



Strategic Plan and Activities

- **S1: Achieve Deemed University/ degree awarding status**
 1. To get NAAC A grade accreditation in third cycle.

- **S2: Become a leading higher educational institute, ranked amongst the top ten institutes of India and amongst top 100 internationally.**
 1. To rank amongst top 10 B-Schools in reputed national level ranking agencies.

- **S3: Enhance Curriculum Development:**
 1. To sign MOUs for industry mentored courses.
 2. To create advisory boards comprising of industrial personnel for each program.
 3. Organize national curriculum workshops.
 4. Introducing community service as part of curriculum.

- **S4: Enhance Teaching Learning Evaluation**
 1. To enhance video capturing of lectures, so that they can be made available to students online.
 2. Internet based learning modules.
 3. To sponsor faculty for faculty development programs.
 4. Inviting experienced faculty from top universities/industry experts from India and abroad for taking regular courses.
 5. Setting up incentive scheme for faculty research at international levels.
 6. Use of rubrics for evaluation.



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7. Signing MOUs with foreign universities for foreign certification of students.
8. Enhancing number of students sent abroad for summer internships.
9. Establishment of Career Counseling cell.

- **S5: Enhance Research Consultancy and Extension**

1. Further strengthening MDP cell to enhance sponsored research and high value industrial consultancy.
2. Providing incentives to students to undertake research related to industrial and societal concerns.
3. To adopt a village and transform it in the next few years.
4. To sign MOUs for collaborative research with industry and top universities in Indian and abroad.

- **S6: Upgradation of Infrastructure**

1. To establish digital library
2. To establish additional infrastructure for new courses.

- **S7: Improvement in Student Support and Progression**

1. Establish a finishing school for student support and development.
2. Establish a cell to train students for competitive exams.
3. Organize international students activities.
4. Offer short term industry relevant certificate programs
5. Make further provision for economically weak students in terms of tuition fee waiver.
6. Setting up Incubation Center to further strengthen the entrepreneurial ecosystem of the state.



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7. Establish a separate placement cell for students at graduation level.
 8. Sign MOUs with law firms, NGOs and government bodies for law students.
- **S8: Strengthen Governance and Leadership**
 1. Formalize the alumni association and create chapters in India and abroad.
 2. Sign MOUs with industry and top universities for faculty and student development.
 3. Organize workshops for staff development at national level.
 4. Fully automate the administrative and evaluation process.
 5. Establish a cell for promoting environmental sustainability.
 6. Financial provision for international initiatives to provide global exposure to students and faculty.
 7. Provide for organizing number of legal aid camps at semi urban and rural areas in collaboration with practicing lawyers for financially weaker section of society.



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Action Plan for Strengthening Research, Teaching and Extension Activities

- To introduce community service as part of curriculum from academic session 2018-19.
- To enhance video capturing of lectures on key topics, so that they can be made available online to students from next batch.
- To develop Internet based learning modules to support enhanced learning within two years.
- To sponsor faculty for faculty development programs organized by top universities in India and abroad from next academic session.
- To invite experienced faculties from top universities/industry experts from India and abroad for taking regular courses from academic year 2019-20.
- To implement incentive scheme for faculty research at international levels from next academic session.
- To implement rubrics for evaluation of learning outcomes for the batch 2018-19 onwards.
- To sign MOUs with foreign universities for international certification of students from the academic year 2018-19.
- To further strengthen MDP cell for enhancement of sponsored research and high value industrial consultancy in next five years, so that consultancy increases 5 percent every year.
- Providing incentives to students to undertake research related to industrial and societal concerns from next academic year.
- To adopt a village and transform it in the next five year.
- To sign MOUs for collaborative research with industry and top universities in India and abroad from the academic year 2018-19, so that at least five projects are undertaken in next five years.
- To establish digital library in next year.



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- Offer short term industry relevant certificate programs from coming academic year 2018-19 in a phased manner.
- Sign MOUs with industry and top universities for faculty and student development, so that at least one MOU exists for each program within next five years.
- Fully automate the administrative and evaluation process in next three years.
- Establish a cell for promoting environmental sustainability from the academic year 2018-19.
- Financial provision for international initiatives to provide global exposure to students and faculty from next financial year to fund of Five lakhs and increase the provision by 20 percent every year.
- Organizing number of legal aid camps at semi urban and rural areas in collaboration with practicing lawyers for financially weaker section of society at least once a quarter which should be increased to once a month in next five years.

Action Plan for Academia and Interaction with Industry

- To sign MOUs for industry mentored courses, so that by next 5 years each program contains at least one such course.
- To create advisory boards comprising of industrial personnel for each program from the academic year 2018-19, this should be established and running in next 3 years.
- Organize national curriculum workshops every year.
- Enhancing number of students sent abroad for summer internships for upcoming batches by introducing it as part of evaluation/curriculum.
- Further strengthening MDP cell to enhance sponsored research and high value industrial consultancy by at least 10 % every year.
- Providing incentives to students to undertake research related to industrial and societal concerns from upcoming semester *to the tune of* Rs. 100,000 which amount should be increased by 10 % every year.
- To sign MOUs for collaborative research with industry and top universities in Indian and abroad from the academic year 2018-19.



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- Offer short term industry relevant certificate programs from next academic year in a phased manner.
- Establish a separate placement cell for students at graduation level for next year 2018-19.
- Sign MOUs with law firms, NGOs and government bodies for law students in next three years.
- Formalize the alumni association in next year and create chapters in India and abroad within next five years.

Action plan for organizing a Finishing School and for improving the academic performance of SC/ST/OBC/academically weak students

1. Student career counseling cell- This cell will be stored by a bonafide counselor to explore hidden talent of students and guide them in their future careers.
2. Establishment of finishing school cell- The cell will assess students vide TNA and accordingly conduct personality development programs GDs, PIs analytical skills classes to help students enhance skills so that students are industry ready .
3. Establishment of academic support cell- The cell will conduct extra support classes for students in subjects which students find difficult especially technical and computer related classes.
4. Establish teacher mentoring scheme- Where weak students identified through TNA/Academic support cell will be provided faculty mentors who will mentor the student progress and development .
5. The student guidance cell- Where a experienced psychological counselor will advice and guide students as per their requirements & needs.

Perspective/Strategic plan and deployment documents are available in the institution.

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.

Research Policy and RCT

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 Research Policy of the institute can be seen as below:

http://www.pimrindore.ac.in/pdf/Research_Policy.pdf

Consultancy Policy

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.

The following is the Consultancy Policy of the institute:

http://www.pimrindore.ac.in/pdf/Consultancy_Policy.pdf

Remuneration Policy

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. Following is an overview of Remuneration Policy of the institute:



PRESTIGE INSTITUTE OF MANAGEMENT AND RESEARCH, INDORE
(An Autonomous Institution Established in 1994)

No./PIMR/2019/ 614

15/06/2019

OFFICE ORDER

To ensure respectability and Uniformly in the Honorarium/TA etc. to the Persons, who have assigned for the Examination related work, the Institute will be Paying honorarium/TA/DA as per following criteria:-

EXAMINATION WORK

1. Center Superintendent 365/- Single Shift
2. Co-Ordinator Examination 5000/- Per Year
3. Co-Coordinator Examination 3500/- Per Year
4. Examination Superintendent 330/- Single Shift
5. Assistant Superintendent 310/- Single Shift
6. Invigilators 300/- Single Shift
7. Supporting Staff 280/- Single Shift
8. Subordinate Staff 260/- Single Shift
9. Flying Squad Member 500/- Per day
10. Setting Question Paper UG - 600/- Per Paper
PG - 800/- Per Paper
11. Valuation of Answer books UG - 12/- Per Answer book
PG - 15/- Per Answer book
12. Moderation of Question Papers 100/- Per Paper
13. Revaluation of Ans. Books 25/- Per Ans. Book (Valuation Charges)
14. Minimum Remunerations 200/-
15. Scrutiny of Ans. Books 100/- Per hundred Ans. Books
16. Practical UG - 08/- Per student (Minimum 500/-)
PG - 10/- Per Student (Minimum 500/-)
17. MRP Viva-Voce 25/- Per Student
18. Revaluation Fee 250/- Per Ans. Book upto two Paper
19. Revaluation/Inspection/Retotaling
Late fee 300/-
20. Retotaling Each Paper 100/- each paper
21. Inspection of Ans. Books 250/- Per Ans. Book
22. Class III & IV Staff of the Institute engaged in examination/Practical work at the Center to be distributed among them selves
A. Class III - 02=00 Per Candidate
B. Class IV - 01=50 Per Candidate
23. Flying Squad members transportation charges Rs.100/- Per Day.
24. Enrolment Fee 100/-
25. Marksheet Fee 100/-
- 26 Duplicate Marksheet 100/-
27. Enrolment Late Fee 200/-



J. K. Kulkarni
DIRECTOR,

**PRESTIGE INSTITUTE OF
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28. Internal Assessment 08/-per candidate-per course
 29. MRP Viva 200/- per day
 30. Summer Training Viva 200/- per day
 31. Seminar Viva 300/- per day
 32. Checking of Marksheet 01/-each
 33. Internal Assessment office staff 04/- per candidate, per course
 34. Transcript fee(first copy) 500/- Additional each copy 200/-
 35. Visiting Faculty Honorarium *
 a. Less than 10 years Experience: 450/- Per Period .
 b. More Than 10 years Experience or Ph.D 800/- Per Period.
 36. Revision of rates of Online Examination.
 • Question Master:- Rs. 400/- Per Paper
 • Question Bank :- Rs. 500/- Per Paper
 • Paper Setter :- As per Prescribed rates.
 • Test Master :- Rs. 400/-
 • Invigilation:- As per Prescribed rates.
 • Class III & IV :- As per Prescribed rates.
 37. Revision of Placement Process Charges:-
 • If the Placement Process is Full day Rs. 1500/- per day.
 • If the Placement Process is half day than Rs. 1000/- per day.
 • The above A/c must be Signed and Verified by the Placement Officer.

TA/DA/Honorarium etc

1. TA by – RAIL/ROAD/TAXI - AC II Class Sleeper/Bus/Highest Class/TAXI Shared.
2. By Car - Rs. 08/- Per KM. (Local/Outside). Indore
3. Daily Allowance - Rs. 500/- Per day (every 24 hours)
4. Lodging Charges Member shall be reimbursed Lodging Charges on Submission of actual receipt and bill. Max 1000/- day.
5. Local Conveyance - Rs. 100/- Per day
6. By Scooter/Motor Bike - Rs. 4.00 per KM (Local)

- Note:** - 1. Authority to relax/revise the rules rest with the Director only.
 2. These rates/rules will be implemented with effect from 15/06/2019.



(Dr. Yogeshwari Phatak)
 DIRECTOR

PRESTIGE INSTITUTE OF
 MANAGEMENT & RESEARCH

Faculties with Ph.D degrees and Ph.D Supervisors from PIMR

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.

Following is the list of faculties who are registered Ph.D Supervisors

Sr. No.	Name
1.	Dr. Yogeshwari Phatak
2.	Dr. Alok Bansal
3.	Dr. Anukool M. Hyde
4.	Dr. Ajit Upadhyay
5.	Dr. Vipin Choudhary
6.	Dr. Nitin Tanted
7.	Dr. Deepak Jaroliya
8.	Dr. Tarun Kushwaha
9.	Dr. Murlidhar Panga
10.	Dr. Rupal Chowdhary
11.	Dr. Bhupendra Kumar Verma
12.	Dr. Pragya Keshari
13.	Dr. Jyoti Vyas Bajpai
14.	Dr. Suyash Jhawar
15.	Dr. Bhavna Sharma
16.	Dr. Ranjana Patel
17.	Dr. Satnam Kaur Ubeja
18.	Dr. Sarfaraz Ansari
19.	Dr. Minal Uprety
20.	Dr. Arpit Loya
21.	Dr. Deepti Bajpai Kukrety
22.	Dr. Sopnamayee Acharya
23.	Dr. Vidya Telang

24.	Dr. Varun Sarda
25.	Dr. Shail Shri Sharma
26.	Dr. Rashmi Gharia
27.	Dr. Gunjan Anand
28.	Dr. Pallavi (Joshi) Kapooria
29.	Dr. Rekha Narang
30	Dr. Raj Kishore Sharma
31	Dr. Swaranjeet Arora
32	Dr. Manisha Singhai
33	Dr. Prateek Sharma
34	Dr. Raksha Chouhan
35	Dr. Kalpana Agrawal
36	Dr. Manish Joshi
37	Dr. Sukhjeet Matharu
38	Dr. Raksha Thakur
39	Dr. Khushboo Makwana
40	Dr. Sharda Haryani
41	Dr. Sunita Arya

Following is the list of faculties with Ph.D degrees

Sr. No.	Name
1	Dr. Yogeshwari Phatak
2	Dr. Alok Bansal
3	Dr. Anukool M. Hyde
4	Dr. Ajit Upadhyay
5	Dr. Vipin Choudhary
6	Dr. Nitin Tanted
7	Dr. Rajesh Jangalwa
8	Dr. Deepak Jaroliya
9	Dr. Tarun Kushwaha
10	Dr. Murlidhar Panga
11	Dr. Rupal Chowdhary
12	Dr. Bhupendra Kumar Verma
13	Dr. Pragya Keshari
14	Dr. Jyoti Vyas Bajpai
15	Dr. Suyash Jhavar
16	Dr. Bhavna Sharma
17	Dr. Ranjana Patel
18	Dr. Satnam Kaur Ubeja
19	Dr. Sarfaraz Ansari
20	Dr. Minal Uprety
21	Dr. Arpit Loya
22	Dr. Meenu Mathur
23	Dr. Deepti Bajpai Kukrety
24	Dr. Sopnamayee Acharya
25	Dr. Vidya Telang
26	Dr. Varun Sarda
27	Dr. Shail Shri Sharma
28	Dr. Rashmi Gharia
29	Dr. Gunjan Anand
30	Dr. Pallavi (Joshi) Kapooria
31	Dr. Pallavi Agarwal

32	Dr. Rekha Narang
33	Dr. Raj Kishore Sharma
34	Dr. Swaranjeet Arora
35	Dr. Manisha Singhai
36	Dr. Prateek Sharma
37	Dr. Raksha Chouhan
38	Dr. Kalpana Agrawal
39	Dr. Manish Joshi
40	Dr. Sukhjeet Matharu
41	Dr. Vinod Kumar Mishra
42	Dr. Raksha Thakur
43	Dr. Khushboo Makwana
44	Dr. Raju C. John
45	Dr. Sharda Haryani
46	Dr. Ravi Changle
47	Dr. Nidhi Sharma
48	Dr. Ajay Malpani
49	Dr. Meeta Baid
50	Dr. Nishant Joshi
51	Dr. Sunita Arya
52	Dr. Ashutosh Bairagi
53	Dr. Farhat Ali Syed

Reimbursement Policy for Conference/Workshop

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.

The following is the link to the Reimbursement Policy for Conference/Workshop

<http://www.pimrindore.ac.in/NAAC/6.2.1ReimbursementPolicyforConferencesandWorkshops.pdf>

Service Rule Book

The institute provides the faculties with a conducive work environment to retain them. The concept of flexi timings is a part of the retention practice. The policy of lien plays a crucial role to retain faculties. Faculties are allowed 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.

The regulations pertaining to the various policies are available in the Service Rule Book, the link to which is as follows:

<http://www.pimrindore.ac.in/NAAC/ServiceRuleBook.pdf>

Short-term job oriented certificate programs

Faculties are encouraged to launch short-term job oriented certificate programs for the students in association with organisations like NSE, corporate houses etc. The following is the link to the certifications being offered by the institute

<http://www.pimrindore.ac.in/CertificateProgram.html>

