7.3.1 - Highlight the performance of the institution in an area distinct to its priority and thrust

International Institute of Management Studies, Pune was established in 2008 under the SaiBalaji Education Society. IIMS was formed to impart quality management education to the society at large. And IIMS focuses on overall development of students which help them to face the challenges in corporate world.

IIMS offers two years full time post-graduation programs. Both the programs are approved by All India Council for Technical Education (AICTE). The details of the programs are: -

    A. PGDM Regular.

    B. PGDM Retail

PGDM Regular program offer specializations like Marketing Management, Financial Management, Human Resource Management, Business Analytics, and Operations Management. PGDM Retail program focuses on Retail Sector.

Vision, Mission of IIMS: -

The vision and mission of the institute was redeveloped in 2020 **with a view** of making students employable. Along with developing an attitude of positive thinking, ethical values and commitment towards society, our students are roomed in IIMS to reach excellence in all the dimensions. Accordingly, SBES IIMS vision and mission statements are drafted.

> **"To be a leading management school, developing future leaders, who can create a positive impact in business and society"**

The institute strives to be a nationally and internationally accredited management institute in the future. Therefore, it aims to continue to provide quality education, research and consultation facilities by adopting the newest pedagogy, like collaborative learning, and cafeteria approach to achieve its long-term goal through continuously working in the right direction as per the mission statement. The purpose of the institute is to transform students into ethically top-class professionals, entrepreneurs and researchers who shall create values of all the stakeholders and the nation as a whole

M1: To create student centric, socially sensitive workplace, nurturing innovation, entrepreneurship and techno functional managerial and leadership skills.

M2: To impart quality management education at par with international standards, promoting diversity and inclusivity.

M3: To foster professional ethics, values and integrity amongst all stake holders.

M1: To create student centric, socially sensitive workplace, nurturing innovation, entrepreneurship and techno functional managerial and leadership skills

IIMS is committed in developing future professionals, capable of withholding corporate challenges and excelling in every aspect of corporate world. Institute believes that leadership skills can be inculcated via hands-on experience, Case Studies, Experiential Learning, Industry Visits, Individual Development, Lab Sessions, Industry-Academia Interface Forums, Research Projects, Guest Lectures, Utilizing Films and Videos for Learning, Learning through Simulation, Role Play, Live Projects, Mentorship Program, Sector and Company Presentations, Social Projects, ICT Supported Learning and character personifications To meet the M1, various students centric activities as mentioned above are executed in IIMS.

M2: To impart quality management education at par with international standards, promoting diversity and inclusivity

IIMS inculcate quality education by nurturing students as per the global corporate culture. IIMS ensures of incorporating the diversity among students' education by signing MOUs with International bodies and Universities. Institute also organizes National and International Guest sessions by thought leaders on regular basis on topic and theme which are futuristic and aligning to Global disruptive orders. .

M3: To foster professional ethics, values and integrity amongst all stake holders

IIMS is keen in imbibing ethical values and culture among budding professionals. Ethical values in professional environment and their relevance in society has been taught to students as part of their compulsory subjects. Students are groomed with reference to real life business and social issues as part of case studies and field work. Students are encouraged to undergo social projects for understanding social challenges at National level. Corporate meets, Alumni meets and seminars

are organized by the Institute on regular basis for ensuring the integrity of culture and values among all stakeholders of the Institute.

Students' development activities conducted at IIMS and its mapping with Mission Statement is depicted in the figure below.

Student Development Activities mapping to Mission Statements

Student Development Activities

Curricular Aspects	Co-Curricular Aspects	Extra-Curricular	Social Aspects	Research & Consultanc
• Case Studies • Lab Sessions • Utilizing Films and Videos for Learning • Role Play • ICT Supported Learning • Industry Visits • Guest Lectures	• Experiential Learning • Industry Academia interface forum • Learning through Simulation • Mentorship Program • Individual Development • Sector and Company Presentations • Newspaper analysis • Quiz Activity	• Learning through Corporate Football League • Learning through Vista and Manthan • Learning through sports activities.	• Social Projects. • Rotaract Club • Blood Donation Camp • Swatch Bharat Abhiyan	• Research Projects. • SIP Projects • Research Conference • Journal for publication

Figure-Student Development Activities mapping to Mission Statements

PEOs statements (PEOs)

Table- PEO Statements

PEO-1	To impart knowledge to develop problem solving, entrepreneurial and technical skills for effective business decision making
PEO-2	To sensitise students towards professional ethics, values and integrity with a view to apply to business and society.
PEO-3	To impart domain knowledge and skills enabling students to perform in their key functional areas of their specialization.
PEO-4	To develop collaborative, interpersonal and leadership skills in students with emphasis on DEI.
PEO-5	To educate students about national as well as international business environment and impart practical knowledge to make them ready for the corporate world.

Dissemination among stakeholders

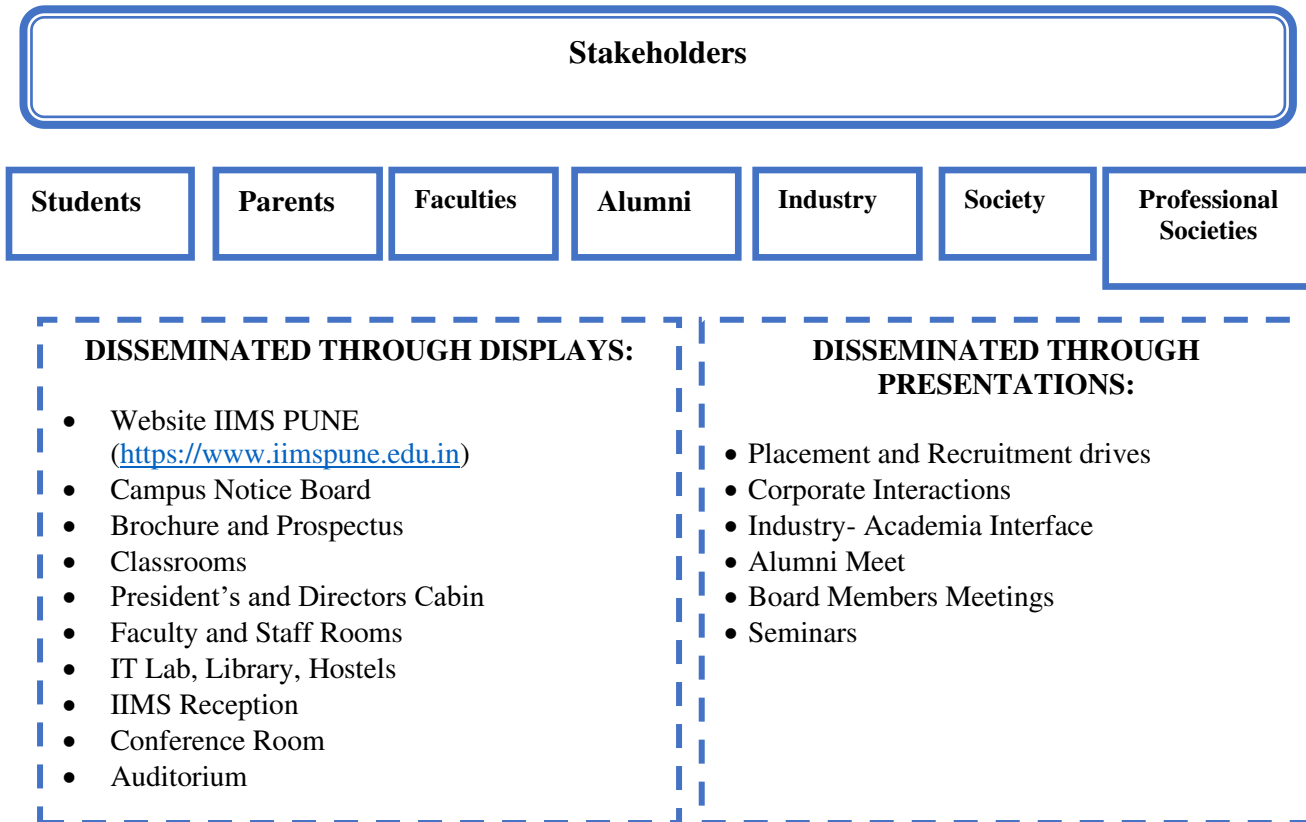### Vision Mission dissemination to stakeholders

Figure- Vision Mission dissemination to stakeholders

Institute ensures that all the stakeholders should be well aware of the Vision and Mission statements. Display boards are placed on all prominent locations like Classrooms, Campus Notice Boards, President's and Directors Cabin, Faculty and Staff rooms, Library, IT Labs, Reception, Conference Room, Auditorium. During student and faculty induction programs, all are informed about the Vision and Mission statements.

Vision and Mission statements are disseminated to Parents, Alumni and Industry persona through Information brochure, Alumni Newsletter, Institute Magazine, Institute journal, Placement brochure. Students are provided Academic Planner, Student Journals, in each semester containing the Vision and Mission statements of the Institute.

Formulation process

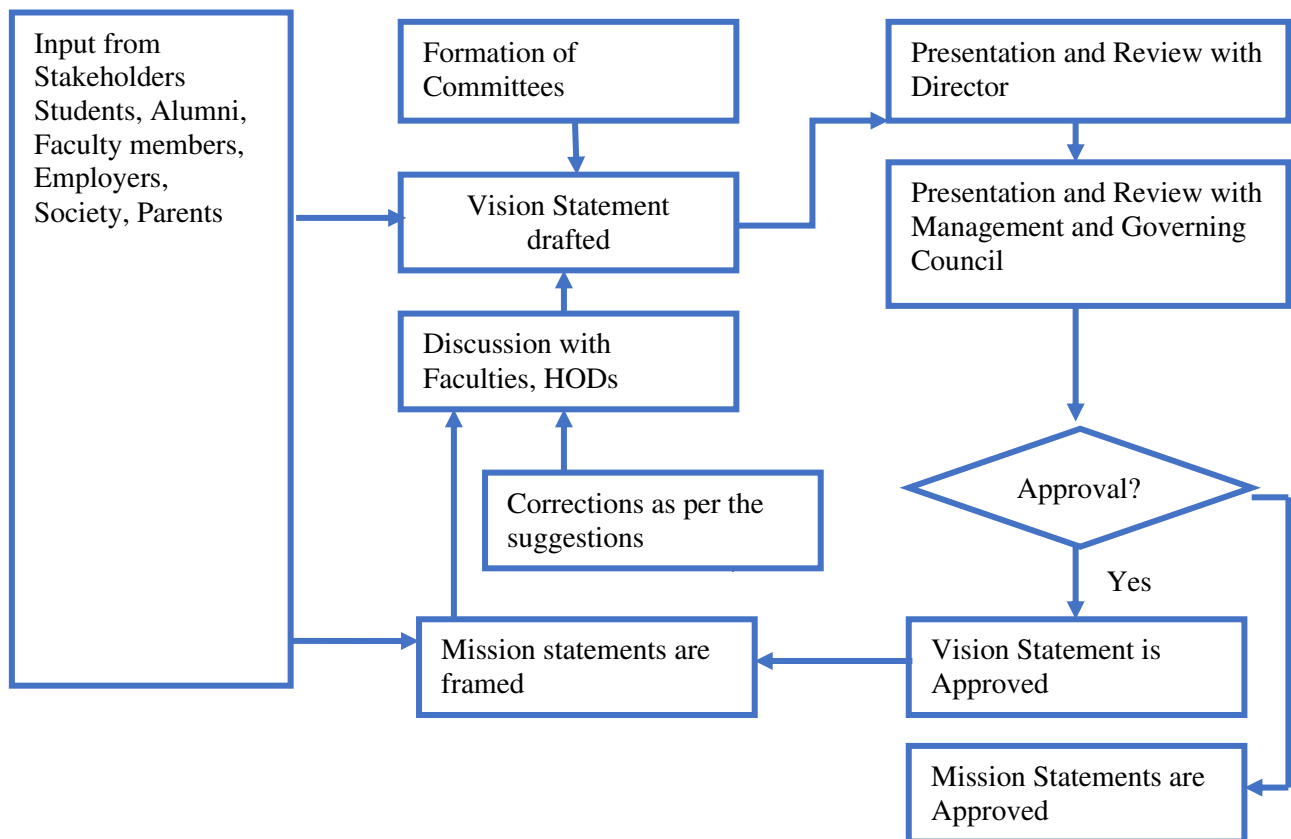### A. Process of Vision and Mission statement formation

Figure- Process of Vision and Mission statement formation

For drafting the vision and mission statement, IIMS took inputs from all the stakeholders like Faculty, Student, Alumni, Industry, Parents and Society. Based on the inputs received from the stakeholders, vision and mission statement were drafted. Then, that draft was presented to faculties and HoD's. If, vision and mission draft was found satisfactory, then the draft presented to Director

for the review. If any changes suggested by faculties and HOD's in the drafted vision and mission statement, then changes were incorporated and improved draft presented to Director for review. After the review of vision and mission statement by the Director, it has been presented to Management and Governing Council. Once the Management and Governing Council duly approved the vision and mission statement, it was then considered as approved vision and mission statement.

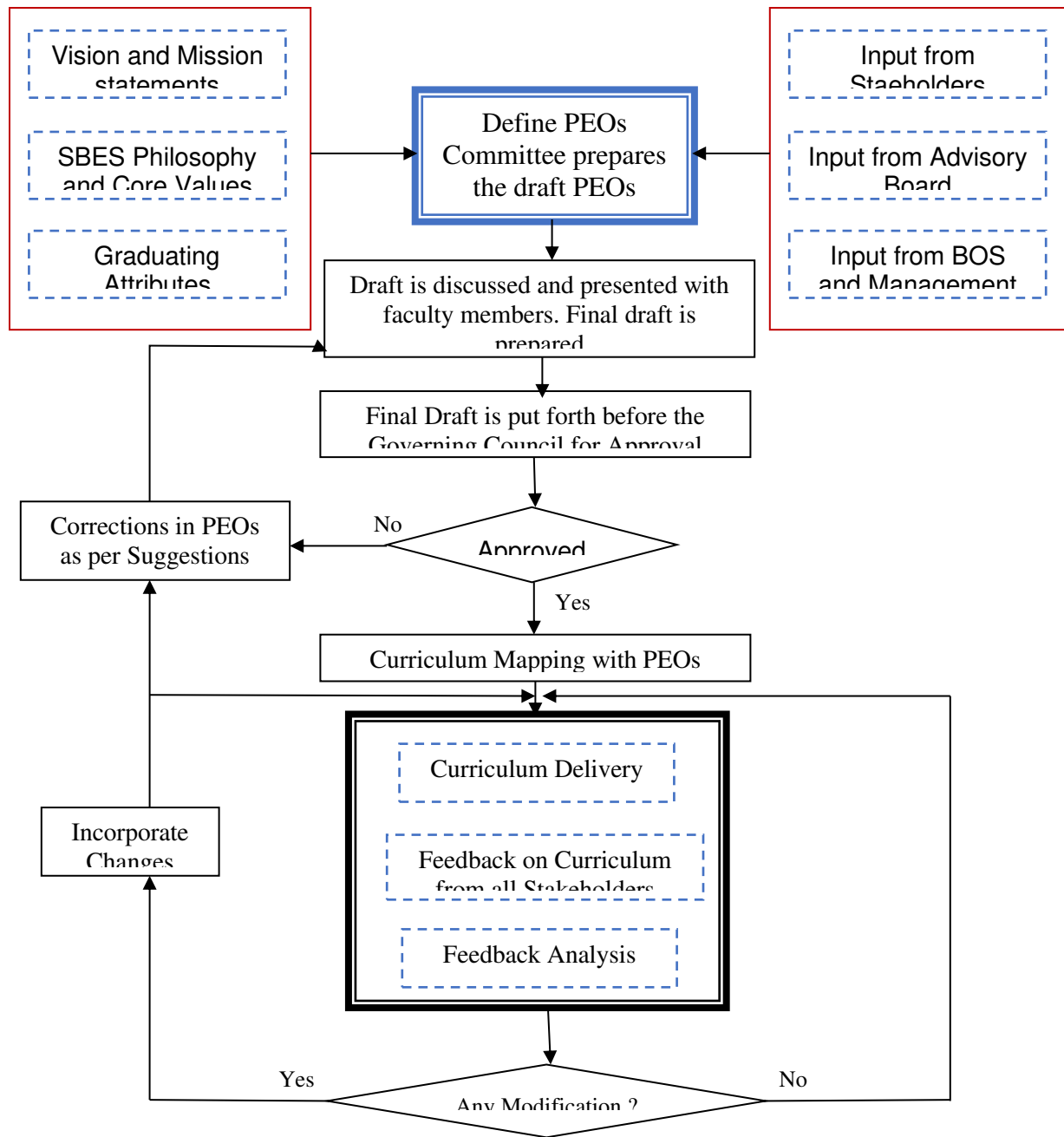**Process of formation of Program Educational Objectives (PEO)**

Figure- Process of formation of Program Educational Objectives (PEO)

Based on inputs were taken from stakeholders, advisory board, BOS, Management and Vision, Mission Statement, Core Values of SBES, Program Educational Objectives (PEO) were drafted by committee. Then, the prepared draft of PEO has been discussed before faculty members and after the thorough discussion and suggested changes, final draft is made by faculty members. Then, final draft of PEO statement, was presented before the Governing Council for approval. If any changes suggested by Governing Council in the PEO statement, then that draft send back to Faculty members for incorporating the changes. And, If Governing Council approves the final draft of PEO statement, then final draft considered as PEO statement.
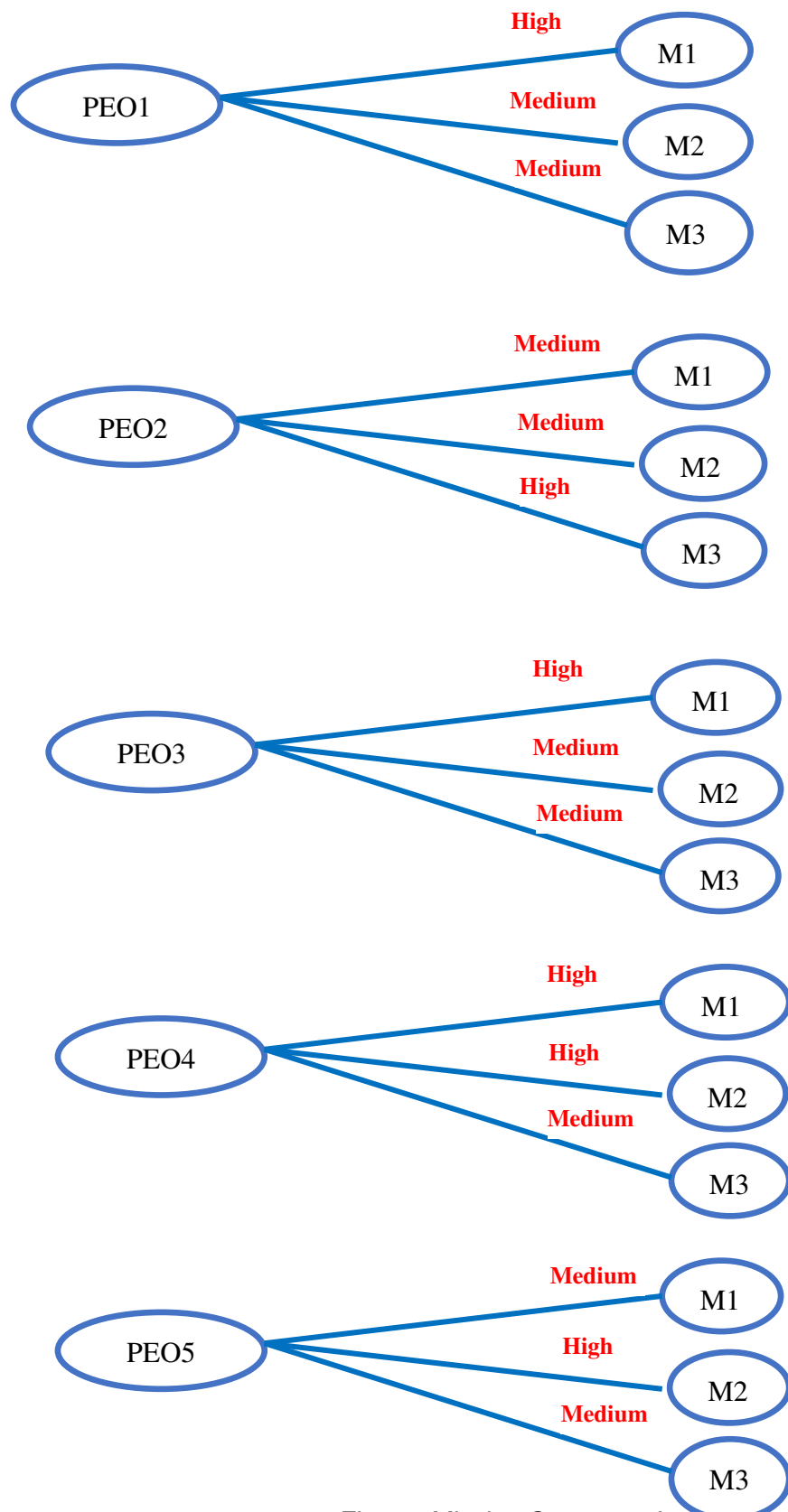
Once PEO statement approves from the Governing Council, then PEO statement transferred for mapping with curriculum of the program. Later on, curriculum delivery happens, after the feedback from the stakeholders and feedback analysis from the students, suggested changes transferred to faculty members for incorporation of the changes in PEO statement.

Consistency of PEOs with the mission

Mission Statements

Table- Mission Statements

Mission	Statement
M1	To create student centric, socially sensitive workplace, nurturing innovation, entrepreneurship and techno functional managerial and leadership skills.
M2	To impart quality management education at par with international standards, promoting diversity and inclusivity.
M3	To foster professional ethics, values and integrity amongst all stake holders.

PEO1 → M1: High, M2: Medium, M3: Medium

PEO2 → M1: Medium, M2: Medium, M3: High

PEO3 → M1: High, M2: Medium, M3: Medium

PEO4 → M1: High, M2: High, M3: Medium

PEO5 → M1: Medium, M2: High, M3: Medium

M1: To create student centric, socially sensitive workplace, nurturing innovation, entrepreneurship and techno functional managerial and leadership skills.

M2: To impart quality management education at par with international standards, promoting diversity and inclusivity.

M3: To foster professional ethics, values and integrity amongst all stake holders.

Figure- Mission Statement Level Mapping

Justifications of co-relation parameters of the above matrix

PEO1: To impart knowledge to develop problem-solving, entrepreneurial and technical skills for effective business decision-making.

- PEO1 - M1: High (3): M1 focuses on students centric, entrepreneurship and techno functional development, which matches perfectly with the PEO1.
- PEO1 - M2: Medium (2): Focuses on internationalization and DEI, which matches medium with the PEO1.
- PEO1 - M3: Medium (2): Focuses on ethics and values which is moderately related to PEO1.

PEO2: To sensitize students towards professional ethics, values and integrity with a view to apply to business and society.

- PEO2 - M1: Medium (2): M1 deals more to innovation, entrepreneurship which places moderately with this. (By offering a socially conscious and encouraging environment that encourages innovation and adaptation, the institution empowers its students).
- PEO2 - M2: Medium (2): M2 involves international standards of management education with its diversity and inclusivity finds moderately balance for this (offers a challenging and modern curriculum that gives students a perspective on the world and information that is applicable to the workplace).
- PEO2 - M3: High (3): M3 maintains ethics, values and integrity at professional standards wherein it admits high level to PEO 2. (The organization fosters a dependable, honorable, and trustworthy network of professionals by instilling values such as morality, decency, and fairness).

PEO3: To impart domain knowledge and skills enabling students to perform in their key functional areas of their specialization.

- PEO3 - M1: High (3): M1 connects to techno functional managerial skills so it precludes high level of correlation to it. (The educational institution facilitates student empowerment via the provision of a socially conscious and nurturing environment, which promotes the development of creativity and adaptability).

- PEO3 - M2: Medium (2): As management education at its international standards with DEI so to PEO 3 it finds moderately relation. (The Institute of International Management Studies (IIMS) in Pune is dedicated to providing education that adheres to global benchmarks, fostering inclusion, diversity, and a commitment to research-based quality).

- PEO3 - M3: Medium (2): It M3 pledges with professional ethics and values to all stakeholders which embraces PEO3 moderately level connection with it. (promotes professionalism by prioritizing trust, honesty, and respect, so assuring ethical decision-making and principled behavior in all endeavors).

PE04: To develop collaborative, interpersonal and leadership skills in students with an emphasis on DEI

- PEO 4 - M1: High (3): It encircles with innovation, leadership and techno functional managerial abilities which matches to PEO4 at high level. (IIMS Pune is committed to creating a student-centred, socially conscious environment that fosters innovation, entrepreneurship, and effective techno-functional leadership abilities).

- PEO 4 - M2: High (3): With DEI and quality management education of international standards, here PEO 4 finds high connectivity. (The institution guarantees that students obtain management education that is aligned with worldwide criteria, while also encouraging diversity and supporting varied viewpoints).

- PEO 4 - M3: Medium (2): Professional Ethics, values and integrity as it keeps moderately with PEO4. (IIMS Pune is dedicated to instilling professional ethics, values, and integrity in all stakeholders, as well as to promoting honesty and accountability).

PE05: To educate students about national as well as international Business environment and impart practical knowledge to make them ready for the corporate world.

- PEO 5 - M1: Medium (2): It determines socially sensitive workplace, nurturing innovation skills which hold moderately medium relation with PEO5. (The institution aims to foster the development of innovative thinking, entrepreneurial spirit, and proficient leadership abilities in the realm of technology and functionality).

- PEO 5 - M2: High (3): Quality Management education and at its best with international standards which grad to PEO 5 at its high-level matching. (The primary objective of IIMS Pune is to provide management education that meets worldwide standards, placing significant importance on aspects such as quality, diversity, and inclusion).

- PEO 5 - M3: Medium (2): It determines professional ethics, values and integrity amongst all stakeholders which maintain moderate relation to PEO5. IIMS Pune demonstrates a strong dedication to cultivating professional ethics, values, and integrity among all those involved, while prioritizing the principles of honesty and accountability