



# **SELF STUDY REPORT**

**FOR**

**3<sup>rd</sup> CYCLE OF ACCREDITATION**

## **PRESTIGE INSTITUTE OF MANAGEMENT AND RESEARCH, INDORE**

**EDUCATION AND HEALTH SECTOR, 02, SCHEME NO 54, NEAR BOMBAY  
HOSPITAL, INDORE**

**452010**

**[www.pimrindore.ac.in](http://www.pimrindore.ac.in)**

**Submitted To**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**BANGALORE**

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# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

The Prestige Institute of Management and Research (PIMR), Indore was established in 1994 and was the first private B School in central India. It is a well established premier management Institute of Madhya Pradesh. It is promoted by Prestige Education Society which is founded by Chairman Padmashri Dr. N. N. Jain who is also the chairman of Prestige Group of Industries. The Institute enjoys thrice autonomous status conferred by University Grant Commission (UGC), India since 2006. It is recognized by UGC under 2(f) and 12 (b). Its MBA program has been accredited by National Board of Accreditation under AICTE since 2000 and has been re-accredited in 2003 and further re-accredited in 2012. The Institute has also been accredited by National Assessment and Accreditation Council (NAAC), India and has received NAAC 'A' Grade Accreditation by UGC in 2009 with score of 3.11 and 2014 with score of 3.33. The Institute being recognised as Mentor Institution by UGC and NAAC for the mentoring of NAAC aspiring institutions in 2019. It is an ISO 9001:2015 certified Institute. PIMR has also been consistently ranked amongst number one B-schools in Central India by various leading rating agencies and as a top 50 B Schools in India. The Institute offers 9 UG and 9 PG Programs. It is a recognized Research Centre and is affiliated to Devi Ahilya Vishwavidyalaya, Indore. 136 research scholar have been conferred Ph.D. Degree till date and 107 research scholars are currently enrolled with the Institute as Research Centre.

The Institute has established Prestige Inspire Foundation ATAL Incubation Centre under Atal Innovation Mission, a scheme supported by NITI Aayog, Govt. of India to support tie ups and venture creation in Sept. 2018.

### **Vision**

To be a leader in Professional Education, Research and Development.

Founder Padmashree Dr. N. N. Jain is an Industrialist who came to India as a refugee during the partition and worked for 30 years in Bhandari Mills rising from a shop floor worker to the CEO and subsequently started his own enterprise. He was a gold medalist of GSITS the only engineering college in India at that time which he did part time as he was an apprentice in Bhandari Mills. Understanding the importance of education he decided to start Prestige Institute of Management and Research in 1994 when he was 60 years old, which was the first private management institute in MP. The Institute was started with a vision of promoting professional education, research and development in not only the state of MP but also India.

### **Mission**

To provide quality education by innovating and continuously improving upon the disciplines of management, humanities, commerce, computer applications and law through advanced methods of training, meaningful research and intimate relations with business, industry and other institutions in the country and abroad.

The purpose of providing education is threefold firstly to enhance the ability to think of students to empower them with employability and entrepreneurial skills and lastly to provide them a spiritual and value based education which will hold them in good stead in life. The Institute offers 18 Program in Management, humanities, commerce, computer applications and law.

The Institute is a recognized Ph.D. centre of DAVV and 46 Ph.D. guides and 107 Ph.D. scholars are registered with it. 136 Ph.D. scholars have been awarded Ph.D. degree. The Institute has strong tie ups with other Education Institute abroad namely Florida International University, Poltava University of Economics and Trade, Poltava, Ukraine, Munich Business School, Munich, Germany, London School of Business and Finance, Singapore etc

The Institute has established Prestige Inspire Foundation ATAL Incubation Centre under Atal Innovation Mission, a scheme supported by NITI Aayog, Govt. of India to support tie ups and venture creation in Sept. 2018.

The Institute has the privilege of having Alumni at distinguished position in government and private sectors. The Deputy Governor of London Dr. Rajesh Agrawal is an alumnus of the Institution.

The Institute focuses on values and holistic development of students and has received Golden Book record for its E Shakti Project in association with Airtel and MP Govt. for making more than 1 lakh women E - literate in MP.

It has been incorporated in Guinness Book Award for largest backward walk to promote entrepreneurship in 2014. Recently the Institute has been enrolled in the Unnat Bharat Abhiyan and adopted a village Lodhiya Gram.

Students have also undertakes a “Good Governance Project” of Govt. of India under the initiation of local member of parliament.

Institute has been recognized as Brand Ambassador of Swacch Bharat Abhiyan and Indore has been awarded thrice as the cleanest city of India.

## **1.2 Strength, Weakness, Opportunity and Challenges(SWOC)**

### **Institutional Strength**

1. The Institute is able to attract meritorious students of qualifying exams both at graduate and post graduate level. It is the number one choice of students among Private B Schools in MP.
2. Accredited by “A” grade (Present CGPA 3.33) twice consecutively by NAAC, Bangalore.
3. Institute being recognized as Mentor Institution by NAAC for Non Accredited Institutions in 2019.
4. CBCS has been implemented and number of electives and specializations are added every year.
5. For courses, Programme Educational Objectives (PEOs) and Programme Outcomes (POs) are developed and mapped. Rubric is being introduced to evaluate outcomes.
6. Institute conducts various activities to address societal concerns like Ambassador for Swachh Bharat Mission with IMC, Indore has been ranked no.1 cleanest city in India
7. 52% faculty are PhD and 34.59% Faculty members are recognized PhD guides.
8. Well equipped media studio with editing and production facility that publishes a newsletter called

Prestige Media and runs a inhouse radio station.

9. The Institute sends students abroad for foreign internships and certification programmes.
10. The Institute has signed number of MOUs with foreign universities like Florida International University, Poltava University of Economics and Trade, Poltava, Ukraine, Munich Business School, Munich, Germany, London School of Business and Finance, Singapore etc for faculty student exchange and collaborative research.
11. ATAL Incubation Centre- Prestige Inspire Foundation (AIC-PIF), Indore is a state of the art incubator established in the business capital of Madhya Pradesh by NITI Ayog, Government of India.
12. Sound financial strength of Institute.
13. Transparent and Good governance in academics and administration .
14. Institute ranked no 1 Private B School in central India and among top 50 Institutes in India.
15. Faculty Publish papers in ABDC and Scopus listed journals and patents have been developed.
16. Institute is located in posh area in the heart of the city of India and has excellent infrastructure.
17. Institutes boasts a strong alumni in coveted positions. Eg one of our student is Deputy mayor in London.
18. The Institute has tie ups with Government bodies like LSC and IIBF and foreign universities for its curriculum where these organisations provide assistance in curriculum design, teaching and learning etc.

### **Institutional Weakness**

1. Hostel Accommodation is not within campus.
2. High value consultancy projects need to be undertaken.
3. Lack of Autonomy in admission of MBA students.
4. Need to become a University.
5. The institute does not have degree awarding status.
6. The institute is located in a hindi speaking belt and students comes from vernacular background.
7. Number of students comes from semi-urban/rural areas lack competencies in soft skills.
8. Most students at graduation level do not opt for placement. Companies are unwilling to come to campus placement for small number of students at graduation level.
9. Difficult to start any course if the Ordinance of that course is not existing in university.
10. Government regulations on fee structure do not allow institute to charge fee in MBA programme at par with other private self finance B-schools of national repute.

### **Institutional Opportunity**

1. Twinning Program with foreign universities.
2. Scope to further collaborate with legal departments, law firms, NGOs, and legal bodies.
3. Opportunity to undergo International Accreditation.
4. Scope for enhancing quantum of government/industry sponsored research projects.
5. Enhance high value industrial consultancy projects.
6. Start skill based innovative diploma and certificate programs of short duration in online mode for executives, managers, business professionals, self-employed professionals, Alumnus and for existing students.
7. Establish a dedicated Foreign language Department.
8. Attract students from abroad.
9. Enhance international placements.

## Institutional Challenge

1. The institute is seeing that industry is requiring larger students with low packages as compared to jobs available with higher packages.
2. Large number of private universities and off campus deemed universities entering the state and specifically Indore.
3. Institution not allowed to admit more than 5% of students from outside state and therefore difficulty in national/global branding.at MBA level
4. Foreign institution are foreseen to enter the education domain with very large spending capabilities.
5. Changing state government policies regarding semester system to annual system is detrimental to institute competitiveness.
6. Recruiting, Attracting quality and experienced faculty is a major challenge due to varied external factors.

## 1.3 CRITERIA WISE SUMMARY

### Curricular Aspects

Institution has academic autonomy and hence has the flexibility of designing its own curriculum. This responsibility is well exercised by the Institution to attain program outcomes. The credit structure as suggested by AICTE, BCI and Devi Ahilya Vishwavidyalaya to which the Institute is affiliated is adhered to. The curriculum is revised every year through workshops held wherein feedback of students, faculty, alumni and corporate is incorporated. In addition the academic autonomy is implemented through choice based credit system by providing a wide range of choice of courses for students. The curriculum also includes courses that nurture entrepreneurship and values for overall development of students. The curriculum includes major research projects, summer internships, certificate courses, field projects, marketing research projects etc to ensure experiential learning to students. The Institute also offers various certificate diploma programs and value added courses like yoga, food and nutrition and Time Management to name a few to develop management skills and life skills for students. The Institute has tie ups with Government bodies like LSC and IIBF and foreign universities for its curriculum where these organisations provide assistance in curriculum design, teaching and learning and certification of students as per National Skill qualification framework. They also provide learning through internships and final placement. Institute has undergone external academic audit by **The Executive Committee of MET Recognized by Govt. of Gujarat** and has been given A++ grade in the year 2018-19.

### Teaching-learning and Evaluation

The Institute has good number of highly qualified faculty and 52.8% of faculty possess Ph.D. degree and 34.59% faculty are recognized Ph.D. guides. All faculty adopt ICT for effective delivery of lectures and are provided laptops by the Institute for the process. Various teaching pedagogy is used including experiential learning through field project, research project, role plays, seminar presentation, simulation games, to a name. Certificate courses through MOOCs is incorporated as part of the program. The faculty identify slow learners. Students are made to go through Training Need Assessment and necessary corrective courses are planned for such students. As the Institute is located in hindi speaking belt so English language lab, personality development classes etc. are provided to students for technical subjects support classes are conducted. For Advanced learners institute provides management lab where students are given corporate consultancy to work

on with the help of faculty mentors. The Institute has very good corporate relations and therefore is able to attract large number of specialized professionals in Extra Mural Lectures, workshops, seminars etc. The Institute has area specific clubs which focuses on specific areas like marketing, advertising, finance, HR and International Business and conduct various certificates training program, workshops, lectures etc for students. These clubs are coordinated by area specific faculty. The various bodies of the Institute namely IQAC, BOS, AC and Governing Body have representation of Industry, alumni, NGOS, parents and students. The Institute also has a corporate advisory body. . The Institute uses online tests in both the Internal and external evaluation systems. The IQAC regularly innovates new and improved examination and evaluation process to enhance the quality of teaching learning and evaluation. The Examination process is fair and uses ICT to ensure transparency. Students are evaluated on a continuous assessment system comprising of written examination, case studies, seminar presentations, projects, assignments, simulation games, fish pond, newspaper activity to name a few. Students can examine the valued answer sheets of the internal tests and external examination for transparency.

### **Research, Innovations and Extension**

The Institution has in its vision and mission Innovation Research and Consultancy as focus area. The institution is a research centre recognized by Devi Ahilya Vishwa Vidhyalaya since 2000 and so far 136 research scholars have been awarded PhD degrees and currently 107 research scholars are registered with the institution for PhD. The institute focuses on research and publishes “Prestige International Journal of Management and Research” with an impact factor of 6.84 given SJIF and enlisted in ProQuest an International Online Database. The institute incentivizes research and faculties regularly publish papers in Scopus and ABDC listed journals. The institute supports innovation and has 3 registered Patents. Besides it has Atal Incubation Centre-Prestige Inspire Foundation established in September, 2018 currently having 12 incubatee startups who have won National and International recognitions and awards. The institute focuses on holistic development of the students and has NSS and Rotract Club. The institute is also a institutional member of Shri Aurobindo International Society, Pondicherry an Institution recognized by Government of India as institute of National Importance. As a chapter of “Auropath” a body of Shri Aurobindo Society, Pondicherry the institution is a trainer for integral education and conducts youth workshops and camps on Management by Consciousness besides having introduced it as an elective subject in the MBA program. Institute has received Golden Book Records for its project with Airtel and Government of Madhya Pradesh on e-Literacy of 1,00,000 women in rural M.P. The institute has been recognized in Guinness Book of World Records for the Largest Backward Walk to promote Entrepreneurship and is recognized under Unnat Bharat Abhiyaan. It has adopted a village, “Gram Lodhiya” where it contributes to literacy, hygiene, women related issues and income enhancing schemes. The institute has received various awards and recognitions for its commitment to society and national development.

### **Infrastructure and Learning Resources**

Prestige Institute of Management and Research (PIMR) Indore has three campuses– Graduate campus, The Under Graduate campus and The department of Law campus.

PIMR campus has 66 classrooms, which are ergonomically designed, well furnished; ICT enabled, well ventilated and have access to natural light, 10 tutorial rooms where practical classes are conducted. Auditorium is fully furnished with the seating capacity of around 200 video conferencing facilities; which is connected of Prestige Education Society. The Institute has 113 faculty cabins and individual laptops for every faculty.

There are 4 seminar halls with seating capacity of 200 students in the PIMR campus where the guest lectures, placement processes and conferences/seminars/workshops are conducted, Institute has also one moot court designed as per international courts.

The Institute has 5 computer labs and 1 simulation lab in the PIMR campus. The institute operates on ERP software Accsoft; which includes students, exam, account, academic store modules to name a few. Also through this software it can conduct online test, provide assignment, share, notices, take attendance, collect student feedback etc.

PIMR has 3 separate spacious libraries, which includes 45283 books, 9832 research projects and summer training reports and 236 early printed rare books. PIMR library also has facility of NLIST access to all the students and Air Online institutional version and manupatra.com for Law, EBSCO business source elite, ECCH search access, sage online journals access, inflibnet to name a few.

The institute has adequate infrastructure in terms of space and facilities for the physical wellbeing of the students, where students play games like cricket and football. The institute has outdoor cemented basketball court and four indoor badminton courts. Adequate fire fighting facilities, telephone, parking facilities exist in the campus. The Institute has an Prestige AIC Inspire Foundation which has Co-Working space, Video Conferencing Facility, Meeting Room, Discussion Spaces, Food Testing Lab, Recreation space, Board Room for meeting and pitch deck presentations, Seminar Hall, Media centre, IoT Lab, FabLab etc. The Institute has adequate budgetary provision for proper maintenances of Infrastructure and academic facilities.

### **Student Support and Progression**

The Institute offers students an opportunity to participate in various academic, extracurricular and governance activities. The Institute has a student council which is formed every year, which has one president, two vice president, secretary, Joint secretaries and council members. These Students represent each program offered in the institute and equal gender ratio of boys and girls is ensured in its constitution. The student council conduct the National Student Management fest “Manthan” along with other activities like 26th Jan, 15th Aug, Teachers day, Janmashami to name a few. The students are also represented in various committees like IQAC, Anti Ragging Committee, Library Upgradation committee, Placement Upgradation committee to name a few. There are five students clubs to focus on department specific developments namely HR Club, Finance Club, IB Club, Marketing Club and Advertising Club. The students of these clubs organize various certificate programs, workshops, debates etc mentored by area specific faculty coordinator.

The students manage the placement cell and placement coordinator team is nominated every year through a rigorous screening process. Placement in Prestige Institute of Management and Research is student driven. The institute has a registered Alumni Association and an Online Web Portal to manage the same. The Institute also has a media cell which comprises of students of Mass Communication who handle the institute newsletter, radio and recording studio mentored by a faculty.

Besides this the institute has an Indore Management Association Chapter, Young Confederation of Indian Industries Chapter. PIMR-MHRD Institute Innovation Council Chapter, NPTEL Chapter run by students, mentored by a faculty. The students are provided guidance for soft skills, through personality development classes and English Language lab. Besides this students are provided psychological counseling and career counseling. The institute conducts support classes for students who need the same for technical subjects. Yoga and Meditation workshops are regularly conducted besides a course on Management by Consciousness has

been incorporated as part of the curriculum which focuses on need for Yoga, Meditation, Food and Nutrition techniques and awareness.

### **Governance, Leadership and Management**

The governance of Institution is well planned and managed professionally and holds regular meetings of Board of Studies, Academic Council, Governing Body, IQAC and Finance Committee. Meetings are held to discuss the future plans of institute, infrastructural needs, curriculum, faculty requirements, welfare activities, social initiatives and other quality parameters.

Activities of institute are governed further by committees like publication committee, research committee, committee for curbing sexual harassment, anti ragging committee, discipline committee, statistical and analytical cell, examination committee, ECCH committee, MIS committee, admission committee.

The Institute has various coordinators for programme/committee/Cell for the efficient functioning as follows:

1. **Programme Coordinators-** Each programme and section has a separate faculty coordinator. The faculty programme coordinator looks after regular lecture of students, addressing any problem of students relating to academic classes, faculty etc.
2. **Faculty Coordinators for Various Activity**—Each activity is coordinated by a faculty. For example Examination, Internal Assessment, Time-Table, Curriculum, International Conference, Pratibimb (Management Films), Research Methodology workshop, Faculty Development Programme, Manthan (National Annual Student Fest) etc.
3. **Committees:** The institute has committees comprising of faculty staff and students for activities like Publication Committee, Discipline Committee, Admission Committee, IQAC cell, Anti-ragging, Research Committee, Prevention against Sexual Harassment, MIS to name a few.
4. **Student Council**—The Student council comprises of President, Vice president, Secretary, Joint Secretary and members of council. The council is nominated every year for initiating, organising and executing all student related activities.
5. **Placement Committee:** Committee comprises of students of all programs with equal gender representation and equal gender representation and this committee looks after placements, OJTs, Summer internships to name a few. The committee is headed by the placement officer, There is a duly formed grievances redressal cell for students. There is an open door policy students, faculty and staff can approach the Director, HODs, Faculty Coordinator for their problems.
6. **Placement Cell--**The placement cell comprises of students who are nominated to become placement coordinators. The placement coordinator manages the entire placement process, namely Company identification, Follow-up, Placement process and Student joining. They are guided by the Placement officer and Assistant Placement officer.

### **Institutional Values and Best Practices**

In line with the vision of the institution “To be leader in professional education, research and development”, the institute has envisaged the vision of providing skilled and competent workforce and entrepreneurs to society by imparting quality education, training and an environment to promote entrepreneurship. Prestige Institute of Management and Research, Indore initiated its next step towards establishing state of the art incubator to foster growth of start-ups. In the year 2018, PIMR decided to establish an incubation centre aimed towards complete



ecosystem support to the start-ups. PIMR applied for Atal Incubation Centre under Atal Innovation Mission, a scheme supported by NITI Aayog, Government of India.

*PIMR Indore shows gender sensitivity in providing facilities such as:*

- a. Safety and Security** – The Institute is located in a posh locality on Indore city well connected by road to all parts of Indore. The campus is under CCTV surveillance and hostels are within 1 km from the Institute.
- b. Counseling:** Institute has Psychological counselors to provide counseling to students on various issues like stress, relationships, depression etc.
- c. Waste Management:** Institute has segregation of waste into bio-degradable and non bio degradable waste. It has MOU with unique Eco Recycle for e waste disposed and has established a composite fertilizer plan for bio degradable waste in association with municipal corporation of Indore.
- d. Rain water Harvesting and solar panels** exists in the Institute so far 94,69,203 liters of water have been harvested in last 5 years.
- e. Facilities for Physically Challenged:** Ramp, toilets, scribes, Braille equipment etc. are available on campus/. Code of conduct for staff and students is made available online and through Swagat and service rules.
- f. Celebration of National Festivals:** Every year Institute celebrates national festivals like birth/ death anniversaries of great personalities.
- g. Societal Commitment** – Institute has a literacy program for education children from slum areas in collaboration with NEEV and Sewa Bharati. Besides it has adopted a village Lodhiya gram for rural development under Unnat Bharat Abhiyan.

## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	PRESTIGE INSTITUTE OF MANAGEMENT AND RESEARCH, INDORE
Address	Education and Health Sector, 02, Scheme No 54, Near Bombay Hospital, Indore
City	Indore
State	Madhya Pradesh
Pin	452010
Website	<a href="http://www.pimrindore.ac.in">www.pimrindore.ac.in</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Yogeshwari Phatak	0731-4012212	9826706970	0731-4012255	director@pimrindore.ac.in
IQAC / CIQA coordinator	Deepak Jaroliya	0731-4012232	9826385332	0731-4012256	deepak_jaroliya@pimrindore.ac.in

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

<b>Recognized Minority institution</b>	
If it is a recognized minority institution	Yes <a href="#">Minority Institution.pdf</a>
If Yes, Specify minority status	
Religious	Jain Minority
Linguistic	
Any Other	

<b>Establishment Details</b>	
Date of Establishment, Prior to the Grant of 'Autonomy'	04-07-1994
Date of grant of 'Autonomy' to the College by UGC	04-05-2006

<b>University to which the college is affiliated</b>		
<b>State</b>	<b>University name</b>	<b>Document</b>
Madhya Pradesh	Devi Ahilya Vishwavidyalaya	<a href="#">View Document</a>

<b>Details of UGC recognition</b>		
<b>Under Section</b>	<b>Date</b>	<b>View Document</b>
2f of UGC	24-11-2003	<a href="#">View Document</a>
12B of UGC	21-07-2011	<a href="#">View Document</a>

<b>Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)</b>				
<b>Statutory Regulatory Authority</b>	<b>Recognition/Approval details Institution/Department programme</b>	<b>Day,Month and year(dd-mm-yyyy)</b>	<b>Validity in months</b>	<b>Remarks</b>
AICTE	<a href="#">View Document</a>	10-04-2019	12	
BCI	<a href="#">View Document</a>	10-07-2018	12	

<b>Recognitions</b>	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	Yes
If yes, name of the agency	Mentor Status by NAAC in UGC PARAMARSH Scheme
Date of recognition	07-09-2018

<b>Location and Area of Campus</b>				
<b>Campus Type</b>	<b>Address</b>	<b>Location*</b>	<b>Campus Area in Acres</b>	<b>Built up Area in sq.mts.</b>
Main campus area	Education and Health Sector, 02, Scheme No 54, Near Bombay Hospital, Indore	Urban	3.2	19986.37

## 2.2 ACADEMIC INFORMATION

<b>Details of Programmes Offered by the College (Give Data for Current Academic year)</b>						
<b>Programme Level</b>	<b>Name of Programme/Course</b>	<b>Duration in Months</b>	<b>Entry Qualification</b>	<b>Medium of Instruction</b>	<b>Sanctioned Strength</b>	<b>No.of Students Admitted</b>
UG	BA (Journalism),Marketing	36	SSC	English	60	50
UG	BCom,Finance	36	SSC	English	180	142
UG	BCom,Hr And General Management	60	SSC	English	120	10
UG	BBA,Hr And General Management	36	SSC	English	480	474
UG	BA LLB,Hr And General Management	60	SSC	English	120	118

UG	LLB,Hr And General Management	36	Graduation	English	120	40
UG	BBA,Hr And General Management	60	SSC	English	120	82
UG	BCA,Systems And Qt	36	SSC	English	120	47
UG	BBA,Economics	36	SSC	English	120	116
PG	MBA,Marketing	24	Graduation	English	63	62
PG	MBA,Marketing	24	Graduation	English	126	126
PG	MA (Journalism),Marketing	24	Graduation	English	60	50
PG	MBA,Finance	24	Graduation	English	126	124
PG	MBA,Hr And General Management	24	Graduation	English	441	441
PG	MBA,Hr And General Management	24	Graduation	English	63	62
PG	LLM,Hr And General Management	24	Law Graduate	English	30	9
PG	MBA,Hr And General Management	36	Graduation	English	60	19
PG	MBA,Economics	24	Graduation	English	63	63
Doctoral (Ph.D)	PhD or DPhil,Hr And General Management	36	Post Graduation	English	107	107

### Position Details of Faculty & Staff in the College

<b>Teaching Faculty</b>												
	<b>Professor</b>				<b>Associate Professor</b>				<b>Assistant Professor</b>			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	6				15				86			
Recruited	5	1	0	6	8	7	0	15	38	48	0	86
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	6				15				86			
Recruited	5	1	0	6	8	7	0	15	38	48	0	86
Yet to Recruit	0				0				0			

<b>Non-Teaching Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				84
Recruited	60	24	0	84
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				84
Recruited	60	24	0	84
Yet to Recruit				0

<b>Technical Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				12
Recruited	12	0	0	12
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				12
Recruited	12	0	0	12
Yet to Recruit				0

**Qualification Details of the Teaching Staff**

<b>Permanent Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Male</b>	<b>Female</b>	<b>Others</b>	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	5	1	0	8	7	0	9	22	0	52
M.Phil.	0	0	0	0	0	0	2	0	0	2
PG	0	0	0	0	0	0	27	26	0	53

<b>Temporary Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	4	7	0	11
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	20	13	0	33

<b>Part Time Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	1	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	2	4	0	6

<b>Details of Visting/Guest Faculties</b>					
<b>Number of Visiting/Guest Faculty engaged with the college?</b>	<b>Male</b>		<b>Female</b>		<b>Total</b>
	0	0	0	0	0

**Provide the Following Details of Students Enrolled in the College During the Current Academic Year**



Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
Doctoral (Ph.D)	Male	48	1	0	0	49
	Female	58	0	0	0	58
	Others	0	0	0	0	0
UG	Male	1673	165	0	0	1838
	Female	1145	92	0	0	1237
	Others	0	0	0	0	0
PG	Male	887	47	0	0	934
	Female	783	36	0	0	819
	Others	0	0	0	0	0

<b>Provide the Following Details of Students admitted to the College During the last four Academic Years</b>					
<b>Programme</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
SC	Male	15	22	14	9
	Female	16	10	4	8
	Others	0	0	0	0
ST	Male	4	6	5	7
	Female	4	3	2	2
	Others	0	0	0	0
OBC	Male	182	244	157	195
	Female	123	121	59	62
	Others	0	0	0	0
General	Male	954	869	922	806
	Female	705	702	684	615
	Others	0	0	0	0
Others	Male	30	57	40	57
	Female	25	37	28	28
	Others	0	0	0	0
Total		2058	2071	1915	1789

## 2.3 EVALUATIVE REPORT OF THE DEPARTMENTS

<b>Department Name</b>	<b>Upload Report</b>
Economics	<a href="#">View Document</a>
Finance	<a href="#">View Document</a>
Hr And General Management	<a href="#">View Document</a>
Marketing	<a href="#">View Document</a>
Systems And Qt	<a href="#">View Document</a>

## Extended Profile

### 1 Program

#### 1.1

##### Number of programs offered year-wise for last five years

2018-19	2017-18	2016-17	2015-16	2014-15
18	18	18	17	12
File Description			Document	
Institutional Data in Prescribed Format			<a href="#">View Document</a>	

### 2 Students

#### 2.1

##### Number of students year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
4842	4524	4062	3596	3032
File Description			Document	
Institutional Data in Prescribed Format			<a href="#">View Document</a>	

#### 2.2

##### Number of outgoing / final year students year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1581	1449	1367	1210	1142
File Description			Document	
Institutional Data in Prescribed Format			<a href="#">View Document</a>	

#### 2.3

##### Number of students appeared in the examination conducted by the Institution, year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
4626	4392	3952	3491	3013
File Description		Document		
Institutional Data in Prescribed Format		<a href="#">View Document</a>		

## 2.4

### Number of revaluation applications year-wise during the last 5 years

2018-19	2017-18	2016-17	2015-16	2014-15
55	53	163	122	199

## 3 Teachers

### 3.1

#### Number of courses in all programs year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1109	1109	1062	1036	610
File Description		Document		
Institutional Data in Prescribed Format		<a href="#">View Document</a>		

### 3.2

#### Number of full time teachers year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
104	89	87	81	70
File Description		Document		
Institutional Data in Prescribed Format		<a href="#">View Document</a>		

### 3.3

#### Number of sanctioned posts year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
104	89	87	81	70
File Description		Document		
Institutional Data in Prescribed Format		<a href="#">View Document</a>		

## 4 Institution

### 4.1

**Number of eligible applications received for admissions to all the programs year-wise during the last five years**

2018-19	2017-18	2016-17	2015-16	2014-15
14813	14624	11220	13574	8519
File Description		Document		
Institutional Data in Prescribed Format		<a href="#">View Document</a>		

### 4.2

**Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during the last five years**

2018-19	2017-18	2016-17	2015-16	2014-15
1270	1309	1283	1285	840
File Description		Document		
Institutional Data in Prescribed Format		<a href="#">View Document</a>		

### 4.3

**Total number of classrooms and seminar halls**

**Response: 66**

### 4.4

**Total number of computers in the campus for academic purpose**

**Response: 350**

### 4.5

**Total Expenditure excluding salary year-wise during the last five years ( INR in Lakhs)**

2018-19	2017-18	2016-17	2015-16	2014-15
869.64	763.57	557.77	537.13	409.23

NVAAC

## 4. Quality Indicator Framework(QIF)

### Criterion 1 - Curricular Aspects

#### 1.1 Curriculum Design and Development

**1.1.1 Curricula developed /adopted have relevance to the local/ national / regional/global developmental needs with learning objectives including program outcomes, program specific outcomes and course outcomes of all the program offered by the Institution**

**Response:**

At PIMR, the curricula of all programs are revised regularly to ensure that students receive **integrated, coherent learning experiences that contribute towards their personal, academic and professional learning and development to contribute at local, national and global level.**

All programs and program specific outcomes are clearly stated and aligned with the Vision and Mission of the institute. The courses within programs have course outcomes aligned to program specific outcomes and the evaluation schemes both internal and external ensures measurement and assessment of outcomes. Courses and topics have been designed, developed and delivered within a framework which comprises a specified curriculum, internal and external assessment, and clearly identified educational aims and learning outcomes.

The IQAC plays a lead role in organizing regular curriculum development workshop and feedback mechanism with participation from industry, academia and students. As a result, all courses offered by various departments address issues of Local, National and Global importance.

The curriculum is designed to develop the Research orientation amongst students. Institute offers various courses like Business Research Methods, Financial Analytics & Modelling using Excel, Decision Making Skills etc., Students at PG and UG level also do Major Research Projects in the various areas of Business.

Understanding the challenges of students specially in Indore as it is a Hindi Speaking Belt of Country, PIMR focuses and emphasizes on improving English language and Communication Skills of students. At PIMR, we offer Language Courses in English and Foreign Languages like French and German. Courses like Personality development, business communication and value added courses such as public speaking, creative writing etc groom the communication skills of student.

PIMR is focused to develop its students to face the global challenges. The curriculum contains various courses like International marketing, Global Business environment, Current affairs, World View: Issues, Ideas and challenges, Risk and crisis management etc to focus on the global trends.

The curriculum is designed and courses are kept according to current and futuristic need of the business and country at large. Courses like, Business Analytics, Logistics, Banking and Finance, MS Office, Export Documentation etc., are taught in collaboration with the Industry Experts. Students are getting the practical skills and developing skill set which are making them industry ready. Likewise Curriculum of B.Com is aligned with the CA curriculum where students get practical skills of accounting and NSE Modules are included in Banking and Finance Specialization. In Under Graduate programs also various specialisations are offered in association with industry, which are practical and create employability skills examples

Institute has tie-up with Government bodies like Logistics Skill Council and Indian Institute of Banking and Finance for its curriculum design, teaching learning, certification as per National Skill Qualification Framework, internships and final placement.

Recognizing the need of inculcating self discipline, values and cultural connects amongst students, courses like Management by Consciousness, Environmental Science, Social Projects etc. are included in curriculum.

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

### 1.1.2 Percentage of programs where syllabus revision was carried out during the last five years

**Response:** 94.44

1.1.2.1 How many programs were revised out of total number of programs offered during the last five years

Response: 17

1.1.2.2 Number of all programs offered by the institution during the last five years

Response: 18

File Description	Document
Minutes of relevant Academic Council/BOS meeting	<a href="#">View Document</a>
Details of program syllabus revision in last 5 years	<a href="#">View Document</a>

### 1.1.3 Average percentage of courses having focus on Employability/ Entrepreneurship/ Skill development during the last five years

**Response:** 96.11

1.1.3.1 Number of courses having focus on employability/ entrepreneurship/ skill development year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1034	1034	1033	1008	607



File Description	Document
Program/ Curriculum/ Syllabus of the courses	<a href="#">View Document</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View Document</a>
Average percentage of courses having focus on employability/ entrepreneurship	<a href="#">View Document</a>

## 1.2 Academic Flexibility

<p><b>1.2.1 Percentage of new Courses introduced out of the total number of courses across all Programs offered during last five years</b></p> <p><b>Response:</b> 61.35</p>	
<p>1.2.1.1 How many new courses are introduced within the last five years</p> <p>Response: 889</p>	
<p>1.2.1.2 Number of courses offered by the institution across all programs during the last five years</p> <p>Response: 1449</p>	
File Description	Document
Minutes of relevant Academic Council/BOS meetings	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>
<p><b>1.2.2 Percentage of programs in which Choice Based Credit System (CBCS)/Elective course system has been implemented</b></p> <p><b>Response:</b> 88.89</p>	
<p>1.2.2.1 Number of programmes in which CBCS/ Elective course system implemented.</p> <p>Response: 16</p>	
File Description	Document
Minutes of relevant Academic Council/BOS meetings	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>

## 1.3 Curriculum Enrichment

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

#### Response:

PIMR believes in holistic development of its students. The curriculum, including the pedagogy, has been designed to include and integrate cross cutting issues of gender, human values, professional ethics and the environment.

#### Issues Relevant to Gender

The fundamental concept of feminist jurisprudence and offences against women, and its convergence with the society are incorporated in the syllabus at varying levels through courses like Gender Justice and Feminist Jurisprudence, Penology and Victimology, Offences against Child and Juvenile Justice etc. The students are being sensitized for gender inequalities through the courses like Comparative International Management, Development communication, Media ethics etc.

#### Issues Relevant to Environment and Sustainability

The cross cutting issues of environment and sustainability issues are inculcated in the value system of the Institute through various courses like Green and Sustainable Marketing, Environmental Science, Science Technology and Human Rights Law, Environmental Law, Innovation Management and Sustainability, Environmental Studies etc. Students are being given certain projects related to environmental concerns like Green India/Clean India/Water Conservation/ Poly free environment/Deforestation/Pollution in association with the government department like Pollution Board, Municipal Cooperation, IDA and Forest Department.

#### Issues Relevant to Human Values and Professional Ethics

The institute cherishes **human values, social commitment** and spiritual orientation service towards the society. These elements are inculcated in the value system of student's community through various courses like Management by Consciousness, Spoken Sanskrit, Human Rights Law, Humanitarian Laws, Law and Social Transformation in India etc.

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

### 1.3.2 Number of value-added courses imparting transferable and life skills offered during the last five years

**Response:** 188

1.3.2.1 Number of value-added courses are added within the last five years

Response: 188

File Description	Document
List of value added courses	<a href="#">View Document</a>
Brochure or any other document relating to value added courses	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 1.3.3 Average percentage of students enrolled in the courses under 1.3.2 above

Response: 15.31

1.3.3.1 Number of students enrolled in value-added courses imparting transferable and life skills offered year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1148	411	1235	239	204

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

### 1.3.4 Percentage of students undertaking field projects / internships

Response: 69.19

1.3.4.1 Number of students undertaking field projects or internships

Response: 3350

File Description	Document
List of programs and number of students undertaking field projects / internships	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 1.4 Feedback System

1.4.1 Structured feedback received from 1) Students, 2) Teachers, 3) Employers, 4) Alumni 5) Parents for design and review of syllabus Semester wise /year-wise

**Response:** A. Any 4 of above

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</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 Document</a>
URL for stakeholder feedback report	<a href="#">View Document</a>

#### **1.4.2 Feedback processes of the institution may be classified as follows:**

**Response:** A. Feedback collected, analysed and action taken and feedback available on website

<b>File Description</b>	<b>Document</b>
URL for feedback report	<a href="#">View Document</a>

## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

#### 2.1.1 Average percentage of students from other States and Countries during the last five years

**Response:** 1.27

##### 2.1.1.1 Number of students from other states and countries year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

#### File Description

Institutional data in prescribed format

#### Document

[View Document](#)

#### 2.1.2 Demand Ratio(Average of last five years)

**Response:** 324:59

##### 2.1.2.1 Number of seats available year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
2430	2430	2430	2400	1680

#### File Description

Demand Ratio (Average of Last five years)

Any additional information

#### Document

[View Document](#)

[View Document](#)

#### 2.1.3 Average percentage of seats filled against seats reserved for various categories as per applicable reservation policy during the last five years

**Response:** 29.51

##### 2.1.3.1 Number of actual students admitted from the reserved categories year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
399	500	309	368	212

File Description	Document
Average percentage of seats filled against seats reserved	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 2.2 Catering to Student Diversity

### 2.2.1 The institution assesses the learning levels of the students, after admission and organises special programs for advanced learners and slow learners

#### Response:

Institute arranges support classes for those students who are finding difficulty in learning subjects like Accounts, Financial Management, Statistics, Operations Management and Operations Research. Institute registers such students and organizes special classes for these students to impart fundamental knowledge of these subjects. Students who face challenges and difficulties in their learning language are initially made to undergo Training Need and Assessment (TNA). After student's categorization by the trainer on the basis of learning levels of the students through counseling, interview, students are trained on communication including grammar and pronunciation this fill confidence in both slow and advanced learners which helps them in fluency, grammar, group discussion and personal interview. For reserved category students institute run a program UNNATI to provide communication skills, placement, employability training. The institute follows a continuous assessment schemes whereby both advanced and slow learner students are groomed through internal examination scheme and continuously monitored and evaluated. A large range of internal assessment components like seminar, simulation games, class tests, online tests, case studies etc are used to assess students on various parameters.

Institute also developed highly enriched choice based credit system with advanced curriculum based on learning. Institute encourages and promotes students to give advance certificate exams in their respective field of specialization and faculties help those students on regular basis to clear certificate exams which enhances students resume before their final placements. Institute also promotes and provides advanced learners courses of Data Analytics using IBM –SPSS, Training program on advanced MS Excel, PG program in security analysis, Mutual Fund agent module and various other NCFM modules. The institute also has a management lab where advanced learners are provided corporate consultancy.

Institute has made summer internship project (SIP) mandatory for all the students which help our students to get exposure to the working of corporate world and learn professional aspects. Students learning are evaluated by their respective industry mentor as well as by the panel of faculties in the institute on the basis of report and presentation which students give in the institute.

Institute encourages advanced learners to go for Major Research Project (M.R.P) in which students get insight about how the research work is done this helps students to get deeper insight of management issues and challenges. Students for this purpose read research papers available on Google scholar and Ebsco portal of institute from where they learn the latest trends and developments in their respective disciplines.

Institute also motivates students to convert their Major Research Project in Research Paper with the help of faculty mentor and publish and present the same into various national and international conferences.

Students are also given an opportunity to interact on regular basis with eminent personalities in the field of Industry and academics through Platform of Indore Management Association, Institute Industry Interface, and during International Conference. Students are also nominated to IIM's and other institutes/universities to participate in summer internship competition, debates, national moot court competition etc.

File Description	Document
Any additional information	<a href="#">View Document</a>
link for additional information	<a href="#">View Document</a>

### 2.2.2 Student - Full time teacher ratio

**Response:** 419:9

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

### 2.2.3 Percentage of differently abled students (Divyangjan) on rolls

**Response:** 0

#### 2.2.3.1 Number of differently abled students on rolls

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</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

**Response:**

The institute has given utmost importance to increase the learning abilities of the students. To accomplish this the institute has adopted experiential and participative learning methods across all the programs so that it can increase the involvement of the students. The students get the experiential learning as the Business Simulations Game and Virtual Trading which form part of internal assessment scheme. The Institute has specialized clubs like Finance Club, Marketing Club, HR Club and IB Club to impart subject related learning experiences. These clubs organize activities like E- Haat to provide marketing skills to students, port visits, International summer internship, Corporate certification programs, workshops to name a few. Institute organize different cultural fest and celebrates most of the occasions with students as organizing

committee. Various videos and live talks give students exposure to corporate scenarios. The institute organizes Pratibimb- an event where they get management lessons from movie, Pragya – National Summer Training Presentation Contest, PrayasNational Case Writing Contest for student, Swavlamban- Business Plan Contest and Jigyasa- National Student Research Paper Contest where they get better exposure to the different domains. For holistic development the institute regularly organize yoga and meditation sessions. Besides this, in management lab they do consultancy projects for industry. The institute encourages students to take up the online certificate programs (MOOCS) to increase employability skills. Further some of the certificate courses like Excel, Security analysis and Digital Marketing are also being provided by the institute. The institute also encourages students to participate in the conferences and present quality research paper.

To enhance the learning experience of the student's case studies, assignments, seminar presentations, online test, quizzes, sectoral analysis, news activity, business awareness has been included as a part of curriculum. Students have opportunity for summer internships and live projects to get the experience of corporate world. Multiple seminars, workshops, international conference, industrial visit and foreign trips are organized to have Industry Institute Interface. Institute has personality development program inculcated in the curriculum. Class teaching focuses and motivates students to participate in the entire learning process. The program comprises of overall development of personality through various activities like group discussion, mock interviews, aptitude preparation to name a few. The students of Mass Communication Courses go to photoshoots & Radio Shows. They make documentary, Short Films and Video Albums as a part of their internal component. The department of Mass Communication organizes Film Festival every year in the campus. IT department organizes an Inter-College Software development competition. Students are sent to Indore Management Association conclave each year, where various prominent speakers deliver lectures related to management and other areas. Law students are exposed to the working of the court through MOOT court activity and national moot court competition, MUN and Legal Faista is organized every year. Besides students participate in legal cell. They are also encouraged to volunteer in activities like "Rahat", "E Dakia", "E- Shakti" projects where students conduct surveys and analysis and provide solutions/implement solutions and give results for NGO's Government and Corporate Bodies.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 2.3.2 Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc.

**Response:** 100

#### 2.3.2.1 Number of teachers using ICT

**Response:** 104



File Description	Document
List of teachers (using ICT for teaching)	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Provide link for webpage describing the " LMS/ Academic management system"	<a href="#">View Document</a>

### 2.3.3 Ratio of students to mentor for academic and stress related issues

**Response:** 47:1

#### 2.3.3.1 Number of mentors

Response: 104

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

### 2.3.4 Preparation and adherence to Academic Calendar and Teaching plans by the institution

**Response:**

Academic calendar is an important document that is prepared in the beginning of the session. It is planned in such a way that takes care of all the National holidays, local holidays and different events. The academic calendar is given to the students, faculty and staff in the beginning of the academic year. The institute prepares academic calendar in the beginning of the session and it includes the following details

1 Classes Commencement

2 Preparatory break

3 Examination Begins

4 Examination Ends

5 Semester Break

The academic calendar is prepared by the Director of the institution in consultation with the faculties, head of departments at various functional area, registrar and examination controller of the institute. The approved calendar is then circulated to all the departments including administrative section, Library, examination control room and computer lab. This is printed in Swagat the annual booklet given to students at the commencement of the academic year and displayed on notice boards and ERP of the institute.

The subject choice is taken from students at the end of the semester for the next semester. This is discussed in faculty meetings and subjects for the forthcoming semester are finalized. Subjects are then circulated to

faculty for subjects choice. The subject to be allotted to faculty are finalized by Director in consultation with faculty time table coordinator and HODs on basis of students feedback. Faculties are notified about subjects allotted in previous end semester for next semester. This allows them to prepare session plan and prepare for their next semester teaching assignments. Program coordinators are identified after faculty meetings on basis of faculty teaching load in particular program and his /her functional specialization. All activities of the institute both academic and extra curricular are identified and finalized in the faculty meetings where faculty choose the activity they would like to opt for in next semester as per their inclination and area specialization. These activities and the faculty coordinator for the same and the proposed dates of important activities are finalized and notified through “Swagat” the annual booklet.

Teaching plan is prepared by all the faculties of the institute before the session starts. This includes the session plan prepared by faculties that includes topic wise details and the case study that will be discussed in the class. The evaluation pattern for each subject is communicated to the students in the form of internal assessment scheme that is prepared by internal assessment coordinator in consultation with all the faculties and director of the institute. Before the semester start scheme, session plan, academic calendar is communicated to the students in their acc soft login id. And it ensures students practical and experiential learning. It ensures overall development of students in terms of presentation skills and learning.

## 2.4 Teacher Profile and Quality

### 2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

**Response:** 100

File Description	Document
Year wise full time teachers and sanctioned posts for 5 years	<a href="#">View Document</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 2.4.2 Average percentage of full time teachers with Ph.D. during the last five years

**Response:** 52.12

#### 2.4.2.1 Number of full time teachers with Ph.D. year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
55	53	46	39	33

File Description	Document
List of number of full time teachers with PhD and number of full time teachers for 5 years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 2.4.3 Teaching experience per full time teacher in number of years

**Response:** 10.05

#### 2.4.3.1 Total experience of full-time teachers

Response: 1045.1

### 2.4.4 Percentage of full time teachers who received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the last five years

**Response:** 128.77

#### 2.4.4.1 Number of full time teachers receiving awards from state /national /international level from Government recognised bodies year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
21	7	9	2	8

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>
e-copies of award letters (scanned or soft copy)	<a href="#">View Document</a>

### 2.4.5 Average percentage of full time teachers from other States against sanctioned posts during the last five years

**Response:** 14.22

#### 2.4.5.1 Number of full time teachers from other states year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
21	15	10	9	8

File Description	Document
List of full time teachers from other state and state from which qualifying degree was obtained	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 2.5 Evaluation Process and Reforms

### 2.5.1 Average number of days from the date of last semester-end/ year- end examination till the declaration of results during the last five years

**Response:** 48.6

#### 2.5.1.1 Number of days from the date of last semester-end/ year- end examination till the declaration of results year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
56	37	41	60	49

File Description	Document
List of programs and date of last semester and date of declaration of result	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 2.5.2 Average percentage of student complaints/grievances about evaluation against total number appeared in the examinations during the last five years

**Response:** 3.32

#### 2.5.2.1 Number of complaints/grievances about evaluation year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
55	53	163	122	199

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

### 2.5.3 Average percentage of applications for revaluation leading to change in marks during the last

**five years**

**Response:** 32.42

2.5.3.1 Number of applications for revaluation leading to change in marks year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
27	10	73	32	46

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

#### 2.5.4 Positive impact of reforms on the examination procedures and processes including IT integration and continuous internal assessment on the examination management system

**Response:**

The institute publishes rules and regulations for all programs, besides regulations rules for evaluation and governing malpractices are in place. All courses have semester systems except B. Com. (Hons.), BAJMC as per state government norms. The courses have credits and a student has to pass 60% credits to be allowed in next semester. In case student has ATKT then they appears in even semester examination or odd depending on which semester course they have ATKT. Each department i.e Economics, IT, HR, Finance, Marketing etc has an exam board comprising of senior faculty.

The institute has an ERP system with a module for examination by which following activities are conducted online.

- Attendance of the students in classes, Extra Mural Lectures, uploading of assignment, Business Simulation, Internal Test is online.
- The internal marks of each student for all internal components is compiled online which can be viewed by students through their students login on the institute web portal. These marks are transferred online to the examination department for compilation with external i.e. end semester / annual examination results to arrive at the result of the student.
- The students can take print of examination form online and pay examination fees online.
- The end semester / annual results are available to students through student login on institute web portal.
- Students are allowed to apply for revaluation, re-totalling and inspection of answer sheets post declaration of results as per DAVV norms.
- In case of final year students in case students have not more than 4 ATKT in the final year i.e. 2 ATKT in each semester of final year. He/she is allowed to sit in a special test held within a month of declaration of final year last semester examination However, as per DAVV rule the student should not have any ATKT in previous years of his / her degree program. Marks sheets of students are available online and students can access them through their student log in on web portal of the

institute.

The examination process is highly transparent. Students have access to their performance results and can take corrective action. The use of technology i.e. bar coding to disguise answer sheets ensures secrecy of evaluation process. The question papers are set by 2 setters and one paper gets printed. Also moderation system used in the exam process ensures that the moderator not only can modify / change the original paper but also ensure that it is as per syllabus. The examination cell has an Upgradation committee which suggests enhancements in the examination process which is enacted once passed by the competent authorities.

The internal external component is 40:60 ratios. The internal component are finalized by the faculty members in the beginning of the semester and innovative techniques of evaluation like online certification, social projects, simulation games, online tests are introduced. The schedule of internal test and its components is available to students online through their logins on institute portal along with session plan of the semester.

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

### 2.5.5 Status of automation of Examination division along with approved Examination Manual

**Response:** A. 100% automation of entire division & implementation of Examination Management System (EMS)

File Description	Document
Current manual of examination automation system and Annual reports of examination including the present status of automation	<a href="#">View Document</a>
Current Manual of examination automation system	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Annual reports of examination including the present status of automation	<a href="#">View Document</a>

## 2.6 Student Performance and Learning Outcomes

**2.6.1 Program outcomes, program specific outcomes and course outcomes for all programs offered by the Institution are stated and displayed on website and communicated to teachers and students**

**Response:**

All Program and Program specific outcomes are clearly stated and aligned with the vision and mission of the institute .The courses within programs have course outcomes aligned to program specific outcomes

and the evaluation schemes and the evaluation schemes both internal and external ensures measurement and assessment of outcomes. All Program outcomes, program specific outcomes and course outcomes are stated and displayed on institute website. Beside they are also made available to faculty and students in the library. All faculty are also provided a copy of the courses curriculum of all programs which contains the program outcomes, program specific outcomes, course outcomes and learning objectives.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 2.6.2 Attainment of program outcomes, program specific outcomes and course outcomes are evaluated by the institution

#### Response:

The departments have developed the curriculum taking all Program outcomes into consideration and ensuring that curriculum strongly maps all PO's. The PSO's are appropriately framed along with curriculum development.

The course outcomes are framed as the skills and abilities students acquire on completing the course. The framed CO's are mapped with PO's and PSO's. The framed CO's for a course are measured by the internal and external evaluation schemes. This differs depending on the course. The internal assessment schemes includes various components depending on the course namely class tests, simulation games, fish pond, seminar presentation, research projects, sectoral analysis etc. Rubrics are used to evaluate various internal components.

At the end of the course, the external scheme for evaluation again varies depending on the Course outcomes to be evaluated. It consists of components like viva, case studies, MCQs, Short and Long question etc.

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

### 2.6.3 Average pass percentage of Students

**Response:** 94.24

2.6.3.1 Total number of final year students who passed the examination conducted by Institution.

Response: 1490

2.6.3.2 Total number of final year students who appeared for the examination conducted by the institution

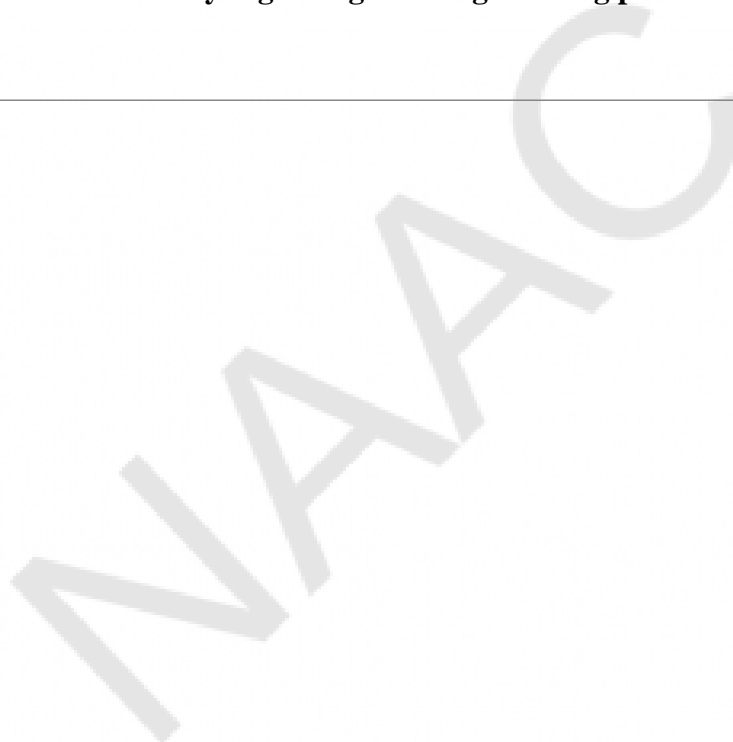
Response: 1581

File Description	Document
List of programs and number of students passed and appeared in the final year examination	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 2.7 Student Satisfaction Survey

### 2.7.1 Online student satisfaction survey regarding teaching learning process

Response: 3.74





## Criterion 3 - Research, Innovations and Extension

### 3.1 Promotion of Research and Facilities

**3.1.1 The institution has a well defined policy for promotion of research and the same is uploaded on the institutional website**

**Response:** Yes

File Description	Document
Minutes of the Governing Council/ Syndicate/Board of Management related to research promotion policy adoption	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
URL of Policy document on promotion of research uploaded on website	<a href="#">View Document</a>

**3.1.2 The institution provides seed money to its teachers for research (average per year)**

**Response:** 1.54

3.1.2.1 The amount of seed money provided by institution to its faculty year-wise during the last five years(INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
List of teachers receiving grant and details of grant received	<a href="#">View Document</a>

**3.1.3 Number of teachers awarded international fellowship for advanced studies/ research during the last five years**

**Response:** 0

3.1.3.1 The number of teachers awarded international fellowship for advanced studies / research year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
List of teachers and their international fellowship details	<a href="#">View Document</a>

### 3.1.4 Institution has the following facilities

1. Central Instrumentation Centre
2. Animal House/Green House / Museum
3. Central Fabrication facility
4. Media laboratory/Business Lab/Studios
5. Research / Statistical Databases

**Response:** A. Any four facilities exist

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

## 3.2 Resource Mobilization for Research

**3.2.1 Grants for research projects sponsored by the non-government sources such as industry, corporate houses, international bodies, endowments, Chairs in the institution during the last five years (INR in Lakhs)**

**Response:** 32.44

**3.2.1.1 Total Grants for research projects sponsored by the non-government sources such as industry, corporate houses, international bodies, endowments, Chairs in the institution year-wise during the last five years (INR in Lakhs)**

2018-19	2017-18	2016-17	2015-16	2014-15
2.00	17.09	9.35	4.00	0

File Description	Document
List of project and grant details	<a href="#">View Document</a>
e-copies of the grant award letters for research projects sponsored by non-government	<a href="#">View Document</a>

**3.2.2 Number of research centres recognised by University and National/ International Bodies****Response:** 1**3.2.2.1 Number of research centres recognised by University and National/ International Bodies**

Response: 1

<b>File Description</b>	<b>Document</b>
Names of research centres	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

**3.2.3 Percentage of teachers recognised as research guides****Response:** 34.59**3.2.3.1 Number of teachers recognised as research guides**

Response: 46

**3.2.3.2 Number of full time teachers worked in the institution during the last 5 years**

Response: 133

<b>File Description</b>	<b>Document</b>
Details of teachers recognized as research guide	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

**3.2.4 Number of research projects per teacher funded, by government and non-government agencies, during the last five year****Response:** 0.3**3.2.4.1 Number of research projects funded by government and non-government agencies during the last five years**

Response: 7

<b>File Description</b>	<b>Document</b>
Supporting document from Funding Agency	<a href="#">View Document</a>

**3.3 Innovation Ecosystem**

**3.3.1 Institution has created an eco system for innovations including Incubation centre and other initiatives for creation and transfer of knowledge**

**Response:**

Prestige Institute of Management and Research is a premier institution of central India. The Institute was Shortlisted for Grant in Aid on May 4, 2018 by ATAL INNOVATION MISSION, NITI AYOJ, GOVT. OF INDIA to establish ATAL Incubation Centre. The institute established Atal Incubation Centre- Prestige Inspire Foundation (AIC-PIF), Indore as a registered Sec-8 SPV (Registration Letter- attached), on August 10, 2018. The first tranche of grant in aid was received on September 28, 2018.

AIC- PIF is a state of the art incubator established in the business capital of Madhya Pradesh. The first Incubate was inducted on September 18, 2018, currently 12 startups ideas are working at AIC-PIF. The incubator works with objective of experiential and Hands-on Learning, training, mentoring for innovation, research and entrepreneurship.

AIC- PRESTIGE INSPIRE FOUNDATION, Indore is working with solemn objective of supporting innovative start-ups and enterprises, enable support ecosystem for incubated start-ups, including but not limited to mentoring, planning, organizing events, lab facilities, regulatory guidance, etc., provide preference in support to start-ups or innovators that have applications / impact in the core sectors of the economy especially with respect to technology based innovation and related but not limited to agriculture. The vision of this Incubation Centre is “Nurturing start-ups to become viable business ventures, thereby, supporting socio-economic development of the nation”. The mission is “To provide overall ecosystem support to business ideas that are innovative, scalable and sustainable with potential to disrupt business and revenue models thereby contributing to the advancement of research and education, economic, technological and social environment/dimensions at all levels for future generation of the nation”.

The institute has signed an agreement with INNOVIVI and University of California, Berkeley for promoting entrepreneurship through entrepreneurial certification at University of California, Berkeley and master classes on innovation by world class faculty for students in PIMR. The institution also has a PIMR MHRD IIC under MHRD Institute Innovation Council at UG & PG level which regularly organizes student activities and workshops for training faculty and students to promote innovation, startups, entrepreneurship etc. The institute also organizes workshops on IPR. PIMR also recognizes and awards faculty for developing patents. It also has established Recording Studio for creating and disseminating knowledge.

The institute also has an MOU with Dept. of Micro, Small and Medium Enterprises (MSME), Govt. of India to support eco-system at nodal level for startups. The initiative is to support events, workshops, boot camps, hackathon etc. The institute also regularly organizes I-NEXT which is the National level platform for ideation, prototype and product level startups to showcase their business plans and products. Womeninnovator is also a platform supported by MSME, Govt. of India for virtual incubation of women entrepreneurs. The incubation center has an MOU with womeninnovator platform to support women entrepreneurs, women startups, women enterprises and women professionals.

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

**3.3.2 Number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry - Academia Innovative practices during the last five years****Response:** 27

3.3.2.1 Number of workshops/seminars conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
7	4	5	5	6

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

**3.3.3 Number of awards for innovation won by institution/ teachers/ research scholars/students during the last five years****Response:** 53

3.3.3.1 Total number of awards for innovation won by institution/teachers/research scholars/students year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
10	4	9	1	7

File Description	Document
List of innovation and award details	<a href="#">View Document</a>
e- copies of award letters	<a href="#">View Document</a>

**3.3.4 Number of start-ups incubated on campus during the last five years****Response:** 10

3.3.4.1 Total number of start-ups incubated on campus year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
10	0	0	0	0

File Description	Document
List of startups details like name of startup, nature, year of commencement etc	<a href="#">View Document</a>
e- sanction order of the Institution for the start ups on campus	<a href="#">View Document</a>
Contact details of the promoters for information	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 3.4 Research Publications and Awards

#### 3.4.1 The institution has a stated Code of Ethics to check malpractices and plagiarism in Research

**Response:** Yes

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

#### 3.4.2 The institution provides incentives to teachers who receive state, national and international recognition/awards

**Response:** Yes

File Description	Document
e- copies of the letters of awards	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

#### 3.4.3 Number of Patents published/awarded during the last five years

**Response:** 95

##### 3.4.3.1 Total number of Patents published/awarded year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1	0	0	0	0

File Description	Document
List of patents and year it was awarded	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 3.4.4 Number of Ph.D.s awarded per teacher during the last five years

**Response:** 0.76

3.4.4.1 How many Ph.Ds are registered within last 5 years

Response: 35

3.4.4.2 Total number of teachers recognised as guides during the last 5 years

Response: 46

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	<a href="#">View Document</a>
URL to the research page on HEI web site	<a href="#">View Document</a>

### 3.4.5 Number of research papers per teacher in the Journals notified on UGC website during the last five years

**Response:** 9.77

3.4.5.1 Number of research papers in the Journals notified on UGC website during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
34	80	15	9	21

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

### 3.4.6 Number of books and chapters in edited volumes / books published, and papers in national/international conference-proceedings per teacher during the last five years

**Response: 4.45**

3.4.6.1 Total number of books and chapters in edited volumes / books published, and papers in national/international conference-proceedings year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
71	47	121	118	27

File Description	Document
List books and chapters in edited volumes / books published	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

**3.4.7 Bibliometrics of the publications during the last five years based on average citation index in Scopus/ Web of Science or PubMed****Response: 1.69**

File Description	Document
Bibliometrics of the publications during the last five years	<a href="#">View Document</a>

**3.4.8 Bibliometrics of the publications during the last five years based on Scopus/ Web of Science - h-index of the Institution****Response: 3**

File Description	Document
Bibliometrics of publications based on Scopus/ Web of Science - h-index of the Institution	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 3.5 Consultancy

**3.5.1 Institution has a policy on consultancy including revenue sharing between the institution and the individual****Response: Yes**



File Description	Document
Soft copy of the Consultancy Policy	<a href="#">View Document</a>
Minutes of the Governing Council/ Syndicate/Board of Management related to Consultancy policy	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
URL of the consultancy policy document	<a href="#">View Document</a>

### 3.5.2 Revenue generated from consultancy during the last five years

**Response:** 8.06

3.5.2.1 Total amount generated from consultancy year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
1.65	1.79	1.85	.25	2.52

File Description	Document
List of consultants and revenue generated by them	<a href="#">View Document</a>

### 3.5.3 Revenue generated from corporate training by the institution during the last five years

**Response:** 6.18

3.5.3.1 Total amount generated from corporate training by the institution year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
2.39	.47	.10	.50	2.72

File Description	Document
List of teacher consultants and revenue generated by them	<a href="#">View Document</a>
Audited statements of account indicating the revenue generated through training	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 3.6 Extension Activities

#### 3.6.1 Extension activities in the neighbourhood community in terms of impact and sensitising students to social issues and holistic development during the last five years

**Response:**

The institute has introduced a course of 'Management by Consciousness' whereby students are taught the principles of universal belongingness. Students of PIMR Rotaract Club regularly adopt one animal from the local zoo by raising funds through various activities like fests etc. The animals adopted include Chinkara, Python, and Vulture etc.

The institute has a literacy mission where the mobile van has been donated by Prestige Education Society to the institute specifically for transporting slum children from slum areas to the institute. A classroom has been specifically allotted for the grooming and literacy of these students. This activity is done by students and faculty in association with NGO named Seva Bharti and NEEV. The institute is recognized under Unnat Bharat Abhiyaan and has adopted a village namely Lodhia which is 33 kms away from the institute. Students and faculty help in educating children, trained villagers on hygiene and health awareness, distributes sanitary pads, plant trees that can generate income and construct stop dam etc.

The Rotaract Club, NSS Club organises activities like blood donation camp, visit to old age homes, donation of clothes in slum areas etc. The students participated in "Gaon Chale Hum" a state government initiative where students went to villages for 4 days and tried to understand their problems and get sensitised to rural India.

The institute organises legal aid campus in slum areas. A march on Gandhi Jayanti through slum areas to make people aware of the need to Ban Single Use Plastic was organised. The institute provides scholarships to economically backward students. Part payment of semester fees, waiver of late fees etc. are some facilities provided to students.

The institute has been recognised by the Mayor of Indore for its participation in Swacha Bharat Abhiyaan in which Indore has been judged the cleanest city of India thrice in a row.

The institute along with "Airtel and Government of M.P." have done a project titled E-Shakti for which it won the Golden Book World Record for making more than 1 lakh rural women e-literate. The work done by the students was appreciated to such an extent that the project was replicated in Maharashtra and Rajasthan.

The institute also participated in the project e-Dakiyaa of AICTSL and State Government to promote

digital payment method among Indore citizens. The students have also participated in the traffic awareness program along with the traffic police of Indore to promote Traffic Discipline in Indore.

Other than these measures institute has established “Bhoomika” which is the women empowerment cell of the institute to train women by conducting workshops on Self Defence and Gender Sensitisation, literacy mission in slum areas for girl child and women to name a few.

Students also participate in “River Rally” to save river organised by Isha Foundation. To promote the entrepreneurial spirit in Indore the students organised largest backward walk for which the institute won the Guinness Book of World Record.

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

### 3.6.2 Number of awards and recognition received for extension activities from Government /recognised bodies during the last five years

**Response:** 20

3.6.2.1 Total number of awards and recognition received for extension activities from Government /recognised bodies year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
4	6	2	5	3

File Description	Document
Number of awards for extension activities in last 5 years	<a href="#">View Document</a>
e-copy of the award letters	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 3.6.3 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 last five years

**Response:** 83

3.6.3.1 Number of extension and outreach Programs conducted in collaboration with Industry, Community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
30	11	21	12	9

File Description	Document
Reports of the event organized	<a href="#">View Document</a>
Number of extension and outreach programs conducted with industry,community etc for the last five years	<a href="#">View Document</a>

**3.6.4 Average percentage of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the last five years**

**Response:** 47.81

3.6.4.1 Total number of students participating in extension activities with Government Organisations, Non-Government Organisations and programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
2801	2521	2463	1005	1119

File Description	Document
Report of the event	<a href="#">View Document</a>
Average percentage of students participating in extension activities with Government or NGO etc	<a href="#">View Document</a>

### 3.7 Collaboration

**3.7.1 Number of Collaborative activities for research, faculty exchange, student exchange per year**

**Response:** 103.8

3.7.1.1 Total number of Collaborative activities for research, faculty exchange, student exchange year-

wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
104	110	99	102	104

File Description	Document
Number of Collaborative activities for research, faculty etc	<a href="#">View Document</a>
Copies of collaboration	<a href="#">View Document</a>

### 3.7.2 Number of linkages with institutions/industries for internship, on-the-job training, project work, sharing of research facilities etc. during the last five years

**Response:** 4749

3.7.2.1 Number of linkages for faculty exchange, student exchange, internship, field trip, on-the-job training, research, etc year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
999	999	999	999	753

File Description	Document
e-copies of linkage related Document	<a href="#">View Document</a>
Details of linkages with institutions/industries for internship	<a href="#">View Document</a>

### 3.7.3 Number of functional MoUs with institutions of National/ International importance, Other Institutions, Industries, Corporate houses etc., during the last five years (only functional MoUs with ongoing activities to be considered)

**Response:** 30

3.7.3.1 Number of functional MoUs with institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years (only functional MoUs with ongoing activities to be considered)

2018-19	2017-18	2016-17	2015-16	2014-15
13	8	2	3	6

File Description	Document
e-copies of the MoUs with institution/ industry/ corporate house	<a href="#">View Document</a>
Details of functional MoUs with institutions of national, international importance, other universities etc during the last five years	<a href="#">View Document</a>

NAAC

## Criterion 4 - Infrastructure and Learning Resources

### 4.1 Physical Facilities

#### 4.1.1 The institution has adequate facilities for teaching - learning. viz., classrooms, laboratories, computing equipment, etc

##### Response:

Prestige Institute of Management and Research (PIMR) Indore has three campuses– The Post Graduate campus, The Under Graduate campus and The department of Law campus.

PIMR campus has 66 classrooms, which are ergonomically designed, well furnished; ICT enabled, well ventilated and have access to natural light, 10 tutorial rooms where practical classes are conducted. Auditorium is fully furnished with the seating capacity of around 240 seating capacity, video conferencing facilities; which is connected of Prestige Education Society. The Institute has 113 faculty cabins and individual laptops for every faculty.

There are 4 seminar halls in the PIMR campus where the guest lectures, placement processes and conferences/seminars/workshops are conducted, there is also include one moot court designed on international courts, in the seminar halls have lectures can be recorded viewed by faculty and students on the internet. There is an ultra-modern recording studio available in the campus which is run by Prestige Media. In this studio prestige media also operates an in house radio which is broadcasted in the campus.

To provide the technical environment to the students there are 5 computer labs and 1 simulation lab in the PIMR campus. The institute operates on ERP software Accsoft; which includes students, exam, account, academic store models to name a few. Also institute conduct online test, provide assignment, shares has notice take attendance, collect student feedback etc. In each building, PIMR has facility of CCTV cameras, WiFi also provides digital payment, biometric attendance for the staff and faculties.

PIMR contains in each campus 3 separate spacious libraries, which includes 45283 books, include literatures, course book and different specialized area based books. 16872 research collection which include journals, monographs, doctoral thesis etc. PIMR library also give facility of NLIST access to all the students and Air Online institutional version and Mnutrapatra.com for Law, Institute also to EBSCO business source elite, ECCH search access, sage online journals access, inflibnet to name a few.

The administrative section in the each block has Director Office, Board room, Accounts section, Students' section, NSS and Rostrat club, Boy's common room, Girls common room, store, student counseling, sick room, sports room MDP room, placement section and the examination section. The campus also has placement cell. Institute has dedicated room in which institute provide facility for the under privilege kids education. Institute has special room which institute gives for the students to develop the meditation skills. Examination control room also available. Two atriums are also available for student gathering and cultural activities. The law block also have separate room for legal aid cell.

Atal Incubation Center (AIC) is the heart of the institute, AIC has been established in the institute by NITI AAYOG, government of India and Atal innovation mission. Institute provides many special facilities in AIC like, incubation labs, Board room, and seminar hall for incubates and conducting various events.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

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

##### Response:

Prestige Institute of Management and Research is spread in 3 campuses. The institute has adequate infrastructure in terms of space and facilities for the physical wellbeing of the students. Where students play games like cricket and football. The institute has outdoor cemented basketball court and four indoor badminton courts. In addition the institute also has a shared facility of sports ground with its prestige public school which is less than ¼ km away for games like Kho kho, cricket and volleyball. To promote sports culture the institute has a sports officer and faculty coordinators sports who promote sports participation in outside institute and universities. The students represent the institute in inter institute, interstate, national level and international level. In sports like khokho, karate, squash, cricket, weight lifting, badminton, football, volleyball, rifle shooting, chess, table tennis, lawn tennis to name a few.

The institute organizes intra- institute and inter-institute sports event SPARDHA, a sports event every year where cricket, football, volleyball, basketball, table tennis and badminton competition are held in the Month of March to strengthen the sports skills of students. Students participating in outside events are completely sponsored by the institute where registration fees, TA, DA, personal kit for team players and many more sponsored by the Institute. Institute also conducts special examination for the students representing institute in west zone and university, state, National & Institutional level.

Students seeking admission to institute if they have played state, national and international sports are given additional percentage weight-age of admission. Students are encouraged to participate in various other sports events such as walkathons to support various causes. Yoga and Meditation are conducted regularly in the institute. Besides, students are taken for the youth camps, Trekking and adventure sports to make them environment friendly and social.

The institute promotes Indian Classical Music amongst youth by organizing various events under Society for Promoting Indian Classical Music and Culture Amongst Youth (SPIC MACAY).Institute also organizes National cultural fest MANTHAN which is the most popular event of the Institute in which National and International participation of students makes the students motivated. In three days event total eighteen to nineteen events are held of various field of management such finance, marketing, computer and HR.Celebration of festival like Gurupurnima Day, Ganesh Chaturthi, NavRatri, to name a few also organized in the Institute. The institute organizes Film Festival where National and International films are screened. Institute also organizes excursion cum learning tour to India and abroad under its annual event “Shanti Niketan” and “Pravas”. The institute has 1 auditorium, 4 seminars halls, and two atriums to conduct various cultural events. The institute also encourages students to participate in National cultural events and provides them with TA, DA and sponsoring of registration fees. The institute also has its own recording studio and in –house Radio, to encourage students excel in photography, cinematography, comparing etc.



File Description	Document
Any additional information	<a href="#">View Document</a>
link for additional information	<a href="#">View Document</a>

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

**Response:** 100

##### 4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 66

File Description	Document
Number of classrooms and seminar halls with ICT enabled facilities	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Link for additional information which is optional	<a href="#">View Document</a>

#### 4.1.4 Average percentage of budget allocation, excluding salary for infrastructure augmentation during the last five years.

**Response:** 84.35

##### 4.1.4.1 Budget allocation for infrastructure augmentation, excluding salary year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
605	560	550	515	305

File Description	Document
Audited utilization statements	<a href="#">View Document</a>

## 4.2 Library as a Learning Resource

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

**Response:**

**PIMR Library and Information Centre ( PIMRLIC )** has been automated with the installation of

“**Accsoft 2.0**” standard software designed and developed by Emperor Solutions Pvt. Ltd. Transactions ( Issue/Return Process) of the resources has been automated with the help of **Bar Code System**. This module helps to generate a monthly report for the various users separately.

OPAC (Open Public Access Catalogue) facility is also available for library users. Users can download research articles/papers and can copy the contents in their USB/pendrive. Library users can access the contents of digital library on the PCS.14 state of the art multimedia PCs (P4 with 2.4 Ghz) with broadband and Internet connectivity.

PIMRLIC also facilitates to users to go through with available databases such as:

- **Books Database:**

This database has Information of 26,774 books in bibliographic form which is updated regularly.

- **Research Projects and Summer Training Reports Information Database**

This database contains up-to-date information about 9832 Research Projects and Summer Training Reports completed by students of the Institute.

- **Articles Information Database**

This database contains bibliographic information and articles selected from core Journals subscribed by PIMRLIC. This database is in bibliographic form with subject indexing.

**Some of the denoted components of the web module includes:**

### **Acquisition Module**

This module enables library staff to handle all major functions relating to suggestions, accessioning, Periodical subscriptions and master databases (Author creation, party creation, title creation member group Rights, Member creation in bulk /single) reports etc.

### **Cataloguing Module**

Under this module Acc Soft provides to make of such as catalogue of any type of material: Books, Research Articles, Major Research Reports, Summer Training Reports, Doctoral thesis, Audio-Video CD'S, Periodicals (Journals/ Magazines) etc.

### **Circulation Module**

This module takes care of all possible functions of circulation. It covers Borrower's card with photographs, Member Information, barcode, Physical Stock Verification and Front Desk Operations such as Issue, returns, Title specific reservation/cancellations, Bulk Transaction for a borrower, Backdated Transactions.

### **Serial Module**

This module allows one to create an exclusive database for different serials such as Journal (Indian/Foreign), Magazine, Exchange Journal.

### **OPAC (Online Public Access Catalogue) Module**

OPAC offers powerful on-line search facilities to search via library catalogues such as –Author, Keyword, Subjects, Accession Number, Titles, Publisher, Material Type and ISBN.

In addition to the conventional search method, OPAC indexing facilities every word in the description of the item. The repository of words, names titles, keywords, etc. is available for on-line browsing while the search phrase is being entered. User can see the status of currently borrowed items with his/her membership code.

**Reports module**

Reports module allow to create reports such as:

Accession Register Reports

Catalogue Report

Circulation Register

Fine collection Reports

GRN/Purchase Reports

Member Ledger

OPAC

Purchase order Reports

**Administrative Module**

Administrative module allows supervisor to authorize user rights i.e. to allow specific library staff to use various modules. It assigns login and password to use various module of the system administrator.

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

**4.2.2 Collection of rare books, manuscripts, special reports or any other knowledge resource for library enrichment****Response:**

The library of PIMR contains 236 early printed books. Some of the rare books are available in various subjects like Holistic, Business Ethics, and Jainism etc.

The Institute (Faculties and Students) can access the Rare books through DELNET Digital Library Resources. Rare books collections are available in the Reference section of the Library.

There are many options to search/ advanced search for Manuscripts, Antique Books, Ancient Documents, Jain Manuscripts, Palm Leaf Tamil Manuscripts, Tampatra/ Bhojpatra, Gumukhi, SantKabir Manuscripts, PatanjaliYogSutram as well and link for the same is:

PIMR library has broadly classified into two sections namely Reference Collection and Subjects collection. The first one includes District Gazetteers ,Encyclopaedias ,NGO Directory, World Atlas.PIMR has rarest publications like The Encyclopedia America International Edition 30 Volumes 1993, The Encyclopaedic District Gazetteers of India 10 Volumes 1997,Encyclopaedia of Commerce and Management 25 Volumes 1990, The Blackwell Encyclopedia of Management 12 Volumes 1997, Philips World Atlas Illustrated Encyclopaedia of Arts and Industry of All Nations 2 Volumes 1993, International Encyclopaedia of Environmental Laws 15 Volumes 1996 Dianet NGO Directory ( A Directory of Non Governmental Organisations in India XV Volumes 1998 and Encyclopaedia Indica 20 Volumes 1997.

Different Management Subject collections like Accounting, Business Ethics, Business Laws, E-Business, General Management, International Business, Marketing Management, Psychology etc are available in the Library.

PIMR E-Library has CDs on different topics .Some of the Audio-Video collections are available in the Digital section of the library. The CDs accompanying Books are maintained in the library. The CD's are preserved in e-library and the same will be issued for reference on request.

### **Other Collection**

PIMRLIC has subscription to the following online databases. Library has online subscription of the following electronic resources.

- Delnet Databases
- EBSCO Business Source Elite
- J-Gate SocialScience and Humanities
- NLIST ( INFLIBNET )Programme
- Sage online Journals
- Air Web World ( AIR Online Institutional Version

Manupatra.Com	
<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>

<b>4.2.3 Does the institution have the following</b>	
<ol style="list-style-type: none"> <li>1.e-journals</li> <li>2.e-ShodhSindhu</li> <li>3.Shodhganga Membership</li> <li>4.e-books</li> <li>5.Databases</li> </ol>	
<b>Response:</b> Any 3 of the above	
<b>File Description</b>	<b>Document</b>
Details of subscriptions like e-journals,e-ShodhSindhu,Shodhganga Membership etc	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

<b>4.2.4 Average annual expenditure for purchase of books and journals during the last five years (INR in Lakhs)</b>											
<b>Response:</b> 16.06											
<b>4.2.4.1 Annual expenditure for purchase of books and journals year-wise during the last five years (INR in Lakhs)</b>											
<table border="1"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>19.20</td> <td>13.40</td> <td>15.92</td> <td>21.66</td> <td>10.13</td> </tr> </tbody> </table>		2018-19	2017-18	2016-17	2015-16	2014-15	19.20	13.40	15.92	21.66	10.13
2018-19	2017-18	2016-17	2015-16	2014-15							
19.20	13.40	15.92	21.66	10.13							
<b>File Description</b>	<b>Document</b>										
Details of annual expenditure for purchase of books and journals during the last five years	<a href="#">View Document</a>										
Audited statements of accounts	<a href="#">View Document</a>										

<b>4.2.5 Availability of remote access to e-resources of the library</b>	
<b>Response:</b> Yes	

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

#### 4.2.6 Percentage per day usage of library by teachers and students

**Response:** 51.42

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

Response: 2543

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

### 4.3 IT Infrastructure

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

**Response:**

Prestige Institute of Management and Research (PIMR) Indore 540 systems with the configuration of Intel Core i3 processors. Besides this 80 iPads were given to the first batch of Law students. Institute has provided laptop to all the faculties with the configuration of Intel Core i3 processors for teaching and research purposes.

#### Computer-Students Ratio

The institute believes in keeping the students updated with the help of information technology for this the institute maintains a healthy computer-students ratio of 1:8.

#### Simulation Lab

A dedicated simulation lab is established in the institute to give hands on experience to the students. Institute has procured 'Capsim' software for business simulation lab. These Simulation games are assessed in the internal assessment component and therefore, an important part of student evaluation.

#### Internet Facility

The internet facility is available in PG, UG and Law Blocks. The higher bandwidth of 147 MBPS Internet is available in all three blocks.

### **Generator and UPS**

The institute is having 2 Generators and 5 Online UPS for power backup.

### **WiFi Facility**

All the blocks of PIMR are fully WiFi enabled. The faculties and students can access the internet and intranet through secured login facility.

### **Servers and Proprietary Software**

The institute has eight servers in which one server is Linux based and seven servers are Windows 2008. The institute also uses an Alumni portal to connect with its Alumni and link for the same is <https://alumni.pimrindore.ac.in/>

The institute also has proprietary softwares such as Microsoft Base license, Oracle 8i, AccSoft (Customized ERP Software), SPSS 24 and Turnitin (Anti plagiarism software), Impartus (Lecture capturing and editing facility) and Words Worth English Language Lab Software.

### **Stock of Computers**

The institute maintains and update record/ inventory properly and it is managed by System administrator.

### **ERP Solution**

The institute uses a customized ERP software AccSoft which includes admission, fee, internal assessment, attendance session plans and teachers' diary modules for making its functions more effective.

### **Interactive Board and LCD**

All the classrooms, seminar halls and moot court has in build LCD facilities to enhance interactive sessions.

### **CCTV Facility**

There are 85 CCTV cameras mounted on different locations in the institute.



**Digital Payment Facility**

The institute has tie-up with Paytm for online fee deposition while it has a tie-up with Axis Bank for online deposits and card swiping facility.

**Biometric Attendance System**

The institute uses biometric system for faculty and staff attendance.

**Turnitin (Anti plagiarism software)**

To check the plagiarism in research work the institute has also subscribed Turnitin software.

**Impartus**

Lecture recording/ capturing and editing facility is provided by Impartus to facilitate students. Institute has three devices for video capturing and editing facility.

**Management Lab**

The mission of Management lab is “**Converting Concepts into Competency**” for practical work so that they may visualize the concepts of their subjects.

**English Communication Lab**

English Lab has 120 computers which are dedicated to students.

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

**4.3.2 Student - Computer ratio**

**Response:** 269:30

**4.3.3 Available bandwidth of internet connection in the Institution (Lease line )****Response:** 750 MBPS

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

**4.3.4 Facilities for e-content development such as Media Centre, Recording facility, Lecture Capturing System (LCS)****Response:** Yes

File Description	Document
Facilities for e-content development such as Media Centre, Recording facility,LCS	<a href="#">View Document</a>
Link to photographs	<a href="#">View Document</a>

**4.4 Maintenance of Campus Infrastructure****4.4.1 Average Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, as a percentage during the last five years****Response:** 88.44

4.4.1.1 Expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
753.62	652.85	475.62	467.09	353.56

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic facilities	<a href="#">View Document</a>
Audited statements of accounts.	<a href="#">View Document</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.****Response:**

The institute has established various systems and procedures for maintaining and utilizing physical, academic and support facilities.

### **Maintenance of the Campus**

The administrator of the institute looks after the maintenance on daily basis. The housekeeping facility is run by a professional contractor who is responsible for the cleanliness of the institute premises, washrooms, classrooms and administrative sections. The institute has an in house services of a civil contractor, electricians and gardeners. The security services are also outsourced to a professional agency Blue Caps while the maintenance of the lift is looked after by the concerned company.

### **Classrooms**

The classrooms are cleaned twice in a day for the hygiene purpose. Any issue related to civil repairs, electric repairs etc. is brought into the notice of the registrar who then allocates the work to the appropriate person. Repair works including that of furniture are performed on regular basis. Due care is taken to replace the old furniture with the new one every year.

### **Library**

The library up-gradation committee of the institute is constituted for smooth functioning of the library. Regular meetings of the committee are conducted for necessary suggestions. Stock verification takes place on yearly basis. Fresh stock is purchased while the damaged books are repaired during vacations. Binding of the periodicals and the journals which are removed from the shelves are done so that they can be used by faculties and research scholars for research purposes. The library also has the facilities of reference section, e-Library, digital library, and photocopying. Library Bulletin of PIMR is published bimonthly and includes latest updates of library like New Books, New Journals subscribes, New CDs etc.

### **Sports Complex**

A dedicated sports officer is available to look after the sports facilities in the institute. The sports equipment are looked after by him and new equipment are purchased on regular basis. The playground and

courts are maintained as per prescribed norms. First-aid facility is also available to avoid any causality while the institute also has tie up with nearby Life Care Hospital for emergency situation.

### **Computer Services**

The computer lab in-charge is responsible for the maintenance of computers, networking and other IT facilities in the institute. The institute also has an annual maintenance agreement with the third party for hardware maintenance.

### **Generator Facility**

To ensure the uninterrupted power supply generators are available in all the campuses of the institute. There are two generators, one of the capacity of 63 KV and other one's 125 KV capacity.

### **Water Cleaning Facility**

The RO filtered drinking water facility is available on every floor. The water tanks are cleaned every week to ensure purity while the water filter kits are maintained on regular basis to ensure the supply of pure and safe drinking water.

### **Canteen**

The canteens are run by the alumnus of the institute. This venture was supported by the institute while the operator Mr. Akash Singh was studying in the institute and is being continued since then. To ensure the quality a faculty is assigned as the canteen in-charge.

### **Waste Management**

The institute segregates the waste at source as required by IMC and thus plays an active role in *Swachh Bharat Mission*.

### **E-Waste Management**

The Institute has taken membership of Unique Eco Recycle and the membership No. is **1087/2019**. This membership is granted for disposed of e-waste in scientific and eco- friendly manner.

### **Fire Extinguisher and Fire Safety**

Firefighting equipment are well placed in the institute premises and are regularly refilled. Fire extinguisher are wall mounted on each floor in all the campuses of the Institute. There are fire extinguisher are of 4.5 K.G., 8 of 4 K.G., 13 of 5K.G and 3 of 2 K.G. capacity in UG campus. There are 5 and 10 fire extinguisher are available of 2 and 5 K.G. capacity respectively in PG campus. There are 9 fire extinguisher are of 6 K.G., 1 is of 1 K.G., 2 are of 2 K.G. and 3 are of 4.5 K.G. capacity in Law campus. Girls and Boys Hostel have 3-3 fire extinguisher separately with the capacity of 4 K.G.

### **Pollution Control Unit**

An air purifier device is installed at UG Campus, which is designed by one of incubatee, AIC.

### **Rain Water Harvesting**

The institute operates and maintains the rain water harvesting system as its commitment towards sustainable development.

### **Solar Panels**

Solar panels are mounted on all the campuses for solar energy generation.

<b>File Description</b>	<b>Document</b>
link for additional information	<a href="#">View Document</a>

NAAC

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

#### 5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years

**Response:** 7.44

5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

#### File Description

Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years

#### Document

[View Document](#)

#### 5.1.2 Average percentage of students benefited by scholarships, freeships, etc. provided by the institution besides government schemes during the last five years

**Response:** 5.53

5.1.2.1 Total number of students benefited by scholarships, freeships, etc provided by the institution besides government schemes year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
524	390	185	93	33

#### File Description

Any additional information

#### Document

[View Document](#)

#### 5.1.3 Number of capability enhancement and development schemes –

1. Guidance for competitive examinations
2. Career Counselling
3. Soft skill development
4. Remedial coaching

- 5. Language lab
- 6. Bridge courses
- 7. Yoga and Meditation
- 8. Personal Counselling

**Response:** 7 or more of the above

File Description	Document
Details of capability enhancement and development schemes	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Link to Institutional website	<a href="#">View Document</a>

#### 5.1.4 Average percentage of students benefited by guidance for competitive examinations and career counselling offered by the institution during the last five years

**Response:** 35.3

5.1.4.1 Number of students benefited by guidance for competitive examinations and career counselling offered by the institution year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
1599	1423	1520	1380	1098

File Description	Document
Number of students benefited by guidance for competitive examinations and career counselling during the last five years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

#### 5.1.5 Average percentage of students benefited by Vocational Education and Training (VET) during the last five years

**Response:** 6.16

5.1.5.1 Number of students attending VET year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
323	263	464	81	140



File Description	Document
Details of of students benefited by Vocational Education and Training (VET)	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 5.1.6 The institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases

**Response:** Yes

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

## 5.2 Student Progression

### 5.2.1 Average percentage of placement of outgoing students during the last five years

**Response:** 39.22

#### 5.2.1.1 Number of outgoing students placed year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
697	639	549	472	328

File Description	Document
Self attested list of students placed	<a href="#">View Document</a>
Details of student placement during the last five years	<a href="#">View Document</a>

### 5.2.2 Percentage of student progression to higher education (previous graduating batch)

**Response:** 9.99

#### 5.2.2.1 Number of outgoing students progressing to higher education

File Description	Document
Details of student progression to higher education	<a href="#">View Document</a>

### 5.2.3 Average percentage of students qualifying in State/ National/ International level examinations during the last five years (eg: NET/ SLET/ GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)

**Response:** 100

#### 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) year wise during last five years

2018-19	2017-18	2016-17	2015-16	2014-15
96	32	45	72	81

#### 5.2.3.2 Number of students appearing in state/ national/ international level examinations (eg: NET/SLET/GATE/GMAT/CAT, GRE/TOEFL/ Civil Services/State government examinations) year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
96	32	45	83	81

File Description	Document
Upload supporting data for the same	<a href="#">View Document</a>
Number of students qualifying in state/ national/ international level examinations during the last five years	<a href="#">View Document</a>

## 5.3 Student Participation and Activities

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

**Response:** 33

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

years

2018-19	2017-18	2016-17	2015-16	2014-15
6	5	4	4	1

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at national/international level during the last five years	<a href="#">View Document</a>
e-copies of award letters and certificates	<a href="#">View Document</a>

### 5.3.2 Presence of an active Student Council & representation of students on academic & administrative bodies/committees of the institution

#### Response:

Prestige Institute of Management and Research, Indore has a Student Council comprising of President, Vice President, Secretary, Joint Secretary and Members which are nominated every year. This council is actively involved in various activities of the institute. Student council work the entire year for organizing cultural events, management feasts, sports activities, Independence day, Republic day, Walkathon, national leader's birthday celebration, social work, literacy mission, etc. They also take care of the discipline.

Students are also involved in various committees like Anti-Ragging committee, IQAC, Placement cell, Library up-gradation cell, Placement upgrading cell, to name a few.

All student committees are involved in major events like student Fest, International Conference, National student Events like Pragya, Prayas, Swavalamban, Jigyasa, MUN, Legal Fiesta, National film festival, Spardha to name a few.

Besides the students council and student representatives on various official committees students have formed clubs that are managed by them. Each department has their own student club. It include Rrotract club, Marketing club, HR Club, IB club, APR club, Finance club. These clubs organise various activities Like Extra Mural Lectures, Short certificate programs, debates, various student competitions ,e-haat, Conclaves etc.

**Placement Cell:** Placement at PIMR is student driven. Every year students are nominated through rigorous selection process to become Placement Co-ordinators (PC) .These PC s are guided by the Placement Officer.

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

### 5.3.3 Average number of sports and cultural activities / competitions organised at the institution level per year

**Response:** 6.8

5.3.3.1 Number of sports and cultural activities / competitions organised at the institution level year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
10	7	7	7	3

File Description	Document
Report of the event	<a href="#">View Document</a>
Number of sports and cultural activities / competitions organised per year	<a href="#">View Document</a>

## 5.4 Alumni Engagement

**5.4.1 The Alumni Association/Chapters (registered and functional) contributes significantly to the development of the institution through financial and non financial means during the last five years**

**Response:**

Alumni of an institute are not only a parameter of the success of any institute; they are also the flag bearers of the learning, values and attitudes inculcated in them by the institute. PIMR alumni association is registered as a trust in the name of Prestige Institute of Management and Research Indore Alumni Association” and has been contributing in the development of the institute in various ways. The institute also has a dedicated interactive alumni portal for its alumni.

Some of the contributions of the alumni are mentioned below-

### **Alumni Involvement in placements at PIMR**

One of the greatest assets of PIMR has been its Alumni. The PIMR alumni have proved their mettle in all the walks of life. Their love and affection towards their alma mater keeps them motivated in contributing towards the development of PIMR. Assisting the institute in placement related activities is one such area. The Alumni, who are working in corporate and are at positions where they can make recruitment related decisions, often come to hire students for their respective organizations. Alumni also help the institute and the students in seeking summer internships and projects. In the recent times many alumni have hired

students from PIMR for various positions in their respective organizations.

### **Alumni involvement as Resource Persons**

The alumni of PIMR who made a mark for themselves are often been invited to the institute as resource persons in various events. As judges of academic and cultural events, PIMR alums have always contributed to the success of these events by giving their time and valuable inputs.

### **Alumni inputs in the Curriculum**

The alumni provide feedback on the institute's programs to help make it enriched and industry relevant. Alumni also contribute as advisors in committees, industry experts and cooperative partners in projects with the institutions. Their practical industry insights improve the overall quality of learning and development. They help the institute in partnering with various organizations in conducting industry oriented research which gives a practical exposure to its faculties and students.

### **Alumni interaction with present students**

The alumni are regularly being invited to interact with the present students. This is done by inviting alumni for EMLs, conferences, workshops etc and also by involving them in the IQAC, Board of studies, Academic Council and PIMR Corporate Advisory Board as members. The institute organizes a round table interaction with the students, faculty and industry experts wherein the institute invites senior alumni to be a part of the this activity for their valuable inputs to bridge the gap between the demands of the corporate and academic inputs provided to the students and to propose quality enhancement measures.

Every year the PIMR Outstanding Alumnus Award is also given to recognize outstanding alumni and to give a platform wherein current students can gain from their experience so that they can get inspired by their alumni who can be their role models.

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

### **5.4.2 Alumni contribution during the last five years(INR in Lakhs)**

**Response:** ? 15 Lakhs

<b>File Description</b>	<b>Document</b>
Any additional information	<a href="#">View Document</a>
Alumni association audited statements	<a href="#">View Document</a>

#### 5.4.3 Number of Alumni Association / Chapters meetings held during the last five years

**Response:** 12

##### 5.4.3.1 Number of Alumni Association /Chapters meetings held year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
3	0	3	2	4

<b>File Description</b>	<b>Document</b>
Report of the event	<a href="#">View Document</a>
Number of Alumni Association / Chapters meetings conducted during the last five years	<a href="#">View Document</a>

## Criterion 6 - Governance, Leadership and Management

### 6.1 Institutional Vision and Leadership

#### 6.1.1 The governance of the institution is reflective of an effective leadership in tune with the vision and mission of the institution

**Response:**

**Vision**

To be a leader in Professional Education, Research and Development.

**Mission**

To provide quality education by innovating and continuously improving upon the disciplines of management, humanities, commerce, computer applications and law through advanced methods of training, meaningful research and intimate relations with business, industry and other institutions in the country and abroad.

In line with the Vision and Mission, the Institute is continuously working with the help of well defined objectives.

**Governance of Institution**

The governance of Institution is well planned and managed professionally and holds regular meetings of Board of Studies, Academic Council, Governing Body, IQAC and Finance Committee. Meetings are held to discuss the future plans of institute, infrastructural needs, curriculum, faculty requirements, welfare activities, social initiatives and other quality parameters.

The activities of the institute are governed further by committees like publication committee, research committee, committee for curbing sexual harassment, anti ragging committee, discipline committee, statistical and analytical cell, examination committee, ECCH committee, MIS committee, admission committee.

The various academic and extracurricular activities like Alumni, Summer Internships, Holistic Centre, Student Counseling, Sports, Internal Examination, Film Festivals etc of the institute are assigned to Faculty Coordinators. Event and activities are planned through extensive discussion in faculty meetings and

executed through student committees. For academic governance regular meetings of HODs with faculty in respective subject areas are held.

To focus on individual program specific needs institute has Program Coordinators who extensively coordinate with individual classes and mentor and guide students. For personal problems, these Coordinators if they are unable to help students due to nature of problem send them to the psychological counselors of the institute.

The institute promotes culture of participative management. All decisions are taken by institution through various bodies which find representation of faculty, staff, students, alumni, management etc. Besides the institute has various committees and the director is financially empowered to take all financial decisions regarding budget decided in the finance committee meetings. Faculty coordinators are also given autonomy to draw funds for functioning and various activities as per budgets allocated after approval of Director.

The institute has various clubs to promote specific subject areas with an objective is to conduct workshop, seminar, short certification programs and fund raising activities which are used for social causes. The Student Council is also in place which governs and execute all student cultural activities.

The institute regularly participates in rankings to evaluate and assess its performance in line with its vision and mission.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 6.1.2 The institution practices decentralization and participative management

#### Response:

The Institute believes in participative management for which Institute has empowered all the employees to manage various activities. In order to coordinate various events in the institute faculties are given event coordinator ship, which is rotated amongst the faculty. This system ensures that all activities have environment of the entire faculty, students and administrative staff thereby, demonstrating effective team efforts. Regular faculty meetings are organized for better information accessibility and decision making process. The Institute has different committees like library up-gradation committee, computer up-gradation committee, placement up-gradation committee which meet twice a year to suggest enhancements and



infrastructural needs of library, computer and placement cell respectively.

The Institute has various coordinators for programme/committee/Cell for the efficient functioning as follows:

1. **Programme Coordinators-** Each programme and section has a separate faculty coordinator. The faculty programme coordinator looks after regular lecture of students, addressing any problem of students relating to academic classes, faculty etc. Also addressing personal problems of students either through counselling or referring to the institute psychological counsellor.
2. **Faculty Coordinators for Various Activity**—Each activity is coordinated by a faculty. For example Examination, Internal Assessment, Time-Table, Curriculum, International Conference, Pratibimb (Management Films), Research Methodology workshop, Faculty Development Programme, Manthan (National Annual Student Fest) etc. These coordinators are empowered to handle financial and administrative execution of their events. They are supported by committees comprising of faculty, staff and students in most cases.
3. **Committees:** The institute has committees comprising of faculty staff and students for activities like Library upgradation, Statistical and Analytical Cell, MIS, Discipline, Anti-ragging, Prevention against Sexual Harassment to name a few. These committees meet regularly and are authorised to recommend course of action to the Director on matters needed for better functioning of the Institute.
4. **Student Council**—The Student council comprises of President, Vice president, Secretary, Joint Secretary and members of council. The council is nominated every year for initiating, organising and executing all student related activities. The student council is supported and mentored by staff and faculty.
5. **Placement Cell**--The placement cell comprises of students who are nominated to become placement coordinators. The placement coordinator manages the entire placement process, namely Company identification, Follow-up, Placement process and Student joining. They are guided by the Placement officer and Assistant Placement officer.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

## 6.2 Strategy Development and Deployment

### 6.2.1 Perspective/Strategic plan and Deployment documents are available in the institution

#### Response:

The institute has a perspective plan to be a leader in professional education research and development by commitment to excellence in education, training, research and consultancy to utmost satisfaction of all stakeholders. The institute to excel in teaching understand the important role that quality of faculty plays. It therefore has created policies that help to develop and promote faculty and retain good faculties.

The institute provides the faculties with a conducive work environment to retain them. The concept of flexible timings is a part of the retention practice. The policy of lien plays a crucial role to retain faculties. Faculties are allowed a 2 year lien in case they wish to go to institutions like IITs, IIMs etc. Faculties who leave the institute go as the ambassadors of the institute. Faculties are remunerated and awarded for various important activities like guiding major research projects, seminar presentation of students, summer internship presentation, to name a few.

To groom and enrich the faculties, institute sponsors faculty to attend faculty development programs, workshops, conferences at National and International level. The institute regularly organised National Case Writing Workshops, International Conferences, National RM Workshop. Faculties are encouraged to undertake certificate programs and their fees is reimbursed by the institute.

Quality research in Scopus and ABDC journals are encouraged by financial incentives as well as recognition in International Conference. Best Faculty Award is given with a laptop as an incentive to the faculty who have the highest score in 360 degree appraisal every year. Faculty enrichment is facilitated by providing them with academic leave for PhD and research work. The institute has a Ph.D centre and faculties are motivated and supported to become Ph.D Supervisors. Majority of the faculties have a doctoral degree and also a large number of them are the recognised Ph.D Supervisors by Devi Ahilya Vishwavidyalaya.

As a part of its dynamic culture, PIMR believes in grooming faculties for higher responsibilities and positions. The current Director has been with the institute for last 26 years and joined as Assistant Professor in 1994. The Director of Prestige Institute of Management, Gwalior is a past faculty of PIMR, Indore. The institute actively promotes faculties to undertake EDPs, MDPs and Consultancy projects and provides them with academic leave for the purpose. The consultancy sharing ratio is 70:30 to be apportioned among the faculty and the institute. Faculty is also given a reduced load of both academic and/or administrative responsibilities in case of consultancy or long term training projects. Faculties are given flexibility to invite senior corporates to provide inputs to the students in their respective areas which not only helps the students get a real life learning but facilitates faculties to cultivate a network.

Faculties are encouraged to launch short-term job oriented certificate programs for the students in association with organisations like NSE, corporate houses etc. The faculties are also remunerated additionally for the same.

File Description	Document
Any additional information	<a href="#">View Document</a>
Strategic Plan and deployment documents on the website	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### **6.2.2 Organizational structure of the institution including governing body, administrative setup, and functions of various bodies, service rules, procedures, recruitment, promotional policies as well as grievance redressal mechanism**

#### **Response:**

The Institute has a clearly defined organizational structure for smooth conduction of decision making processes that are consistent with its purposes and supports effective decision making. The organizational structure supports to sustaining institutional capacity and education effectiveness through involvement of stakeholders in various Boards/Committees/Cells.

#### **Various Bodies and Its Functions**

- **Governing Body**
- **Academic Council**
- **Board of Studies**
- **IQAC Cell**
- **Finance Committee**

Governing body, Academic Council and Board of Studies are constituted to strengthen the strategies for institutional development in line with the vision and mission. It works on the decisions made by the members in regular meetings which are scheduled to be held at least twice a year with all the members. The board members on various bodies of institute, meet regularly, take decisions related to all critical issues like Examination scheme, Revision in curriculum, Proposal for new programs, faculty recruitment and related requirements, Analysis for new infrastructure requirements, foreign collaborations for faculty as well students and monitoring of club activities etc. It focuses on formulation of development policies, and guidelines with specific plans for implementation by aligning the academic and administrative aspects to improve the overall quality of the Institutional provisions. Finance committee constitutes Director, registrar, faculty and accountant. Committee advises the Governing Body on financial matters and meet at least twice a year. It plan, monitors and approves budget for all the departments. IQAC promotes measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization.

#### **Recruitment and Promotion Policies:**

- The recruitment and promotional of faculty is meticulously carried out as per UGC norms and college code 28, of Devi Ahilya Vishwavidyalaya to which institute is affiliated.
- **Service Rule:** The institute publishes service rules which are given to each faculty and staff members.

**Grievance Redressal Mechanism:** The institute has various bodies for grievance redressal. The Anti Ragging committee and Anti Ragging Squad for any complaint relating to ragging and it functions as per UGC guidelines. Regular reports are submitted to DAVV in this regard.

- The prevention of Sexual Harassment of women committee which is constituted and operates as per Vishakha guidelines.
- The Discipline and Grievance Committee which handles faculty, staff and student complaints and issues. The committee investigates the grievance and then recommends the course of action to the Director.

**Faculty Programme Coordinator:** All academic grievances relating to classes, infrastructure, timings etc are addressed by Faculty programme coordinators in consultation with the Director on basis of written complaints received from students.

**Director-Student Interaction:** The Director of the institute every 6 months interacts with students to take a verbal feedback and understand any grievance of students. These grievances are then discussed in faculty meetings and staff meetings and resolved. This is in addition to the online-written feedback which students give every 6 months.

**Director Meeting:** The students are free to directly approach the Director at any time through emails or phone for any grievance that they feel are not being addressed by the existing mechanism to their satisfaction.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link to Organogram of the Institution webpage	<a href="#">View Document</a>

### 6.2.3 Implementation of e-governance in areas of operation

- 1.Planning and Development
- 2.Administration
- 3.Finance and Accounts
- 4.Student Admission and Support
- 5.Examination

**Response:** All 5 of the above

File Description	Document
Screen shots of user interfaces	<a href="#">View Document</a>
ERP Document	<a href="#">View Document</a>
Details of implementation of e-governance in areas of operation Planning and Development, Administration etc	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

#### 6.2.4 Effectiveness of various bodies/cells/committees is evident through minutes of meetings and implementation of their resolutions

##### Response:

The list of some of the Committees Statutory and Non-Statutory and one activity successfully implemented based on their resolution is given as follows:

Sr. No.	Name of Committee	No. of Meetings (Since 2014)	Date	Resolution
1	Governing Body	10	September 22, 2015	Various new programme were started namely B.A.L.L.B. (Hons), BBA LLB(Hons), B. Com (Hons), LLB and MBA(APR)
2	Academic Council	10	May 11, 2016	A new open learning modules a Green Campus Drive , Bhoomika (Women Empowerment Cell) and Teachers/Faculty Diary were implemented
3	Board of Studies	10	August 12, 2017	Research and Consultancy and Training wing was started to impart industrial consultancy, research and training solutions
4	Finance Committee	05	September 11, 2015	The fees of MBA programme was increased by AFRC
5	Library Upgradation Committee	05	February 17, 2014	For preserving library resources, anti theft device RFID was purchased and implemented.
6	Research Committee	05	July 20, 2018	As Proposed, Incentive plan is made for the publication of quality research paper and Turnitin software was also subscribed for quality

7	IQAC	16	May 27, 2019	improvement of research. IQAC constituted Good Governance cell to carry out activities relating to development of good governance strategies/models
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There are many other committees/Cells which take care of some other areas of Institute by taking important decisions on various issues and implement it such as

- Lab Upgradation committee which involves all faculty members of systems department and System administrator. The committee is responsible for smooth functioning of ICT tools by upgrading the technology as per the needs received on regular basis.
- Placement Upgradation committee which helps to identify opportunities for employment and internship in various companies. It also assists students to develop soft skills, entrepreneurship skills through various training programme, lectures by industry experts. Prevention of Sexual Harassment against women committee.
- Student Counseling cell which is constituted to help the students in Morale Enhancing for Interviews, One to one counseling (Personal), Career Counseling, Stress Management, Attitude Building, Time and Self-Management Techniques, Attention Span, Emotional Quotient and Transactional Analysis. Students that register and require counseling are counseled in areas that included stress, depression, trauma and personal problems

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

## 6.3 Faculty Empowerment Strategies

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

#### Response:

#### Faculty

- Faculty club exist and faculty birthdays and farewells are celebrated. Faculty club organizes picnics and outings. Faculty club also provides gifts in case of any faculty wedding of self or family.
- Faculty are given a waiver of 50% tuition fee if their ward studies in PIMR or any sister concern like PIMD, PIMG, Prestige Public School or PIEMR.
- Faculty members are provided gratuity if they leave the organization after 5 years of service.
- Faculty members are covered under Accidental Insurance scheme.
- Faculty are provided Leave without Pay (LWP) for a period of 6 months in case of family emergencies.

- Maternity leave of 6 months is provided.
- To value faculty's' long association with Institute, PIMR 10 year association Award is given to Faculty in International conference.
- Faculty remunerated for additional non-academic work like admissions, internal assessment etc.
- Faculty has the facility of Canteen which provides food to them at subsidised rates.

### Staff

- Children of staff members are also provided with educational assistance. are given a waiver of 50% tuition fee if their ward studies in PIMR or any sister concern lie PIMD, PIMG, Prestige Public School or PIEMR.
- To value staff member's long association with Institute, PIMR 10 year association Award is given to the staff member in International conference.
- Staff club organizes picnics and outings. Staff club also provides gifts in case of any staff member wedding of self or family.
- A government scheme Shram Kalyan Yojna is also adopted by the Institute for the staff members.
- Staff members are covered under Accidental Insurance scheme.
- Staff members can avail advance loan facility without interest for marriage and in case of medical emergency.
- Staff members are provided Leave for their academic examination.
- Staff members get increments if they increase their qualification during the service.
- Staff members get promotions and growth by annual increments.
- Staff members are paid in addition with salary for examination, online tests, external exams, practical exams, involvement in admission.
- Staff members served tea twice and are provided Lunch/snacks in all faculty meetings and FDP Programme.
- Staff members have the facility of Canteen which provides food to them at subsidised rates.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 6.3.2 Average percentage of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the last five years

**Response:** 54.82

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

2018-19	2017-18	2016-17	2015-16	2014-15
34	27	25	30	20

File Description	Document
Details of teachers provided with financial support to attend conferences,workshops etc during the last five years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years

**Response:** 12.6

6.3.3.1 Total number of professional development / administrative training programs organized by the Institution for teaching and non teaching staff year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
26	9	14	6	8

File Description	Document
Reports of Academic Staff College or similar centers	<a href="#">View Document</a>
Details of professional development / administrative training programs organized by the Institution for teaching and non teaching staff	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 6.3.4 Average percentage of teachers attending professional development programs viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Program during the last five years

**Response:** 89.75

6.3.4.1 Total number of teachers attending professional development programs, viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Programs year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
22	20	8	9	5



File Description	Document
Details of teachers attending professional development programs during the last five years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 6.3.5 Institution has Performance Appraisal System for teaching and non-teaching staff

#### Response:

To evaluate the performance of faculty members, Institute has annual 360 Degree Performance Appraisal System. The faculty members are evaluated annually on the basis of the following parameters of 360 Degree Performance Appraisal System through AccSoft on 4 point scale:

1. API (PBAS) Scores as per latest UGC guidelines
2. Peer Assessment Score
3. Semester Examination Result of students taught by the faculty
4. Director Feedback
5. Student Feedback (Which is taken every semester)

The faculty members are required to fill online formats of API (PBAS) Scores where documents are checked by a faculty committee to ensure authenticity. Peer Appraisal is done online through AccSoft and Student Results are provided by controller of examination. The director gives feedback of each faculty member on following parameters:

1. Knowledge base of the teacher;
2. Communication Skills;
3. Sincerity/Commitment of the teacher;
4. Interest generated by the teacher;
5. Ability to integrate course material with Environment/other issues, to provide a broader perspective;
6. Ability to Integrate content with other courses;
7. Accessibility of the teacher in and out of the class;
8. Ability to design Quiz / Test / Assignment / Examination and Projects to evaluate students' understanding of the course,
9. Provision of sufficient time for feedback; and

## 10. Overall rating of the Faculty.

The students evaluate the course teacher through an online feedback, only students having 60% attendance are provide feedback as per software and the results of 360 degree performance appraisal system are analyzed and the same is shared with the concerned teachers by the Director. Further in case the Director feels that the scores need improvement of faculty need to be guided a one to one interaction with faculty is done by the Director to help enhance performance.

For staff, the appraisal is first done by the respective head of the staff. For example, the controller of Examination will first appraise exam staff then the appraisal is discussed with the Director and finally the online appraisal is done by the Director. The parameters are:

- Job knowledge
- Quality of work
- Relation with others
- Commitment to Institute
- Supervisory Ability
- Student Centre
- Team Work

The staff increments are linked to this appraisal system.

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

## 6.4 Financial Management and Resource Mobilization

### 6.4.1 Institution conducts internal and external financial audits regularly

#### Response:

#### Internal Control

The Institute take an independent opinion of an independent qualified CA with respect to internal and external financial audit regularly. Governing body / finance committee meets regularly to prepare and approve the budget for every new academic year.

#### Flow of Transaction

For every revenue and capital expenditure the concern faculty/staff co-ordinator takes proper approval from the director and then submits the same in the account section. The account section process the approved document and then pay the required money to the concerned party after preparing proper documents and taking the receipt there from. After completion of every activity, the finance expenses are settled along with proper supporting bills, vouchers and counter signed by the concerned faculty co-ordinator and director in due course. The Accounting records are maintained by the accounting section

which is audited by both internal and external auditors the financial statements are then submitted and approval is sought from the Governing body. All the books of Account are maintained at PIMR (Prestige Institute of Management and Research) on software ACC- Soft. Financial data is collected and maintained as per Accounting standard issued by Institute of CA of India,

### Internal Audit Practice

Auditors of the institute get the accounting records audited at Individual and consolidated level and seek independent opinion through Audit report regularly. Income tax Registration of Society Act, compliance is complied with and income tax return is also filed every year. Management of the institute takes special care to satisfy the queries, rectify and follow the resolution raised during Audit at the year end of every financial year. While internal Audits are also conducted on yearly basis.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 6.4.2 Funds / Grants received from non-government bodies, individuals, Philanthropists during the last five years (not covered in Criterion III) (INR in Lakhs)

**Response:** 162.15

6.4.2.1 Total Grants received from non-government bodies, individuals, philanthropists year-wise during the last five years (INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

File Description	Document
Details of Funds / Grants received from non-government bodies during the last five years	<a href="#">View Document</a>
Annual statements of accounts	<a href="#">View Document</a>

### 6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources

**Response:**

The objective of this policy is to mobilize the fund and resources by systematic mechanisms in order to utilize resources under purview of organizational predetermined vision and mission statement. This policy must ensure the optimum utilization of funds and resources in order

- to provide quality education to students to create ready professionals for industries and entrepreneurs who will create jobs for the society and lead to economic development.
- to ensure development of faculty and staffs per latest educational norms and standard
- to allocate funds to develop society thereby mobilizing fund in underprivileged sections

Resources are majorly mobilized from fees as the institution is a self financing non-aided institution. Besides fees the institution mobilize resources from government agencies through funding and research grants, alumni, corporate, sponsorship and events organized by various clubs and student bodies.

### Fees and other income

Name of Source	Year				
	2018-19	2017-18	2016-17	2015-16	2014-15
Fees and other receipt	436,235,805	378,801,353	308,348,523	249,386,275	202,773,409
Delegation Fee	353,200	380,900	455,700	359,175	283,500
EDP/Consultancy Fee	403,882	226,000	195,000	75,000	524,300
Examination Fees	25,171,370	24,002,623	21,750,681	21,492,138	18,188,043
Library Fees	204,665	282,651	204,586	180,045	284,119
Rent received	105,600	87,000	70,500	52,500	46,000
Sponsorship/other fee	15,98,011	15,78,854	7,13,080	764,243	509,900

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

## 6.5 Internal Quality Assurance System

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

#### Response:

IQAC is continuously putting sincere efforts to uphold and enhance the quality measures adopted by the institution since the formation of IQAC in the year 2009. IQAC consistently working for the improvement and systematically coordinates for building the uniqueness and distinctiveness of the institution.

#### Best Practice I

##### 1. Title of the Practice

**PIMR Management Lab**

PIMR believe Management is a practical subject. In a business scenario, one has to do things, take decisions, take actions, and monitor results. Planning is an important step in the process; however implementation is also equally important. There are many examples of businesses with excellent plans having failed because of non-implementation of proper ideas. Hence, Management Lab has been conceptualized for making industry ready professionals who can face challenges of corporate and life. When they step out of Institute, they must be armed with all ancillaries required in corporate whether they go in Job or start their Business.

Management Lab is treated as a consultancy company. Thus as a company hires consultants, the Management Lab recruits students as executives. These executives are in areas of HR, Finance and Marketing. The Management Lab interacts with corporate and generates paid consultancies on which executives (students) are deputed to work under the mentorship of the faculty coordinators who look after the Management Lab. The revenue generated is shared with the students and a small percentage is contributed to the Institute.

## Best Practice II

### Title of the Practice

#### Research Facilitation Centre - Statistical and Analytical Cell

The Institute is a Research Centre with a vision to promote research. It was found that quality of research needs to be improved of research scholars, faculty members as well as students. The biggest hurdle observed was the lack of scientific procedure and statistical tools used for the analysis including interpretation of results. The lack awareness of faculty members both within the Institute and pan India on Econometric tools was addressed by organising a “National Econometrics Workshop in association with TIES (The Econometrics Society of India)” in 2018. 40 participants pan India participated. This was a turning point, where the Institute realised the lack of awareness of faculty and research scholars on advanced statistical tools, their application and interpretation. Following this, the Institute decided to start “Statistical and Analytical Cell”. The objective was guiding Ph.D. research scholars, faculty and students for conducting research with main focus of identifying statistical tools and techniques for different objectives, analyse of data using advanced statistical tools and helping in understanding how to interpret results. This was done through workshops for faculty, research scholars and students. Besides, one to one guidance was specifically provided specially for Major Research Project and Ph.D. work.

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

#### Response:

## First Reform

To review the functioning of various departments of the institution and suggest upgradations and enhancement to existing systems and procedures, the institute has constituted the placement upgradation committee which comprises of faculty, staff and students. This committee on the basis of feedback of corporate during placements, SIPs, OJTs; students and faculty suggest some areas of concerns that need to be addressed to the IQAC. The IQAC coordinator requests the Director to call a meeting of faculty to discuss the issues raised. The faculty then come out with suggestions on how to address the issues and challenges. which are discussed in IQAC meeting and the most appropriate suggestions are accepted for implementation.

A challenge that Placement Cell identified was increasing the experiential learning techniques in the curriculum. In response to this, the IQAC after due deliberation recommended industry tie-ups. Accordingly, a MoU was signed with LSC and approved by MHRD for the same.

## Second Reforms

The institute has a 360 degree faculty appraisal system in which 30% weightage is given to PBAS. Recognising the increasing emphasis and change in the Research criteria where more and more focus is not only being given to research but UGC, Scopus and ABDC journal publication. IQAC suggested that financial incentives should be given to faculty who publish in UGC, Scopus and ABDC journals. Accordingly, a change was made in research policy of the institute and the following faculties were felicitated:

### 2018-19

S.N.	Name of Faculty	Journal	Amount in Rs.
01	Dr. Anukool Manish Hyde	International Journal of Innovative Technology and Exploring Engineering  (Scopus listed)  Vol. 8, Issue 8, June 2019	Rs 5000/-
02	Dr. Anukool Manish Hyde	International Journal of Innovative Technology and Exploring Engineering  (Scopus listed)  Vol. 8, Issue 10, August 2019	Rs 5000/-
03	Dr. Nitin Tanted	GIS Business  (Scopus listed), Jan. 2020 Issue	Rs 5000/-

04	Dr. Gunjan Anand	International Journal of Innovative Technology and Exploring Engineering (Scopus listed)  Vol. 8, Issue 11, J Sep. 2019	Rs 5000/-
05	Dr. Gunjan Anand	International Journal of Innovative Technology and Exploring Engineering (Scopus listed)  Vol. 8, Issue 04, Nov. 2019	Rs 5000/-
06	Dr. Sharda Haryani	Journal of Advanced Research in Dynamical and Control Systems (Scopus listed),  Vol. 10, Issue 14	Rs 5000/-
07	Dr. Prateek Sharma	Journal of Advanced Research in Dynamical and Control Systems (Scopus listed),  Vol. 11, Issue 09	Rs 5000/-
08	Dr. Arpit Loya, Dr. Tarun Kushwaha and Prof. Prayatna Jain	South Asian Journal of Management (ABDC listed C category)	Rs. 5000/- will be divided among three faculty members
09	Dr. Sharda Haryani, Dr. Sukhjeet Kaur, Dr. Matharu, Dr. Prateek Sharma, Prof. Amber Tiwari	Journal of Advanced Research in Dynamical and Control Systems (Scopus listed),  Vol. 11, Issue 11	Rs. 5000/- will be divided among four faculty members
10	Dr. Varun Sarada	The Journal of Business Perspective (ABDC Listed C category and Scopus also), Vol. 23, Issue 04, Dec. 19	Rs. 10000/-
11	Dr. Pallavi Agarwal	International Journal of Indian Culture and Business Performance (Listed in Web of Science and ABDC -C category), Vol. 18, No. 02, 2019	Rs. 10000/-

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 6.5.3 Average number of quality initiatives by IQAC for promoting quality culture per year

**Response:** 22.8

#### 6.5.3.1 Number of quality initiatives by IQAC for promoting quality year-wise for the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
31	29	28	14	12

File Description	Document
Number of quality initiatives by IQAC per year for promoting quality culture	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
IQAC link	<a href="#">View Document</a>

#### 6.5.4 Quality assurance initiatives of the institution include

1. Regular meeting of Internal Quality Assurance Cell (IQAC); timely submission of Annual Quality Assurance Report (AQAR) to NAAC; Feedback collected, analysed and used for improvements
2. Academic Administrative Audit (AAA) and initiation of follow up action
3. Participation in NIRF
4. ISO Certification
5. NBA or any other quality audit

**Response:** Any 4 of the above

File Description	Document
e-copies of the accreditations and certifications	<a href="#">View Document</a>
Details of Quality assurance initiatives of the institution	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
Annual reports of Institution	<a href="#">View Document</a>

#### 6.5.5 Incremental improvements made during the preceding five years (*in case of first cycle*) Post accreditation quality initiatives (*second and subsequent cycles*)

**Response:**

Institute is paying attention to enhance quality parameters in all sphere of management and continuously involvement for incremental improvements has been kept on highest priority.

The Institute enjoys thrice autonomous status conferred by University Grant Commission (UGC), India since 2006. It is recognized by UGC under 2(f) and 12 (b). Its MBA program has been accredited by National Board of Accreditation under AICTE since 2000 and has been reaccredited in 2003 and further re-



reaccredited in 2012. The Institute has also been accredited by National Assessment and Accreditation Council (NAAC), India and has received NAAC 'A' Grade Accreditation by UGC in 2009 with score of 3.11 and 2014 with score of 3.33

PIMR has been granted **Mentor status** from UGC and NAAC. Under the 'Paramarsh' scheme, leading institutions will provide regular mentoring to help colleges get accredited by the NAAC.

To understand the existing system and assess the strengths and weaknesses of the Departments and Administrative Units and to suggest the methods for improvement and for overcoming the weaknesses, IQAC carried out **Academic and Administrative Audit by Executive Committee of MET**, Recognized by Govt. of Gujarat in June 2019 in accordance to the revised NAAC criteria, with the help of external experts and accredited with CGPA of 3.52 on eight point scale (A++, A+, A, B++, B+, B, C, D) at A++ grade

IQAC constituted **Good Governance Cell** to carry out activities relating to development of good governance strategies/models from the ground level. The cell received a project in June 2019 titled Good Governance using Public-Private Partnership Model from the Member of Parliament of Indore Constituency which has been yet another milestone towards the strategic vision.

IQAC has always been in crucial role in institutionalizing quality assurance strategies and processes in the institute at all level and has initiated several innovative measures to bring equity, efficiency and excellence by upgrading itself towards enhancing academic standards and quality in higher education through innovation and improvements in curriculum, teaching-learning process, examination and evaluation systems, besides governance and other matters.

- The introduction of Choice Based Curriculum System (**CBCS**) provides choice for students to select from the prescribed courses
- PIMR has also introduced **Rubrics** as a scoring tool that explicitly describes the faculty's performance expectations for an assignment.

IQAC members have been meeting at regular intervals to monitor and strategize further plans of action. It organizes various workshops and sessions under the guidance of mentors from time to time.

- One Day National Workshop on **Revised Accreditation Framework RAF** in association with NAAC, Bangalore was organized in April 2019
- Workshop on **Experiential Learning** was organised with an objective to analyze its impact in the real life.
- A **Round Table Discussion** on revised NAAC criterion was organized for internal faculty members under the guidance of NAAC expert.

### **Alumni Portal Registration**

IQAC also emphasizes on formalizing the **Alumni association** to contribute significantly to the development of the institution. The Alumni Association Portal has been officially registered for an effective networking.

## OTHER INITIATIVES

### Key IT and Infrastructure Initiatives

- **Teacher's Diary** will be managed via our software AccSoft 2.0. Details about the Unit and the Topic Covered during the lecture has to be done at the time of entering attendance only. This will be mandatory feature that will help all of us to maintain the Teacher's Diary in an efficient manner. Report of Teacher's will be generated at the end of every month from the faculty logins.
- **Online Video Capturing** of lectures via Impartus Innovations, Bangalore started at PG and UG Campus.
- **Mass Communication Studio** has been set up with all latest equipments for practical learning to students.

### Student Support and Progression

The Institute has good linkages and collaborations with industries and institutions. Executives from industries are invited to deliver lectures during seminars and sessions. Students are sent to industries for field trips as well as to undertake summer internship. The Institute is having a official chapters of IMA, CII Yi, ISTE, ISTD, NHRD, and NEN for conducting various academic, research, and training activities.

### Innovation and Best Practices

For instilling and sensitizing the **social responsibility** and value system of the institutions, IQAC has been organizing activities which reflects in line with the institutional vision.

Institute is continuously putting effort to make the use of **eco-friendly products** as well taking initiative to make the campus eco-friendly.

### Milestones after 2nd NAAC Cycle:

2015

- The Institute started Department of Law with BA LLB (Hons.) BBA LLB (Hons.) B.Com. LLB (Hons.) and LLB (Hons.) program.

2016

- Institute was awarded Golden Book of world record for E Shakti a project of MP Govt. and Airtel where more than 1 lakh women in rural areas were made e- literate.
- Institute started LLM Program.

- Institute established its own film production studio.

2017

- Our Alumnus Mr. Rajesh Agrawal became Deputy Mayor of London.
- Institute started its Prestige Media newspaper recognized by Deputy Registrar of Newspaper of India
- Institute awarded Autonomy for third cycle.

2018

- Institute established the Prestige AIC Inspire Foundation under NITI Aayog, Govt. of India.
- Institute Started in house Radio.

2019

- Institute became mentoring Institute for NAAC.
- Institute approved under Unnat Bharat Abhiyan for adopting Lodhiya village.
- Chairman was awarded Padmashri by Govt. of India.
- Institute established Media Cell.
- The Institute won 4 Golden Book of world record for largest session on Business Strategies, largest session on economic growth, largest session on youth and busnisses and largest gathering for hymn singing.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

## Criterion 7 - Institutional Values and Best Practices

### 7.1 Institutional Values and Social Responsibilities

#### 7.1.1 Number of gender equity promotion programs organized by the institution during the last five years

**Response:** 44

##### 7.1.1.1 Number of gender equity promotion programs organized by the institution year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
11	12	11	5	5

File Description	Document
Report of the event	<a href="#">View Document</a>
List of gender equity promotion programs organized by the institution	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

#### 7.1.2 Institution shows gender sensitivity in providing facilities such as

- a) Safety and Security
- b) Counselling
- c) Common Room

**Response:**

##### a. Safety and Security

The Institute is in practicing several steps in ensuring the safety and security of its students, administrative staff, faculty members and all its stakeholders. The campus is under electronic surveillance with CCTV cameras. These cameras are placed at the main points to scrutinize each and every movements and activities of the campus. At PIMR, there are well trained security personnel who are appointed to continuously check the identity of students at the entrance of all the premises of the institutions. The security guards include a lady guard who follow their protocols such as checking for college ID, controlling movement of students during the college hours. The girls and boys hostel is located in a posh civil area which is at about 2 K.M from the Institute. The location is safe and well connected to the city by public transport. The security guards in hostels make sure that the students who are residing in the hostel are not allowed to go out between 8 p.m. to 6 a.m. However, in case of emergency, Institute has a hostel van for safe movement of girls. Apart from the security guards and hostel wardens, the Institute also ensure that all the administration of the hostel must be properly governed by one faculty coordinator and students can directly contact the concerned in charge if they have any problem. The Institute has a Chatra Suraksha

Committee where girl students are updated about government measures regarding women safety. The Town Inspector (TI) nominates a woman constable who also interacts with faculty coordinator and girl students to create awareness about safety measures for girl students, contact details of female constable for whom they can contact in case of any safety issue both within and outside the institute, legal rights of women are also explained. The Institute also has prevention for sexual harassment against women cell which meets regularly.

### b. Counselling

The Institute provides counselling facilities to all the students irrespective of their genders by eminent psychologists and professional counsellors. The counselling is generally done one to one basis by Dr. Rupa Gurtoo on several issues related to mental trauma, stress, depression, adolescents, health, relationships, stress management, personality development, etc. Similarly, career counselling and personal counselling sessions are also provided to the students by Dr. Gunjan Anand on a personal basis. In addition to this, the Institute also organizes various events round the year on self-defence, time management, attitude building and self-management techniques, attention span, and emotional quotient & transactional analysis for the purpose of creating awareness on various dimensions.

### c. Common Room

The Institute has well delineated spaces i.e. multipurpose common room available in the campus for both male and female students. The common rooms are used for all the different kinds of leisure activities. A special sick room for girls with a bed and first-aid box is also provided. Sanitary pad and vending machine are also available.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for Additional Information	<a href="#">View Document</a>

### 7.1.3 Percentage of annual power requirement of the Institution met by the renewable energy sources

**Response:** 22.76

#### 7.1.3.1 Annual power requirement met by renewable energy sources (in KWH)

**Response:** 54478

#### 7.1.3.2 Total annual power requirement (in KWH)

**Response:** 239390.67

File Description	Document
Details of power requirement of the Institution met by renewable energy sources	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

#### 7.1.4 Percentage of annual lighting power requirements met through LED bulbs

**Response:** 34.9

7.1.4.1 Annual lighting power requirement met through LED bulbs (in KWH)

Response: 18590.4

7.1.4.2 Annual lighting power requirement (in KWH)

Response: 53266.60

File Description	Document
Details of lighting power requirements met through LED bulbs	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

#### 7.1.5 Waste Management steps including:

- Solid waste management
- Liquid waste management
- E-waste management

**Response:**

The institute acknowledges the need of effective waste management for a sustainable and environmentally friendly future. In order to ensure healthy, hygienic, and pollution free environment the institute believes in the policy of Mitigation of Waste, especially e-waste. Resources are used only when it is absolutely necessary.

#### Waste Management

##### Solid Waste Management

At all the floors of the institutional premises adequate numbers of dust bins are placed. These dustbins are used with disposable polythene bags. The institute also ensures primary waste segregation at the source of waste generation. Separate dustbins are maintained for bio-degradable and non-bio-degradable wastes. This segregation is done so that waste can be disposed by the designated agency without the challenge of sorting the waste. For disposing solid waste, the municipal corporation services are taken.

### **Separate Dustbins for Bio-Degradable and Non-Bio-Degradable Wastes**

Separate Dustbins are also maintained for Bio-Degradable and Non-Bio-Degradable Wastes have been placed to facilitate treatment of the waste generated.

### **Biodegradable Waste Disposal**

A separate pit is made for biodegradable waste. The waste is collected from all the premises of the institute and disposed here. It is created at the remote ground of one of the premises of the Institute.

### **Composite Fertilizer Plant**

In collaboration with Municipal Corporation a plant was installed in the year 2018-19. This plant helps in manufacturing Organic Fertilizers in-house using Bio- degradable wastes.

### **Liquid Waste**

The Municipal Corporation collects Solid and Liquid Waste separately and hence it is the moral responsibility of the institute to assist the Municipal Corporation in the process of Waste Segregation. The Liquid Waste generated by the institute is significantly less when compared to the total solid waste generated.

### **E-Waste Management**

The institute acknowledges the importance of effective E-waste management. E-Waste in most cases is non-recyclable. E-waste also requires special expertise and technology for disposal. For this purpose the institute has entered into a three-year agreement with Unique Eco Recycle (UER). UER is a committed and socially responsible organization who works to process e-waste. All the E-Waste disposed by UER is in accordance with E-Waste Management and Handling Guidelines, 2016 issued by the Ministry of Environment, Forest and Climate Change. Whenever an electronic device is not of any use to the institute the device is donated to an educational organization that is in need of these resources. Electronic devices that would have otherwise been treated as waste are donated to reduce the burden of e-waste management on the society.

**PAPERLESS OFFICE**

Prestige Institute of Management and Research (PIMR) aims at creating and building a work environment which uses digital platform for creation of digital documents so as to minimise the usage of physical paper. The institute propagates to its members and students that she/he has to do minimal usage of paper. This initiative helps in saving time, money and space. It also leads to security of documents. Switching over to paperless environment leads to sustainable development.

At Prestige Institute we have AccSoft Login system where in we ensure the implementation of paperless office. It consists of recording online attendance of students by faculties. In this manner the students can check their attendance on a regular basis by logging in to their respective accounts. This leads to reduction of paper work. Students at PIMR can see their attendance, class performance, assignment submissions, assignment marks, internal marks for all components etc on the MIS AccSoft. Syllabus, Internal Assessment scheme with deadline, final examination scheme and all other guidelines are accessible to all the students, staff and faculty at all times. Results are also declared online on the MIS-Software, students can access it there. This online portal also has a grievance redressal column wherein students can write about the issues they are facing and get early redressal. It also consists of leave application column wherein faculties and staff can apply for leave. AccSoft online portal has reduced our dependency on paper and promoted environment friendly workplace.

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

**7.1.6 Rain water harvesting structures and utilization in the campus****Response:**

The institute acknowledges the vitality of harvesting rain water to the maximum extent possible. The Institute abides with the responsibility of sustainability of the resource and ecological balance as its moral and social responsibility. If

The Rain Water Harvested by the institute each year for the past five years is as given below:

Year	Rainfall (in mm)	Rainfall (in inches)	Water harvested per square foot for an inch of rain (in Litres)	Total Rainwater Harvested (in Litres)
2014-15	811.2	31.94	2.35	1559058
2015-16	1329.4	52.34	2.35	2554995



2016-17	922	36.3	2.35	1772006
2017-18	899.16	35.4	2.35	1728110
2018-19	965.2	38	2.35	1855033
<b>Total Rainwater Harvested in the last five years</b>				<b>9469203</b>

It is known that per square feet of floor area is able to harvest 0.62 gallons of rainwater for an inch of rain. When 0.62 Gallons is converted into Litres, it comes out to be 2.35 Litres. The above data is calculated using this phenomenon. As pointed out through the above table, the institute has harvested over 94 lakh litres of water between the years 2014 and 2018. The institute also plans to further improve its Rain Water Harvesting potential through installation of Rain Water Harvesting structures in all the buildings of the institute. The Rain Water Harvested by the institute is primarily used for Watering of Plants and Ground Water Recharge.

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

### 7.1.7 Green Practices

- **Students, staff using**
  - a) **Bicycles**
  - b) **Public Transport**
  - c) **Pedestrian friendly roads**
- **Plastic-free campus**
- **Paperless office**
- **Green landscaping with trees and plants**

#### **Response:**

Prestige Institute of Management and Research strives towards creating a sustainable environment and following Green practices as much as possible. In the past few years towards these endeavors, following steps have been taken by the institute.

#### **1. Students, staff using a) Bicycles b) Public Transport**

Staff and students are encouraged to use bicycles/local/public transport or do car pooling to reduce the pollution and carbon footprint. Towards this end, institute also provides bus service for students and faculties who wish to avail the facility.

**2. Paperless Office:** At Prestige Institute we have AccSoft Login system where in we ensure the implementation of paperless office. It consists of recording online attendance of students by faculties. In this manner the students can check their attendance on a regular basis by logging in to their respective

accounts. This leads to reduction of paper work. Students at PIMR can see their attendance, class performance, assignment submissions, assignment marks, internal marks for all components etc on the MIS AccSoft. Syllabus, Internal Assessment scheme with deadline, final examination scheme and all other guidelines are accessible to all the students, staff and faculty at all times. Results are also declared online on the MIS-Software, students can access it there. This online portal also has a grievance redressal column wherein students can write about the issues they are facing and get early redressal. It also consists of leave application column wherein faculties and staff can apply for leave. AccSoft online portal has reduced our dependency on paper and promoted environment friendly workplace.

**3. Green Landscaping:** Despite being in the heart of the city, institute has done sufficient green landscaping.

**4. Green and Sustainable Marketing:** MBA-Marketing Management students are taught Green and Sustainable Marketing as a core Marketing subject.

**5. Bio Waste Management Plant** is also installed in the campus in collaboration with the Indore Municipal Corporation.

**6. Solar Panels-Grid Connected Renewable Energy System of 200 KW:** Solar Panels for harnessing the abundant solar energy to cater to the needs of electrical energy of the institute there by saving power. Two solar plants of 100KW each have been installed in the institute.

**7. Save Electricity:** Students and faculties are sensitised to not waste electricity and switch off lights and bulbs whenever not in use. Save Electricity Placards are pasted on the switchboards of all the classrooms and administrative areas of the institute.

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

#### **7.1.8 Average percentage expenditure on green initiatives and waste management excluding salary component during the last five years**

**Response:** 4.89

7.1.8.1 Total expenditure on green initiatives and waste management excluding salary component year-wise during the last five years(INR in Lakhs)

2018-19	2017-18	2016-17	2015-16	2014-15
122.13	8.5	11.48	11.65	20.03

File Description	Document
Green audit report	<a href="#">View Document</a>
Details of expenditure on green initiatives and waste management during the last five years	<a href="#">View Document</a>

### 7.1.9 Differently abled (Divyangjan) Friendliness Resources available in the institution:

1. Physical facilities
2. Provision for lift
3. Ramp / Rails
4. Braille Software/facilities
5. Rest Rooms
6. Scribes for examination
7. Special skill development for differently abled students
8. Any other similar facility (Specify)

**Response:** A. 7 and more of the above

File Description	Document
Resources available in the institution for Divyangjan	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>
link to photos and videos of facilities for Divyangjan	<a href="#">View Document</a>

### 7.1.10 Number of Specific initiatives to address locational advantages and disadvantages during the last five years

**Response:** 16

7.1.10.1 Number of specific initiatives to address locational advantages and disadvantages year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
6	4	3	2	1

File Description	Document
Number of Specific initiatives to address locational advantages and disadvantages	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 7.1.11 Number of initiatives taken to engage with and contribute to local community during the last five years (Not addressed elsewhere)

**Response:** 16

7.1.11.1 Number of initiatives taken to engage with and contribute to local community year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
4	3	1	5	3

File Description	Document
Report of the event	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 7.1.12

**Code of conduct handbook exists for students, teachers, governing body, administration including Vice Chancellor / Director / Principal /Officials and support staff**

**Response:** Yes

File Description	Document
URL to Handbook on code of conduct for students and teachers , manuals and brochures on human values and professional ethics	<a href="#">View Document</a>

### 7.1.13 Display of core values in the institution and on its website

**Response:** Yes

File Description	Document
Any additional information	<a href="#">View Document</a>
Provide URL of website that displays core values	<a href="#">View Document</a>

**7.1.14 The institution plans and organizes appropriate activities to increase consciousness about national identities and symbols; Fundamental Duties and Rights of Indian citizens and other constitutional obligations**

**Response:** Yes

File Description	Document
Details of activities organized to increase consciousness about national identities and symbols	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

**7.1.15 The institution offers a course on Human Values and professional ethics**

**Response:** Yes

File Description	Document
Any additional information	<a href="#">View Document</a>
Provide link to Courses on Human Values and professional ethics on Institutional website	<a href="#">View Document</a>

**7.1.16 The institution functioning is as per professional code of prescribed / suggested by statutory bodies / regulatory authorities for different professions**

**Response:** Yes

File Description	Document
Any additional information	<a href="#">View Document</a>
Provide URL of supporting documents to prove institution functions as per professional code	<a href="#">View Document</a>

**7.1.17 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties during the last five years**

**Response:** 17

7.1.17.1 Number of activities conducted for promotion of universal values (Truth, Righteous conduct, Love, Non-Violence and peace); national values, human values, national integration, communal harmony and social cohesion as well as for observance of fundamental duties year-wise during the last five years

2018-19	2017-18	2016-17	2015-16	2014-15
4	3	3	4	3

File Description	Document
List of activities conducted for promotion of universal values	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 7.1.18 Institution organizes national festivals and birth / death anniversaries of the great Indian personalities

#### Response:

Institution organizes National festivals and birth and death anniversaries of great Indian personalities with enthusiasm. Our students are on a mission towards better India by breaking the boundaries of religion and caste. Thoughts of great Indian personalities sowed into the young minds through the exhibitions and programs conducted on these days. The Institution practices pluralist approach towards all religion functions and encourages the students and faculty to showcase the same. Every year our Institute organizes the National festivals and birth / death anniversaries of the great Indian personalities. Staff and students get to know the importance of National Integrity in the country in general and their role in it in particular.

1. 26th January Republic Day- Republic Day is celebrated on January 26 to commemorate the adoption of Constitution. On this day, various formal events including flag-hoisting and speeches about the hardships done by various freedom fighters of our Country are organized. By organizing such type of events, Institute does its share to immersed patriotism and awareness to next generation.

2. 15th August Independence day- It is celebrated every year along with all the faculty members, staff and students of Prestige Institute of Management and Research. It is a grand event marked with the flag hosting. Cultural activities related to Independence movement are exhibited.

3. 20th March Balidaan Diwas: Veerangna Rani Avantibai (or Rani Avantibai Lodhi; died 20 March 1858) was a freedom fighter and queen of Ramgarh who waged a war against the British to protect her kingdom. The speaker Mr Mukesh Kaushal, Chairperson, Rani Awanti Bai Lodhi Vichhar Manch compared the present situation with the 1857. To enlighten the students with the hardships of the freedom fighters of our country.

4. 23rd March Marty's Day: The Freedom of our country is because of selfless sacrifice of our Great Freedom fighters, who sacrificed their lives to motherland. At Prestige the Shahid diwas in memory of Shahid-e-Azam Bhagat Singh, Rajguru and Sukhdev. The speaker Mr. Vijay Patil spoke about the bravery of the Trimurti and invited youths to get ready to work for development of the country.

5. 14th April Dr.BR Ambedkar's Birthday: We celebrate this day on 14th April consistently as an exceptional tribute to Bhimrao Ambedkar. He chaired the Constitution drafting committee and credit to

draft the Constitution of India goes to him. On the occasion (14th April 2019) a lecture on 'Dr.Ambedkar's life sketch and his contribution to social economical development of India', was organized at PIMR Campus. The Guest speaker Shri.Vijay Patil, Chief Editor, Grahak Arth, National quarterly Magazine for consumer awareness movement.

6. 5th September( Dr.Sarvpalli RadhaKrishnan Birth Anniversary)- On 5th September, we celebrate Dr. Radhakrishnan's birthday as Teacher's Day with great fervor. The students organize a program for the teachers and the Guru-Shishya parampara is celebrated.

### **7.1.19 The institution maintains complete transparency in its financial, academic, administrative and auxiliary functions**

#### **Response:**

PIMR has always strived to maintain utmost transparency in all its working.

#### **Financial Transparency:**

Mandatory Disclosure: Mandatory Disclosure uploaded on website.

Course Fee Structure: The fee structure is in keeping with the directives of the Regulatory Government body AFRC. & displayed on website.

Salary: Salary to all the staff and faculty members is paid online and salary slips are provided to employees in hard copy. Students can pay fees online.

Other Financial Transactions: All recommendations of the finance committee are tabled before Board of Studies, Academic Council and Executive Council. The institute regularly conducts audit both internal and external .The audited balance sheets are provided to all regulatory authorities.

#### **Academic Transparency:**

Transparency in Admissions: Admissions to PIMR courses take place as per the established government norms through the Directorate of Technical Education Madhya Pradesh. Portal [www.dte.mponline.gov.in](http://www.dte.mponline.gov.in) and Higher Education Madhya Pradesh through its portal [www.hed.mponline.gov.in](http://www.hed.mponline.gov.in).

Academic Governance: Students attendance (which is online), class performance, assignment marks, internal marks, final examination scheme , all relevant guidelines ,examination results and mark sheets are available online on.MIS Acc-Soft 2.0.web portal.

Curriculum Design: The curriculum prepared is placed before the BOS, AC and finally approved by Governing Body with necessary modifications and changes.

### **Administrative Transparency:**

Recruitment of faculty and staff are done strictly as per the prescribed norms of D.A.V. University. Leave records are online. Faculty, staff appraisals are online. PIMR has rule book, code of conducts and Standard Operating Procedures for various administrative functions.

Attendance is bio metric for all faculty and staff members.

Academic Calendar, Holiday list, all notices, circulars, queries, leave records etc are available on the MIS system.

The Board of Studies, Academic Council and Governing Body is constituted strictly as per UGC norms and includes representatives of university, faculty from IIM;s and other reputed institutes ,alumnus members from corporate,etc.The report of Governing Body .Minutes are submitted to university and a copy is sent to Secretary,UGC.

### **Auxiliary functions Transparency:**

**Swagat** “Annual Booklet” is published and distributed to students every Year which contains the list of faculty co-ordinators of various activities, committees and their members and rules and regulations for Discipline, Anti-Ragging, academic calendar.

**Anti-Plagiarism Guidelines:** The institute has an anti-plagiarism policy shared with all.

**Turnitin Software:** To further its commitment to quality research and as a “Research Centre” the institute has also purchased the Turnitin Software which is used to thoroughly check all the research work.

**Kutumbakum:** The directory of PIMR and Prestige Department of Law contains the personal details of PIMR Directors, Faculty, Visiting Faculty, Staff Members and Supporting Staff.

**Placement Policy, Major Research Project Guidelines, and Summer Internship Project Guidelines, Internal Marking Scheme:** Policy statements and guidelines are formulated after many deliberations and discussions among the Faculty members based on prior experience and feedback and the final Policy/Guidelines are shared with all concerned students well in time.

## **7.2 Best Practices**

### **7.2.1 Describe at least two institutional best practices (as per NAAC Format)**

**Response:**

#### **Best Practice I**

##### **1. Title of the Practice: Holistic Centre**



## 2. Objectives of the Practice

The aim of the Centre is to make students aware about ethics and values in their work and life so that they become responsible citizens and honest corporate executives in the future.

## 3. Context

Cultivate value oriented way of life in the students through introduction of specific courses in the various programmes, organizing guest lectures, workshops etc.

## 4. The Practice

In all MBA curricula, a course was introduced titled “Ethics and Management by Indian Values”. In order to develop achieve new heights in ethics and values inculcation, in 2017 a certificate course *Management by Consciousness* was organised for MBA PA II Sem. Students. Looking to the response of the students, a full course titled *Management by Consciousness* was introduced in the programs like MBA Full Time, MBA Personnel Administration, MBA Marketing Management, MBA Financial Administration and MBA International Business. Many varied activities are organised in the course such as Meditation, Dynamic Meditation, Contemplation, Group Discussions, Small Group Activity (SGA), collectively and consciously taking Food, Exercise and Sleep etc. Apart from the topics like Values and Self-governance, Role of Ethics and Values in Personal and Corporate Success etc are also included in the course.

Extra Mural Lectures (EMLs) are organized in which eminent personalities are invited from time to time. They discuss importance of ethics and values in professional and personal life. Apart from the course one activity Extra Mural Lectures (EML) have been organised in which eminent personalities are invited time to time. They discuss importance of ethics and values in professional and personal life. These included sessions of Meditation, Message from the Bhagwat Gita, Inner awareness Workshop “Fitness Mantra for Professional Executives”, “Yuvaa Power”, Mind Power / set your target by sub consciousness” to name a few.

The Institute regularly organise “Yes Plus Workshop” for students in association with “ Art of Living”. A separate section has been developed in the library titled Holistic Section where books of great spiritual leaders are kept for students to read. A “Boom of Silence” has been developed in the Institute where faculty and students regularly come to meditate and sit in silence. The room is equipped with water fountain and audio system to aid in meditation.

The Institute has signed an MOU with Auropath, a part of Sri Aurobindo International Society an Institution recognized by Government of India as an Institution of National importance imparts faculty training on Integral Education, conducts workshops for students to name a few. Under this MOU the Institute also becomes a chapter of Auropath and a two day Faculty Development Program in Integral Education was conducted.

Besides Integral Education faculty members also visited Pondicherry and went through an extensive one week workshop on how to teach Management by Consciousness. The syllabus was also designed in association with Auropath. The Institute spent 2 lakh rupees as remuneration for faculty training in the course.

The Institute also introduced a course on “spoken Sanskrit” wherein the faculty Dr. Sampadananda Mishra

a renowned Sanskrit scholar recognized by the award by President of India came for two semester to train students in spoken Sanskrit. This was introduced as a full elective course in the MBA program.

#### **5. Evidence of Success:**

Substantial number of students are opting the course. In the year 2017-18 the number of students who registered for this course was 75, and in the year 2018-19 the number of students who registered for this course was 330. Formal feedback of students who went through the course was very good. It was more than 3 on a scale of 1-4.

#### **6. Problem Encountered and Resources Required:**

Since the course Management by Consciousness was more inclined to self introspection and realisation of the importance of ethics, values, willpower, the power of right attitude, true leadership etc. Therefore, the students are taken to Room of Silence. A separate room was developed for the purpose of self introspection with required facilities. It was found quiet effective that students willingly come for meditation and contemplation. This approach was found effective in learning the course.

#### **Resources required for the Room of Silence following resources are required:**

1. Carpet Sitting Arrangement
2. White Curtains
3. White Painted Room
4. One water fountain
5. One Bluetooth Music System
6. One Sacred and Holistic Bookshelf
7. One Sofa Set
8. One Table
9. Some cushion for comfortable seating
10. Some incense sticks and
11. Some plants for creating good ambience

The above resources are provided by the Institute.

#### **7. Notes (Optional)**

Please add any other information that may be relevant for adopting/ implementing the Best Practice in other institutions (in about 150 words).

Any other information regarding Institutional Values and Best Practices which the Autonomous College would like to include.

## Best Practice II

### Format for Presentation of Best Practices

#### 1. Title of the Practice

Social Initiatives: To inculcate a sense of social responsibility and national belonging among students, the Institute has initiated a “Literacy Mission” for educating the unprivileged children.

#### 2. Objectives of the Practice

- To provide basic education and knowledge to the unprivileged children.
- Develop social responsibility and awareness among the young generation.
- To make students aware of rural India, challenges and help in developing rural India.

#### 3. The Context

What were the contextual features or challenging issues that needed to be addressed in designing and implementing this practice (in about 150 words)?

- It was found during the “Literacy Mission” programme that the regularity in the class of under privileged children is a big challenge. It is necessary to continuously be in touch with the children and their family to make them understand about the importance of education in life.
- Convincing the parents of children was quite challenging, they are more interested in sending their children for work to earn money. Parents do not agree easily in case of girl child.
- Another challenge was to ensuring the learning of each child during the session. As these children are from different age groups and different background, it is challenging and highly occupying to concentrate on each and every child by the volunteers.

The first challenge was to motivate students of the Institute to understand that it is one of the necessary and important activities. The HR club members then took initiatives under the guidance of head of the department and HR faculty members started to organise small events and programs such as EML sessions for the students in which senior corporate HR executive addressed the students and inform the importance of social responsibilities. Then the associations with the NGO and other Social welfare clubs was done, it guided students to work in a direction. The advantage of NGO was that these NGOs were working in slum areas on child literacy and had developed reading material and curriculum for the same. They however did not have classroom and teachers to teach the children. Also transportation of children from different homes was a problem.

#### 4. The Practice

Describe the practice and its uniqueness in the context of India higher education. What were the constraints / limitations, if any, faced (in about 400 words)?

The “Literacy Mission” of PIMR has been launched in association with the NEEV foundation in 2014. PIMR “Literacy Mission” was started by conducting survey in nearby slum areas with a team of faculty coordinator, student volunteers and few members of NEEV to identify the maximum slum children who do not go to schools or who have left their studies due to some reasons. The survey has helped us to know the

reasons why the children are not able to study in the year 2014-15. The Literacy Mission started regular classes for these children in the year 2016-17. Children were taught with some motivational movies, few class room activities, conducted by student volunteers. After few motivational classes, children were taught Hindi *varn mala* and number counting (1-100). Children also learnt poems and basic manners and etiquettes. 13 children have been taught under the literacy mission. On the occasion of Manthan (Institute annual fest) 2015, PIMR has donated Rs. 30000 to NEEV foundation for developing a new school infrastructure. Prestige Education Society has donated a Van to support the mission. In Manthan-2016, these children have given their stage performance in National Annual Management fest. This was done to help them develop confidence in themselves. In 2017-18, Literacy Mission conducted a drive where anyone can donate anything in cash or kind like stationery, bags, cloths, eatable items etc. Many students have contributed to the club by donating stationary, cloths etc. Another batch was started on 4th August, 2017, 29 children were identified and around 50 student volunteers are involved in the Mission. In September 2018, PIMR Literacy Mission have started working in collaboration with '**Sewa Bharti**' a renowned NGO. After organizing some activities at various centres of Sewa Bharti, our student volunteers started taking classes in different centers from 25th January, 2019. PIMR Faculty members are also teaching children under "Literacy Mission" from 16th April, 2019 in PIMR campus.

## 5. Evidence of Success

*Provide evidence of success such as performance against targets and benchmarks, review results. What do these results indicate? Describe in about 200 words.*

Following are the activities conducted under Social Initiatives, which defined the success of the literacy mission:

- Prestige Education Society has donated a Van to support the literacy mission. It is an expensive activity as it requires consistent expenses for Van, Driver, Petrol and maintenance expenses.
- PIMR has for developing a new school infrastructure.
- In Manthan-2016, these children have given their stage performance. They have given their introduction in front of all the PIMR faculties, students and also performed cultural activities.
- PIMR "Literacy Mission" have started working in collaboration with '**Sewa Bharti**' a renowned NGO.
- On 13th April, 2018, student volunteers have visited their place and conducted few activities and distributed stationary items and chocolates to them.
- On the occasion of Holi, 2018, colours and pichkari were distributed among children and volunteers shared the story of Holi with these children.
- Organized a health camp at Niranjanpur centre on 7th October, 2018.
- Visited Jivan Umang Centre, Nai Basti and made them learn to improve their creativity through Greeting card making, on 28th October, 2018.
- Celebrated Diwali with the children of Bihari Basti centre on 2nd November, 2018.
- "Literacy Mission" has organized Wardrobe Purchase day on Children's day with Rotract club and Marketing club on 14th Novemeber, 2018.
- After organizing some activities at various centres of Sewa Bharti, our student volunteers started taking classes in different centers from 25th January, 2019. PIMR Faculty members are also teaching children under "Literacy Mission" from 16th April, 2019 in PIMR campus.
- Institute received a letter from Neev / Seva Bharti acknowledging the work done by faculty and students.

- It was found that students who were taught increased their school percentages.
- The students have learnt to empathise with the economically less developed members of society this can be seen by the enthusiastic way in which students voluntarily forward to donate clothes, stationary, money and time to these students.

## 6. Problems Encountered and Resources Required

*Please identify the problems encountered and resources required to implement the practice (in about 150 words).*

- Training sessions for the student volunteer is required to properly organize and systematically manage the classes.
- A well designed books and stationary items are required for smooth functioning of the classes.
- A separate fund is also necessary for conducting the regular classes.
- An exclusive class room, equipped with projector, charts, tables etc.is also necessary for improving the quality.
- Regular motivational session by some expert for parents has to be conducted at the time of orientation.

Basic problem encountered was the inertia of students where they are not motivated to such social welfare. Faculties and coordinators then gave few sessions and also few sessions of various social workers were organized. Students then came forward to support in large group to take such initiatives. Resources required for this was a room and basic infrastructure like table, chairs, almirah and some fund was also required. Students made a club fee so that can make a fund to run the activities. Then on the basis of requirements students collected fund from society and faculty members and also with other students who are not part of this mission.

The key to the practice is taking the support of an NGO which has prior experience of working in slum areas for child literacy. This is necessary for two reasons

- a). The parents will not send their children as trust is an important issue.
- b). The curriculum and pattern to be followed needs a lot of thought to ensure effectiveness and that the efforts translate to enhanced knowledge of children.
- c). The sensitization of student volunteers as they need to be taught to deal with children of all ages. The children from slum areas are many times not bathed, hair is unkempt and they use abusive language and tend to get into physical and verbal fights. Volunteers initially experienced this as a major challenge.

## 7. Notes (Optional)

Please add any other information that may be relevant for adopting/ implementing the Best Practice in other institutions (in about 150 words).

Any other information regarding Institutional Values and Best Practices which the Autonomous College would like to include.

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

### 7.3 Institutional Distinctiveness

#### 7.3.1 Describe/Explain the performance of the institution in one area distinctive to its vision, priority and thrust

##### Response:

In line with the vision of the institution “To be leader in professional education, research and development”, the institute has envisaged the vision of providing skilled and competent workforce and entrepreneurs to society by imparting quality education, training and an environment to promote entrepreneurship. Prestige Institute of Management and Research, Indore initiated its next step towards establishing state of the art incubator to foster growth of start-ups. In the year 2018, PIMR decided to establish an incubation centre aimed towards complete ecosystem support to the start-ups. PIMR applied for Atal Incubation Centre under Atal Innovation Mission, a scheme supported by NITI Aayog, Government of India to support start-ups and venture creation. Of the total 2676 application filed 35 Atal Innovation Centre (AIC) from across India were shortlisted for further process. PIMR was selected in the first phase of the process in the month of May 2018. A period of 120 days was the phase one of the process to establish AIC operational. It was formation of Section 8 Special Purpose Vehicle for operations along with setup of 10,000 sq.ft. incubation space ready for use.

AIC- Prestige Inspire Foundation (AIC-PIF) started its operation from September 17, 2018. The official launching and ceremony was held under the gracious presence of Hon’ble Smt. Anandiben Patel , Honorable Governor of M.P. and CG, Hon’ble Smt. Malini Laxman Singh Gaur, Honorable Mayor Indore, Hon’ble Dr. Satyapal Singh , MoS, MHRD, Govt. of India, Shri Sunil Ambekar ji, National Organising Secretary- ABVP, Shri V.D. Sharma ,State General Secretary, BJP, Dame. Dr. Prof. Meher Master-Moos, President, Zoroastrian College.

The vision of the incubation centre is to Nurture start-ups to become viable business ventures, thereby supporting socio-economic development of the nation. The mission of the incubation centre is to provide overall ecosystem support to business ideas that are innovative, scalable and sustainable with potential to disrupt business and revenue models thereby contributing to the advancement of research and education, economic , technological and social environment/dimensions at all levels for future generation of the nation.

The incubation centre was named “INSPIRE” with a motto for start-ups who wish to innovate to reach the zenith. “INNOVATE TO SPIRE” is the core theme for AIC-PIF. AIC-Prestige Inspire Foundation is the only government supported incubation centre in Indore hosted by PIMR.

The first Incubate was Inducted on September 18, 2018. The incubator works towards experiential and Hands-on Learning, training, mentoring for innovation, research and entrepreneurship.

Currently, AIC- PIF is supporting 10 start-ups to scale up with operations and expansion. EV-Urjaa,

Through Thoughts Communications Pvt. Ltd., Novorbis-Itus Pvt.Ltd.,Fashion8 Home, Let her Travel, Swadnajali Foods Private Limited, Jawab Do, Vinrack Foods Private Limited, CargoPods,and Mummiz Food.

Some achievements of AIC- Prestige Inspire Foundation are as follows:-

- a. Two start-ups Jawab Do and Chai Network secured First and third positions in i-4 Summit on in M.P. among more than 150 start-ups.
- b. Novorbis a startup manufacturing indigenous air purifier for commercial spaces and smart city was regarded among the top 5 innovations of India by MHRD Innovation Council. This startup represented India in South Korea in the month of October 2019. They are State winners of ASSOCHAM Startup launchpad Competition and will compete in the Final Rounds in the Month of April 2020. Selected as the Winner of Global Student Entrepreneurs Award from Madhya Pradesh for the final round, in the month of March 2020. Novorbis , will be representing India’s top startup in Malaysia selected by Youth Co:Lab, UNDP and AIM, NITI Aayog Competition.
- c. Tetoota a startup working towards market platform for barter of talent exchange also got selected in SLUSH 2019 among the top 30 startups from India to be presented in Finland. In its first year of operations.
- d. AIC- PIF has done MOU with Innovivi Centre of Excellence and UC Berkeley, California for Student Internship Program , Master Classes for Innovation and Entrepreneurship and Mentor Network Expansion.
- e. MOU with Department of MSME, Government of Madhya Pradesh to promote startups and startup ecosystem in Madhya Pradesh. AIC- PIF has also signed MOU with Womenovator, Supported by MSME Ministry and UN Women. The objective of the MOU is to promote women entrepreneurs who do have exceptional ideas and want to get a platform to grow.
- f. PIMR also supports the startups at all levels, recently the institute has purchased an Air purifier “Swachh” developed by Novorbis. The institute has also supported Chai Network for vending tea and snack services for faculty and staff members. Cold pressed healthy juices by Sadichha were also launched on the occasion of Healthy India Marathon on November 17, 2019.

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

## 5. CONCLUSION

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### Additional Information :

Prestige Institute of Management and Research, Indore is a Minority Institution. The Institution is promoted by Industrial entrepreneur and philanthropist Padmashri Dr. N.N. Jain who is Chairman of Prestige Group of Industries.

Milestones after 2nd NAAC Cycle:

2015

- The Institute started Department of Law with BA LLB (Hons.) BBA LLB (Hons.) B.Com. LLB (Hons.) and LLB (Hons.) program.

2016

- Institute was awarded Golden Book of world record for E Shakti a project of MP Govt. and Airtel where more than 1 lakh women in rural areas were made e- literate.
- Institute started LLM Program.
- Institute established its own production studio.

2017

- Our Alumnus Mr. Rajesh Agrawal became Deputy Mayor of London.
- Institute started its Prestige Media newspaper recognized by Deputy Registrar of Newspaper of India
- Institute awarded Autonomy for third cycle.

2018

- Institute established the Prestige AIC Inspire Foundation under NITI Aayog, Govt. of India.
- Institute Started in house Radio.

2019

- Institute became mentoring Institute for NAAC.
- Institute approved under Unnat Bharat Abhiyan for adopting Lodhiya village.
- Chairman was awarded Padmashri by Govt. of India.
- Institute established Media Cell.
- The Institute won 4 Golden Book of world record for largest session on Business Strategies, largest session on economic growth, largest session on youth and busenisses and largest gathering for hymn singing.

### Concluding Remarks :



Concluding Remarks:

**“One thing which is a value addition is the approach of faculties over here that push you to learn the concepts of life. It was a hard road because the expectations were high, but the rewards at the end were also much higher.”**

This was said by our alumnus **Manu Mahrish, Associate Vice President at Karvy Private Wealth, Dubai**, when he received the PIMR Outstanding Alumnus Award. 25 years of PIMR commitment to quality education, research and development have seen more than 30,000 alumni having found their rightful place in administration, corporate house, educational institutions and NGOs. The success of our Alumni is proof and evidence of success of the Institution in meeting its Vision, Mission and Objectives



## 6.ANNEXURE

### 1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																				
2.1.1	<p>Average percentage of students from other States and Countries during the last five years</p> <p>2.1.1.1. Number of students from other states and countries year-wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>60</td> <td>61</td> <td>68</td> <td>36</td> <td>33</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Remark : HEI clarified as this metric is opted out.</p>	2018-19	2017-18	2016-17	2015-16	2014-15	60	61	68	36	33	2018-19	2017-18	2016-17	2015-16	2014-15	0	0	0	0	0
2018-19	2017-18	2016-17	2015-16	2014-15																	
60	61	68	36	33																	
2018-19	2017-18	2016-17	2015-16	2014-15																	
0	0	0	0	0																	
2.4.4	<p>Percentage of full time teachers who received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the last five years</p> <p>2.4.4.1. Number of full time teachers receiving awards from state /national /international level from Government recognised bodies year-wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>47</td> <td>21</td> <td>16</td> <td>12</td> <td>15</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>21</td> <td>7</td> <td>9</td> <td>2</td> <td>8</td> </tr> </tbody> </table> <p>Remark : As per submitted supporting documents.</p>	2018-19	2017-18	2016-17	2015-16	2014-15	47	21	16	12	15	2018-19	2017-18	2016-17	2015-16	2014-15	21	7	9	2	8
2018-19	2017-18	2016-17	2015-16	2014-15																	
47	21	16	12	15																	
2018-19	2017-18	2016-17	2015-16	2014-15																	
21	7	9	2	8																	
3.1.2	<p>The institution provides seed money to its teachers for research (average per year)</p> <p>3.1.2.1. The amount of seed money provided by institution to its faculty year-wise during the last five years(INR in Lakhs)</p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>6.8</td> <td>0</td> <td>0.9</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p>	2018-19	2017-18	2016-17	2015-16	2014-15	6.8	0	0.9	0	0										
2018-19	2017-18	2016-17	2015-16	2014-15																	
6.8	0	0.9	0	0																	

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

Remark : HEI is clarified as this metric is opted out.

3.2.4 Number of research projects per teacher funded, by government and non-government agencies, during the last five year

3.2.4.1. Number of research projects funded by government and non-government agencies during the last five years

Answer before DVV Verification : 8

Answer after DVV Verification: 7

Remark : As per submitted documents.

3.3.3 Number of awards for innovation won by institution/ teachers/ research scholars/students during the last five years

3.3.3.1. Total number of awards for innovation won by institution/teachers/research scholars/students year-wise during the last five years

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
14	10	16	4	9

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
10	4	9	1	7

Remark : Participant certificates will not be considered.

3.4.3 Number of Patents published/awarded during the last five years

3.4.3.1. Total number of Patents published/awarded year-wise during the last five years

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
12	15	19	26	23

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
1	0	0	0	0

Remark : Metric is regarding Patents published/awarded

3.4.5 Number of research papers per teacher in the Journals notified on UGC website during the last five years

3.4.5.1. Number of research papers in the Journals notified on UGC website during the last five years

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
153	251	207	136	95

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
34	80	15	9	21

Remark : The link provided is not redirecting to the UGC care list. As per the list of deleted journal highlighted in the list provided by HEI

3.7.3 Number of functional MoUs with institutions of National/ International importance, Other Institutions, Industries, Corporate houses etc., during the last five years (only functional MoUs with ongoing activities to be considered)

3.7.3.1. Number of functional MoUs with institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years (only functional MoUs with ongoing activities to be considered)

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
12	8	2	3	5

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
13	8	2	3	6

5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years

5.1.1.1. Number of students benefited by scholarships and freeships provided by the Government year-wise during the last five years

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
472	378	297	222	170

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

Remark : HEI clarified as this metric is opted out.

5.2.2 Percentage of student progression to higher education (previous graduating batch)

5.2.2.1. Number of outgoing students progressing to higher education

Answer before DVV Verification : 158

Answer after DVV Verification: 0

Remark : HEI clarified as this metric is opted out.

5.2.3 Average percentage of students qualifying in State/ National/ International level examinations during the last five years (eg: NET/ SLET/ 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) year wise during last five years**

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
96	32	45	83	81

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
96	32	45	72	81

5.2.3.2. Number of students appearing in state/ national/ international level examinations (eg: NET/SLET/GATE/GMAT/CAT, GRE/TOEFL/ Civil Services/State government examinations) year-wise during the last five years

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
96	32	45	83	81

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
96	32	45	83	81

Remark : As per HEI clarification.

5.3.1	<p>Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) during the last five years</p> <p>5.3.1.1. Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year-wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="304 465 1046 600"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>7</td> <td>5</td> <td>13</td> <td>5</td> <td>3</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1" data-bbox="304 678 1046 813"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>6</td> <td>5</td> <td>4</td> <td>4</td> <td>1</td> </tr> </tbody> </table> <p>Remark : Only national/international level awards.</p>	2018-19	2017-18	2016-17	2015-16	2014-15	7	5	13	5	3	2018-19	2017-18	2016-17	2015-16	2014-15	6	5	4	4	1
2018-19	2017-18	2016-17	2015-16	2014-15																	
7	5	13	5	3																	
2018-19	2017-18	2016-17	2015-16	2014-15																	
6	5	4	4	1																	
6.3.2	<p>Average percentage of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the last five years</p> <p>6.3.2.1. Number of teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies year-wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="304 1171 1046 1305"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>65</td> <td>45</td> <td>52</td> <td>45</td> <td>32</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1" data-bbox="304 1384 1046 1518"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>34</td> <td>27</td> <td>25</td> <td>30</td> <td>20</td> </tr> </tbody> </table> <p>Remark : One teacher considered once in an academic year.</p>	2018-19	2017-18	2016-17	2015-16	2014-15	65	45	52	45	32	2018-19	2017-18	2016-17	2015-16	2014-15	34	27	25	30	20
2018-19	2017-18	2016-17	2015-16	2014-15																	
65	45	52	45	32																	
2018-19	2017-18	2016-17	2015-16	2014-15																	
34	27	25	30	20																	
6.3.4	<p>Average percentage of teachers attending professional development programs viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Program during the last five years</p> <p>6.3.4.1. Total number of teachers attending professional development programs, viz., Orientation Program, Refresher Course, Short Term Course, Faculty Development Programs year-wise during the last five years</p> <p>Answer before DVV Verification:</p> <table border="1" data-bbox="304 1955 1046 2089"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>95</td> <td>85</td> <td>77</td> <td>71</td> <td>60</td> </tr> </tbody> </table>	2018-19	2017-18	2016-17	2015-16	2014-15	95	85	77	71	60										
2018-19	2017-18	2016-17	2015-16	2014-15																	
95	85	77	71	60																	

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
22	20	8	9	5

Remark : Programs of duration less than one week will not be considered.

6.4.2 Funds / Grants received from non-government bodies, individuals, Philanthropists during the last five years (not covered in Criterion III) (INR in Lakhs)

6.4.2.1. Total Grants received from non-government bodies, individuals, philanthropists year-wise during the last five years (INR in Lakhs)

Answer before DVV Verification:

2018-19	2017-18	2016-17	2015-16	2014-15
43.57	43.91	27.73	26.41	20.53

Answer After DVV Verification :

2018-19	2017-18	2016-17	2015-16	2014-15
0	0	0	0	0

Remark : Supporting documents as per SOP not provide. Sections highlighted in the submitted audited statements are various kinds of fees. Details of sponsorship not provided. Alumni Association Fees Training and Industrial Visit Fees Delegates Fees from Conference & PIMR Subscriptions are not Funds / Grants received.

## 2.Extended Profile Deviations

ID	Extended Questions										
1.3	Total number of classrooms and seminar halls Answer before DVV Verification : 66 Answer after DVV Verification : 66										
1.4	Total number of computers in the campus for academic purpose Answer before DVV Verification : 540 Answer after DVV Verification : 350										
1.5	Total Expenditure excluding salary year-wise during the last five years ( INR in Lakhs)  Answer before DVV Verification: <table border="1"> <thead> <tr> <th>2018-19</th> <th>2017-18</th> <th>2016-17</th> <th>2015-16</th> <th>2014-15</th> </tr> </thead> <tbody> <tr> <td>869.64</td> <td>673.57</td> <td>557.77</td> <td>537.13</td> <td>409.23</td> </tr> </tbody> </table> Answer After DVV Verification:	2018-19	2017-18	2016-17	2015-16	2014-15	869.64	673.57	557.77	537.13	409.23
2018-19	2017-18	2016-17	2015-16	2014-15							
869.64	673.57	557.77	537.13	409.23							

2018-19	2017-18	2016-17	2015-16	2014-15
869.64	763.57	557.77	537.13	409.23

NAAC