teaching methodology used by faculty involves me as learner.	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Average / Percentage
Teaching Methodology	2	2	11	21	13	3.84 (76.73 %)
Average For The teaching methodology used by faculty involves me as learner.						3.84 (76.73 %)

Faculty Name : Dr. Neetu Pritam Singh Randhawa				Feedback Given By : 49 / Total No. of Students : 59	
Subject Name : G-GC-108 - Human Resource Management				Percentage of Feedback Given : 83.05 %	
The faculty reports to the session on time.	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Average / Percentage
Discipline	0	1	5	29	14	4.14 (82.86 %)

Examination:

Examination module of ERP is extensively used by the institutes. It includes display of notices regarding examinations, conducting online examination, form submissions, fee payment of examination, generation of student's hall ticket, printing of grade sheets etc.

Inpods:

Introduction / Concept:

Inpods is an LMS, digital technology for collaborative learning. It is used for sharing study material, administering assessments, linking assessments to COs, Keeping record of attendance and marks, manage question banks, etc.

The online system enables access from the web from any location, allowing students flexibility in learning. It is a great tool to share pre and post learning readings with students.

The other benefits of having Inpods are:
- It is very useful in calculation of Co attainment for the subjects
- Capture indirect assessment data
- Calculation of PO attainment for the batch

- Comparison of PO attainment across batches
- Setting thresholds for attainment as per requirements of the institute.

Utility in teaching Learning Process:

CO-PO Mapping / Assessments / Evaluation / Result Analysis
- The faculty can use the LMS for CO-PO mapping
- Mapping assessments to Cos
- Administering assessments
- Grading assessments (MCQs automatically graded)
- Looking at individual performance and attendance of assessment at a glance.
- Graphs of assessment performance and CO attainment contribution of individual assessments available.
- Break-up of performance in assessments is available making result analysis easy.

Usage:
- Being used in all subjects to administer assignments
- For online and university exams, marks are entered externally to get complete result of the student

Snapshot of some reports:
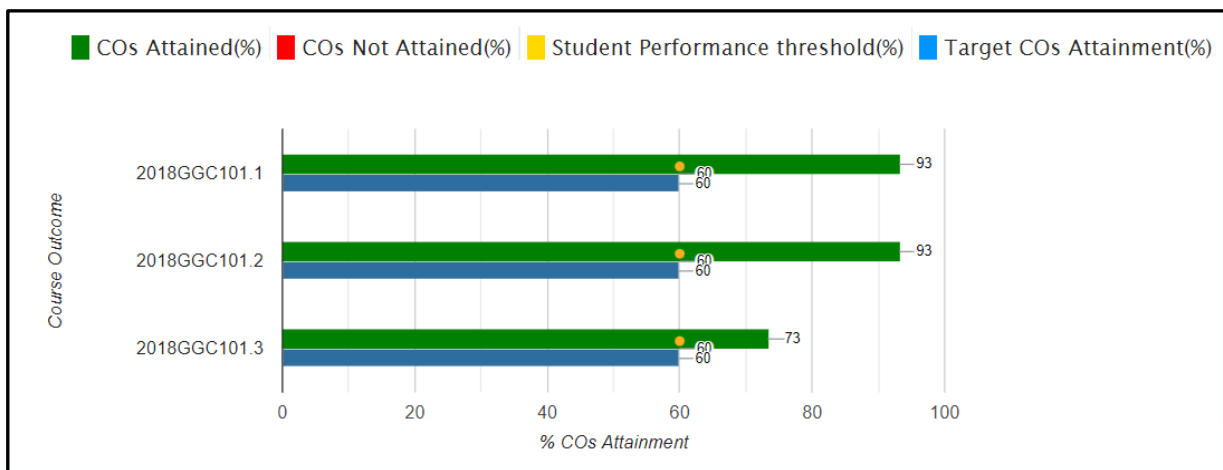
COs-wise attainment

Course Outcomes	Student Performance threshold %	Target COs Attainment %	Actual COs Attainment %	COs Attained?	Actions
Search...					
2018GGC101.1	60	60	93.33	Y	
2018GGC101.2	60	60	93.33	Y	
2018GGC101.3	60	60	73.33	Y	

1

Course Outcomes	Assignment Details(Assignment Name - Course Outcome Attainment)(%)		Average(%)
Search...			
2018GGC101.1	External Examination	26.67	70.83
	CA-1	100	
	Mid-term	83.33	
	Attend.	73.33	
2018GGC101.2	External Examination	26.67	70.83
	CA-1	100	
	Mid-term	83.33	
	Attend.	73.33	
2018GGC101.3	Attend.	73.33	50
	External Examination	26.67	

Impartus:

Impartus was used by ISBS PGDM to record the lectures of various sessions because of its amazing features. It is a comprehensive, video learning platform that brings about a paradigm shift in the teaching - learning experience. When the pandemic hit and sessions had to be done from online platforms, Impartus helped in capturing, editing, and distributing contextually relevant content for our students.

The objective of the concept is to bring the importance of video-based learning into mainstream education and take learning beyond the limitations of physical infrastructure. In the first phase of implementation, sessions were recorded by faculty and sent to students. High-definition cameras installed in classrooms capture sessions taken by Faculty, along with stated material on black/white board and LCD Screen. Post completion of the session, it is made available for students to utilize its content for future use and such sessions can also be relayed to other classrooms while the session is in progress.

This platform was of great assistance to the students as it enabled revision/learning of the concepts at their own time. Students could also post online queries and participate in various topics available on assigned web portal. If required, the sessions could also be live streamed to remote locations. Such lecture sessions become a valuable resource for online digital library on campus.

Following are snapshots of the interface and reports available through Impartus digital classrooms:
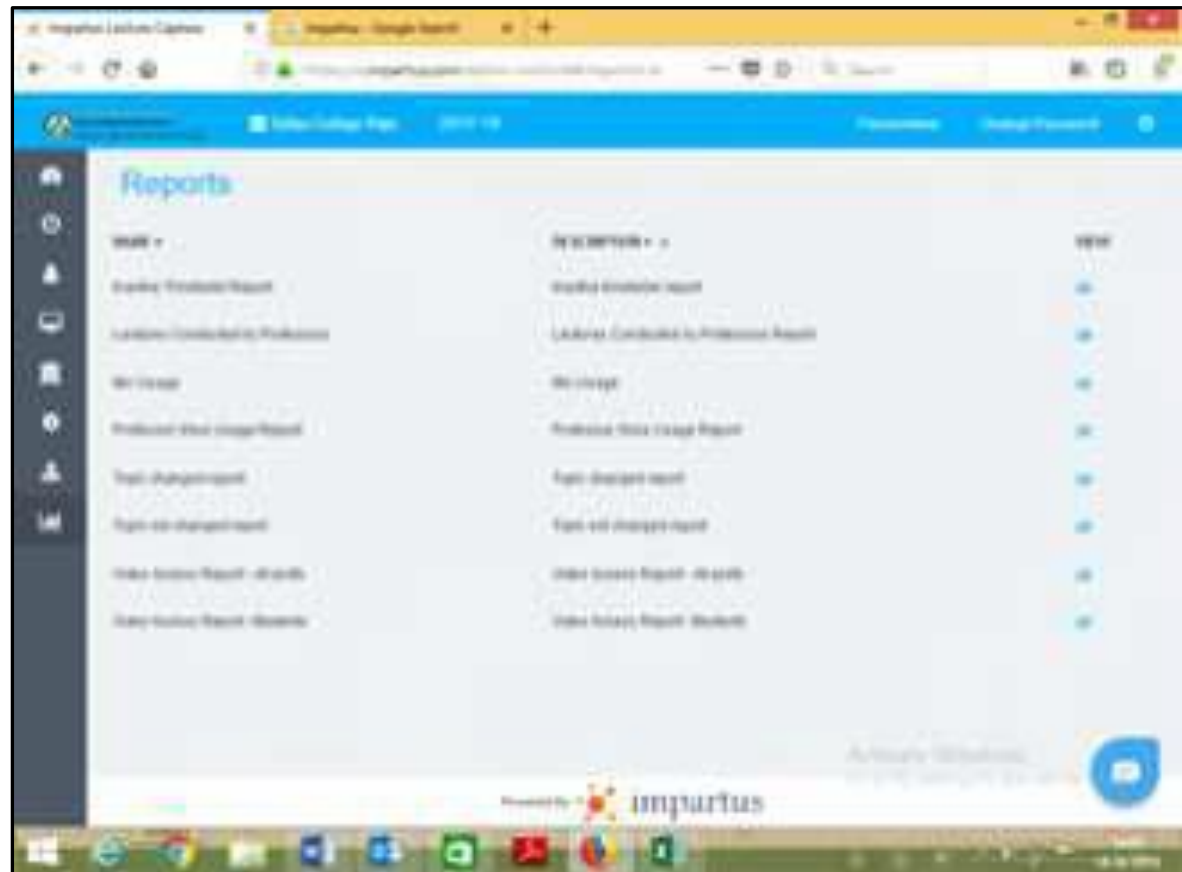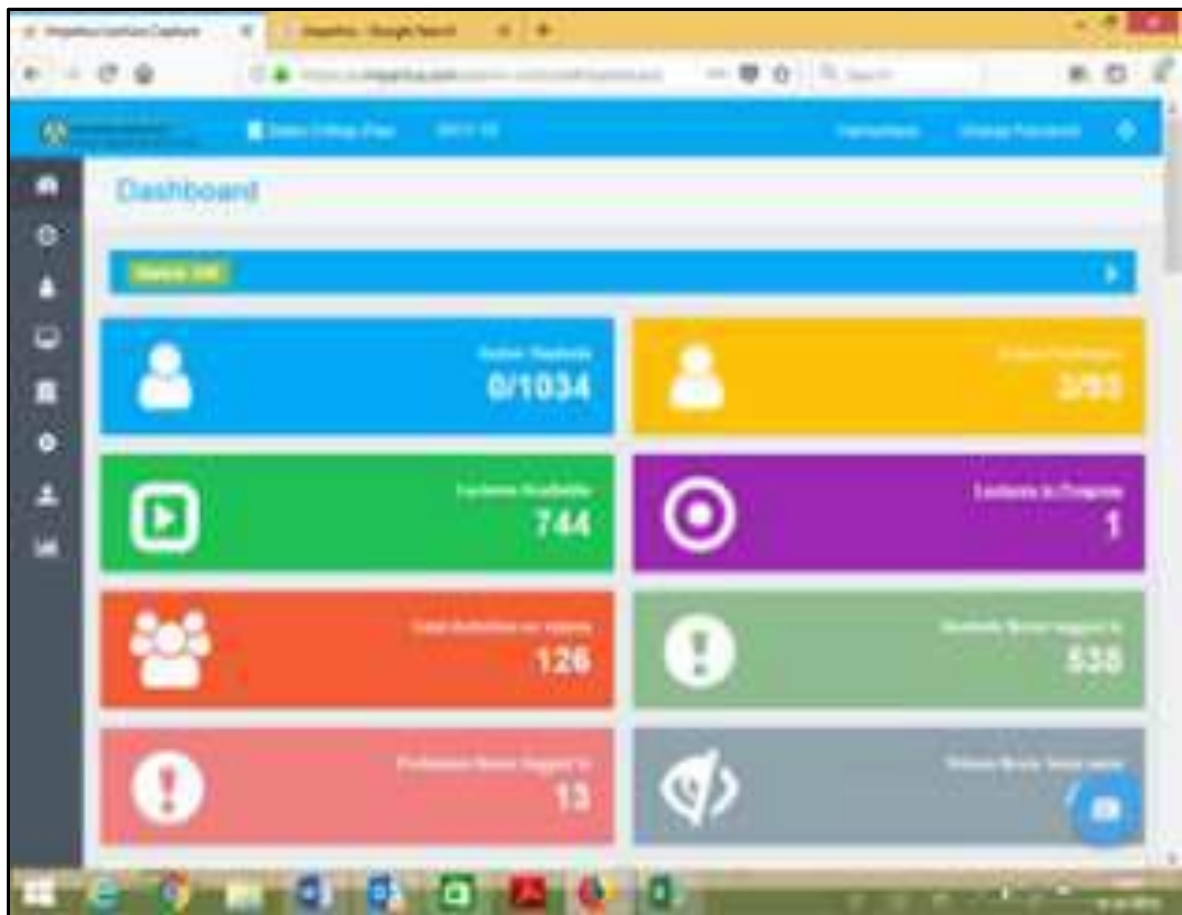
Language Lab, Multimedia Facility:

- **Multimedia Facility -** The library has a separate space exclusively devoted for a multimedia digital library section. This space accommodates 10 computers with the audio-visual facility. Library also has fine collections of academic reference videos and CDs comprising of national and international titles. Library procures latest videos from sources such as Video Education Australasia and Harvard Business Resources. The library Video Resource Centre helps enhance the inputs given to our students and makes learning a more enriching experience.
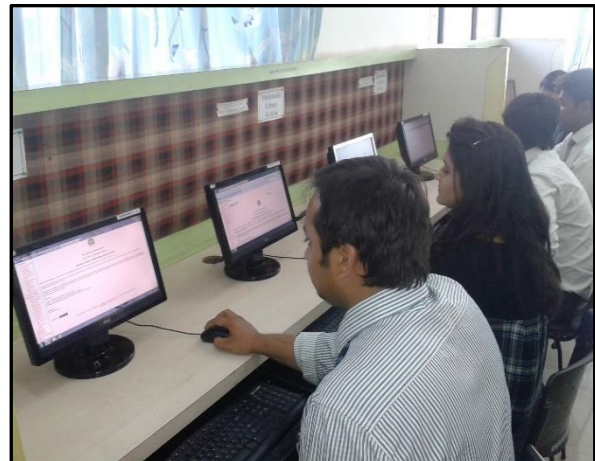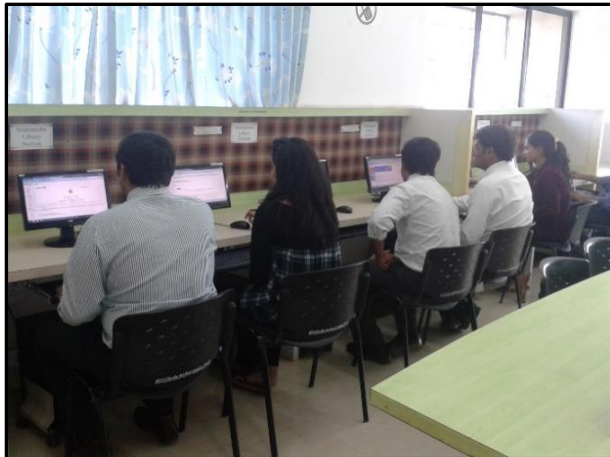
- **Language Lab -** Indira School of Business Studies focuses on imparting knowledge on various technical domains and lays high emphasis on improving the Communication skills of students. To accomplish the objective, ISBS PGDM has a well-equipped audio- visual "English LAB Software" with the latest technology to enhance interactive learning. The LAB has software's that help the students to learn and grade themselves on various parameters. The LAB is developed on the methodology of Listening, Speaking, Writing and Reading skills. It has the following interactive modules: Audio recording for assessing one's speech, Vocabulary Building modules, Self-Paced Reading Exercises, Interactive quizzes, and Listening Exercises.

8.2. Library (10)

Quality of Learning Resources: ISBS PGDM considers library as the backbone of its educational institution and provides a wide range of information resources that empowers it to generate extremely resourceful information for its stakeholders. ISBS PGDM library facilitates dissemination of knowledge, information, insights and intellect in all areas of management. Library provides open access facility to all its users. The Library at Indira School of Business Studies houses:

- 5500 number of titles
- 35636 number of volumes of books
- 60 National & International Journals
- 13 Periodicals
- 1674 volumes of Textbook CDs
- 142 volumes of Reference CD's DVD's
- J-Gate Social Science & Humanities online E-Journals database
- ProQuest Management ABI Inform Global online E-Journals database
- ProQuest Business & Economics EBOOK Central Collection (E-Books)
- McGraw Hill Publications Text E-Books (Titles = 105)
- Pearson Publications Text E-Books (Titles = 91)

    All subscribed online database have included all areas of business and management selectively chosen for reading and references.

Digital Library, SLIM Software, and Information Resource Centre: ISBS PGDM has registered for National Digital Library's Institutional Membership. The collection includes resources relevant to teaching, learning, training, research, and consultancy needs of its Library and Information Resource Centre users. The User-friendly Library software called SLIM21 has been adopted at the ISBS PGDM Library and Information Resource Centre to facilitate automation. This software facilitates circulation (Issue and Return) of the books and speedy access to bibliographies, locations, and availability of information about the books stocked in the library.

Accessibility: The relevant learning resources available in the ISBS PGDM library are made conveniently accessible for students and faculty, to facilitate easy access and utilization of these resources. Reviews on utilization provide guidelines about students and faculty usage and besides being utilized as pedagogy in some subjects ensures accessing library resources for completion of assignments and projects.

Mentioned below are some of the facilities which ease accessibility to library resources by its users:

- Reading Room facility
- Text and Reference book Service
- Basic Circulation Service
- Newspaper Clipping
- New Arrival List
- Documentation Service
- General Assistance in Literature Search
- Online Journal's Current Content and Abstract available through library website.
- Orientation sessions for students for utilization of library resources
- Dedicated PC provided for Divyang student.
- Library Website - https://sites.google.com/site/libISBS PGDM
- E-Resources – Scanned book chapters and links of various subscribed and open source e-books sharing to students and faculty members.
- E-Content – Web links of MHRD-UGC initiatives for online learning provided through library website.

The aim of the Library and Information Resource Centre is to promote the ability to seek, evaluate, and employ Library and Information Resource Centre as an integral part of teaching and learning. To this end, the Library and Information Resource Centre develops collections of learning material which uphold the teaching and learning objectives at ISBS PGDM; it organizes and provides both intellectual and physical access to material and holds training sessions for student and faculty about the best use of resources.

Library Activity:

Peter Drucker & Thinkers50 - The library has a separate space exclusively devoted as Peter Drucker Alcove for reading books written by Peter Drucker & top 50 management thinkers. Each book in the Thinkers50 series provides authoritative explanations of the concepts, ideas, and practices that are making a difference today, including specific examples and cases drawn from the original sources.

Entrepreneurship Alcove - ISBS PGDM has established the Entrepreneurship Alcove in the library with books written about entrepreneurs authored by the entrepreneurs themselves and authors from Thinkers 50 by providing innovative access to powerful business and management ideas through separate space and cupboard exclusively devoted as Entrepreneurship Alcove, which is formed with an objective of creating a platform for young Indians to realize the dream of a developed nation. To create a bridge and a platform for students to work in cross functional teams with a broad objective of enhancing their leadership skills and giving back to the nation.

The Morning Context Campus Subscription - The Morning Context - TMC publishes the best writing on the internet, business, and chaos. They provide one long form story every weekday, delivered to your inbox at 8 am, along with newsletters on diverse subjects every day at 4 pm in the evening. The Morning Context is a digital media company where they publish stories on the Internet, business, and chaos. It is the best long-form business journalism you can get your hands on in India. TMC is read by thousands of paying subscribers. Subscribers include individuals and institutions ranging from A91 Partners, Sequoia, MakeMyTrip, Naspers, DSG Consumer Partners, INSEAD, Indian Institute of Management, NALSAR Law College, Indian School of Business, Fresh works, Nexus Venture Partners, Netflix, OYO,

Stellaris Venture Partners, Blume Ventures, Spotify, New York Times, Financial Times, among several others. Readers read it to understand the world of business better so they can make informed decisions, which impact their work and life pursuits. With this institute subscription user's access to everything they do:

· Over 250 original long reads every year
· Complete access to its archives
· Access to all its premium newsletters.

They publish sharp at 8 AM, Monday-Saturday.

Multi-media Library – The library has a separate space exclusively devoted for a multimedia digital library section. This space accommodates computers with the audio-visual facility. Library also has fine collections of academic reference videos and CDs comprising of national and international titles. Library procures latest videos from sources such as Video Education Australasia and Harvard Business Resources. The library Video Resource Centre helps enhance the inputs given to the students and makes learning a more enriching experience.

List of Reference CDs/DVDs available:

Sr. No.	Acc. No.	Title	Qty.
1	AB0001	Building Successful Brands in the 21st Century	1
2	AB0002	HR Execution in a M & A Business Environment	1
3	AB0003	Challenging the Leader (Proceedings of 32nd National Management Convention of All India Management Association)	1
4	AB0004	The Talent Imperatives (Proceedings of 33rd National Management Convention of All India Management Association)	1
5	AB0005-AB0007	Business Wiz - Understand Business (Vol. 01 to Vol. 03)	3
6	AB0008 - AB0011	Life and Relationships (Where is this thing called love, Do I need a reason to be happy? Parenting - Is it an Art of Science? and Celebrate Life	4
7	AB0012 - AB0015	The Science of Life (Science of Emotions, Science of Spirituality, Get Your Magnet Right and Matha, Pitha, Guru, Deivam)	4
8	AB0016 - AB0019	Spirituality (Who is God? What is Religion? Why Meditation? Miracles Happen, Who are you Krishna? Who are you! And Unspoken Messages from Ramayana & Mahabharata)	4
9	AB0020 - AB0023	Success and Abundance (Your Future Begins Today, Dinacharya, Holistic Abundance and They either make you or break you)	4
10	AB0024 - AB0029	Import and Export Management (Module - 01 to Module - 09)	6
11	AB0030 - AB0035	Six Sigma (Module - 01 to Module - 06)	6
12	AB0036 - AB0041	Retail Management (Module - 01 to Module - 10)	6
13	AB0042 - AB0047	Project Management (Module - 01 to Module - 13)	6
14	AB0048 - AB0053	Supply Chain Management (Module - 01 to Module - 07)	6

15	AB0054	Salesperson - Hiring, Training & Using them Effectively	1
16	AB0055	Business Success Business Strategy	1
17	AB0056	Team Building Creating Focusing & Energizing Teams	1
18	AB0057	CV Writing skills	1
19	AB0058	Select Video Studio	1
20	AB0059 - AB0060	Business Success (Performance Management, Motivation & Teamwork)	2
21	AB0061	Presentations & Public Speaking	1
22	AB0062	Total Training for MS Office 2007	1
23	AB0063	French - Level 1 and 2	1
24	AB0064	Job Interview Skills, 2nd Edition	1
25	AB0065	Successful Negotiating Skills	1
26	AB0066	Business Analysis Skills	1
27	AB0067	Career Builder	1
28	AB0068	Board of Directors Responsibilities, Opportunities and 23 Question to ask the CEO	1
29	AB0069	Business Success - Planning & Organising	1
30	AB0070	Advertising Made Easy	1
31	AB0071 - AB0072	Learn Windows Vista (Windows Vista Business and Vista Home Basic, Windows Vista Ultimate and Vista Home Premium)	2
32	AB0073	Communicate - Learn Powerful Communication Skills	1
33	AB0074	English Level 1 & 2	1
34	AB0075	Business Start-up Launch your Dream	1
35	AB0076	Select Web Design Studio 2nd Edition	1
36	AB0077	IT Skills - Getting Started on your PC	1
37	AB0078	Bust the Fads: Win at Business	1
38	AB0079	Agreement Builder	1
39	AB0080	Handling Difficult People	1
40	AB0081	Biz Plan Builder 8	1
41	AB0082	Marketing Builder 2.2	1
42	AB0083	Publicity Builder	1
43	AB0084	Organise for Success	1
44	AB0085	PDF Creator & Editor	1
45	AB0086	Simpler & Cheaper - Making Your Business Work for You	1
46	AB0087 - AB0089	Harvard Thoughts (Bootstrap Finance, Hustle as Strategy and The Discipline of Innovation)	3
47	AB0090	The CEO Reference # 06 Topic - "Is Yours a Learning Organization?" (Harvard Business Review, April 2008)	1
48	AB0091	The art of effective communication (Part -01)	1
49	AB0092	Scientology the fundamentals of thought	1
50	AB0093	Money ball	1
51	AB0094 - AB0095	Indian Acts	2
52	AB0096	Impact Roundtable on Radio	1
53	AB0097	The Indomitable 6th IIMS	1
54	AB0098	Student Profile IIMP	1
55	AB0099	The world is your Destination	1

56	AB0100	Business World 2008	1
57	AB0101	B- School Directory India & International	1
58	AB0102	Retail Country	1
59	AB0103	My Safe PC	1
60	AB0104	Swami Sukhaboshananda	1
61	AB0105	Rendezvous El Conquistador	1
62	AB0106	The Scientology Handbook Tools for life	1
63	AB0107	Gujarat The Powerhouse	1
64	AB0108	Clash of the Titans	1
65	AB0109	300 & 300 Rise of an Empire	1
66	AB0110	Tom Hanks is Forrest Gump	1
67	AB0111	Jerry Maguire	1
68	AB0112 - AB0124	Creating client value copilot	13
69	AB0125 - AB0128	Marketing copilot	4
70	AB0129 - AB0130	Strategy copilot	2
71	AB0131	The India way	1
72	AB0132	My journey	1
73	AB0133	The Downside of creative Destruction	1
74	AB0134	Innovation Centre of Gravity Shifting	1
75	AB0135	The Evolution of a science	1
76	AB0136	Scientology the fundamentals of thought	1
77	AB0137	The Original Thesis	1
78	AB0138	The Problems of work	1
79	AB0139 - AB0142	NBA Visit – Feb. 2019	4
Total Number of CD's			**142**

Inter Library Association – ISBS PGDM holds Institutional Membership with the SSPU Jaykar Knowledge Centre & Mahratta Chamber of Commerce Industries and Agriculture (MCCIA), Pune. SPPU Jaykar knowledge resource centre provides information, reading and reference facilities to its members. Its collection has a total stock of over 47,7173 books which covers a wide range of subjects including Management, Information Technology, Engineering, Science, Literature, English language, Social Science and many more. The library also has 210 Periodicals, 5774 e-books & many more subscribed e-resources are available for members.

MCCIA membership is of enormous value in all the important aspects of business networking, learning, and sharing. MCCIA having collection of 6000+ Books, 100 Periodicals and 515 reports. MCCIA is one of the major reference resources in Pune. MCCIA gives the brief information about Network with industry leaders and policy makers, Evolve with industry trends and Leverage business growth opportunities.

Relevance of available learning resources

Sr. No.	Learning Resource/Facility	Relevance
1	J-Gate	· J-Gate is an electronic gateway to global e-journal literature. · J-Gate provides seamless access to millions of journal articles available online offered by 8,750 + Publishers. · Presently it has a massive database of journal literature, indexed from 26,830+ e-journals with links to full text with IP based and remote access for all users.
2	ProQuest Management ABI Inform Global	· PQMC one of the most comprehensive business databases on the market. It includes in-depth coverage for over 4,400 publications, with more than 3,300 available in full text with IP based and remote access for all users.
3	ProQuest EBRARY Business & Economics Collection (E-Books)	The research process is complex enough without students having to learn the ins and outs of different platforms with features that aren't present from one to the next. eBook Central brings content from virtually every publisher into one unified experience so students will quickly get — and stay — comfortable with how they discover and use e-book content. eBook Central is designed with mobile in mind. Access the site from your tablet or phone and download e-books for offline reading. It gives access to 24000 + titles with IP based and remote access for all users.
4	Digital Library (E-Books) of Tata McGraw Hill and Pearson Publications	Supports e-learning with resources network. · Designed to meet the needs of the learners. · Promotes reliable access anytime and anywhere to quality collection of e-books and services, available both within and outside the network. McGraw Hill Publications Text E-Books (Titles = 105) available for online reading with IP based and remote access for all users. Pearson Publications Text E-Books (Titles = 91) available for online reading with IP based and remote access for all users.
5	National Digital Library of India (NDL India) Open Access E-Resource	National Digital Library of India (NDLI) is a virtual repository of learning resources which is not just a repository with search/browse facilities but provides a host of services for the learner community. It is sponsored and mentored by

		Ministry of Education, Government of India, through its National Mission on Education through Information and Communication Technology (NMEICT). Filtered and federated searching is employed to facilitate focused searching so that learners can find the right resource with least effort and in minimum time. NDLI provides user group-specific services such as Examination Preparatory for School and College students and job aspirants.
6	Online Question Papers	Access to online scanned question papers of all previous batches is made available online through library website for all its users.
7	Online Catalogue Search Service (OPAC)	Users can browse the Library Collection to check the availability of Books, Journals and Periodicals, CD's, Projects, Library Account Status etc. Users can also check their library account details online through OPAC.
8	Inter-Library Cooperative and Loan Service	Users can access IGI library resources i.e. books, journals, and periodicals through interlibrary cooperation and loan services.
9	Online Journals Current Content and Abstract	Users can access online index/abstract or full text of subscribed journals through web links available on library website.
10	The Morning Context	The Morning Context (TMC) Newsletters to enhance our co-curricular inputs for our students. The students get stories on all relevant current affairs every day. It helps to keep the students updated at all time.
11	NHRDN Membership	NHRDN is a platform to help connect with HR professionals, HR community and to get expert advice on HR related issues. It conducts seminars and workshops on regular basis along with publishing Newsletters and Research journals. **Membership ID:** PINSTMSME/PUN/17835/20211029/20311029
12	MCCIA Membership	MCCIA is one of the few Chambers of Commerce in India which were established before independence. It is a platform to facilitate industrial growth, infrastructural development and To promote research, development and production in the field of science and technology.
13	Emarald Teaching cases	Emarald Teaching cases is a collection of cases that the faculties can use in their respective subjects during learning and development.

Library website and Manual: ISBS PGDM Library has a comprehensive website and is an effective interface between users & Library department. The department also prepares Library manual which records all the updates regarding the functioning of Library.

Following are few snapshots of library usage:
1. Slim Software:
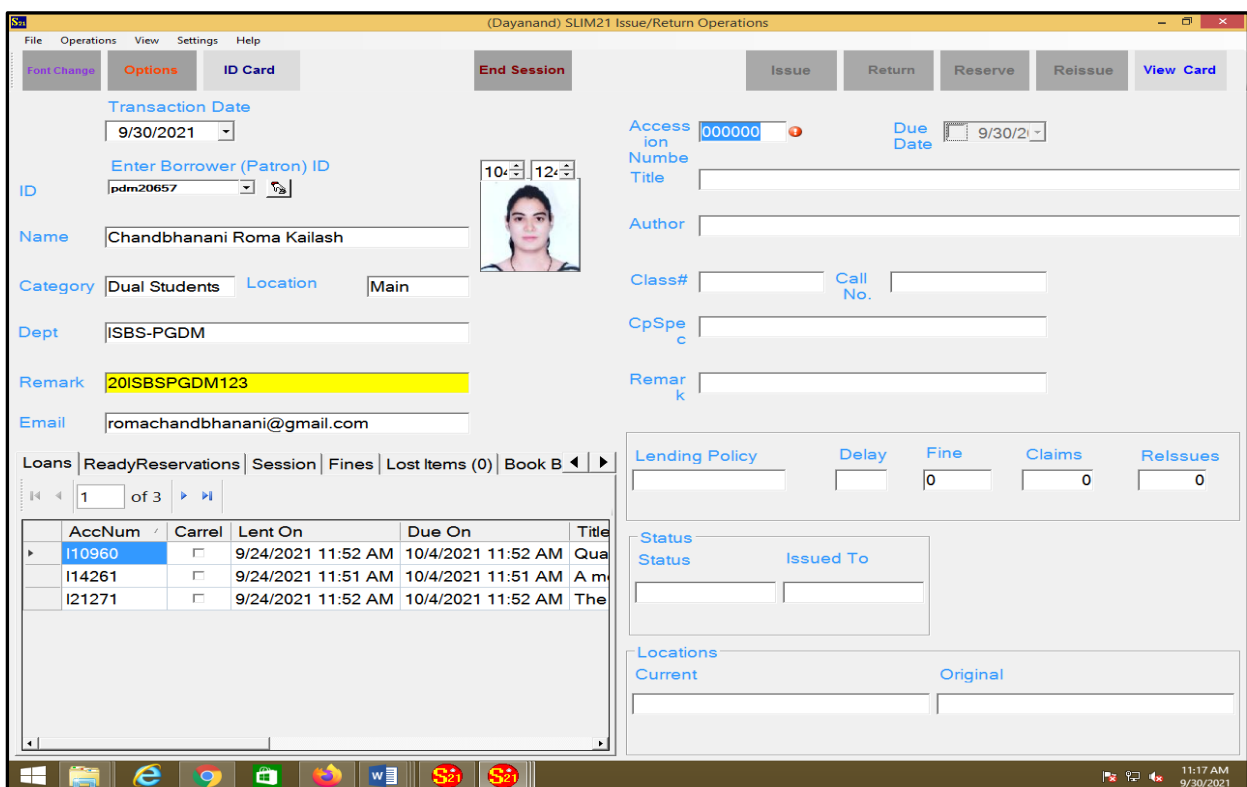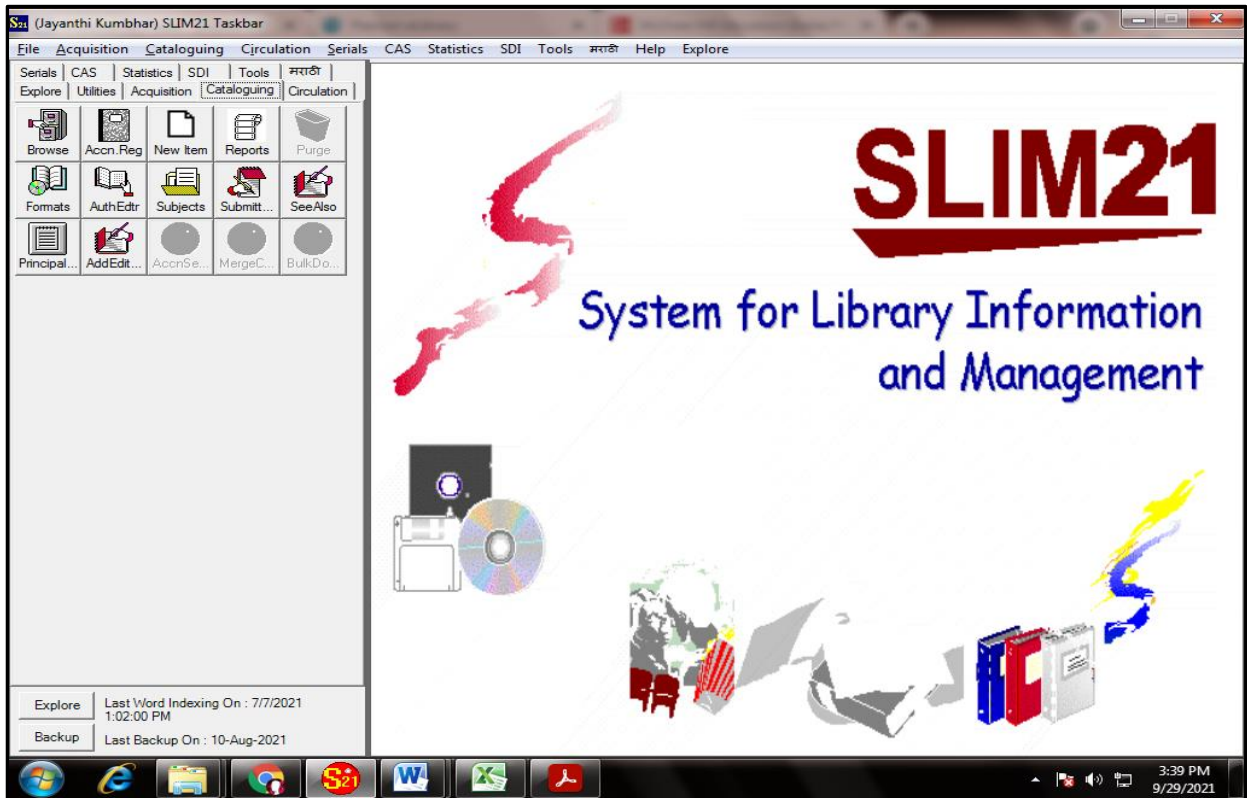
2. J-Gate Social Science & Humanities (JSSH) –

http://jgateplus.com

3. ProQuest Management ABI Inform Global (E-journals)
https://search.proquest.com/197222

4. ProQuest EBRARY Business & Economics Collection (E-Books)

https://ebookcentral.proquest.com/lib/indiraISBS PGDMin

5. McGraw Hill Publications Online E-books Collection
https://www.expresslibrary.mheducation.com

6. Pearson Publications Online E-books Collection
https://elibrary.in.pearson.com

7. The Morning Context
The Morning Context (TMC) Newsletters to enhance our co-curricular inputs for our students.

8. MCCIA:
Associateship No: IA-11875

Certificate of Associateship

MAHRATTA CHAMBER OF COMMERCE, INDUSTRIES AND AGRICULTURE, PUNE

INDIRA SCHOOL OF BUSINESS STUDIES
PGDM

IS AN ESTEEMED ASSOCIATE
OF THE CHAMBER
FOR THE YEAR 2021-2022

Mr. Sudhir Mehta
President, MCCIA

Mr. Prashant Girbane
Director General, MCCIA

Associateship No.: IA-11875
Date: 31/08/2021

9. Emarald Teaching cases
https://www.emerald.com/insight/register

8.3. Information Technology (IT) Infrastructure (15)

ISBS PGDM attempts to ensure availability of state-of-the-art IT infrastructure which enables effective delivery of teaching learning processes. Following are the details of IT infrastructure and its utility on campus:

Well-equipped Computer Lab: ISBS PGDM has well equipped computer Lab with 100% LAN connectivity. Lab is effectively used in teaching learning process by both Faculty and Staff.

Hardware Resources: Institute has provided dedicated workstations for every Faculty and Staff member. Laptops with latest configuration have been provided to PGDM students. Faculty and staff are also provided laptops on need basis for ease of work and effective delivery of assigned task. Every Faculty room has been provided printers as shared resource and scanners are available in library and computer room to be used as and when required. Projection Television sets has been installed in the corridor which is used for internal information dissemination and live streaming business news channels to keep students and staff updated on latest developments. Latest configuration laptops have been provided to PGDM students.

Software Resources: Based on requirement, licensed software has been installed across campus. Every Staff, Faculty and Student is given a unique Microsoft email id to be used for all official purposes. IT team has created common and shared online storage facility available in institute's intranet named File Transfer Protocol (FTP).Using email id user can use licence Ms-Office on about 5 devices. Updated Anti-virus protection is available in all systems for data security. Latest Software tools like SPSS, SPSS Amos, Power BI and Prowess and the like have been installed in computer lab. Language Lab Facility is available

Network Resources: Leased Line and Wi-Fi facility is available on campus for seamless connectivity for users. All Classrooms have been equipped with Surveillance camera and Wi-Fi Access Points. OneDrive (previously SkyDrive), which is a Microsoft's service for hosting files in the "cloud" Office Online services, is also available for all Outlook users. Under every email id 1TB of cloud storage space available for user .Through this facility, files can be synced to a PC and accessed from a web browser or a mobile device, as well as shared publicly or with specific individuals.

IPad to Faculty Members – Every Faculty member has been provided I-pads. Faculty members use them for training students on skills like GD, PI and sharing real time data during lectures.

Following is the summary of IT Infrastructure available:

Server Details (Centralized)

Location	Make	Configuration	Qty	O/s Loaded
Central Sever Room	HP Server Base	HP ProLiant – DL 380P Gen8 Intel® Xeon® processor E5-2600 v2. 6 core, 2.1 GHz, 15MB, 80W), HP 64GB PC3-12800R-11 RAM. HP 600*3 TB HDD ,HP 12.7MM Sata DVD RW, HP Ethernet 1GBE 4P adaptor.	1	Microsoft Windows Server 2012 R2 Datacenter

Central Sever Room	HP Server Base	HP ProLiant – DL 380 Gen5 Processor: Intel® Xeon® processor E5-430, 2.66 GHz, 2667 Mhz, 4 Core(s), 4 Logical Processor(s), 36GB RAM, 600GB HDD	1	Microsoft Windows Server 2012 R2 Datacenter
Central Sever Room	HP Server Base	HP ProLiant – DL 380 Gen5 Processor: Intel® Xeon® processor E5-430, 2.66 GHz, 2667 Mhz, 4 Core(s), 4 Logical Processor(s), 8GB RAM, 146GB HDD	1	Windows 10/CentOS
Central Sever Room	Dell Server	Dell PowerEdge 1950 Intel(R) Xeon(R) CPU E5320 @ 1.86GHz, 1862 Mhz, 4 Core(s), 4 Logical Processor(s) , 4GB RAM, 300GB HDD	1	Microsoft Windows Server 2012 R2 Datacenter
Central Sever Room	Dell Server	Dell – T 420 - 1. Intel® Xeon® processor E52400 and E52400 v2 Tower Server with 1 TB HDD,8 GB RAM	1	Microsoft Windows Server 2012 R2 Datacenter
Central Sever Room	Dell Server	DELL POWEREDGE T100	1	Microsoft Windows Server 2008 R2 Datacenter

Internet Facility:

Sr. No.	Description	Capacity
1	**TATA COMMUNICATION (1:1) Leased line**	**500 MBPS**

IT Hardware Summary:

Total Terminals	**201**
Total Printers	**22**
Total LCD	**20**
Total Scanners	**1**
UPS	**5**
CCTV CAMERA	**33**
Wi-Fi Access Point	**16**
Web Camera	**12**

Terminal Details:

Sr. No.	Configuration	Quantity	Make
1	Ao-360n Dell™ OptiPlex™ 360 n-series Core2 Duo 2.66GHz 800MHz , 2 GB DDR2-533 SDRam , 80GB HDD, Keyboard, Optical Mouse, 15.6" TFT	54	DELL
2	Zenith Pentium Pc 945/Micro ATX/ 945 Gc Intel Pentium Dual Core 2ghz 800mhz 2*2 Mb Cache/4 GB Ddr2-533 Sdram , 80gb Sata Hdd, Keyboard, Optical Mouse, 15" TFT	39	Zenith
3	Zenith Pentium Pc 945/Micro ATX/ 945 Gc Intel Pentium Dual Core 2ghz 800mhz 2*2 Mb Cache/4 GB Ddr2-533 Sdram , 80gb Sata Hdd, Keyboard, Optical Mouse, 15" TFT	2	Zenith
4	Zenith Pentium Pc 945/Micro ATX/ 945 Gc Intel Pentium Dual Core 2ghz 800mhz 2*2 Mb Cache/4 GB Ddr2-533 Sdram , 80gb Sata Hdd, Keyboard, Optical Mouse, 15" TFT	3	Zenith
5	Zenith Business PC 9GC31 Core2Duo 2.40GHz 800MHz 2*2 MB Cache/4GB DDR2-533 SDRam , 80GB Sata HDD, Keyboard, Optical Mouse, 17" TFT	5	Zenith
6	Dual Core 2.8/Intel Chipset M/B, 1 GB Ddr2 RAM/250 Gb Hdd, Keyboard, Mouse, LCD AOC 15.6'	11	Assembled
7	HP Intel Corei5-4570T, 2.9GHz,4 GB DDR3-1600 DIMM RAM, 500 GB 7200 RPM HDD,USB Keyboard, Optical Mouse	10	HP
8	Lenovo Desktop Core i3-700, Gen 7 B250, 1tb HDD, 4 GB DDR4 2400, Keyboard, Optical Mouse, 19.5" LED Monitor	12	Lenovo
9	Acer Travel Mate P243 Intel® Core™ i5-3210Mprocessor, (3 MB L3 cache, upto 3.10 GHZ)4 GB(Dual-channel DDR3 SDRAM), 500GB HDD, DVDRW,14 Inch HD LED-backlit TFT	21	Acer
10	Lenovo Think Centre M710 TINY DESKTOP Intel Core i5-7400 DEN 2.4 G/3.5G/4GB DDR4 RAM, 1TB HDD, 19.5" LED Monitor.	30	Lenovo
11	Lenovo Desktop V530 Tower , Intel Core i5 -8400 Processor, 4 GB DDR4 RAM , 1 TB HDD 7200 RPM	05	Lenovo
12	HP 240 G3 Laptop, Intel Core i3,4GB DDR4 RAM, 500 GB HDD, 14" LED Screen	01	HP
13	HP 240 G5 Laptop, Intel Core i3,500 GB HDD, 4 GB DDR4 RAM,14" Screen	3	HP
14	HP 240 G6 Laptop, Intel Core i3, 1 TB HDD, 4 GB DDR4 RAM,14" Screen	1	HP
15	Dell Latitude 3490, Intel Core i5, 1 TB HDD, 4 GB DDR4 RAM,14.1' Screen	1	DELL
16	Lenovo THINKPAD E49O,14" HD INTEL CORE I5-8265U PROCESSOR/ WIN1O /4GB DDR4,1TB, 54OO RPM	1	Lenovo
17	Lenovo THINKPAD EI4, 20RAS12POO, Intel Core i5 -10th Generation, HDD -1 IB ,8gb ddr4 Ram, 14.1 screen, Wi-Fi, webcam"	2	Lenovo
TOTAL		**201**	

LCD/LED Details:

Item Description	Quantity
ACER 3100 ANSI	1
INFOCUS	4
Casio LED	15
TOTAL	**20**

Printer Details:

Item Description	Quantity
HP LaserJet 1020	12
HP Deskjet F380	1
HP Deskjet 2360	1
HP LaserJet 1008	2
HP LaserJet 1007	4
HP 1213NF	1
HP Printer 2676	1
TOTAL	**22**

Scanner Details:

Item Description	Quantity
Kodak i-40 Scanner	1
TOTAL	1

UPS Details:

UPS Make	Quantity
10 KVA	01
3KVA	03
1 KVA	01
TOTAL	**05**

CCTV Camera Details:

Item Description	Quantity
Dahua IP IR Bullet Camera	06
Dahua IP IR Dome Camera	27
TOTAL	**33**

Wi-Fi access point details:

Item Description	Quantity
Ruckus Zone Flex - WW01	04
Ruckus Zone flex 7372	06
Rukus Zone flex R300	05
Rukus Zone flex 7025	01
TOTAL	**16**

Web Camera Details:

Item Description	Quantity
Logitech Web Camera	12
TOTAL	**12**

LIST OF APPLICATION SOFTWARE	
Sr. No.	**License Products**
1	Microsoft Office M365/2019
2	Microsoft Office 2016
3	Microsoft Office 2013/10
4	MS Project Professional
5	Microsoft SharePoint/OneDrive
6	Ms Teams
7	Windows Defender
8	Calibre Software
9	SPSS Version 26
10	Amos Version 26

11	SLIM Library Software
12	Language Lab Software
13	MS Power BI tool
14	Xed Intellect
15	Juno ERP
16	Quick Heal Antivirus
17	Tally
18	Adobe Acrobat Reader (Open Source)

LIST OF SYSTEM SOFTWARE	
Sr. No.	**License Products**
1	Windows 7 Professional
2	Windows 8.1 Professional
3	Windows 10 Professional
4	Windows Server 2012 R2
5	Windows Server 2016
6	Windows Server 2019

8.4. Learning Management System (10)

Introduction to Learning Management System (LMS): ISBS PGDM recognizes the rapid advancement in technology and therefore provides use of digital content to ensure its students are aligned with the change in the needs of modern learners. ISBS has adopted Learning Management System (LMS) to efficiently manage academics as well as administrative processes.

A well-established LMS allows ISBS PGDM to follow a student-centric approach, increases engagement and student collaboration, gives flexibility and room for pedagogical experimentation to faculty and most important – it involves all stakeholders to be part of the teaching learning process. At ISBS, there exist two such major Software platforms which assist in achieving efficiency in functioning and provide administrative and academic data for smooth and quick decision making. Two such Systems used in ISBS PGDM are:
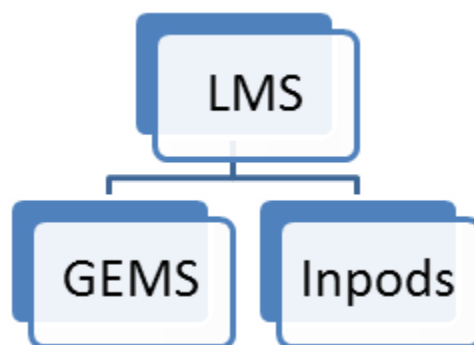
1. Inpods

a) Introduction / Concept:
i. Inpods is an LMS, digital technology for collaborative learning.
ii. Used for sharing study material, administering assessments, linking assessments to CO's,
iii. Keeping record of attendance and marks, manage question banks and similar requirements.
iv. The online system enables access from the web from any location, allowing students flexibility in learning.
v. It is a great tool to share pre and post learning readings with students in ISBS.
vi. Such a tool enables big data formatting during activities such as NBA as described below:
- o Calculation of CO attainment for the courses.
- o Capturing indirect assessment data.
- o Calculation of PO attainment for the student's batches.
- o Comparison of PO attainment across students' batches.
- o Setting thresholds for attainment as per requirements of the institute.

b) Utility in teaching Learning Process: CO-PO Mapping / Assessments / Evaluation / Result
Analysis
a. The faculty can use the LMS for CO-PO mapping.
b. Mapping assessments to Cos.
c. Administering assessments.
d. Grading assessments (MCQs automatically graded).
e. Looking at individual performance and attendance of assessment at a glance.
f. Graphs of assessment performance and CO attainment contribution of individual assessments available.
g. Break-up of performance in assessments is available making result analysis easy.

c) Usage for Student Assessment:
a. Being used in all subjects to administer assignments.
b. For online and university exams, marks are entered externally to get complete result of the student.

d) Snapshot of some reports using In pods:

Program Name:	PGDM General - 2017 - 2019		Course Name:	PGDM - 2017 - Sem I - GGC107 - Organization Behaviour		
Affinity Label -	None, Slight, Moderate, Substantial					
Course / PO	Program Outcome 1	Program Outcome 2	Program Outcome 3	Program Outcome 4	Program Outcome 5	
2017GGC107.1	Slight	None	Slight	None	Substantial	
2017GGC107.2	Substantial	None	Substantial	None	Substantial	
2017GGC107.3	Moderate	None	Substantial	None	Substantial	
2017GGC107.4	Moderate	None	None	None	Moderate	

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2. Governing Education Management System (GEMS)

ISBS has adopted GEMS as an educational platform for students and staff. GEMS provide innovative teaching-learning methodology that drives better outcomes for education and training. GEMS takes care of academics, admission, examination, attendance, scheduling, research, project work, course file management, events, worksheets, infrastructure, hostel, human resource, inventory, purchase, finance, online tests, examination, attendance, salary and tax, office management and library. GEMS saves time, provides accuracy in the process of stakeholders (i.e. students, faculty and staff) management and provides quick reports. Various modules offered by the system are mentioned below and ISBS continues to adopt and refine these to the extent of value and feasibility

Academics
Academic modules take care of everything that is central to learning, education, and teaching. For example: courses and configuration, syllabus patterns, core and elective subjects, different evaluation methods, monitoring, mentoring, projects, practical's, tutorials and many more. Academics are supported with an easy and collaborative Content Management System through which faculty can share educational content, manage projects and assignments, and handle notifications, conduct quizzes and the like.

Admission
Admissions module effectively manages admission through merit, entrance exam or a government regulated agency. It automates courses, intake for each course, number of shifts, seat division and eligibility, merit and merit per se, fee structures, revisions, concessions and sponsorship on fee for different category of students, admission cancellation policies, late fee policy and integration with finance module.

Examination
The Examination module manages exam-related tasks at various levels. It fits very well with a university examination system, an autonomous set-up, and internal exams for an affiliated

institute. The configuration of examination module covers various exam related duties, moderation schemes, result format, exam cycles and the like. All exam processes such as exam centres, assessment centres, question paper setting, question paper disbursement, exam scheduling, invigilation, result compilation, re-evaluation, mark sheets generation and the like are duly provisioned in the system.

Attendance
Attendance is a wholesome module that integrates and automates various attendance keeping methods including muster, attendance entry, login-based, biometric-based, barcode-scanning attendance and others.

Research
Growth and learning is impossible without doing research. It's an important factor for any institute to grow and standout. This module takes care of research projects, publications, conferences, journals, patents, copyrights, Ph.D. preparation and more.

Scheduler
Planning and scheduling is of utmost importance for goals to be completed in time. This module comprises of powerful tools including personal planner, academic planner, financial planner, placement planner, event planner, reminders, emailing, sending SMS, scheduling, to-do lists, reporting, and others.

Feedback
Feedback forms a key ingredient of any successful system. This module includes academic-specific feedback, customizable evaluation parameters, flexible key process areas, grading, and more.

Placement
Placements module effectively manages the entire campus placement process. It takes care of job postings, registration of eligible students, placement event handling, career guidance, pre-screening, testing and many more.

Teaching
The well-integrated module offers powerful tools that empower faculty to efficiently manage their work. These tools include academic calendar, planning, scheduling, course file, mentoring, projects, time-table and many more. Apart from above mentioned aspects the software takes care of project, course file, events, worksheets, infrastructure, hostel, human resource, inventory, purchase, finance, online test, examination, attendance, salary and tax, office management and library.

Presented below are sample reports of some of the activities conducted with the use of GEMS:

Time-table

Daily Session Captured

Attendance Reports

8.5. Hostel (10)

<div style="float:right; border:1px solid black; padding:4px;">

Institute marks – 10

</div>

- **Hostel Facility:** ISBS PGDM provides sufficient and well-equipped Hostel facility for the students. Hostel is a shared facility for students of Indira Group of Institutions and is an optional facility. During admission process students willing to opt for hostel facility are provided with the accommodation. Various Amenities are provided to students and all the facilities and arrangements are being managed by Central Administration Department of IGI.

Details of available amenities / services are as follows:

- ➢ Clean rooms - Washing Facility.
- ➢ Television with Dish TV connection.
- ➢ Wi-FI connectivity.
- ➢ Medical aid and Ambulance.
- ➢ Dedicated 24-hour Warden
- ➢ Transport facilities – IGI offers to and fro transport facility from campus to students and staff residence at subsidised fees.

Available Hostel Rooms:

Sr. No.	Boys / Girls	No. of Hostels	No. of Beds	No. of Rooms
1	Boys	1	118	60
2	Girls	1	126	64
Total		2	244	124

Occupancy Data for past years: PGDM Students opting for hostel facility is mentioned below:

Particulars	2018-19		2019-20		2020-21		2021-22	
	1st Year	2nd Year	1st Year	2nd Year	1st Year	2nd Year	1st Year	2nd Year
Boys	45	0	33	0	0	0	0	0
Girls	64	1	67	5	0	0	0	0
Total	109	1	100	5	0	0	0	0

8.6. Sports Facility (10)

Institute marks – 10

ISBS PGDM believes that physical fitness is essential for mental well - being of students. Therefore, students are provided with platforms to pursue their sporting passion and to make them better team players. Sports Committee constituted for this purpose organizes various sports events which is a combination of outdoor and indoor games. The committee also organises regular fitness regime for students encompassing work out at the campus gymnasium, yoga sessions and besides encourages students to participate in various intercollege competitions organized by different B-Schools. ISBS PGDM has been a winner of the overall trophy of intercollegiate events organised by Savitribai Phule Pune University (SPPU) for several years.
Feedback is also provided to students about the extent of their participation in physical fitness regime so that they realise their fitness quotient.

Thus, initiatives for sports aim at:
- Providing an environment for physical development of the students.
- Providing opportunity to the student to showcase their talent in sports.
- Promote sportsmanship among students by organizing various sporting activities.
- Aid in holistic well-being of the student
- Providing guidance and mentoring to students and motivate them to participate in inter and intra institute competitions.

Following are the details of available sports facilities for students:

Institute marks – 10

8.6.1 Indoor Sports Facilities (5)
- Gymnasium
- Table-tennis Tables
- Carrom Board
- Chess Board
- Zumba Coaching
- Yoga Classes

8.6.2. Outdoor Sports Facilities (5)
- Basketball Court
- Volleyball Court
- Badminton
- Throw Ball
- Box Cricket
- Cricket and outdoor management training programs (OMT) conducted in different campus locations within IGI.

8.7. Medical Facility (10)

Medical wellbeing of students is taken seriously by ISBS PGDM. At the time of admissions medical tests are conducted for students and records maintained. Students are required to submit details of any medical condition they may be suffering from, for the purpose of providing timely medical support when needed. Mentioned below are some of the amenities provided to ensure timely medical support for students:

- First Aid Facility / Room – First aid kit and basic medication facility is available at ISBS PGDM campus. Bed has been provided in the first aid room and both Boys and Girls common room for the purpose of allowing a sick student to recuperate for a short while if required.
- Availability of Ambulance – Ambulance is available in campus 24*7 for emergency transit of students/staff to hospitals.
- ISBS PGDM has association with Aditya Birla Hospital for providing medical care for students.
- Medical Insurance is compulsorily done for hostel students. The facility comes with cashless card and discount on treatment in select hospitals.
- Medical Check-up at the time of induction – As a standard practice, ISBS PGDM conducts medical check-ups for all students at the time of induction. Professional experts guide students on healthy lifestyle and suggest line of treatment in case of any ailment.

In view of pandemic following arrangements were done:

- Tie-up with hospital/vaccination centre for vaccination of all employees.
- Sanitization of all facilities pre, during & post their usage.
- Availability of sanitization facility at all touchpoints
- Inclusion of covid treatment under the group medical insurance
- Laves, in excess of the applicable leaves, to the employees who contacted Covid
- Conversion of hostel into covid centre.

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Criterion 8 score Summary

Criterion 8: Infrastructure (75)			
S. No.	**Sub Criteria**	**Max. Marks**	**Marks Awarded to self**
8.1.	**Classrooms & Learning facilities**	**10**	10
8.2.	**Library**	**10**	10
8.3.	**IT Infrastructure**	**15**	15
8.4.	**Learning Management System**	**10**	10
8.5.	**Hostel**	**10**	10
8.6.	**Sports Facility**	**10**	10
8.7.	**Medical Facility**	**10**	10
Total of Criterion 8		**75**	**75**

CRITERION

9

Alumni Performance and Connect

| Criterion 9 | Alumni Performance and Connect | 50 |
| | Institute Marks | 50 |

9.1.Alumni association (10)

Indira School of Business Studies PGDM (ISBS PGDM) Alumni are a conduit who play a very important role of being our emissaries for the community and facilitate the institute and its various initiatives such as teaching and learning, recruitment, administrative operations, and the like, on campus.

Since inception, the PGDM programs were conducted under the name of **Indira School of Business Studies** (ISBS) and the name was changed to **Indira School of Business Studies PGDM** (ISBS PGDM) owing to AICTE policy decision to bring all PGDM programs under standalone institutes in Feb 2020. ISBS has registered alumni association and the details of which are as follows:

Sr. No.	Status of Formation	Yes/No	Date
1	**Alumni Association Duly Formed**	**Yes**	**5th October, 2010**
2	**Alumni Association Duly Registered**	**Yes**	**20th June, 2011**

9.2.Involvement of alumni (25)

Alumni at ISBS PGDM are a boon to the system, as they not only represent ISBS PGDM brand as our emissaries to the community but also provide selfless involvement in initiatives on campus.

```
                          Alumni
                        Involvement

        │                     │                      │
        ▼                     ▼                      ▼
  Student Development   Support in Institutional   Support in Placement
                        Development                Readiness
        │                     │                      │
        ▼                     ▼                      ▼
    Counselling           Curriculum             Expert Domain
                          Development            Sessions

        ▼                     ▼                      ▼
      Career              Advisory               Expert Company
      Guidance            Board                  Job role
                                                 Description

        ▼                     ▼                      ▼
    Domain Inputs         Support in             Preparing
                          Extra                  students for GD
                          Curricular             & PI
                          Activities

        ▼                     ▼                      ▼
     SIP Inputs           Community              Reinforcing
                          Outreach               Campus
                                                 Placement

        ▼
    Grooming &
    Etiquette

        ▼
    Support in
    Development of
    Entrepreneurial
    Skills
```

Student Development:

Sr. No.	Objective	Activities	Expected Outcome
1	**Counselling**	Alumni guide students for:	Boosts Students Confidence
		Counselling	Improves Students Performance
		Mentoring	Builds Interpersonal Skills
		Coaching	
2	**Career Guidance**	Alumnus come to the campus recurrently to provide career guidance to the ongoing batch	Quality final placements in various sectors
		Conducting mock PI (technical rounds)	
		Providing information on various career profiles in Marketing, HR & Finance	
		Elaboration on various job profiles on basis of skills, certifications etc. required by conducting LMT (Last mile training)	
3	**Domain Inputs**	**Cognitive**: mental skills	Knowledge
		Affective: growth in feelings or emotional areas (Attitude)	Attitude
		Psychomotor: manual or physical skills	Skills
4	**SIP Inputs**	Industry Sector Orientation for Marketing, Finance & HR specializations.	SIP Orientation
		Counselling on SIP project selection	Report Writing Preparation
		Project Report Preparation Training	Preparation for Viva Assessments
		SIP Training for Marketing, Finance & HR students	
		Viva on SIP Reports	
5	**Grooming & Etiquette**	Information sharing and training about Personality Development	Customize Students towards Corporate Culture
			Importance of Body language
			Importance of Attire
6	**Support in Development of**	Entrepreneurship Workshops for Students	Motivate students for Entrepreneurship

			Entrepreneurship workshops
Entrepreneurial skills			Opportunity assessment
			Kick-starting workshops
			Draft plan
			Market analytics
			Learning entrepreneurship from ideation to completion of Business Plans.

Institutional Development:

Sr. No.	Objective	Activities	Expected Outcome
1	**Curriculum Development**	Feedback surveys are taken from the alumni for relating ISBS PGDM mission with Program Outcomes	Industry Updated Curriculum
		Suggestions for Curriculum Revision	Establishing strong connect with Program Outcomes
2	**Advisory Board**	Advise on standard of quality education in line with the expectation of the industry.	Better Quality of Education
		Recommend essential aspects for inclusion in framing governance ideology	Improve governance and operations to ensure optimum utilization of resources.
		Recommend initiatives for overall development of students.	
3	**Support in Extra Curricular Activities**	Alumni are invited for various IGI events like Brand slam, in which they are felicitated for their achievements in their professional lives.	This provides a good platform to highlight the achievements of ISBS PGDM alumni
		Judging Marketing club activities	

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		Involvement of alumni in student developmental activities, wherein, alumni judges marketing club activities and gives feedback	Sharing feedback and giving critical inputs to students
4	**Community Outreach**	Resources Donated by Alumni	Assistance for Farmers Children's Education-Indira Sustainable Maharashtra Initiative

Support in Placement Readiness:

Sr. No.	Objective	Activities	Expected Outcome
1	**Expert Domain Sessions**	Cover Technical and HR Base Round Practice	Final Recruitment Practice
		Alumni Panel Discussions	CV Enhancement
		Information Sharing about Current Practices in Industry	Update Application Focused on Knowledge enhancement
2	**Expert Company Job Role Descriptions**	Describe in detail the Job roles as mentioned in the JDs of the hiring company.	Better understanding of "What is expected to do ones hired"
		Tips and Tricks to clear placement process	Better preparations to clear interviews.
		Do's and Don'ts during Interview Processes	
3	**Mock GD and PI**	Conduct Mock GD for Students	Final Recruitment Practice
		Conduct Mock PI for Students	
4	**Reinforcement in Campus Placement**	Alumni Referred Recruitment Drive for Final and Internship Placement.	Assisting in referring ISBS PGDM Students for
			SIP
			Final placement
			Winter projects

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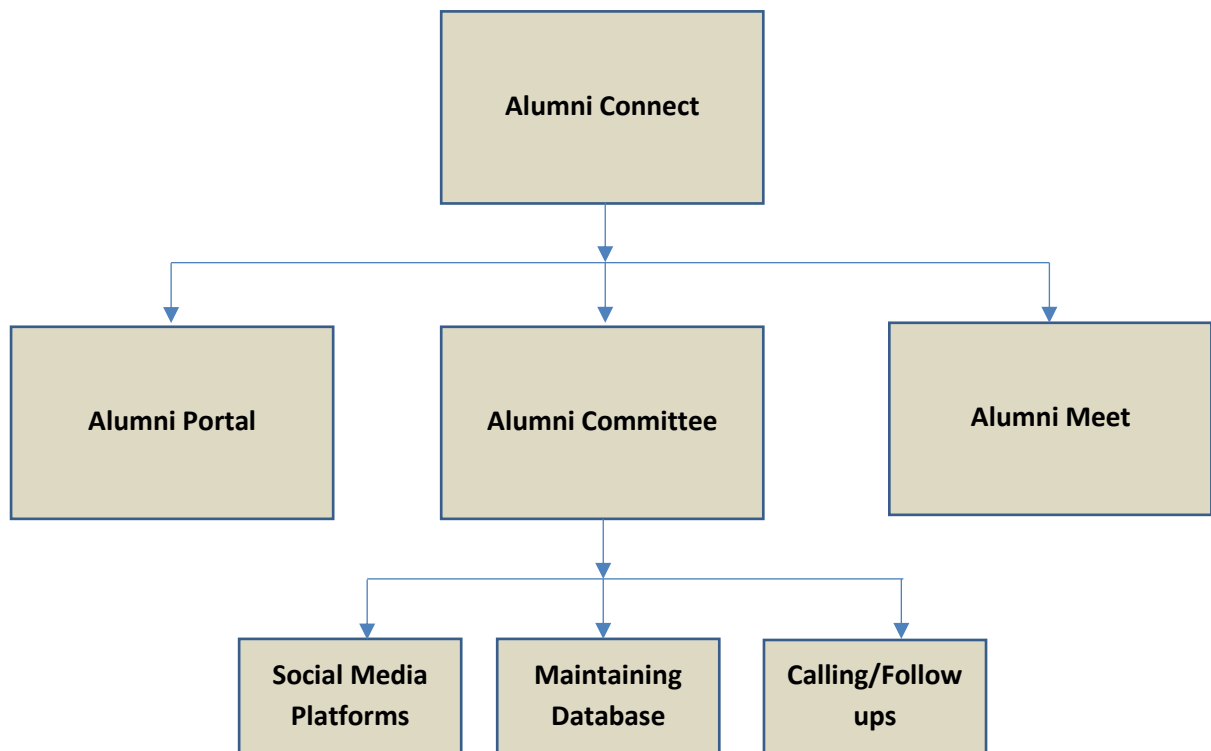
Alumni Portal

Alumni and their connect with the Alma mater is a matter of pride for ISBS PGDM. Therefore, ISBS PGDM takes various steps to ensure that it achieves this through adopting various methodologies as mentioned below:

Portal: There exists a dedicated portal www.alumni.indiraisbs.ac.in for connecting the alumni and updating their current profiles. The alumnus is also given their username and password through which they upload information about internship, job opportunities and the like.

Objectives of having an Alumni Portal
- A full-fledged alumni management solution with similar capabilities with rich Alumni experience.
- Bring alumni together on one platform.

- Networking amongst alumni

- A platform to be relations with Alumni and existing students.

- Promotes real and all-round alumni engagement and serves as a one-stop solution for all the needs of the alumni association/institution.

- The platform also works as Database Management System for all our Alumni.

- Sharing alumni requirements for existing student's internship, job opportunities and lateral placement.

- Recognition of Alumni achievements, rewards, and awards for their professional contribution.

- Some screenshots of Alumni Portal of ISBS and ISBS PGDM.

<u>Dashboard – reflecting 426 Active Alumni on the portal.</u>
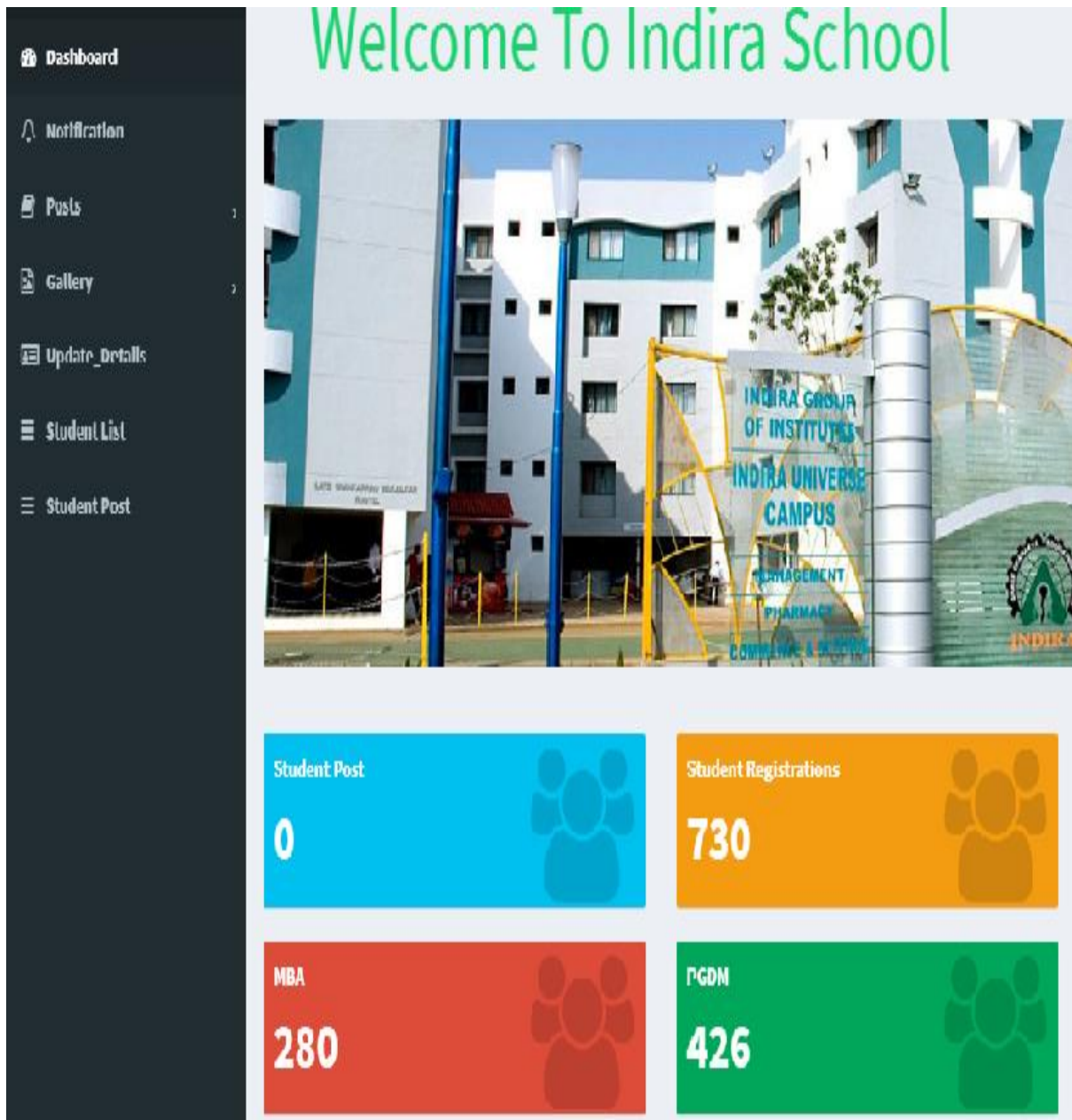
Sample of Student Lists of Batch 2016-18

Sample Gallery

Social Media Platforms

ISBS PGDM harnesses the social media presence of our alumni for activities that are beneficial for students, college management and alumni. Social media platforms like **Facebook, WhatsApp & LinkedIn** enable constant alumni engagement recurrently.

- WhatsApp group has been created for all PGDM batches. The purpose of creating WhatsApp group is to make contact points wherein alumni are active and also to ensure quick & effective communication with the alumni.

- ISBS PGDM has a dedicated Facebook page for alumni named as **DOR**. This page was created so that alumnus could be updated of the ongoing achievements and progress of ISBS PGDM. Job vacancies & internship opportunities are posted on this page by the alumnus which are immensely helpful to the ongoing batch.

- **Alumni Meet/Reunion:** Alumni Meet is organized annually to connect with the alumni and allow current students an opportunity to network with their alumni. Alumni are encouraged to attend the annual meet in large numbers. This serves to:

    o Provide opportunity for Alumni to meet face to face with their batch mates and other alumni and allows them to network.

    o Helps to create alumni allegiance towards the alma mater.

    o Creates a lot of networking opportunity and a platform for idea sharing.

Alumni Meet

ISBS PGDM currently has started organizing Alumni Reunions.

A 5 year home coming reunion was organized for PGDM batches 2006, 2007, 2008, 2009 & 2010 on 14th December 2019 in ISBS PGDM campus.100+ alumni had attended the event.

Such reunions have various objectives:

- Promotes the interests and welfare of ISBS PGDM Alumni Association.

- Provides opportunities to the Alumni to suggest ways to serve the ISBS PGDM Alumni Association

- Promotes networking amongst Alumni.

- Provides platform for Alumni to discuss their challenges.

Newsletters: ISBS PGDM has a Bi-annual online newsletter which features alumni articles and their achievement/ award/ promotion. Serves mentioned purpose:

- The newsletter INSPIRA serves as a medium of disseminating information related to ISBS PGDM.

- Serves as voice for alumni.

- Highlights the achievements of alumnus.

- Invites **articles from the alumnus**

Database: ISBS PGDM does periodic update of alumni database by the alumni committee on campus. Regularly updating of alumni database serves to:

- Keep the website records updated about alumni.

- Disseminate alumni current information to all alumni.

- Ensures seamless connect with the alumni.

- Updating of database is done every year by alumni committee student members.

Details of alumni meet/re-union held:

- Alumni meet for PGDM 2014-16 Batch was held on 25th February 2017 in Kiwa Lounge, Hinjawadi, Pune.

- Alumni meet for PGDM Batch 2015-17 was held on 1st March 2018 in Grand Tamanna, Hinjawadi, Pune.

- Alumni meet for PGDM Batch 2016-18 was held on 16th March 2019 in Club 29, Wakad, Pune.

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Criterion 9 score Summary

S. No.	Sub Criteria	Max. Marks	Marks Awarded to self
Criterion 9: Alumni Performance and Connect (50)			
9.1.	**Alumni association**	**10**	10
9.2.	**Involvement of alumni**	**25**	25
9.3.	**Methodology to connect with Alumni and its implementation**	**15**	15
Total of Criterion 9:		**50**	**50**

CRITERION

10

Continuous Improvement

Criterion 10	Continuous Improvement	50
	Institute Marks	50

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

Institutes' marks - 20

Program Outcomes: Following are the Program Outcomes (POs) defined by NBA

1.   Apply knowledge of management theories and practices to solve business problems.
2.   Foster Analytical and critical thinking abilities for data-based decision making.
3.   Ability to develop Value-based Leadership skills.
4.   Ability to understand, analyze and communicate global, economic, legal and ethical aspects of business.
5.   Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

Gaps identified in PO attainment:

Board of Studies (BOS) plays an important role in identifying Gaps and suggesting additional inputs to bridge the same. The PO attainment is documented and presented by academic committee and forwarded to BOS and IQAC for review. Below mentioned table shows the attainment of POs across batches.

Table-10.1-PO Attainment

PO Attainment Batch wise					
Batch/PO	**PO1**	**PO2**	**PO3**	**PO4**	**PO5**
PO Attainment 16-18 Batch	2.53	2.5	2.46	2.5	2.46
PO Attainment 17-19 Batch	2.72	2.68	2.7	2.69	2.74
PO Attainment 18-20 Batch	2.87	2.87	2.95	2.86	2.96
Average PO Attainment	2.71	2.68	2.7	2.68	2.72

The table above shows the actual PO attainment in different batches along with the average attainment across batches against highest level of PO attainment of 3. Graphs show the attainment of each PO in percentage for every batch. Highest level of 3 is taken as 100% to calculate the attainment percentage of POs.

PO1- Attainment (%)

PO2- Attainment (%)

PO3- Attainment (%)

PO4- Attainment (%)
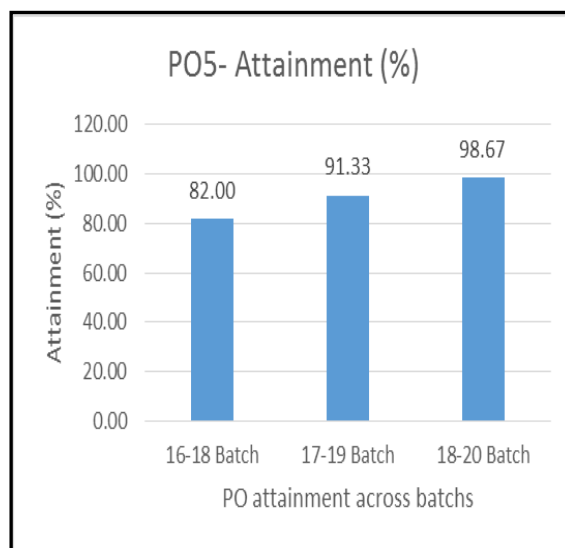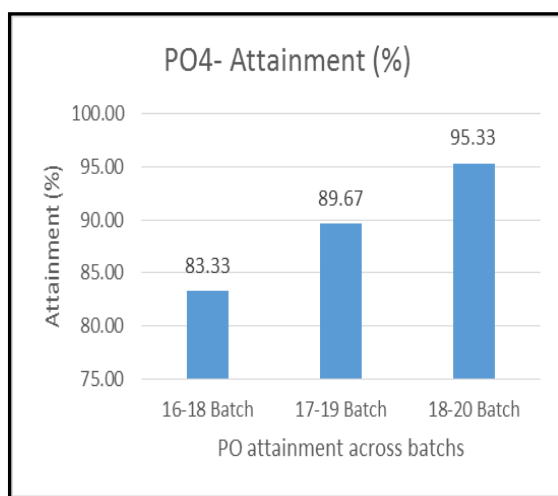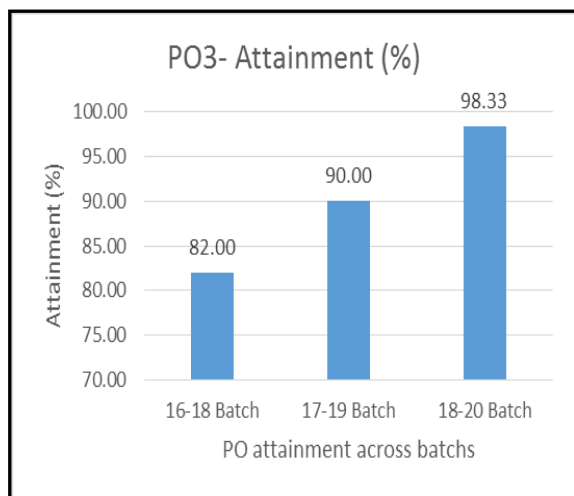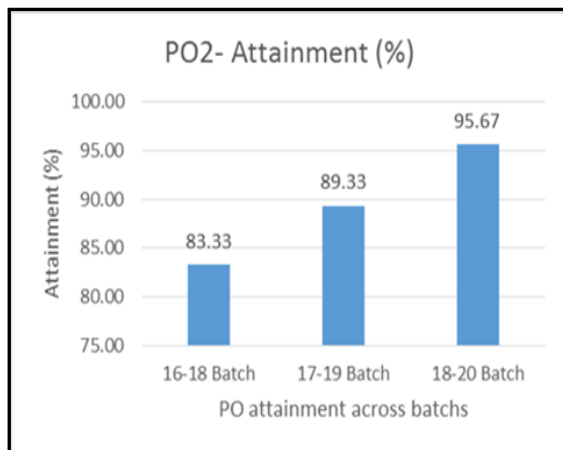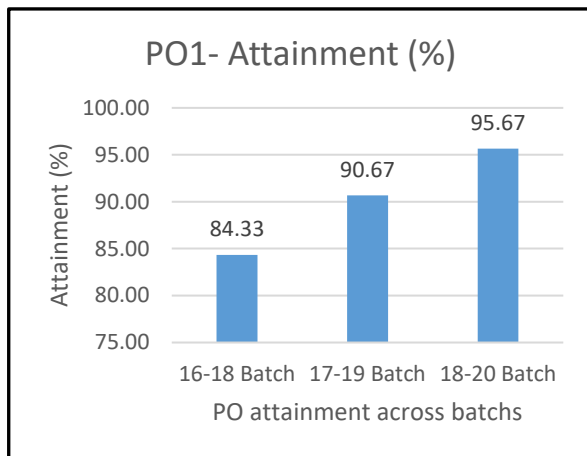
PO5- Attainment (%)

ISBS PGDM shows attainment level of each PO in the range of 82 to 98%.

- **As shown in the above graphs, the attainment levels of all POs have shown continuous improvement year on year.**

- The attainment level of PO1 has increased from 2.53 (84.33%) (Batch 2016-18) to 2.72 (90.66%) (Batch 2017-19) (7.50 % increase) **AND** 2.72 (90.66%) (Batch 2017-19) to 2.87 (95.67%) (Batch 2018-20) (5.51% increase). *This indicates that our students have shown improvement in the application of knowledge of management theories and practices to solve business problems.*

  With an objective to continue with this upward trend of PO1 we have introduced new subjects in the curriculum of PGDM-General (Batch 2020-22) for all three specializations. These subjects were introduced based on the valuable suggestions received from industry experts, external academic experts, advisory committee member and other external stakeholders. **For Marketing Specialization,** the subjects such as "Retail Management & E-Commerce", "Digital Marketing", "Marketing of Financial Products and Services", "Marketing of Luxury Products" "Social Media Marketing" etc. are newly introduced as core subjects. For **Finance Specialization** subjects like "Financial Reporting Standards" "Technical Analysis of Financial Markets" "Treasury Management" etc. are newly introduced. For **HR Specialization** the subjects like "Psychometric Tests & Assessment", Emotional Intelligence" "Employee Wellness & Stress Management, were added. The list of all new core and elective subjects introduced is given in the table titled **"Incremental curriculum changes from 2019-21 to 2020-21"** as we go down.

- The attainment level of PO2 has increased from 2.5 (83.33%) (Batch 2016-18) to 2.68 (89.33%) (Batch 2017-19) (7.20% increase) **AND** 2.68 (89.33%) (Batch 2017-19) to 2.87 (95.66%) (Batch 2018-20) (7.08% increase). *This indicates that our students have shown improvement in the analytical and critical thinking abilities for data-based decision making.*

  With an objective to continue with this upward trend of PO2 we have introduced new subject **"Basics of Business Analytics"** as a compulsory subject for all three specializations in the curriculum of PGDM-General (Batch 2020-22) which will help students to develop their abilities for data-based decision making using various tolls such as Power BI, Tableau, R-Language etc.

- The attainment level of PO3 has increased from 2.46 (82%) (Batch 2016-18) to 2.7 (90%) (Batch 2017-19) (9.75% increase) **AND** 2.7 (90%) (Batch 2017-19) to 2.95 (98.33%) (Batch 2018-20) (9.25% increase). *This indicates that our students have shown improvement in the development of value-based leadership skills.*

  With an objective to continue with this upward trend of PO3, we are having Corporate Leadership Awards every year such as **"Indira Brand Slam" "World HRD/ Asia Pacific HRM Congress, "Marketing Excellence Awards"** etc, where industry stalwarts share their growth stories with students and thus enriching them with real life experience of corporate world.

- The attainment level of PO4 has increased from 2.5 (83.33%) (Batch 2016-18) to 2.69 (89.66%) (Batch 2017-19) (7.60% increase) **AND** 2.69 (89.66%) (Batch 2017-19) to 2.86 (95.33%) (Batch 2018-20) (6.32% increase). *This indicates that our students have shown improvement in the ability to understand, analyze and communicate global, economic, legal and ethical aspects of business.*

With an objective to continue with this upward trend of PO4, ISBS PGDM holds conferences and seminars every year, individually and in association with other campuses in the Indira Group of Institutions, in which students get exposure to professional speakers in such platforms adds to the knowledge of students.

- The attainment level of PO5 has increased from 2.46 (82%) (Batch 2016-18) to 2.74 (91.33%) (Batch 2017-19) (11.37% increase) **AND** 2.74 (91.33%) (Batch 2017-19) to 2.96 (98.66%) (Batch 2018-20) (8.03% increase). ***This indicates that our students have shown improvement in the ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.***

With an objective to continue with this upward trend of PO5, students undergo an extensive CDP (**Career Development Program)** every year. Students are also assigned live field projects to develop ability effectively work and contribute to a team environment.

Following observations were registered about the overall PO attainment from the trend analysis of PO over the last three batches of 2016-18, 2017-19 and 2018-20:

- Level of PO attainment shows an upward trend over the subsequent batches.
- Individual PO attainment for each subsequent batch also indicates an upward trend.
- The overall PO attainment across all POs and across each subsequent batch is indicative of positive steps taken by ISBS which are contributing in increasing the attainment level of PO over the years for each batch.

Actions taken to bridge the gaps identified through PO exercise:

Having assessed the PO attainment level of students of a particular batch, ISBS PGDM conducts analysis of the performance of students in subsequent batches with respect to honing the requisite skills of the students and plans input for implementation.

One of the Mission statements at ISBS PGDM is "To promote learning environment for students from diverse cultures and engage them in globally relevant knowledge dimensions for future application in industry, business and life." To engage students in globally relevant knowledge dimension and application orientation it is imperative to take the students beyond the fixed curriculum offered by the university. Therefore, focus of teaching learning efforts at ISBS PGDM have stressed on holistic development of the students, exposing students to multi-disciplinary aspects in learning.

Gaps in Program Outcome (PO) are reviewed by the IQAC in ISBS PGDM and subsequently the Board of Studies (BOS) plays a critical role in recommending additional inputs to bridge the same with curriculum intervention, pedagogical initiatives and support system improvements. Presence of industry and academic experts in the BOS and Advisory Board suggest current industry requirements and assist in aligning the internal curriculum.

Curriculum is deliberated upon and ratified, as per recommendations/suggestions received from BOS and industry experts to suit the current industry requirements. Inputs are solicited from experts on not just on course structure but also on the content of curriculum. Curriculum thus evolves every year to keep abreast with changing trends and requirements of industry.

Illustration of modification in curriculum through the process of Curriculum Design

Incremental curriculum changes from 2019-21 to 2020-21				
Course	Specialization	Semester	Remarks	PO Attainment
Basics of Business Analytics	Generic Core	II	Newly introduced subject	PO1, PO2
Retail Management & E-Commerce	Marketing	II	Retail Management chnaged to "Retail Management and E commerce" with added E commerce perspective	PO1
Digital Marketing	Marketing	II	Newly introduced core subject	PO1, PO2
Marketing of Financial Products & Services	Marketing	II	Newly introduced elective subject	PO1
Rural Marketing	Marketing	II	Newly introduced elective subject	PO1
Marketing Audit	Marketing	II	Newly introduced elective subject	PO1, PO2
Marketing of Luxury Products	Marketing	III	Newly introduced elective subject	PO1
Event Management	Marketing	III	Newly introduced elective subject	PO1, PO5
Real Estate Marketing	Marketing	III	Newly introduced elective subject	PO1
Tourism & Hospitality Marketing	Marketing	IV	Newly introduced core subject	PO1
Social Media Marketing	Marketing	IV	Newly introduced core subject	PO1, PO5
Market Intelligence System	Marketing	IV	Newly introduced elective subject	PO1, PO2
Data Management	Marketing	IV	Newly introduced elective subject	PO1
Psychometric Tests & Assessment	HR	II	Newly introduced elective subject	PO1. PO3
Emotional Intelligence	HR	II	Newly introduced elective subject	PO1, PO3
Conflict & Negotiation Management	HR	II	Newly introduced elective subject	PO1, PO3
Employee Wellness & Stress Management	HR	III	Newly introduced elective subject	PO1
Coaching & Mentoring	HR	III	Newly introduced elective subject	PO1
Recruitment & Selection Lab	HR	III	Newly introduced elective subject	PO1
Employer Branding & Employee Value Proposition	HR	III	Newly introduced elective subject	PO1
Diversity & Inclusion	HR	IV	Newly introduced elective subject	PO1
Strategic Financial Management	Finance	II	Newly introduced core subject	PO1
Financial Reporting Standards	Finance	II	Newly introduced elective subject	PO1, PO2
Fixed Income Securities	Finance	III	Newly introduced elective subject	PO1
Technical Analysis of Financial Markets	Finance	III	Newly introduced elective subject	PO1, PO2
Fundamental Analysis-Desk Research	Finance	IV	Newly introduced elective subject	PO1, PO2
Treasury Management	Finance	IV	Newly introduced elective subject	PO1
Banking Laws & Regulations	Finance	IV	Newly introduced elective subject	PO1, PO4

ISBS PGDM appreciates the need of employability as an essential outcome from a management program and therefore supplement academics with co-curricular input relevant to providing teaching learning in that direction.

To fulfil the gaps in the PO and enhance the employability input requirement in the curriculum, a comprehensive skill based program called the Career and Leadership Development Program

(CLDP) has been designed by internal academic team at ISBS along with input from the industry professionals. CLDP is delivered parallel with academic curriculum.

Some such required skills and corresponding initiatives are mentioned as under:

Sr. No.	Required Skills	Activity to impart the Skill	Resource Person / Agency
1	Analytical Ability	Aptitude training	Professional Agency – Proton
2	Communication Skills	Personality Development Program	Industry Professional, Trainers & Visiting Faculty
3	Practical Exposure	§ Industry Visit	§ Respective Organization
		§ Research Based project	§ Subject Faculty
4	Problem Solving, Decision Making, Negotiation skill	§ Career Development Program	Professional Agency-OZONE Consulting
		§ Advanced Marketing Skills	
5	Communication, Knowledge, GD-PI Skills, General Awareness and Sector overview	§ Discovery Interviews	Professional Agencies
		§ Business News Analysis	§ Ozone Consulting
		§ Sector overviews / Deep Dive	§ Xed Intellect
6	Current Affairs	§ Business & News Analysis	Professional Agency
		§ Online Quizzes	§ Xed Intellect
			§ Faculty members

1. **Certification Courses** – ISBS PGDM has collaborated with professional agencies to provide certification courses to students in respective domain, such as Technical Analysis, Financial Modelling, Financial Analytics, Job analysis, Competency Mapping, Payroll Management, Innovation Management, Digital Marketing, Personality Development and the like. Such workshops provide insights to students into various predictive tools which can be used in the conduct of work in Industry.

2. **Field Projects with Industry** – ISBS PGDM students are given opportunity to be part of field projects with industry. Students are engaged in field projects with companies such as Future Group, Transmission Pvt. Ltd. General Motors India Pvt. Ltd., Capgemini, Saint-Gobain, Thomas Cook, Bajaj Allianz to name few.

3. **Industry Interface through Seminars and Conferences** –ISBS PGDM holds conferences and seminars individually and in association with other campuses in the Indira Group of Institutions, and students are associated with these and their exposure to professional speakers in such platforms adds to the knowledge of students. Some such conferences and seminars in the past to name a few are:
   - Abhinavan – Annual Research Conference
   - World Quality Congress
   - World Marketing Congress
   - World Sustainability Summit
   - World Finance Summit
   - Indira International Innovation Summit

4. **Industry Interface through Corporate Leadership Awards:** Indira Group of Institutes (IGI) has instituted leadership awards to recognize the talent of corporate professionals for their contribution in the growth of industry in India. In the event of felicitation industry stalwarts share their growth stories with students and thus enriching them with real life experience of corporate world. Some such platforms are mentioned below:
    - Indira Brand Slam
    - Brand Excellence Awards
    - World HRD/ Asia Pacific HRM Congress:
    - Marketing Excellence Awards
    - HR Branding Awards

5. **Industry Visits:** ISBS PGDM imparts training to students through visits to the industry. The value addition comes by way of observing the processes within organizations and discussions with representatives of the organization. Such experiences have a lasting impact in the memory of students. Following companies were visited by our Students in the past years:

Sr.no.	Company Name	Place
1	Worldwide Oilfield Machine Pvt Ltd	Pune Satara Road
2	Praj Industries	Sanaswadi
3	Kalyani Maxion Wheels Ltd	Chakan
4	Mecc Alte India Pvt Ltd	Pune Satara Road
5	Jotun India Pvt ltd	Ranjangaon
6	Forbes Marshal Pvt Ltd	Chakan
7	Universal Construction Machinery and Equipment Ltd	Shivare
8	Piaggio Vehicles	Baramati
9	Big Basket	Pune
10	BAG Electronics	Pune
11	WILO Mather and Platt Pumps	Pune
12	Whirlpool India	Ranjangaon
13	Bridestone	pune
14	Manikchand Oxyrich	Wagholi,pune
15	Maxion Wheels(Kalyani Wheels)	Khed,pune
16	Manikchand Oxyrich	Wagholi,pune
17	Tata Motors	Chinchwad

6. **Guest Faculty from Industry** - Guest Speakers from Industry are invited regularly to share their valuable experiences in various fields with the students. This enables students to understand and relate the complexity of business with the conceptual knowledge imparted in the institute.

7. **Collaboration with Corporate Bodies and Associations**: ISBS PGDM has membership with bodies representing industry and has successfully collaborated with them in various initiatives. ISBS has had collaboration with following corporate bodies such as:

- Mahratta Chamber of Commerce Industries and Agriculture, Pune (MCCIA)
- Confederation of Indian Industries-Young Indians, Pune (CII-Yi)
- National Human Resource Development Pune, Chapter (NHRD)
- Principles of Responsible Management Education (PRME)
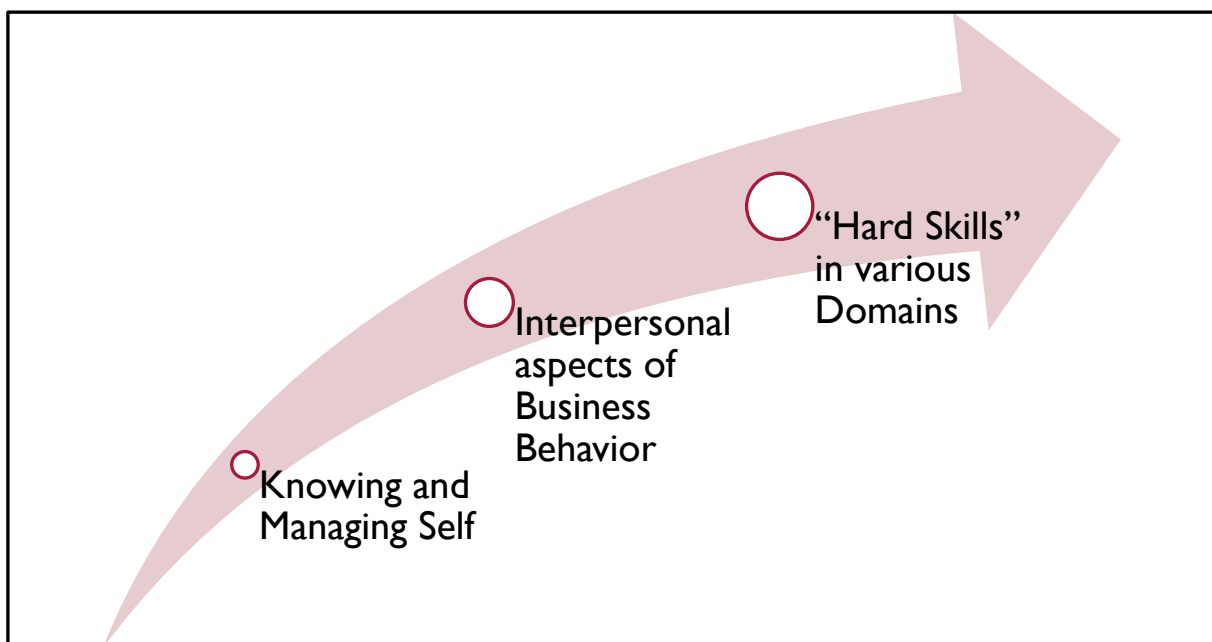- Education Promotion Society of India (EPSI)

- National Entrepreneurship Network (NEN)
- Pune Management Association (PMA)
- Microsoft
- Abu Dhabi University
- ESDES University - France
- Mission Apollo
- Stratecent Consulting
- Ozone Education Consultants Pvt. Ltd.
- Rudders RLS Pty Ltd, Australia
- ICICI Securities Ltd.
- Pragati Foundation (NGO)
- IncuCapital
- Enactus, Nottingham, UK
- Synechron Technologies Pvt. Ltd.
- Aditya Birla Memorial Hospital
- All India Management Association
- Association of Indian Management Schools (AIMS)

8. **Career Development Program** - Under this initiative eminent business personalities conduct skill enhancing workshops for the students. ISBS PGDM has collaborated with OZONE Consulting, which conducts result based Leadership Development Program spread over a period of one year. On successful completion of the program, the students are graded and certified by OZONE Consulting based on their performance.

Aim of program:
- The program will focus on having students reflect on their current state and where they want to be in terms of certain Behavioural Competencies and skills.
- Enhancing student's confidence and self-belief, and a conviction that a Delta Change in Knowledge, Skill and Attitude will make a huge difference to Employability and beyond.

The three-tier approach of CDP:

Skills in three tiers:

Tier 1: Knowing and managing self	Tier 2: Interpersonal aspects of business behaviour	Tier 3: Domain related skills
Problem Solving and Decision Making	Conflict Management	Make finance fun
Dealing with Change and Ambiguity	Negotiations	Employee Engagement – Coaching and Motivation
	Leadership Models	Team building
	New Age of Engagement	Selling Models
		Customer Centricity
		Creating Customer Delight

Semester wise skills coverage:

Tier	Semester	Topic
1	II	Problem Solving and Decision Making
2	II	Dealing with Change and Ambiguity
2	II	Conflict Management
2	II	Negotiation Skills
2	II	Leadership Skills
2	II	New Age of Engagement
3	II	Customer Centricity
3	II	Creating Customer Delight
3/Marketing	III	Selling Models
3/Finance	III	Finance is Fun with Simulation
3/ HR	III	Team Building
3/ HR	III	Employee Engagement

Domain Skills Segregation:

Marketing	Finance	HR
• Customer Centricity • Creating Customer Delight • SPIN & Emerging Selling Models	• Making Finance Fun-using Simulation • Customer Centricity • Creating Customer Delight	• Employee Engagement Team Building • Creating Customer Delight • Customer Centricity

9. OZONE – ISBS PGDM provides the students with a skill development activity called "OZONE". In this initiative corporate professionals train the students to impart skills relevant to face recruitment processes and serve as a bridge building activity to cater to the expectations of the industry from the management graduates. The industry experts train the students on their

interview skills, group discussions and summer internship project presentation. In this program the students are given an insight on how they can portray the applicability of their project work in organization that will join. This program is conducted in the first three semesters for the students.

10. **XED Intellect:** ISBS PGDM provides the students with analytical training called XED Intellect. This input is provided to students to build an analytical and logical aptitude in their repertoire of skills, to enhance decision making as a management professional. This program is conducted in the first two semesters for the students.

11. **Proton –** Aptitude refers to the competency of students to acquire knowledge. With the help of aptitude tests ISBS PGDM assists students to predict and understand their learnability and work towards enhancing gaps in their learning. It also assists students to assess their potential and suitability for certain careers.

12. **Personality development Program -** Indira School of Business Studies PGDM focuses on imparting knowledge on various technical domains on one hand and also lays high emphasis on improving the personality of students to enhance their complete repertoire, desirous of a management professional. Following initiatives are implemented for students personality grooming:

Language Leadership Lab - Communication skills are essential for enhancement of student's personality on one hand and another to augment their interpersonal skills for people management. ISBS provides English language training along with finer aspects of communication skills and utilizes its provision of Language Leadership Lab (LAB) This prepares students for effective skills such as Reading, Speaking, Listening and Writing in English Language. These sessions are extensive, result oriented and are conducted by experienced trainers.

To accomplish the objective, ISBS PGDM has well equipped audio- visual "English LAB" with latest technology to enhance interactive learning. The LAB has software that helps students learn and grade themselves on various parameters. The LAB is developed on the methodology of Listening, Speaking, Writing, Reading skills.

It has following interactive modules:
- Audio recording for assessing one's speech
- Vocabulary Building modules
- Self-Paced Reading Exercises
- Interactive Quizzes.
- Listening Exercises

Soft Skill Development - Besides communication skills, ISBS PGDM aims to nurture and empower its future managers with soft skills to meet the ever changing needs of modern globalized business. Soft Skill Development Programs are process driven with content standardization, for enhancing overall personality of students. Appropriate trainer selection brings forth desired outcome from the training imparted. Soft Skill Development includes input on:

- Goal Setting and Career Planning
- Positive Thanking and Motivation.
- Time Management, People Skills, Business Etiquettes
- Personal Grooming and Hygiene and many more

Implementation of Career and Leadership Development Program (CLDP)

CLDP is a comprehensive program and thus the inputs are systematically spread across all the four semesters of the PGDM Program.

Semester I – Focus is on fundamental competencies of the students viz communication skills, General awareness, basic inputs on GD and PI and aptitude skills.

Semester II – Focus shifts on imparting domain related skills through customized CLDP inputs. Prime focus of this semester is to build domain expertise that is achieved through organizing specialized workshops, giving detailed knowledge of different sectors and placement related inputs especially GD/PI training.

Semester III and IV –The focus areas are primarily around placement specific inputs. Extensive training is provided on group discussions, personal interviews and company related inputs.

To summarize CLDP inputs can broadly be categorised into following activities:

The employability skills of students and the intensity of skills required may vary based on economic trend with respect to business conditions in the environment. ISBS PGDM keeps note of this and modifies the implementation of skills with respect to requirement by industry. At the same time the inflow of students in each batch also varies based on competency and capacity levels of students. Keeping these precepts in mind the above-mentioned initiatives as part of CLDP plan are tweaked to suit the requirement of students and at the same time ensures requirement of skills as per the demand of business environment is provided to the students.

ISBS PGDM has analysed its progression with attainment of PO over the years and the observations have shown a positive trend, as mentioned below:

Individual PO attainment for each subsequent batch also indicates an upward trend.

Comparison of PO Attainment Across Batches
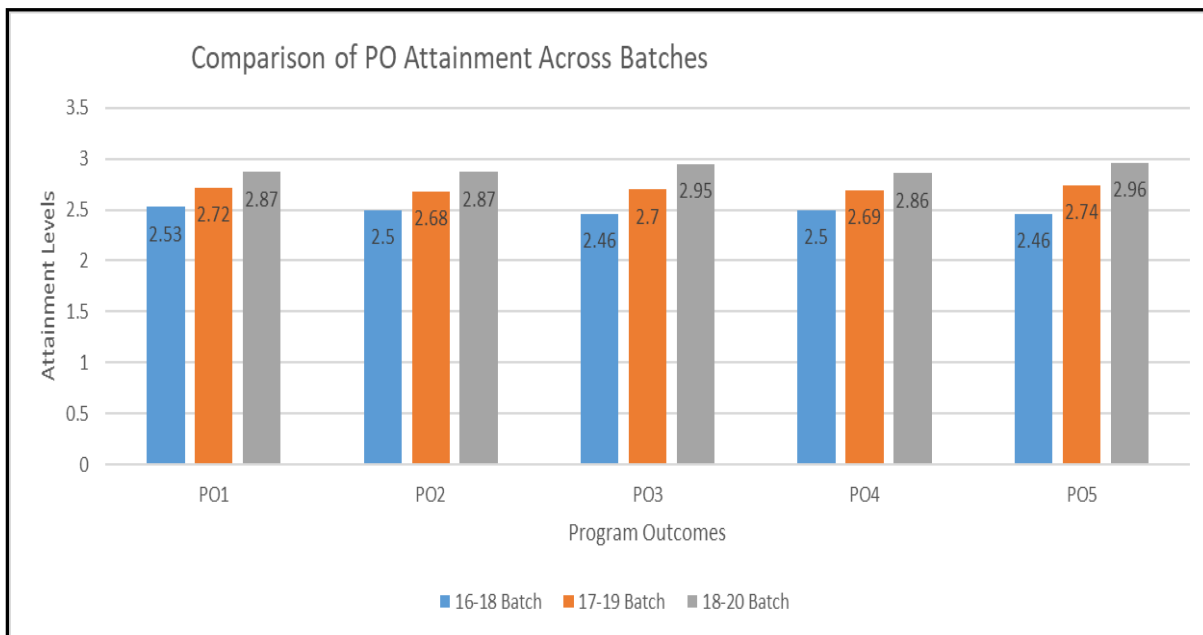
The above graph depicts that all POs have shown continuous improvement year on year. The overall PO attainment across each subsequent batch is indicative of positive steps taken by ISBS PGDM which are contributing in increasing the attainment level of PO over the years for each batch

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

Institutes' marks - 10

Academic audit is done by Internal Quality Assurance Cell (IQAC) to ensure quality standards in academics carried out by the BOS/academic committee. Academic committee along with Director reviews the academic progress of the program in the light of detailed result analysis shared by Board of Examination (BOE) and identifies the gaps therein. These gaps in the courses are then reviewed in the academic committee meeting and shared with BOS for suggesting actions to be taken to bridge the same.

Academic progress which is reflected through internal and external assessments is taken as a base to identify various academic gaps. The need for extra inputs and pedagogical changes are identified on the basis of CO attainment of each course.

CO-attainment Observations: Attainment level for each course is calculated on the basis of internal and external assessment as per the below mentioned standards:

Basis for Course Attainment Level
Threshold marks = 60% marks
Percentage (%) attainment of learning outcomes of course = Percentage (%) of students getting set threshold marks (i.e., 60%)

The above-mentioned standard is followed for both the internal and external assessment and then weighted average attainment of the course is calculated keeping internal/continuous assessment and end semester examination weightage as 40% and 60% respectively.

The following aspects were observed while calculating CO attainment across batches:

Batch 2016-18
- 26 subjects out of total 71 subjects have attained less than 61% of learning outcomes.
- 10 subjects out of total 71 subjects have attained learning outcomes in the range of 61-70%.
- 35 subjects out of total 71 subjects have attained leaning outcomes in the range of 71-100%.

Batch 2017-19
- 11 subjects out of total 71 subjects have attained less than 61% of learning outcomes.
- 12 subjects out of total 71 subjects have attained learning outcomes in the range of 61-70%.
- 48 subjects out of total 71 subjects have attained leaning outcomes in the range of 71-100%.

Batch 2018-20
- 10 subjects out of total 74 subjects have attained less than 61% of learning outcomes.
- 10 subjects out of total 74 subjects have attained learning outcomes in the range of 61-70%.
- 54 subjects out of total 74 subjects have attained leaning outcomes in the range of 71-100%.

Actions taken: CO-attainment levels or result analysis indicates above average targeted results, as numbers of subjects with learning outcome higher than 70% has been incremental over the three batches analysed.

Scope for further improvement exists particularly with subjects which have learning outcome range from 60% to 70% and less than 60%. Having centred on improvement plan for learning outcome post the academic audit, initiatives are planned by the academic committee. Such initiatives are planned to take into account:

➢ Diversity in students to cope with management education
➢ Differences in learning cycle for students
➢ Weak students with special needs.

Faculty employ diverse teaching pedagogy to ensure teaching and learning is more effective. Frequent reviews and feedback from students ensure modification in teaching methodology. Results are reviewed after each assessment and performance is discussed with students. Such initiatives have aided the students to perform better towards the completion of program progressively as compared to their performance in the initial period of the program.

Mentioned below are some initiatives to enhance learning outcome:

➤ Faculty ensure utilization of at least three different teaching pedagogy/methodologies in teaching plan of each subject.
➤ Tutorials are conducted to help students in small batches to improve on the specific subjects.
➤ Guest sessions in almost every subject to help students gain practical perspective of the subject.
➤ Status of syllabus completion is taken intermittently by the program & Academics HOD at the start of the program, mid semester and an end semester review to ensure timely completion of the required content.
➤ Inclusiveness of Massive Open Online Courses (MOOCs) to make students learn in their personal space continuously.
➤ Various class and library assignments in subjects to provide effective grasp and practice for the students.

Such initiatives by ISBS PGDM have sustained an upward trend in the results in each progressive year for the students. Such upward trend in results over the years is demonstrated in the table below:

Table 10.2: Analysis of CO Attainment Range (%)

CO Attainment Range (%)	16-18 Batch	17-19 Batch	18-20 Batch
<61	26	11	10
61-70	10	12	10
71-80	10	12	9
81-90	16	14	16
91-100	9	22	29

The table above demonstrates the CO-attainment of various courses taught in three subsequent student batches. CO-attainment range in the table means the %age result of various courses through internal/continuous and semester end assessment methods. As is evident the result has shown improvement over the subsequent batches.

The graphical representation below demonstrates the improvement of CO attainment of successive batches considered:
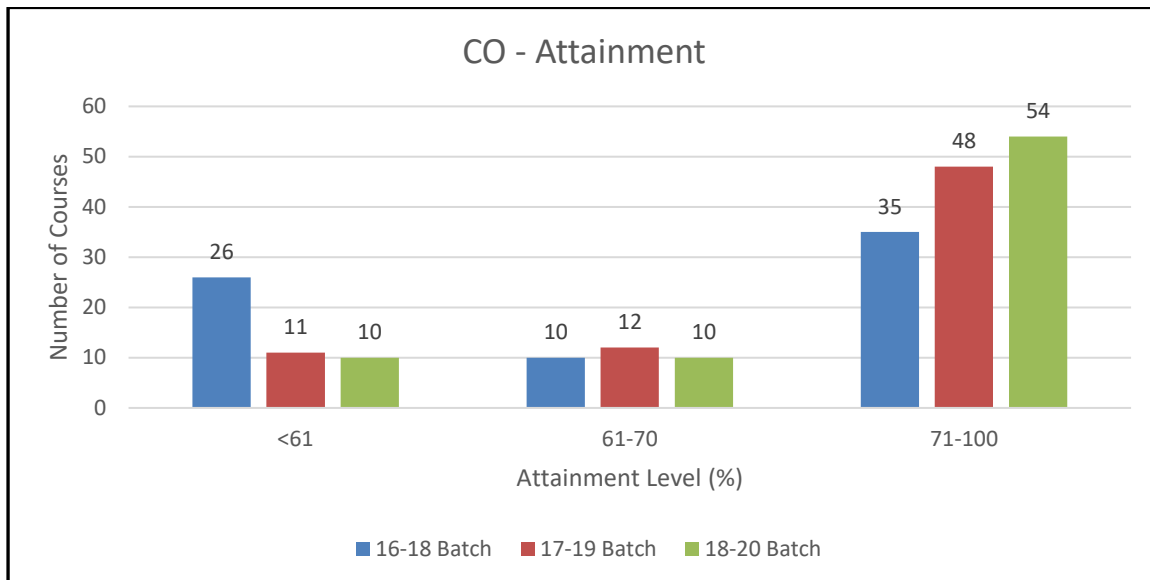
Improvement in CO Attainment

- It can be observed that number of subjects having <61% attainment level has decreased from 26 out of 71 subjects for the batch 2016-18 to 10 out of 71 subjects for the batch 2017-19 and 10 out of 74 subjects for the batch 2018-20

- The number of subjects with CO attainment in the range 91 to 100 has also increased from 9 out of 71 subjects for the batch 2016-18 to 22 out of 71 subjects for the batch 2017-19 and 29 out of 74 subjects for the batch 2018-20.

This shows that there is an improvement in the result year on year.

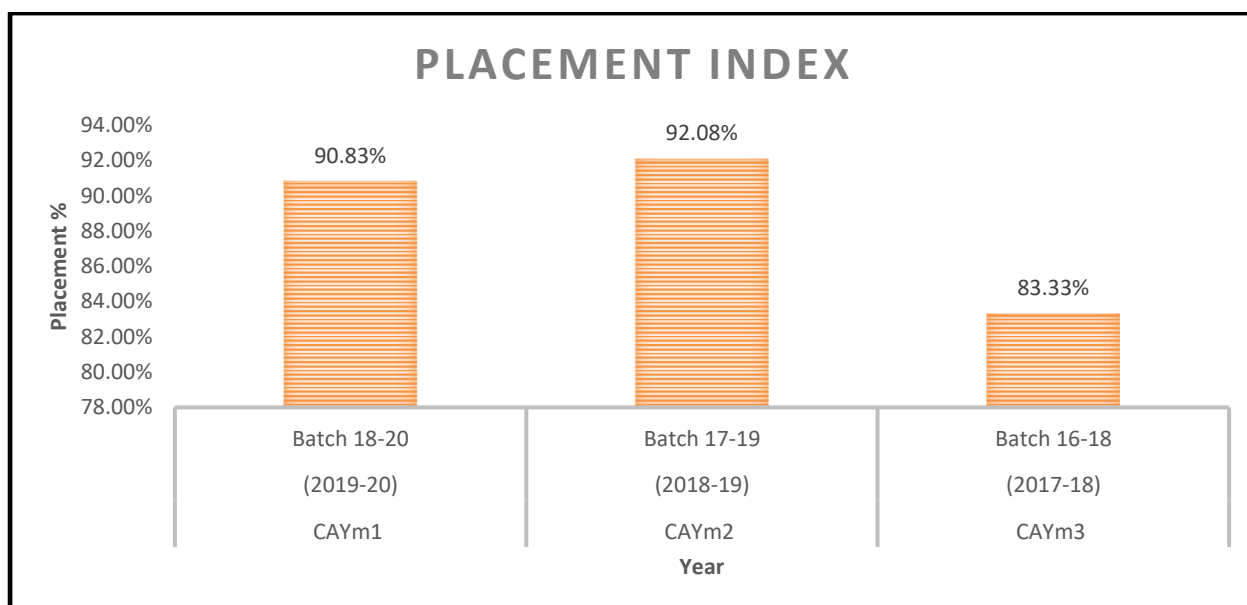### 10.3.   Improvement in Placement, Higher Studies and Entrepreneurship (10)

> **Institutes' marks – 10**

Improvement in Placement, Higher Studies and Entrepreneurship: Employability is a high priority for students pursuing management studies. ISBS acknowledges this aspect and efforts for student development are focused keeping the employability precept in mind. Specifically designed Career and Leadership Development Program (CLDP) at ISBS PGDM is instrumental to equip students with the requisite skill sets to ensure their employability quotient.

CLDP along with academic curriculum play a major role in the above average placement record of the students. As is indicated by the table below, there has been an observable improvement in placement record of students over the succeeding batches.

Table 10.3.1-Placement Index

Particulars	CAYm1 (2019-20) Batch 18-20	CAYm2 (2018-19) Batch 17-19	CAYm3 (2017-18) Batch 16-18
No. of students placed in companies	207	212	198
No. of students pursuing Ph.D. / Higher Studies (y)	10	7	2
No. of students turned entrepreneur (z)	1	2	0
x + y + z =	218	221	200
N= total no. of students admitted	240	240	240
Placement Index: (x + y + z)/N	**90.41%**	**91.25%**	**83.33%**

Graph 10.3.1-Placement Ratio

The above table shows the number of students placed in various companies along with the higher studies and entrepreneurship data. Placement index has improved over the years showing a good impact of the actions taken to improve various skills of the students through curricular, co-curricular and extra-curricular activities.

Improvement in Pay Packages of Placements: Along with the number of students placed, the pay packages have also increased over the years. The pay packages analysis across batches is shown in the table below.

Table 10.3.2-Placemnt Pay Packages

Placement Package Summary (Rs. In Lakhs)				
Package	**16-18**	**17-19**	**18-20**	**19-21**
Highest Package	8.76	13.8	9.8	9
Lowest Package	2.4	2	1.5	2.24
Average Package	**4.19**	**4.99**	**4.53**	**4.73**

In the above-mentioned table, highest and lowest packages of three batches are shown along with the average package. Average package is calculated by dividing the submission of pay packages offered by total no. of students.

As indicated by the table there is an upward trend in average package except for 17-19 batch where the average is the highest. It is important to note that the average package has shown healthy improvement from 4.19 for the batch 16-18 to 4.73 for batch 19-21.
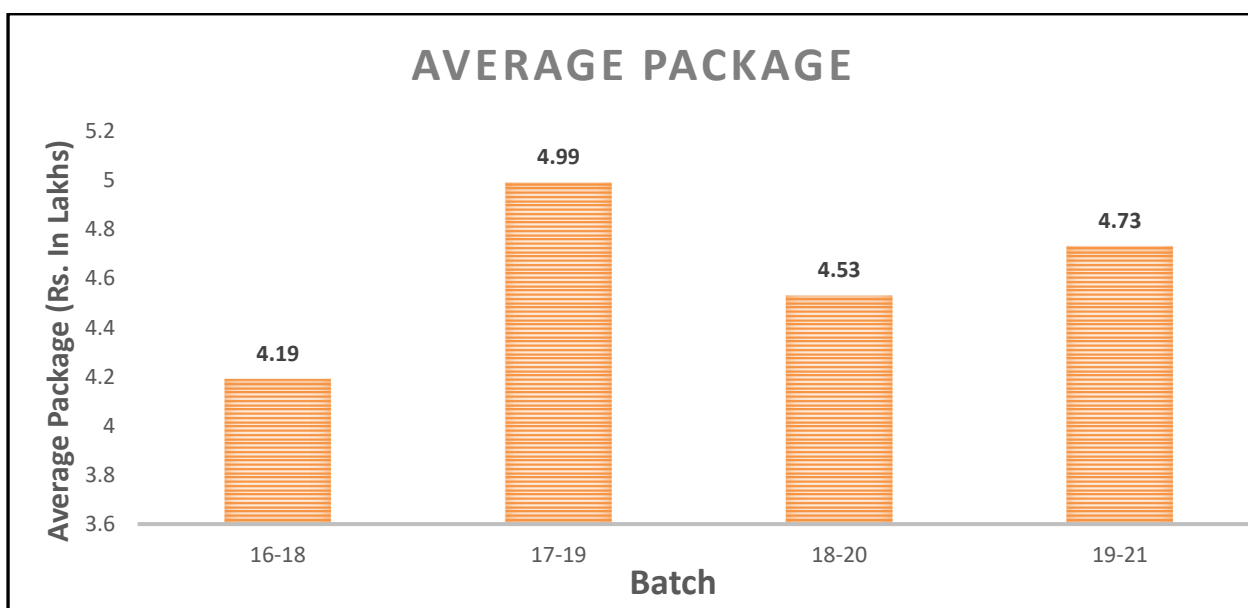
The above graph shows the average package over batches has increased.

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

Institutes' marks - 10

In view of the mission statement to promote learning environment for students from diverse cultures and engage them in globally relevant knowledge dimensions for future application in Industry, Business and Life.

ISBS has students from various geographical part of the country with different set of values, skill sets and competency level. We provide rigorous inputs to our students to make them

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employable and lead in their organizational and personal life. Result of the efforts can be seen in the placements over the years.

Cut off of our institute:

Indira School of Business Studies PGDM, Pune						
PGDM General Cut Off for ICAP						
S. No.	**Category**		**18-19**	**19-20**	**20-21**	**21-22**
1	**General**	1st Shift	145	161	143	170
		2nd Shift	160	142	NA	NA
2	**Reserved**	1st Shift	152	70	70	180
		2nd Shift	166	124	NA	NA

****

Criterion 10 score Summary

S. No.	Sub Criteria	Max. Marks	Marks Awarded to self
Criterion 10: Continuous Improvement (50)			
10.1.	**Actions taken based on the results of evaluation of each of the POs**	**20**	20
10.2.	**Academic Audit and actions taken during the period of Assessment**	**10**	10
10.3.	**Improvement in Placement, Higher Studies and Entrepreneurship**	**10**	10
10.4.	**Improvement in the quality of students admitted to the program**	**10**	10
	Total of Criterion 10	**50**	**50**

ANNEXURES

Criteria Score Summary

Criteria	Criteria	Total Marks	Institute's Marks
1.	Vision, Mission & Program Educational Objectives	50	50
2.	Governance, Leadership & Financial Resources	100	100
3.	Program Outcomes & Course Outcomes	100	100
4.	Curriculum & Learning Process	125	125
5.	Student Quality and Performance	100	91
6.	Faculty Attributes and Contributions	220	168
7.	Industry & International Connect	130	120
8.	Infrastructure	75	75
9.	Alumni Performance and Connect	50	50
10.	Continuous Improvement	50	50
	Total	**1000**	**929**

Declaration

I undertake that, the institution is well aware about the provisions in the NBA's accreditation manual concerned for this application, rules, regulations, notifications and NBA expert visit guidelines in-force as on that and the institute shall fully abide by them.

It is submitted that information provided in the self-assessment report is factually correct. I understand and agree that an appropriate disciplinary action against the institute will be initiated by the NBA in case any false statement / information is observed during pre-visit, visit, post-visit and subsequent to grant of accreditation.

Date: 15/11/2021

Place: Pune

Dr. Vidya Nakhate

Director, ISBS PGDM

'Abhinavan', 89/2A, New Pune - Mumbai Highway, Tathawade, Pune - 411 033, India.
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Annexure – I
PROGRAM OUTCOMES

Program Outcomes

1. Apply knowledge of management theories and practices to solve business problems.

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

3. Ability to develop Value based Leadership ability.

4. Ability to understand, analyse and communicate global, economic, legal, and ethical aspects of business.

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

Annexure – II

FACULTY LIST

2018 - 19

							2018-19 (PGDM General)						
Sr.no.	Name	Highest Degree	University	Year of attaining highest education	Association with Institute	Designation	Date on which designated as Professor/ Associate Professor	Department	Specialization	Research paper Publications	Ph.D. Guidance	Faculty receiving Ph.D. during the assessment year	Currently associated (Y/N). Date of leaving in case currently associated is no	Nature of association (Regular/ Contract)
1	Dr. Mahesh Mangaonkar	Ph.D.	Shivaji University, Kolhapur	2010	ISBS PGDM	Professor	01.08.2011	PGDM General	General Management	2	No	No	Y	Regular
2	Dr. Abhinav Jog	Ph.D.	Sant Gadge Baba Amaravati University	2016	ISBS PGDM	Professor	17.09.2016	PGDM General	Finance	1	No	No	Y	Regular
3	Dr. Yogesh Daudkhane	Ph.D.	Nehru Gram Bharati University	2012	ISBS PGDM	Professor	01.10.2017	PGDM General	HRM	2	No	No	31.05.2020	Regular
4	Prof. Chetan Wakalkar	MBA	University of Poona	1995	ISBS PGDM	Associate Professor	01.10.2010	PGDM General	Marketing	0	No	No	Y	Regular
5	Dr. Chanakya Kumar	Ph.D.	Bharati Vidyapeeth Deemed University, Pune	2016	ISBS PGDM	Associate Professor	10.02.2016	PGDM General	Marketing	1	No	No	Y	Regular
6	Dr. Parmeshwar Yadav	Ph.D.	University of Pune	2011	ISBS PGDM	Associate Professor	01.08.2011	PGDM General	Economics	0	No	No	Y	Regular
7	Prof. Rupesh Andhrutkar	MPM	University of Poona	1997	ISBS PGDM	Associate Professor	05.07.2010	PGDM General	HRM	1	No	No	04.02.2021	Regular
8	Dr. Natashaa Kaul	Ph.D.	Nirma University	2017	ISBS PGDM	Associate Professor	01.01.2018	PGDM General	HRM	1	No	No	Y	Regular
9	Dr. Abhilas Pradhan	Ph.D.	Utkal University	2012	ISBS PGDM	Associate Professor	01.04.2017	PGDM General	Economics	1	No	No	07.01.2021	Regular
10	Dr. Rajlaxmi Pujar	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2017	ISBS PGDM	Assistant Professor		PGDM General	Marketing	2	No	No	Y	Regular
11	Prof. Rajyavardhan Tater	CA	Symbiosis Centre for Management & HRD	2007	ISBS PGDM	Assistant Professor		PGDM General	HRM	0	No	No	Y	Regular
12	Prof. Laxman Misal	MBS	University of Pune	2010	ISBS PGDM	Assistant Professor		PGDM General	HRM	0	No	No	01.05.2021	Regular
13	Prof. Amruta Deshpande	MBA	Yashvantrao Chavan Maharashtra Open University, Nashik	2008	ISBS PGDM	Assistant Professor		PGDM General	HRM	4	No	No	Y	Regular
14	Prof. Anand Deo	MMS	Mumbai University	1993	ISBS PGDM	Assistant Professor		PGDM General	Finance	1	No	No	30.04.2021	Regular
15	Prof. Suyog Chachad	MBA	University of Pune	2011	ISBS PGDM	Assistant Professor		PGDM General	Finance	2	No	No	30.04.2021	Regular
16	Prof. Raji Thomas	MMM	University of Pune	2007	ISBS PGDM	Assistant Professor		PGDM General	Marketing	0	No	No	30.06.2021	Regular
17	Prof. Arpana Boodle	MBA	Savitribai Phule Pune University	2017	ISBS PGDM	Assistant Professor		PGDM General	HRM	0	No	No	Y	Regular
18	Prof. Sarita Agarwal	MBA	Nagaland University	2012	ISBS PGDM	Assistant Professor		PGDM General	Finance	2	No	No	28.05.2021	Regular
19	Prof. Vishal Desai	PGRM	NMIMS University	2001	ISBS PGDM	Assistant Professor		PGDM General	Marketing	0	No	No	30.04.2019	Regular
20	Prof. Mangesh Dande	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2021	ISBS PGDM	Assistant Professor		PGDM General	Marketing	1	No	No	Y	Regular
21	Dr. Anagha Bhope	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2016	ISBS PGDM	Assistant Professor		PGDM General	Finance	2	No	No	Y	Regular
22	Prof. Megha Agrawal	M.Comm	Sant Gadge Baba Amaravati University	2011	ISBS PGDM	Assistant Professor		PGDM General	Finance	0	No	No	24.12.2019	Regular
23	Prof. Shikha Sindhu	Ph.D.	Symbiosis International (Deemed University)	2021	ISBS PGDM	Assistant Professor		PGDM General	HRM	1	No	No	Y	Regular
24	Prof. Ronak Shah	MBA	IBS University, Hydrabad	2007	ISBS PGDM	Visiting Facutly		PGDM General	Marketing	0	No	No	Y	Contract
25	Prof. Sudhindra Mujumdar	MA	Savitribai Phule University, Pune	1995	ISBS PGDM	Visiting Facutly		PGDM General	Economics	0	No	No	Y	Contract
26	Prof. Vilas R Puranik	M.Comm.	Savitribai Phule University, Pune	2005	ISBS PGDM	Visiting Facutly		PGDM General	Finance	0	No	No	Y	Contract
27	Prof. Jaiprakash Prasad Singh	MBA	BR Ambedkar Bihar University, Bihar	1977	ISBS PGDM	Visiting Faculty		PGDM General	Marketing/Law	0	No	No	Y	Contract
28	Prof. Guha Bijoy	B.E.	The University of Burdwan,West Bengal.	1969	ISBS PGDM	Visiting Faculty		PGDM General	Electrical Engineering	0	No	No	Y	Contract
29	Prof. Hema Kavish Anand	PGDM	Symbiosis International University, Pune	1997	ISBS PGDM	Visiting Faculty		PGDM General	Marketing	0	No	No	Y	Contract
30	Prof. Sumit Roy	Ph.D.	Savitribai Phule University, Pune	2018	ISBS PGDM	Visiting Faculty		PGDM General	Marketing	0	No	No	Y	Contract

Sr.no.	Name	Highest Degree	University	Year of attaining highest education	Association with Institute	Designation	Date on which designated as Professor/ Associate Professor	Department	Specialization	Research paper Publications	Ph.D. Guidance	Faculty receiving Ph.D. during the assessment year	Currently associated (Y/N). Date of leaving in case currently associated is no	nature of association (Regular/ Contract)
							2018-19 (PGDM Marketing)							
1	Dr. Meena Goyal	Ph.D.	University of Pune	2007	ISBS PGDM	Professor	07.07.2010	PGDM Marketing	Finance	0	No	No	Y	Regular
2	Dr. Bagirathi Iyer	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2017	ISBS PGDM	Associate Professor	01.10.2017	PGDM Marketing	Marketing	1	No	No	Y	Regular
3	Dr. Gaganpreet Ahluwalia	Ph.D.	Rani Durgavati Vishwavidyalaya, Jabalpur	2009	ISBS PGDM	Associate Professor	24.04.2017	PGDM Marketing	Finance	2	No	No	Y	Regular
4	Dr. Neetu Randhawa	Ph.D.	Sri Satya Sai University of Technology & Medical Sciences, Sehore (MP)	2021	ISBS PGDM	Assistant Professor		PGDM Marketing	Mktg / HR	2	No	No	Y	Regular
5	Prof. Suhas Mekhe	MBA	University of Pune	1996	ISBS PGDM	Assistant Professor		PGDM Marketing	Marketing	0	No	No	16.08.2019	Regular
6	Dr. Rohan Das	Ph.D.	Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon	2020	ISBS PGDM	Assistant Professor		PGDM Marketing	Marketing	1	No	No	Y	Regular
7	Dr. Madhura Pimplapure	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2014	ISBS PGDM	Assistant Professor		PGDM Marketing	Marketing	0	No	No	17.12.2018	Regular
8	Prof. Neha Agarwal	MBA	Nirma University	2008	ISBS PGDM	Assistant Professor		PGDM Marketing	Marketing	1	No	No	Y	Regular
9	Prof. Abhijeet SurvePatil	MMM	Savitribai Phule University, Pune	2007	ISBS PGDM	Visiting Faculty		PGDM Marketing	Marketing	0	No	No	Y	Contract
10	Prof. Sumit Roy	Ph.D.	Savitribai Phule University, Pune	2018	ISBS PGDM	Visiting Faculty		PGDM Marketing	Marketing	0	No	No	Y	Contract

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Sr.no.	Name	Highest Degree	University	Year of attaining highest education	Association with Institute	Designation	Date on which designated as Professor/ Associate Professor	Department	Specialization	Research paper Publications	Ph.D. Guidance	Faculty receiving Ph.D. during the assessment year	Currently associated (Y/N). Date of leaving in case currently associated is no	Nature of association (Regular/ Contract)
							2019-20 (PGDM General)							
1	Dr. Mahesh Mangaonkar	Ph.D.	Shivaji University, Kolhapur	2010	ISBS PGDM	Professor	01.08.2011	PGDM General	General Management	2	No	No	Y	Regular
2	Dr. Abhinav Jog	Ph.D.	Sant Gadage Baba Amaravati University	2016	ISBS PGDM	Professor	17.09.2016	PGDM General	Finance	0	No	No	Y	Regular
3	Dr. Yogesh Daudkhane	Ph.D.	Nehru Gram Bharati University	2012	ISBS PGDM	Professor	01.10.2017	PGDM General	HRM	0	No	No	31.05.2020	Regular
4	Prof. Chetan Wakalkar	MBA	University of Poona	1995	ISBS PGDM	Associate Professor	01.10.2010	PGDM General	Marketing	0	No	No	Y	Regular
5	Dr. Chanakya Kumar	Ph.D.	Bharati Vidyapeeth Deemed University, Pune	2016	ISBS PGDM	Associate Professor	10.02.2016	PGDM General	Marketing	1	No	No	Y	Regular
6	Dr. Parmeshwar Yadav	Ph.D.	University of Pune	2011	ISBS PGDM	Associate Professor	01.08.2011	PGDM General	Economics	2	No	No	Y	Regular
7	Prof. Rupesh Andhrutkar	MPM	University of Poona	1997	ISBS PGDM	Associate Professor	05.07.2010	PGDM General	HRM	1	No	No	04.02.2021	Regular
8	Dr. Natashaa Kaul	Ph.D.	Nirma University	2017	ISBS PGDM	Associate Professor	01.01.2018	PGDM General	HR	2	No	No	Y	Regular
9	Dr. Abhilas Pradhan	Ph.D.	Utkal University	2012	ISBS PGDM	Associate Professor	01.04.2017	PGDM General	Economics	1	No	No	07.01.2021	Regular
10	Dr. Rajlaxmi Pujar	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2017	ISBS PGDM	Assistant Professor		PGDM General	Marketing	2	No	No	Y	Regular
11	Prof. Rajyavardhan Tater	CA	Symbiosis Centre for Management & HRD	2007	ISBS PGDM	Assistant Professor		PGDM General	HRM	0	No	No	Y	Regular
12	Prof. Laxman Misal	PGDBM	University of Pune	2010	ISBS PGDM	Assistant Professor		PGDM General	HRM	0	No	No	Y	Regular
13	Prof. Amruta Deshpande	MBA	Yashvantrao Chavan Maharashtra Open University, Nashik	2008	ISBS PGDM	Assistant Professor		PGDM General	HRM	4	No	No	Y	Regular
14	Prof. Anand Deo	MMS	Mumbai University	1993	ISBS PGDM	Assistant Professor		PGDM General	Finance	0	No	No	30.04.2021	Regular
15	Prof. Suyog Chachad	MBA	University of Pune	2011	ISBS PGDM	Assistant Professor		PGDM General	Finance	0	No	No	30.04.2021	Regular
16	Prof. Raji Thomas	MBA	University of Pune	2007	ISBS PGDM	Assistant Professor		PGDM General	Marketing	0	No	No	30.06.2021	Regular
17	Prof. Arpana Boodle	MBA	Savitribai Phule Pune University	2017	ISBS PGDM	Assistant Professor		PGDM General	HRM	0	No	No	Y	Regular
18	Prof. Shikha Sindhu	Ph.D.	Symbiosis International (Deemed University)	2021	ISBS PGDM	Assistant Professor		PGDM General	HRM	2	No	No	Y	Regular
19	Dr. Mangesh Dande	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2021	ISBS PGDM	Assistant Professor		PGDM General	Marketing	1	No	No	Y	Regular
20	Dr. Anagha Bhope	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2016	ISBS PGDM	Assistant Professor		PGDM General	Finance	1	No	No	Y	Regular
21	Prof. Megha Agrawal	M.Comm	Sant Gadge Baba Amaravati University	2012	ISBS PGDM	Assistant Professor		PGDM General	Finance	0	No	No	24.12.2019	Regular
22	Dr. Santosh Mahajan	Ph.D.	Dr.D.Y. Patil Vidyapeeth, Pune	2020	ISBS PGDM	Assistant Professor		PGDM General	Marketing	0	No	No	30.06.2021	Regular
23	Prof. Sarita Agarwal	MBA	Nagaland University	2012	ISBS PGDM	Assistant Professor		PGDM General	Finance	1	No	No	28.05.2021	Regular
24	Prof. Navrang Rathi	CS	Jai Narain Vyas University, Jodhpur	2015	ISBS PGDM	Assistant Professor		PGDM	Marketing	0	No	No	31.10.2020	Regular
25	Prof. Ronak Shah	MBA	IBS University, Hydrabad	2007	ISBS PGDM	Visiting Facutly		PGDM General	Marketing	0	No	No	Y	Contract
26	Prof. Sudhindra Mujumdar	MA	Savitribai Phule University, Pune	1995	ISBS PGDM	Visiting Facutly	.	PGDM General	Economics	0	No	No	Y	Contract
27	Prof. Vilas R Puranik	M.Comm.	Savitribai Phule University, Pune	2005	ISBS PGDM	Visiting Facutly		PGDM General	Finance	0	No	No	Y	Contract
28	Prof. Jaiprakash Prasad Singh	MBA	BR Ambedkar Bihar University, Bihar	1977	ISBS PGDM	Visiting Facutly		PGDM General	Marketing/Law	0	No	No	Y	Contract
29	Prof. Guha Bijoy	B.E.	The University of Burdwan,West Bengal.	1969	ISBS PGDM	Visiting Faculty		PGDM General	Electrical Engineering	0	No	No	Y	Contract
30	Prof. Hema Kavish Anand	PGDM	Symbiosis International University, Pune	1997	ISBS PGDM	Visiting Faculty		PGDM General	Marketing	0	No	No	Y	Contract
31	Prof. Abhijeet SurvePatil	MMM	University of Pune	2007	ISBS PGDM	Visiting Faculty		PGDM General	Marketing	0	No	No	Y	Contract

2019-20 (PGDM Marketing)

Sr.no.	Name	Highest Degree	University	Year of attaining highest education	Association with Institute	Designation	Date on which designated as Professor/ Associate Professor	Department	Specialization	Research paper Publications	Ph.D. Guidance	Faculty receiving Ph.D. during the assessment year	Currently associated (Y/N). Date of leaving in case currently associated is no	Nature of association (Regular/ Contract)
1	Dr. Meena Goyal	Ph.D.	University of Pune	2007	ISBS PGDM	Professor	07.07.2010	PGDM Marketing	Finance	0	No	No	23.12.2020	Regular
2	Dr. Bagirathi Iyer	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2017	ISBS PGDM	Associate Professor	01.10.2017	PGDM Marketing	Marketing	1	No	No	Y	Regular
3	Dr. Gaganpreet Ahluwalia	Ph.D.	Rani Durgavati Vishwavidyalaya, Jabalpur	2009	ISBS PGDM	Associate Professor	24.04.2017	PGDM Marketing	Finance	1	No	No	Y	Regular
4	Dr. Neetu Randhawa	Ph.D.	Sri Satya Sai University of Technology & Medical Sciences, Sehore (MP)	2021	ISBS PGDM	Assistant Professor		PGDM Marketing	Mktg / HR	2	No	No	Y	Regular
5	Prof. Suhas Mekhe	MBA	University of Pune	1996	ISBS PGDM	Assistant Professor		PGDM Marketing	Marketing	0	No	No	16.08.2019	Regular
6	Dr. Rohan Das	Ph.D.	Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon	2020	ISBS PGDM	Assistant Professor		PGDM Marketing	Marketing	2	No	Yes	Y	Regular
7	Prof. Neha Agarwal	MBA	Nirma University	2008	ISBS PGDM	Assistant Professor		PGDM Marketing	Marketing	0	No	No	Y	Regular
8	Prof. Abhijeet SurvePatil	MMM	University of Pune	2007	ISBS PGDM	Visiting Faculty		PGDM Marketing	Marketing	0	No	No	Y	Contract
9	Prof. Sumit Roy	Ph.D.	Savitribai Phule University, Pune	2018	ISBS PGDM	Visiting Faculty		PGDM Marketing	Marketing	0	No	No	Y	Contract

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2020-21 (PGDM General)

Sr.no.	Name	Highest Degree	University	Year of attaining highest education	Association with Institute	Designation	Date on which designated as Professor/ Associate Professor	Department	Specialization	Research paper Publications	Ph.D. Guidance	Faculty receiving Ph.D. during the assessment year	Currently associated (Y/N). Date of leaving in case currently associated is no	Nature of association (Regular/ Contract)
1	Dr. Kumendra Raheja	Ph.D.	University of Pune	2012	ISBS PGDM	Professor	12.04.2021	PGDM General	Marketing	0	No	No	Y	Regular
2	Dr. Abhinav Jog	Ph.D.	Sant Gadage Baba Amaravati University	2016	ISBS PGDM	Professor	17.09.2016	PGDM General	Finance	1	No	No	Y	Regular
3	Prof. Chetan Wakalkar	MBA	University of Poona	1995	ISBS PGDM	Associate Professor	01.10.2010	PGDM General	Marketing	0	No	No	Y	Regular
4	Prof. Rupesh Andhrutkar	MPM	University of Poona	1997	ISBS PGDM	Associate Professor	05.07.2010	PGDM General	HRM	0	No	No	04.02.2021	Regular
5	Dr. Anagha Bhope	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2016	ISBS PGDM	Associate Professor	01.07.2020	PGDM General	Finance	3	No	No	Y	Regular
6	Dr. Dhirendra Kumar	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2016	ISBS PGDM	Associate Professor	28.04.2021	PGDM General	Marketing	1	No	No	Y	Regular
7	Prof. Shikha Sindhu	Ph.D.	Symbiosis International (Deemed University)	2021	ISBS PGDM	Assistant Professor		PGDM General	HRM	4	No	No	Y	Regular
8	Dr. Rajlaxmi Pujar	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2017	ISBS PGDM	Assistant Professor		PGDM General	Marketing	2	No	No	Y	Regular
9	Prof. Rajyavardhan Tater	PGDM	Symbiosis Centre for Management & HRD	2007	ISBS PGDM	Assistant Professor		PGDM General	HRM	0	No	No	Y	Regular
10	Dr. Mangesh Dande	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2021	ISBS PGDM	Assistant Professor		PGDM General	Production	1	No	Yes	Y	Regular
11	Prof. Meghasham Chaudhari	MBA	University of Pune	1998	ISBS PGDM	Assistant Professor		PGDM General	Marketing	1	No	No	Y	Regular
12	Prof. Puneet P. Bafna	MBA	Savitribai Phule Pune University	2017	ISBS PGDM	Assistant Professor		PGDM General	HRM	0	No	No	Y	Regular
13	Prof. Laxman Misal	PGDBM	University of Pune	2010	ISBS PGDM	Assistant Professor		PGDM General	HRM	0	No	No	01.05.2021	Regular
14	Dr. Santosh Mahajan	Ph.D.	Dr.D.Y. Patil Vidyapeeth, Pune	2020	ISBS PGDM	Assistant Professor		PGDM General	Marketing	0	No	No	30.06.2021	Regular
15	Prof. Arpana Boodle	MBA	University of Pune	2017	ISBS PGDM	Assistant Professor		PGDM General	HRM	0	No	No	Y	Regular
16	Prof. Raji Thomas	MMM	University of Pune	2007	ISBS PGDM	Assistant Professor		PGDM General	Marketing	0	No	No	30.06.2021	Regular
17	Prof. Sudhindra Mujumdar	MA	Savitribai Phule University, Pune	1995	ISBS PGDM	Visiting Faculty		PGDM General	Economics	0	No	No	Y	Contract
18	Prof. Malti Chijwani	PhD	Dy Patil , Pune	2019	ISBS PGDM	Visiting Facutly		PGDM General	Finance	0	No	No	Y	Contract
19	Prof. Vilas R Puranik	M.Comm.	Savitribai Phule University, Pune	2005	ISBS PGDM	Visiting Facutly		PGDM General	Finance	0	No	No	Y	Contract
20	Prof. Jaiprakash Prasad Singh	MBA	BR Ambedkar Bihar University	1977	ISBS PGDM	Visiting Faculty		PGDM General	Marketing/Law	0	No	No	Y	Contract

2020-21 (PGDM Marketing)

Sr.no.	Name	Highest Degree	University	Year of attaining highest education	Association with Institute	Designation	Date on which designated as Professor/ Associate Professor	Department	Specialization	Research paper Publications	Ph.D. Guidance	Faculty receiving Ph.D. during the assessment year	Currently associated (Y/N). Date of leaving in case currently associated is no	nature of association (Regular/ Contract)
1	Dr. Meena Goyal	Ph.D.	University of Pune	2007	ISBS PGDM	Professor	07.07.2010	PGDM Marketing	Finance	1	No	No	23.12.2020	Regular
2	Dr. Vidya Nakhate	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2014	ISBS PGDM	Professor	17.03.2021	PGDM Marketing	Marketing	2	No	No	Y	Regular
3	Dr. Bagirathi Iyer	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2017	ISBS PGDM	Associate Professor	01.10.2017	PGDM Marketing	Marketing	1	No	No	Y	Regular
4	Dr. Gaganpreet Ahluwalia	Ph.D.	Rani Durgavati Vishwavidyalaya, Jabalpur	2009	ISBS PGDM	Associate Professor	24.04.2017	PGDM Marketing	Finance	3	No	No	Y	Regular
5	Dr. Neetu Randhawa	Ph.D.	Sri Satya Sai University of Technology & Medical Sciences, Sehore (MP)	2021	ISBS PGDM	Assistant Professor		PGDM Marketing	Mktg / HR	1	No	Yes	Y	Regular
6	Dr. Rohan Das	Ph.D.	Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon	2020	ISBS PGDM	Assistant Professor		PGDM Marketing	Marketing	1	No	No	Y	Regular
7	Prof. Neha Agarwal	MBA	Nirma University	2008	ISBS PGDM	Assistant Professor		PGDM Marketing	Marketing	1	No	No	Y	Regular
8	Prof. Suyog Chachad	MBA	University of Pune	2011	ISBS PGDM	Assistant Professor		PGDM Marketing	Finance	0	No	No	30.04.2021	Regular
9	Prof. Abhijeet SurvePatil	MMM	University of Pune	2007	ISBS PGDM	Visiting Faculty		PGDM Marketing	Marketing	0	No	No	Y	Contract
10	Prof. Sumit Roy	Ph.D.	Savitribai Phule University, Pune	2018	ISBS PGDM	Visiting Faculty		PGDM Marketing	Marketing	0	No	No	Y	Contract
11	Prof. Hema Kavish Anand	PGDM	Symbiosis International University, Pune	1997	ISBS PGDM	Visiting Faculty		PGDM Marketing	Marketing	0	No	No	Y	Contract

2020-21 (PGDM)

Sr.no.	Name	Highest Degree	University	Year of attaining highest education	Association with Institute	Designation	Date on which designated as Professor/ Associate Professor	Department	Specialization	Research paper Publications	Ph.D. Guidance	Faculty receiving Ph.D. during the assessment year	Currently associated (Y/N). Date of leaving in case currently associated is no	Nature of association (Regular/ Contract)
1	Dr. Mahesh Mangaonkar	Ph.D.	Shivaji University, Kolhapur	2010	ISBS PGDM	Professor	01.08.2011	PGDM	General Management	1	No	No	Y	Regular
2	Dr. Natashaa Kaul	Ph.D.	Nirma University	2017	ISBS PGDM	Associate Professor	01.01.2018	PGDM	HR	4	No	No	Y	Regular
3	Dr. Chanakya Kumar	Ph.D.	Bharati Vidyapeeth Deemed University, Pune	2016	ISBS PGDM	Associate Professor	10.02.2016	PGDM	Marketing	1	No	No	Y	Regular
4	Dr. Parmeshwar Yadav	Ph.D.	University of Pune	2011	ISBS PGDM	Associate Professor	01.08.2011	PGDM	Economics	0	No	No	Y	Regular
5	Dr. Abhilas Pradhan	Ph.D.	Utkal University	2012	ISBS PGDM	Associate Professor	01.04.2017		Economics	1	No	No	07.01.2021	Regular
6	Dr. Varsha Manish Bihade	Ph.D.	Rashtrasant Tukdoji Maharaj Nagpur University	2015	ISBS PGDM	Associate Professor			Marketing	0	No	No	16.08.2020	Regular
7	Prof. Sarita Agarwal	MBA	Nagaland University	2012	ISBS PGDM	Assistant Professor			Finance	1	No	No	28.05.2021	Regular
8	Prof. Shobha Pophalkar	MBS	University of Pune	2014	ISBS PGDM	Assistant Professor			Marketing	0	No	No	Y	Regular
9	Prof. Amruta Deshpande	MBA	Yashvantrao Chavan Maharashtra Open University, Nashik	2008	ISBS PGDM	Assistant Professor		PGDM	HRM	1	No	No	Y	Regular
10	Prof. Anand Deo	MMS	Mumbai University	1993	ISBS PGDM	Assistant Professor		PGDM	Finance	2	No	No	30.04.2021	Regular
11	Prof. Vaibhav Kulkarni	MBA	Shivaji University, Kolhapur	2008	ISBS PGDM	Assistant Professor		PGDM	Marketing, HR	1	No	No	Y	Regular
12	Prof. Chaitaly Athaley	MBA	Devi Ahlaya Vishwavidalaya, Indore	2008	ISBS PGDM	Assistant Professor		PGDM	Finance	0	No	No	Y	Regular
13	Prof. Arvind Burande	MBA	Shivaji University, Kolhapur	2008	ISBS PGDM	Assistant Professor		PGDM	Marketing	1	No	No	01.05.2021	Regular
14	Prof. Navrang Rathi	CS	Jai Narain Vyas University, Jodhpur	2015	ISBS PGDM	Assistant Professor		PGDM	Marketing	0	No	No	31.10.2020	Regular
15	Prof. Ronak Shah	MBA	IBS University, Hydrabad	2007	ISBS PGDM	Visiting Facutly		PGDM	Marketing	0	No	No	Y	Contract
16	Prof. Malti Chijwani	PhD	Dy Patil , Pune	2019	ISBS PGDM	Visiting Facutly		PGDM	Finance	0	No	No	Y	Contract

Annexure – III

GC Meeting Sept 2021

१) सभेचा प्रकार Kind of Meeting	३) सभेची तारीख Date of Meeting - / / 20	५) सभेचे स्थळ Place of Meeting
२) सभेचा क्रमांक Sr. No. of Meeting	४) सभेची वेळ Time of Meeting	

६) सभेस कोणी सन्माननीय गृहस्थ अगर अधिकारी हजर असल्यास त्यांची (हुद्यासह) नांवे   Name & designations of officials &

respectable persons present

सभेचे अध्यक्ष – Chairman of Meeting

विषय क्र. Subject No.	ठराव क्र. Resolution No.	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव Resolutions and subjects placed before meeting for discussion.	

Agenda

ISBS PGDM Governing Council (GC) Meeting held on 23rd September 2021

1. Review of the minutes of the last GC meeting (24th June 2021) and action taken report.
2. Introduction of Dr. Vidya Nakhate as Director, ISBS PGDM
3. AICTE proposal for Extension of Approval for AY 2021-22
4. Status of ISBS PGDM NBA Accreditation
5. AICTE proposal for Extension of Approval for AY 2022-23 / Merger of courses
6. International Business Exposure Program (IBEP) for PGDM
7. PGDM Admission status for Academic Year 2021-22
8. Distribution of Laptop to PGDM Students
9. Alumni Meeting for the academic year 2021-22
10. Review of Consultancy and MDP
11. Status of FDP and R&D activities for 2021-22
12. GC Members for the academic year 2021-22
13. Review of Strategic Plan for period 2017-22
14. ISBS PGDM Induction Programme
15. Approval of the Proposed plan for Diwali break for faculty members
16. Points for Review in the next GC Meeting

For

Indira School of Business studies PGDM, Pune.

Dr. Kumendra Raheja
Dean, ISBS PGDM

Member	Signature	Member	Signature
Mr. Chetan Wakalkar		Dr. Vidya Nakhate	
Dr. Renu Bhargava		Dr. Shikha Mann(Sindhu)	
Mr. Sandeep Gaekwad		Dr. Kumendra Raheja	
Western Regional Officer		Dr.Mahesh Mangaonkar	
Mr. Shantanu Sen Sharma		Dr. Bagirathi Iyer	
Joint Director DTE RO Pune		Dr. Abhinav Jog	
Industrialist / Tech / Edu- State Govt.			

विषय क्र. Subject No.	ठराव क्र. Resolution No.	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव Resolutions and subjects placed before meeting for discussion.	शेरा व तारखेसह ठरावाची अंमलबजावणी Remarks & / or action taken on the resolution & date

Minutes of the Meeting of ISBS PGDM Governing Council (GC) held on 23rd September 2021

1. Review of the Minutes of last meeting held on 24th June 2021 and Action Taken Report.

SN	Agenda Points	Action Taken	Date/ Month	Remarks
1	AICTE Extension of Approval for AY 2021-22	Completed	June 2021	Approval Granted by AICTE
2	NBA Accreditation	In process	July/ Sept 2021	Application is in Process. Details in point no. 4
3	Admission status for AY 2021-22	In process	July/ Sept 2021	Admissions are in process. Details in point no. 7
4	PGDM students IBEP tour	In process	July/ Sept 2021	Planning to conduct Online in Aug/Sept. Details in point no. 6

Proposed: Dr. Shikha Mann

Seconded: Dr. Kumendra Raheja

2. Introduction of Dr. Vidya Nakhate as Director, ISBS PGDM

Dr. Kumendra Raheja introduced Dr. Vidya Nakhate as Director of ISBS PGDM, who will take charge in stated designation on 1st October 2021.

Proposed: Dr. Kumendra Raheja

Seconded: Prof. Chetan Wakalkar

Kind of Meeting		Date of Meeting	Place of Meeting
२) सभेचा क्रमांक Sr. No. of Meeting		४) सभेची वेळ Time of Meeting	

६) सभेस कोणी सन्माननीय गृहस्थ अगर अधिकारी हजर असल्यास त्यांची (हुद्यासह) नांवे   Name & designations of officials

respectable persons present ....

सभेचे अध्यक्ष - Chairman of Meeting ....

विषय क्र. Subject No.	ठराव क्र. Resolution No.	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव Resolutions and subjects placed before meeting for discussion.	
		3. AICTE Extension of Approval for AY 2021-22 Dr. Kumendra Raheja informed GC members about the status of AICTE extension of approval letter 2021-22. He conveyed that the AICTE has granted extension of approval for the existing PGDM courses with 300 intake capacity for the AY 2021-22. Proposed: **Dr. Kumendra Raheja** Seconded: **Mr. Sandeep Gaekwad** **4. Status of ISBS PGDM NBA Accreditation** Dr. Raheja informed GC members that team ISBS PGDM is working for NBA accreditation. The registration of both programs (PGDM General and PGDM Marketing) has been done. The prequalifier will be filed by 1st week of October 2021 and SAR shall be uploaded in November 2021. Proposed: **Dr. Kumendra Raheja** Seconded: **Mr. Sandeep Gaekwad** **5. AICTE proposal for Extension of Approval / Merger of courses for AY 2022-23.** Dr. Kumendra Raheja informed the GC members that a formal application has been made to AICTE for merger of PGDM program (that previously existed as second shift, before the policy change of AICTE for standalone institutions) into PGDM General Program. The merger is expected to be granted for AY 2021-22. Proposed: **Dr. Kumendra Raheja** Seconded: **Prof. Chetan Wakalkar**	

बय क्र. bject No.	ठराव क्र. Resolution No.	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव Resolutions and subjects placed before meeting for discussion.	शेरा व तारखेसह ठरावाची अंमलबजावणी Remarks & / or action taken on the resolution & date
		6. International Business Exposure Program (IBEP) for PGDM Dr. Shikha Mann shared that due to pandemic and travel restrictions, it is not possible to foresee if international tour will be a possibility. If the current situation prevails then students of Batch 2021-23 will be offered international certification in lieu of international tour. ISBS PGDM is in talks with some international universities (International American University, USA; X-Culture, USA) to collaborate for international exposure/ certification. Proposed: Dr. Shikha Mann Seconded: Dr. Kumendra Raheja **7. ISBS PGDM Admission status for Academic Year 2021-22** Dr. Shikha Mann shared with GC members that due to pandemic; admissions have been impacted. Dr. Shikha Mann informed that admissions are in process for the Batch 2021-23 (against the total intake of 300), last date for which is 15th October 2021. Proposed: Dr. Shikha Mann Seconded: Dr. Kumendra Raheja **8. Distribution of Laptop to PGDM Students** Dr. Mahesh Mangaonkar shared that as per requests made by students, fee waiver of 50k has been given to students in lieu of laptops. Proposed: Dr. Mahesh Mangaonkar Seconded: Dr. Kumendra Raheja **9. Alumni Meeting for the academic year 2021-22** Dr. Bagirathi Iyer informed that alumni software, "VAAV" has been finalized which will be like a social media network for alumni of ISBS and	

२) सभेचा क्रमांक — Sr. No. of Meeting

४) सभेची वेळ — Time of Meeting

६) सभेस कोणी सन्माननीय गृहस्थ अगर अधिकारी हजर असल्यास त्यांची (हुद्यासह) नांवे — Name & designations of off
respectable persons present

सभेचे अध्यक्ष – Chairman of Meeting

विषय क्र. Subject No.	ठराव क्र. Resolution No.	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव Resolutions and subjects placed before meeting for discussion.
		ISBS PGDM. Vendor has been finalized, the entire process of getting the software/ platform live will be closed by 31st December 2021.
		Proposed: Dr. Bagirathi Iyer
		Seconded: Dr. Kumendra Raheja
		10. Review of MDP and consultancy
		Dr. Abhinav Jog shared that MDPC brochure designing is almost in its final stage. MDPC team shall then start approaching the clients. The MDPC program basket will also be shared with Mr. Shantanu Sen Sharma, (Co-Founder, Ozone Education Consultants Pvt. Ltd., Member Industry- GC) to get his inputs on same.
		Proposed: Dr. Abhinav Jog
		Seconded: Dr. Kumendra Raheja
		11. Status of FDP and R&D activities for 2021-22
		Dr. Jog shared that TNA for FDP has been done, accordingly internal FDPs are planned for ISBS PGDM faculty. Faculty members are also attending the external FDPs as per their individual requirements.
		Proposed: Dr. Abhinav Jog
		Seconded: Dr. Kumendra Raheja
		12. GC Members for the Academic Year 2021-22
		Dr. Kumendra Raheja informed the Committee about GC members for the academic year 2021-22 and presented the list.

Sr. No	Name of the Member	Designation

२) सभेचा क्रमांक ___ ४) सभेची वेळ ___
Sr. No. of Meeting Time of Meeting

६) सभेस कोणी सन्माननीय गृहस्थ अगर अधिकारी हजर असल्यास त्यांची (हुद्यासह) नांवे   Name & designations of off
respectable persons present ___
सभेचे अध्यक्ष – Chairman of Meeting ___

विषय क्र. Subject No.	ठराव क्र. Resolution No.	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव Resolutions and subjects placed before meeting for discussion.
		ISBS PGDM. Vendor has been finalized, the entire process of getting the software/ platform live will be closed by 31st December 2021.

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Proposed: Dr. Bagirathi Iyer

Seconded: Dr. Kumendra Raheja

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10. Review of MDP and consultancy

Dr. Abhinav Jog shared that MDPC brochure designing is almost in its final stage. MDPC team shall then start approaching the clients. The MDPC program basket will also be shared with Mr. Shantanu Sen Sharma, (Co-Founder, Ozone Education Consultants Pvt. Ltd., Member Industry- GC) to get his inputs on same.

<div align="right">

Proposed: Dr. Abhinav Jog

Seconded: Dr. Kumendra Raheja

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11. Status of FDP and R&D activities for 2021-22

Dr. Jog shared that TNA for FDP has been done, accordingly internal FDPs are planned for ISBS PGDM faculty. Faculty members are also attending the external FDPs as per their individual requirements.

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Proposed: Dr. Abhinav Jog

Seconded: Dr. Kumendra Raheja

</div>

12. GC Members for the Academic Year 2021-22

Dr. Kumendra Raheja informed the Committee about GC members for the academic year 2021-22 and presented the list.

Sr. No	Name of the Member	Designation

२) सभेचा क्रमांक _____ Sr. No. of Meeting		४) सभेची वेळ _____ Time of Meeting	Place of Meeting _____

६) सभेस कोणी सन्माननीय गृहस्थ अगर अधिकारी हजर असल्यास त्यांची (हुद्यासह) नांवे   Name & designations of offic

respectable persons present ....

सभेचे अध्यक्ष – Chairman of Meeting ....

विषय क्र. Subject No.	ठराव क्र. Resolution No.	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव Resolutions and subjects placed before meeting for discussion.
		Proposed: Dr. Mahesh Mangaonkar Seconded: Dr. Kumendra Raheja **13. Review of Strategic Plan for period 2017-22** Dr. Kumendra Raheja shared the progress on strategic plan constituted for year 2017-22. Dr. Raheja shared that placement percentage for last 3 batches has approximately 90%. Even during the time of pandemic, the students (of Batch 2019-21) got placement in reputed companies. Dr. Raheja shared that there has been a year on year upward trend in PEO attainment levels indicating that ISBS PGDM has successfully created an ecosystem for quality education and skill enhancement. For objective of "ensuring quality accreditation", institute had initiated the process in November 2019. Since committee visit could not happen (was scheduled in March 2020) due to pandemic, the process has been reinitiated and expected to be over by end of December 2021. Dr. Raheja shared that for international collaboration, ISBS PGDM is about to sign MOU with 2 foreign universities of USA. Dr. Raheja also shared that it its pursuit of enhancing research capabilities and attributes of faculty, institute continuously encourages faculty for enrolling for Ph.D. and writing quality papers. As a result of same, 72% of faculty at ISBS PGDM has either completed Ph.D. or in final stage of submission. In year 2020-21, out of 20 papers that were published by faculty, 50% were in quality journals (WOS or Scopus indexed) Proposed: Dr. Kumendra Raheja Seconded: Dr. Renu Bhargava **14. ISBS PGDM Induction Programme** Dr. Abhinav Jog informed the GC about the ISBS PGDM Induction programme for the students of the batch 2021-23. He also shared that the induction program has been successfully conducted in the month of July 2021

विषय क्र. Subject No.	ठराव क्र. Resolution No.	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव Resolutions and subjects placed before meeting for discussion.	शेरा व तारखेसह ठरावाची अंमलबजावणी Remarks & /or action taken on the resolution & date

Proposed: Dr. Abhinav Jog

Seconded: Dr. Kumendra Raheja

15. Approval of the proposed plan for Diwali break for faculty members

Dr. Kumendra Raheja conveyed to the Committee that Diwali Break would be offered to all the teaching and non-teaching staff. It was resolved that Diwali Break be granted on dates as decided by the society office.

Proposed: Dr. Kumendra Raheja

Seconded: Mr. Sandeep Gaekwad

16. Points for review in the next GC Meeting.

SN	Agenda Points	Action to be Taken	Date/ Month	Remarks
1	ISBS PGDM NBA Accreditation	In Process	Oct 2021	Application is in process
2	AICTE proposal for Extension of Approval / Merger of courses for AY 2022-23.	In Process	Nov/ Dec 2021	Waiting for process

Proposed: Dr. Shikha Mann

Seconded: Dr. Kumendra Raheja.

For

Indira School of Business studies PGDM, Pune.

Dr. Kumendra Raheja

Dean, ISBS PGDM

SHREE CHANAKYA EDUCATION SOCIETY'S

INDIRA SCHOOL OF
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