



Yearly Status Report - 2019-2020

Part A

Data of the Institution

1. Name of the Institution		POORNAPRAJNA INSTITUTE OF MANAGEMENT
Name of the head of the Institution		BHARATH V
Designation		Principal
Does the Institution function from own campus		Yes
Phone no/Alternate Phone no.		0820-2531401
Mobile no.		9880156947
Registered Email		office@pim.ac.in
Alternate Email		pimudupi@yahoo.co.in
Address		Poornaprajna Campus
City/Town		UDUPI
State/UT		Karnataka
Pincode		576101
2. Institutional Status		

Affiliated / Constituent	Affiliated
Type of Institution	Co-education
Location	Urban
Financial Status	private
Name of the IQAC co-ordinator/Director	Dr. Naveen Kumar K R/ Dr. Bharath V
Phone no/Alternate Phone no.	08202531403
Mobile no.	9880156947
Registered Email	office@pim.ac.in
Alternate Email	pimudupi@yahoo.co.in

3. Website Address

Web-link of the AQAR: (Previous Academic Year)	https://pim.ac.in/ver1/lbt-content/lbt-upload/40612751T.pdf
4. Whether Academic Calendar prepared during the year	Yes
if yes,whether it is uploaded in the institutional website: Weblink :	https://pim.ac.in/ver1/lbt-content/lbt-upload/89034898i.pdf

5. Accrediation Details

Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
1	A+	3.32	2019	01-May-2019	30-Apr-2024

6. Date of Establishment of IQAC

17-Jul-2014

7. Internal Quality Assurance System

Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
Introduction of Certificate Course on Advanced Excel by ICT	11-Sep-2019 02	55

Club		
Commencement of spoken english class- challenge	21-Nov-2019 15	25

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8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.

Institution/Department/ Faculty	Scheme	Funding Agency	Year of award with duration	Amount
PCRD, PIM	Unnath Bharath Abhiyan	IRD, IIT DELHI	2019 180	50000
PCRD, PIM	Sanitation Project	Azim Premji University	2019 210	162000
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9. Whether composition of IQAC as per latest NAAC guidelines:

Yes

Upload latest notification of formation of IQAC

[View Link](#)

10. Number of IQAC meetings held during the year :

7

The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website

Yes

Upload the minutes of meeting and action taken report

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11. Whether IQAC received funding from any of the funding agency to support its activities during the year?

No

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

- Research wing of the Institute, PCRD, has been successful in getting financial assistance under Unnat Bharath Abhiyan, a MHRD, GOI initiative available for Post graduate students of Management Institutes
- Two new certificate courses have been introduced
- The Institute has participated in National Institutional Ranking Framework (NIRF), MHRD, GOI
- Institute has successfully hosted University Level Intercollegiate Chess Competition
- Additional arrangements have been made for the conduct of online classes from the Institute since May 2020 due to the suspension of offline classes on account of COVID 19

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

Plan of Action	Achievements/Outcomes
To conduct more and more corporate oriented activities to make students 'corporate ready'.	Placement cell 'Poornakash' has initiated various activities to enhance the 'employability' of the students. To mention a few: Mock interview for second year students was conducted on October 30, 2019. Corporate resource persons were invited to deliver talks. Twenty students from second year have been placed through campus recruitment during the year, required job assistance was provided for offcampus placement activities. The cell also provided necessary guidance/arrangements for internship.
To try for financial assistance from different funding agencies for the benefit and growth of students of the Institute.	PCRD, research wing of the Institute, has been successful in getting financial assistance from Azim Premji University Bangalore, Karnataka Bank Ltd. and also under Unnat Bharath Abhiyan, a MHRD, GOI initiative available for Postgraduate students of Management Institutes. A few of the programmes organised with the help of the above funding agencies are: Students conducted household survey on the development needs and technical solution on October 22 and 23, 2019. PCRD, in association with EDP Cell, organised one day Entrepreneurship Awareness Programme on November 28, 2019. Students visited DK Cooperative Milk Producers Union Ltd. and other enterprises on December 7, 2019. PCRD organised an interactive session on 'Women Entrepreneurship' at Shankarnarayana Milk Producer's Cooperative Society, Shankarnarayana on December 24, 2019. PCRD in collaboration with Women Empowerment Cell arranged for an interactive session with the students of the Institute by Mrs. Renu Jayaram, founder President, POWER, Udupi on March 12, 2020.
Various clubs of the Institute to conduct programmes/activities for the benefit of the students	Some of the programmes/activities conducted by the clubs of the Institute are: ICT club conducted two days workshop on 'Data Analysis using Advanced Excel' on September 11 and 12,

	<p>2019, corporate training on 'Data Analytics' on March 2, 2020. MAVERIC, the Marketing club, conducted marketing competitions for the students of the Institute on November 8, 2019. ETICA, the HR club, arranged for training session and mock drill on Fire Safety and Awareness on November 30, 2019. HR club, in association with Prasad Netralaya, had proposed to conduct eye camp for the residents of Shankarnarayana during third week of March, 2020. However, on account of lockdown announced, could not be conducted. Finance club, in association with Udupi branch of Southern India Regional Council (The ICAI), arranged a public lecture on 'Analysis of Union Budget 2020' on February 15, 2020. CSR club, in association with Adarsha Hospital, Udupi, organised a rally to promote Diabetes Awareness on November 12, 2019. The club also organised 'Blood Donation Camp' on March 1, 2020 in association with Sri Poornaprajna Evening College. Literary club conducted Quiz competition for the students on October 31, November 7 and 21, 2019. Literary club also conducted Elocution Competition on the topic 'My Home Town' on February 20, 2020. Internal faculty Mr. Joe Ashwin Correa has started spoken English class - 'challenge' since February 2020. In association with Udupi Zilla Kanakadasa Seva Samaja, different clubs of the Institute conducted extension activities for the Kuruba community students of Volakadu School, Udupi Finance club Promotion of Good Money habit for Kids, Human Resource club Stress Management Skills for Kids, Human Rights cell Prevention of Exploitation and Being Empowered and ICT club Computer Skills for Kids</p>
<p>To host any of the University Level inter-collegiate sports event</p>	<p>The Institute, through Sports club, has successfully hosted University Level Intercollegiate chess competition on September 20 and 21, 2019.</p>
<p>To apply for Permanent Affiliation from Mangalore University for the MBA programme offered by the Institute</p>	<p>The Institute has applied for Permanent Affiliation from Mangalore University by providing necessary documents and paying prescribed fees. However, on account of COVID19, no further developments initiated by the University.</p>
<p>To register with National Institutional</p>	<p>The Institute has participated in NIRF</p>

Ranking Framework (NIRF), MHRD, GOI	by providing necessary information.
To introduce new diploma/certificate courses in the area of Advanced Excel and Hospital Administration	Certificate course in 'Data Analysis using Advanced Excel and VBA Macros' was introduced by ICT club during 2019-20 Academic Year. Dual Specialisation in 'Hospital Administration' has been introduced during the year.
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14. Whether AQAR was placed before statutory body ?	No
15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	No
16. Whether institutional data submitted to AISHE:	Yes
Year of Submission	2020
Date of Submission	07-Jan-2020
17. Does the Institution have Management Information System ?	No

Part B

CRITERION I – CURRICULAR ASPECTS

1.1 – Curriculum Planning and Implementation

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

Poornaprajna Institute of Management is affiliated to Mangalore University and follows the syllabus prescribed by the University. However, Curriculum is the responsibility of the Institution and hence, curriculum planning, delivery strategies and mapping of the same for review and improvement is taken care of by the Institution. Subjects are allocated to the faculties and each faculty prepares a curriculum plan for each allotted subject. The faculties have to present the curriculum plan at the Academic Council meeting arranged by the IQAC. The curriculum plan is approved at the meeting after sufficient discussion. Each faculty has to record each day's work in the work diary provided by the Institute. This will be verified and signed by the Director periodically. An academic calendar will be prepared by the Institute at the beginning of each academic year taking into consideration the academic schedule of the university. The faculties participate in the workshops and seminars on curriculum conducted by the university and other institutes. The Institute also makes an effort to supplement the curriculum with value added courses and certificate courses to enable the students to improve their skills and become successful in the corporate world. Effective implementation of curriculum • Industrial visits are organised to provide hands on experience on how actually the industries operate. This bridges the gap between theory and practice. • To integrate cross cutting issues like gender, environment, human values and

ethics various activities are conducted under various cells • Students are sent for internship and project work to understand the practical world. • Guest lectures from experts in various fields are arranged to enhance the knowledge of the students. • The lecture halls are enabled with ICT related arrangements like LCDs, internet connection and audio-visual paraphernalia. • The Institute has implemented G Suite for Education which has enabled to have domain email both for students and faculty. During the lockdown on account of COVID-19 pandemic, all the teachers have conducted online classes through Google 'Meet' either from home or from the Institute. All these online sessions have been saved in the Drive and the links of these saved sessions have been forwarded to the students for future reference. • Computer lab with 30 computers, internet facility and LCD is provided • Students are encouraged to refer J-gate, N-list, e-books and other knowledge resources for presentations, seminars and assignments. Effective curriculum delivery • To inculcate analytic skill, reasoning ability and logical analysis student centric teaching-learning methods are used by the faculties such as case study, group discussion, role play, quiz, seminars, etc. • To develop team spirit, effective communication and co-ordination skill, peer-teaching and peer-learning are used • Bridge course is conducted at the beginning of first semester to acquaint the students with management education. • Remedial classes are conducted for non-commerce students and slow learners. • Faculties participate in the framing and modifying of the university syllabi by giving suggestions and preparing model syllabus. • Feedback is received from students on teaching and curriculum and from various other

1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employability/entrepreneurship	Skill Development
Data Analysis Using Advanced Excel and VBA Macros	Nil	09/09/2019	06	Enhance Employability	Improves Analytical Skills
Dual Specialization in Hospital Administration 6	Nil	06/08/2019	80	Enhance Employability	Improves core area skills
Dual Specialization in Finance	Nil	06/08/2019	80	Enhance Employability	Improves Financial Analysis Skills
Dual Specialization in Marketing	Nil	06/08/2019	80	Enhances Employability	Improves marketing skill
Dual Specialization in Human Resource	Nil	06/08/2019	80	Enhances Employability	Improves HR skills
Computer Skill-I	Nil	17/09/2019	30	Enhances Employability	Improves computer skill
Computer	Nil	05/08/2019	30	Enhances Employability	Improves

Skill-II

employability computer
skill**1.2 – Academic Flexibility**

1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
MBA	Business Administration	02/08/2019
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1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
MBA	Business Administration	02/08/2019

1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

	Certificate	Diploma Course
Number of Students	111	0

1.3 – Curriculum Enrichment

1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Communicative English	23/09/2019	56
Soft Skill Training-I	17/09/2019	56
Personality Development	16/08/2019	55
Soft Skill Training -II	05/08/2019	55
Prajna Vaibhavam	29/08/2019	111
Yoga for Stress Management	08/08/2019	49
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1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
MBA	Business administration	55
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1.4 – Feedback System

1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	No
Alumni	Yes
Parents	Yes

1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution?
(maximum 500 words)

Feedback Obtained

Feedback is collected from four stakeholders i.e. students, parents, alumni and teachers. At the end of the academic year feedback is taken from all the students i.e both 1 and 11 MBA class. A structured questionnaire is used for the purpose. From this exercise the Institute gets the opinion of the students about the curriculum, materials available in the library and evaluation system. A separate feedback about various facilities available at the Institute is also taken using another questionnaire to understand the opinion of the students towards the Institute. This will enable the Institute to improve in a better way. Feedback is collected from the Alumni when they visit the college. A Structured questionnaire is used to get the opinion regarding the usefulness of the course studied in their professional life. With this the Institute can understand how beneficial its initiatives were in enhancing the capabilities of the students. Feedback from Parents is collected to understand their perception about the curriculum, the Institute, its facilities and the activities conducted in the Institute. This enables the Institute to know whether it has contributed towards capability enhancement from parents' point of view. Feedback from parents is collected during parents teachers meeting held in the Institute and also when parents visit the Institute to get feedback of their wards from the teachers. Feedback from teachers is collected at the end of every academic year to know the relevance of the subjects to the changing business world, clarity of the syllabus and the quality of the syllabus. Feedback thus collected is tabulated and analysed. It would be converted into tables and charts for easy understanding. The results of the feedback will be put for discussion in the immediate next Academic Council meeting. Members express their ideas and opinions at the meeting. The recommendations of the Academic Council will be forwarded to IQAC. IQAC will take necessary actions to supplement the curriculum in the form of introduction of the certificate courses, conducting field surveys, field visits etc. Actions taken at the IQAC meeting will get implemented in that academic year. The results of the Feedback will be sent to the Chair person of MBA department, Mangalore University for necessary action. The result of the feedback and the action taken report is uploaded in the official website of the Institute.

CRITERION II – TEACHING- LEARNING AND EVALUATION

2.1 – Student Enrolment and Profile

2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
MBA	Business Administration	60	75	58

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2.2 – Catering to Student Diversity

2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2019	0	111	0	9	0

2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
9	8	12	6	0	5
View File of ICT Tools and resources					
View File of E-resources and techniques used					

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

When the students from diverse backgrounds with different bachelors' degree come and join the MBA programme offered by Poornaprajna Institute of Management (PIM), many of them find it extremely difficult to adjust to the new environment, both academically and otherwise. To sort out the problems of such students and to guide them in the right direction, the Mentor-Mentee system 'Margadarshak' was started in 2008 at PIM. The major objective behind the setting up of such a system is to help students come out of their 'adjustment-problems', if any and to make sure that they are in the main stream. Overall, the mentoring system has the responsibility of encouraging the students to mould themselves to suit the present day need of the corporate world and to shape their career path. As soon as students get admitted to the MBA programme, the Director distributes equal number of mentees to every mentor which will last for the next two years. Both the mentor and mentees work together to make a fruitful long-lasting relationship. In the maiden meeting of the mentor with his mentees, certain preliminary data (demographics) are collected through a standard form. This enables the mentor to understand his mentees better, especially about their background and future prospects. Following the initial meeting, the mentor and mentees meet first Friday of every month. This takes the form of mentor addressing all the mentees. In such general discussions usually following matters are discussed – • Academic performance/challenges of the mentees • Mentees participation in co-curricular activities like fests organised by other Institutes or in internal competitions conducted by various clubs and forums Depending upon necessity, there could be one-to-one interaction between the mentor and mentee to discuss about confidential or personal problems of the mentee which happens very rarely. In case the mentor himself is unable to provide any solution to the mentee's problem, or the matter is beyond his purview, the same may be referred to the concerned faculty or to the Director himself for necessary action. In the next meeting with the mentees, the mentor monitors the progress of the mentees. Also, depending upon the career goal of the mentees, the mentor helps them in choosing their specialisation stream during second year of the programme and while choosing internship/project. On the completion of the two years programme, an exit meeting is conducted with every mentee to know about the effectiveness of the mentoring programme. During the academic year 2019-20, owing to lockdown announced on account of COVID-19 pandemic, regular offline classes could not be conducted after mid-March 2020. Students had to remain at their places and classes were confined to online classes only. Even during such tough time, in spite of having connectivity issues in some cases, all the mentors took special interest to contact their mentees over phone or other modes of social media inquiring about the well-being of their mentees and the problems they were facing, if any. This has really boosted the morale of the students.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
111	9	1:12

2.4 – Teacher Profile and Quality

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
0	0	0	0	0

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year)

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies

2019	Nil	Associate Professor	Nil
2020	Nil	Assistant Professor	Nil
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2.5 – Evaluation Process and Reforms

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
MBA	MBA	IV Semester	25/09/2020	24/12/2020
MBA	MBA	I semester	27/01/2020	27/05/2020
MBA	MBA	III Semester	04/01/2020	27/05/2020
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2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

As per University guidelines, the ratio between Summative and Formative Assessment is 70:30. As part of CIE, two Formative Assessment tests are conducted in each subject in a semester. In addition to this, a variety of other activities is practiced by PIM at the institutional level. Some of these are:

- In the regular classes questions are asked on topics discussed to know the understanding levels of students.
- Students work out problems on the board with necessary explanations on topics covered.
- Students are given seminar topics in advance on which they have to make presentations on rotation basis. On completing their presentation, useful feedback is given for improvements in future.
- Students make brief 'on the spot presentation' on topics of their choices in the class. This is likely to improve their confidence level and remove stage fear.
- On submitting assignments, either related or unrelated to the subjects, students are given feedback about the content/structure of the assignments, if found necessary.
- Subject related management cases are given to students either in advance or on the spot in the class. Students analyse the cases in groups and make presentations about the case, the related management issue in it and the solution to the issue. Such an exercise enhances team spirit among students, their analytical and presentation skill.
- In the soft skill classes, different skill improvement techniques like group discussion, role play, debate, turncoat etc. are practiced on regular basis and on the spot feedback is given by the faculty.
- After teaching how to solve different business related problems using software related applications, students are given similar tasks to solve on their own.
- In fourth semester, students prepare and submit a project report to the University based on their field study. Though university has not designed any viva-voce, PIM has initiated presentations on such studies by the students. Each student of second year MBA has to make power point presentation of about 20 minutes in the class about their study and major findings of the study. Two hours per week is reserved for this and two faculty members will be present during the presentations. On completing the presentation, there will be questions asked by the faculty members and the student has to defend his presentation/work. Finally, the faculty members give their feedback on presentation and suggestion for improvement.
- Another activity which provides for CIE is 'Prajna Vaibhavam'. Students take on different events under this and perform in groups. This gives yet another opportunity to evaluate the students on a continuous basis. The

panel of judges and other faculty members present give useful tips for future improvements. Professor Emeritus and coordinator of Poornaprajna Center for Research and Development who is also an active and renowned researcher is present at these 'Prajna Vaibhavam' sessions. He gives his expert comment about the students' presentations and shares his vast experience with students about the art of public speaking and the dos and don'ts in public speeches.

2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

• University calendar of events for MBA program informs about commencement and closing dates of semesters as well as commencement of term-end examinations. Taking this as the base, PIM designs its own Academic Calendar. Commencement of third semester MBA classes is usually in the middle of July based on the date announced by the University. Commencement of first semester classes depends upon the completion of all rounds of counseling for government quota (PGCET) students. There is often more than a month gap between the commencement of two classes. Therefore, the Institute needs to plan the Academic Calendar of the odd semester separately, for first and third semesters.

• The entire teaching faculty meets before the commencement of academic year to decide about various activities for the odd semester. In the odd semester, most of the activities scheduled are focused on first and third semester, separately. Though the commencement dates of the two classes are different, second internal for third semester and first internal for first semester are usually scheduled together.

• Apart from the internal tests, many other events are hosted by the Institute which gives opportunities to evaluate the improvement in students' performance, internally. Prajna Vaibhavam is one such event which provides opportunity internally to evaluate the students' performance. In addition to this, soft skill training is provided to students. In these soft skill training sessions, activities like group discussion, role play, turncoat, pick and speak, pick and act, dumb charade etc. are conducted by the internal faculty and on the spot feedback is given for future improvement. In fourth semester, students make power point presentation about their project work which they submit to the University. Faculty members present during the presentation give feedback for future improvement.

• During the second half of the academic year, the three forums based on the specialisation streams - Human Resource, Marketing and Finance conduct different types of in-house competitions for the students of the Institute. These competitions are - FINSPARK by Finance forum, MARKSPROUT by Marketing forum and ZEST by Human Resource forum. The winners in these competitions are recognised and rewarded at the end of the event. A few of the other activities conducted during this part of the academic year include indoor sports competitions, one-day outdoor sports meet, Sarasvati Pooja, Cultural Day etc.

• In addition to the above, the Institute also observes and celebrates various national/international days through different clubs. Observing such days is expected to promote gender sensitivity, environment and sustainability, human values and professional ethics.

• However, on account of suspension of classes from mid-March 2020 onwards owing to COVID-19 pandemic, a few of the activities/programmes scheduled during the second half of the academic year 2019-20 could not be conducted.

2.6 – Student Performance and Learning Outcomes

2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<http://pim.ac.in/ver1/programme-outcomes>

2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students	Number of students passed	Pass Percentage
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			appeared in the final year examination	in final year examination	
MBA	MBA	Business Administration	55	54	0.98
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2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<https://pim.ac.in/ver1/lbt-content/lbt-upload/791069700.pdf>

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Major Projects	0	NIL	0	0
Minor Projects	0	NIL	0	0
Interdisciplinary Projects	0	NIL	0	0
Industry sponsored Projects	1095	Karnataka Bank	400000	0
Projects sponsored by the University	1095	Azim Premji (School of Public Policy and Governance)	506000	37235
Projects sponsored by the University	1095	Azim Premji University, School of Development, Bangalore)	200000	47149
Projects sponsored by the University	180	Azim Premji University, School of Development, Bangalore	90000	90000
Projects sponsored by the University	120	Azim Premji University, Bangalore	180000	0
Students Research Projects (Other than compulsory by the University)	0	NIL	0	0

Any Other (Specify)	0	Ministry of HRD, Government of India	50000	50000
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3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Workshop on Intellectual Property Rights- Relevance for Business	Intellectual Property Rights Cell of PIM	02/09/2019
National Seminar and Workshop on Intellectual Property Rights- A strategic Tool for Marketdevelopment	Entrepreneurship Development club of PIM in association with Ministry of MSME, Government of Karnataka	27/09/2019
Workshop on GST	ED Club in association with MSME and DIC	28/09/2019
Rural Entrepreneurship Development Workshop	ED cell in association with MGNC/Rural education dept, MHRD, GOI	23/10/2020
Sooner the Better- Women empowerment workshop	Women Empowerment Cell in association with POWER , Udupi	12/03/2020
Pre-placement Talk	Placement department with Seamans staffing solutions ltd. 06-03-2019	06/03/2019
Entrepreneurship Development Programme	ED Cell and Vijnan foundation and PPC PG	06/03/2020
Digital Marketing	IT Cell , placement cell and MICE, Udupi	03/03/2020
Workshop on Data Analytics	IT Cell	02/03/2020
Aptitude test and Personal Interview	Placement cell and Muthoot Finance	27/02/2020
Analysis of Union Budget	Finance Club with ICAI, Udupi	15/02/2020
Aptitude test	IT Cell, Placement cell and Axis Bank	13/02/2020
Placement Training and Pre-placement Talk	Placement Cell and Goan Institute International Consociation of Education, pvt.ltd.	23/01/2020
Interactive session on Women Entrepreneurship	ED Cell, PCRD, Unnath Bharath Abhiyan, Karnataka Bank, Shankaranarayana milk producers cooperative	24/12/2019

	society	
Production and Distribution challenges in perishable products	Placement cell and DKMU	07/12/2019
Interaction with Women entrepreneurs	ED cell and POWER	12/01/2020
Training session and Mock drill on Fire safety and awareness	HR Club and Fire station , Udupi	30/11/2019
Economic slow down and impact of GST on Business	Finance Club with ICAI, Udupi	14/11/2019
Evaluation Meeting of Unnath Bharath Abhiyan	ED cell and PCRD	31/10/2019
Household survey- Unnath Bharath Abhiyan	ED cell and PCRD	22/10/2019
Earn while you learn	Placement cell	24/10/2019
Aptitude test and Industry expectations	Alumni association and finance club	12/10/2019
Industrial visit and Talk on services efficiency	Placement cell	02/10/2019
BSE-IPF sponsored workshop on Capital Market awareness	Finance Club with BSE	26/09/2019
Workshop on Leadership and communication	PCRD and HR club	25/09/2019
Workshop on Internet and its impact on value system	HR club	03/09/2019
corporate talk on Financial crisis in India with special reference to NBFCs	Finance club	10/08/2019
Colloquium on P to P lending	PCRD and Finance Club	13/08/2019
Workshop on sanitation	PCRD	03/08/2019
Contribution of Ayurveda in Immunity	IQAC	22/10/2020

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
NIL	NIL	NIL	Nil	NIL
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3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
1	Poornaprajna Centre for	Poornaprajna Institute of	NIL	NIL	Nil

Research and Development	Management, Udupi
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3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
MBA	0

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
International	MBA	6	4

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3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
MBA	5

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3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
Decentralisation in Indias Health Sector: Insights from a capacity building Intervention in Karnataka	Dr. Krishna Kothai	Health Policy and Planning	2019	1.61	Poornapr ajna Institute of Management, Udupi	1

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3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
Does Gender dif	Dr.Sures hramana	Pertanika	2019	12	1	Poornapr ajna

ferences matter in job satisfaction? A case of academicians in Karnataka	Mayya	Journal of Social Sciences and Humanities			Institute of Management, Udupi
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3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	12	33	1	1
Presented papers	1	2	0	0
Resource persons	4	2	1	2

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3.4 – Extension Activities

3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Financial awareness programs	Finance Forum of PIM /Udupi Jilla Kanaka dasa Seva Samaja Regd	1	25

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3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited
NIL	NIL	NIL	0

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3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Creation of Health awareness and Social responsibility	Adarsha Hospital /CSR club of PIM	Diabetes awareness	3	60

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3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
Research/Workshop	MSME Udupi/ Poornaprajna college and PG Centre. Udupi	Academic/Non financial	1
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3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Academic Project Report	Internship	Bank of Baroda, Udupi Puttur Branch	02/07/2019	02/08/2019	Student- Abhishek V Hegde
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3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Azim Premji Foundaton	22/05/2020	Research/Covid 19 Project	3
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CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES

4.1 – Physical Facilities

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
21	21

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Classrooms with Wi-Fi OR LAN	Existing
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
Video Centre	Existing
Seminar halls with ICT facilities	Existing
Classrooms with LCD facilities	Existing
Seminar Halls	Existing
Laboratories	Existing
Class rooms	Existing

Campus Area	Existing
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4.2 – Library as a Learning Resource

4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
Easylib	Fully	4.3.3	2010

4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	5437	1539510	32	22432	5469	1561942
e-Books	164300	Nill	Nill	Nill	164300	Nill
Journals	129	190513	10	17194	139	207707
e-Journals	6000	Nill	Nill	Nill	6000	Nill
Digital Database	1	Nill	Nill	Nill	1	Nill
CD & Video	285	Nill	5	Nill	290	Nill
Library Automation	Nill	88785	0	17700	0	106485
Others(s pecify)	530	Nill	7	Nill	537	Nill

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4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
Bharathi Karanth	Strategy Formulation: Vision, Mission Objectives	google meet	01/04/2020
Dr. Bharath V	Treasury Bills	google meet	10/05/2020
Prof. Joe Ashwin Correa	Career Development	google meet	29/05/2020
Dr. Naveen Kumar K.R	Graphical method of Solving LPP 1	google meet	18/05/2020
Prof. Shivanand M Bhandarkar	Product Process and Capacity Utilization Part 2	google meet	26/05/2020
Prof. Sujatha G.L	Price	google meet	12/06/2020

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4.3 – IT Infrastructure

4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/GBPS)	Others
Existing	47	30	47	5	0	3	9	50	5
Added	0	0	0	0	0	0	0	0	0
Total	47	30	47	5	0	3	9	50	5

4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

50 MBPS/ GBPS

4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
In house facility is available	http://pim.ac.in/ver1/e-contents-by-faculty

4.4 – Maintenance of Campus Infrastructure

4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
19.09	19.09	10.87	10.87

4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in institutional Website, provide link)

Poornaprajna Institute of Management (PIM) ensures optimal allocation and utilization of all the available financial resources for the maintenance and upkeep of different facilities by holding regular meetings of various committees constituted for this purpose. The maintenance, repairing of computer equipment are done on the basis of AMC given to local firms. There is systematic disposal of waste of all types bio-degradable and e-waste. Library: The requirement and list of books is taken from concerned faculty and Dean and the Director is involved in the process. The finalized list of required books is duly approved and signed by the Director. Every year, in the beginning of the academic year, 1 year MBA students are motivated to use INFLIBNET, and training is being imparted by Librarian and Dean. The proper account of visitors, students and staff on daily basis is maintained. Other issues such as weeding out of old titles, schedule of issues, return of books, etc. are checked out and resolved by the library committee and final decision will be taken by Librarian and Director. Efforts are underway towards transition from EasyLib to the Koha, the world's first free and open source library system. Koha is a fully featured, scalable library management system. Sports PIM shares the sports facility with its sister institution, i. e, Poornaprajna College, Udupi, where facility of Indoor Badminton/Volleyball Court/TT Courts/Gym are available. Computers Well-equipped computer labs, LCD projectors and OHPs are available in the institution for promoting quality enabled teaching-learning and for conducting seminars, workshops in various fields related to the subjects. The Institute has separate computer lab with internet browsing

facility. The students of the institute can access internet during their free time. Individual desktop with internet connection and laptops is also provided to the staff. The institute is optimising as far as the infrastructural upgradation is concerned. The Institute upgrades or replaces the computers with latest configuration on regular basis. All the computers and LCDs are maintained through AMC with the supplier. Computers and LCD are Wi-Fi enabled. Latest software is installed in all the systems. The following tables shows the number of computes available over the last five years. Multimedia Podium (Inbuilt PC), Internet, Microphone, Speaker, Mixer, Green Board are all provided in the main classrooms. All other classes are provided with LCD Projector, Slide Presenter, Internet facility, Green Board, if required faculty will be provided with speakers. Shifting to Cloud: Since the beginning of this institution during the year 2006-07, the Institute used Google tools. First came the transition to Gmail, then G Drive, now the institution has access to complete G Suite. The faculty and students have been oriented and trained to use the tool. Because of the Google Tools, the cloud barriers have been overcome and unlimited access to the digital world is enabled. Poornaprajna Institute of Management has decided to have web-based Content Management System (CMS) based new website where the Institute can manage all the work connected with websites. It also got a vibrant blog.

<http://pim.ac.in/ver1/procedures-and-policies>

CRITERION V – STUDENT SUPPORT AND PROGRESSION

5.1 – Student Support

5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Endowment Scholarship Fee Concession	7	63068
Financial Support from Other Sources			
a) National	BC FEE CONCESSION SCHEME	51	1260490
b) International	Nil	0	0
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5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implemetation	Number of students enrolled	Agencies involved
SOFT SKILLS	16/08/2019	111	Internal faculties
Personality and skill Development session	16/08/2019	55	Mr. Jaikishan Bhat- External resource person
Computer Skills	16/08/2019	111	Internal faculty
Bridge Course	16/08/2019	56	Internal faculty
Yoga Classes	08/08/2019	49	Internal faculty
Prajna Vaibhavam	29/08/2019	111	Internal faculty
Data Analysis using advanced	01/08/2019	55	Internal faculty

excel and VBA and macros certificate course			
Communicative English	16/08/2019	56	Mr. Jai Kishen Bhat
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5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2019	Resource person Mr. Harikrishna Thodinaya, senior manager, Reliance Centre Mangalore	0	55	0	0
2019	Resource person Mr. Subhash Bangera, proprietor Shlokaa Enterprises	0	55	0	0
2020	Placement Training and Preplacement by Goan Institute International Consociation of Education Pvt. Ltd.	0	55	0	0
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5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
1	1	30

5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed

Seamans Staffing Solutions, Axis Bank, Muthoot Finance, PinClick, Extra Marks, ICICI Prudential	96	25	Bisleri, Grant Thornton, Bola Surendra Kamath, Encoh Renaultt	12	4
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5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Depratment graduated from	Name of institution joined	Name of programme admitted to
2019	0	0	0	0	0
2020	0	0	0	0	0
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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	0
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5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
Chess Competition	University	5
Deepavali Celebrations	Institution	111
Christmas Celebrations	Institution	111
Eco friendly Greeting Card Competition	Institutiion	38
Prajna Vaibhavam	Institution	111
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5.3 – Student Participation and Activities

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

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	01	National	Nill	1	186883316	Fiona Rodrigues
2019	01	National	Nill	1	186883316	Fiona Rodrigues
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5.3.2 – Activity of Student Council & representation of students on academic & administrative

bodies/committees of the institution (maximum 500 words)

The Poornaprajna Institute of Management believes in participative management and transparency in all its domains. Students as important stakeholders are supposed to play a role in the progressive development of the institution and its activities. The college strongly believes that representation of energetic and active students in the student council and fair process of selection of such students is important. In this regard, The student council representatives are selected by holding on a meeting with Head of the Institution presiding over the meeting and all faculties are its members. The meritorious students' one male and one female are selected both for I MBA and II MBA. So every year there will be four students' two boys and two girls will be representing the student council. The Student Council shall at all times protect and uphold the democratic rights and welfare of the students. It is dedicated to the promotion of social awareness and involvement among the students of the College. The student council members are also representatives of student grievances redressal committee. The communication and coordination responsibilities with respect to any event or activates are routed through the student council representatives. Supervising the stationary needs and constant monitoring of gadgets used in the class rooms such as projectors, computers, boards etc. and coordinating with office manager for the same. The student council representatives are the important pillars who bridge the gap between faculties and students and make efforts for the smooth conduct of day to day activities. All these responsibilities gradually empower the students by inculcating the planning, coordinating and managerial skills in them and helping them in being job ready.

5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

The Alumni Cell was formally started in the year 2016, though there was always constant interaction and connect between the Institute and the Alumni in person and also over social media platforms. The alumni cell functions by forming members by registering the names of the students. The alumni cell registration number is DRUD/SOR/88/2018-2019. These Alumni are invited to the college for the ALUMNI meet to share their expertise and information and thus contribute to the well-being of the Alma Mater. Several Alumni members are entrepreneurs and many hold management positions at leading industries/organization. The Institution invites Alumni and their employers for various academic activities such as Seminar, workshops, Guest Lecture etc. and gets their feedback about curriculum enrichment. Also, during alumni meetings these points are further discussed and brought to the notice of Academic Council for further consideration. Alumni cell brings mutually beneficial lifetime link between Institution and its community of alumni. It acts as a bridge between college and the industries for interaction on new developments in different disciplines of institution. Alumni are invited for the ALUMNI meet to share their expertise and information and thus contribute to the well- being of the Alma Mater. To achieve life time link the institution offer communications, events, benefits and services for the current and future alumni. Their input is used by the college as the link between the department and its industry partners and the students move to corporate fields as professionals. The faculty conducts informal conversation/ collects questionnaire, to elicit feedback about the relevance of the course content, coverage etc. It also promotes and extends support for activities like industry interaction, placements, curricular and extra-curricular activities. They support and contribute towards the improvement of institute. The interaction between alumni and students helps to provide guidance in academics. It provides a forum to reunite alumni and

continue to have association with the Institution

5.4.2 – No. of enrolled Alumni:

95

5.4.3 – Alumni contribution during the year (in Rupees) :

75000

5.4.4 – Meetings/activities organized by Alumni Association :

05

CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 – Institutional Vision and Leadership

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

Poornaprajna Institute of Management has been one of the best B-schools in the coastal belt of Karnataka. The quality of Education and the value system has been derived from the spiritual guidance of the President - His Holiness Shri Shri Vishwapriya Theertha Swamiji. The president who has always been leading from the front when it comes to educational philosophy and value based education has left lasting impressions in the minds of student community who represent the larger society in the coming days. The next line of authority that is the Secretary, Joint Secretary, Treasurer, Governing Council Members and other members of the council also follow the footsteps of the leader keeping in mind the welfare and well-being of students throughout the year. The President amidst his busy schedule makes it a point to visit the Institution and spend time with the students on regular basis. He makes sure that Students are treated with respect and are given all the facilities that make them the best products in the society. The President also meets the teaching and non-teaching-staff and motivates them to work hard to strive to achieve the organizational goals. In the absence of the President the Secretary, Joint Secretary, Treasurer, Governing Council Members and other members of the council keep themselves updated by visiting the campus. This has been evident right from the days of inception of the Institution since the year 2006. The effective role of Management team extending support was evident during the Pre-submission and post-submission of NAAC data without which it was very difficult to secure A grade. The Director has been vested with numerous responsibility and authority to steer the Institution the next level. The management has empowered the Director to take control of the day today affairs of the Institution and plan the next course of action accordingly. The Director actively involves the staff members, both teaching and non-teaching and uses democratic leadership style taking into account their suggestions and ideas to develop the Institution. The staff meetings that are held regularly are the examples for the effective delegation of authority. The Faculty are encouraged to go for publications, attend conferences, seminars and workshops that can enhance the skill level of the teaching and non-teaching staff. The Director also gives free-hand to all the faculty to conduct program for the development of students through various associations and academic clubs. The faculty in turn implement the inputs provided by the Director and plan various academic and non-academic activities like events, guest lectures, seminars, competitions, extension activities, outreach programs etc. by involving students from both I II MBA. Thus, this involvement of students in various programs builds the leadership skills among the students making them the potential managers of the future. At Poornaprajna Institute of Management, the delegation of authority takes place right from the Top management that is President and the Council members to the next level of Management that is

Director and the Staff members which is an indication of participative management

6.1.2 – Does the institution have a Management Information System (MIS)?

Partial

6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Admission of Students	The students at Poornaprajna Institute of Management are enrolled on the basis of good academic track records plus good score in the entrance exams like MAT, KMAT, PG CET etc. 50 of the intake is reserved under the management category and the other 50 of the reservation is filled by Government seats. During admission process the students are briefed about the various norms and policies of the Institution indicating the ideal behavior that is expected from the Students during their stay in the Institution.
Industry Interaction / Collaboration	Like any other B-school, Poornaprajna Institute of Management believes in joining hands with corporate sector to keep itself updated with the latest development of the industry. Experts from industry keep visiting the institute and interact with the students on a regular basis acquainting them with the latest knowledge and information. There are many active MOUs with the industry houses that enable students to take up internships with prestigious business entities giving them real hands on experience at work while studying. Regular industrial visits also help the students to understand the corporate practices which are hard to be learned inside the classroom.
Human Resource Management	The institute is well-known for best human resource policies in the entire region. The institute provides a very healthy and peaceful work environment keeping in mind the various welfare measures and other social benefits. The recruitment, training, performance appraisal and all HR practices are performed diligently with no scope for any error or shortfall, thus ensuring high job satisfaction while working at Poornaprajna Institute of Management.
Library, ICT and Physical	The institute has a well-furnished

Infrastructure / Instrumentation

library with a seating capacity of 38 all the important volumes required for the students to pursue the management education. The library is equipped with Computer facilities attached to printing and photocopying services which are utilized by the students most of the times during their various requirements. There are newspapers, magazines, journals, e-books which are accessed by the students on a regular basis. The computer lab with a seating capacity of 30 is the best facility of the institute with latest software and other programs providing students with the modern and latest computer knowledge in both academic and research activities.

Research and Development

Poornaprajna Centre for Research and Development (PCRD) is a social laboratory which build research skills among students. There are a number of programs and surveys that are conducted as a [art of research which instill the sense of social awareness among students. The center focuses on connecting students and faculty with rural areas of the state where there are so many important lessons to be learned from the social experiments.

Examination and Evaluation

Poornaprajna Institute of Management, is very serious about academic results. This is quite evident because of the various ranks and medals at the University Level that are obtained by students all over the batches. Students from day one are created awareness about the performance assessment through examinations. Assessments are carried out through internal examination tests, VIVA-VOCE, Class tests, Project evaluation, seminar, student presentations etc. The mentors in their regular meetings with their mentees keep themselves updated on the progress of their mentees.

Teaching and Learning

Creativity and innovation in teaching distinguishes Poornaprajna Institute of Management from other B-schools of the region. Faculty design out of the box methodology and strategies to make the teaching and learning experience worthwhile. The institute is proud to be using G-suite for all its online classes which was very handy in the ICT mode of learning. The students also contribute articles and contents in the

	notice board with the guidance from the faculty which shares their knowledge with rest of the groups.
Curriculum Development	The institute is affiliated to Mangalore University and the institute takes proper care to select the best combinations for the students keeping in mind the current requirements of the industry. Curriculum is the responsibility of the members of the institution so proper planning, strategies for delivery and systematic execution is handled efficiently. Subject allotment takes place after considering the Faculty's domain expertise and their area of specialization. This is followed by a detailed preparation by each faculty in terms of material, case studies, assignments which in turn is presented before the academic council.

6.2.2 – Implementation of e-governance in areas of operations:

E-governance area	Details
Planning and Development	Nil
Administration	AICTE
Finance and Accounts	Nil
Student Admission and Support	Mangalore University
Examination	Mangalore University

6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2019	PRABHAVATHI	MANAGING PERSONAL FINANCE FOR FINANCIAL PROSPERITY UNLEASHING THE POSITIVE BEHAVIOR FOR HIGH-INTENSITY PERFORMANCE	NA	1096
2019	PURUSHOTHAM	EASYLIB SOFTWARE AND DIGITAL E RESOURCES	NA	200
2019	JOE ASHWIN CORREA	WORKSHOP ON RESEARCH	NA	6000

		METHODOLOGY		
2019	JOE ASHWIN CORREA	HIGHER EDUCATION IN INDIACHALLENGES OPPORTUNITIES	NA	830
2020	DR. SURESHRAMANA MAYYA	72ND ALL INDIA COMMERCE CONFERENCE - KALINGA INSTITUTE OF TECHNOLOGY	NA	6250
2020	DR. BHARATHI KARANTH	LEGAL ISSUES IN BUSINESS	NA	1000
2020	SHIVANAND MB	NEURO MARKETING FOR OUTSTANDING CUSTOMER EXPERIENCE	NA	1500
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6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2020	NA	OFFICE SKILLS -I	31/01/2020	31/01/2020	Nil	5
2020	NA	OFFICE SKILLS -II	06/02/2020	06/02/2020	Nil	5
2020	TECHNOLOGY IN EDUCATION	NA	17/02/2020	17/02/2020	8	Nil
2020	NA	BASICS OF ORAL CO MMUNICATIO N	02/03/2020	02/03/2020	Nil	9
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6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
COVID-19 A PARADIGM SHIFT IN INDIAN ECONOMY	1	22/06/2020	24/12/2020	3

WOMEN'S HEALTH WELL-BEING	1	08/06/2020	10/06/2020	3
FUTURE OF LEARNING COVID OR NO COVID	1	27/05/2020	29/05/2020	3
MOOCS, E-CONTENT DEVELOPMENT OER	1	28/05/2020	03/06/2020	7
LEGAL ISSUES IN BUSINESS	1	09/01/2020	10/01/2020	2
WORKSHOP ON RESEARCH METHODOLOGY	1	26/07/2019	04/08/2019	10
HIGHER EDUCATION IN INDIA CHALLENGES OPPORTUNITIES	1	15/11/2019	15/11/2019	1
72ND ALL INDIA COMMERCE CONFERENCE - KALINGA INSTITUTE OF TECHNOLOGY	1	22/12/2019	24/12/2019	3
LEGAL ISSUES IN BUSINESS	1	09/01/2020	10/01/2020	2
NEURO MARKETING FOR OUTSTANDING CUSTOMER EXPERIENCE	1	10/01/2020	10/01/2020	1

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6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
0	0	0	0

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
Provident Fund	Provident Fund, ESI, Uniform	Health check up

6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

The financial statements are prepared by the Management and its designated staff which represent the financial performance and position of the Institution. These are in accordance with the accounting principles generally accepted in India. At the end of every financial year, a team of auditors perform the procedures to ascertain the financial position. The auditor thoroughly scrutinizes the various books of accounts, receipts and payments,

vouchers and other bills for accuracy and genuineness. Some of the tasks during audit include: • Study of the trust deed and regulations • Examining of previous financial statements • Noting of provisions applicable • Verification of student fee register • Authorization for fee concessions • Verification of cash books with respect to counterfoils of receipts and payments • Verify Free studentship and concessions • Confirmation of fines for late payment or absence • Examining the passbook of college accounts • Verify grants from any local bodies • Report of any arrears • Vouch counterfoils of receipts taken from donor • Checking of acknowledgment letter w.r.t. scholarships • Verify the PF register • Vouching of all establishment expenses. • Verification of Fixed assets register • Verify ownership and existence of Fixed assets • Confirmation of statutory compliance like OF, ESI, Income tax etc. • Verification of separate statements of accounts for different funds • Checking of calculation of salary and deductions Internal Audit is conducted every month where in the monthly Receipts, Payments and related vouchers prepared by the Accounts section are cross verified and then submitted to the Director. The Director carefully cross checks and authorizes the receipts and payments including vouchers, bills and other documents and forwards it to the Head office for further processing and documentation.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
NIL	0	NA
No file uploaded.		

6.4.3 – Total corpus fund generated

0

6.5 – Internal Quality Assurance System

6.5.1 – Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	Null	No	Null
Administrative	No	Null	No	Null

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

1. Support from parent towards online classes 2. Permission from parents for Industrial visit and outreach programs 3. Assurance of all the support in building the brand of the Institution
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6.5.3 – Development programmes for support staff (at least three)

1. Training program on office skills 2. Training program on oral communication 3. Training program on technology and education
--

6.5.4 – Post Accreditation initiative(s) (mention at least three)

1. Data Analysis using advanced excel workshop 2. Data Analysis using advanced excel and VBA and macros certificate course 3. Spoken English classes for slow learners
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6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
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b)Participation in NIRF	Yes
c)ISO certification	No
d)NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2019	Data Analysis using advanced excel workshop	08/07/2019	09/09/2019	14/09/2019	55
2019	Spoken English classes for slow learners	08/07/2019	01/08/2019	31/12/2019	55
No file uploaded.					

CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Gender equity ,awareness of constitution	23/10/2019	23/10/2019	54	22
Self defence for Women,	19/11/2019	20/11/2019	59	30
Gender sensitization, sexual Harassments	02/12/2019	02/12/2019	50	35
Women's Day Celebration	12/03/2020	12/03/2020	55	20

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources

Total annual power requirement (in KWH)44000 Renewable energy source Nil
Renewable energy generated and used Nil The energy supplied to the grid Nil
Initiatives have been made by the institution in the following areas: a) Good Daylight Design b) Water Efficiency c) Campus Air Quality, Ventilation and carbon neutrality d) Energy Efficiency (Awareness) e) Temperature and Acoustic Control g) Paper Waste Management h) E-Waste Management i) Institution Solid and liquid Waste Management j) Efficient Operation and Maintenance of Building. Kirloskar Generator is used for power backup. All old monitors in the Institute have been replaced with LCD monitors and the use of CFL, led bulbs, etc are practiced. Only electrical appliances with higher power savings (5 stars) are

purchased. Classrooms are designed with sufficient cross ventilation and light so that the use of electricity can be minimized. Energy saving is additionally ensured by students and staff by switching off the lights and fans when not in use. Awareness campaigns are also conducted regarding energy conservation. Save Power, Paper, Water Save the Nation. The institute follows a 3R (Reduce, Reuse and Recycle) policy for electronic equipment if it is reusable.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	0
Provision for lift	No	0
Ramp/Rails	Yes	0
Braille Software/facilities	Yes	0
Rest Rooms	Yes	0
Scribes for examination	Yes	1
Special skill development for differently abled students	No	0
Any other similar facility	No	0

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2019	1	Nil	20/07/2019	1	sudharsan homa at campus	self Awareness spirituality	60
2019	1	1	26/07/2019	2	Young Leader summit, IIM Bangalore	noble Initiative	2
2019	1	1	19/08/2020	1	PIM Students Celebrate World Humanitarian Day	Role Model	55
2019	1	1	28/08/2019	1	One day workshop on Workshop on Sanitation at Jilla Pan	Healthy Society	200

					chayath Office, DC Office, Manipal		
2019	1	1	03/08/2019	1	Zilla Panchayat, Government of Karnataka, Ajim Premji University and Poornaprajna Institute of Management joins hand in the Sanitation Project.	Healthy Society	350
2019	1	1	03/09/2019	1	Internet and its Impact on the Value System by Fr. Richard Dsouza	Value System	60
View File							

7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Code of Ethics and Behavioral Guidelines	05/08/2019	The Code of ethics is part of a profession. The PIM is imparting higher professional education and has a Code of Ethics to serve as a guideline for forming attitudes, perception, directing conduct, and maintaining an environment of personal and institutional integrity. All members of the PIM the community are to abide by this Code in letter and spirit, within and outside the Institute. The Code of Ethics lays down norms of behavior for the more essential contexts of

		<p>life in an institute. These guiding principles, however, are not exhaustive. Any action that goes against the letter and spirit of these principles and norms will be considered a violation of this Code. This Code invites every Poornaprjnan to 'carpe diem' - seize the day, make appropriate use of every opportunity, and experience 'life in its fullness.' By adopting an Institutional Code of Ethics, the institution demonstrates its commitment to implementing these values and principles.</p>
<p>Students' Handbook on Code of Ethics and conduct along with Standard Procedures</p>	<p>05/08/2019</p>	<p>This Handbook point toward the standard procedures and practices of the Institute for all students enrolling with the Institute for pursuing an MBA PostGraduate Degree course. All students must be familiar with them that it is mandatory upon them to accept by this Code of Ethics and Behavior (hereinafter referred to as the 'Code') and the rights, responsibilities together with the restrictions flowing from it. That the Institute's work by means of putting into the effect this Code is to pioneer and administer a student discipline process that is egalitarian, conscientious, effectual and expeditious and providing a system which promotes student growth through individual and collective responsibility. All Students are requested to be well up to date with this Code, which can also</p>

be seen on the official website of the Institute (www.pim.ac.in). Students as members of the Institution, have a vital concern in the governance of the Institution. The Code, guidelines and the different processes laid down herein endorses that the principle of student participation in governance in both organizational and educational areas are vital, and it is pivotal that Students essentially, at all occasions, be encouraged to put forth their views and advice, for an informed decision making. Student Participation is encouraged and must be strengthened through the participation of students at all levels. Therefore, all students who are a part of the Institution

Code of Conduct for Director

05/08/2019

The Director is the academic and the administrative head of the institute and will work for the overall development of the institute. He will implement all the policies approved by the Governing council, which is the highest decision making body of the institute. He shall monitor various processes like admissions, academic activity, examinations, evaluation for the smooth functioning of the institute. The Director is authorized to nominate coordinator, members, and other administration functionaries in various committees. He is responsible for extension or changes in various functionaries in the administration, with the

approval of Governing Council. He is also responsible for conducting the meeting of the standing committee as per the stipulated guidelines and holding Governing Council meeting as per the norms. He shall coordinate and motivate the faculty, administrative authorities, and the supporting staff so that they perform their respective roles more effectively. He is responsible for providing a conducive ecosystem to promote imparting of effective management education. The Director will be a spokesperson of the Institute and shall take part in Regional, National and International Convention in serving the cause of development of management education. The Director along with all the staff working under him is singularly and collectively accountable to the Affiliated University, State Government, and AICTE/UGC. He is also responsible for the smooth and effective functioning of the Institute.

Code of Conduct Faculty

05/08/2019

DUTIES OF PROFESSOR / DEAN 1. Providing leadership in a Management Education in the relevant field of specialization. 2. Research and research guidance. 3. Consultancy services. 4. Teaching, including the development writing of books. 5. Evaluations of tutorials, assignments, journals, answer papers. 6. Interaction with Industry. 7. Continuing

education activities. 8. Student's counseling. 9. Interaction with other Institutions, Universities at State, National and International levels. 10. Organizing seminars, workshops for teachers and professionals. 11. Publishing papers in National and International Journals. 12. Fellowship of Professionals' Bodies. 13. Industrial liaising to promote summer and final placements. 14. Review of academic activities of the Institute, periodically. 15. To prepare the display notices, mark sheets attendance sheets, etc. pertaining to the students of the Institute. 16. To send attendance records, letters regarding attendance, discipline and other activities with the help of class teachers. 17. To organize for accreditation and make presentations to the visiting expert terms. 18. To undertake and implement consultancy projects to identify various funding agencies and harness funds for the development of the Institution. 19. Any other duties assigned by the Director from time to time. 20. Shall conduct him/her befitting the noble profession of teaching by desisting himself/herself his colleagues from the temptation of private tuition and indulging in unfair practices.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
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Independence Day	15/08/2019	15/08/2019	111
Matrubhasha Divas	21/02/2020	21/02/2020	109
Martyrs Day	30/01/2020	30/01/2020	75
Gandhi Jayanthi	02/10/2019	02/10/2019	57
international yoga day	21/06/2019	21/06/2019	35
teachers day	05/09/2019	05/09/2019	50
National Librarians Day	27/09/2019	27/09/2019	108
View File			

7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

A calm and quiet environment is necessary for good mental health, physical development, psychological growth, and educational improvement. Our college is situated in the heart of Udupi town having clean air and water. Nagavana is maintained in the campus which provides space for meditation. So this place is called 'Abjaranya' a forest of natural trees. We have such a beautiful and serene atmosphere which helps to develop strong physical and mental courage.

1.Cycles.:- Students and staff members are made to appreciate that cycling is good for health and is eco-friendly. To Inculcate this culture "LIVE- green," "Ride Cycle, "and "Clean -air awareness was Organized to convey the consciousness about the environment and our homeland Earth. The Institute has one cycle for official work. The Office staff are using it. 2.No Smoking Zone:- The entire open area has been kept green foliage of grass, seasonal flowers, and trees and is maintained by the Institution. PIM has pedestrian-friendly roads on all the college grounds. Campus strictly follows No Smoking Zone principle. 3. Waste Management:- Solid Waste Management The solid waste generated in the Institute is segregated from other waste and accumulated in a designated secluded place, and it is disposed to waste management Organization Ayush Enviro Tech Ltd. designated by Pollution Control Office Udupi. Liquid Waste Management Since the Institution offers only an MBA programme, the wet waste generation is meager. As per the norms of the Udupi Municipal Office, it is mandatory for wet waste management and is discarded systematically. The Institution also has a well-maintained drainage system for sewage disposal. Liquid Waste Water Management. The wastewater is vented through municipal garbage. E-waste Management Old and obsolete computers, printers, and other equipment are discarded by the office and computer lab after complete inspection and verification by the hardware engineers from the Institutes office. The salvageable parts are reused in other defective systems and putting it in back in working condition. Irreparable equipment is scientifically disposed of through vendors for further e-waste management or through buyback arrangements by the Institution.

7.2 – Best Practices

7.2.1 – Describe at least two institutional best practices

Best Practice I Mentoring System 1.Title Margadarshak Mentor-Mentee system 2.Objectives The main aim of the Margadarshak mentoring program is to inculcate the best attributes. 1.To help the student identify a career path through a program designed to link students with an advocate from a similar profession, who will provide honest insights as students explore and evaluate their potential, educational, and career options. 2.To expose the students to the experienced industry professionals, alumni, and faculty at PIM on a one-to-one basis to understand the art of making ethical and informed decisions in their professional life. 3.To improve the problem-solving, communication, leadership,

research, and entrepreneurship skills of a mentee. 3. The Context Mentor-Mentee System started in 2008 at PIM, where interaction among mentor and mentee brought out positive dynamics. Thereafter the mentoring system became one of the important and strong pillars of PIM since its establishment in 2005. The most important mechanisms of fruitful mentoring connections are a stable commitment, preparedness to invest time and energy by both the mentor-mentee, and clarity about expectations. Mentoring relationships like partnerships started developing over time. Both mentors' mentees worked to make a fruitful and long-lasting mentoring relationship. With the growth of Institutions and increasing strength of mentees, the dynamics changed. The other challenge that bubbled was that the youth of this generation was not willing to easily share their concerns with the mentor. 4. Practice Mentoring forms an indispensable and significant aspect of a student's life. Mentor-Mentee System is an invaluable program of PIM where each student of the PIM is nurtured holistically by faculty. It becomes the students endeavour to understand the intricacies of Life both professionally and personally on these grooming platforms provided by PIM through the mentoring system and a robust Buddy System. that leads to their overall development of professional competencies, human values, work ethics, and spiritual values. Mentoring promotes knowledge-sharing and experiential learning between the experienced faculty. The mentees, in turn, develop everlasting bonds with their mentors as role models, and philosophers which are maintained throughout their professional pursuits. In an effective mentoring system, the benefits that accrue to the Mentor-Mentee are manifold. Benefits for Student 1. Help a better understanding of self 2. Provide an insight into the work environment in which they would work 3. Provide relevance to their program of studies 4. Assist students to be better equipped to have control over their futures. 5. Promote amongst students a better evaluation of relevant careers and subjects pursued. 6. Greater understanding about the field or industry of their interest 7. Enhancement of skills 8. Greater confidence and self-esteem 9. Learn about potential career options from someone who has been in their shoes 10. Obtain practical advice from a different perspective 11. Network with professionals in his field of interest exposes themselves to the professional environment 12. Learn about the operations of a specific company and industry 13. Share their educational and career aspirations 14. Encouragement 15. Seamless Transition from academics to real work Life Benefits for Mentors 1. Personal Satisfaction 2. Feedback 3. Enhanced self and professional awareness 4. New valuable Insights 5. Experience Sharing 6. Access to the vast talent pool 5. Evidence of Success The mentee can talk to their mentors anytime, but a monthly mentoring session is fixed for First Friday i.e., every first Friday of the month (or the following working day in case of the holiday on Friday) of each month in the academic year. The agenda is set a week before the meeting and the mentor-mentee knows the agenda of the meeting. Agendas are related to the requirements proposed by the mentee for the mentor group. Attendance of mentees in the session is recorded. mentor reports about the session held are recorded. A monthly report of the mentoring session held is submitted to the Institute. There are formats (user manual and forms) that are used to record the sessions and reports. The user manual is a compiled format of the Institution Mentoring system covering the number of mentors: mentees and the session agendas. User manual forms are a report which an individual mentor submits to the Institution's Mentoring Program Coordinator and the Head of the Institution about his/her respective group of mentees. The success of the mentoring system is evident when mentee after post graduating returns to meet the mentor and remains in contact with their mentor for a lifetime 6. Problems Encountered and Resources Required With the growth of the PIM, coordination, and monitoring of the Mentor-Mentee system became very challenging. Getting connected with the mentoring group (Mentee mentors) was becoming difficult. Therefore, an online email system/WhatsApp group was introduced in 2018. Mentor-Mentee System- Step-1: SELECTION OF MENTORING

PROGRAM COORDINATOR Step -2: ALLOTMENT OF FACULTY MENTOR (FM) MPC assigns FM to each student of the Institute. One FM can be assigned to 5 - 10 Mentees Depending on the strength of Mentees and Mentors available. Step -3: SETTING OF SESSION AGENDA BY MPC AND FM Step-4: MENTOR-MENTEE SESSION ON FIRST FRIDAY OF THE MONTH 1.Faculty Mentor and respective Mentees meet on First Friday of the month 2.Mentee attendance is marked. Step- 5: Faculty mentors and MPC write the reports documented. Step-6: FEEDBACK -Facility to give session feedback is provided for Mentor-Mentee. Best Practice II 1.Title Prajna Vaibhavam 2 Objective The main aim of the Prajna Vaibhavam is to inculcate the best attributes and overall development of personality. 1.To help the student identify and overcome loopholes through a program designed to develop rapport students which will provide honest insights to students, explore and evaluate their potential, educational and career options. 2.To improve problem-solving, communication, presentation, leadership, research, group dynamics and entrepreneurship skills 3.The Context Prajna Vaibhavam Program System started in 2012 at PIM, where interaction among students and program judges brought out positive dynamics. Thereafter the Prajnavaibhavam Program system became one of the important and strong pillars of PIM. The most important mechanisms of fruitful results of the programs are a stable commitment, preparedness to invest time and energy by students and faculty. Prajna Vaibhavam is an interclass, intergroup Competition held every semester to uplift the students soft skills and overall personality development. the other challenge bubble up is students do not come prepared, absenteeism, communication gap, no group effort, no proper groundwork. 4.The Practice Apart from subject-related specific activities for enhancing the learning experiences, the weekly two-hour slot is provided for a unique business-related activity for students. The activity consists of different events like debate, company presentation, and business plan. Each team consists of six members and each team has to make a presentation using ICT for about thirty minutes in front of all other students and faculty members. The performance of the teams is judged by a panel of two judges on a rotation basis and due recognition is given to the winning teams and the outstanding performers. Such activity is supposed to enhance team spirit, team coordination, communication skill, business knowledge and also supposed to get rid of stage fear as every student has to make a part presentation of the task assigned to the team. benefits for students 1. Help a better understanding of self and team 2. Provide an insight into the team coordination and group dynamics 3. Provide relevance to their program of studies 4. Assist students to be better equipped to face the interviews. 5. Promote amongst students a better evaluation of relevant and subjects pursued. 6. Greater understanding about the field or business knowledge of their interest 7. Enhancement of soft skills 8. Greater confidence and self-esteem 9. Obtain practical advice from a different perspective 10. Learn about the operations of a specific company and industry 11. Encouragement and Seamless Transition from academics to real work Life 5.Evidence of Success Every Thursday 11.00 am to 1.00 pm session is fixed (or the following working day in case of the holiday on Thursday) in the academic year. The topics are given to the respective team 15 days before by lottery system. the team should come prepared with respective topics all team members should participate in the event. marks are awarded by judges base on individual as well as group. The report will be submitted to the program coordinator of PrajnaVaibhavam. the scrutinization of the report will be done coordinator sessions will continue and one team and one individual selected at the final. The success of Prajna Vaibhavam is that students are improved a lot with all their loopholes and gain the confidence to face any type of situation. There is a swift change in their personality and Knowledge. 6. Problems Encountered and Resources Required lack preparedness from students' side for postponing their team activities, absence of team members, individual effort, no group dynamics. holidays, strikes, the bandh is the root cause for the interruption of the session. resources required

ICT, Public addressing system seating arrangement. two faculty judges for the session. 7.Notes (Optional) The event outcome does not only help the student but also enhances 1.Inculcating analytical skill, reasoning ability and logical analysis in handling specific business situations 2. Developing team spirit, effective

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<http://pim.ac.in/ver1/best-practices>

7.3 – Institutional Distinctiveness

7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

The motto of the Udupi Sri Admar Mutt Education Council is to spread the light to imparting quality education. PIM strictly follows this tradition. The vision of the institute focuses on developing virtuous leaders and thus the Institute is committed to creating future flag bearers of the industry. To fulfill this objective, the Institute concisely creates an atmosphere where the students are exposed to the challenges of corporate life, by making them interact with industry stalwarts. Many of the illustrious alumni are holding positions of responsibility in the corporate world. Quite a few of them have established their own businesses and progressing in their professional life. Every effort is made to sync the Institutes vision and mission for the overall development of the students so that they can replicate the success story of their seniors and super-seniors. The most effective method of inching towards this objective is through Academia-Industry meet as well as fruitful interactions with successful alumni through Alumni Meet, Guest lectures. The majority of Educational Institutions in the country focus more on offering academic degrees in various fields. The importance of RESEARCH, EXTENSION, EVALUATION, ADVOCACY. need not be overemphasized. Efforts to bridge the gap between academic institutions and communities, though very important, are abysmally low. It is in this background that Sri Admar Mutt Education Council has started Centers/Institutions which would serve the above purposes. POORNAPRAJNA CENTER FOR RESEARCH AND DEVELOPMENT (PCRD) is such an initiative. The Center is commissioned as a wing of PIM. PCRD takes up research, training, extension, evaluation, advocacy, the consultancy in the domain of Social Sciences with special reference to Rural Development and Rural Reconstruction. The Center acts as a Social Laboratory. The Center works with the Government, NGOs, Rural Institutions, and Rural Communities. For example, it works with Udupi Zilla Panchayath, Taluk Panchayaths, gram panchayats, etc. It collaborates with other Institutions / Organizations and takes up important Research Studies. So is the case with training and monitoring. The Center takes part in various Government programmes, thereby establishing an organic link between Government and academics. For e.g., the coordinator of the Center acts as a resource person by Zilla Panchayath offering training for community stakeholders, elected representatives, and others. The Center joins hands with other community-based organizations in organizing important programmes. The District Administration and various other important organizations have considered the Center as an important link. People who are pursuing research visit the Center for consultations. Thus, the Center has been acting as an important body, linking the community with other agencies, which is an important and rare INITIATIVE.

Provide the weblink of the institution

<http://pim.ac.in/ver1/pcrd>

8.Future Plans of Actions for Next Academic Year

• To bring in financial assistance through PCRCD from any of the NGOs/Financial Institutions/Government Agencies and the like to install Chairs or commence Centres under the umbrella of PCRCD. • To go for Atal Ranking of Institutions on Innovation Achievement (ARIIA) during Academic Year 2020-21. • As MBA is terminal course, to focus more on Placement related Activities as well as Internship Programme through Placement Cell 'Poornakash'. • To go for renewal of MOUs wherever necessary with other Institutes/Organisations so that the Institute can continue conducting programmes/activities in collaboration with other Institutes/Organisations. • Different clubs of the Institute to conduct/hold relevant activities/programmes under their banner for the benefit of the students of the Institute. About different programmes or activities, initial discussion is to be made in the IQAC meeting and then the respective club is to decide about the exact nature of programme or activity.