



YEARLY STATUS REPORT - 2023-2024

Part A

Data of the Institution

1.Name of the Institution		Mahatma Education Society Pillai Institute of Management Studies and Research
• Name of the Head of the institution		Dr. R. Chandran
• Designation		Director
• Does the institution function from its own campus?		Yes
• Phone no./Alternate phone no.		02227456100
• Mobile No:		9004223454
• Registered e-mail		chandran@mes.ac.in
• Alternate e-mail		bettysibil@mes.ac.in
• Address		Dr. K M Vasudevan Pillai Campus, Plot 10, Sector 16, New Panvel,
• City/Town		Navi Mumbai
• State/UT		Maharashtra
• Pin Code		410206
2.Institutional status		
• Affiliated / Constitution Colleges		University of Mumbai
• Type of Institution		Co-education
• Location		Semi-Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	University of Mumbai				
• Name of the IQAC Coordinator	Betty Sibil				
• Phone No.	02227456100				
• Alternate phone No.	9004223454				
• Mobile	9821732307				
• IQAC e-mail address	pimsriqac@mes.ac.in				
• Alternate e-mail address	bettysibil@mes.ac.in				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://pimsr.ac.in/accreditation/naac-ssr-cycle-1/				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://pimsr.ac.in/programme/master-of-management-studies-mms/academic-calendar/				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A+	3.36	2023	29/11/2023	28/11/2028
6.Date of Establishment of IQAC			01/07/2019		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
Nil	Nil	Nil	Nil	Nil	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		

9.No. of IQAC meetings held during the year	3	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
Applied and received NAAC A+ grade		
Applied and received autonomous status		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		
Plan of Action	Achievements/Outcomes	
To apply for autonomous status from AY 2024-25 onwards	The institute has received autonomous status from UGC and University of Mumbai from Academic year 2024-25 for a period of 10 years	
To complete the NAAC accreditation process	The institute was able to complete the NAAC accreditation process with a A+ grade	
13.Whether the AQAR was placed before statutory body?	Yes	
<ul style="list-style-type: none"> Name of the statutory body 		
Name	Date of meeting(s)	
Governing Body	06/11/2024	

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2023-24	25/07/2023

15. Multidisciplinary / interdisciplinary

The multidisciplinary course offered by PIMSR provides students with a comprehensive understanding of key business areas: Marketing, Finance, Human Resources, IT, and Operations. In Marketing, students learn strategies for market research, branding, consumer behavior, and digital marketing to develop effective promotional campaigns. The Finance module covers financial management, investment strategies, risk assessment, and budgeting, ensuring students can make informed financial decisions. Human Resources explores talent management, organizational behavior, leadership, recruitment, and employee engagement, which are essential for fostering a productive work environment. The IT segment focuses on the role of technology in business, including data management, digital tools, software applications, and cybersecurity, to ensure organizations stay competitive. Lastly, the Operations module teaches process optimization, supply chain management, quality control, and logistics, key to delivering efficient business solutions. This multidisciplinary approach equips students with the cross-functional skills necessary to thrive in today's dynamic business landscape, preparing them for leadership roles in diverse industries.

16. Academic bank of credits (ABC):

PIMSR very well understands the importance of Academic Bank of Credits to a student's dedication of life-long learning. The institute is in the process of adopting ABC so that students are able to make use of the convenience and flexibility that accompanies it.

17. Skill development:

PIMSR offers a value-added course on Skill Development, covering key areas such as Excel, Soft Skills, and Aptitude. The Excel module equips students with advanced spreadsheet techniques, including data analysis, pivot tables, financial modeling, and automation using macros, empowering them to manage and interpret large datasets efficiently. The Soft Skills training emphasizes communication, teamwork, problem-solving, leadership, and time management, all of which are essential for professional success. Students also learn interpersonal skills like conflict resolution and negotiation, enhancing their ability to work in diverse team environments. The Aptitude training focuses on developing logical reasoning,

quantitative analysis, and critical thinking, which are crucial for decision-making and problem-solving in a business context. This module prepares students for competitive exams, interviews, and real-world business challenges. By integrating these practical skills, the course ensures that students are not only proficient in technical aspects but also capable of handling the interpersonal and cognitive demands of the corporate world, making them well-rounded professionals ready for career advancement.

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

PIMSR offers a unique blends focused on the Indian Knowledge System (IKS), integrating ancient wisdom with modern business practices. The course explores key aspects of traditional Indian philosophies, such as yoga, meditation, and mindfulness, emphasizing their relevance in today's corporate world. Through yoga, students learn the importance of physical well-being, stress management, and mental clarity, which contribute to enhanced focus, decision-making, and emotional intelligence in professional environments. Meditation practices are introduced to improve concentration, reduce stress, and promote inner peace, essential for effective leadership and team management. In addition to the core curriculum, the course invites guest speakers who are experts in various fields, including renowned scholars, industry leaders, and practitioners of Indian traditional sciences.

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

PIMSR offers a comprehensive course designed around Outcome-Based Education (OBE), focusing on practical skills and industry relevance. The OBE framework ensures that every module is aligned with specific learning outcomes, preparing students for the challenges of the business world. Key learning components include case studies, where students analyze real-world business scenarios to develop critical thinking and problem-solving abilities. The course also includes industry visits, offering students firsthand exposure to operational practices and industry trends. These visits bridge the gap between theory and practice, enhancing students' understanding of business dynamics. To foster well-rounded development, the course integrates yoga for mental clarity, stress management, and physical well-being. This practice helps students build resilience and focus, essential for leadership roles. Additionally, skill development in Excel, soft skills, and aptitude ensures students are proficient in technical tools, communication, teamwork, and problem-solving, vital for professional success. Guest speakers from various industries share their expertise, offering

valuable insights into current business practices and trends. This holistic approach equips students with the knowledge, skills, and mindset needed to thrive in the corporate world.

20.Distance education/online education:

The institute makes use of the online platform for education. Numerous seminars, conference have been organised at the institute over the online mode. The institute has the infrastructure necessary to conduct online sessions. Students are encouraged to take up online courses to improve their employability levels. The library has online databases of journals and research papers to facilitate the teaching and research.

Extended Profile

1.Programme

1.1	52
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2.Student

2.1	370
Number of students during the year	

File Description	Documents
Data Template	View File

2.2	36
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	146
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File
3.Academic	
3.1 Number of full time teachers during the year	23
File Description	Documents
Data Template	View File
3.2 Number of Sanctioned posts during the year	13
File Description	Documents
Data Template	View File
4.Institution	
4.1 Total number of Classrooms and Seminar halls	16
4.2 Total expenditure excluding salary during the year (INR in lakhs)	19163328.72
4.3 Total number of computers on campus for academic purposes	145

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

The Institute ensures effective implementation of the curriculum at the beginning of the academic year, adhering to the guidelines of the University of Mumbai, AICTE, and institutional policies. Academic courses are allocated to faculty based on their expertise, with the MMS curriculum designed by the University to meet industry

demands and align with corporate expectations and student aspirations. A detailed timetable is prepared well in advance for efficient execution, followed by course planning in line with the prescribed syllabus and institutional guidelines. Faculty map Program Outcomes (PO) and Course Outcomes (CO) to ensure alignment, and the first session of each course is dedicated to disseminating these outcomes to students.

The College Development Committee (CDC) oversees the preparation and monitoring of the timetable and develops a comprehensive academic calendar at the start of the academic year. This process involves input from all committee heads, who outline planned activities, ensuring a collaborative approach. The finalized calendar is reviewed and approved by the Director for implementation. The Director and academic coordinators monitor the adherence to the academic calendar, ensuring that activities are conducted smoothly and efficiently to provide a structured and industry-relevant academic experience.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://pimsr.ac.in/programme/master-of-management-studies-mms/academic-calendar/

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

The University of Mumbai emphasizes a robust concurrent evaluation system to ensure continuous learning and engagement. Internal evaluation constitutes 40% of the overall assessment, providing students with ample opportunities to demonstrate their understanding and skills beyond final examinations. The syllabus outlines a wide range of methodologies for internal assessment, giving faculty the flexibility to adopt diverse approaches. These include projects, assignments, viva voce, quizzes, class tests, case studies, presentations, role-plays, fieldwork, class attendance, and participation. This variety allows faculty to assess both theoretical knowledge and practical application, catering to different learning styles and enhancing the overall academic experience.

The emphasis on internal evaluation ensures that students remain

consistently involved in their academic journey, fostering regular interaction between faculty and students. These assessments encourage critical thinking, creativity, and teamwork while building a strong foundation in subject knowledge. Regular feedback is provided to students to help them identify their strengths and areas for improvement, ensuring a continuous learning curve.

In addition to internal evaluations, the institute integrates project-based learning and skill-building activities, such as soft skills training, employability tests, and wellness sessions, to prepare students for academic and professional success. This holistic approach ensures that internal assessments align with both academic goals and industry expectations.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://pimsr.ac.in/programme/master-of-management-studies-mms/academic-calendar/

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

A. All of the above

Academic council/BoS of Affiliating University
Setting of question papers for UG/PG programs
Design and Development of Curriculum for Add on/ certificate/ Diploma Courses
Assessment /evaluation process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

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

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

1

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

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

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

7

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

370

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

370

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

PIMSR integrates cross-cutting issues such as professional ethics, gender, human values, environment, and sustainability into its curriculum to ensure holistic development of students.

Subjects like Corporate Social Responsibility, Perspective Management, Organizational Behaviour, and Business Environment foster awareness of environmental concerns, social ethics, and inclusivity.

For example, Organizational Behaviour focuses on understanding individual and group dynamics in workplaces, emphasizing the importance of values and ethics. Similarly, Corporate Social Responsibility equips students to develop and manage CSR strategies effectively, promoting societal well-being and sustainable development. The Social Relevance Project, a core component in Semester IV, encourages students to address real-world issues like waste management, disaster preparedness, and water conservation.

Additionally, the institute incorporates practical initiatives such as seminars, workshops, and collaborations with NGOs. Students participate in projects addressing environmental and social challenges, enhancing their professional and ethical sensitivity. Through a blend of coursework and real-world exposure, PIMSR aims to create socially responsible leaders capable of driving positive change?.

Students are also made to understand the importance of ethics in research. They are expected to check plagiarism levels of the projects submitted by them.

Business Ethics is an important topic covered in Perspective Management in Semester I of MMS program gives students in-depth understanding of the issues concerning Morals, Values, Ideologies and Ethics in personal, professional and business lives

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum	View File

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

52

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

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

370

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution

A. All of the above

**from the following stakeholders Students
Teachers Employers Alumni**

File Description	Documents
URL for stakeholder feedback report	View File
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View File
Any additional information(Upload)	View File

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

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

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://pimsr.ac.in/about-us/feedback/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of sanctioned seats during the year

180

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

Slow learners and advanced learners are identified with their CET score, Course teacher's evaluation and mentor evaluation.

Remedial classes are conducted for slow learners in a supportive environment, where the teachers ensure students' engagement by accommodating their learning pace and style, and allowing them extra time to grasp concepts. Counselling and mentoring sessions are arranged, where each student is provided an individualized attention by their mentor. Additional sessions on problem solving are also conducted by mentors, to help them to accelerate their decision-making process.

Supporting advanced learners involves challenging them appropriately while nurturing their potential. The key is to offer them tasks that foster deeper thinking, creativity, and self-directed learning. To enhance their problem-solving and time management skills, Summer Internship Project Contest are conducted by the institute. To build their confidence, best projects are selected and certificates and prizes are given to the students, to recognize their efforts and progress. The advanced learners are also encouraged to take part in various competitions.

The outcomes observed with these efforts are improved results, better placements, improvement in the quality of the projects submitted by these students and enhancement of participation of students in Research and Innovation activities.

File Description	Documents
Link for additional Information	https://pimsr.ac.in/best-summer-internship-project-contest-2024/
Upload any additional information	View File

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

Number of Students	Number of Teachers
370	23

File Description	Documents
Any additional information	View File

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

The teaching-learning process is essential for the academic success of Master of Management Studies (MMS) learners at PIMSR, affiliated with the University of Mumbai. PIMSR adopts a student-centric approach to foster critical thinking, ownership of learning, and reflective practices. Continuous assessment measures both cognitive and applied learning through diverse methodologies.

Participative learning techniques include news reading, brainstorming, discussions, management games, assignments, and AIMA BizLab business simulation games. Experiential learning incorporates industrial visits, role plays, case studies, project work, and problem-solving exercises, forming an integral part of continuous assessment.

Project-based learning is a key feature, where learners undertake projects as part of the curriculum, supplemented by internships and practical courses. ICT plays a transformative role in enhancing the learning environment. PIMSR's smart classrooms employ Open Office, MS Office, web techniques, audiovisual aids, YouTube, Google Forms, and Sheets for interactive learning.

The library supports research with a wide range of books, journals, e-journals, and resources like EBSCO, J-Gate, and Shodhganga. Students utilize these tools for literature reviews and data

analysis. PIMSR's Conclave, equipped with ICT tools, hosts guest lectures, seminars, and webinars, enriching the learning experience and preparing students for academic and professional success.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://pimsr.ac.in/wp-content/uploads/2024/12/2.3.1-Teaching-Learning-Process.pdf

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

100% of the teachers use ICT for effective teaching with LMS

1. Internet facility in each classroom
2. LCD Projector in each classroom
3. Use of Google Classrooms for internal assignments
4. Use of YouTube videos wherever required

PIMSR has a state-of-the-art facility recording studio facility at its Panvel campus, where the faculty's academic sessions are recorded and made available to the students. These include FDPs conducted and lessons recorded on YouTube channel of MES. These valuable lessons are of immense importance to students - from both within the classroom and they are outside. Hence, ICT tools make the students learn even when they are out of the classrooms, making the learning a continuous process. SSTudents are also exposed to Simulation labs like the AIMA Bizlab and Newspaper apps like Business Standard. Each classroom is ICT-enabled - a computer system with an internet connection and an LCD Projector.

FDPs are regularly conducted to enhance the ICT proficiency of faculty. FDPson simulations are also organised to enhance tech-enabled teaching in class.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://pimsr.ac.in/wp-content/uploads/2024/12/Classrooms.pdf

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

2.3.3.1 - Number of mentors

23

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

2.4 - Teacher Profile and Quality

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

23

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File

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

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

12

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year(Data Template)	View File

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

2.4.3.1 - Total experience of full-time teachers

215

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

Continuous Internal Evaluation (CIE) is an assessment system employed by educational institutions to evaluate students' performance throughout the semester, rather than relying solely on end-of-term exams. This approach emphasizes ongoing assessment, providing a more comprehensive understanding of a student's academic progress and skills development. CIE is designed to assess students' learning continuously through various methods, allowing for a more holistic view of their capabilities. These assessments are conducted regularly during the semester, making learning more interactive and engaging. Common tools include spot quizzes, which test immediate recall of concepts, and comprehension tests that assess understanding of texts and materials. Case study discussions encourage critical thinking, where students apply theoretical knowledge to real-world situations. In addition, assignments like newspaper article analysis help students stay updated with current events and develop analytical skills. Role play activities foster creativity and help students apply concepts in simulated real-world scenarios. Viva (oral exams) enable direct interaction between students and faculty, allowing for deeper insights into a student's understanding. Class assignments and debates are used to assess research, presentation, and argumentation skills, while group discussions evaluate teamwork, communication, and collaboration. The CIE system thus promotes a student-centered approach to learning with ongoing feedback at regular intervals.

File Description	Documents
Any additional information	View File
Link for additional information	https://pimsr.ac.in/programme/master-of-management-studies-mms/academic-calendar/

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

PIMSR has put in place a transparent and robust mechanism to resolve internal examination related grievances in time -bound and efficient manner. The internal examination are the internal evaluation done by the faculty for each course on a continuous basis or the end semester examination held on the completion of the course as per the time table published in advance by the examination department in consultation with the Director. All end-semester examinations in respect of Semester I &II are held by the Institute. In respect of Semester III& IV four all courses except one in each semester is held by the Institute.

In case the student has any grievance on the part of the students in evaluation in respect of Semester I & II they can seek redressal of the same through the mechanism provided for the same which as depicted below.

The evaluator will reassess the answer sheet in case of end-semester examination and communicate the result to the Controller of Examinations and he in turn to the student. If the student wishes to get a direct feed back from the evaluator the same is facilitated by the Controller of Examination. In case the student is still not satisfied he/she can approach the director who will look into the grievance and resolve the same taking into confidence the evaluator.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and at prominent locations on the campus.

PIMSR aligns its curriculum with the University of Mumbai, ensuring clear course and program outcomes that articulate the knowledge, skills, and attitudes students must acquire by the end of their management program. The outcome-based education (OBE) model enables students to focus their learning efforts effectively, with instructional activities and assessments designed to test the application and integration of acquired skills.

Program outcomes (POs) define the overall competencies students gain after completing the two-year management program, while course outcomes (COs) specify the knowledge and skills developed at the course level. These outcomes are collaboratively crafted by faculty in adherence to university guidelines, with subject-specific COs contributing to broader POs. Faculty clearly specify course outcomes to students during their sessions.

Subject allocation, session plans, and academic calendars are prepared in advance, allowing both students and faculty to stay organized. Regular departmental meetings monitor teaching progress, while faculty development programs (FDPs) ensure teachers remain updated on OBE methodologies.

Continuous evaluations, co-curricular and extra-curricular clubs, and the "Entrepreneurship Cell" enhance student development. PIMSR emphasizes industry readiness by integrating critical skills like communication, leadership, critical thinking, social responsibility, and environmental awareness. This comprehensive approach prepares students to meet industry challenges while fostering meaningful, impactful learning.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://pimsr.ac.in/programme/master-of-management-studies-mms/program-outcomes-pos/
Upload COs for all courses (exemplars from Glossary)	View File

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

The institution establishes Course Outcomes (COs) for every subject, categorized as Core or Elective, enabling students to pursue specialized paths. The alignment of COs with Program Outcomes (POs) ensures comprehensive learning and assessment. Attainment of POs and COs are evaluated.

Assessment Strategies:

Continuous evaluation methods are employed to measure CO and PO attainment. Students are assessed through internal and external evaluations, adhering to University of Mumbai guidelines (40 marks internal, 60 marks written exams). Tools like case studies, role plays, debates, and presentations enhance problem-solving and communication skills. Major assessments include summer internships after the first year and three projects in Semester IV focused on general management, functional expertise, and social relevance.

Teaching Pedagogy:

Faculty adopt innovative teaching methods alongside traditional approaches to foster experiential learning, teamwork, and global exposure. COs are directly mapped to POs to calculate overall attainment. Evaluation tools include class tests, semester exams, and extracurricular activities, ensuring holistic development. Students needing support are identified, counselled, and provided additional resources.

Skill Development:

The institution emphasizes entrepreneurial skills, technological expertise, and team-building through its Entrepreneurship Cell, business plan competitions, and value-added courses. Social awareness is cultivated via an active Social Cell. This comprehensive approach ensures students are prepared for academic and professional challenges.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://pimsr.ac.in/programme/master-of-management-studies-mms/program-outcomes-pos/

2.6.3 - Pass percentage of Students during the year

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

146

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://pimsr.ac.in/accreditation/igac/annual-report/

2.7 - Student Satisfaction Survey

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

<https://pimsr.ac.in/wp-content/uploads/2025/01/SSS-2023-2024.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

140000

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

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

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

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
Paste link to funding agency website	https://www.google.com/url?q=https://pimsr.ac.in/global-trade-nexus-insights-into-trade-practices-across-nations/&sa=D&source=editor&ust=1735031056588335&usg=AOvVaw3HIvWBgF3f_jRjGEFPwqW5

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

67

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

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

7

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

8

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.3 - Extension Activities

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

PIMSr has been committed to fostering a spirit of service to society, especially among the local communities . The institute has an active Social Service Committee that plans and monitors the various extension activities of the institute. Tree plantation, river cleaning, waste management initiatives are carried out by students every year. Few of the faculty of PIMSr are members of a social service organization called Soroptimist Welfare Association and lead initiatives for the welfare of women and girl children. Observance of all important days given by United Nations are conducted with talks and activities. Community Service Day is an annual event where residents of nearby NGOs are invited to the campus for a fun-filled get together. The management students of the institute make the necessary arrangements with respect to hospitality and entertainment of the inmates. The institute has undertaken an annual project titled "Pankh" with the Savitribai Phule Zilla Parishad Podi Shala in Panvel where faculty and students volunteer for an hour and teach the children twice a week on reading, personality grooming, writing and speaking English. All the students have to compulsorily complete a written project of 100

marks on any topic of Social Relevance for which they volunteer with NGO's. Guest speakers from different fields of social work are invited to the institute to address the students and sensitise them on the various social challenges and opportunities that exist in Indi and the world at large.

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/lifepimsr/student-activities/social-service/
Upload any additional information	View File

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

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

2

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year(Data Template)	View File
e-copy of the award letters	View File

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

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

29

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

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

370

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

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

79

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	View File

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

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

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Pillai Institute of Management Studies and Research campus is 07.15 acres (28912.9 square meters) in size. The institute offers plenty of space for extracurricular activities, office management, and academic pursuits. All of its stakeholders—students, faculty, staff, corporates, and management—can have a rich experience thanks to the infrastructure's thoughtful design.

An audio-visual projector is available in every classroom to enhance the teaching-learning process for both instructors and students.. Additionally, the institute includes a fully furnished auditorium with the newest amenities and equipment to provide a suitable setting for holding conferences and seminars. More than 500 persons can be seated in the auditorium. Additionally, the institute features a cutting-edge Conclave that can accommodate events with 100-120 people and is completely furnished.

In order to support PiMSR's academic programs, the Library is extremely important. In addition to other materials required by the university, the library's collection of management, business, and leadership literature includes the most recent national and international titles.

The institute has a pre-incubation cell that helps to advance its entrepreneurial culture. Students that are interested in becoming entrepreneurs might use the pre-incubation cell as a resource. The

institute also features a fully furnished gym with the newest equipment for workouts and training.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://pimsr.ac.in/about-us/infrastructure-and-facilities/academic-infrastructure/

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

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

At PIMSR, we are steadfast in our commitment to the core principle of "Education for All," which extends beyond just academic achievement. We believe that true education involves nurturing every aspect of a student's development—intellectual, physical, emotional, and social. By providing a balanced environment, we ensure that our students are well-prepared to face the challenges of the modern world with resilience, confidence, and competence.

Our state-of-the-art facilities are designed to support a wide range of physical and recreational activities that contribute to students' overall well-being. The fully equipped gym, with the latest fitness equipment, allows students to maintain their physical health and achieve their fitness goals. The shooting range and two indoor badminton courts offer specialized spaces for honing skills in sports that require focus and precision. Additionally, our expansive playground and multifunctional sports field provide ample space for a variety of indoor and outdoor games, fostering teamwork, leadership, and discipline.

This holistic approach ensures that our students are not only academically proficient but also mentally and physically fit to navigate life's demands. At PIMSR, we are dedicated to creating well-rounded individuals who can excel in every aspect of life, making them more equipped to thrive in a rapidly changing world.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://pimsr.ac.in/about-us/infrastructure-and-facilities/academic-infrastructure/

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

16

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

16

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://pimsr.ac.in/about-us/infrastructure-and-facilities/academic-infrastructure/
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

2890606

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

The PiMSR Knowledge Resource Centre (KRC) is an integral part of PiMSR, supporting its academic programs with an extensive range of resources and services. The library houses 22,169 books alongside non-print resources such as e-books, journals, CDs, and motivational DVDs, 8 newspapers.

The library initially implemented Koha - (ILMS) in 2014, has since been upgraded to the current Version 21.11.05 and fully automated. The software allows global access and supports WEB- OPAC systems for easy resource searching.

Key modules include:

- Circulation: Book issuance and returns.
- Cataloging: Preparing online catalogue and classification
- User Management: Membership creation and updates.
- Reports: Generating usage and circulation statistics.
- WebOPAC - Searching through the collection of the library.

Library also has IR (Institutional Repository) - Dspace which provides access to learning through a collection of e-books, audio-visual resources, Previous Year Question Papers.

The library offers access to several online databases to support research and learning. Among these is EBSCO Business Source, J-Gate Plus and ProQuest E-Book Package, offering a vast selection of digital collection for various academic needs.

Regular updates, faculty-requested acquisitions, and orientation programs for new students ensure the library remains user-centric.

For more details, visit the Library Website:

<http://www.pimsr.ac.in/library/>.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	http://192.168.0.6:9000/cgi-bin/koha/opac-main.pl

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

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

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

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

11,76,862.00

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

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

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

54

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

4.3 - IT Infrastructure

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

4.3.1 Institution frequently updates its IT facilities including Wi-Fi

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Response:

The IT resources offered adhere to AICTE guidelines and are updated often in response to needs and curriculum modifications.

Internet with Wifi facility:

Currently in 2023-24 , it has a dedicated leased line from MTNL with 500 mbps speed.

Latest Computers configuration

Intel i3, i5, i7 Processor, Intel DH66WW motherboard, 20" LCD Monitor LG, 4GB Out of two Lab in Lab 01 we have 35 pc with I7 configuration and in Lab 02 I5 configuration with 60 PC

Smart Classroom

8 Hi-tech classrooms equipped with LCD projector and Internet Facility. Out of 10 Classrooms - One class room is a smart classroom.

LCD Projectors

All classrooms are equipped with high resolution LCD projector.

Printer

Printers are upgraded from dot matrix to laser printers. Latest "HP 1020+ T"

printers are available in the administrative office.

Information Security

Firewall is available with proper security features

Technical support

Technical support staff is available to maintain computer systems and networks of Computer Labs, Library, Admin office, staff room, etc.

System Software and Application software

Software's are regularly updated as per the course requirements.

ERP - software:

Currently using software developed by Pillai center for software Technology

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://pimsr.ac.in/accreditation/igac/naac/criterion-4-infrastructure-and-learning-resources/4-3/

4.3.2 - Number of Computers

145

File Description	Documents
Upload any additional information	View File
Student – computer ratio	View File

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

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

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

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

14792078

File Description	Documents
Upload any additional information	View File
Audited statements of accounts.	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

The college sources all its IT infrastructure and supplies from the best vendors. There are AMCs for the upkeep and maintenance of all facilities at the institute. The IT infrastructure in the classrooms and laboratories are maintained by a team of qualified technical staff.

There is a dedicated team of support staff who are trained in maintaining the highest standards of cleanliness in the institute premises. The institute has a security system that comprises of trained security personnel. CCTV cameras are installed in all crucial areas.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://pimsr.ac.in/about-us/infrastructure-and-facilities/academic-infrastructure/

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

166

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefitted by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

1

File Description	Documents
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

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

A. All of the above

File Description	Documents
Link to institutional website	https://pimsr.ac.in/placement-corporate-relations/training/soft-skills/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

370

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

370

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent

A. All of the above

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

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

136

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

11

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

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

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

188

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File

5.3 - Student Participation and Activities

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

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

4

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

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

The institute has an active Student Council and promotes participation of students in various co-curricular and extra-curricular activities. It helps in their overall personal development and growth. They acquire skills such as leadership, communication, co-ordination, presentation, planning etc. and gain confidence in this process.

1. Presence of an active student council

- Student Council: It ensures participation of the students in college and intercollegiate co-curricular and extra-curricular activities
- Cultural Council: Activities like dance; singing; skits; fashion show; stand-up comedy; modern art is carried out throughout the academic year.
- Technical Council: Technical activities such as technical paper presentation, technical quiz, hands on workshops, technical talks by eminent personalities are organized.
- Sports Council: The Council organizes "Khelo India Khelo", a sports event every year.
- Literary Council: Intra - collegiate elocution and essay competitions are organized in association with ONGC every year. These events are completely sponsored by them.

2. Representation on the academic committees:

- Class Representatives
- Students Clubs

3. Representation on the administrative committees:

- Alumni Association
- Anti-Ragging committee
- Internal Complaints Committee
- Student Grievance and Redressal Committee (SGRC)

4. Students are members in all the below committees

- Social service committee
- Institution Innovation Council (IIC) committee
- PIMSR Research and Development Committee (PRDC)
- Corporate Relations Committee (CRC)
- Student and Cultural Activities Committee (Cultural, Clubs, Sports and Industrial Visits)
- IT Support Cell and Social Media Committee
- Admission Committee

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/lifepimsr/student-activities/student-events/
Upload any additional information	View File

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

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

36

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

5.4 - Alumni Engagement

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

Leveraging the alumni network creates a win-win situation for both the institution and its graduates. Many alumni feel a strong connection to their alma mater and are eager to contribute by

supporting current students and fellow graduates.

A significant benefit is career guidance, where alumni provide valuable advice to students, helping them navigate their academic path and prepare for their careers. Alumni also assist with placement opportunities, often leveraging their connections to secure jobs for students within their organizations. This strengthens students' confidence and offers industry-specific insights.

The alumni network also serves as a professional platform for networking. By connecting students and alumni through platforms like LinkedIn and Facebook, institutions foster career-building relationships. Alumni groups on social media keep students engaged, offering a sense of community and promoting collaboration.

Alumni also participate in mentorship programs, offering personalized guidance. Many institutions host events like homecoming, allowing students and alumni to network in a relaxed setting. Furthermore, alumni contribute to the academic experience by delivering guest lectures and workshops, enriching students' knowledge and helping them develop soft skills. Alumni also serve as ambassadors, sharing their experiences with prospective students, helping them make informed decisions, and strengthening the bond within the alumni community.

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/lifepimsr/alumni-events/
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) **A. ? 5Lakhs**

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Aligning governance with Vision and Mission

- The fee structure is designed in manner to facilitate education of members from all strata of society.
- Organizations like International Women's Federation of Commerce and Industry (IWFCI) Australia, Soroptimist International Bombay Chembur (SIBC) and The International Centre for Sports Studies (CIES), Switzerland are few organizations with which the institute has signed MOUs for enhancing the global flavour of its course.
- The institute also incorporates a curriculum that emphasizes on emerging technologies and has introduced various value added programs.
- The institute encourages students to take up internships and undertake industrial visits during the tenure of the program to introduce an element of experiential learning.
- Faculty development programs are organised to equip them with the latest skill-sets essential to develop professional managers.
- The institute has an active social service committee facilitates sensitization of students to societal problems. The students also undertake a full credit course on projects of social relevance.
- The institute has an Institution Innovation Council (IIC) that has received a 3 star rating from MHRD Innovation Council. Through the IIC, the institute is able to keep the entrepreneurial spirit live on campus.

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/about-us/governance/
Upload any additional information	View File

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

PIMSR has an effective and decentralized governance mechanism in place to manage various activities. Director is the academic and overall administrative head of the institute supported by the Registrar. The Governing Body meets annually before the commencement of the academic year and devises a comprehensive action plan in

alignment with the long-term vision and mission. Another key guiding factor is the Perspective Plan that has been developed by the IQAC Cell. All committees are constituted keeping in mind the action points as recommended by the Governing Body. Each committee during the first meeting plans out their activities and course of action and populates this data onto the academic calendar. There are 17 such statutory and non-statutory committees which help manage various academic, administrative, co-curricular and extra-curricular activities in the institute. Director, Registrar, teaching and non-teaching staff and students are the members of these committees. On the academic front, the Director along with a team of coordinators is responsible for the smooth conduct and management of all the programs. All major decisions impacting academics are discussed at the faculty meetings and appropriate decisions are taken based on consensus and general agreement of the faculty. PIMSR encourages democratic and participative decision-making process.

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/lifepimsr/student-activities/student-events/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

PIMSR is managed by the Governing Body (GB) , constituted as per the AICTE guidelines. It is the supreme body responsible for governing the institute. PIMSR has a strategic / perspective plan in place. This is a blueprint for long term growth, where goals and action plans are identified, which in turn are aligned to the institute's Vision and Mission. The plans are developed by the Director in consultation with the GB, faculty and IQAC. The strategic plan is deployed through the various committees that have been constituted at the institute.

Director is the academic and administrative head and is responsible for the day-to-day management of the institute.

The Registrar assists and supports the Director in the day-to -day activities. Class coordinators are responsible for ensuring various activities are carried out and classes are held as per the academic calendar and semester timetable.

Controller of Examination is responsible for ensuring all examination related activities are carried out as per the requirements of University of Mumbai. Placement head is responsible for maintaining good corporate relations and for assisting students in getting campus placements.

There are numerous committees comprising staff and students which help manage various academic, administrative, co-curricular and extra-curricular activities. Committees conduct their meetings at regular intervals and the minutes of such meetings are recorded for review and monitoring purposes.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://pimsr.ac.in/accreditation/igac/annual-report/
Upload any additional information	View File

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

PIMSR follows the service rules as per the specified norms of University of Mumbai and Government of Maharashtra. Service rules for faculty and staff are framed and are available through 'Faculty and Staff Handbook.' This hand book includes relevant information on procedure to be followed for recruitment, policies and procedures during appointment, service rules and other related issues. It clearly elaborates on the roles and responsibilities of faculty and all policies that may be applicable to a faculty member during his/her tenure at the institute.

Faculty recruitment is based on stipulated student faculty ratio, introduction of new subjects, availability of existing faculty and the faculty workload. Before the commencement of the academic session, the Director reviews the need for fresh recruitment considering the factors listed above. External experts / industry personnel / resource personnel are also invited for filling the gaps and also for providing guest lectures / regular lectures.

PIMSR follows promotional policies as per the norms of University of Mumbai, AICTE, and Government of Maharashtra which are in place from time to time.

Similar policy documents have also been created for student activities like placement, internship, examination and an overall student handbook has been developed to enhance clarity and eliminate ambiguity of any kind. Attendance and student discipline policies have been prepared to ensure that students are aware of the various standards that have been set for them.

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/faculty/faculty-handbook/
Link to Organogram of the Institution webpage	https://pimsr.ac.in/about-us/institute-organogram/
Upload any additional information	View File

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc (Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

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

Welfare schemes for teaching staff

1. Ph.D. completion cash incentive of Rs. 5000/-
2. Each full-time faculty is eligible for Rs. 10,000/- per annum for any developmental activity in the form of paper publication registration fee, sponsorships for FDP etc.
3. Workload adjustment for attending developmental activities
4. Encouragement to pursue PhD through workload adjustments
5. Travel allowance for attending national/international seminars and conferences

Welfare schemes for non-teaching staff

1. Training and developmental workshops are arranged on a regular basis for the non-teaching staff.
2. Staff uniform: To encourage professional appearance, all non-teaching support staff are provided with uniforms.

General welfare schemes for all staff

1. Membership of Mahatma Cooperative Credit Society to avail loan at reasonable interest rates.
2. PIMSR extends various leaves like casual leave, sick leave, summer vacation, maternity leave (women employees), and compensatory leave as applicable.
3. Staff are eligible for provident fund as per the existing norms.
4. A professional counsellor has been appointed to provide counselling services
5. Campus has a fully equipped Gymkhana with latest equipment for free usage by all staff
6. Medical camps, check-ups and meditation sessions are organized for the physical and mental well-being of all.
7. Picnics and outings

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/faculty/faculty-development-program/
Upload any additional information	View File

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

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

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

7

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

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

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

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

The institute takes into cognisance the importance and criticality of having a fair and impartial performance appraisal mechanism for the growth and development of the institute and all its stakeholders. With this as the underlying fundamental principle the institute had devised a robust appraisal system which encompasses both quantitative and qualitative factors. Annual appraisals are conducted by the Director basis on which promotions and other emoluments are decided. Both teaching and non-teaching staff assessments are undertaken with the help of a self-assessment form. The form is designed in a way that helps capture the contributions of the staff in all areas of academic and administrative contributions. Parameters have been developed depending on the job profile of the candidate being assessed. In case of teaching-faculty, assessment looks at each individual's contributions holistically in areas of research, academics, mentoring, co-curricular and extra-curricular, extension activities and the like.

Main parameters of evaluation for teaching faculty are as below: ? Student feedback ? Syllabus completion ? Innovative teaching-learning methodology ? Examination responsibilities undertaken ? Committee and Club activities ? Training and Placement ? Professional development-related activities ? Research and publications ? Research projects Based on this performance appraisal, the faculty are counselled to make improvements in the areas where he/she falls short.

Non-Teaching staff performance appraisal system is equally important as teaching-faculty appraisal. The non-teaching staff regularly interacts with students and provides administrative support to them.

This helps insmooth functioning of the institute. The Registrar undertakes the assessment process of all non-teaching staff.

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

6.4 - Financial Management and Resource Mobilization

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

Pimsr follows a rigorous framework for financial governance ensuring transparency and accountability at every level. Fiscal responsibility is maintained by efficient resource utilization and adherence to financial policies. Budgets are prepared by consolidating inputs from all committees to create a comprehensive budget aligned with the goals of the institute. Internal and external audits by independent auditors are conducted to ensure compliance, governance and accurate financial transactions. All expenses are budgeted and authorised by the management of the institute. Internal audit is conducted on a regular basis to assess compliance with financial policies, ensuring efficient resource management and detection of irregularities. Statutory Audit is conducted by an external auditor to ensure compliance with legal and statutory financial reporting standards. Audit objections and recommendations are promptly addressed by the Director through the committees ensuring enhanced efficiency, continual improvement and compliance. Corrective measures are initiated promptly, and responses, along with necessary documentation, are submitted to the auditors. This robust mechanism fosters financial discipline and compliance. Our integrated approach to financial oversight and collaborative budgeting underscores our commitment to responsible financial stewardship, enhancing the institution's fiscal resilience and operational effectiveness.

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

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

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

Nil

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

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

PIMSR is a self-financed institute, revenue generated through fees collection is the major source of funds for generating the necessary financial corpus for running the institute. Small revenue is generated through conducting training programmes and through industry sponsorships. To run the institute effectively funds are needed for the following:

1.Capital for adding to the infrastructure and for maintaining the infrastructure namely building, computers, supporting equipments and accessories, library resources, furniture and fixtures etc;

2.To meet the recurring expenses, such as salary, petty expenses etc;

3.Administrative, operational, maintenance and other expenditures to ensure statutory and regulatory compliances. 4.Any other contingency expenses

Yearly budget estimates are prepared to meet the above expenses.

These expenses are to be met by the revenue from the fees.

The optimum fund needed to run the institute smoothly and effectively is worked out meticulously and the total amount that can be raised through the fee collection is estimated. Institute has to abide by the free structure approved by the statutory and regulatory authorities and there is no freedom to increase the fee commensurate with cost escalation. As the main source of income is the fee collection, an annual budget is prepared based on this receipt. Institute prepares budget estimates and is submitted to the Management for approval. If in the eventuality, the essential expenditure exceeds the total revenue receipt, the management will make necessary arrangements to meet the shortfall.

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

6.5 - Internal Quality Assurance System

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

The IQAC has been responsible for the below initiatives and quality assurance strategies in the academic year 2023-224

- 1) Employability Testing

Objective of Employability Testing:

Assess Competence: To measure the readiness of students in terms of technical, cognitive, and soft skills.

Bridge Skill Gaps: Identify areas where students may lack proficiency and provide opportunities to develop those skills.

Enhance Career Prospects: Ensure that graduates are well-equipped to meet the expectations of employers and excel in the job market.

Components of Employability Testing:

Technical Skills Assessment through technical interviews by faculty and experts

Soft Skills Evaluation Assess communication skills teamwork, leadership, interpersonal abilities, adaptability, and emotional intelligence through interviews

Group Discussion and PI skills - Simulated job interviews and group discussions to assess practical communication, decision-making, and team collaboration abilities.

Benefits of Employability Testing for Students:

- Provides students with valuable feedback on their strengths and areas for improvement.
- Enables students to focus on specific skill sets that will make them more competitive in the job market.
- Helps students understand employer expectations and fine-tune their capabilities accordingly.
- Higher employability chances as students are more aligned with industry needs.

2) Improving employability through value added courses

Identifying Industry-Specific Skill Gaps:

Integration with the Academic Curriculum:

Collaboration with External Agencies:

Assessment and Feedback Mechanisms:

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

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

The teaching learning processes are reviewed by IQAC by:

- **Student Feedback Mechanisms:** Collecting feedback from students on various aspects of teaching, curriculum delivery,

infrastructure, and support services. Feedback is analyzed and used to identify areas for improvement.

- Employer feedback mechanism - through interviews and interactions by placement team

Few changes initiated by IQAC

- Promoting the use of a variety of teaching methods such as research project-based learning, case studies, role-playing, simulations (AIMA Biz-lab and CESIM)
- Encouraging the use of mobile newspaper apps for promoting newspaper reading and general awareness among students.
- Undertaking regular sessions on research methodology to develop a research mindset among students.
- Encouraging the integration of digital tools and interactive apps for designing quizzes and polls.
- Organizing regular faculty development programs to keep educators updated with new pedagogical methods, research, and technology.
- Ensuring that students have access to academic counseling, mentoring, remedial classes, for better learning outcomes.
- Involving alumni in college activities related to training and placement of students
- Involving corporate trainers and third party vendors for equipping students with industry relevant skillsets.

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

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

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://pimsr.ac.in/accreditation/igac/annual-report/
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

1. Pillai Institute of Management Studies and Research (PIMSR) implements a comprehensive "GENDER SENSITIZATION ACTION PLAN" that encompasses an action plan to promote equality and ensure a safe, inclusive campus. Key initiatives include gender equality training, awareness sessions on the Prevention of Sexual Harassment (POSH), menstrual health support, self-defence training for female students, and strict campus safety measures. The Internal Complaints Committee and Anti-Ragging Committee, headed by senior faculty, address grievances and investigate incidents promptly. A dedicated POSH mailbox facilitates issue resolution, while regular mentor-mentee counselling ensures student well-being.
2. Safety and Security: PIMSR employs 24/7 security personnel, supported by extensive CCTV surveillance and proper lighting across the campus. Visitors log entries at the main gate, and students must present identity cards for access. Fire extinguishers are installed at prominent locations, and trained staff handle emergencies. A fully equipped first-aid kit and an on-call doctor further enhance campus safety.
3. Common Room Facilities: Separate, well-maintained common rooms and washrooms for boys, girls, and faculty are available. Ladies' washrooms include sanitary napkin vending machines. Hygiene is ensured through regular cleaning by housekeeping

staff. Anti-ragging posters displayed across the campus and hostels reinforce the institute's commitment to a safe and respectful environment.

4. These measures collectively foster a secure, equitable, and supportive space for the PIMSR community.

File Description	Documents
Annual gender sensitization action plan	https://pimsr.ac.in/wp-content/uploads/2024/12/7.1.1-gender-sensitisation-action-plan.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://pimsr.ac.in/wp-content/uploads/2024/12/7.1.3-photos-of-facilities.pdf

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

A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

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

Pillai Institute of Management Studies and Research (PIMSR) prioritizes environmentally conscious waste management practices to ensure effective recycling and proper disposal of campus-generated waste. Several measures implemented to maintain a sustainable and pollution-free environment.

Solid Waste Management The Institute follows the "Reduce, Recycle, and Reuse" principle. Solid waste is segregated into organic and non-biodegradable categories, collected in green and blue dustbins, respectively. Organic waste is composted on campus, generating manure for gardening, while non-biodegradable waste is handed over to municipal staff. Excess food from the canteen is distributed to orphanages, eliminating food wastage. Paper use is minimized, with most communication and presentations conducted electronically. Environmental awareness is fostered through rallies and events like World Environment Day.

Liquid Waste Management A Sewage Treatment Plant (STP) with a 200 cu.m. capacity processes wastewater from washrooms, cleaning, and the canteen. The STP includes primary, secondary, and tertiary treatment stages, and treated water is reused for landscaping and cleaning. Regular testing ensures compliance with standards.

E-Waste Management Electronic devices are maintained, reused, and repaired to reduce waste. Discarded equipment is stored and disposed of periodically, adhering to environmental regulations. New appliances meet power-saving norms, while a computer lab provides facilities for students' academic needs.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	https://pimsr.ac.in/wp-content/uploads/2025/01/7.1.3-photos-of-facilities.pdf
Any other relevant information	View File

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

A. Any 4 or all of the above

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

7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

- 1. Restricted entry of automobiles**
- 2. Use of Bicycles/ Battery powered vehicles**
- 3. Pedestrian Friendly pathways**
- 4. Ban on use of Plastic**
- 5. Landscaping with trees and plants**

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Any other relevant documents	View File

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

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

A. Any 4 or all of the above

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment

A. Any 4 or all of the above

with ramps/lifts for easy access to classrooms.
Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5.
Provision for enquiry and information :
Human assistance, reader, scribe, soft copies of reading material, screen reading

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

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

The college has a heterogeneous mix of staff and students. Various festivals are celebrated with enthusiasm, zeal and fervour in the campus there by promoting integrity in diversity. The institute celebrates the following days:

- Republic Day and Independence Day,
- Dussehra, Diwali
- Christmas
- Birth Anniversary of National Leaders
- Teachers Day and Onam celebration
- Women's Day celebration

Pillai Institute of Management Studies and Research (PIMSR), New

Panvel, is home to a vibrant and diverse community of students and staff from various states, fostering unity in diversity. The institute celebrates a range of national and cultural events, including Republic Day, Independence Day, and the birth anniversaries of national leaders, instilling a sense of national pride and respect for the country's rich traditions.

Festivals such as Dussehra, Diwali, and Christmas are celebrated with great enthusiasm, promoting cultural awareness and creating a festive atmosphere on campus. PIMSR observes Teachers' Day, Onam, and Women's Day, honouring educators, Kerala's cultural heritage, and the achievements of women.

These celebrations help create an inclusive and engaging campus environment, reflecting the institute's commitment to holistic development. Through such events, PIMSR strengthens community bonds among students and faculty, encouraging mutual respect and fostering a sense of belonging across the entire campus.

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

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

The institution is committed to promoting good governance, transparency, and accountability by clearly defining and consistently implementing its vision, mission, and goals across all levels.

Financial Transparency Financial operations are conducted through banks, ensuring secure transactions. Receipts are issued promptly, and all payments are managed by the accounts department. To enhance accessibility, an online fee payment system was introduced during the pandemic, with comprehensive details available in the student handbook.

Academic Transparency

- **Term Calendar:** A semester-wise academic calendar is prepared in advance, outlining key dates for internal tests, project

submissions, viva sessions, and syllabus completion.

- **Timetable:** Class and faculty schedules, aligned with the teaching plan, are shared digitally via Google Drive.
- **Academic Management System (AMS):** AMS monitors attendance, teaching plans, lectures, assessments, and feedback. Biometric systems ensure precise attendance tracking, with defaulters promptly informed and counselled.

Administrative Transparency Biometric fingerprint systems accurately track staff attendance and work hours, ensuring reliability.

Admission Transparency The admission process is merit-based, adhering to Maharashtra State CET scores, with a clearly defined fee structure. Students receive updates through unique email IDs and notice boards. Exams and evaluations follow university guidelines, overseen by a course committee to ensure compliance.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	No File Uploaded

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

4. Annual awareness programmes on Code of Conduct are organized

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

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

Mahatma Education Society's Pillai Institute of Management Studies and Research (PIMSR) marked International Day of Yoga 2023 with a yoga session for 55 female help staff from marginalized communities. Conducted at the New Panvel campus in collaboration with Soroptimist International Bombay Chembur, it was led by yoga trainer Ms. Savita Shrimant Gaikwad. The session featured warm-up exercises, simple yoga poses for health and stress management, and meditation, leaving participants refreshed and motivated.

On 27th January 2024, PIMSR celebrated Community Service Day with 42 beneficiaries from Don Bosco Development Service, Nerul. Fifteen students and four faculty members organized performances, games, and a DJ session. Participants enjoyed snacks, gifts, and prizes, fostering joy and camaraderie. Chief Guest Dr. Upendra Sontakke and faculty members played key roles in the event's success.

PIMSR also celebrated Women's Day with Chief Guest ACP Maya More, nicknamed the "Iron Lady" and "Singham." A video showcased her impactful initiatives, including the "Love Life, Hate Drugs" program. In her keynote, ACP More shared her inspiring journey, highlighting her dedication to combating drug abuse and serving women, children, and senior citizens. She motivated students to address societal challenges with proactive awareness.

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

7.2 - Best Practices

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

Objectives of the Practice: PIMSR established a Centre of Excellence to develop thought leaders, facilitate research, foster academia-industry collaboration, and orient students as responsible managers. It provides a common platform for all stakeholders to address significant business challenges. **The Practice:** PIMSR partnered with CIES to deliver the FIFA/CIES Executive Programme in Sports Management, leveraging India's growing sports industry. **The Context :** The Centre of Excellence, an initiative under Skill India, promotes leadership, best practices, research, and skill training for specific sectors, embodying the highest standards of excellence. **Evidence of Success:** Students gained industry insights and global exposure, while active participation in seminars enhanced their readiness for the industrial world. **Problems encountered and resources required:** The excellent infrastructure at PIMSR ensures that there are no problems with respect to resources

Best practice 2 - Research workshops for Summer Internship Projects
Objective: To prepare students for SIP by teaching research methodology, questionnaire development, report writing, and industry application. It bridges classroom learning with real-world industry exposure. **The Practice:** Students are assigned faculty mentors. Workshops cover SIP concepts, research methodology, tools, and draft preparation followed by viva. **The Context:** Management institutions affiliated with the University of Mumbai mandate a two-month Summer Internship Project (SIP) to integrate classroom learning with industry exposure. **Evidence of Success:**, SIP quality improved significantly, enhancing students' industry knowledge and confidence. **Problems encountered and resources required:**

The excellent infrastructure at PIMSR ensures that there are no problems with respect to resources

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	View File

7.3 - Institutional Distinctiveness

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

Community Service Day Pillai Institute of Management Studies & Research, affiliated with the University of Mumbai and accredited by NBA, organizes the unique "Community Service Day" as part of its mission to develop socially responsible leaders. Initiated in 2012 by Deputy CEO Mr. Franav Pillai, the event instills values of compassion and giving among students and faculty while addressing the needs of marginalized communities. The initiative provides students with hands-on experiences to develop problem-solving, leadership, and teamwork skills while fostering emotional intelligence and empathy. Students actively engage with underprivileged groups, contributing to local development and building networks for future opportunities. Mahatma Education Society (MES), which oversees 48 institutions including PIMSR, emphasizes "Education for All" and supports charitable causes such as scholarships, adult literacy, and health education. Community Service Day aligns with MES's broader mission of holistic social development, promoting self-motivation and self-improvement. The event has positively impacted students' personalities, enhancing their emotional well-being and creating future-ready professionals with a deep sense of community responsibility. Employers value such altruistic actions as markers of strong commitment and leadership potential, making this initiative a cornerstone of PIMSR's distinctive approach to education.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

The Institute ensures effective implementation of the curriculum at the beginning of the academic year, adhering to the guidelines of the University of Mumbai, AICTE, and institutional policies. Academic courses are allocated to faculty based on their expertise, with the MMS curriculum designed by the University to meet industry demands and align with corporate expectations and student aspirations. A detailed timetable is prepared well in advance for efficient execution, followed by course planning in line with the prescribed syllabus and institutional guidelines. Faculty map Program Outcomes (PO) and Course Outcomes (CO) to ensure alignment, and the first session of each course is dedicated to disseminating these outcomes to students.

The College Development Committee (CDC) oversees the preparation and monitoring of the timetable and develops a comprehensive academic calendar at the start of the academic year. This process involves input from all committee heads, who outline planned activities, ensuring a collaborative approach. The finalized calendar is reviewed and approved by the Director for implementation. The Director and academic coordinators monitor the adherence to the academic calendar, ensuring that activities are conducted smoothly and efficiently to provide a structured and industry-relevant academic experience.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://pimsr.ac.in/programme/master-of-management-studies-mms/academic-calendar/

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

The University of Mumbai emphasizes a robust concurrent evaluation system to ensure continuous learning and engagement. Internal evaluation constitutes 40% of the overall assessment,

providing students with ample opportunities to demonstrate their understanding and skills beyond final examinations. The syllabus outlines a wide range of methodologies for internal assessment, giving faculty the flexibility to adopt diverse approaches. These include projects, assignments, viva voce, quizzes, class tests, case studies, presentations, role-plays, fieldwork, class attendance, and participation. This variety allows faculty to assess both theoretical knowledge and practical application, catering to different learning styles and enhancing the overall academic experience.

The emphasis on internal evaluation ensures that students remain consistently involved in their academic journey, fostering regular interaction between faculty and students. These assessments encourage critical thinking, creativity, and teamwork while building a strong foundation in subject knowledge. Regular feedback is provided to students to help them identify their strengths and areas for improvement, ensuring a continuous learning curve.

In addition to internal evaluations, the institute integrates project-based learning and skill-building activities, such as soft skills training, employability tests, and wellness sessions, to prepare students for academic and professional success. This holistic approach ensures that internal assessments align with both academic goals and industry expectations.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://pimsr.ac.in/programme/master-of-management-studies-mms/academic-calendar/

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

A. All of the above

process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility**1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented****1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented****1**

File Description	Documents
Any additional information	View File
Minutes of relevant Academic Council/ BOS meetings	View File
Institutional data in prescribed format (Data Template)	View File

1.2.2 - Number of Add on /Certificate programs offered during the year**1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)****7**

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year**370**

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

370

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

PIMSR integrates cross-cutting issues such as professional ethics, gender, human values, environment, and sustainability into its curriculum to ensure holistic development of students.

Subjects like Corporate Social Responsibility, Perspective Management, Organizational Behaviour, and Business Environment foster awareness of environmental concerns, social ethics, and inclusivity.

For example, Organizational Behaviour focuses on understanding individual and group dynamics in workplaces, emphasizing the importance of values and ethics. Similarly, Corporate Social Responsibility equips students to develop and manage CSR strategies effectively, promoting societal well-being and sustainable development. The Social Relevance Project, a core component in Semester IV, encourages students to address real-world issues like waste management, disaster preparedness, and water conservation.

Additionally, the institute incorporates practical initiatives such as seminars, workshops, and collaborations with NGOs. Students participate in projects addressing environmental and social challenges, enhancing their professional and ethical sensitivity. Through a blend of coursework and real-world exposure, PIMSR aims to create socially responsible leaders capable of driving positive change?.

Sudents are also made to understand the importance of ethics in research.They are expected to check plagiarism levels of the projects submitted by them.

Business Ethics is an important topic covered in Perspective Management in Semester I of MMS program gives students in-depth understanding of the issues concerning Morals, Values, Ideologies and Ethics in personal, professional and business lives

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum	View File

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

52

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	View File
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

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

370

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

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

A. All of the above

File Description	Documents
URL for stakeholder feedback report	View File
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View File
Any additional information(Upload)	View File

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

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

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://pimsr.ac.in/about-us/feedback/

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of sanctioned seats during the year

180

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

36

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

Slow learners and advanced learners are identified with their CET score, Course teacher's evaluation and mentor evaluation.

Remedial classes are conducted for slow learners in a supportive environment, where the teachers ensure students' engagement by accommodating their learning pace and style, and allowing them extra time to grasp concepts. Counselling and mentoring sessions are arranged, where each student is provided an individualized attention by their mentor. Additional sessions on problem solving are also conducted by mentors, to help them to accelerate their decision-making process.

Supporting advanced learners involves challenging them appropriately while nurturing their potential. The key is to offer them tasks that foster deeper thinking, creativity, and self-directed learning. To enhance their problem-solving and time management skills, Summer Internship Project Contest are conducted by the institute. To build their confidence, best projects are selected and certificates and prizes are given to the students, to recognize their efforts and progress. The advanced learners are also encouraged to take part in various competitions.

The outcomes observed with these efforts are improved results, better placements, improvement in the quality of the projects submitted by these students and enhancement of participation of students in Research and Innovation activities.

File Description	Documents
Link for additional Information	https://pimsr.ac.in/best-summer-internship-project-contest-2024/
Upload any additional information	View File

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

Number of Students	Number of Teachers
370	23

File Description	Documents
Any additional information	View File

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

The teaching-learning process is essential for the academic success of Master of Management Studies (MMS) learners at PIMSR, affiliated with the University of Mumbai. PIMSR adopts a student-centric approach to foster critical thinking, ownership of learning, and reflective practices. Continuous assessment measures both cognitive and applied learning through diverse methodologies.

Participative learning techniques include news reading, brainstorming, discussions, management games, assignments, and AIMA BizLab business simulation games. Experiential learning incorporates industrial visits, role plays, case studies, project work, and problem-solving exercises, forming an integral part of continuous assessment.

Project-based learning is a key feature, where learners undertake

projects as part of the curriculum, supplemented by internships and practical courses. ICT plays a transformative role in enhancing the learning environment. PIMSR's smart classrooms employ Open Office, MS Office, web techniques, audiovisual aids, YouTube, Google Forms, and Sheets for interactive learning.

The library supports research with a wide range of books, journals, e-journals, and resources like EBSCO, J-Gate, and Shodhganga. Students utilize these tools for literature reviews and data analysis. PIMSR's Conclave, equipped with ICT tools, hosts guest lectures, seminars, and webinars, enriching the learning experience and preparing students for academic and professional success.

File Description	Documents
Upload any additional information	View File
Link for additional information	https://pimsr.ac.in/wp-content/uploads/2024/12/2.3.1-Teaching-Learning-Process.pdf

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

100% of the teachers use ICT for effective teaching with LMS

1. Internet facility in each classroom
2. LCD Projector in each classroom
3. Use of Google Classrooms for internal assignments
4. Use of YouTube videos wherever required

PIMSR has a state-of-the-art facility recording studio facility at its Panvel campus, where the faculty's academic sessions are recorded and made available to the students. These include FDPs conducted and lessons recorded on YouTube channel of MES. These valuable lessons are of immense importance to students - from both within the classroom and they are outside. Hence, ICT tools make the students learn even when they are out of the classrooms, making the learning a continuous process. SStudents are also exposed to Simulation labs like the AIMA Bizlab and Newspaper apps like Business Standard. Each classroom is ICT-enabled - a computer system with an internet connection and an LCD Projector.

FDPs are regularly conducted to enhance the ICT proficiency of faculty. FDPson simulations are also organised to enhance tech-

enabled teaching in class.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	https://pimsr.ac.in/wp-content/uploads/2024/12/Classrooms.pdf

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

2.3.3.1 - Number of mentors

23

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

2.4 - Teacher Profile and Quality

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

23

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	View File

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

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

12

File Description	Documents
Any additional information	View File
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year(Data Template)	View File

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

2.4.3.1 - Total experience of full-time teachers

215

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

Continuous Internal Evaluation (CIE) is an assessment system employed by educational institutions to evaluate students' performance throughout the semester, rather than relying solely on end-of-term exams. This approach emphasizes ongoing assessment, providing a more comprehensive understanding of a student's academic progress and skills development. CIE is designed to assess students' learning continuously through various methods, allowing for a more holistic view of their capabilities. These assessments are conducted regularly during the semester, making learning more interactive and engaging. Common tools include spot quizzes, which test immediate recall of concepts, and comprehension tests that assess understanding of texts and materials. Case study discussions encourage critical thinking, where students apply theoretical knowledge to real-world situations. In addition, assignments like newspaper article analysis help students stay updated with current events and

develop analytical skills. Role play activities foster creativity and help students apply concepts in simulated real-world scenarios. Viva (oral exams) enable direct interaction between students and faculty, allowing for deeper insights into a student's understanding. Class assignments and debates are used to assess research, presentation, and argumentation skills, while group discussions evaluate teamwork, communication, and collaboration. The CIE system thus promotes a student-centered approach to learning with ongoing feedback at regular intervals.

File Description	Documents
Any additional information	View File
Link for additional information	https://pimsr.ac.in/programme/master-of-management-studies-mms/academic-calendar/

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

PIMSR has put in place a transparent and robust mechanism to resolve internal examination related grievances in time -bound and efficient manner. The internal examination are the internal evaluation done by the faculty for each course on a continuous basis or the end semester examination held on the completion of the course as per the time table published in advance by the examination department in consultation with the Director. All end-semester examinations in respect of Semester I &II are held by the Institute. In respect of Semester III& IV four all courses except one in each semester is held by the Institute.

In case the student has any grievance on the part of the students in evaluation in respect of Semester I & II they can seek redressal of the same through the mechanism provided for the same which as depicted below.

The evaluator will reassess the answer sheet in case of end-semester examination and communicate the result to the Controller of Examinations and he in turn to the student. If the student wishes to get a direct feed back from the evaluator the same is facilitated by the Controller of Examination. In case the student is still not satisfied he/she can approach the director who will look into the grievance and resolve the same taking into confidence the evaluator.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and at prominent locations on the campus.

PIMSR aligns its curriculum with the University of Mumbai, ensuring clear course and program outcomes that articulate the knowledge, skills, and attitudes students must acquire by the end of their management program. The outcome-based education (OBE) model enables students to focus their learning efforts effectively, with instructional activities and assessments designed to test the application and integration of acquired skills.

Program outcomes (POs) define the overall competencies students gain after completing the two-year management program, while course outcomes (COs) specify the knowledge and skills developed at the course level. These outcomes are collaboratively crafted by faculty in adherence to university guidelines, with subject-specific COs contributing to broader POs. Faculty clearly specify course outcomes to students during their sessions.

Subject allocation, session plans, and academic calendars are prepared in advance, allowing both students and faculty to stay organized. Regular departmental meetings monitor teaching progress, while faculty development programs (FDPs) ensure teachers remain updated on OBE methodologies.

Continuous evaluations, co-curricular and extra-curricular clubs, and the "Entrepreneurship Cell" enhance student development. PIMSR emphasizes industry readiness by integrating critical skills like communication, leadership, critical thinking, social responsibility, and environmental awareness. This comprehensive approach prepares students to meet industry challenges while fostering meaningful, impactful learning.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://pimsr.ac.in/programme/master-of-management-studies-mms/program-outcomes-pos/
Upload COs for all courses (exemplars from Glossary)	View File

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

The institution establishes Course Outcomes (COs) for every subject, categorized as Core or Elective, enabling students to pursue specialized paths. The alignment of COs with Program Outcomes (POs) ensures comprehensive learning and assessment. Attainment of POs and COs are evaluated.

Assessment Strategies:

Continuous evaluation methods are employed to measure CO and PO attainment. Students are assessed through internal and external evaluations, adhering to University of Mumbai guidelines (40 marks internal, 60 marks written exams). Tools like case studies, role plays, debates, and presentations enhance problem-solving and communication skills. Major assessments include summer internships after the first year and three projects in Semester IV focused on general management, functional expertise, and social relevance.

Teaching Pedagogy:

Faculty adopt innovative teaching methods alongside traditional approaches to foster experiential learning, teamwork, and global exposure. COs are directly mapped to POs to calculate overall attainment. Evaluation tools include class tests, semester exams, and extracurricular activities, ensuring holistic development. Students needing support are identified, counselled, and provided additional resources.

Skill Development:

The institution emphasizes entrepreneurial skills, technological expertise, and team-building through its Entrepreneurship Cell, business plan competitions, and value-added courses. Social

awareness is cultivated via an active Social Cell. This comprehensive approach ensures students are prepared for academic and professional challenges.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://pimsr.ac.in/programme/master-of-management-studies-mms/program-outcomes-pos/

2.6.3 - Pass percentage of Students during the year

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

146

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://pimsr.ac.in/accreditation/igac/annual-report/

2.7 - Student Satisfaction Survey

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

<https://pimsr.ac.in/wp-content/uploads/2025/01/SSS-2023-2024.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

140000

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

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

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

1

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	View File
Supporting document from Funding Agency	View File
Paste link to funding agency website	https://www.google.com/url?q=https://pimsr.ac.in/global-trade-nexus-insights-into-trade-practices-across-nations/&sa=D&source=editors&ust=1735031056588335&usg=AOvVaw3HIVWBqF3f_jRjGEFPwqW5

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

67

File Description	Documents
Report of the event	View File
Any additional information	View File
List of workshops/seminars during last 5 years (Data Template)	View File

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

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

7

File Description	Documents
Any additional information	View File
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

8

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.3 - Extension Activities

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

PIMSr has been committed to fostering a spirit of service to society, especially among the local communities . The institute

has an active Social Service Committee that plans and monitors the various extension activities of the institute. Tree plantation, river cleaning, waste management initiatives are carried out by students every year. Few of the faculty of PIMSR are members of a social service organization called Soroptimist Welfare Association and lead initiatives for the welfare of women and girl children. Observance of all important days given by United Nations are conducted with talks and activities. Community Service Day is an annual event where residents of nearby NGOs are invited to the campus for a fun-filled get together. The management students of the institute make the necessary arrangements with respect to hospitality and entertainment of the inmates. The institute has undertaken an annual project titled "Pankh" with the Savitribai Phule Zilla Parishad Podi Shala in Panvel where faculty and students volunteer for an hour and teach the children twice a week on reading, personality grooming, writing and speaking English. All the students have to compulsorily complete a written project of 100 marks on any topic of Social Relevance for which they volunteer with NGO's. Guest speakers from different fields of social work are invited to the institute to address the students and sensitise them on the various social challenges and opportunities that exist in India and the world at large.

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/lifepimsr/student-activities/social-service/
Upload any additional information	View File

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

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

2

File Description	Documents
Any additional information	View File
Number of awards for extension activities in last 5 year(Data Template)	View File
e-copy of the award letters	View File

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

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

29

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

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

370

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

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

79

File Description	Documents
e-copies of linkage related Document	View File
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	View File

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

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

42

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Pillai Institute of Management Studies and Research campus is 07.15 acres (28912.9 square meters) in size. The institute offers plenty of space for extracurricular activities, office management, and academic pursuits. All of its stakeholders—students, faculty, staff, corporates, and management—can have a rich experience thanks to the

infrastructure's thoughtful design.

An audio-visual projector is available in every classroom to enhance the teaching-learning process for both instructors and students.. Additionally, the institute includes a fully furnished auditorium with the newest amenities and equipment to provide a suitable setting for holding conferences and seminars. More than 500 persons can be seated in the auditorium. Additionally, the institute features a cutting-edge Conclave that can accommodate events with 100-120 people and is completely furnished.

In order to support PiMSR's academic programs, the Library is extremely important. In addition to other materials required by the university, the library's collection of management, business, and leadership literature includes the most recent national and international titles.

The institute has a pre-incubation cell that helps to advance its entrepreneurial culture. Students that are interested in becoming entrepreneurs might use the pre-incubation cell as a resource. The institute also features a fully furnished gym with the newest equipment for workouts and training.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://pimsr.ac.in/about-us/infrastructure-and-facilities/academic-infrastructure/

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

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

At PIMSR, we are steadfast in our commitment to the core principle of "Education for All," which extends beyond just academic achievement. We believe that true education involves nurturing every aspect of a student's development—intellectual, physical, emotional, and social. By providing a balanced environment, we ensure that our students are well-prepared to face the challenges of the modern world with resilience,

confidence, and competence.

Our state-of-the-art facilities are designed to support a wide range of physical and recreational activities that contribute to students' overall well-being. The fully equipped gym, with the latest fitness equipment, allows students to maintain their physical health and achieve their fitness goals. The shooting range and two indoor badminton courts offer specialized spaces for honing skills in sports that require focus and precision. Additionally, our expansive playground and multifunctional sports field provide ample space for a variety of indoor and outdoor games, fostering teamwork, leadership, and discipline.

This holistic approach ensures that our students are not only academically proficient but also mentally and physically fit to navigate life's demands. At PIMSR, we are dedicated to creating well-rounded individuals who can excel in every aspect of life, making them more equipped to thrive in a rapidly changing world.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://pimsr.ac.in/about-us/infrastructure-and-facilities/academic-infrastructure/

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

16

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

16

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://pimsr.ac.in/about-us/infrastructure-and-facilities/academic-infrastructure/
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

2890606

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

The PiMSR Knowledge Resource Centre (KRC) is an integral part of PiMSR, supporting its academic programs with an extensive range of resources and services. The library houses 22,169 books alongside non-print resources such as e-books, journals, CDs, and motivational DVDs, 8 newspapers.

The library initially implemented Koha - (ILMS) in 2014, has since been upgraded to the current Version 21.11.05 and fully automated. The software allows global access and supports WEB-OPAC systems for easy resource searching.

Key modules include:

- Circulation: Book issuance and returns.
- Cataloging: Preparing online catalogue and classification
- User Management: Membership creation and updates.
- Reports: Generating usage and circulation statistics.
- WebOPAC - Searching through the collection of the library.

Library also has IR (Institutional Repository) - Dspace which provides access to learning through a collection of e-books, audio-visual resources, Previous Year Question Papers.

The library offers access to several online databases to support research and learning. Among these is EBSCO Business Source, J-Gate Plus and ProQuest E-Book Package, offering a vast selection of digital collection for various academic needs.

Regular updates, faculty-requested acquisitions, and orientation programs for new students ensure the library remains user-centric.

For more details, visit the Library Website:
<http://www.pimsr.ac.in/library/>.

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	http://192.168.0.6:9000/cgi-bin/koha/opac-main.pl

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

A. Any 4 or more of the above

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

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

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

11,76,862.00

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

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

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

54

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

4.3 - IT Infrastructure

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

4.3.1 Institution frequently updates its IT facilities including Wi-Fi

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Response:

The IT resources offered adhere to AICTE guidelines and are updated often in response to needs and curriculum modifications.

Internet with Wifi facility:

Currently in 2023-24 , it has a dedicated leased line from MTNL with 500 mbps speed.

Latest Computers configuration

Intel i3, i5, i7 Processor, Intel DH66WW motherboard, 20" LCD Monitor LG, 4GB Out of two Lab in Lab 01 we have 35 pc with I7 configuration and in Lab 02 I5 configuration with 60 PC

Smart Classroom

8 Hi-tech classrooms equipped with LCD projector and Internet Facility. Out of 10 Classrooms - One class room is a smart classroom.

LCD Projectors

All classrooms are equipped with high resolution LCD projector.

Printer

Printers are upgraded from dot matrix to laser printers. Latest "HP 1020+ T"

printers are available in the administrative office.

Information Security

Firewall is available with proper security features

Technical support

Technical support staff is available to maintain computer systems and networks of Computer Labs, Library, Admin office, staff room, etc.

System Software and Application software

Software's are regularly updated as per the course requirements.

ERP - software:

Currently using software developed by Pillai center for software Technology

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://pimsr.ac.in/accreditation/igac/naac/criterion-4-infrastructure-and-learning-resources/4-3/

4.3.2 - Number of Computers

145

File Description	Documents
Upload any additional information	View File
Student – computer ratio	View File

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	View File

4.4 - Maintenance of Campus Infrastructure

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

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

14792078

File Description	Documents
Upload any additional information	View File
Audited statements of accounts.	View File
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

The college sources all its IT infrastructure and supplies from the best vendors. There are AMCs for the upkeep and maintenance of all facilities at the institute. The IT infrastructure in the classrooms and laboratories are maintained by a team of qualified technical staff.

There is a dedicated team of support staff who are trained in maintaining the highest standards of cleanliness in the institute premises. The institute has a security system that comprises of trained security personnel. CCTV cameras are installed in all crucial areas.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://pimsr.ac.in/about-us/infrastructure-and-facilities/academic-infrastructure/

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

166

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

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

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

1

File Description	Documents
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

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

A. All of the above

File Description	Documents
Link to institutional website	https://pimsr.ac.in/placement-corporate-relations/training/soft-skills/
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

370

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

370

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

136

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

11

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

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

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

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File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File

5.3 - Student Participation and Activities

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

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

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

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

The institute has an active Student Council and promotes participation of students in various co-curricular and extra-curricular activities. It helps in their overall personal development and growth. They acquire skills such as leadership, communication, co-ordination, presentation, planning etc. and gain confidence in this process.

1. Presence of an active student council

- **Student Council:** It ensures participation of the students in college and intercollegiate co-curricular and extra-curricular activities
- **Cultural Council:** Activities like dance; singing; skits; fashion show; stand-up comedy; modern art is carried out throughout the academic year.
- **Technical Council:** Technical activities such as technical paper presentation, technical quiz, hands on workshops, technical talks by eminent personalities are organized.
- **Sports Council:** The Council organizes "Khelo India Khelo", a sports event every year.
- **Literary Council:** Intra - collegiate elocution and essay competitions are organized in association with ONGC every year. These events are completely sponsored by them.

2. Representation on the academic committees:

- Class Representatives
- Students Clubs

3. Representation on the administrative committees:

- Alumni Association
- Anti-Ragging committee
- Internal Complaints Committee
- Student Grievance and Redressal Committee (SGRC)

4. Students are members in all the below committees

- Social service committee
- Institution Innovation Council (IIC) committee
- PIMSR Research and Development Committee (PRDC)
- Corporate Relations Committee (CRC)
- Student and Cultural Activities Committee (Cultural, Clubs, Sports and Industrial Visits)
- IT Support Cell and Social Media Committee
- Admission Committee

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/lifepimsr/student-activities/student-events/
Upload any additional information	View File

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

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

36

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

5.4 - Alumni Engagement

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

Leveraging the alumni network creates a win-win situation for both the institution and its graduates. Many alumni feel a strong connection to their alma mater and are eager to contribute by supporting current students and fellow graduates.

A significant benefit is career guidance, where alumni provide valuable advice to students, helping them navigate their academic path and prepare for their careers. Alumni also assist with placement opportunities, often leveraging their connections to secure jobs for students within their organizations. This strengthens students' confidence and offers industry-specific insights.

The alumni network also serves as a professional platform for networking. By connecting students and alumni through platforms like LinkedIn and Facebook, institutions foster career-building relationships. Alumni groups on social media keep students engaged, offering a sense of community and promoting collaboration.

Alumni also participate in mentorship programs, offering personalized guidance. Many institutions host events like homecoming, allowing students and alumni to network in a relaxed setting. Furthermore, alumni contribute to the academic experience by delivering guest lectures and workshops, enriching students' knowledge and helping them develop soft skills. Alumni also serve as ambassadors, sharing their experiences with prospective students, helping them make informed decisions, and

strengthening the bond within the alumni community.

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/lifepimsr/alumni-events/
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs)

A. ? 5Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

Aligning governance with Vision and Mission

- The fee structure is designed in manner to facilitate education of members from all strata of society.
- Organizations like International Women's Federation of Commerce and Industry (IWFCI) Australia, Soroptimist International Bombay Chembur (SIBC) and The International Centre for Sports Studies (CIES),Switzerland are few organizations with which the institute has signed MOUs for enhancing the global flavour of its course.
- The institute also incorporates a curriculum that emphasizes on emerging technologies and has introduced various value added programs.
- The institute encourages students to take up internships and undertake industrial visitsduring the tenure of the program to introduce an element of experiential learning.
- Faculty development programs are organised to equip them with the latest skill-sets essential todevelop professional managers.
- The institute has an active social service committee facilitates sensitization of students to societal problems.

The students also undertake a full credit course on projects of social relevance.

- The institute has an Institution Innovation Council (IIC) that has received a 3 star rating from MHRD Innovation Council. Through the IIC, the institute is able to keep the entrepreneurial spirit live on campus.

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/about-us/governance/
Upload any additional information	View File

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

PIMSR has an effective and decentralized governance mechanism in place to manage various activities. Director is the academic and overall administrative head of the institute supported by the Registrar. The Governing Body meets annually before the commencement of the academic year and devises a comprehensive action plan in alignment with the long-term vision and mission. Another key guiding factor is the Perspective Plan that has been developed by the IQAC Cell. All committees are constituted keeping in mind the action points as recommended by the Governing Body. Each committee during the first meeting plans out their activities and course of action and populates this data onto the academic calendar. There are 17 such statutory and non-statutory committees which help manage various academic, administrative, co-curricular and extra-curricular activities in the institute. Director, Registrar, teaching and non-teaching staff and students are the members of these committees. On the academic front, the Director along with a team of coordinators is responsible for the smooth conduct and management of all the programs. All major decisions impacting academics are discussed at the faculty meetings and appropriate decisions are taken based on consensus and general agreement of the faculty. PIMSR encourages democratic and participative decision-making process.

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/lifepimsr/student-activities/student-events/
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

PIMSR is managed by the Governing Body (GB) , constituted as per the AICTE guidelines. It is the supreme body responsible for governing the institute. PIMSR has a strategic / perspective plan in place. This is a blueprint for long term growth, where goals and action plans are identified, which in turn are aligned to the institute's Vision and Mission. The plans are developed by the Director in consultation with the GB, faculty and IQAC. The strategic plan is deployed through the various committees that have been constituted at the institute.

Director is the academic and administrative head and is responsible for the day-to-day management of the institute.

The Registrar assists and supports the Director in the day-to-day activities. Class coordinators are responsible for ensuring various activities are carried out and classes are held as per the academic calendar and semester timetable.

Controller of Examination is responsible for ensuring all examination related activities are carried out as per the requirements of University of Mumbai. Placement head is responsible for maintaining good corporate relations and for assisting students in getting campus placements.

There are numerous committees comprising staff and students which help manage various academic, administrative, co-curricular and extra-curricular activities. Committees conduct their meetings at regular intervals and the minutes of such meetings are recorded for review and monitoring purposes.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://pimsr.ac.in/accreditation/igac/annual-report/
Upload any additional information	View File

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

PIMSR follows the service rules as per the specified norms of University of Mumbai and Government of Maharashtra. Service rules for faculty and staff are framed and are available through 'Faculty and Staff Handbook.' This hand book includes relevant information on procedure to be followed for recruitment, policies and procedures during appointment, service rules and other related issues. It clearly elaborates on the roles and responsibilities of faculty and all policies that may be applicable to a faculty member during his/her tenure at the institute.

Faculty recruitment is based on stipulated student faculty ratio, introduction of new subjects, availability of existing faculty and the faculty workload. Before the commencement of the academic session, the Director reviews the need for fresh recruitment considering the factors listed above. External experts / industry personnel / resource personnel are also invited for filling the gaps and also for providing guest lectures / regular lectures.

PIMSR follows promotional policies as per the norms of University of Mumbai, AICTE, and Government of Maharashtra which are in place from time to time.

Similar policy documents have also been created for student activities like placement, internship, examination and an overall student handbook has been developed to enhance clarity and eliminate ambiguity of any kind. Attendance and student discipline policies have been prepared to ensure that students are aware of the various standards that have been set for them.

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/faculty/faculty-handbook/
Link to Organogram of the Institution webpage	https://pimsr.ac.in/about-us/institute-organogram/
Upload any additional information	View File

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc (Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

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

Welfare schemes for teaching staff

1. Ph.D. completion cash incentive of Rs. 5000/-
2. Each full-time faculty is eligible for Rs. 10,000/- per annum for any developmental activity in the form of paper publication registration fee, sponsorships for FDP etc.
3. Workload adjustment for attending developmental activities
4. Encouragement to pursue PhD through workload adjustments
5. Travel allowance for attending national/international seminars and conferences

Welfare schemes for non-teaching staff

1. Training and developmental workshops are arranged on a regular basis for the non-teaching staff.
2. Staff uniform: To encourage professional appearance, all non-teaching support staff are provided with uniforms.

General welfare schemes for all staff

1. Membership of Mahatma Cooperative Credit Society to avail loan at reasonable interest rates.
2. PIMSR extends various leaves like casual leave, sick leave, summer vacation, maternity leave (women employees), and compensatory leave as applicable.
3. Staff are eligible for provident fund as per the existing norms.
4. A professional counsellor has been appointed to provide counselling services
5. Campus has a fully equipped Gymkhana with latest equipment for free usage by all staff
6. Medical camps, check-ups and meditation sessions are organized for the physical and mental well-being of all.
7. Picnics and outings

File Description	Documents
Paste link for additional information	https://pimsr.ac.in/faculty/faculty-development-program/
Upload any additional information	View File

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

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

23

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

7

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

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

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

23

File Description	Documents
IQAC report summary	View File
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	View File
Upload any additional information	View File
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

The institute takes into cognisance the importance and criticality of having a fair and impartial performance appraisal mechanism for the growth and development of the institute and all its stakeholders. With this as the underlying fundamental principle the institute had devised a robust appraisal system which encompasses both quantitative and qualitative factors. Annual appraisals are conducted by the Director basis on which promotions and other emoluments are decided. Both teaching and non-teaching staff assessments are undertaken with the help of a self-assessment form. The form is designed in a way that helps capture the contributions of the staff in all areas of academic and administrative contributions. Parameters have been developed depending on the job profile of the candidate being assessed. In case of teaching-faculty, assessment looks at each individual's contributions holistically in areas of research, academics, mentoring, co-curricular and extra-curricular, extension activities and the like.

Main parameters of evaluation for teaching faculty are as below: ? Student feedback ? Syllabus completion ? Innovative teaching-learning methodology ? Examination responsibilities undertaken ? Committee and Club activities ? Training and Placement ? Professional development-related activities ? Research and publications ? Research projects Based on this performance appraisal, the faculty are counselled to make improvements in the areas where he/she falls short.

Non-Teaching staff performance appraisal system is equally

important as teaching-faculty appraisal. The nonteachingstaff regularly interacts with students and provides administrative support to them. This helps insmooth functioning of the institute. The Registrar undertakes the assessment process of all non-teaching staff.

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

6.4 - Financial Management and Resource Mobilization

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

Pimsr follows a rigorousframework for financial governance ensuringtransparency and accountability at every level. Fiscal responsibility is maintained by efficient resource utilization and adherence to financial policies. Budgets are prepared by consolidating inputs from all committees to createa comprehensivebudget aligned with thegoals of the institute.Internal andexternal audits by independent auditors are conducted to ensure compliance, governance andaccurate financial transactions. Allexpenses are budgeted and authorised by the management of the institute.Internal audit is conducted on a regular basis toassess compliance with financial policies, ensuring efficient resource management and detection of irregularities. Statutory Audit isconducted by an external auditor to ensure compliance with legal and statutory financial reporting standards. Audit objections and recommendations are promptly addressed by the Director through the committees ensuring enhanced efficiency, continual improvementand compliance.Corrective measures are initiated promptly, and responses, along with necessary documentation, are submitted to the auditors. This robust mechanism fosters financial discipline and compliance.Our integrated approach to financial oversight and collaborative budgeting underscores our commitment to responsible financial stewardship, enhancing the institution's fiscal resilience and operational effectiveness.

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

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

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

Nil

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

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

PIMSR is a self-financed institute, revenue generated through fees collection is the major source of funds for generating the necessary financial corpus for running the institute. Small revenue is generated through conducting training programmes and through industry sponsorships. To run the institute effectively funds are needed for the following:

1. Capital for adding to the infrastructure and for maintaining the infrastructure namely building, computers, supporting equipments and accessories, library resources, furniture and fixtures etc;
2. To meet the recurring expenses, such as salary, petty expenses etc;
3. Administrative, operational, maintenance and other expenditures to ensure statutory and regulatory compliances. 4. Any other contingency expenses

Yearly budget estimates are prepared to meet the above expenses. These expenses are to be met by the revenue from the fees.

The optimum fund needed to run the institute smoothly and effectively is worked out meticulously and the total amount that can be raised through the fee collection is estimated. Institute has to abide by the free structure approved by the statutory and regulatory authorities and there is no freedom to increase the fee commensurate with cost escalation. As the main source of income is the fee collection, an annual budget is prepared based on this receipt. Institute prepares budget estimates and is submitted to the Management for approval. If in the eventuality, the essential expenditure exceeds the total revenue receipt, the management will make necessary arrangements to meet the shortfall.

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

6.5 - Internal Quality Assurance System

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

The IQAC has been responsible for the below initiatives and quality assurance strategies in the academic year 2023-224

- 1) Employability Testing

Objective of Employability Testing:

Assess Competence: To measure the readiness of students in terms of technical, cognitive, and soft skills.

Bridge Skill Gaps: Identify areas where students may lack proficiency and provide opportunities to develop those skills.

Enhance Career Prospects: Ensure that graduates are well-equipped to meet the expectations of employers and excel in the job market.

Components of Employability Testing:

Technical Skills Assessment through technical interviews by

faculty and experts

Soft Skills Evaluation Assess communication skills teamwork, leadership, interpersonal abilities, adaptability, and emotional intelligence through interviews

Group Discussion and PI skills - Simulated job interviews and group discussions to assess practical communication, decision-making, and team collaboration abilities.

Benefits of Employability Testing for Students:

- Provides students with valuable feedback on their strengths and areas for improvement.
- Enables students to focus on specific skill sets that will make them more competitive in the job market.
- Helps students understand employer expectations and fine-tune their capabilities accordingly.
- Higher employability chances as students are more aligned with industry needs.

2) Improving employability through value added courses

Identifying Industry-Specific Skill Gaps:

Integration with the Academic Curriculum:

Collaboration with External Agencies:

Assessment and Feedback Mechanisms:

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

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

The teaching learning processes are reviewed by IQAC by:

- **Student Feedback Mechanisms:** Collecting feedback from students on various aspects of teaching, curriculum delivery, infrastructure, and support services. Feedback is analyzed and used to identify areas for improvement.
- **Employer feedback mechanism** - through interviews and interactions by placement team

Few changes initiated by IQAC

- Promoting the use of a variety of teaching methods such as research project-based learning, case studies, role-playing, simulations (AIMA Biz-lab and CESIM)
- Encouraging the use of mobile newspaper apps for promoting newspaper reading and general awareness among students.
- Undertaking regular sessions on research methodology to develop a research mindset among students.
- Encouraging the integration of digital tools and interactive apps for designing quizzes and polls.
- Organizing regular faculty development programs to keep educators updated with new pedagogical methods, research, and technology.
- Ensuring that students have access to academic counseling, mentoring, remedial classes, for better learning outcomes.
- Involving alumni in college activities related to training and placement of students
- Involving corporate trainers and third party vendors for equipping students with industry relevant skillsets.

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

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality

A. All of the above

audit recognized by state, national or international agencies (ISO Certification, NBA)

File Description	Documents
Paste web link of Annual reports of Institution	https://pimsr.ac.in/accreditation/igac/annual-report/
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

- 1. Pillai Institute of Management Studies and Research (PIMSR) implements a comprehensive "GENDER SENSITIZATION ACTION PLAN" that encompasses an action plan to promote equality and ensure a safe, inclusive campus. Key initiatives include gender equality training, awareness sessions on the Prevention of Sexual Harassment (POSH), menstrual health support, self-defence training for female students, and strict campus safety measures. The Internal Complaints Committee and Anti-Ragging Committee, headed by senior faculty, address grievances and investigate incidents promptly. A dedicated POSH mailbox facilitates issue resolution, while regular mentor-mentee counselling ensures student well-being.**
- 2. Safety and Security: PIMSR employs 24/7 security personnel, supported by extensive CCTV surveillance and proper lighting across the campus. Visitors log entries at the main gate, and students must present identity cards for access. Fire extinguishers are installed at prominent locations, and trained staff handle emergencies. A fully equipped first-aid kit and an on-call doctor further**

enhance campus safety.

3. **Common Room Facilities:** Separate, well-maintained common rooms and washrooms for boys, girls, and faculty are available. Ladies' washrooms include sanitary napkin vending machines. Hygiene is ensured through regular cleaning by housekeeping staff. Anti-ragging posters displayed across the campus and hostels reinforce the institute's commitment to a safe and respectful environment.
4. These measures collectively foster a secure, equitable, and supportive space for the PIMSR community.

File Description	Documents
Annual gender sensitization action plan	https://pimsr.ac.in/wp-content/uploads/2024/12/7.1.1-gender-sensitisation-action-plan.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://pimsr.ac.in/wp-content/uploads/2024/12/7.1.3-photos-of-facilities.pdf

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

A. 4 or All of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

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

Pillai Institute of Management Studies and Research (PIMSR) prioritizes environmentally conscious waste management practices to ensure effective recycling and proper disposal of campus-generated waste. Several measures implemented to maintain a sustainable and pollution-free environment.

Solid Waste Management The Institute follows the "Reduce, Recycle, and Reuse" principle. Solid waste is segregated into organic and non-biodegradable categories, collected in green and blue dustbins, respectively. Organic waste is composted on campus, generating manure for gardening, while non-biodegradable waste is handed over to municipal staff. Excess food from the canteen is distributed to orphanages, eliminating food wastage. Paper use is minimized, with most communication and presentations conducted electronically. Environmental awareness is fostered through rallies and events like World Environment Day.

Liquid Waste Management A Sewage Treatment Plant (STP) with a 200 cu.m. capacity processes wastewater from washrooms, cleaning, and the canteen. The STP includes primary, secondary, and tertiary treatment stages, and treated water is reused for landscaping and cleaning. Regular testing ensures compliance with standards.

E-Waste Management Electronic devices are maintained, reused, and repaired to reduce waste. Discarded equipment is stored and disposed of periodically, adhering to environmental regulations. New appliances meet power-saving norms, while a computer lab provides facilities for students' academic needs.

File Description	Documents
Relevant documents like agreements/MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	https://pimsr.ac.in/wp-content/uploads/2025/01/7.1.3-photos-of-facilities.pdf
Any other relevant information	View File

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

A. Any 4 or all of the above

distribution system in the campus	
File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded
7.1.5 - Green campus initiatives include	
7.1.5.1 - The institutional initiatives for greening the campus are as follows: <ol style="list-style-type: none"> 1. Restricted entry of automobiles 2. Use of Bicycles/ Battery powered vehicles 3. Pedestrian Friendly pathways 4. Ban on use of Plastic 5. landscaping with trees and plants 	A. Any 4 or All of the above
File Description	Documents
Geo tagged photos / videos of the facilities	View File
Any other relevant documents	View File
7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution	
7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities	A. Any 4 or all of the above
File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	View File
Certification by the auditing agency	View File
Certificates of the awards received	View File
Any other relevant information	No File Uploaded

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

A. Any 4 or all of the above

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

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

The college has a heterogeneous mix of staff and students. Various festivals are celebrated with enthusiasm, zeal and fervour in the campus there by promoting integrity in diversity. The institute celebrates the following days:

- Republic Day and Independence Day,
- Dussehra, Diwali
- Christmas
- Birth Anniversary of National Leaders
- Teachers Day and Onam celebration
- Women's Day celebration

Pillai Institute of Management Studies and Research (PIMSR), New Panvel, is home to a vibrant and diverse community of students and staff from various states, fostering unity in diversity. The institute celebrates a range of national and cultural events, including Republic Day, Independence Day, and the birth anniversaries of national leaders, instilling a sense of national pride and respect for the country's rich traditions.

Festivals such as Dussehra, Diwali, and Christmas are celebrated with great enthusiasm, promoting cultural awareness and creating a festive atmosphere on campus. PIMSR observes Teachers' Day, Onam, and Women's Day, honouring educators, Kerala's cultural heritage, and the achievements of women.

These celebrations help create an inclusive and engaging campus environment, reflecting the institute's commitment to holistic development. Through such events, PIMSR strengthens community bonds among students and faculty, encouraging mutual respect and fostering a sense of belonging across the entire campus.

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

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

The institution is committed to promoting good governance, transparency, and accountability by clearly defining and consistently implementing its vision, mission, and goals across all levels.

Financial Transparency Financial operations are conducted through banks, ensuring secure transactions. Receipts are issued promptly, and all payments are managed by the accounts department. To enhance accessibility, an online fee payment system was introduced during the pandemic, with comprehensive details available in the student handbook.

Academic Transparency

- **Term Calendar:** A semester-wise academic calendar is prepared in advance, outlining key dates for internal tests, project submissions, viva sessions, and syllabus completion.
- **Timetable:** Class and faculty schedules, aligned with the teaching plan, are shared digitally via Google Drive.
- **Academic Management System (AMS):** AMS monitors attendance, teaching plans, lectures, assessments, and feedback. Biometric systems ensure precise attendance tracking, with defaulters promptly informed and counselled.

Administrative Transparency Biometric fingerprint systems accurately track staff attendance and work hours, ensuring reliability.

Admission Transparency The admission process is merit-based, adhering to Maharashtra State CET scores, with a clearly defined fee structure. Students receive updates through unique email IDs and notice boards. Exams and evaluations follow university guidelines, overseen by a course committee to ensure compliance.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	No File Uploaded

<p>7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized</p>	<p>A. All of the above</p>
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File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

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

Mahatma Education Society's Pillai Institute of Management Studies and Research (PIMSR) marked International Day of Yoga 2023 with a yoga session for 55 female help staff from marginalized communities. Conducted at the New Panvel campus in collaboration with Soroptimist International Bombay Chembur, it was led by yoga trainer Ms. Savita Shrimant Gaikwad. The session featured warm-up exercises, simple yoga poses for health and stress management, and meditation, leaving participants refreshed and motivated.

On 27th January 2024, PIMSR celebrated Community Service Day with 42 beneficiaries from Don Bosco Development Service, Nerul. Fifteen students and four faculty members organized performances, games, and a DJ session. Participants enjoyed snacks, gifts, and prizes, fostering joy and camaraderie. Chief Guest Dr. Upendra Sontakke and faculty members played key roles in the event's success.

PIMSR also celebrated Women's Day with Chief Guest ACP Maya More, nicknamed the "Iron Lady" and "Singham." A video showcased her impactful initiatives, including the "Love Life, Hate Drugs" program. In her keynote, ACP More shared her inspiring journey, highlighting her dedication to combating drug abuse and serving women, children, and senior citizens. She motivated students to address societal challenges with proactive awareness.

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

7.2 - Best Practices

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

Objectives of the Practice: PIMSR established a Centre of Excellence to develop thought leaders, facilitate research, foster academia-industry collaboration, and orient students as responsible managers. It provides a common platform for all stakeholders to address significant business challenges. **The Practice:** PIMSR partnered with CIES to deliver the FIFA/CIES Executive Programme in Sports Management, leveraging India's growing sports industry. **The Context :** The Centre of Excellence, an initiative under Skill India, promotes leadership, best practices, research, and skill training for specific sectors, embodying the highest standards of excellence. **Evidence of Success:** Students gained industry insights and global exposure, while active participation in seminars enhanced their readiness for the industrial world. **Problems encountered and resources required:** The excellent infrastructure at PIMSR ensures that there are no problems with respect to resources

Best practice 2 - Research workshops for Summer Internship Projects **Objective:** To prepare students for SIP by teaching research methodology, questionnaire development, report writing, and industry application. It bridges classroom learning with real-world industry exposure. **The Practice:** Students are assigned faculty mentors. Workshops cover SIP concepts, research methodology, tools, and draft preparation followed by viva **The Context:** Management institutions affiliated with the University of Mumbai mandate a two-month Summer Internship Project (SIP) to integrate classroom learning with industry exposure. **Evidence of Success:**, SIP quality improved significantly, enhancing students' industry knowledge and confidence. **Problems encountered and resources required:**

The excellent infrastructure at PIMSR ensures that there are no problems with respect to resources

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	View File

7.3 - Institutional Distinctiveness

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

Community Service Day Pillai Institute of Management Studies & Research, affiliated with the University of Mumbai and accredited by NBA, organizes the unique "Community Service Day" as part of its mission to develop socially responsible leaders. Initiated in 2012 by Deputy CEO Mr. Franav Pillai, the event instills values of compassion and giving among students and faculty while addressing the needs of marginalized communities. The initiative provides students with hands-on experiences to develop problem-solving, leadership, and teamwork skills while fostering emotional intelligence and empathy. Students actively engage with underprivileged groups, contributing to local development and building networks for future opportunities. Mahatma Education Society (MES), which oversees 48 institutions including PIMSR, emphasizes "Education for All" and supports charitable causes such as scholarships, adult literacy, and health education. Community Service Day aligns with MES's broader mission of holistic social development, promoting self-motivation and self-improvement. The event has positively impacted students' personalities, enhancing their emotional well-being and creating future-ready professionals with a deep sense of community responsibility. Employers value such altruistic actions as markers of strong commitment and leadership potential, making this initiative a cornerstone of PIMSR's distinctive approach to education.

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

7.3.2 - Plan of action for the next academic year

PIMSR will ensure a holistic growth and reinforce our position as a premier business school. The institute is committed to continuously exploring innovative teaching methods including experiential and simulation based learning to enhance students' academic excellence. The institute will conduct Faculty Development programs on contemporary teaching practices and subject-specific advancements and support faculty participation in conferences and symposiums to foster professional growth. The curriculum will be regularly updated to incorporate industry relevant skills and emerging trends of digitisation and AI. The primary focus of student development will be through soft skill training to build leadership capability through personality development workshops and extracurricular activities. The mentor mentee programs will be further strengthened by partnering with alumni and industry professionals. Collaborations will be sought with leading organisations to increase internship and placement opportunities. Employability skills will be enhanced by organising pre-placement talks, mock interviews and sector-specific workshops. The Research and Development Committee will encourage faculty and students to publish in high impact journals through financial support, mentorship and collaborations to bring out their own research publications. The recently added Research PhD Centre will strive to attract scholars in emerging areas of research. The institute will host events, competitions, conferences to build its reputation as a knowledge hub. The institute will actively engage the stakeholders through its social media engagement and an updated website showcasing achievements.