



## YEARLY STATUS REPORT - 2022-2023

### Part A

#### Data of the Institution

##### 1. Name of the Institution

Shri Gajanan Maharaj Shikshan  
Prasarak Mandals Sharadchandra  
Pawar Institute of Management

- Name of the Head of the institution **Dr. Sunil Losarwar**
- Designation **Director**
- Does the institution function from its own campus? **Yes**
- Phone no./Alternate phone no.
- Mobile no **9130000524**
- Registered e-mail **directorspiom@gmail.com**
- Alternate e-mail **spiomeclass@gmail.com**
- Address **AT - DUMBARWADI, POST - KHAMUNDI,  
TAL. JUNNAR, DIST. PUNE 410504**
- City/Town **OTUR**
- State/UT **MAHARASHTRA**
- Pin Code **410504**

##### 2. Institutional status

- Affiliated /Constituent **Affiliated**
- Type of Institution **Co-education**
- Location **Rural**

- Financial Status **Self-financing**
  
- Name of the Affiliating University **Savitribai Phule Pune University**
- Name of the IQAC Coordinator **Dr. Kakad Ramesh Bandu**
- Phone No.
- Alternate phone No.
- Mobile **8850997210**
- IQAC e-mail address **rameshkakad732@gmail.com**
- Alternate Email address **directorspiom@gmail.com**

**3. Website address (Web link of the AQAR (Previous Academic Year))** [Not Applicable](#)

**4. Whether Academic Calendar prepared during the year?** **Yes**

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

**5. Accreditation Details**

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
<b>Cycle 1</b>	<b>B+</b>	<b>2.62</b>	<b>2022</b>	<b>11/15/2022</b>	<b>11/14/2027</b>

**6. Date of Establishment of IQAC** **01/04/2020**

**7. Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,**

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
<b>No</b>	<b>No</b>	<b>No</b>	<b>No</b>	<b>No</b>

**8. Whether composition of IQAC as per latest NAAC guidelines** **Yes**

- Upload latest notification of formation of IQAC [View File](#)

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

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

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

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

- If yes, mention the amount

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

Preparation of NAAC Peer Team Visit

Induction Programme for Academic Year 2022-23

Faculty Development Programme on AQAR

Webinar How to become Entrepreneur

Faculty Development Programme on Innovation Management

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

Plan of Action	Achievements/Outcomes
Preparation of NAAC Peer Team Visit	NAAC Peer Team Visit on Dated 6th & 7th November 2022 & Institute got B+ with CGPA 2.62
Induction Programme for Academic Year 2022-23	120 Students was participated and taken the benefited of this two days induction
Faculty Development Programme on AQAR	12 December 2022
Webinar How to become Entrepreneur	10 January 2023
Faculty Development Programme on Innovation Management	26 September 2022 to 30 September 2022

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

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

**14. Whether institutional data submitted to AISHE**

## Part A

### Data of the Institution

<b>1.Name of the Institution</b>	Shri Gajanan Maharaj Shikshan Prasarak Mandals Sharadchandra Pawar Institute of Management
• Name of the Head of the institution	Dr. Sunil Losarwar
• Designation	Director
• Does the institution function from its own campus?	Yes
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• Registered e-mail	directorspiom@gmail.com
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• City/Town	OTUR
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• Pin Code	410504
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• Type of Institution	Co-education
• Location	Rural
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• Name of the IQAC Coordinator	Dr. Kakad Ramesh Bandu				
• Phone No.					
• Alternate phone No.					
• Mobile	8850997210				
• IQAC e-mail address	rameshkakad732@gmail.com				
• Alternate Email address	directorspiom@gmail.com				
<b>3.Website address (Web link of the AQAR (Previous Academic Year))</b>	<a href="#">Not Applicable</a>				
<b>4.Whether Academic Calendar prepared during the year?</b>	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:					
<b>5.Accreditation Details</b>					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	B+	2.62	2022	11/15/2022 2	11/14/2027
<b>6.Date of Establishment of IQAC</b>			01/04/2020		
<b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b>					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
No	No	No	No	No	
<b>8.Whether composition of IQAC as per latest NAAC guidelines</b>			Yes		
• Upload latest notification of formation of IQAC			<a href="#">View File</a>		
<b>9.No. of IQAC meetings held during the year</b>			2		
• Were the minutes of IQAC meeting(s) and compliance to the decisions have			Yes		

been uploaded on the institutional website?	
<ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>	No File Uploaded
<b>10. Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>	No
<ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>	
<b>11. Significant contributions made by IQAC during the current year (maximum five bullets)</b>	
Preparation of NAAC Peer Team Visit	
Induction Programme for Academic Year 2022-23	
Faculty Development Programme on AQAR	
Webinar How to become Entrepreneur	
Faculty Development Programme on Innovation Management	
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<b>13. Whether the AQAR was placed before statutory body?</b>	No

• Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

**14. Whether institutional data submitted to AISHE**

Year	Date of Submission
2022-23	23/02/2024

**15. Multidisciplinary / interdisciplinary**

The institute offer standalone single MBA programme which is affiliated to Savitribai Phue Pune University. This MBA programme offers different major and minor specialisation to students as per norms of affiliating University.

**16. Academic bank of credits (ABC):**

Before filling the examination form of Affiliating University every has to register for Academic bank of credits and enroll themself for ABC then only their examination forms are open for fill up the examination form. This scheme is implemented from since academic year 2021-22

**17. Skill development:**

The institution organises various skill development initiatives for students and staff. These include organising seminars, webinars, co-curricular and extra curricular activities and competitions including Startup and innovation cell activities. Teaching faculty members also upgrade their skills by attending various AICTE ATAL FDPs.

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

The institute offers post graduate programme in management stream(MBA) as per the guidelines of affiliating university. The institute is ready to follow new education policy (NEP) norms as and when implemented by the regulatory authorities such as AICTE, DTE and SPPU.

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



The institute has already implemented Choice based credit system (CBCS) pattern of MBA curriculum based on Outcome Based Education from academic year 2016.

**20.Distance education/online education:**

Institute shall follow the distance education/online education once the NEP will be implemented at post graduate level by affiliating university.

**Extended Profile**

**1.Programme**

1.1 Number of courses offered by the institution across all programs during the year	<b>197</b>
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File Description	Documents
Data Template	<a href="#">View File</a>

**2.Student**

2.1 Number of students during the year	<b>184</b>
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File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	<b>11</b>
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File Description	Documents
Data Template	<a href="#">View File</a>

2.3 Number of outgoing/ final year students during the year	<b>88</b>
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File Description	Documents
Data Template	<a href="#">View File</a>

<b>3.Academic</b>	
3.1 Number of full time teachers during the year	<b>13</b>
<b>File Description</b>	<b>Documents</b>
Data Template	<a href="#">View File</a>
3.2 Number of sanctioned posts during the year	<b>12</b>
<b>File Description</b>	<b>Documents</b>
Data Template	<a href="#">View File</a>
<b>4.Institution</b>	
4.1 Total number of Classrooms and Seminar halls	<b>9</b>
4.2 Total expenditure excluding salary during the year (INR in lakhs)	<b>83.57</b>
4.3 Total number of computers on campus for academic purposes	<b>65</b>
<b>Part B</b>	
<b>CURRICULAR ASPECTS</b>	
<b>1.1 - Curricular Planning and Implementation</b>	
1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process	
<p>Sharad Chandra Pawar Institute of Management (SPIOM) offers two years full time MBA program affiliated to Savitribai Phule Pune University (SPPU) and approved by All India Council for Technical Education (AICTE). This program offer Major and Minor specializations.</p> <p>The institute follows an effective curriculum educational plan in following ways:</p>	

1. Institute's academic activities are governed by various bodies, cells and committees. Director gives the guidelines and feedback from different bodies like college development committee, IQAC, Academic Monitoring Committee (AMC), various students' Committees etc. and plans all institutes' activities.
2. Commencement of academic year is based on the University's academic calendar and guidelines. Regular AMC/IQAC meetings are conducted, all academic activities such as commencement and conclusion of term, examination, appointment of faculty members on various committees, mentors are discussed and executed accordingly
3. Preparation of institute's academic calendar includes planning of curricular, co-curricular and extracurricular activities to name a few such as industrial visits, seminars, workshops, guest lectures, cultural and others events.
4. Subjects are allotted to the faculties as per area of specialization, past experience, past subjects taught.
5. Course files are prepared which consist of teaching plan, syllabus, CO-PO Mapping, teaching material etc. Contents beyond the syllabus are taught by organizing various industrial visits and guest lectures. The Course file is reviewed by IQAC coordinator.
6. Curriculum delivery process is explained to all students during the induction programme.
7. Academic activities are monitored by IQAC Head on day-to day basis to ensure the execution of time table.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="https://spiom.in/home/academic_calendar">https://spiom.in/home/academic_calendar</a>

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

Institute academic calendar is prepared in accordance with Savitribai Phule Pune University academic calendar. The holidays are marked as per the list of holidays of SPPU. The details examination schedule is also mentioned in the academic calendar following the guidelines and time line provided by the Savitribai Phule Pune University.

Given below are the few important components of academic calendar:

- Commencement and conclusion of the term
- Examination schedule
- Orientation and Induction programme
- Extra-curricular events like Cultural Programme, student participant activities.
- Co-curricular events like Industrial visit, workshop, Conference and Seminar
- List of Holidays

While preparing the academic calendar of the usual semester, compliance of previous years' academic calendars and deviations, if any, are taken as reference. The tentative academic calendar prepared by the HOD and is discussed in the Academic meeting in presence of all the Faculty member.

Academic calendar is reviewed by IQAC and finally approved by the director of the institute. Final academic calendar is displayed on the notice board for reference of the students as well as faculty members. It is also uploaded on the institute website for the information of all stakeholders.

Institute adheres to the Examination Schedule for Continuous Internal Evaluation (CIE) such as Internal and Final semester examinations, Summer Internship Project - Viva voce and Dissertation for University assessments. All activities of Continuous Internal Evaluation are executed as per the academic calendar.

The all faculties prepare their own teaching plans keeping in mind the academic calendar specially examination.

File Description	Documents
Upload relevant supporting document	<a href="#">View File</a>
Link for Additional information	<a href="https://spiom.in/home/academic_calendar">https://spiom.in/home/academic_calendar</a>

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the**

**B. Any 3 of the above**

**following academic bodies during the year.**  
**Academic council/BoS of Affiliating University**  
**Setting of question papers for UG/PG programs**  
**Design and Development of Curriculum for Add on/ certificate/ Diploma Courses**  
**Assessment /evaluation process of the affiliating University**

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

**1.2 - Academic Flexibility**

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

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

**1**

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<b>No File Uploaded</b>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

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

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

**1**

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	<b>No File Uploaded</b>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

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

**74**

File Description	Documents
Any additional information	<b>No File Uploaded</b>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

**1.3 - Curriculum Enrichment**

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

The Institution believes that integrating cross cutting issues with the curriculum would create positive effect on the students in terms of their education and societal commitment. The Institution provides a platform and propagates initiative where the amalgam of social awareness coupled with professional responsiveness gets evident through the subjects offered by the University and different creative activities relevant to Gender, Environment and Sustainability, Human Values and Professional Ethics.

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<b>No File Uploaded</b>

**1.3.2 - Number of courses that include experiential learning through project work/field**

**work/internship during the year**

**1**

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

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

**101**

File Description	Documents
Any additional information	<b>No File Uploaded</b>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

**1.4 - Feedback System**

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

**A. All of the above**

File Description	Documents
URL for stakeholder feedback report	<a href="https://spiom.in/home/feedback_action_tak&lt;br/&gt;n">https://spiom.in/home/feedback_action_tak n</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	No File Uploaded

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

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

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="https://spiom.in/home/feedback_action_tak&lt;br/&gt;n">https://spiom.in/home/feedback_action_tak n</a>

**TEACHING-LEARNING AND EVALUATION**

**2.1 - Student Enrollment and Profile**

**2.1.1 - Enrolment Number Number of students admitted during the year**

**2.1.1.1 - Number of students admitted during the year**

62

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

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

11



File Description	Documents
Any additional information	<a href="#">View File</a>
Number of seats filled against seats reserved (Data Template)	<a href="#">View File</a>

## 2.2 - Catering to Student Diversity

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

The main aim of the institute is come up with equal educational opportunities and perspective of equal justice all types of students. The institute is careful to the fact that students have different learning abilities develop the conceptual and analytical skills of our students, streamline their talents and prepare them to enter the corporate world as confident, knowledgeable and valuable professionals. . Institute accesses learning level of every admitted students and efforts are made to raise the learning levels of slow learners. The following mechanisms are used for identifying advanced and slow learners:

1. At Entry level (Semester-I): 1) Graduation Marks

2) CET Score

3) Other Qualification

2. During the Semester (All Semesters):1) Student Mentorship Programme (SMP)

2) in-class Discussion & Assessment

3. At the End the every Semester: 1) University Exam Results

Graduation Marks:

We categorize students on the basis of Graduation marks

Learning Levels

% in Graduation

Advanced Learner

70 % & above

Average Learner

61 to 69 %

Slow Learner

Below 60 %

**Student Mentorship Programme (SMP):**

Once the student is admitted for the MBA Programme, Director appoints Mentors to them; A Mentor is allocated to the group of 15 to 20 students.

File Description	Documents
Paste link for additional information	<a href="https://assessmentonline.naac.gov.in/">https://assessmentonline.naac.gov.in/</a>
Upload any additional information	<a href="#">View File</a>

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

Number of Students	Number of Teachers
184	13

File Description	Documents
Any additional information	<a href="#">View File</a>

### 2.3 - Teaching- Learning Process

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

The institution has always implemented student centric learning activities. Accordingly, the institute strives to design a teaching pedagogy that motivates students to participate in various academic and co-curricular activities, not just in the campus but also outside. Vocational education and training programs, skill enhancement activities, language labs, career counseling, personal counseling, yoga and meditation sessions, soft skill development courses, ICT enabled teaching have all been

institutionalized.

1. **Experiential Learning:**

- Industrial visits are organized every year to help the students. This correlates theory knowledge and practical exposure among the students
- Excel Lab sessions are conducted to learn about representation of pie charts, graphs etc. Students use these representation techniques during data analysis and interpretation in their summer internship project.
- Summer Internship Project and Dissertation the students are asked to complete dissertation based on winter projects or thorough topic study to augment the specialization subject knowledge.

1. **Participative Learning:**

- Group Discussion
- Management Games
- Class Room Presentation
- Role Plays
- Small Group Exercise
- Participation in Inter-Institute Competitions
- Participation in various committees and cells for organizing various events like seminars, conferences and workshops
- Planning, Participation and execution of annual social gathering

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Link for additional information	Nil

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

The faculty effectively use ICT enabled teaching learning methodologies and advanced technology for content delivery and learning. The institute has adequate facilities for providing interactive, engaging, flexible and convenient ICT enabled learning environment for the learners detailed as below.

- Class rooms and Seminar halls with audio visual aids are

equipped with LCD projectors; internet/Wi-Fi connectivity and portable public address systems for the delivery of digital/multimedia contents.

- Innovative pedagogy techniques like Power Point Presentations/Google Slides, animations and videos by faculty for delivery of course content using ICT tools.
- Total SPIOM campus is Wi-Fi enabled. The institute also has 10 licenses of Language & Soft Skill Lab for Personality Development. Students are using the language lab for improving verbal communication.
- Invited expert talks, guest lectures, training programs, seminar and webinars are conducted regularly using ICT facilities.
- Students are encouraged to prepare presentations, assignments, and Final year students complete their summer internship project studies with the help reports using MS Word, MS Power point, MS Excel, and other ICT tools. Online modes like Email, as well as for sharing notes and other e-resources.
- Teachers use social media platforms like what's App to connect with the students individually.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View File</a>

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

#### 2.3.3.1 - Number of mentors

12

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	<a href="#">View File</a>
Circulars pertaining to assigning mentors to mentees	<a href="#">View File</a>
Mentor/mentee ratio	<a href="#">View File</a>

<b>2.4 - Teacher Profile and Quality</b>	
<b>2.4.1 - Number of full time teachers against sanctioned posts during the year</b>	
13	
File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>
<b>2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)</b>	
<b>2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year</b>	
4	
File Description	Documents
Any additional information	<a href="#">View File</a>
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>
<b>2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)</b>	
<b>2.4.3.1 - Total experience of full-time teachers</b>	
74	
File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 2.5 - Evaluation Process and Reforms

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

### 2.5.1 Mechanism of internal assessment is transparent and robust in terms of frequency and mode

The internal assessment process is carried out transparently as a part of teaching learning process the institute has designed its Concurrent Internal Evaluation Policy (CIE). All faculty members carry out evaluation as per the guidelines of CIE policy.

#### 1) Transparency in Internal Assessment:

- The Institute prepares academic calendar which includes internal evaluation schedule.
- Students are also informed about the criteria for internal assessment and continuous evaluation during the Induction programme. It is also reiterated by teachers from time to time during regular classes.
- During the semester, students submit home written assignments. At the end of every semester, students appear for Term End examination.
- The internal marks are displayed on the notice board.

#### 2) Robustness in Internal Assessment:

- The internal assessment system of the Institute is robust. The Internal Exam Co-coordinator is appointed by the Director to conduct the Term End Examination at the institute level.
- Examination Coordinator prepares notice regarding scheme of concurrent evaluation and collects question papers from every subject teacher.
- Strict rules are followed in terms of maintaining the decorum of Examination.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

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

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

SPIOM has in place the grievance mechanism to bring complete transparency in the evaluation system and resolve examination related grievances in efficient and in the best interest of students in time bound manner.

**A) Grievances related to Internal Examination:**

The College Examination Officer appoints internal examination coordinator to look after internal examination and to resolve the complaints regarding the same. Following are some common grievances reported by the students.

- The internal marks are displayed on the notice board. If the students have any grievances, they are allowed to meet and discuss the grievance with respective course teacher.
- Absenteeism for examination.

**B) Grievances related to University Theory (External Examinations) / Internal Examinations:**

- Problems while filling examination forms.
- Examination section displays notices and also share e notices on whatsapp group for filling photocopy form, verification and revaluation form giving details about the applicable fees and last date of submission.

1) Application for obtaining photocopy of assessed answer sheets

2) Application for verification and revaluation.

- Upon the declaration of the University result online applications for the photocopy of the assessed answer sheets is made by the concerned student/examinee.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

**2.6 - Student Performance and Learning Outcomes**

2.6.1 - Programme and course outcomes for all Programmes offered by the institution are stated

and displayed on website and communicated to teachers and students.

The faculties inform the student about the program specific outcomes (PSOs) and course outcomes (COs) during the start of the academic session in the classroom. Course outcome of each course is discussed by faculty in the classroom and also displayed on institute website.

The POs and COs are taught in the following manner to the students.

- SPIOM has created an ecosystem for learning beyond the classroom and through numerous other co-curricular and extracurricular activities.
- Students are taught to identify, formulate, and analyse real life problems, design and develop solutions and reach valid conclusions using basic principles of their subjects.
- Teachers inculcate among students a quest for knowledge that lasts for a lifetime The students are imparted with the attitude to keep learning, remain updated and readily adopt new developments in technology and in their subject matter.
- Training in critical thinking enables them to understand and analyse contemporary societal, environmental and cultural problems. Students learn to ask questions and test possible answers.
- Enhancing their communication skills allows them to exchange ideas, thoughts, knowledge and information effectively in the language of their choice.
- At SPIOM, students are empowered to become future teachers, entrepreneurs, managers, with motivation.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	No File Uploaded

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

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

The institute follows curriculum of Savitribai Phule Pune



University which is based on Outcome Based Education (OBE) . The syllabus has clearly stated the course outcomes, programme outcomes which are mapped against each other and by deciding and measuring the levels of attainment, Program Specific Outcomes (PSOs) and Course Outcomes (COs) are mapped with Program Outcomes (POs).

Program outcomes describe what students are expected to know and be able to do by the time of graduation. Each course has defined six COs based on the syllabus content. All COs are based on Blooms Taxonomy. Curriculum, teaching-learning processes and assessment methodologies are designed to map with POs with COs. At the end of semester CO-PO Attainment is calculated. Given below is the mechanism to calculate the attainment of the COs.

**1] Direct Method:**

Direct attainment is evaluated

1. Concurrent Internal Evaluation (CIE) -The institute has robust concurrent internal evaluation mechanism for students. Course teacher evaluates the students out of 50 marks for 3 credit course, 50 marks for 2 credit course and 25 marks for 1 credit course .Their attainment level attainment level is calculated.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional information	Nil

**2.6.3 - Pass percentage of Students during the year**

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

**88**

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	Nil

## 2.7 - Student Satisfaction Survey

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

[http://www.spiom.in/home/AOAR\\_2022-23](http://www.spiom.in/home/AOAR_2022-23)

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Resource Mobilization for Research

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

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

0

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

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

**3.1.2.1 - Number of teachers recognized as research guides**

2

File Description	Documents
Any additional information	<a href="#">View File</a>
Institutional data in prescribed format	<a href="#">View File</a>

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

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

0

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

**3.2 - Innovation Ecosystem**

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

Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge Response: SPIOM strongly believes that 'creativity and innovation' are crucial aspect of management education. Institute has initiated the creation of an 'ecosystem for innovation' that focuses on 'knowledge creation and transfer' for the benefits to students and faculties.

The training and placement cell organizes regular training sessions on personality development, communication skills to make the students understand how to present and express themselves. The experts from industry are invited to update their technical knowledge and latest happenings in industry.

**A) Organizing FDPs:**

Through FDP, faculty members share and transfer their knowledge,

research papers and e-content to get latest and upgraded knowledge.

B) Organizing Seminars, Skill Development Programmes (SDP), IPR Sessions and various other Guest Lectures.

Students and staff of SPIOM get the opportunity to interact with eminent resource persons from Industries and other institutes. Students develop their communication skills, ICT Skills and soft skills which help them to develop their personality and sharpen their skills required for job.

All these pillars along with supporting environment contributed towards the development of an 'Outcome Based Ecosystem for Innovation'.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	Nil

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

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

4

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of workshops/seminars during last 5 years (Data Template)	<a href="#">View File</a>

**3.3 - Research Publications and Awards**

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

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

4

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

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

1

File Description	Documents
Any additional information	<a href="#">View File</a>
List of research papers by title, author, department, name and year of publication (Data Template)	<a href="#">View File</a>

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

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

0

File Description	Documents
Any additional information	<a href="#">View File</a>
List books and chapters edited volumes/ books published (Data Template)	<a href="#">View File</a>

**3.4 - Extension Activities**

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

**Institute has established 'Social Responsibility Cell' for**

initiating various social activities in the neighborhood community.

**Objectives of 'Social Responsibility Cell'**

1. To organize social activities.
2. To inculcate social values & holistic development among students
3. To create awareness on environmental sustainability.

**The key extension activities in the neighborhood community:**

1. Tree Plantation- SPIOM is committed to 'Go Green' initiatives.
2. Swachhata Abhiyaan- Students and staff initiated one step towards cleanliness.
3. AIDS Awareness- To create awareness regarding these, Institute in association with local Government hospitals this Foundation arranges 'aids awareness program' every year.
4. Blood Donation CAMP- The institute organizes a Blood Donation Camp under the Social welfare Cell on the occasion of the "World Health Day" in collaboration with Mourya Blood Bank PCMC Pune. Several local people also participate in the program.
5. Plastic Free Campaign- The institute has taken various initiatives to maintain the plastic free campaign. Students along with faculty collects e -waste which helps leads to plastic free campus and clean campus.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	<a href="#">View File</a>

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

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

0

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	No File Uploaded

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

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

5

File Description	Documents
Reports of the event organized	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	<a href="#">View File</a>

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

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

439

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

<b>3.5 - Collaboration</b>	
<b>3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year</b>	
<b>3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year</b>	
2	
<b>File Description</b>	<b>Documents</b>
e-copies of related Document	No File Uploaded
Any additional information	<a href="#">View File</a>
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>
<b>3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year</b>	
<b>3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year</b>	
2	
<b>File Description</b>	<b>Documents</b>
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>
<b>INFRASTRUCTURE AND LEARNING RESOURCES</b>	
<b>4.1 - Physical Facilities</b>	
4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.	
The institution has adequate facilities for teaching- learning as well as extracurricular activities .The physical facilities include classrooms, computer lab, library and staffroom etc.	



The institute has well maintained infrastructural facilities which are regularly used by students as well as staff members for conduct of various curricular, co-curricular, extra-curricular and extension activities organized in the institute.

The institute pledge to employ physical resources continually to facilitate effective teaching and learning.

Given below are the details of infrastructural facilities deployed at SPIOM

Name of Area

Area Available

Overall Campus Area

1.06 Acre

Built-up Area

2693 sq.m.

Open Area

3845.91 sq.m.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://spiom.in/home/classrooms">https://spiom.in/home/classrooms</a>

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

The institute has well equipped with sports facilities for the students, which includes indoor as well as outdoor facilities. Outdoor facilities include, volleyball ground, cricket, basketball sports whereas indoor games include Table Tennis, Chess, and Carom. The ground for Cricket, Volleyball, Basketball and Football is spacious and well maintained. The institute has spacious playground which is regularly maintained to execute various events like sports day, karate, cricket, badminton, tug of war, volleyball etc.

Every year on 21st June, the institute celebrates International Yoga Day. There is cultural & sports committee in the institute. This students committee takes care of has sports material and Yoga mats to celebrate international yoga day. Indoor games play an important role in boosting concentration. Hence the institute has provided sufficient space and ambience for indoor games as well.

Yoga sessions are also organized in seminar hall every year for all students and faculties. This helps them in understanding the importance of physical exercises involved in Yoga which assist in achieving a healthy body and a healthy mind.

Apart from these activities Alumni meet, Blood Donation Camp ere also organized for students.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://spiom.in/home/gallery_sport_activity">https://spiom.in/home/gallery_sport_activity</a>

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

5

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://spiom.in/home/classrooms">https://spiom.in/home/classrooms</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

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

**12.94**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Upload audited utilization statements	<a href="#">View File</a>
Upload Details of budget allocation, excluding salary during the year (Data Template)	<a href="#">View File</a>

**4.2 - Library as a Learning Resource**

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

SPIOM library is fully automated and full of knowledge enriching books journals and e resources. Library has rich collection of 5330 books including titles, volumes Library also has Peer reviewed as well as UGC approved journals.

SPIOM Library is fully automated using Integrated Library Management System (ILMS)- VM EDULIFE Software with barcode technology. Version 2.0 Build 234.3 full version

This Library Management software is really helpful tool which can bring the revolutionary change into the Library automation Software and makes the transactions fast and secure. This library automation software helps to keep track of all the existing books. There will be a unique Id for every book. Bar code will help in

**Issue-return functionality.**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="https://portal.vmedulife.com/modules/lms/#/">https://portal.vmedulife.com/modules/lms/#/</a>

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

**A. Any 4 or more of the above**

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	<a href="#">View File</a>

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

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

**0.50**

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

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

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

**15**

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of library usage by teachers and students	<a href="#">View File</a>

### 4.3 - IT Infrastructure

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

Institution has adequate IT infrastructure which is updated and upgraded continuously as per the curriculum requirements and changing technology, Wi-Fi zones are provided at various locations such as reading halls, classrooms and seminar hall etc. The computer labs are connected through LAN with internet facilities. Necessary system and application software are available in all respective laboratories

Computer lab has 40 PCs Internet connectivity with 50 Mbps bandwidth is provided throughout institute campus.

1. Smartclassroom- Institute has recently transformed one classroom into smart classroom and purchased language lab and personality development software for as a step towards ICT upgradation.

2. Lab technician is available to support students and faculties in their queries.

3. Network Security is provided to LAN and individual PCs by installing firewall and antivirus.

4. Software Management: The system software are purchased at Trust level and further distributed to different units of the Trust. The institute has been using Tally software.

5. Hardware Management. The institute has 1 Server 40 PCs, 3 printers, 2 photocopy machines, 4 LCD projectors and other hardware items which are upgraded from time to time.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://spiom.in/home/it_lab">https://spiom.in/home/it_lab</a>

#### 4.3.2 - Number of Computers

40

File Description	Documents
Upload any additional information	<a href="#">View File</a>
List of Computers	<a href="#">View File</a>

#### 4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>

#### 4.4 - Maintenance of Campus Infrastructure

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

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

11.70

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>

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

Sharadchandra Pawar Institute of Management has established policies and procedures to ensure proper utilization and maintenance of various physical, academic and support facilities including library, computer lab and classrooms. Utilization of Physical Infrastructure is important for carrying out various activities.

Physical facilities are used in the following manner.

Smart classroom and ICT Classroom:- There is one smart classroom and 3 ICT classroom equipped with LCD projectors which are used for regular teaching learning and conducting classes, competitions, offering certifications and guest lectures.

Seminar Hall:-Seminar hall is used for organizing seminar, workshops, FDPs, competitions as well as cultural programmes.

Library:- The institute has spacious library and reading hall where student and faculty members sit, read and review books, magesines, newspapers and journals. In the timetable separate time slot is kept for library to inculcate reading habits among students.

Training and Placement Cell:- Placement related activities are carried out in training and placement cell.

Board Room :- Board Room is utilized for conducting meetings, FDP's and Staff Development Programs and presentations by teachers. Playground - Playground is used by students for playing outdoor games such as Cricket, Volleyball, Badminton, Football, Throwball, Tug of War etc.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://spiom.in/home/sports">https://spiom.in/home/sports</a>

#### STUDENT SUPPORT AND PROGRESSION

**5.1 - Student Support**

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

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

130

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

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

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

0

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

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

**A. All of the above**



File Description	Documents
Link to Institutional website	<a href="http://www.spiom.in/home/gallery_induction_program">http://www.spiom.in/home/gallery_induction_program</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

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

127

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

127

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	<a href="#">View File</a>

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

**A. All of the above**

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<a href="#">View File</a>

## 5.2 - Student Progression

### 5.2.1 - Number of placement of outgoing students during the year

#### 5.2.1.1 - Number of outgoing students placed during the year

**31**

File Description	Documents
Self-attested list of students placed	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student placement during the year (Data Template)	<a href="#">View File</a>

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

#### 5.2.2.1 - Number of outgoing student progression to higher education

**1**

File Description	Documents
Upload supporting data for student/alumni	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of student progression to higher education	<a href="#">View File</a>

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

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

0

File Description	Documents
Upload supporting data for the same	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	<a href="#">View File</a>

**5.3 - Student Participation and Activities**

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

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

0

File Description	Documents
e-copies of award letters and certificates	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	<a href="#">View File</a>

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

**Institution Facilitates Decision Making Authority to the students for active representation on academic and administrative bodies and committees of the Institute.**

**Class Representative (CR) - Nominated by Director**

**Class Monitoring Committees**

For understanding of students ground level issues there is the class monitoring committees of students. The CR is the head of that committee and he has right to nominate two girls students and two boys students member for CMC. The main responsibility of CMC is solved the normal issues of students which is arises in campus. If CMC unable to solved the issues with their end they present the same in front of Internal Complaint Committee.

**Internal Quality Assurance Committee:** The IQAC committee initiates, plans and supervises various activities, necessary to increase the quality of the education imparted in our college. It mainly consists of faculty members and student opinion is taken in the form of student feedback to ensure quality learning.

**Student Council (SC):**

**Entrepreneur 'Start-up' Cell:**

**Minority Committee:**

**Committee SC/ST:**

**Internal Complaint Committee:**

**Anti-ragging Committee:**

**Grievance Redressed Committee (GRC):**

**Prevention of Sexual Harassment Committee (PSHC):**

File Description	Documents
Paste link for additional information	<a href="http://www.spiom.in/home/committees">http://www.spiom.in/home/committees</a>
Upload any additional information	<a href="#">View File</a>

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

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

86

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

#### 5.4 - Alumni Engagement

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

The Institute has active Alumni Association. Every pass-out Student from Institute is eligible as a member of the Alumni Association. Students are voluntary became a member of association. Alumni have strong director bodies. The directors are elected by the members. The association is recently register under the society registration Act. The objective of Alumni association is to provide the training, motivation, placement assistance, financial support to the students and alumni. The association is also engage in institute infrastructure development and library resources updating activity.

Most of the Alumni members of the Association are working in different organization at a good position and contributing their best for the individual as well as organizational growth. Some of them started their own enterprises and become successful entrepreneur. Working members are share their views about current employability skills required to sustains an employee into corporate sector. to the students and Entrepreneur member conduct the Entrepreneurship development program to students.

The Alumni Association is significantly contributing for the development of the Institute in manifold ways.

File Description	Documents
Paste link for additional information	<a href="http://www.spiom.in/home/alumni">http://www.spiom.in/home/alumni</a>
Upload any additional information	<a href="#">View File</a>

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

**E. <1Lakhs**

File Description	Documents
Upload any additional information	<a href="#">View File</a>

**GOVERNANCE, LEADERSHIP AND MANAGEMENT**

**6.1 - Institutional Vision and Leadership**

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

**VISION**

“To promote management education to meet the challenges and the ever-increasing demand of the industry and service sector.”

**MISSION**

- To build strong cadre of professional managers and entrepreneurs to meet challenges of corporate world.

**OBJECTIVES**

- To promote all-round development of students by imparting student centric learning activities.
- To develop professional and entrepreneurial skills among students to become good citizen of a country.
- To imparts students and staff with contemporary trends in management education.
- To build industry-institute interaction.

**CORE VALUES**

Built on the vision to promote management education for building better futures for all, we are committed to our core values of:

- Teaching and Learning-We are committed to provide innovative teaching learning environment.
- Respect - We acknowledge the value and dignity of all stakeholders of the institute.
- Student Focus - We are committed to fostering the professional and personal growth of all students by adopting student centric learning approach.
- Community Development- We commit to ourselves to working cooperatively for a community development and progress.
- Healthy Environment-Institute promotes healthy and safe environment which creates positive energy

File Description	Documents
Paste link for additional information	<a href="http://www.spiom.in/home/about">http://www.spiom.in/home/about</a>
Upload any additional information	<a href="#">View File</a>

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

The Institute practices delegating authority and providing autonomy to all faculty and students to work towards decentralized and participative management. Director first carves strategy in consultation with all faculties. Further faculties are assigned a committee wherein they conduct various program through student sub-committees. Complete autonomy is provided to all faculties to plan and implement assigned task. At present committees which are working at the institute are Administrative, Academic Committee, Training & Placement Committee, Library Committee, Cultural Committee and Sports committee etc. Students are empowered to play an active role as a coordinator in the above mention committees. The institute promotes a culture of participative management by involving the staff and students in various activities.

File Description	Documents
Paste link for additional information	<a href="http://www.spiom.in/home/organogram">http://www.spiom.in/home/organogram</a>
Upload any additional information	<a href="#">View File</a>

## 6.2 - Strategy Development and Deployment

### 6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institutional Strategic / Perspective plan is effectively deployed.

The strategic plan of the institute has been designed and is in area as in line with the strategic intent, mission, and objectives of the institute. SPIOM'S board of governance determined to improve ICT facilities of the Institute. This decision was the part of its strategic plan.

Up gradation of ICT facilities: - Information and communication technology plays an important role as a communication tool to improve student learning and better teaching techniques. With the advancement of technology in education, institute decided to adopt smart technology to share or exchange information.

Thus following facilities were identified, and upgraded by the institute.

- 1) Installation of Smart Classrooms and
- 2) Installation of the language lab and soft skills and Personality Development software

As per the decision of governing body meeting, the quotations were invited for installation of smart classroom and language lab facilities. An ultramodern ICT facility encourages and motivates instructors and college students to take part actively in the classroom teaching. Installation of smart classroom has lead to creating positive learning environment for both teachers and students.



File Description	Documents
Strategic Plan and deployment documents on the website	<a href="#">View File</a>
Paste link for additional information	<a href="https://spiom.in/home/about">https://spiom.in/home/about</a>
Upload any additional information	No File Uploaded

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

The Director as the head of the institution along with the members of the Teachers' Council maintains a congenial and academic environment of the institute. Major policy decisions are taken by the Directorate of Technical Education, which are communicated to the institute through the Officer on Special Duty. In the institute, the Director is the apex authority and he is assisted by the Secretary, Teachers Council, and various sub-committees. The Director executes academic and administrative plans and policies for smooth conduct of the institute activities. Given below is the description of organization chart along with responsibilities.

Director- Academic, Administrative and financial planning, Distribution of work, Recruitment of Staff, Appraisal of all non-teaching and teaching staff, etc.

IQAC- Organizing Faculty Development Programme, Seminar, Workshop and implementation of Feedback system from all stakeholders.

**ACADEMICS**

Faculty members- Distributes portfolios, subject allocation, monitoring of mentorship and academic activities of the institute, appoint class coordinators etc. Teaching, mentoring, Preparation of course files, time tables and attendance sheets, SIP guidance, coordination of academic activities.

**ADMINISTRATION**

Clerk- Salary, administration, purchases, payment and receipts, banking, performing audit, coordinate and provide information support to CA, All scholarship related matters, Pravesh Niyantaran Samiti (PNS), AISHE Survey, Examination correspondence fees

recovery from students, collection and distribution of university results, correspondence with university, DTE Admissions, SPPU Compliance etc.

File Description	Documents
Paste link for additional information	<a href="http://www.spiom.in/home/organogram">http://www.spiom.in/home/organogram</a>
Link to Organogram of the institution webpage	<a href="http://www.spiom.in/home/organogram">http://www.spiom.in/home/organogram</a>
Upload any additional information	<a href="#">View File</a>

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

A. All of the above

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

### 6.3 - Faculty Empowerment Strategies

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

The Institute has an active staff welfare system for the teaching and non-teaching staff. The director of the institute takes care of all the staff members and provides them various facilities and always tries to solve the problems of all the staff. This helps in creating a positive and healthy environment and boosts the morale of the employees. The details of welfare measures implemented at the institute are given below:

**Leave Policy:**

- Various leave such as medical, study leave is given to teaching and non-teaching staff of the institute. On duty

leave is granted for completion of Ph.D. and related research activities such as conducting surveys, visiting various institutions, companies for data collection, examination work, paper setting etc.

- Casual Leave = 15 days
- Medical Leave = 10 days
- Vacation = 40 days
- Library membership of various other libraries such as Jaykar Library shall be provided to librarian where membership fee is paid by the institute.

File Description	Documents
Paste link for additional information	<a href="http://www.spiom.in/home/research">http://www.spiom.in/home/research</a>
Upload any additional information	<a href="#">View File</a>

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

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

5

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

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

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

1

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

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

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

0

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

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

**Performance Appraisal system is one of the essential significant features for providing quality education. Performance Appraisal System includes self-appraisal for both teaching and non-teaching staff. Performance of the teaching faculty in professional**

development activities is evaluated through their performance against important Academic aspects such as Academic workload for each semester, Technical guidance in students projects, Initiatives and participation in various activities like seminar, workshop, FDP. Performance appraisal forms are specially designed by management and are regularly filled at the end of the academic year. The period of appraisal is 1st June to 31 May, and in addition Students feedback on academic performance is also taken and analyzed. Service books are maintained to keep track of the pay scales & increments and leave records. The appraisal takes into consideration teaching performance, result analysis involvement in other activities and portfolio, assessment on functional performance, student feedback, updating of intellectual capital. An all-round assessment is taken by the Institution. Remedial measures are also taken, after the analysis of performance appraisal are discussed in the management Meeting.

File Description	Documents
Paste link for additional information	<a href="https://spiom.in/home/faculty_details">https://spiom.in/home/faculty_details</a>
Upload any additional information	<a href="#">View File</a>

#### **6.4 - Financial Management and Resource Mobilization**

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

The Institute has a system of internal as well as external audit. Internal audit helps the institute to follow a systematic approach to evaluate and enhance the effectiveness of financial processes. It reviews and approves information and compliance with policies. Internal audit is an ongoing continuous process and the institute has its own internal audit mechanism. The Books of Accounts of the Institute are audited by the Internal Audit team. As per stipulated provisions of the Income Tax Act, statutory audit is conducted once in a year by the External Auditors.

Following procedure is maintained:

1. Before the commencement of every financial year, Director submits proposals received from

the concerned teaching and non-teaching faculties regarding budget allocation for the next

financial year under specified head of accounts.

2. Director reviews the previous year's actual expenses and the requirements of the present year

as projected by the teaching and non-teaching faculties or departments and thereafter in

consultation with Management, a consolidated budget is prepared.

3. The consolidated budget is thereafter approved by the management.

4. The budget includes Revenue expenses and Capital expenses which is monitored by the

Accounts Department as per authorization of the Management.

File Description	Documents
Paste link for additional information	<a href="http://www.spiom.in/home/audit_report">http://www.spiom.in/home/audit_report</a>
Upload any additional information	<a href="#">View File</a>

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

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

0

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

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

The institute being a private self-financed is not in receipt of any financial grant/aid from the Central/ State Governments. The

main source of revenue generation is the tuition fees collected from the students as per the fee structure mandated by the fees regulating authority. The fund velocity is critical to the growth of the Organization. The institution has a mechanism to ensure adequate budgetary provisions for academic and administrative activities and to monitor the effective, efficient and optimal use of financial resources. The annual budget is prepared according to the need and requirements of the departments taking into consideration the annual intake of students, laboratory and infrastructure developmental expenses, requirements of latest technologies, additional faculty and staff requirements and other routine expenditure like salary, increment, promotions, etc. The institute has a well-defined organization set up, headed by the Director who has financial and administrative powers. Before the commencement of the financial year, Teaching and non-teaching faculties or department submit proposals regarding expenditure corresponding to the projected income for an academic year which is scrutinized by the Director and thereafter a consolidated budget is placed before the Management for approval.

File Description	Documents
Paste link for additional information	<a href="http://www.spiom.in/home/audit_report">http://www.spiom.in/home/audit_report</a>
Upload any additional information	<a href="#">View File</a>

## 6.5 - Internal Quality Assurance System

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

The Institution has recently formed the Internal Quality Assurance Cell (IQAC). It has various plans to enhance the quality of all the spheres of activities in the institution. The institute has formed the Internal Quality Assurance Cell (IQAC) on 04th-January-2020. Since its inception, the IQAC of institute has been working on developing quality and monitoring performance indicators for the institute. Prior to academic year 2020-21, Academic Monitoring Committee was planning and monitoring various activities. Periodic meetings were held to monitor the progress made towards achievement of higher standards in education by the institute. IQAC has brought various changes in the institutes which are as follows:

### 1. Installation of ERP Software

2. Installation of Smart Boards in classrooms
3. ISO Certification
4. Membership of NPTEL
5. Registration of Alumni Association with Pune Charity Commissioner
6. Renewal of the Directors Cabin and Board Room

The Institute has also implemented best practices which have contributed to achieving the institutional objectives and in the improvement of quality.

File Description	Documents
Paste link for additional information	<a href="http://www.spiom.in/home/quality_initiatives">http://www.spiom.in/home/quality_initiatives</a>
Upload any additional information	No File Uploaded

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

The Institution has an integrated documented quality management system that covers the various activities of the institution including academic and administrative activities. The quality management system is rolled out by IQAC cell to ensure quality in all the activities. The members of IQAC are provided with orientation on the quality management system and the implementation of the same is monitored through periodic review and audits. The areas for improvement as identified in review meetings and audits are tracked with corrective action plans.

The IQAC has been instrumental in developing and implementing various academic reforms since its establishment. IQAC meetings are conducted at regular basis to review teaching learning process, methodologies and learning outcomes from the activities organized by the institute.

Following are the two examples of review of teaching learning process.

1. Regular Meeting of IQAC

2. ICT Based Teaching Learning through introduction of Smart Classroom:



File Description	Documents
Paste link for additional information	<a href="http://www.spiom.in/home/minutes_of_meeting">http://www.spiom.in/home/minutes_of_meeting</a>
Upload any additional information	<a href="#">View File</a>

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

**A. All of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="http://www.spiom.in/home/quality_initiatives">http://www.spiom.in/home/quality_initiatives</a>
Upload e-copies of the accreditations and certifications	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

**INSTITUTIONAL VALUES AND BEST PRACTICES**

**7.1 - Institutional Values and Social Responsibilities**

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

**Initiative taking by Institute**

**1.Common seating arrangement for students**

There is common seating arrangement for all students that means no special seating provision to special gender only.

**2.Safety and security**

Women safety at any college campus is a serious concern now. Institute has a comprehensive range of security amenities especially for girls within the premises, through a dedicated team of security personnel. Concerning Safety of students especially girls 24 hour CCTV surveillance is maintained in the college. It helps to keep a check on antisocial activities. Students and other employees in the college too remain cautious about the surveillance.

### 3. Restricted Entry

For security of the girls in the college campus and to restrict unwanted entry, proper boundary wall with fencing have been constructed. Signboards have been placed outside hostels to ensure restricted entry

### 4. Women Grievance and empowerment cell-

A Women Grievance & Empowerment Cell also plays role actively to address the issues of all the female students in the college. Cell also actively work on this issue outside campus also

### 5. Faculty Mentor

Faculty advisors are assigned the responsibility of mentoring and counseling of the student's boys and girls both. Each faculty advisor looks after the matters of a group of 10-15 students. If any problem is there both boys and girls are being counseled as per their requirements individually also.

File Description	Documents
Annual gender sensitization action plan	<a href="https://docs.google.com/document/d/1qgAKm_fANuHwRLBefgigiFYA6UyFw9xG/edit">https://docs.google.com/document/d/1qgAKm_fANuHwRLBefgigiFYA6UyFw9xG/edit</a>
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="http://www.spiom.in/home/geo_photo">http://www.spiom.in/home/geo_photo</a>

**7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-**

**C. Any 2 of the above**

**based energy conservation Use of LED bulbs/  
power efficient equipment**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

The basic philosophy of the institute is oriented towards environmental sustenance and reduces wastages or vanish wastages wherever possible.

Solid waste management-Solid- waste management is nothing but the collecting, treating, and disposing of solid material that is discarded because it has served its purpose or is no longer useful. Some of the common solid waste obtained includes daily garbage such as white used paper, card sheets, rubber waste, and plastics, cardboard material etc. These materials are collected and disposed of Dustbins are located on various floors at various locations such as classrooms, library, staffroom, admin office etc. This separated waste is then collected in one place.

Liquid Waste Management -Liquid and semisolid waste mainly consists of waste water from cafeteria; staff pantry etc. is disposed of through sewerage system having a underground sewerage duck which is installed in Institute campus

E-Waste Management-The rapid expansion of technology and the consumption driven society results in the creation of a very large amount of e-waste at every minute Electronic waste management (e-waste) refers to the disposal of broken or obsolete electronic components and materials. E-waste material is recyclable, such as random access memory chips and reusable laptops.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	<a href="#">View File</a>
Geo tagged photographs of the facilities	<a href="#">View File</a>

<b>7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus</b>	<b>B. Any 3 of the above</b>
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File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.1.5 - Green campus initiatives include**

<p><b>7.1.5.1 - The institutional initiatives for greening the campus are as follows:</b></p> <ol style="list-style-type: none"> <li><b>1. Restricted entry of automobiles</b></li> <li><b>2. Use of bicycles/ Battery-powered vehicles</b></li> <li><b>3. Pedestrian-friendly pathways</b></li> <li><b>4. Ban on use of plastic</b></li> <li><b>5. Landscaping</b></li> </ol>	<b>A. Any 4 or All of the above</b>
--	-------------------------------------

File Description	Documents
Geo tagged photos / videos of the facilities	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	<a href="#">View File</a>

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

<p><b>7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following</b></p> <ol style="list-style-type: none"> <li><b>1.Green audit</b></li> <li><b>2. Energy audit</b></li> <li><b>3.Environment audit</b></li> <li><b>4.Clean and green campus recognitions/awards</b></li> <li><b>5. Beyond the campus environmental promotional activities</b></li> </ol>	<b>B. Any 3 of the above</b>
--	------------------------------

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View File</a>
Certification by the auditing agency	<a href="#">View File</a>
Certificates of the awards received	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

<p><b>7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment</b></p> <p><b>5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading</b></p>	<p><b>B. Any 3 of the above</b></p>
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File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	<a href="#">View File</a>
Details of the Software procured for providing the assistance	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

**SPIOM has taken various initiatives in providing an inclusive environment to the students for maintaining tolerance and harmony towards cultural, regional diversities. The purpose of creating inclusive environment is to inculcate the sense of peace, equality & harmony amongst the students. The institute celebrates various**

days and events as follow for creating inclusive environment.

1. Nation days Celebration-
2. Tree Plantation Programme-
3. Yoga Day Celebration-
4. Blood Donation Drive-
5. Human Rights day- -
6. Guest Lectures -
7. Participation in Waari/Dindi Ceremony - Waari
8. Marathi Bhasha Divas-
9. Annual Cultural Events-
10. Dahi Handi Calibration-
11. Ganesh Festival-

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

India, as a country, includes individuals with different backgrounds viz., cultural, social, economic, linguistic, and ethnic diversities governed and guided by the Constitution irrespective of caste, religion, race sex.

SPIOM sensitizes the students and the employees of the institution to the constitutional obligations about values, rights, duties, and responsibilities of citizens which enables them to conduct as a responsible citizen.

To equip students with the knowledge, skill, and values that are necessary for sustaining one's balance between a livelihood and life by providing an effective, supportive, safe, accessible, and affordable learning environment. These elements are inculcated in the value system of the college community.

The students are inspired by participating in various programs on culture, traditions, values, duties, and responsibilities by inviting prominent people. The institute conducted awareness programs on the ban on plastics, cleanliness, Swatch Bharat, etc. involving students.

The college establishes policies that reflect core values. Code of conduct is prepared for students and staff and everyone should obey the conduct rules. The affiliating University curriculum is framed with mandatory courses like skill Development and Human right, Constitution of India, as a small step to inculcate constitutional obligations among the students.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	<a href="https://www.youtube.com/@SPIOMUMANG">https://www.youtube.com/@SPIOMUMANG</a>
Any other relevant information	<a href="http://www.spiom.in/home/sports">http://www.spiom.in/home/sports</a>

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

**B. Any 3 of the above**

File Description	Documents
Code of ethics policy document	<a href="#">View File</a>
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

Every year along with the National festivals, the birth anniversaries and death anniversaries of various great Indian

Personalities, Heroes and Leaders are celebrated. The Sharadchandra Pawar Institute of Management strongly believes that unless the present generation of youth is not sensitized about the significance of the festivals of our secular country and the sacrifices which great men and women of this country have made for uplifting their countrymen the students will not be able to understand their responsibility to the nation. To build a nation of youth who are noble in their attitude and morally responsible, the institute organizes the national festivals and birth/death anniversaries of Great Indian personalities so as to inculcate in the students and staff, besides the society and also to remind us about the unity which India has in its diversity that serves as the melting pot of cultures, religion, and ethnicity and develops qualities of tolerance and understanding amongst students.

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

## 7.2 - Best Practices

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

### Best Practice- 1

**Name of the Constituent Unit: Sharadchandra Pawar Institute of Management Otur**

#### 1. THE 'SPIOM-FAWDA' GROUP

1. Title of the practice- THE 'FAWDA' GROUP: A Farmer Welfare and Development Action (FAWDA) Group

2. Objective of the Practice

1. To create supportive interaction between management students and local farmer for understanding the living pattern, problems and ground level reality of the farmers.

2. To create respect for farmers in the mind of students with student participation in on field activities.



3. To provide the information of government schemes to farmers by "FAWDA" Group.
4. To promote technical farming as well as organic farming by various campaign program.
5. To providing administrative assistance to farmer for formulating Self-Help Group and Farmer Producer Companies.

**Best Practice 2**

**Name of the Constituent Unit: Sharadchandra Pawar Institute of Management Otur**

**1. Title of the practice-**

**SPIOM Entrepreneurship Development Center**

**1. Objective of the Practice**

1. To organize various programs for the encouragement of students for setting up their won new Start-up.
2. To create a platform for presenting new business concept to the students.
3. To make the collaboration with the business expert for making the business proposal and business reports.
4. To do the study on Environment for identifying new business opportunities for students.
5. To providing assistance for registration and getting permission and approval form governing body for starting new business.

File Description	Documents
Best practices in the Institutional website	<a href="http://www.spiom.in/home/gallery_social_activity">http://www.spiom.in/home/gallery_social_activity</a>
Any other relevant information	<a href="http://www.spiom.in/home/gallery_days_celebration">http://www.spiom.in/home/gallery_days_celebration</a>

**7.3 - Institutional Distinctiveness**

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

**Preservation of spiritual heritage through Institute participation (Dindi/ Pilgrimage Ceremony)**

The institute has some other locational (religious) advantages such as the Ashtvinayak of lord shri Ganesh's Lenyadri temple is 12 km and Vighneshwar temple of Ozar is 11 km away from the institute. The Shivaneri fort a birthplace of 'Chhatrapati Shivaji Maharaj', who is known in history as a "Janata Raja", is located at a distance of 23 km from Institute. Considering all these fact the institute has been trying to preventing spiritual heritage to participate in various religious events as follow. 1. Provide accommodation and meals for Ashtavinay pilgrims. 2. Participation in Appearance Anniversary Festival of Shri Gajanan Maharaj. 3. Participate as a volunteer in Otur to Alandi/wari Dindi Ceremony

File Description	Documents
Appropriate web in the Institutional website	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

**7.3.2 - Plan of action for the next academic year**

**1. Assessment of Current Practices:**

- Conduct a thorough assessment of the existing practices and innovations in various departments and faculties.
- Identify strengths and weaknesses in current practices through surveys, feedback sessions, and data analysis..

**2. Encouraging Research and Development:**

- Allocate resources and incentives for faculty members to undertake research projects and develop innovative teaching methodologies.
- Establish research grants and awards to recognize innovative projects and practices.

**3. Integration of Technology:**

- Explore and implement technological solutions to enhance teaching, learning, and administrative processes.
- Invest in learning management systems, virtual labs, online assessment tools, etc., to facilitate innovative teaching practices.

#### 4. Promotion of Interdisciplinarity:

- Encourage collaboration and interdisciplinary research among different departments and faculties.
- Establish interdisciplinary research centers or initiatives to address complex societal challenges.

#### 5. Community Engagement:

- Foster partnerships with local communities, NGOs, and government agencies to address community needs through innovative projects and initiatives.
- Encourage students to participate in community-based learning activities and social innovation projects.

#### 6. Documentation and Evaluation:

- Document all innovative practices, projects, and outcomes systematically.
- Develop a framework for evaluating the impact and effectiveness of implemented innovations on teaching, learning, and institutional development.

#### 7. Continuous Improvement:

- Regularly review and refine the plan of action based on feedback, evaluation results, and changing institutional priorities.
- Foster a culture of continuous improvement and innovation across the institution.