



## **YEARLY STATUS REPORT - 2022-2023**

### **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://pim.ac.in/wp-content/uploads/2023/09/24866\\_2.pdf](https://pim.ac.in/wp-content/uploads/2023/09/24866_2.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/2023/07/Academic-Calendar-2022-23-1.pdf>

**5. Accreditation Details**

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

**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
<b>Research Centre</b>	<b>CSR</b>	<b>Karnataka Bank Ltd.,</b>	<b>2023</b>	<b>535000</b>

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

**Yes**

- Upload latest notification of formation of IQAC

[View File](#)

**9.No. of IQAC meetings held during the year**      **5**

- 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)**

Applied to AICTE for the commencement of additional batch of MBA

Applied to AICTE for the introduction of MCA programme

Building extension work has been initiated

Application has been made for the 2(f) 12 (B) status from UGC through Mangalore University

Signed MOU with Mahatma Gandhi National Council of Rural Education

**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
To apply for Research Centre from Mangalore University	The HEI has applied for Research Centre from Mangalore University: Application has been made to the Registrar (Administration) , Mangalore University, dated October 12, 2022
To consider the proposal on 'Rain Water Harvesting' project	The project could not be taken up during the year; however, will be definitely considered in future
To apply for the introduction of MCA programme	The HEI has been successful in getting the Letter of Approval (LOA) from AICTE for the commencement of MCA programme (60 intake) with effect from Academic Year 2023-24
To plan to get financial aid from the Corporate through PCRD	The HEI, through PCRD, has been successful in getting Karnataka Bank Ltd. CSR fund approximately Rs.5,35,000
To plan to conduct 'Women Empowerment Programme' in North Karnataka (Hubli Region) through PCRD	PCRD, in association with Sri Vighneshwara Vidyavardhaka Sangha, Hubballi and Karnataka Bank Ltd., organised an expert lecture on the topic 'We Have Only One Earth' at VVS Nursing College, Hubballi on August 9, 2023; Dr. Krishna Kothai, co-ordinator, PCRD was the resource person. PCRD, in association with Dandin Trust, Dharwar and Karnataka Bank Ltd. organised one day workshop on 'Small Business for Women' at Don Bosco Hall, Dharwar on August 10, 2023
To be the co-host of 'The All India Inter-University Volleyball Championship for Men 2022-23	'All India Inter-University Volleyball Championship for Men 2022-23' was organised by Poornaprajna College, Udupi between 4th and 8th January,

	2023 at PPC campus; the HEI (poornaprajna Institute of Management) was also the co-host of the event
To enter into MOU with Mahatma Gandhi National Council of Rural Education	The HEI has entered into MOU with Mahatma Gandhi National Council of Rural Education dated November 12, 2022
To conduct Placement and Related Activities for Better Placement of Students	<ul style="list-style-type: none"> <li>• Pre-placement Training Session by the Manager, Muthoot Finance Ltd. on 23-06-2022</li> <li>• Preliminary placement activities by Renix Technologies Ltd. on 24-06-2022</li> <li>• Personal interview for the shortlisted candidates of Renix Technologies Ltd. on 27-06-2022</li> <li>• Placement activities at Robosoft Technologies Ltd. on 29-06-2022</li> <li>• Muthoot Finance online written test on 22-07-2022</li> <li>• Diya Systems virtual interview on 23-07-2022</li> <li>• Corporate Etiquette Training for I MBA started on 01-08-2022</li> <li>• Virtual GD round by Property Pistol Pvt. Ltd. on 17-08-2022</li> <li>• Final round of Interview by Prakash Retail Pvt. Ltd. on 17-08-2022</li> <li>• Preplacement talk by Mr. Raghuttam Acharya, Managing Partner, KVM Financial Services Ltd., Bangalore on 18-08-2022</li> <li>• Virtual Personal Interview by Property Pistols Pvt. Ltd. on 18-08-2022</li> <li>• KVM Financial Services Ltd. conducted GD &amp; Personal Interview on 27-08-2022</li> <li>• Oppo India conducted virtual GD on 12-09-2022</li> <li>• Mahindra Rural Housing Finance conducted virtual Personal Interview on 13-09-2022</li> <li>• Four students took up internship at a CA office</li> </ul>

with effect from 16-11-2022 • Mr. B N Amin, GM (HR), Prakash Retails Pvt. Ltd. addressed second year students on 'Corporate Etiquettes' on 21-12-2022 • Poornakash- The Training & Placement Cell in association with EDP Cell & IQAC organised a Motivational Speech & Training session 'Dream Big' with Mr. Subhash Bangera, JCI National Iconic trainer & Proprietor Shlokaa Enterprises, Udupi as the resource person on 22-12-2022 • Career guidance programme was conducted for second year students with Mr. Darshan Patil, Director-Learning Innovation & Content, Digital Solutions, Manipal Technologies Ltd., Manipal as resource person on 03-01-2023 • Mr. Sridhar, senior manager, (Training & HR), Konkan Railways, addressed second year students on 09-01-2023 • Eleven students from first MBA have undergone internship at Harsha (March 6 to March 12, 2023) • Workshop on 'Adding Value to Your MBA' conducted with Dr. Sudhir M, Professor, JKSHIMS, Nitte as resource person on 12-04-2023 • Career guidance programme for first MBA students by Mr. Darshan Patil, Director-Learning Innovation & Content, Digital Solutions, Manipal Technologies Ltd. on 21-04-2023 • Training & Placement cell and HR Forum conducted an H R Round Table on the topic 'HR Practices in IT Companies' for second year HR students with Ms. Laxmi Shetty, Campus Relationship Manager, Robosoft Technologies as

	<p>resource person on 16-05-2023 • Arranged for Campus Placement Drive by Muthoot Finance on 12-06-2023 • Training &amp; Placement cell in association with Marketing Forum organised the Marketing Round Table on the topic 'Rural Marketing Strategies' Mr. Mitchell David D'Almeida, Deputy Manager, Dalmia Cement as resource person on 13-06-2023</p>
<p>To organise extension, outreach, corporate interaction, special guest lectures under the Banner of different Clubs and/or Associations</p>	<p>• Eco Club organised a lecture on 'We Have Only One Earth' on the occasion of World Environment Day on 23-06-2022 • Dr. Bharathi Karanth conducted a session on 'Life Skill for Managers' for the students of PPC on 08-06-2022 • Mr. Shivanand M Bhandarkar delivered a lecture on 'Build Your Career' for the students of Sri Poornaprajna Evening College on 09-06-2022 • International Yoga Day was celebrated at the Institute by Sports Club in association with Pathanjali Yoga Samithi Udupi on 21-06-2022 • ETICA conducted quiz on the theme 'Global Management Practices' on 18-07-2022 • ETICA conducted competition on typing skill 'Key Board Ninja' on 22-07-2022 • Career Guidance Programme for final year degree students of PPC held on 22-07-2022; Dr. Bharath V, Dr. Naveen Kumar K R &amp; Mr. Shivanand M Bhandarkar were the resource persons • FDP on 'Developing Management Cases' for the faculty of PIM &amp; M Com Dept of PPC with Dr. V K Ranjith as resource person on 27-07-2022 •</p>

Inbound Training Programme  
'Gamification Workshop' by Mr. Ramani Venkat on 29-07-2022 • International Youth Day jointly celebrated by HR Club, PCRD & Rotary Club, Manipal on 12-08-2022 • Librarian Day celebrated with Dr. Rekha D Pai, Dept of Library & Information Science, MAHE, Manipal as chief guest on 13-08-2022 • On account of Azadi Ka Amrit Mahotsav, Essay Competition was conducted on 10-08-2022, Elocution on 11-08-2022 Drawing Competition on 12-08-2022 & Singing & Skit Competition on 16-08-2022 • A talk on 'Interpersonal Relations' by Dr. Virupaksha Devrumane on 12-08-2022 • A special talk on the theme 'Azadi Ka Amrit Mahotsav' was delivered by Dr. Nirmala Kumari, Principal, Vaikunta Baliga Law College Udupi on 16-08-2022 • Oath administered to students & staff on the occasion of 'Sadbhavana Day' on 20-08-2022 • Students participated in 'Management & Cultural Fest at SBC, Karkala'; won first place in collage & second place in dance competition on 20-08-2022 • Finance Forum organised a talk on 'Hedging through Derivatives' by Prof. Harish B on 26-08-2022 • Finance Forum conducted workshop on 'Technical Analysis of Financial Markets' by Mr. Varun Devadiga & Mr. Sudhindra Kamath on 02-09-2022 • An awareness programme on 'Narcotic Drugs & Its Harmful Effects' was arranged in association with Excise Dept. Govt. of Karnataka on 06-09-2022 • Finance Forum



organised 'Corporate Interaction Session' with Mr. Praveen Deshbhag on 06-09-2022 • HR Forum organised Intra-institute HR Competition 'ZEST 2K22' on 07-09-2022 • Marketing Forum organised Intra-Institute Marketing Competition 'MARKSPROUT 2K22' on 08-09-2022 • Finance Forum conducted Intra-Institute Finance Competition 'FINSPARK 2K22' on 09-09-2022 • Six students from I MBA along with Dr. Bharath V & Mr. Shivanand M Bhandarkar participated in the 'MSME ZED Certification Awareness Programme' at Kediyoor Hotel, Udupi organised by Udupi Chamber of Commerce & Industry, Udupi, on 20-09-2022 • Staff & students of PIM in association with Adarsha Hospital, District Health & Family Welfare Dept participated in the Mega Rally on account of 'World Heart Day' on 01-10-2022 • EDP cell in association with Mahatma Gandhi National Council of Rural Education organised a workshop on 'Social Entrepreneurship, Sustainability and Rural Engagement' on 12-11-2022 • Alumni of PIM Mr. Sudhindra Bhat, Mr. Varun Devadiga and Mr. Vishwas Nayak shared their Corporate Experience with second MBA students on 17-12-2022 • EDP cell joined hands with sister institutions in the campus in organising 'Prajna Craft Mela' - National Handicrafts and Arts Demonstration, Exhibition and Sale on 19th & 20th December, 2022 • Dr. Bharathi Karanth conducted 3 training sessions

for the staff of Adarsha Hospital, Udupi on 11th, 13th & 28th February, 2023 • Second year student Mrs. Shruthi Raj participated in the panel discussion on 'Glass Ceiling' at a Two-Days National Conference on 'Relevance of Rajaram Mohan Roy in Women Empowerment and Transformation in New India' at A J Institute of Management, January 30 & 31, 2023 • A team of 10 students from second MBA won Overall Championship at the management fest INSIGNIA 2023 organised by St. Aloysius Institute of Management and Information Technology, Mangalore on 08-02-2023 • HR Forum launched month long 'E-waste Campaign' to recycle electronic waste on 09-01-2023 • A street play was initiated by HR Forum on the occasion of 'World Youth Day' on 12-01-2023 • Activity based workshop on 'Employability - Needed Traits' with Dr. Shubha H S and Dr. Praveen K Shetty, Manipal as resource persons on 19-01-2023 • Finance Club organised training session on 'Stock Market Trading' for second year finance students with Mr. Sudheendra and Mr. Varun Devadiga (alumni) as resource person on 28-01-2023 • HR Forum in association with Poornaprajna Rotary Manipal Centre for Social Empowerment organised expert lecture on the topic 'Plan Thy Future' with Sri S V Manjunath, Associate Professor, APU, Bangalore as resource person on 02-02-2023 • Inbound Training Programme was conducted for the students with

Mr. Ramani Venkat as the resource person on 10-02-2023 • HR Forum organised Mindful Bliss Training with Mr. Arpit Ahuja as resource person on 12-02-2023 • Finance Forum organised students' 'Panel Discussion on Union Budget 2023' with CA Prashanth Holla as chief guest on 14-02-2023 • HR Forum conducted 'Environment Quiz' to create awareness on Environment Conservation & e-Waste Management on 15-02-2023 • Library Orientation for I MBA students was conducted on 25-02-2023 • Anti-ragging Oath administered for students on 01-03-2023 • Marketing specialisation students visited 'Clay Kart' at Perdoor on 06-01-2023 • Second year students visited Manipal Technologies Ltd. and Udaya Aluminium Industries, Manipal on 13-01-2023 • HR Forum initiated Beach Cleaning at Malpe Beach on 12-02-2023 • HR Forum initiated 'Nature Connect: A Visit to Chikmagalur District' on 19-02-2023 • Cultural Club organised 'Aarambh 2022' welcoming the first year students on 04-03-2023 • Dr. Bharath V, Prof. Santhosh N Prabhu & Prof Shivanand M Bhandarkar attended a programme 'Catch Experts on Union Budget and its Impact on the Indian Economy' at TAPMI, Manipal on 11-04-2023 • Prof. Santhosh N Prabhu & Prof. Shivanand M Bhandarkar attended three-days (21st to 23rd April, 2023) Teachers Training Programme organised by AMEC with Prof.

Sunny Tharappan, Director, CLHRD, Mangalore as the chief facilitator • Students from both classes participated in the management fest 'ELIXR 2023' organised by A J Institute of Management, Mangalore on 21-04-2023; won first place in finance event • Women's Empowerment Cell organised International Women's Day with Mrs. Deepa Bhandary, Rtd. Vice Principal as guest speaker on 08-03-2023 • Eco Club in association with Poornaprajna Rotary Manipal Centre for Social Empowerment and Karnataka Bank Ltd. organised expert lecture on 'Remaining Biodiversity Conservation for People and the Planet' with Dr. Dhanya Bhaskar, Chairperson, Centre for Policy Studies, Indian Institute of Forest Management, Bhopal as resource person on 21-03-2023 • PIM joined hands with Nehru Yuva Kendra (Ministry of Youth Affairs & Sports, GOI) in conducting District Level Neighbourhood Youth Parliament on 25-03-2023 • Cultural club in association with Poornaprajna Rotary Manipal Centre for Social Empowerment and Karnataka Bank Ltd. organised Rtn H N S Rao Memorial Lecture on 'Cultural Connotations of Coastal Karnataka' with Dr. Praveen Shetty, co-ordinator, Centre for Intercultural Studies & Dialogue, MAHE as resource person on 13-04-2023 • Second year students participated in the Management Fest organised by the Dept. of PG Studies in Commerce, MPM GFGC, Karkala on

22-05-2023; won first prize in finance event • Second year students participated in the District Level YUVA UTSAV 2023 organised by Nehru Yuva Kendra, Udupi on 14-06-2023 • PIM in association with PPC organised special lecture on 'Meditation for Confidence, Clarity & Manifestation' with Mr. Chandra Pulamarasetti Meditation Coach, Founder, Buddha CEO Quantum Foundation as resource person on 07-06-2023 • PCRD in association with Dept. of Women & Child Development, GOK, District Legal Services Cell, APU & Karnataka Bank Ltd. organised Two-days Training Programme for Women SHG at Taluk Office, Udupi on 27th and 28th June, 2023 • ED cell in association with PCRD & Karnataka Bank Ltd. organised a discourse on 'Unleashing Potential: Sharing the Entrepreneurship Journey' with Mrs. Vimala Chandrashekhar, CEO, Adarsha Hospital, Udupi on 10-07-2023 • IPR cell organised a workshop on 'IPRs-Scope & Relevance' with Dr. Santhosh Prabhu, Assistant Professor, SDM Law College & Centre for PG Studies & Research in Law Degrees, Mangalore as the resource person on 17-07-2023 • Finance Forum organised 'FINSPARK 2K23' with Mr. Diwakar Shetty K, auditor & tax consultant as chief guest on 11-07-2023 • HR Forum organised 'ZEST 2K23' with Mr. B M Amin, GM (HR), Prakash Retail Pvt. Ltd. as the chief guest on 13-07-2023 • Marketing Forum organised 'MARKSPROUT 2K23' with

Ms. Shambhavi Bhandarkar, CEO, Chipsy IT Services, Udupi as the chief guest on 14-07-2023 • Dept. of Library & Information Centre, PIM has organised Librarian's Day with Smt. Nalini G I & Smt. Ranjitha C, Librarians, Bannanje Govindacharya Memorial Digital Library, Udupi as chief guests on 14-08-2023 • Dept. of Library & Information Centre, PIM has organised a visit for first year students to the City Central Library, Udupi & Library Awareness Programme on 18-08-2023 Faculty member Joe Ashwin Correa involved in the following outreach activities: • Delivered a special guest lecture on HR trends at Swastika National School, Mangalore on 04-11-2022 • Conducted a session on 'Resume Building Skills' at Milagres College, Kallianpur on 08-11-2022 • Conducted virtual training for Robosoft System's engineering staff on the topic 'Understanding Essential Behaviours to Increase Your Work Impact' on 10-11-2022 • Conducted 'Student Interaction and Workshop on Self Branding' at Milagres College, Kallianpur on 15-11-2022 • Conducted Staff Development Programme 'You Are Important' for Level 1 employees of Bank of Baroda at Udupi on 18-11-2022 • Won second place in case study analysis competition 'Glory To Ashes-The Story of BSNL' (cash prize of Rs.15,000) at NMIT-MBA, Bangalore on 26-11-2022 • Delivered a Guest Talk on 'Group Discussion Skills' at SMVIT, Bantakal on

06-01-2023 • Engaged Virtual Training for the Engineering Staff of Robosoft Technologies Systems on 18-01-2023 • Conducted a Workshop on 'How to face G D Round' for final year B Com students of PPC on 27-01-2023 • Conducted training programme at Robosoft Technologies Ltd on 09-03-2023. • PIM alumnus Mr. Mayura Shetty shared his corporate experience with students on 29-03-2023 • ED cell organised an interactive session between second year students and Mr. Ramakrishna Hebbar, GM at ITW BISS on 03-12-2022 • Research Cell has organised a workshop on SPSS scheduled from 22-05-2023 to 27-05-2023 for the second MBA students

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

- Name of the statutory body

Name	Date of meeting(s)
Nil	Nil

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

## Part A

### Data of the Institution

<b>1.Name of the Institution</b>	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
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<b>4.Whether Academic Calendar prepared during the year?</b>	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	<a href="https://pim.ac.in/wp-content/uploads/2023/07/Academic-Calendar-2022-23-1.pdf">https://pim.ac.in/wp-content/uploads/2023/07/Academic-Calendar-2022-23-1.pdf</a>				
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13-09-2022 • Four students took up internship at a CA office with effect from 16-11-2022 • Mr. B N Amin, GM (HR), Prakash Retails Pvt. Ltd. addressed second year students on 'Corporate Etiquettes' on 21-12-2022 • Poornakash- The Training & Placement Cell in association with EDP Cell & IQAC organised a Motivational Speech & Training session 'Dream Big' with Mr. Subhash Bangera, JCI National Iconic trainer & Proprietor Shlokaa Enterprises, Udupi as the resource person on 22-12-2022 • Career guidance programme was conducted for second year students with Mr. Darshan Patil, Director-Learning Innovation & Content, Digital Solutions, Manipal Technologies Ltd., Manipal as resource person on 03-01-2023 • Mr. Sridhar, senior manager, (Training & HR), Konkan Railways, addressed second year students on 09-01-2023 • Eleven students from first MBA have undergone internship at Harsha (March 6 to March 12, 2023) • Workshop on 'Adding Value to Your MBA' conducted with Dr. Sudhir M, Professor, JKSHIMS, Nitte as resource person on 12-04-2023 • Career guidance programme for first MBA students by Mr. Darshan Patil, Director-Learning Innovation & Content, Digital Solutions, Manipal Technologies Ltd. on 21-04-2023 • Training & Placement cell and HR Forum conducted an H R Round Table on the topic 'HR Practices in IT

	<p>Companies' for second year HR students with Ms. Laxmi Shetty, Campus Relationship Manager, Robosoft Technologies as resource person on 16-05-2023 • Arranged for Campus Placement Drive by Muthoot Finance on 12-06-2023 • Training &amp; Placement cell in association with Marketing Forum organised the Marketing Round Table on the topic 'Rural Marketing Strategies' Mr. Mitchell David D'Almeida, Deputy Manager, Dalmia Cement as resource person on 13-06-2023</p>
<p>To organise extension, outreach, corporate interaction, special guest lectures under the Banner of different Clubs and/or Associations</p>	<p>• Eco Club organised a lecture on 'We Have Only One Earth' on the occasion of World Environment Day on 23-06-2022 • Dr. Bharathi Karanth conducted a session on 'Life Skill for Managers' for the students of PPC on 08-06-2022 • Mr. Shivanand M Bhandarkar delivered a lecture on 'Build Your Career' for the students of Sri Poornaprajna Evening College on 09-06-2022 • International Yoga Day was celebrated at the Institute by Sports Club in association with Pathanjali Yoga Samithi Udupi on 21-06-2022 • ETICA conducted quiz on the theme 'Global Management Practices' on 18-07-2022 • ETICA conducted competition on typing skill 'Key Board Ninja' on 22-07-2022 • Career Guidance Programme for final year degree students of PPC held on 22-07-2022; Dr. Bharath V, Dr. Naveen Kumar K R &amp; Mr. Shivanand M Bhandarkar were the resource persons • FDP</p>

on 'Developing Management Cases' for the faculty of PIM & M Com Dept of PPC with Dr. V K Ranjith as resource person on 27-07-2022 • Inbound Training Programme 'Gamification Workshop' by Mr. Ramani Venkat on 29-07-2022 • International Youth Day jointly celebrated by HR Club, PCRD & Rotary Club, Manipal on 12-08-2022 • Librarian Day celebrated with Dr. Rekha D Pai, Dept of Library & Information Science, MAHE, Manipal as chief guest on 13-08-2022 • On account of Azadi Ka Amrit Mahotsav, Essay Competition was conducted on 10-08-2022, Elocution on 11-08-2022 Drawing Competition on 12-08-2022 & Singing & Skit Competition on 16-08-2022 • A talk on 'Interpersonal Relations' by Dr. Virupaksha Devrumane on 12-08-2022 • A special talk on the theme 'Azadi Ka Amrit Mahotsav' was delivered by Dr. Nirmala Kumari, Principal, Vaikunta Baliga Law College Udupi on 16-08-2022 • Oath administered to students & staff on the occasion of 'Sadbhavana Day' on 20-08-2022 • Students participated in 'Management & Cultural Fest at SBC, Karkala'; won first place in collage & second place in dance competition on 20-08-2022 • Finance Forum organised a talk on 'Hedging through Derivatives' by Prof. Harish B on 26-08-2022 • Finance Forum conducted workshop on 'Technical Analysis of Financial Markets' by Mr. Varun

Devadiga & Mr. Sudhindra Kamath on 02-09-2022 • An awareness programme on 'Narcotic Drugs & Its Harmful Effects' was arranged in association with Excise Dept. Govt. of Karnataka on 06-09-2022 • Finance Forum organised 'Corporate Interaction Session' with Mr. Praveen Deshbhag on 06-09-2022 • HR Forum organised Intra-institute HR Competition 'ZEST 2K22' on 07-09-2022 • Marketing Forum organised Intra-Institute Marketing Competition 'MARKSPROUT 2K22' on 08-09-2022 • Finance Forum conducted Intra-Institute Finance Competition 'FINSPARK 2K22' on 09-09-2022 • Six students from I MBA along with Dr. Bharath V & Mr. Shivanand M Bhandarkar participated in the 'MSME ZED Certification Awareness Programme' at Kediyoor Hotel, Udupi organised by Udupi Chamber of Commerce & Industry, Udupi, on 20-09-2022 • Staff & students of PIM in association with Adarsha Hospital, District Health & Family Welfare Dept participated in the Mega Rally on account of 'World Heart Day' on 01-10-2022 • EDP cell in association with Mahatma Gandhi National Council of Rural Education organised a workshop on 'Social Entrepreneurship, Sustainability and Rural Engagement' on 12-11-2022 • Alumni of PIM Mr. Sudhindra Bhat, Mr. Varun Devadiga and Mr. Vishwas Nayak shared their Corporate Experience with second MBA students on 17-12-2022 • EDP cell joined



hands with sister institutions in the campus in organising 'Prajna Craft Mela' - National Handicrafts and Arts Demonstration, Exhibition and Sale on 19th & 20th December, 2022 • Dr. Bharathi Karanth conducted 3 training sessions for the staff of Adarsha Hospital, Udupi on 11th, 13th & 28th February, 2023 • Second year student Mrs. Shruthi Raj participated in the panel discussion on 'Glass Ceiling' at a Two-Days National Conference on 'Relevance of Rajaram Mohan Roy in Women Empowerment and Transformation in New India' at A J Institute of Management, January 30 & 31, 2023 • A team of 10 students from second MBA won Overall Championship at the management fest INSIGNIA 2023 organised by St. Aloysius Institute of Management and Information Technology, Mangalore on 08-02-2023 • HR Forum launched month long 'E-waste Campaign' to recycle electronic waste on 09-01-2023 • A street play was initiated by HR Forum on the occasion of 'World Youth Day' on 12-01-2023 • Activity based workshop on 'Employability - Needed Traits' with Dr. Shubha H S and Dr. Praveen K Shetty, Manipal as resource persons on 19-01-2023 • Finance Club organised training session on 'Stock Market Trading' for second year finance students with Mr. Sudheendra and Mr. Varun Devadiga (alumni) as resource person on 28-01-2023 • HR Forum in association with

Poornaprajna Rotary Manipal Centre for Social Empowerment organised expert lecture on the topic 'Plan Thy Future' with Sri S V Manjunath, Associate Professor, APU, Bangalore as resource person on 02-02-2023 • Inbound Training Programme was conducted for the students with Mr. Ramani Venkat as the resource person on 10-02-2023 • HR Forum organised Mindful Bliss Training with Mr. Arpit Ahuja as resource person on 12-02-2023 • Finance Forum organised students' 'Panel Discussion on Union Budget 2023' with CA Prashanth Holla as chief guest on 14-02-2023 • HR Forum conducted 'Environment Quiz' to create awareness on Environment Conservation & e-Waste Management on 15-02-2023 • Library Orientation for I MBA students was conducted on 25-02-2023 • Anti-ragging Oath administered for students on 01-03-2023 • Marketing specialisation students visited 'Clay Kart' at Perdoor on 06-01-2023 • Second year students visited Manipal Technologies Ltd. and Udaya Aluminium Industries, Manipal on 13-01-2023 • HR Forum initiated Beach Cleaning at Malpe Beach on 12-02-2023 • HR Forum initiated 'Nature Connect: A Visit to Chikmagalur District' on 19-02-2023 • Cultural Club organised 'Aarambh 2022' welcoming the first year students on 04-03-2023 • Dr. Bharath V, Prof. Santhosh N Prabhu & Prof Shivanand M Bhandarkar attended

a programme 'Catch Experts on Union Budget and its Impact on the Indian Economy' at TAPMI, Manipal on 11-04-2023 • Prof. Santhosh N Prabhu & Prof. Shivanand M Bhandarkar attended three-days (21st to 23rd April, 2023) Teachers Training Programme organised by AMEC with Prof. Sunny Tharappan, Director, CLHRD, Mangalore as the chief facilitator • Students from both classes participated in the management fest 'ELIXR 2023' organised by A J Institute of Management, Mangalore on 21-04-2023; won first place in finance event • Women's Empowerment Cell organised International Women's Day with Mrs. Deepa Bhandary, Rtd. Vice Principal as guest speaker on 08-03-2023 • Eco Club in association with Poornaprajna Rotary Manipal Centre for Social Empowerment and Karnataka Bank Ltd. organised expert lecture on 'Remaining Biodiversity Conservation for People and the Planet' with Dr. Dhanya Bhaskar, Chairperson, Centre for Policy Studies, Indian Institute of Forest Management, Bhopal as resource person on 21-03-2023 • PIM joined hands with Nehru Yuva Kendra (Ministry of Youth Affairs & Sports, GOI) in conducting District Level Neighbourhood Youth Parliament on 25-03-2023 • Cultural club in association with Poornaprajna Rotary Manipal Centre for Social Empowerment and Karnataka Bank Ltd. organised Rtn H N S Rao

Memorial Lecture on 'Cultural Connotations of Coastal Karnataka' with Dr. Praveen Shetty, co-ordinator, Centre for Intercultural Studies & Dialogue, MAHE as resource person on 13-04-2023 • Second year students participated in the Management Fest organised by the Dept. of PG Studies in Commerce, MPM GFGC, Karkala on 22-05-2023; won first prize in finance event • Second year students participated in the District Level YUVA UTSAV 2023 organised by Nehru Yuva Kendra, Udupi on 14-06-2023 • PIM in association with PPC organised special lecture on 'Meditation for Confidence, Clarity & Manifestation' with Mr. Chandra Pulamarasetti Meditation Coach, Founder, Buddha CEO Quantum Foundation as resource person on 07-06-2023 • PCRD in association with Dept. of Women & Child Development, GOK, District Legal Services Cell, APU & Karnataka Bank Ltd. organised Two-days Training Programme for Women SHG at Taluk Office, Udupi on 27th and 28th June, 2023 • ED cell in association with PCRD & Karnataka Bank Ltd. organised a discourse on 'Unleashing Potential: Sharing the Entrepreneurship Journey' with Mrs. Vimala Chandrashekhar, CEO, Adarsha Hospital, Udupi on 10-07-2023 • IPR cell organised a workshop on 'IPRs-Scope & Relevance' with Dr. Santhosh Prabhu, Assistant Professor, SDM Law College & Centre for PG Studies & Research in Law

Degrees, Mangalore as the resource person on 17-07-2023 • Finance Forum organised 'FINSPARK 2K23' with Mr. Diwakar Shetty K, auditor & tax consultant as chief guest on 11-07-2023 • HR Forum organised 'ZEST 2K23' with Mr. B M Amin, GM (HR), Prakash Retail Pvt. Ltd. as the chief guest on 13-07-2023 • Marketing Forum organised 'MARKSPROUT 2K23' with Ms. Shambhavi Bhandarkar, CEO, Chipsy IT Services, Udupi as the chief guest on 14-07-2023 • Dept. of Library & Information Centre, PIM has organised Librarian's Day with Smt. Nalini G I & Smt. Ranjitha C, Librarians, Bannanje Govindacharya Memorial Digital Library, Udupi as chief guests on 14-08-2023 • Dept. of Library & Information Centre, PIM has organised a visit for first year students to the City Central Library, Udupi & Library Awareness Programme on 18-08-2023 Faculty member Joe Ashwin Correa involved in the following outreach activities:

- Delivered a special guest lecture on HR trends at Swastika National School, Mangalore on 04-11-2022 • Conducted a session on 'Resume Building Skills' at Milagres College, Kallianpur on 08-11-2022 • Conducted virtual training for Robosoft System's engineering staff on the topic 'Understanding Essential Behaviours to Increase Your Work Impact' on 10-11-2022 • Conducted 'Student Interaction and Workshop on Self Branding'

at Milagres College, Kallianpur on 15-11-2022 • Conducted Staff Development Programme 'You Are Important' for Level 1 employees of Bank of Baroda at Udupi on 18-11-2022 • Won second place in case study analysis competition 'Glory To Ashes-The Story of BSNL' (cash prize of Rs.15,000) at NMIT-MBA, Bangalore on 26-11-2022 • Delivered a Guest Talk on 'Group Discussion Skills' at SMVIT, Bantakal on 06-01-2023 • Engaged Virtual Training for the Engineering Staff of Robosoft Technologies Systems on 18-01-2023 • Conducted a Workshop on 'How to face G D Round' for final year B Com students of PPC on 27-01-2023 • Conducted training programme at Robosoft Technologies Ltd on 09-03-2023. • PIM alumnus Mr. Mayura Shetty shared his corporate experience with students on 29-03-2023 • ED cell organised an interactive session between second year students and Mr. Ramakrishna Hebbar, GM at ITW BISS on 03-12-2022 • Research Cell has organised a workshop on SPSS scheduled from 22-05-2023 to 27-05-2023 for the second MBA students

<p><b>13. Whether the AQAR was placed before statutory body?</b></p>	<p>No</p>
<p>• Name of the statutory body</p>	
<p>Name</p>	<p>Date of meeting(s)</p>
<p>Nil</p>	<p>Nil</p>

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

Year	Date of Submission
2022	06/12/2022

**15. Multidisciplinary / interdisciplinary**

The Governing Council of the HEI has taken necessary steps for the commencement of Master of Computer Application (MCA) programme. Letter of Approval from AICTE and Affiliation by Mangalore University for the MCA programme have already been got and admission for the same with effect from Academic Year 2023-24 is already underway. The HEI is committed to offer different courses belonging to humanities and science in the MBA programme offered by it. At present, it offers courses like Economics for Managers, Organisational Behaviour and Communication, Modern Organisation and Management, International Business Environment etc. belonging to humanities. The HEI also offers courses like Information Technology and Business, Business Analytics, Marketing Analytics, Business Research Methods, Operations Management, Operations Research etc. coming under STEM. All these courses offered, including Project Report, under MBA programme are credit-based courses. During the second year of their study, 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 also opt for dual specialisation during the second year of their study, thus acquiring skill in areas other than their core specialisation. Students involve themselves in activities relating to community engagement and services like visit to special children school, orphanage, field visit etc. National/International days like World Environment Day, Earth Day, World Water Day etc. are celebrated at the HEI; 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. PCRD, in association with Dept. of Women & Child Development, GOK, District Legal Services Cell, Azim Premji University & Karnataka Bank Ltd., organised two-days training programme for Women SHG at Taluk Office, Udupi. Poornaprajna Rotary Centre for Social Empowerment, in association with the



HEI, is also active in organising programmes on issues relating to the society. For e.g. the centre, along with Karnataka Bank Ltd. organised Rtn. H N S Rao Memorial Lecture on 'Cultural Connotations of Coastal Karnataka' during the year.

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

At present, NEP 2020 has not been introduced at the Post Graduate level of higher education. National Academic Depository service is not available to Poornaprajna Institute of Management in its own name as the HEI is not an autonomous Institute but affiliated to Mangalore University. However, the students of the HEI are already registered under ABC in the name of Mangalore University. University has uploaded the student data in the ABC portal after the student has created his/her ABC ID. After the student documents have been uploaded, now the students can view their Earned Credits in the ABC portal. Students can even download their Marks Card (Certificate of Credit Documents) through Digi-locker using their ABC ID. 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 which is followed by the Institute. 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 minimum of one internship. Apart from internship, every student has to prepare and submit a Project Report which carries four credits. Though not required by the University, students make PPT presentations on their project work. All these efforts initiated 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 HEI is owned and managed by Admar Mutt Education Council (AMEC). The AMEC belongs 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. A few 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)**

At present, the HEI 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 performed by the students 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. Admar Mutt has been conducting a series of Programmes called 'Vishwarpanam'. Eminent resource persons are invited from different fields who enlighten the audience on ancient Indian culture and tradition. All the faculty members and students of the HEI attend these programmes regularly.

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

The MBA programme offered by the HEI is specifically designed keeping in mind what and how 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, the HEI offers a plethora of certificate courses, special guest lecture series, corporate interactions, in-house competitions, opportunity to participate in management fests etc. that will enhance 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:**

The HEI 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 platform. 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 when offline classes are engaged, the HEI uses Information and Communication Technology

(ICT) to the maximum possible extent. The Institute has well-equipped audio visual classes 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 35

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

File Description	Documents
Data Template	<a href="#">View File</a>

### 2.Student

2.1 120

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	<a href="#">View File</a>

2.2 30

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

File Description	Documents
Data Template	<a href="#">View File</a>

2.3 60

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	<a href="#">View File</a>

### 3.Academic

3.1 8

Number of full time teachers during the year

File Description	Documents
Data Template	<a href="#">View File</a>
3.2	8
Number of sanctioned posts during the year	
File Description	Documents
Data Template	<a href="#">View File</a>
<b>4.Institution</b>	
4.1	6
Total number of Classrooms and Seminar halls	
4.2	26
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 diary. 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	<a href="https://pim.ac.in/wp-content/uploads/2023/07/Academic-Calendar-2022-23-1.pdf">https://pim.ac.in/wp-content/uploads/2023/07/Academic-Calendar-2022-23-1.pdf</a>

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

**Academic council/BoS of Affiliating University**

**Setting of question papers for UG/PG programs**

**Design and Development of Curriculum for Add on/ certificate/ Diploma Courses**

**Assessment /evaluation process of the affiliating University**

**B. Any 3 of the above**

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

## 1.2 - Academic Flexibility

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

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

1

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

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

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

11

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

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

120

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

## 1.3 - Curriculum Enrichment

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

The 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 and HR club organised beach cleaning and conducted environment quiz. Remaining biodiversity conservation for people and the planet on the occasion of world forest was organised by Eco club. Various birth anniversaries and commemoration days like Independence day, Republic day, Teacher's day, Women's' day, Sadbhavana Divas, Constitution day, International Day of Democracy, Water day etc. are observed.

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

### 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	<a href="#">View File</a>
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	<a href="#">View File</a>
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

66

File Description	Documents
Any additional information	<a href="#">View File</a>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

## 1.4 - Feedback System

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

File Description	Documents
URL for stakeholder feedback report	<a href="https://pim.ac.in/wp-content/uploads/2023/11/Feedback-on-curriculum-2022-23.pdf">https://pim.ac.in/wp-content/uploads/2023/11/Feedback-on-curriculum-2022-23.pdf</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

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

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="https://pim.ac.in/wp-content/uploads/2023/11/Feedback-on-curriculum-2022-23.pdf">https://pim.ac.in/wp-content/uploads/2023/11/Feedback-on-curriculum-2022-23.pdf</a>

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

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

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

60

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

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

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

52

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

### 2.2 - Catering to Student Diversity

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

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	<a href="https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.2.1.pdf">https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.2.1.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

Number of Students	Number of Teachers
120	7

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

## 2.3 - Teaching- Learning Process

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

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	<a href="#">View File</a>

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

**2.3.3.1 - Number of mentors**

6

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

## 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)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

### 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	<a href="#">View File</a>
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

### 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

99

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

## 2.5 - Evaluation Process and Reforms

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

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	<a href="#">View File</a>
Link for additional information	<a href="https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.5.1.pdf">https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.5.1.pdf</a>

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	<a href="#">View File</a>
Link for additional information	<a href="https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.5.2.pdf">https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.5.2.pdf</a>

## 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)	<a href="#">View File</a>

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**

60

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	<a href="https://pim.ac.in/wp-content/uploads/2023/07/Annual-report-2022-23.pdf">https://pim.ac.in/wp-content/uploads/2023/07/Annual-report-2022-23.pdf</a>

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

<https://pim.ac.in/wp-content/uploads/2023/12/Student-Satisfaction-Survey.pdf>

**RESEARCH, INNOVATIONS AND EXTENSION****3.1 - Resource Mobilization for Research****3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)****3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)**

Rs. 535000

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

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

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

0

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

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

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

1

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Supporting document from Funding Agency	<a href="#">View File</a>
Paste link to funding agency website	<a href="https://karnatakabank.com/sites/default/files/2023-06/website%20csr%2022-23.pdf">https://karnatakabank.com/sites/default/files/2023-06/website%20csr%2022-23.pdf</a>

## 3.2 - Innovation Ecosystem

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

**Poornaprajna Institute of Management (PIM) distinguishes itself**

with a robust ecosystem fostering knowledge creation and transfer. Demonstrating a commitment to academic excellence, PIM houses specialized cells, including the Research Centre, Entrepreneurship Development Cell, Poornaprajna Centre for Research and Development (PCRD), and Poornaprajna Rotary Manipal Centre for Social Empowerment (PRMCSE). The Research Centre, PCRD, acts as a dynamic Research and Development wing, serving as a social laboratory where students actively engage in research activities, contributing significantly to academic discourse through papers and presentations at external institutions. PRMCSE focuses on social empowerment through research projects, generating business plans to address societal problems. PIM's cadre of high-calibre research personnel collaborates with other institutes, and faculty members conduct workshops beyond the institution, contributing to knowledge dissemination. PIM's collaborative approach extends to diverse stakeholders, fostering partnerships with government bodies, NGOs, universities, colleges, rural institutions, and self-help groups. The institution actively incubates ideas through seminars, conferences, workshops, and discussions, transcending traditional boundaries. Commitment to societal impact is evident through PIM's representation on various committees, undertaking crucial national activities. The institution's significant investment in library resources, including hard copies and e-books, digital libraries, and computer facilities, creates a conducive environment for research and study.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://www.pim.ac.in/ftp/AQAR22-23-Criteria3/MinorProjectcertificate.pdf">https://www.pim.ac.in/ftp/AQAR22-23-Criteria3/MinorProjectcertificate.pdf</a>

### **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**

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

### 3.3 - Research Publications and Awards

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

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

0

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

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

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

5

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

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

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

1

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

### 3.4 - Extension Activities

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

Poornaprajna Institute of Management shares deeper concerns towards sensitising the youth towards societal needs and problems and thereby contributing to the overall development of its students. The institute is working in association with several NGOs. Students participate in field studies learning about the problems of a poor and downtrodden section of 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's help to the weaker sections of society. Students of the institute participate in the blood donation camps, and health awareness camps organised by Adarshahospital. Students and faculties donate blood and actively participate in creating health awareness in society. Students do take up rural research in association with PCRCD. They visit the Gramapanchayaths, cooperative societies, and Primary health centers 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 several institutions and thereby share their academic knowledge with society

File Description	Documents
Paste link for additional information	<a href="https://www.pim.ac.in/ftp/AQAR%2022-23-Criteria%203/impact%20of%20extension%20and%20socio-economic%20extension.pdf">https://www.pim.ac.in/ftp/AQAR%2022-23-Criteria%203/impact%20of%20extension%20and%20socio-economic%20extension.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

**3.4.2.1 - Total number of awards and recognition received for extension activities from**

**Government/ Government recognized bodies year wise during the year**

1

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>

**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**

50

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

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

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

120



File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

### 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

88

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

#### 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

13

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

## 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 facilitated classroom, podium with audio visual system, consisting multimedia computer. It is connected with High-Quality Wireless 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 these 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 and faculties 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	<a href="#">View File</a>
Paste link for additional information	<a href="https://pim.ac.in/facilities/">https://pim.ac.in/facilities/</a>

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 benefit of students. The HEI can also use a big outdoor auditorium with seating capacity of about 1000. There is a separate active Cultural Club in the 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 to participate in intercollegiate competitions. Institute avails the service of trained yoga teacher; regular Yoga 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	<a href="#">View File</a>
Paste link for additional information	<a href="https://www.youtube.com/watch?v=vd06jHkE9Hc">https://www.youtube.com/watch?v=vd06jHkE9Hc</a>

#### 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	<a href="#">View File</a>
Paste link for additional information	<a href="https://pim.ac.in/facilities/it-infrastructure/">https://pim.ac.in/facilities/it-infrastructure/</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR

in lakhs)

## 12.03

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

## 4.2 - Library as a Learning Resource

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

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 inactivated automatically. Books are issued through library software Barcode labelling for books are enabled All previous years' question papers are scanned using HPscanner maintained at the Library Database of bound volumes of journals are maintained Sophisticated photocopymachine is maintained at the Library

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="https://pim.ac.in/facilities/library/">https://pim.ac.in/facilities/library/</a>

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

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

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

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

0.83

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

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

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

14

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

**4.3 - IT Infrastructure**

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

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 both students and staff to carry out their academics 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	<a href="#">View File</a>
Paste link for additional information	<a href="https://pim.ac.in/facilities/it-infrastructure/">https://pim.ac.in/facilities/it-infrastructure/</a>

#### 4.3.2 - Number of Computers

55

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

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

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

#### 4.4 - Maintenance of Campus Infrastructure

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

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

**19.91**

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

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

**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 hygiene 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, Softwares are updated and maintained with AMC service.

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

100



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

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

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

10

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

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

A. All of the above

File Description	Documents
Link to Institutional website	<a href="https://pim.ac.in/activities/capability-enhancement-programmes/">https://pim.ac.in/activities/capability-enhancement-programmes/</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

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

1094

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

1094

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

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

A. All of the above

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

34

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

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

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

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.

11

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

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

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 each for I year and II year MBA 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. There are around 15 different cells/committees/forums which have student representation from both years. The communication and coordination responsibilities with respect to any event or activities are routed through the student council representatives.

File Description	Documents
Paste link for additional information	<a href="https://pim.ac.in/academic-clubs/">https://pim.ac.in/academic-clubs/</a>
Upload any additional information	<a href="#">View File</a>

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

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

40

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

## 5.4 - Alumni Engagement

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

Poornaprajna institution of Management is always keen about Alumni Engagement and Involvement since it provides a platform to stakeholders as all of them can contribute towards the success of their institute/alma mater. 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 association on 5th October 2016 at Prajna Hall by His Holiness Shri Shri Vishwapriya Theertha Swamiji.

File Description	Documents
Paste link for additional information	<a href="https://pim.ac.in/alumni/">https://pim.ac.in/alumni/</a>
Upload any additional information	<a href="#">View File</a>

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

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

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

The HEI has taken its commitment to make the institute a reputed brand in the coastal region of the state into new arenas with its ambitious expansion program. The management has introduced MCA program from the year 2023 with an intake of 60 students and is currently the only institute offering University Affiliated MCA degree in Udupi district. Further the intake of the MBA program is extended by 60 seats keeping in view the mission of empowering the students from diverse academic and socio-economic backgrounds by providing quality education and transforming them to become business leaders and professionals who are committed, dedicated and ethical. 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 HEI.

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 HEI has demonstrated effective decentralization and delegation as the management and the director of the HEI are committed to and actively support the decentralization effort. The expansion and extension plans were implemented only after involving all the stakeholders including faculty, non-teaching staff, students, and alumni in decision-making. Clear policies and guidelines that outline the decision-making processes, roles, responsibilities, and limits for various stakeholders are discussed and drafted during staff meetings. Structures that facilitate participation, such as faculty committees, student advisory boards, and administrative councils have been established. The HEI uses digital tools for collecting feedback and ideas which enables easy and effective communication. This ensures participation from stakeholders at all levels and allows for adjustments as needed to improve processes and outcomes. The management has emphasized the benefits of decentralization and delegation, such as increased engagement, improved decision quality, and enhanced accountability as part of its communication strategy.

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 HEI has an exemplary record of academic excellence and discipline. The students have been asked to follow a policy of giving in writing any grievance or attendance shortage related explanations if any. Apart from creating an environment of discipline and accountability, this policy has ensured that our students develop written communication skills through this process

which is very crucial for excellence in their future careers. This emphasis on writing also encourages academic excellence which is part of our overall vision. Every little detail right from an apology letter to any achievement done is immediately documented. CCTV cameras are installed in the campus to ensure safety and professionalism. Most of the programs conducted in the HEI are coordinated by the students themselves to help them develop networking and other soft skills along with subject related knowledge. This is evident by the University ranks and gold medals selected by the students and multiple placements received every year by deserving candidates.

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 HEI has positioned itself to strategically focus on growth and development under the able guidance of the Chairman. The Governing Council understand the seriousness of these aspirations and are committed to provide everything essential to realise these plans. For instance, the plans for extension and expansion have been done keeping a tight schedule in mind. The Secretary and Treasurer have followed up consistently on every minute detail and made sure that all the requirements for getting official permission for increase in intake of MBA and inception of MCA were being met in record time. A clear line of command is established regarding who is supposed to take up which aspect of a particular process and it is communicated to everyone involved through multiple channels of communication. For example, through official emails, WhatsApp groups and also written notices to make sure that important information regarding duties and targets is reached to every member involved in the process. This policy has been instrumental in avoiding delays and confusion and making the implementation process of any strategic/perspective plans expedient. The teaching and non-teaching staff collaborate as and when required to make sure there is effective deployment of perspective plans.



File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	<a href="#">View File</a>

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

C. Any 2 of the above

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

## 6.3 - Faculty Empowerment Strategies

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

The management of the Institute has always shown commitment towards the welfare of the teaching and non-teaching staff right. 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. This year the management provided overtime (OT) benefit of Rs. 3000 to the non-teaching staff. 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

2

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

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

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

3

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	<a href="#">View File</a>
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

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

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

6

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	<a href="#">View File</a>
Details of teachers attending professional development programmes during the year (Data Template)	<a href="#">View File</a>

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

The Institution has a systematic process of reviewing the performance of the faculty and the non-teaching staff on a regular basis in order to 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 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. They conduct the audit in accordance with standards on auditing issued by the Institute of Chartered Accountants of India. The audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedure selected depends on the auditor's judgment. In making those risk assessments the auditor considers internal control relevant to the institution's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. The Institute maintains all relevant books of accounts in the most transparent way which ensures the high standards in financial and accounting systems. There is a regular check on the accounting processes and financial

systems by the honourable 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)

Rupees Thirty Three Thousand Only

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

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

The Institute 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. As part of IQAC initiative, Karnataka Bank Ltd. provided financial assistance for procuring a water purifier to the Institute under its CSR programme in July 2022. Karnataka Bank Ltd sanctioned a sum of Rs. 82,010 inclusive of taxes and the payment was made to the supplier on the delivery of the water purifier.
2. Academic Bank of Credit (ABC) has been initiated; all the students have been registered under ABC in the name of Mangalore University. University has uploaded the student data in the ABC portal after the student has created his/her ABC ID.

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

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

1. Introduction of Business Analytics soft core course for first semester of MBA with effect from 2022-23 academic year
2. Applied for the sanction of Research Centre from Mangalore University
3. The HEI has been the co-host along with Poornaprajna College, Udupi in organising 'All India Inter University Volleyball Championship for Men 2022-23'
4. The HEI joined hands with sister institutions in the campus in organising 'Prajna Craft Mela' - National Handicrafts and Arts Demonstration, Exhibition and Sale

### 5. Spoken English classes have been started for the slow learners of first MBA from August 2022

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

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

**B. Any 3 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="https://www.nirfindia.org/2023/ManagementRankingALL.html">https://www.nirfindia.org/2023/ManagementRankingALL.html</a>
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 - Institutional Values and Social Responsibilities

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

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; and giving equality in the learning process, educational outcomes, and external results. and providing equal benefits for all 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 practised in the Institute, i.e., no discrimination against caste, creed, religion, and gender, including the third gender. The Institute provides safety, security & counselling facilities to both male and female students /staff through its well-defined Equity, Diversity, and non-discriminatory policy. The institution has constituted a Statutory Committee as per Clause 1 of Section 23 of the AICTE Act, 1987 (52of 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	<a href="https://pim.ac.in/ftp/cr7_agar23/pim_gender23.pdf">https://pim.ac.in/ftp/cr7_agar23/pim_gender23.pdf</a>
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="https://pim.ac.in/ftp/cr7_agar23/Safety_and_Security2023.pdf">https://pim.ac.in/ftp/cr7_agar23/Safety_and_Security2023.pdf</a>

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

**B. Any 3 of the above**



File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
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 institution is segregated from other waste and accumulated in a designated secluded place, and it is disposed to a Waste Management Organization established by the Pollution Control Office Udupi. Ayush Enviro Tech Ltd. Liquid Waste Management Since the institution offers only a Programme, the wet waste generation is meager. As per the norms of the Udupi Municipal Office, it is mandatory for wet waste to be discarded systematically. The institution also has a well-maintained drainage system for sewage disposal and liquid 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 ensuring their utilization. Irreparable equipment is scientifically disposed of through vendors for further e-waste management or through a buyback arrangement by the institution.

**Biomedical Waste Management:** - Since our institute teaches management subjects, 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	<a href="#">View File</a>
Geo tagged photographs of the facilities	<a href="#">View File</a>

**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	<a href="#">View File</a>
Any other relevant information	<b>No File Uploaded</b>

**7.1.5 - Green campus initiatives include**

**7.1.5.1 - The institutional initiatives for greening the campus are as follows:** **B. Any 3 of the above**

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

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

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

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

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

**B. Any 3 of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	<a href="#">View File</a>
Details of the Software procured for providing the assistance	<a href="#">View File</a>
Any other relevant information	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 diverse socio-cultural backgrounds 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)	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

India, as a country, includes individuals with different backgrounds viz., cultural, social, economic, linguistic, and ethnic diversities governed and guided by the Constitution irrespective of caste, religion, race sex. The PIM organizes various programs from time to time to promote 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 at familiarizing 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	<a href="https://pim.ac.in/pim/code-of-conducts/">https://pim.ac.in/pim/code-of-conducts/</a>
Any other relevant information	<a href="https://pim.ac.in/2023/09/15/the-preamble-reading-international-day-of-democracy-celebrated-at-poornaprajna-institute-of-management/">https://pim.ac.in/2023/09/15/the-preamble-reading-international-day-of-democracy-celebrated-at-poornaprajna-institute-of-management/</a>

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

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

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

**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 way 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 are 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 and 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)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
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 professionally. 3. To improve the problem-solving, communication, leadership, research, and entrepreneurship skills of a mentee.

Mentoring is a tool that educational institutions and organizations must use to nurture and groom their student mentee. The experience of mentoring is one of a kind, mutually benefiting the mentor as well as the 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

The event outcome does not only helps the student but also enhances

1. Inculcating analytical skill, reasoning ability and logical analysis in handling specific business situations

File Description	Documents
Best practices in the Institutional website	<a href="https://pim.ac.in/naac/best-practices/">https://pim.ac.in/naac/best-practices/</a>
Any other relevant information	<a href="https://pim.ac.in/naac/best-practices">https://pim.ac.in/naac/best-practices</a>

### 7.3 - Institutional Distinctiveness

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

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 fulfil 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 proposed Social Organization- Rotary Club, Manipal. Through this Centre various activities connected with Communities with special reference to Women's Empowerment is taken up from time to time. The aims and objectives of the Rotary Club are services, and the centre tries to design and execute various programmes which are relevant and important.



## 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	<a href="https://pim.ac.in/wp-content/uploads/2023/07/Academic-Calendar-2022-23-1.pdf">https://pim.ac.in/wp-content/uploads/2023/07/Academic-Calendar-2022-23-1.pdf</a>

### 1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of

B. Any 3 of the above

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

## **1.2 - Academic Flexibility**

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

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

**1**

File Description	Documents
Any additional information	<a href="#">View File</a>
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View File</a>
Institutional data in prescribed format (Data Template)	<a href="#">View File</a>

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

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

**11**

File Description	Documents
Any additional information	<a href="#">View File</a>
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View File</a>
List of Add on /Certificate programs (Data Template )	<a href="#">View File</a>

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

120

File Description	Documents
Any additional information	<a href="#">View File</a>
Details of the students enrolled in Subjects related to certificate/Add-on programs	<a href="#">View File</a>

### 1.3 - Curriculum Enrichment

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

The 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 and HR club organised beach cleaning and conducted environment quiz. Remaining biodiversity conservation for people and the planet on the occasion of world forest was

organised by Eco club. Various birth anniversaries and commemoration days like Independence day, Republic day, Teacher's day, Women's' day, Sadbhavana Divas, Constitution day, International Day of Democracy, Water day etc. are observed.

File Description	Documents
Any additional information	<a href="#">View File</a>
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	<a href="#">View File</a>

### 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	<a href="#">View File</a>
Programme / Curriculum/ Syllabus of the courses	<a href="#">View File</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View File</a>
MoU's with relevant organizations for these courses, if any	<a href="#">View File</a>
Institutional Data in Prescribed Format	<a href="#">View File</a>

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

66

File Description	Documents
Any additional information	<a href="#">View File</a>
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	<a href="#">View File</a>

#### 1.4 - Feedback System

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

**A. All of the above**

File Description	Documents
URL for stakeholder feedback report	<a href="https://pim.ac.in/wp-content/uploads/2023/11/Feedback-on-curriculum-2022-23.pdf">https://pim.ac.in/wp-content/uploads/2023/11/Feedback-on-curriculum-2022-23.pdf</a>
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>

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

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

File Description	Documents
Upload any additional information	<a href="#">View File</a>
URL for feedback report	<a href="https://pim.ac.in/wp-content/uploads/2023/11/Feedback-on-curriculum-2022-23.pdf">https://pim.ac.in/wp-content/uploads/2023/11/Feedback-on-curriculum-2022-23.pdf</a>

#### TEACHING-LEARNING AND EVALUATION

##### 2.1 - Student Enrollment and Profile

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

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

60

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

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

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

52

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

## 2.2 - Catering to Student Diversity

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

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	<a href="https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.2.1.pdf">https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.2.1.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

Number of Students	Number of Teachers
120	7

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

### 2.3 - Teaching- Learning Process

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

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	<a href="#">View File</a>

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

#### 2.3.3.1 - Number of mentors

6

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

### 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)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View File</a>

#### **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	<a href="#">View File</a>
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	<a href="#">View File</a>

#### **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**

**99**

File Description	Documents
Any additional information	<a href="#">View File</a>
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	<a href="#">View File</a>

#### **2.5 - Evaluation Process and Reforms**

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

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	<a href="#">View File</a>
Link for additional information	<a href="https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.5.1.pdf">https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.5.1.pdf</a>

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	<a href="#">View File</a>
Link for additional information	<a href="https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.5.2.pdf">https://pim.ac.in/ftp/AQAR_22-23_Criterion_2_Corrections/2.5.2.pdf</a>

## 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)	<a href="#">View File</a>

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

60

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Paste link for the annual report	<a href="https://pim.ac.in/wp-content/uploads/2023/07/Annual-report-2022-23.pdf">https://pim.ac.in/wp-content/uploads/2023/07/Annual-report-2022-23.pdf</a>

## 2.7 - Student Satisfaction Survey

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

<https://pim.ac.in/wp-content/uploads/2023/12/Student-Satisfaction-Survey.pdf>

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Resource Mobilization for Research

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

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

**Rs . 535000**

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

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

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

0



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

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

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

1

File Description	Documents
List of research projects and funding details (Data Template)	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Supporting document from Funding Agency	<a href="#">View File</a>
Paste link to funding agency website	<a href="https://karnatakabank.com/sites/default/files/2023-06/website%20csr%2022-23.pdf">https://karnatakabank.com/sites/default/files/2023-06/website%20csr%2022-23.pdf</a>

### 3.2 - Innovation Ecosystem

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

Poornaprajna Institute of Management (PIM) distinguishes itself with a robust ecosystem fostering knowledge creation and transfer. Demonstrating a commitment to academic excellence, PIM houses specialized cells, including the Research Centre, Entrepreneurship Development Cell, Poornaprajna Centre for Research and Development (PCRD), and Poornaprajna Rotary Manipal Centre for Social Empowerment (PRMCSE). The Research Centre, PCRD, acts as a dynamic Research and Development wing, serving as a social laboratory where students actively engage in research activities, contributing significantly to academic discourse through papers and presentations at external institutions. PRMCSE focuses on social empowerment through research projects, generating business plans to address societal problems. PIM's cadre of high-calibre research personnel collaborates with other institutes, and faculty

members conduct workshops beyond the institution, contributing to knowledge dissemination. PIM's collaborative approach extends to diverse stakeholders, fostering partnerships with government bodies, NGOs, universities, colleges, rural institutions, and self-help groups. The institution actively incubates ideas through seminars, conferences, workshops, and discussions, transcending traditional boundaries. Commitment to societal impact is evident through PIM's representation on various committees, undertaking crucial national activities. The institution's significant investment in library resources, including hard copies and e-books, digital libraries, and computer facilities, creates a conducive environment for research and study.

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for additional information	<a href="https://www.pim.ac.in/ftp/AOAR22-23-Criteria3/MinorProjectcertificate.pdf">https://www.pim.ac.in/ftp/AOAR22-23-Criteria3/Minor Project certificate.pdf</a>

### 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

25

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

### 3.3 - Research Publications and Awards

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

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

0

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

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

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

5

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

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

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

1

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

### 3.4 - Extension Activities

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

Poornaprajna Institute of Management shares deeper concerns towards sensitising the youth towards societal needs and

problems and thereby contributing to the overall development of its students. The institute is working in association with several NGOs. Students participate in field studies learning about the problems of a poor and downtrodden section of 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's help to the weaker sections of society. Students of the institute participate in the blood donation camps, and health awareness camps organised by Adarshahospital. 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, and Primary health centers 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 several institutions and thereby share their academic knowledge with society

File Description	Documents
Paste link for additional information	<a href="https://www.pim.ac.in/ftp/AQAR%2022-23-Criteria%203/impact%20of%20extension%20and%20socio-economic%20extension.pdf">https://www.pim.ac.in/ftp/AQAR%2022-23-Criteria%203/impact%20of%20extension%20and%20socio-economic%20extension.pdf</a>
Upload any additional information	<a href="#">View File</a>

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

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

1

File Description	Documents
Any additional information	<a href="#">View File</a>
Number of awards for extension activities in last 5 year (Data Template)	<a href="#">View File</a>
e-copy of the award letters	<a href="#">View File</a>

**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**

50

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

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

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

120

File Description	Documents
Report of the event	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	<a href="#">View File</a>

**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**

88

File Description	Documents
e-copies of related Document	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of Collaborative activities with institutions/industries for research, Faculty	<a href="#">View File</a>

### 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

13

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	<a href="#">View File</a>
Any additional information	<a href="#">View File</a>
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	<a href="#">View File</a>

## 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 facilitated 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 and faculties 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	<a href="#">View File</a>
Paste link for additional information	<a href="https://pim.ac.in/facilities/">https://pim.ac.in/facilities/</a>

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 benefit of students. The HEI can also use a big outdoor auditorium with seating capacity of about 1000. There is a separate active Cultural Club in the 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 to participate in intercollegiate competitions. Institute avails the service of trained yoga teacher; regular Yoga 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	<a href="#">View File</a>
Paste link for additional information	<a href="https://www.youtube.com/watch?v=vd06jHkE9Hc">https://www.youtube.com/watch?v=vd06jHkE9Hc</a>

#### 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	<a href="#">View File</a>
Paste link for additional information	<a href="https://pim.ac.in/facilities/it-infrastructure/">https://pim.ac.in/facilities/it-infrastructure/</a>
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View File</a>

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

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

12.03

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

#### 4.2 - Library as a Learning Resource



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

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 inactivated automatically. Books are issued through library software Barcode labelling for books are enabled All previous years' question papers are scanned using HPscanner maintained at the Library Database of bound volumes of journals are maintained Sophisticated photocopymachine is maintained at the Library

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Paste link for Additional Information	<a href="https://pim.ac.in/facilities/library/">https://pim.ac.in/facilities/library/</a>

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

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

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

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

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

0.83

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

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

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

14

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

#### 4.3 - IT Infrastructure

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

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 both students and staff to carry out their academics 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. PCs 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	<a href="#">View File</a>
Paste link for additional information	<a href="https://pim.ac.in/facilities/it-infrastructure/">https://pim.ac.in/facilities/it-infrastructure/</a>

#### 4.3.2 - Number of Computers

55

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

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

the Institution	
File Description	Documents
Upload any additional Information	<a href="#">View File</a>
Details of available bandwidth of internet connection in the Institution	<a href="#">View File</a>
<b>4.4 - Maintenance of Campus Infrastructure</b>	
<b>4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)</b>	
<b>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)</b>	
<b>19.91</b>	
File Description	Documents
Upload any additional information	<a href="#">View File</a>
Audited statements of accounts	<a href="#">View File</a>
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View File</a>
4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.	
<p><b>Institution updates its IT facilities on regular basis. HEI follows standard norms in maintaining and utilising various facilities. For enhanced security, HEI has installed CCcameras in the premise. Class rooms: There is a separate provision for counselling. Cleanliness and hygiene of the rooms and hall 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</b></p> <p><b>. 1. Housekeeping is done on regular basis</b></p>	

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, Softwares are updated and maintained with AMC service.

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

100

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

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

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

10

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

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

A. All of the above

File Description	Documents
Link to Institutional website	<a href="https://pim.ac.in/activities/capability-enhancement-programmes/">https://pim.ac.in/activities/capability-enhancement-programmes/</a>
Any additional information	<a href="#">View File</a>
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View File</a>

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

1094

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

1094

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

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

**A. All of the above**

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	<a href="#">View File</a>
Upload any additional information	<a href="#">View File</a>
Details of student grievances including sexual harassment and ragging cases	<b>No File Uploaded</b>

## **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**

**34**

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

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

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

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.**

11

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

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

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 each for I year and II year MBA 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. There are around 15 different cells/committees/forums which have student representation from both years. The communication and coordination responsibilities with respect to any event or activities are routed through the student council representatives.

File Description	Documents
Paste link for additional information	<a href="https://pim.ac.in/academic-clubs/">https://pim.ac.in/academic-clubs/</a>
Upload any additional information	<a href="#">View File</a>

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

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

40

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

### 5.4 - Alumni Engagement

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

Poornaprajna institution of Management is always keen about Alumni Engagement and Involvement since it provides a platform to stakeholders as all of them can contribute towards the success of their institute/alma mater. 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 association on 5th October 2016 at Prajna Hall by His Holiness Shri Shri Vishwapriya Theertha Swamiji.

File Description	Documents
Paste link for additional information	<a href="https://pim.ac.in/alumni/">https://pim.ac.in/alumni/</a>
Upload any additional information	<a href="#">View File</a>

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

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

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

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

The HEI has taken its commitment to make the institute a reputed brand in the coastal region of the state into new arenas with its ambitious expansion program. The management has introduced MCA program from the year 2023 with an intake of 60 students and is currently the only institute offering University Affiliated MCA degree in Udupi district. Further the intake of the MBA program is extended by 60 seats keeping in view the mission of empowering the students from diverse academic and socio-economic backgrounds by providing quality education and transforming them to become business leaders and professionals who are committed, dedicated and ethical. 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 HEI.

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 HEI has demonstrated effective decentralization and delegation as the management and the director of the HEI are committed to and actively support the decentralization effort. The expansion and extension plans were implemented only after involving all the stakeholders including faculty, non-teaching staff, students, and alumni in decision-making. Clear policies and guidelines that outline the decision-making processes, roles, responsibilities, and limits for various stakeholders are discussed and drafted during staff meetings. Structures that facilitate participation, such as faculty committees, student advisory boards, and administrative councils have been established. The HEI uses digital tools for collecting feedback and ideas which enables easy and effective communication. This ensures participation from stakeholders at all levels and allows for adjustments as needed to improve processes and outcomes. The management has emphasized the benefits of decentralization and delegation, such as increased engagement, improved decision quality, and enhanced accountability as part of its communication strategy.

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 HEI has an exemplary record of academic excellence and discipline. The students have been asked to follow a policy of giving in writing any grievance or attendance shortage related explanations if any. Apart from creating an environment of

discipline and accountability, this policy has ensured that our students develop written communication skills through this process which is very crucial for excellence in their future careers. This emphasis on writing also encourages academic excellence which is part of our overall vision. Every little detail right from an apology letter to any achievement done is immediately documented. CCTV cameras are installed in the campus to ensure safety and professionalism. Most of the programs conducted in the HEI are coordinated by the students themselves to help them develop networking and other soft skills along with subject related knowledge. This is evident by the University ranks and gold medals selected by the students and multiple placements received every year by deserving candidates.

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 HEI has positioned itself to strategically focus on growth and development under the able guidance of the Chairman. The Governing Council understand the seriousness of these aspirations and are committed to provide everything essential to realise these plans. For instance, the plans for extension and expansion have been done keeping a tight schedule in mind. The Secretary and Treasurer have followed up consistently on every minute detail and made sure that all the requirements for getting official permission for increase in intake of MBA and inception of MCA were being met in record time. A clear line of command is established regarding who is supposed to take up which aspect of a particular process and it is communicated to everyone involved through multiple channels of communication. For example, through official emails, WhatsApp groups and also written notices to make sure that important information regarding duties and targets is reached to every member involved in the process. This policy has been instrumental in avoiding delays and confusion and making the implementation process of any strategic/perspective plans expedient. The

teaching and non-teaching staff collaborate as and when required to make sure there is effective deployment of perspective plans.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	<a href="#">View File</a>

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

C. Any 2 of the above

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

### 6.3 - Faculty Empowerment Strategies

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

The management of the Institute has always shown commitment towards the welfare of the teaching and non-teaching staff right. 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. This year the management provided overtime (OT) benefit of Rs. 3000 to the non-teaching staff. 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

2

File Description	Documents
Upload any additional information	<a href="#">View File</a>
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	<a href="#">View File</a>

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

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

3

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	<a href="#">View File</a>
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	<a href="#">View File</a>

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

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

6

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	<a href="#">View File</a>
Details of teachers attending professional development programmes during the year (Data Template)	<a href="#">View File</a>

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

The Institution has a systematic process of reviewing the performance of the faculty and the non-teaching staff on a regular basis in order to 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 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. They conduct the audit in accordance with standards on auditing issued by the Institute of Chartered Accountants of India. The audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedure selected depends on the auditor's judgment. In making those risk assessments the auditor considers internal control relevant to the institution's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances. The Institute maintains all relevant books of

accounts in the most transparent way which ensures the high standards in financial and accounting systems. There is a regular check on the accounting processes and financial systems by the honourable 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)

Rupees Thirty Three Thousand Only

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

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

The Institute 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. As part of IQAC initiative, Karnataka Bank Ltd. provided financial assistance for procuring a water purifier to the Institute under its CSR programme in July 2022. Karnataka Bank Ltd sanctioned a sum of Rs. 82,010 inclusive of taxes and the payment was made to the supplier on the delivery of the water purifier.
2. Academic Bank of Credit (ABC) has been initiated; all the students have been registered under ABC in the name of Mangalore University. University has uploaded the student data in the ABC portal after the student has created his/her ABC ID.

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

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

1. Introduction of Business Analytics soft core course for first semester of MBA with effect from 2022-23 academic year

2. Applied for the sanction of Research Centre from Mangalore University
3. The HEI has been the co-host along with Poornaprajna College, Udupi in organising 'All India Inter University Volleyball Championship for Men 2022-23'
4. The HEI joined hands with sister institutions in the campus in organising 'Prajna Craft Mela' - National Handicrafts and Arts Demonstration, Exhibition and Sale
5. Spoken English classes have been started for the slow learners of first MBA from August 2022

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

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

**B. Any 3 of the above**

File Description	Documents
Paste web link of Annual reports of Institution	<a href="https://www.nirfindia.org/2023/ManagementRankingALL.html">https://www.nirfindia.org/2023/ManagementRankingALL.html</a>
Upload e-copies of the accreditations and certifications	No File Uploaded
Upload any additional information	<a href="#">View File</a>
Upload details of Quality assurance initiatives of the institution (Data Template)	<a href="#">View File</a>

## **INSTITUTIONAL VALUES AND BEST PRACTICES**

### **7.1 - Institutional Values and Social Responsibilities**

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

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; and giving equality in the learning process, educational outcomes, and external results. and providing equal benefits for all 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 practised in the Institute, i.e., no discrimination against caste, creed, religion, and gender, including the third gender. The Institute provides safety, security & counselling facilities to both male and female students /staff through its well-defined Equity, Diversity, and 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	<a href="https://pim.ac.in/ftp/cr7_agar23/pim_gender23.pdf">https://pim.ac.in/ftp/cr7_agar23/pim_gender23.pdf</a>
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="https://pim.ac.in/ftp/cr7_agar23/Safety_and_Security2023.pdf">https://pim.ac.in/ftp/cr7_agar23/Safety_and_Security2023.pdf</a>

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

**B. Any 3 of the above**

File Description	Documents
Geo tagged Photographs	<a href="#">View File</a>
Any other relevant information	<b>No File Uploaded</b>

**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 institution is segregated from other waste and accumulated in a designated secluded place, and it is disposed to a Waste Management Organization established by the Pollution Control Office Udupi. Ayush Enviro Tech Ltd. Liquid Waste Management Since the institution offers only a Programme, the wet waste generation is meager. As per the norms of the Udupi Municipal Office, it is mandatory for wet waste to be discarded systematically. The institution also has a well-maintained drainage system for sewage disposal and liquid 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 ensuring their utilization. Irreparable equipment is scientifically disposed of through vendors for further e-waste management or through a buyback arrangement by the institution.

**Biomedical Waste Management:** - Since our institute teaches management subjects, 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	<a href="#">View File</a>
Geo tagged photographs of the facilities	<a href="#">View File</a>

**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	<a href="#">View File</a>
Any other relevant information	<b>No File Uploaded</b>

**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	<a href="#">View File</a>
Various policy documents / decisions circulated for implementation	<a href="#">View File</a>
Any other relevant documents	<a href="#">View File</a>

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

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

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

**B. Any 3 of the above**



File Description	Documents
Geo tagged photographs / videos of the facilities	<a href="#">View File</a>
Policy documents and information brochures on the support to be provided	<a href="#">View File</a>
Details of the Software procured for providing the assistance	<a href="#">View File</a>
Any other relevant information	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 diverse socio-cultural backgrounds 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)	<a href="#">View File</a>
Any other relevant information	<a href="#">View File</a>

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

India, as a country, includes individuals with different backgrounds viz., cultural, social, economic, linguistic, and

ethnic diversities governed and guided by the Constitution irrespective of caste, religion, race sex. The PIM organizes various programs from time to time to promote 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 at familiarizing 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	<a href="https://pim.ac.in/pim/code-of-conducts/">https://pim.ac.in/pim/code-of-conducts/</a>
Any other relevant information	<a href="https://pim.ac.in/2023/09/15/the-preamble-reading-international-day-of-democracy-celebrated-at-poornaprajna-institute-of-management/">https://pim.ac.in/2023/09/15/the-preamble-reading-international-day-of-democracy-celebrated-at-poornaprajna-institute-of-management/</a>

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

**4. Annual awareness programmes on Code of Conduct are organized**

**A. All of the above**

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

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

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 way 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 are 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 and 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)	<a href="#">View File</a>
Geo tagged photographs of some of the events	<a href="#">View File</a>
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 professionally. 3. To improve the problem-solving, communication, leadership, research, and entrepreneurship skills of a mentee.

Mentoring is a tool that educational institutions and organizations must use to nurture and groom their student mentee. The experience of mentoring is one of a kind, mutually benefiting the mentor as well as the 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

The event outcome does not only helps the student but also enhances

1. Inculcating analytical skill, reasoning ability and logical analysis in handling specific business situations

File Description	Documents
Best practices in the Institutional website	<a href="https://pim.ac.in/naac/best-practices/">https://pim.ac.in/naac/best-practices/</a>
Any other relevant information	<a href="https://pim.ac.in/naac/best-practices">https://pim.ac.in/naac/best-practices</a>

### 7.3 - Institutional Distinctiveness

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

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 fulfil 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 proposed Social Organization- Rotary Club, Manipal. Through this Centre various activities connected with Communities with special reference to Women's Empowerment is taken up from time to time. The aims and objectives of the Rotary Club are services, and the centre tries to design and execute various programmes which are relevant and important.

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

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

#### Plan of Action for Academic Year 2023-24

- The HEI is planning to join hands with Sister Institutes in Udupi District Promoted and Managed by Udupi Sri Admar Mutt Education Council, Bangalore in launching the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) during the Academic Year 2023-24
- Proposed to start additional batch of MBA with effect from Academic Year 2023-24
- Proposed to introduce MCA programme with effect from Academic Year 2023-24
- PCRDR to try for donation of books from Azim Premji Foundation on Grama Panchayat which will be used by PCRDR for educating Panchayat members, and also for Extension, Research, and Training purpose activities
- PCRDR to try for further instalments of funds from Karnataka Bank Ltd which had already been approved under its CSR activities
- PCRDR to try for fresh financial assistance from Canara Bank under its CSR activities
- The HEI is planning to be the co-host along with its Sister Institute i.e. PPC, Udupi in organizing 'All India Inter University Kabaddi Championship for Men 2023-24'
- To conduct Placement and Related Activities for Better Placement of Students
- To organise extension, outreach, workshops, special guest lectures under the Banner of different Clubs and/or Associations