YEARLY STATUS REPORT - 2021-2022

Part A

Data of the Institution

1.Name of the Institution   **POORNAPRAJNA INSTITUTE OF MANAGEMENT**

- Name of the Head of the institution **Dr. Bharath V.**

- Designation **Director**

- Does the institution function from its own campus? **Yes**

- Phone no./Alternate phone no. **08202531403**

- Mobile no **9880156947**

- Registered e-mail **office@pim.ac.in**

- Alternate e-mail **pimudupi@yahoo.co.in**

- Address **Poornaprajna Campus, Udupi**

- City/Town **Udupi**

- State/UT **Karnataka**

- Pin Code **576101**

2.Institutional status

- Affiliated /Constituent **Affiliated**

- Type of Institution **Co-education**

- Location **Urban**

- Financial Status   **Self-financing**

- Name of the Affiliating University   **Mangalore University**

- Name of the IQAC Coordinator   **Dr. Naveen Kumar K R**

- Phone No.   **08202531401**

- Alternate phone No.   **08202531402**

- Mobile   **9845233694**

- IQAC e-mail address   **office@pim.ac.in**

- Alternate Email address   **pimudupi@yahoo.co.in**

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

https://wp.pim.ac.in/wp-content/uploads/2022/08/AQAR-2020-21-Final.pdf

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

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

https://pim.ac.in/wp-content/uploads/2022/11/Academic-Calendar-2021-22-3.pdf

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**A+**	**3.32**	**2019**	**01/05/2019**	**30/04/2024**

6.Date of Establishment of IQAC   **17/07/2014**

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

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Research Centre	**CSR**	**Karnataka Bank**	**2022**	**2,00,000**

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

- Upload latest notification of formation of IQAC

View File

9.No. of IQAC meetings held during the year   6

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

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

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

- If yes, mention the amount

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

IQAC has been successful in getting water purifier worth more than Rs.80,000 from Karnataka Bank Ltd. under its CSR programme

Through Training and Placement of the HEI, proposal has been made to Muthoot Finance under its Education Charity Programme for financial assistance to economically backward students of second MBA; two students have already got assistance of Rs.15,000 each and the proposal of one more student is in process

A printer cum scanner for the office of the HEI purchased; CC cameras have been installed inside the HEI premise for enhanced security

Separate sub-meter has been installed for the HEI to know the exact electricity consumed by it and thereby reducing HEI's electricity bill; earlier, the total electricity bill of the entire campus was equally shared by all the sister institutes increasing HEI's burden

Group Personal Accident Insurance covering Staff and Students was signed by the Institute with Lombard General Insurance in March 2022

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

Plan of Action	Achievements/Outcomes
Follow-up action with Mangalore University regarding 'Permanent Affiliation'	The Institute has been successful in getting 'Permanent Affiliation' during the year for the MBA programme offered by it (Mangalore University Notification dated 12-05-2022)
Imparting Skill Training through Poornaprajna & Rotary Manipal Centre for Social Empowerment	PCRD, through Poornaprajna & Rotary Manipal Centre for Social Empowerment, in association with Karnataka Bank Ltd, has organised a two days "Entrepreneurship Knowledge Mela' on 24th and 25th of February, 2022
Initiate Incubation Centre at the Institute	PIM in association with Manipal Institute of Technologies, Manipal has organised a webinar on 'Start-up' on 05-01-2022
Conducting more and more Faculty Development Programmes	• FDP on 'Leadership as a Noble Profession' was held on 19-02-2022 with Mr. Sreekanth Arimanithaya, Managing Partner, E&Y as resource person • FDP on 'Behavioural Traits' was held on 07-03-2022 with Mrs. Sree Sukhi, Director & Global Head of Recruitment & Campus Programme, E&Y as resource person • FDP on Developing Management Cases' was held on 27-07-2022 with Dr. V K Ranjith, Professor, SOMS, Manipal as resource person
Conducting Placement Related Activities and Internship Programme through Training and Placement Cell	• 6 students got selected by Muthoot Finance in October 2021 • 24 students selected by Reliance Retail • 9 students took up Internship at HARSHA • 8 students got selected by Reliance Retail • Pre-placement training session by Muthoot Finance on 23-06-2022 •

	Placement activities by Renix Technologies 24th & 27th June 2022 • Placement activities at Robosoft Technologies on 29-06-2022 • Muthoot Finance written test on 22-07-2022; final interview on 10-08-2022 • Diya Systems virtual interview on 23-07-2022 • Property Pistols virtual GD round & Prakash Retails Pvt. Ltd on 17-08-2022 • Preplacement talk by Managing Partner, KVM Financials & virtual interview by Property Pistols on 18-08-2022 • GD & Personal Interview by KMV Financials on 27-08-2022
Student Exchange Programme between PIM and Azim Premji University (APU), Bangalore	As a collaborative programme of PIM, APU & Poornaprajna Rotary Manipal Centre for Social Empowerment, a 'Panel Discussion' with resource persons from Rotary Club, Manipal was held between the visiting students of 'MA Developments' students of APU & students & faculty members of PIM
Conducting extension/outreach/corporate interaction/programme through different Clubs/Associations of the Institute	Various extension/outreach/guest lectures/corporate interactions/ programmes & activities conducted by different clubs/associations of the Institute for the benefits of students are as follows: • Rtn. H N S Rao Memorial Lecture on 15-07-2021 • Workshop on 'Basics of Financial Planning & Investment Management' – 06-08-2021 • 'Vagvaibhavam' – 25-08-2021 • Career Guidance Programme – 26th & 27th August, 2021 • Indoor sports – 06-09-2021 • Fit India Freedom

Run 2.0 – 21-09-2021 • Interaction with Azim Premji University students – 09-11-2021 • Panel discussion with resource persons from Rotary Club, Manipal – 16-11-2021 • Workshop on 'Case Study for Future Ready Managers' – 18-11-2021 • Seminar on 'Constitution of India' – 19-11-2021 • Fire Safety & Health Safety Awareness Programme – 14-12-2021 • A talk on 'Wheel of Life' – 23-12-2021 • A lecture on 'World Human Rights' – 31-12-2021 • Factory visit to Big Bazar & Arun Industries on 08-01-2022 • Youth Day Celebration on 21-01-2022 • Quiz competition held on the occasion of 'National Tourism Day' on 25-01-2022 • Fire Safety Awareness Programme on 27-01-2022 • Two days workshop on Indian Securities Market on 28th & 29th January, 2022 • Visit to Asha Special Children School on 31-01-2022 • Guest lecture on Recent Changes in Banking Sector on 05-02-2022 • Union Budget 22-23 Analysis on 08-02-2022 • Induction Programme for first year students on 18-02-2022 • Corporate interaction with Mr. Sreekanth Arimanithaya on 18-02-2022 • Students participation in 'National Youth Parliament Festival 2022' on 19-02-2022 • Matribhasha Diwas celebrated by conducting Elocution competition on 21-02-2022 • Welcome programme for first year students on 22-02-2022 • Students visit to Radio Mirchi, Mangalore on 01-03-2022 • Annual Sports Meet for Academic Year

2021-22 on 04-03-2022 • Corporate interaction with Mrs. Sree Sukhi on 07-03-2022 • Students participation in 'District Neighbourhood Youth Parliament' on 07-03-2022 • International Women's Day celebration on 08-03-2022 • Launch of 'Twenty Five Lecture Series on Environmental Awareness' on Radio Manipal with Dr. Krishna Kothai as resource person • World Water Day celebrated on 22-03-2022 • Two students gave programme on AIR on 22-03-2022 • Youth Empowerment Programme on 07-04-2022 • Programme on 'Communication for Modern Managers' by Manipal-Udupi Toast Masters on 08-04-2022 • Students participated & won prize at management fest at MITE on 15-04-2022 • Students participated in workshop on 'Entrepreneurship' on 12-05-2022 • Students participation in management fest at JKSH Management Institute on 13-05-2022 • Guest lecture on 'Other Side of Development' on 17-05-2022 • 'International Yoga Day' celebrated on 21-06-2022 • Session on 'Life Skill' on 22-06-2022 • Special lecture on 'We Have Only One Earth' 23-06-2022 • Students along with faculty visited Shankaranarayana Milk Producers' Union on 25-06-2022 • Special guest lecture in association with Rashtra Gaurava Samrakshana Parishath, Ministry of Culture, GOI on the occasion of 125th birth anniversary of Netaji Subhash Chandra Bose on

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	20-08-2022 • Guest lecture on 'Hedging through Derivatives' on 26-08-2022
Launching of Marketing Specialisation Newsletter	Could not be launched during the year
Certificate course in 'Data Analysis through SPSS'	could not be introduced during the year

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

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

14.Whether institutional data submitted to AISHE

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Data of the Institution	
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Certificate course in 'Data Analysis through SPSS'	could not be introduced during the year

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

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2020-2021	01/06/2022

15.Multidisciplinary / interdisciplinary

The Governing Council of Poornaprajna Institute of Management (PIM) is planning to start Master of Computer Application (MCA) in future and, thus, wants to convert PIM into a multidisciplinary institution. PIM is committed to offer different courses belonging to humanities and science in the MBA programme that it offers at present. For e.g. it offers courses like Economics for Managers coming under humanities, and Information Technology and Business, Business Analytics, Marketing Analytics, Business Research Methods, Operations Management, Operations Research coming under STEM. All the

courses offered, including Project Report, under MBA programme are credit-based courses. During the second year of their study, the students are allowed to choose any one core specialisation stream; for the last two semesters, they study a total of six specialisation-related courses apart from other general courses, thus make the MBA programme highly flexible. Apart from core specialisation, students can also opt for dual specialisation during the second year of their study, thus acquiring skill in areas other than their core specialisation. Students also involve themselves in activities relating to community engagement and services like field visit, visit to special children school, orphanage etc. National/International days like World Environment Day. Earth Day, World Water Day are celebrated at the Institute; special guest lectures are arranged on such days by inviting experts from respective fields thus imparting environmental education to the students. Research wing of the Institute, Poornaprajna Centre for Research and Development (PCRD), is actively engaged in multidisciplinary research endeavours relating to society's most pressing issues and challenges. For e.g. during COVID-19, PCRD along with Azim Premji University, Bangalore and Health Department of Udupi District took up exhaustive study on the role played by frontline functionaries such as surveillance officers, medical professionals, nursing staff and Anganavadi and Asha workers to understand the mitigating process that was taken up. PCRD involved in training SHG (women), Women Entrepreneurs and Elected Representatives of Local Self Governments. Further, PCRD in association with Community Radio of Manipal Institute of Communication and Rotary Club, Manipal designed and executed 'Radio Lessons' (two series) on issues connected with Ecology and Environment. PCRD also took up projects such as 'Unnat Bharath Abhiyan' where students of the Institute were involved and surveys were conducted to understand the rural realities.

16.Academic bank of credits (ABC):

At present, NEP 2020 has not been introduced at the PG level of higher education. Therefore, the Institute is not registered under ABC and, hence, its learners are not permitted to avail the benefit of multiple entries and exit during the course of their MBA programme. Apart from the university affiliated MBA programme, the Institute offers certificate courses in the areas of Dual Specialisation, Communication Skill, Soft Skill, Computer Skill, Prajna Vaibhavam and Personality Development to enhance the skill level and employability of the students. Syllabus for all these certificate courses are designed by the internal

faculty members of the Institute and necessary study materials are provided to the students. Regular classes for all these certificate courses are engaged. After conducting examinations, only the successful students are awarded certificates for these courses.

17.Skill development:

The Institute offers MBA programme affiliated to Mangalore University. The MBA curriculum is designed by the University and the same is followed by the HEI. However, in addition to this, the Institute is offering a number of certificate courses such as Dual Specialisation, Communication Skill, Soft Skill, Computer Skill, Prajna Vaibhavam and Personality Development designed by its own faculty members. Students are also sent to different organisations for internship. Before the completion of MBA programme, every student has to undergo a minimum of one internship. Apart from internship, every student has to prepare and submit a Project Report which carries four credits. All these efforts made by the Institute in addition to the mainstream education i.e. MBA programme work as vocational education and this enhances the skill level and employability of students. Necessary guidance is given to students to pursue free online courses available on MOOC or SWAYAM to learn new skills. Corporate guest lectures are regularly conducted by inviting industry experts as resource persons. Such special guest lecture series ensures effective training of students and, thus, results in better placement of students.

The Institute owned and managed by Admar Mutt Education Council belonging to Admar Mutt which, in itself, is a religious institution. The Swamiji of the Mutt himself is the President of the Governing Council. The Swamiji personally addresses the new batch students during the induction programme. In addition, during all major programmes and activities, students have the opportunity to listen to the spiritual talk by Swamiji. This greatly impacts values and positivity amongst students. Some of the faculty members have undergone Universal Human Values (UHV) FDP organised by AICTE. Field visits such as visit to orphanage, old age home, school for special children and field survey of rural areas improves human values amongst students.

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

PIM is offering two years MBA programme where the official medium of teaching/instruction is English. Considering the requirements

of the corporate world, the Institute makes special efforts to improve the communication skill, in addition to other skill requirements, of the students. Also, since the MBA programme comes under the PG programmes, officially there are no language subjects included in the curriculum designed by the University. However, depending upon the necessity, the faculty members of the Institute explain the concepts in vernacular language i.e. Kannada. At PIM, it is a tradition to begin every working day as well as every programme or function with Sanskrit prayer which is sung by member of the Institute. Apart from celebrating 'International Yoga Day' on June 21 each year, the Institute also offers a Certificate Course in Yoga. Every year 'Matribhasha Diwas' is celebrated on February 21 in a very meaningful way by conducting some competitions in vernacular language. During the Cultural Day celebrated each year, students are encouraged to perform folk dance, classical dance, classical music etc. Traditional day is also observed in the Institute where students come in ethnic attire. Before the students pass out every year HH Swamiji of Admar Mutt who is also the President of the Governing Council of the Institute, performs Sharada Pooja to seek the blessings of Devi Saraswathi – the Goddess of Knowledge.

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

The MBA programme offered by PIM is specifically designed keeping in mind what the learners should be at the end of two years of their learning. Apart from the University designed curriculum and core specialisation stream in their second year of study, PIM offers a plethora of certificate courses, special guest lecture series, corporate interactions, in-house competitions, opportunity to participate in management fests etc. that enhances the skill level and employability of students. All these efforts by the Institute aim at shaping the budding managers for the corporate world, preparing professionals for banking, financial services and insurance (BFSI) sector, encouraging entrepreneurship or self-employment among students, to take up the responsibility of the ongoing/existing family business or even to take up business administration teaching as a career. The efforts made by the Institute in this regard is clearly visible in the placement activities that take place at the Institute. A large number of students are absorbed by the corporate entities across industries including manufacturing, retail, banking, financial services and insurance. There are also instances where the students have taken their family businesses to different levels thanks to the inputs they got during the course of their study at the Institute. More specifically, the specialisation

stream chosen by the students in the second year of their study decides greatly about the career they take up after the completion of their study.

20.Distance education/online education:

PIM always encourages and guides its students to pursue free online skill enhancement courses available on MOOC or SWAYAM to learn new skills. Dual specialisation exams are conducted online using Google Classroom platform. During the lockdown period of two waves of COVID-19, all the faculty members engaged classes through online mode using Google Meet. Google Classrooms are created for every subject by all faculty members on regular basis for sharing all subject related materials or for submitting assignments by students online. Even while engaging offline classes, the Institute uses Information and Communication Technology (ICT) to the maximum extent. The Institute has well-equipped audio visual classrooms with internet facility. The classes are engaged by the faculty members utilising all these facilities and also with the help of power point presentations.

Extended Profile

1.Programme

1.1 Number of courses offered by the institution across all programs during the year	35

File Description	Documents
Data Template	View File

2.Student

2.1 Number of students during the year	109

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	30

File Description	Documents
Data Template	View File

2.3	**49**
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3.Academic

3.1	**8**
Number of full time teachers during the year	

File Description	Documents
Data Template	View File

3.2	**8**
Number of sanctioned posts during the year	

File Description	Documents
Data Template	View File

4.Institution

4.1	**6**
Total number of Classrooms and Seminar halls	

4.2	**2250387**
Total expenditure excluding salary during the year (INR in lakhs)	

4.3	**44**
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

documented process

Poornaprajna Institute of Management is affiliated to Mangalore University and follows the syllabus prescribed by the University. Curriculum planning, delivery strategies and mapping of the same for review and improvement are taken care of by the Institution. The faculties have to present the curriculum plan for approval at the Academic Council meeting arranged by the IQAC. Faculties maintain their work dairy. Value added courses and certificate courses are conducted to enable the students to become successful in the corporate world.

Effective implementation of curriculum

- Industrial visits, internship and project work are facilitated to have practical exposure.
- Cross cutting issues like gender, environment, human values and ethics are integrated in curriculum
- Guest lectures from experts in various fields are arranged

Effective curriculum delivery

- Student centric teaching-learning methods are used by the faculties such as case study, group discussion, role play, quiz, seminars, etc. Peer-teaching and peer-learning are also used
- Bridge Course and Remedial classes are conducted to benefit the students
- The lecture halls are enabled with ICT facilities.
- G-Suite has enabled faculties to effectively use Google classroom to connect with students on academic matters.
- Faculties participate in design of curriculum.
- Feedback on curriculum is received from students and other stakeholders.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

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

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 Aug-Sep based on the date announced by the University. Commencement of first semester classes depends upon the completion of all rounds of counselling for government quota (PGCET)

Students'. Therefore, the Institute plans the Academic Calendar of the odd semester separately, for first and third semesters. Even semesters schedule coincide and have a common academic calendar. The entire teaching faculty meets before the commencement of academic year to decide about various activities and its scheduling including formative assessment tests. 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 formative test for third semester and first formative test for first semester are usually scheduled together. Apart from the internal tests, many other events, national/international days that are hosted by the Institute which gives opportunities to evaluate the improvement in students' performance, are also scheduled in the academic calendar.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	https://pim.ac.in/wp-content/uploads/2022/11/Academic-Calendar-2021-22-3.pdf

1.1.3 - Teachers of the Institution participate	B. Any 3 of the above

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

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	**No File Uploaded**

1.2 - Academic Flexibility

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

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

1

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

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

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

12

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

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

109

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

1.3 - Curriculum Enrichment

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

The Institutions strongly believes in integrating cross cutting issues like Gender, Environment, Human Values and Professional Ethics besides other important values with a view to ensure holistic development of the students. Besides growing into empowered professionals fit for purpose, the graduates of this Institution must be successful, happy, responsible and humane individuals who can contribute to the society in a variety of ways. Hence, systems are put in place for effective curriculum delivery, imparting skills, besides integrate values into the curriculum so as to enable students grow into mature and responsible citizens. Various Clubs have been established which integrate these values into curriculum. Besides the syllabus prescribed by the University also makes provision for such integration.

Women cell works for gender sensitivity& gender equity, Human Rights Cell works for integrating human values, constitutional rights and responsibilities, Eco Club works for environment. CSR club in world heart day. ETICA the H R forum of the college visited Asha Nilaya(school for specially challenged students) and made donations. Visit to Namma Bhoomi an NGO was organisedVarious

birth anniversaries and commemoration days like Independence day,
republic day, teacher's day, women's' day, Sadbhavana Divas,
Constitution day, water day etc. are observed.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

1

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

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

49

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

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	B. Any 3 of the above

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

1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	https://pim.ac.in/academics/feedback/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

60

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

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

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

51

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

2.2 - Catering to Student Diversity

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

Specific strategies practiced by the HEI based on the learning levels of 'Advanced learners' and 'Slow Learners' are:

- Bridge course proves effective, especially, for non-commerce students.
- Remedial classes are engaged for slow learners after regular class hours.
- In addition to standard hours prescribed by the University, HEI allots additional hour/s for certain courses. This enables advanced learners to have more insight into the topic while slow learners are able have better conceptual clarity.
- ICT facilities in classroom are effectively used by both advanced and slow learners.
- Advanced learners get representation in the IQAC.
- Slow learners are motivated to make presentations in group activities.
- Advanced learners are motivated to make conference paper presentations; to participate in management fests at other institutes.
- First year class representatives are nominated based on graduation marks; toppers of first semester MBA become second year class representatives.
- Advanced learners coordinate different activities of the clubs based on specialisation streams – Finance, Marketing and HRM. Advanced learners get representation in the editorial boards of specialisation-related newsletters and slow learners, along with advanced learners, contribute to the magazines/newsletters.
- All three specialisation-clubs have their respective notice boards. Slow learners maintain them including display of articles/information on these notice boards.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

Number of Students	Number of Teachers
109	7

File Description	Documents
Any additional information	No File Uploaded

2.3 - Teaching- Learning Process

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

A lot of diverse, innovative student-centric teaching methodologies are practiced at the HEI which include:

- As part of computer skill training, different office management applications are taught and discussed to enhance students' computer skill.
- In quantitative courses, students work out problems on the board
- Students make subject-related seminar presentation under faculty supervision followed by feedback by the faculty; students also make 'on the spot presentations' on topics of their choice.
- Case studies are given which students have to present in groups; faculty gives review and feedback for future improvement.
- Students work on specialisation-related newsletters; The editorial board consists of one chief editor, technical editor and language editor under the supervision of staff coordinator
- Students perform on Prajna Vaibhavam, an activity consisting of events like debate, company presentation, business plan formulation or group discussion which is judged by a panel of two. Such an activity enhances team spirit, team coordination, communication/presentation skill, and business-related knowledge.

- Students visit organisations where executives/proprietors brief students about the functioning of their businesses. This helps students to understand how organisations practically work and seek clarifications on various issues from the executives.
- Welcome programme organised by second year students exhibits their professional commitments and organising skill.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	Nil

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

All faculty members at HEI use different ICT enabled tools to make teaching effective. Apart from PPT slides, teachers also use Google Classrooms using which virtual classes are created for specific subjects and study materials are uploaded in these classes. Students submit assignments and get assignments graded on Google Classrooms. The HEI has audio-visual enabled classrooms with internet connection. Students can browse subject specific websites like BSE, NSE or SEBI in finance classes. Subject related videos from platforms like Youtube are watched on the LCD big screen for better understanding of different concepts.

Institute has implemented G Suite for Education. This helped to create domain email for students and faculty and also to have more cloud storage. Google 'Meet' app available through the domain email permits the user to have longer meetings with more number of participants, up to 250.

G Suite has been effectively used by all the faculty members, during the lockdown of 2020 and 2021 on account of COVID-19 pandemic. All teachers conducted online classes through Google 'Meet' either from home or from the Institute. All these online sessions had been saved in the Drive and the links were forwarded to the students for future reference.

File Description	Documents
Upload any additional information	**No File Uploaded**
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

7

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

2.4 - Teacher Profile and Quality

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

8

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	View File
List of the faculty members authenticated by the Head of HEI	View File

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

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

4

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

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

2.4.3.1 - Total experience of full-time teachers

91

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

2.5 - Evaluation Process and Reforms

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

Internal assessment of 30 marks per course is finalised as per the guidelines of Examination Committee of the HEI. Each test is for 50 marks with 2-hours duration. On seeing valued answer papers, students may seek clarifications from faculty. On completion of the semester, faculty submit internal marks to the Institute's office which is finalised as under:

- **Two internal tests conducted per course; If a student misses a test, retest is conducted. Marks in fifty is reduced to five.**
- **Students submit minimum one assignment per course. Timely submission in standard format carries a maximum of ten marks.**
- **Class regularity, active participation in discussions, quality of seminar presentation, surprise test, case analysis etc. carry another ten marks; Involvement of students in different programmes/activities conducted,**

leadership quality and team spirit exhibited in organising such activities are considered while awarding last ten marks.

- Concerned office staff compiles internal assessment marks and prepares the master list. Students get a chance to know the marks they got and may seek clarification from faculty, if any.
- After the students are convinced about their marks, the master list is forwarded to the University which will later be added to the term end examination marks of the students.

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

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

Mechanism at HEI to deal with examination related grievances is of two types – Formative Assessment related grievance and Summative Assessment related grievance. Formative assessment related grievances are handled by the concerned faculty as per the guidelines of the Examination Committee. The internal evaluation process is made known to the students, well in advance, to make the process transparent.

To handle Summative assessment related grievances, an Examination Grievance Handling Committee is formed by the HEI and a liaison officer is appointed who takes care of the followings:

- Delay in availability of hall tickets is followed up with the University.
- Issue of duplicate hall ticket.
- Follow-up action, in case University examination result is withheld.
- Initiating process for correction in marks card through University.
- Initiating 'challenge valuation' in case students have grievances about results/grades they got in University examinations.
- If a student is eligible for refund of 'challenge valuation' fee, Committee initiates for the same; on receipt of the amount, same is paid to the student.
- In case a student loses original marks card, the Committee

guides him/her in getting duplicate marks card.

- As per University guidelines, Committee makes arrangements for differently abled, visually challenged, or students with health issues for writing examinations.

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

2.6 - Student Performance and Learning Outcomes

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

The HEI offers only one programme i.e. MBA affiliated to Mangalore University. The Institute has to abide by the MBA syllabus designed by the University. In this syllabus, for each course, the objectives or outcomes of learning are mentioned specifically. Based on such objectives or outcomes, the HEI has developed different programme outcomes, programme specific outcomes and course outcomes. Faculty members and students of the Institute are familiarised with these outcomes in the following ways:

- Both hard copy and soft copy of the syllabus is made available to students as well as faculty in the Library of the HEI.
- Every time, while introducing the individual course in different semesters, specific course outcomes are briefed to the students by the respective faculty.
- Course outcomes, along with programme outcomes and programme specific outcomes are uploaded on the official website of the HEI; anybody who accesses the website can view these outcomes.
- Expected programme outcomes and programme specific outcomes are briefed to the students at the beginning of the MBA programme, especially at the time of commencement of first semester classes
- During corporate interaction and/or corporate talk sessions, resource persons brief the gathering about contemporary programme and course outcomes

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	**Nil**
Upload COs for all Programmes (exemplars from Glossary)	[View File](View_File)

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

- **MBA programme outcomes are measured by the HEI based on students getting placed in organisations upon the completion of MBA programme.**
- **They are also measured based on academic performance in the summative assessment conducted by the University, formative assessment conducted by the Institute, and also in different co-curricular activities, management competitions conducted by the institute. It is also measured based on students' performance in management fests conducted by other Institutions.**
- **Programme outcomes are also measured based on students initiating new start-ups and/or managing their family business better.**
- **Course outcomes are measured based on course specific activities like assignments, seminars, paper presentation, case analysis etc. in addition to students' performance in formative and summative assessment in the respective course.**

Degree of attainment of programme outcomes and course outcomes are measured by:

- **Formative and summative assessment results which test the conceptual clarity, depth of knowledge, and analytical skills of the students.**
- **Seminars, presentations, and group discussions test the communication and convincing skill, leadership skill and presentation skill.**
- **Case presentation tests the problem solving skill and decision making ability.**
- **Awards won in different events/management fests organised by other Institutes exhibit the degree of attainment of all the above outcomes.**
- **Organising various events at the Institute exhibits students' organising and leadership skills.**

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	**Nil**

2.6.3 - Pass percentage of Students during the year

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

48

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<u>View File</u>
Upload any additional information	**No File Uploaded**
Paste link for the annual report	<u>https://pim.ac.in/wp-content/uploads/2022/11/Annual-Report-2021-22.pdf</u>

2.7 - Student Satisfaction Survey

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

<u>https://pim.ac.in/wp-content/uploads/2022/12/Survey-Analysis-2021-22.pdf</u>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

2,00,000/-

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

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

3.1.2.1 - Number of teachers recognized as research guides

1

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

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

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

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
Paste link to funding agency website	https://karnatakabank.com/

3.2 - Innovation Ecosystem

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

Research Centre: Poornaprajna Centre for Research and Development (PCRD is a Research and Development wing of PIM which acts as a

Social Laboratory.

Students are encouraged to write Research papersand present them in other Institutions.

Business Plans to solve societal problems were generated through students.

Research Personnel of Higher Calibre: The coordinator of the Research Centre got involved with other institutes as well.

Collaborations with Communities: Government, Non-Governmental Organisations, Universities, Colleges (Seminars, Conferences, Workshops, Discussions, etc.) Rural Institutions, SHGs, etc. facilitate the incubation of ideas and research environment. Activities of Societal Importance: The Institute is represented on various Committees. where again ideas get incubated. Institute has taken up activities of national importance to serve those causes. (Entrepreneurship Awareness Programme, Women's Programmes, Programmes for Presidents of the Societies.

PIM has good library resources which consist of six thousand hard copies of textbooks on different subjects and around three thousand e-books. Digital library with easy-lib software consists of J-Gate P.Software and N-list database comprising of Jestor, Ebsco e-books, and e-library. It has a media centre and 5 computers for browsing and knowledge building up of students. PIM has a spacious computer lab with 30 computers that can be effectively utilized.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

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

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

18

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

3.3 - Research Publications and Awards

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

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

0

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

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

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

1

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

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

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

3

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

3.4 - Extension Activities

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

Poornaprajna Institute of management shares deeper concerns towards sensitising the youth towards societal needs and problems and thereby contribute to the overall development of its students. The institute is working in association with a number of NGOs. Students participate in the field studies learning about the problems of a poor and downtrodden section of the society. First-year MBA students were divided into groups of five and were assigned the work of studying the socioeconomic status of the unorganised labourers . It helped the students to understand the reach of the government help to the weaker sections of the society. Students of the institute participate in the blood donation camps, health awareness camps organised by Adarsha hospital, Badagubettu Credit Cooperative Society .Students and faculties donate blood and actively participate in creating health awareness in society. Students do take up rural research in association with PCRD. They visit the Gramapanchayaths, cooperative societies, Primary health centres and learn their functioning. The functioning and contribution of Self-help groups are important learning for the students. The faculties engage in contributing towards societal development. They work as resource persons for a number of institutions and thereby share their academic knowledge with society.

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

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

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

2

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

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

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

37

File Description	Documents
Reports of the event organized	View File
Any additional information	View File
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

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

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

109

File Description	Documents
Report of the event	View File
Any additional information	View File
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

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

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

53

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

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

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

16

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

PIM believes in the integration of technology and classroom communication. ICT fecilitated classroom, podium with audio visualsystem, consisting multimedia computer. It isconnected with High-QualityWireless Microphone System,Wall Speaker and Mixer Amplifier. Such intelligent digital podiums are well built to integrate highly advanced display technology. All functions of effective communications in Classrooms have high-speed internet multimedia computer, projector link, audio amplification, mixer, control systems with adjustable height, movable wheels. Because of thes facilities, students enjoy the audio-visual way of learning which results in enhanced concentration. Well-equipped computer labs, and LCD projectors are available in the institution for conducting seminars, workshops in various fields related to the subjects. Both students andfaculties are using the lab. Individual desktops with internet connection are provided to the staff. Resources for conducting online examinations are available at the Institute.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. Management is considering the proposal to increase the intake of MBA programme and to start MCA Programme. As a result, management is considering the construction of four additional classrooms and one computer lab.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://pim.ac.in/facilities/it-infrastructure/

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

- Institute has enough facilities for sports, games and cultural activities. The total area of sports and games field is about 3 Acres. Institute is having qualified Physical Education Director and students are playing various games such as Volleyball, Kabbadi, Cricket etc. and annually

- Institute organises Sports Meet including Athletics. Institute has Indoor stadium to play Badminton, Table Tennis, Carrom etc. and Gymnasium facility is also available.
- Institute has well equipped Air Conditioned Auditorium with 150 seating capacity to organise cultural activities for the beneft of students. The HEI can also usea big outdoor auditorium with seating capacity of about 1000. There is a separate active Cultural Club inthe Institute which conducts cultural activities. Students are exhibiting their talents on the stage. Institute organises cultural day, traditional day, festivals and national days with the participation of students. Students are also encouraged toparticipatein inter-collegiatecompetitions.
- Institute avails the service of trained yoga teacher; regularYoga classes are taken for the benefit of students.
- Institution frequently updates its IT facilities including wi-fi
- There are established systems and procedures for maintaining and utilizing physical, academic and support facilities, laboratory, library, sport complex, computers, class rooms etc.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://youtu.be/vdO6jHkE9Hc

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

6

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://pim.ac.in/facilities/it-infrastructure/
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

2250385

File Description	Documents
Upload any additional information	**No File Uploaded**
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template	View File

4.2 - Library as a Learning Resource

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

- **Library is automated, Easylib software installed**
- **Training about usage of software modules were given to library staff members**
- **OPAC search facility were made available to the users**

Easylib provides basic features like: Acquisition, Cataloguing,Membership management, circulation, periodical and OPAC These modules distributed in ordering, receipts monitoring invoice processing, accession and payment monitoring and have effective control over financial and circulation activities

- **One of the major attractions of Easylib is that it has a powerful online public access catalogue with the choice of search option and variety of display formats. User can search the bibliography database and find specific information online which would not normally be possible from traditional catalogue. The search facility also tells the availability of each item for circulation including current status of individual copies of a title**
- **Membership is assigned to every student. Students' details are entered and soon after the completion of their two years study, membership will be inactived automatically.**
- **Books are issued through library software**
- **Barcode labelling for books are enabled**
- **All previous years' question papers are scanned using HP**

- **scanner maintained at the Library**
- **Database ofbound volumes of journals are maintained**
- **Sophisticated photocopymachine is maintained at the Library**

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	https://pim.ac.in/facilities/library/

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

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

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

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

0.57535

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

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

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

14.77

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

4.3 - IT Infrastructure

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

Computer lab is well equipped with branded PCs adequately supported by mbps lines for internet connectivity. It is also equipped with a wide range of licensed system software and application software. Computerlab, library, office and classrooms are well connected with internet facility which enables bothstudents and staff to carry out their academicas well as administrative work effectively The Institute has a total 55 computers with LAN facility. WI-Fi facility: Wi-Fi facility provided to students and faculty on regulated basis to avoid the misuse of facility by the students. 1. PCs available to students -36

2. PCs available in Library -8

3. PC s available in the HEI's Office -3

4. PCs available to staff members (personal) - 8

5. Internet Band width in Mbps- 200 Mb/s

6. LCD projector -5

7. Printers- 4

8. Biometric machine- 1

9. Scanners -2 IT facilities are being updated on regular basis. The Institute's website is maintained and updated regularly.

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

4.3.2 - Number of Computers

55

File Description	Documents
Upload any additional information	**No File Uploaded**
List of Computers	View File

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

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

4.4 - Maintenance of Campus Infrastructure

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

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

22,50,385

File Description	Documents
Upload any additional information	**No File Uploaded**
Audited statements of accounts	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

Institution updates its IT facilities on regular basis. HEI follows standard norms in maintaining and utilising various faciities. For enhanced security, HEI has installed CCcameras in the premise. Class rooms: There is a separate provision for counselling. Cleanliness and hygene of the rooms andhall are ensured on regular basis. Working condition of audio system, LCD projectors etc is ensured on regular basis. Sports complex: Institute has well established sports complex and indoor stadium.There is a separate full time Physical Education Director. Cleanliness of the complex and gym equipments and sports materials is maintained on regular basis. 1. Housekeeping is done on regular basis

2. Garden and greenery is maintained

3. Clean and hygienic drinking water is available.

4 Stock checking activity is done on yearly basis Institute's library is well equipped with all modern facilities. Importance is given to maintain the cleanliness and dust is removed on daily basis. Pest control is done on regular basis for maintaining books safely from termites. All library records, journals are updated on regular basis Computer lab: The Institute has an adequate number of computers with internet and wi-fi facilities. Computer systems, UPS, Softwaresare updated and maintained with AMC service.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

33

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	**No File Uploaded**
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

9

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

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

File Description	Documents
Link to Institutional website	https://pim.ac.in/activities/capability-enhancement-programmes/
Any additional information	**No File Uploaded**
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

`587`

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

`587`

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

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

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

49

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

0

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

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

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

0

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

5.3 - Student Participation and Activities

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

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

6

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

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

The 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 and are called as student representatives. 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 are around 14 different cells/committees/forums which have student representation from both years. The communication and coordination responsibilities with respect to any event or activates are routed through the student council representatives.

File Description	Documents
Paste link for additional information	https://www.pim.ac.in/ftp/criteria 5 2022/PIM COMMITTEES.pdf
Upload any additional information	**No File Uploaded**

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

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

20

File Description	Documents
Report of the event	View File
Upload any additional information	**No File Uploaded**
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

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

Poornaprajna Alumni Engagement and Involvement

Business is always responsible for the stakeholders as all of them can contribute towards the success. In the context of an educational institution the old students of the association who are termed as alumni of the institution, the parents, teachers, support staff, the director, students etc. can be called the stakeholders. An educational institution's reputation depends on the good results it obtains, co-curricular activities, environment, and investments. But one most important factor that brings strength to the institution is the alumni of the alma mater. Due to Alumni association" students feel obliged and honoured to return the favours and successes as well as the Alma

Mater also get benefit and grow enormously in terms of both academics and administration at national and international level.

Though the alumni of Poornaprajna Institute of Management were having emotional connection with the institute and organised number of programmes for the benefit of the students of PIM, the bondage was formally made official with the inauguration of the Poornaprajna Institute of alumni associationon 5th October 2016 at Prajna Hall by His Holiness Shri Shri Vishwa Priya Theertha Swamiji.

File Description	Documents
Paste link for additional information	https://pim.ac.in/alumni/appeal-to-alumni/
Upload any additional information	No File Uploaded

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

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The management of the Institute has been striving hard to reach excellence through unceasing determination and commitment. Under the aegis of the experienced management team the Institute has benefitted enormously both in terms of sustainable development and quality enhancement. The newly formed management has been regularly interacting with the Faculty and the students to make the institute a reputed brand in the coastal region of the state. The management has introduced new facilities and amenities to all the member of the Institute. This includes salary revision through the introduction of a scale in terms of the monthly salary which is a unique initiative for the staff members who were paid a consolidated pay till May 2022. This was further extended to the no-teaching staff as well. The management has also sanctioned the

arears amount without any delay which talks about the magnanimous vision of the management. The Earned Leave limit was for teaching staff non-teaching staff annually which is a noble initiative from the Management. The whole process was designed and incubated under the equal participation of the management, staff both teaching & non-teaching and other key stakeholders connected with the Insitute.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

The institution has demonstrated effective decentralization and delegation from the times of its inception. During the post-pandemic period the chairman of the college had himself taken good care of all the members of the institute. During the times of his non-availability, the administrative workload was transferred to the honorable Secretary and the treasurer who effectively delivered their duties and were available for all consultation and guidance wherever there was any requirement. The Director of the Institute has demonstrated effective delegation by allowing the second line of the faculty to initiate programs and events in the Institute. One example of such delegation is the execution of Entrepreneurship Knowledge Mela that was conducted in the Institute. The event was equally coordinated by all the faculty members who had taken equal responsibility of the entire programs right from registration to the hospitality of the participants. The faculty had also further delegated the work of the entire program to the students of both first year and second year which is a clear indication of delegation of leadership and decentralization of authority which is demonstrated by the chairman at the top who leads by example on participative management.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The Institute has been following a very strict policy when it comes to attendance and discipline. The standards set by the Institute are considered to be the benchmark for all the neighboring institutes around. It is not an exaggeration but a fact that this discipline has helped the Institute to secure academic excellence throughout the existence of the Institute. University ranks and gold medals secured by the students are an exemplary indication of the discipline filled in the campus and the environment of the Institute. To make the environment more professional two CCTV cameras have been installed to monitor the movement of the students during the class hours and track any deviation that could hamper the discipline related matters in the Institute.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

The chairman of the Institute has a developmental attitude towards the future and growth of the Institute. The Governing Council provides all the support and resources to drive the desire and aspiration of the Chairman. The vision of the Chairman to make the institute as a pioneer in providing quality management education is supported by the office bearers of council. The Secretary and Treasurer are always available for guidance and consultation in the administrative matters and other academic needs and requirements. The Director takes instructions from the Secretary and Treasurer who provide all the required inputs that help the institute grow. The Director further passes on the rights and information to the teaching and non-teaching staff who in turn are the backbone of the Institute. The Teaching staff bring in innovative techniques in teaching methodology and practices to enhance and upgrade the Knowledge, Skills and Abilities of the Students to help them prepare for the corporate world and

competition in the job market. The Non-teaching staff provide all the support in terms of maintaining the day-today tasks of the Institute right from admission to collection of documents and various fees.

File Description	Documents
Paste link for additional information	**Nil**
Link to Organogram of the institution webpage	**Nil**
Upload any additional information	View File

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

C. Any 2 of the above

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

6.3 - Faculty Empowerment Strategies

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

The management of the Institute has always stood up for the welfare of the teaching and non-teaching staff right from the very beginning. The staff of the institute both teaching and non-teaching have been covered under a group insurance which covers the medical facilities in case of any emergency. The Earned leave limit for the teaching staff was revised and enhanced from 6 to 10 per year and from 12 to 30 for the non-teaching staff which is a unique initiative in the history of the institute. In addition, the female staff have been provided with 2 months maternity benefits. The attenders of the college who are part of the non-teaching staff are provided with 2 pairs of uniforms each to help

them deliver their duty more efficiently and systematically. The uniforms are of supreme quality that indicate the professionalism while delivering the duties creating a positive impression in the minds of the visitors and other stakeholders of the Institute.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

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

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

0

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

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

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

2

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

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

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

7

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

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

The Institution has a systematic process of reviewing the performance of the faculty and the non-teaching staff on a regular basis in order the boost the motivation of the members. The performance is reviewed after considering the various inputs from

multiple stakeholders. These include student's feedback and management's decision to recognize the performance of the individual.

Every year the management of the Institution addresses the faculty and the non-teaching staff and yearly increments are decided based on the performance and the outcomes during the previous year. The performance matrix is purely based on the principle of hard work and dedication towards the work, discipline at work, high moral standards, delivering high quality of service to all the stakeholders of the Institute. In addition, faculty achievements like participation in National and International conferences, seminars, paper presentations, consultancy programs etc. are taken into consideration while conducting the performance review.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

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

The The financial audit of the institute is conducted meticulously within the regular course of time. The internal audit is carried out by the Accounts team which includes rigorous and intense verification, and cross-checking the financial statements of the institute. Reputed and qualified auditors perform the audit function throughout and also suggest remedial measures in case of any gap in the accounting processes or systems. The Institute maintains all relevant books of accounts in the most transparent way which indicates the high standards in financial and accounting systems.

There is a regular check on the accounting processes and financial systems by the honorable treasurer of the Institute who takes care to follow all the protocols before finalizing or sanctioning any financial deed or instrument.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

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

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

0

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

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

The Institute functions for the overall development of the student community and makes the best utilization of all the resources to mobilize funds which could help in some constructive activities.

1.The Photocopying machine installed in the library provides the printing/photocopying services which are needed by the students at very reasonable and affordable rates. Even though the rates are reasonable there is no compromise on the quality of the output. The income generated from such printing and photocopying is treated as income in the income expenditure account which is further projected in the Balance sheet of the Institute.

2. The students have access to a multiple of newspapers in the Library which enhances the knowledge and improves the general awareness of the students. These newspapers are resold as scrap which is treated as income in the income expenditure account which is further projected in the Balance sheet of the Institute.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5 - Internal Quality Assurance System

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

1. Installation of CCTV Cameras:

As per the recommendations of IQAC and the academic think tank team, two additional CCTV cameras were installed in the important areas of the Institute viz., First Floor lobby and Library entrance to monitor the student's movement specially to bring more seriousness into the schedule of the student's activities.

1. Hot-cold water facility:

As an initiative from the IQAC of the Institution, and to maintain the health conditions after post-covid there was a proposal June 2022 to install a Water Purifier to the Institute; the samewas installed in July amounting to Rs. 82,000 was installed having both hot and cold water facility.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

CORPORATE ETIQUETTE TRAINING:

Corporate Etiquette Training for I MBA started on 01-08-2022 with an aim to develop leadership skills in the corporate level and build right attitude in the students while facing corporate turbulences. The aim of the training was more focused on the behavior modification through experiential learning and practical assignments.

ENTREPRENEURSHIP KNOWLEDGE MELA:

As a collaborative programme Of Poornaprajna Institute of Management & PCRD, 'Entrepreneurship Knowledge Mela' was organized at PIM aiming to enhance the entrepreneurial skills among young student community. A total of 200 plus students from the Institute and neighboring colleges took benefits from the experiences of renowned and prominent young entrepreneurs of the region.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	**No File Uploaded**

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)	**B. Any 3 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	https://www.nirfindia.org/2022/ManagementRankingALL.html
Upload e-copies of the accreditations and certifications	**No File Uploaded**
Upload any additional information	**No File Uploaded**
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The concept of gender equity refers to "fairness of treatment for both men and women, according to their respective needs. This may include equal treatment or treatment that is different, but which is considered equivalent in terms of rights, benefits, obligations, and opportunities" (International Labour Organization[ILO], 2000).

Education deals with the formation of habits of human beings. If so, we need education seriously to focus on promoting the equal participation of women and men in making decisions; reducing the enrolment gap between women's and men's access; giving equality in the learning process, educational outcomes, and external results; and providing equal benefits for both genders.

PIM Rules and Policy guidelines for admission, recruitment, administrative function, and academic administrative activities safeguard the interests of the students, faculty, and workforce members without any discrimination including gender. The true spirit of education is being practiced in the Institute, i.e., no discrimination against caste, creed, religion, and gender, including the third gender. The Institute provides safety, security & counseling facilities to both male and female students /staff through its well-defined Equity, Diversity & Non-discriminatory policy. The institution has constituted a Statutory Committee as per Clause 1 of section 23 of the AICTE Act, 1987 (52 of 1987) AICTE. The Committee ensures transparency in admissions, prevents unfair practices, and addresses complaints of discrimination towards staff/ students belonging to Scheduled Caste, Scheduled Tribe, OBC, Minority, or Disabled Categories.

File Description	Documents
Annual gender sensitization action plan	https://pim.ac.in/ftp/cr7_aqar/pim_gender.pdf
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://pim.ac.in/ftp/cr7_aqar/Safety_and_Security.pdf

7.1.2 - The Institution has facilities for alternate sources of energy and energy	B. Any 3 of the above

conservation measures   Solar energy Biogas plant Wheeling to the Grid   Sensor-based energy conservation Use of LED bulbs/ power efficient equipment

File Description	Documents
Geo tagged Photographs	[View File]()
Any other relevant information	No File Uploaded

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

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 a Waste Management Organizationestablished by Pollution Control Office Udupi. Ayush Enviro Tech Ltd. Liquid Waste Management Since the institution offers onlyMBA Programme,the wet waste generation is meager. As per the norms of Udupi Municipal Office, it is mandatory for wet waste and is discarded systematically. The institution also has a well-maintained drainage system for sewage disposal andliquid waste 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 institute office. The salvageable parts are reused in other defective systems, putting them in working condition, and thus ensuringtheir utilization. Irrepairable equipment is scientifically disposed off through vendors for further e-waste management or through a buyback arrangement by the institution.

Biomedical Waste Management

Since our institute is management teaching, no biomedical waste is generated.

Hazardous Chemicals and Radioactive Waste Management

No Hazardous chemicals and radioactive elements are generated in the Institute.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	View File
Geo tagged photographs of the facilities	View File

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

B. Any 3 of the above

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

7.1.5 - Green campus initiatives include

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

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

B. Any 3 of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the

A. Any 4 or all of the above

following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading	**C. Any 2 of the above**

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

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

Poornaprajna Institute of Management believes in the equality of

all cultures and traditions as is evident from the fact that students belonging to different castes, religions, and regions are studying without any discrimination. Though the Institution has a diverse socio-cultural background and different linguistics, there has not been any intolerance towards culture, region, language, communal, socio-economic, or any other forms reported. With great fervour the national festivals, birth anniversaries, and memorials of great Indian personalities like Mahatma Gandhi, Sardar Vallabhbhai Patel, Pandit Jawaharlal Nehru, Dr. Bhimrao Ambedkar, Sarvepalli Radhakrishnan, Lal Bahadur Shastri, Swami Vivekananda, etc. are celebrated. The Institution celebrates Rashtriya Ekta Diwas (pledge being taken by both staff and students on National Integration Day) every year.

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	**No File Uploaded**
Any other relevant information	**No File Uploaded**

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

India, as a country, includes individuals with different backgrounds viz., cultural, social, economic, linguistic, and ethnic diversities governed and guided by the Constitution irrespective of caste, religion, race sex. The PIM organizes various programs from time to time for the promotion of Constitutional values, rights, duties, and responsibilities of citizens. The PIM organizes various activities to create awareness about the national identity and symbols. Moreover, these are aimed to familiarize its stakeholders with Fundamental Duties and Rights. Every year Republic Day is Celebrated on 26th Jan by organizing activities highlighting the importance of the Indian Constitution Similarly, Constitution Day also would be celebrated on 26th Nov every year. Independence Day is also celebrated every year to highlight the struggle for freedom and the importance of the Indian constitution.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	https://pim.ac.in/pim/code-of-conducts/
Any other relevant information	http://pimmgt.blogspot.com/2022/08/sadbhavana-day-celebration.html

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

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

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

PIM celebrates/ organizes national and international commemorative days, events, and festivals. National festivals play an important role in planting seeds of Nationalism and Patriotism among the students of the HEI. The Faculty, Staff, and Students of the institution all come together under one umbrella to celebrate these occasions and spread the message of Unity, Peace, Love, and Happiness throughout. Republic day- The institution celebrates Republic Day on 26th January every year, commemorating the

adoption of the Indian constitution and spreading the message that India is the largest democratic country in the world. This is a day to remind the students about the constitution of the country and the need to always abide by it. The celebration includes the hoisting of the national flag and the spreading of a warm message of nationalism in a speech by the Chairman of the council. Independence Day is celebrated every year on the 15th of August, parades and flag hoisting is organized, and is celebrated to mark the freedom of India from British rule. The institution encourages students to remember our national leaders and their sacrifices. Gandhi Jayanti is celebrated every year on 2nd October to understand the ideology of our great leader Mahatma Gandhi wherein students and staff pledge.

International Yoga Day is celebrated on 21st June every year. The Faculty & Students organize the yoga camp, and a speech is conducted to make everyone aware of how Yoga embodies unity of mind and body.

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

7.2 - Best Practices

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

Best Practice I: Mentoring System

Title:Margadarshak

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.

Best Practice II

Prajna Vaibhavam

The main aim of Prajna Vaibhavan 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 with students which will provide honest insights to students, and explore and evaluate their potential, educational and career options.
2. To improve problem-solving, communication, presentation, leadership, research, group dynamics, and entrepreneurship skills

File Description	Documents
Best practices in the Institutional website	https://pim.ac.in/naac/best-practices/
Any other relevant information	https://pim.ac.in/naac/best-practices

7.3 - Institutional Distinctiveness

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

The motto of the Udupi Sri Admar Mutt Education Council is to spread the light to impart 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. With this background, 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.

Poornaprajna-Rotary, Manipal Center for Social Empowerment is yet another initiative where the Institute has joined hands with the reputed Social Organization- Rotary Club, Manipal. Through this Center various activities connected with Communities withspecial reference to Women's Empowerment is taken up from time to time. The aims and objectives of the Rotary Club are services, and the Center tries to design and execute various programmes which are relevant and important.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	View File

7.3.2 - Plan of action for the next academic year

Plan of Action for the Next Academic Year

? Applying for the 'Research Centre' from Mangalore University ? To consider the proposal on'Rain Water Harvesting' project ? Applying for the Introduction of the MCA Programme ? Planning to get financial aid from the corporate through PCRD ? Planning to conduct 'Women Empowerment Programme' in North Karnataka (HubliRegion) through PCRD ? To be the co-host of 'The All-India Inter University Volleyball Championship for Men2022-23' ? Entering into MOU with Mahatma Gandhi National Council of Rural Education ? Conducting Placement and Related Activities for Better Placement of Students ? Organizing Extension/Outreach/Corporate Interaction/Special Guest Lectures under the Banner of Different Clubs/Associations