



# **SELF STUDY REPORT**

**FOR**

**1<sup>st</sup> CYCLE OF ACCREDITATION**

**LOTUS BUSINESS SCHOOL**

LOTUS BUSINESS SCHOOL, SR.NO.52/53, JAMBHE ROAD, PUNAWALE,  
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411033  
lotuscentre.ac.in

Submitted To

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**BANGALORE**

**July 2022**

# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

Lotus Business School (LBS) is established in 2011 and expects the industrial landscape to give shape to myriad disruptive innovations. Disruption and business processes innovations would lead to better, larger, effective, sustainable, and scalable ventures. Lotus has endeavored to create an ecosystem that nurtures pragmatic leadership that understands, designs, and creates blue ocean and red ocean ventures.

Being a part of a large corporate house The Bhaishree group, its pedagogy has been largely influenced by insights that the different business interests of the group bring aboard. LBS with its eminent Mentors comprising of graduates of well-recognized management institutions LIKE IIM'S, Jamnalal Bajaj, and **doctorates** from various fields are well tuned to use **academic excellence as a game changer**.

**Enlightening Minds & Transforming Lives is an outcome that Lotus strives to achieve through K-S-A-E-E (KNOWLEDGE, SKILL, ATTITUDE, EXPOSURE, EXPERIENCE)** as its philosophical bases to define and design its academic and non-academic exercises.

Drawing inspiration from the resolve of National Priority to double the income of the farmers by 2022 Lotus has incorporated ABM as a specialization and has given shape to various initiatives to create employment for the rural youth. CPP ( CAREER PROGRESSION PROGRAM ) on the campus corporate simulation modules, the Farmers Education program a train the farmer initiative, and the campus entrepreneurship ventures are just a few examples that stand testimony to the effective solutions that Lotus has promised.

The students whether they go back or decide to stay in the cities have been able to create bridges to the hinder land through agricultural consultancy, investments, and effective contribution to the development of the local ecosystem largely designed to benefit the farming fraternity. MOUs that the institute has forged ensure the repeated presence of corporates on campus.

Being consulted by the SPPU to design a syllabus for niche specializations such as ABM stands in recognition of the faith that the institute has created among the torch bearers of the university.

The aforesaid reasons have over the years led many to join **the movement called Lotus!**

### Vision

To provide an ecosystem that nurtures and enhances managerial competencies through value-based education.

### Mission

- To nurture creativity and encourage leadership among students by providing world-class infrastructure, industry-academia interface, along with proficient human capital.
- To develop leadership in the competitive business environment through excellence and innovative management education.

- To inculcate values among students towards work ethics and corporate and social responsibilities.

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

### Institutional Strength

As Lotus was established in 2011 and observed following Strengths-

- The institute's affiliation to its parent organization Bhaishree group and its main stay in Vikram tea and its experience in the food industry are directly beneficial to Institute's main stay its MBA in Agribusiness management.
- Innovation in its DNA and with a living philosophy of Innovating Business Leadership. Lotus has over the decade of its existence adapted to the changing industrial landscape through its ever-evolving pedagogy.
- Lotus boasts of an effective academic staff which consists of 6Ph.D.'s and 3 faculties currently pursuing their Ph.D. lend credence to its academic prowess.
- Lotus also takes full advantage of its highly active research center affiliated with Pune University. The parent organization Bhaishree group conducts its entire research necessities through our research center.
- In its enviable repertoire, the presence of industry delegates on campus goes a long way in defining the direction in which the institute need's to evolve. Delegates from the industry are actively involved as advisors, mentors, and trainers contributing to counseling, defining the pedagogy, and all necessary tools to make the institute pragmatic and effective.
- A strong alumni base that keeps coming back to the campus and helps the students with necessary insight into the existing requirements of the industry. The alumni is also a valuable resource to acquire internships, projects, and placements. Their input also helps the academic staff to stay abreast of things that they did right and what they could have done better with the end aim of moulding the students in the right direction.
- CPP (CareerProgressionProgram) a program indigenous to the institute that recreates simulation modules on campus conducted by professionals employed in various sectors and profiles leading to evaluation and certification by the same professional has been vastly appreciated by the industry.
- Its existence in Pune aptly anointed as the Oxford of the east and the reputation of the SPPU as one of the top universities in India and the world helps lotuses cause.
- The industrial growth in Pune provides access to industrial expertise in form of guest lecturers, on-the-job assignments, projects, and research assignments.

### Institutional Weakness

Lotus has analyzed the following weaknesses during the journey

- It is mandatory to accept the incoming students according to the admission process defined by the DTE and Govt. of Maharashtra.
- Institute has the very little scope for deciding on students that we select.
- The entire curriculum is defined by the university with little left to the discretion of the institute limits the innovations that the institute can incorporate to make the inputs applicable.
- The cost of providing an effective MBA program has increased manifold for farmers' sons to offer the same.

- Its ability to improve the communication skills of the students that are from rural demographics and are our target audience falls short since the exercise is time-bound and time sometimes falls short.
- Its vast pedagogy and programs like CPP necessitate a long duration of on-campus presence and it takes a toll physically and mentally on the teaching and non-teaching staff.

### **Institutional Opportunity**

Lotus always tries to analyze opportunities that will help the institute to work more efficiently. Some of the opportunities are as follows-

- Taking advantage of the institute's proximity to Rajiv Gandhi IT Park, Hinjewadi, Pune, and PCMC industrial hubs presents a huge opportunity for the research center to land projects that warrant its academic acumen.
- IDRAC a sister concern of LBS has tie-ups with a French university which provides an opportunity for internationally renowned faculties to be brought on campus. It also presents exchange programs for both the faculty and students. One of IDRAC'S programs in wine and spirits management could be thoroughly utilized to make lotuses ABM Specialization more robust and attractive.
- Lotus's presence for the last 10 years has created a placement record that is being and should be further leveraged to make Lotus a premier center for students and the most sought after. The goodwill created by the alumni by the sheer weight of their performance encourages companies to come back repeatedly for placements.
- Lotuses involvement in designing syllabus for the university, especially in ABM and health care and pharmaceuticals management specialization attracts the best from the academic fraternity. It can be leveraged to create an enviable faith in the capability among the university torch bearers and create opportunities for training and workshop programs.
- NEP's national educational policy is built on the aspiration of making India a leading world learning center that provides opportunities in the education centers.
- Futuristic Hybrid Learning Increases the outreach of the institutes that transcend geographical boundaries.
- Lotus's thought process to participate in Super specialization which is the direction the world needs to take bodes well for its future. Niche programs like a Major in ABM and a minor in Wine and spirits management have already made the students and academicians take notice. A Major in Business Analytics and a minor in Agri data analytics make Lotus a well-informed and effective education destination.

### **Institutional Challenge**

In this competitive world, Lotus has analyzed some challenges which are as follows-

- The pace of the changing industrial landscape renders thought processes and exercises redundant and sometimes financially exhausting.
- The progress that the world is experiencing creates an opportunity for the academic staff and creates an intellectual brain drain and the efforts of the institute that require continuity are sometimes not possible. Having worked at Lotus and the rich experience it has to offer prepares the employee to shoulder bigger

challenges and makes them valuable to the competitors.

- The increase in better-improved technology infrastructures such as the latest IOT instruments puts a heavy strain on the finances of the college and hence is faced with the balancing act of getting the latest and managing the finances.
- The opening up of the market increases the chances of foreign universities to come to India which is financially very strong and is able to create big infrastructure and international Human Resources.

## 1.3 CRITERIA WISE SUMMARY

### Curricular Aspects

Lotus where academics is considered the foundation on which every other exercise is built devotes all of its efforts to that end. In line with the SPPU guidelines and inputs from the internal experts, the academic process and progression are enforced.

The sequence and specifics of each activity are enlisted below.

- Adhering to the academic calendar stipulated by SPPU and organizing all the extracurricular initiatives both academic and non-academic, in and around it forms the basis of the schedule that the institute follows.
- The director takes input from Governing Body, Training & Placement Dept, and the academic advisory committee to instruct the IQAC and academic team to design and plan the execution of the design.
- The program is kick-started with an Induction program called Ankuran.
- The faculties prepare the course files for the subjects allocated to them.
- They are made aware of the internal evaluation process in the induction.
- The academic team uses Written tests, Case Analysis, Assignments, Presentations, Field visits, Open Book tests etc. Summer Internship Projects are evaluated by inviting experts from other Institutes as internal assessment tools.
- The program outcome (PO) and course outcomes (CO) are explained to the students before commenting on each course.

Various academic inputs are incorporated into the curriculum to create the holistic development of the students and inculcate social consciousness. The course is like Organizational Behaviour, Indian Ethos & Business Ethics, Contemporary Framework of Management, Courses, and Activities related to Gender Equality, Courses and Activities related to Human Values, Start-Up and New Venture Management, Courses and Activities related to Environment & Sustainability, and Corporate Social Responsibility & Sustainability.

Some of the CPP programs also cover cross-cutting issues like professional ethics, Human Values, Environment, and sustainability.

Comprehensive feedback is taken from the stakeholders viz Students, faculties, industrial delegates, alumni, and leaders that are involved with a social cause. The aim of the feedback is to devise better strategies both academic and otherwise to improve upon.

### Teaching-learning and Evaluation

The institute devises a customized teaching and learning pedagogy for each batch based on the competency level that the students demonstrate in the evolution conducted by the institute at the beginning of the program. An application-based curriculum and exercises are designed with the end aim of making the student not only understand but explore and extend the realm of the syllabus. Institute focuses on student-centric methods while the delivery of academics.

**Experiential Learning-** is incorporated into the study design through the following activities like Industrial Visits, Field Visits, SIP, Student Profiling, APPLE & Event Management. In line with the thought process behind this method a Study tour at APMC ( Agricultural produce market committee)- Bidding process where students learned the use of digital transfer Methodology for packaging products.

**Participative Learning:** is encouraged through the following exercises- Group Discussion, Presentations, Role Plays, Workshops & Seminars, Quizzes(Kahoot), Zoom room, and Management Games. Mock interviews. The live viewing and a discussion on the union budget, and a hands-down experience of the various application of digital tools are a few examples of participative learning.

In the Evaluation process and Reforms, the Comprehensive Concurrent Evaluation (CCE) a scheme designed by SPPU which connects the linkages of each CCE with COs (Course Outcomes) is implemented. Blooms Taxonomy forms the bases of the evaluation pattern utilized. During the pandemic, online evaluation through google sheets and ZOOM meetings was conducted.

For Examinations, University appoints the Chief Examination Officer at the institute level to address grievances. University also appoints external senior supervisors for smooth and transparent conduct of the examination. The end of the semester online proctored exam was conducted by the university.

Student Performance and Learning Outcomes were designed and executed based on well-defined linkages between the PO's (Program Outcomes), PSO's (Program Specific Outcomes) and CO's the Course Outcomes. A Choice Based Credit System (CBCS) was the framework used. An in-depth method of attainment of the CO's is designed to create an effective teaching and learning methodology.

Institute follows the practice to evaluate the attainment of CO and PO, PSO after each academic year.

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

Lotus has a deep-rooted faith in academic research as a tool to further the science of innovation, management, and research. The appointment of Dr.Ganesh Pathak as THE HEAD OF INNOVATIVE PRACTICES AND RESEARCH indicates the depth of our intent and focus. Dr. Ganesh Pathak has received patents from the Govt. of Australia and Published one patent in India. The institute regularly conducts FDPs, Workshops on IPR & Research Methodology.

Institute has taken initiative to provide research and consultancy service to other industries. To date, 7 research assignments have been completed by faculties of LBS. Institute also has 19 functional MOUs with industry and academic entities.

Lotus is guided by the principle of Innovating Business Processes. "Synnovation" a symposium on fostering Innovation an annual event that sees innovative entrepreneurs and academicians working on furthering innovative practices, descend upon the campus.

An active research center with Ph.D. Guides and students pursuing their Ph.D.s give access to the students and faculties to build upon in their areas of research interest.

“Ideation” a Bi-Annual magazine is dedicated to the exhibition of initiatives for the larger benefit of the academic fraternity and industry practitioners. APPLE is one initiative that embodies the living philosophy behind our pedagogy.

**A-** Academic support

**P-**Personality development

**P-**Placement assistance

**L-**Literature for the decimation of knowledge

**E-**Extracurricular activities

The extension activities that we contribute towards our society and rural upliftment. Blood donation camps, career counseling, health awareness initiatives, and sensitization towards the need to develop the ecosystem of rural India are a few. Eco-friendly Ganesh festivals, flood relief, traffic sense, and environmental awareness are also our contributions to further the cause of a progressive India. Government and Non-governmental agencies have aptly recognized LBS for their contribution to extension activities.

Finally, an initiative that we take pride in is the FARMER EDUCATION PROGRAM. The students organize camps for the farmers to educate them on the need to manage their finances and women’s health awareness. The farming community has responded overwhelmingly to this initiative and has encouraged us to make a larger contribution in the future.

### **Infrastructure and Learning Resources**

LBS possesses state-of-the-art infrastructure at its sprawling campus. The current physical facilities enable the students, faculties, and staff to study, research, play and entertain themselves so as to produce optimal outcomes for the various priorities of the institute and as individuals.

In LBS, Classrooms are equipped with computer, projectors, internet, and whiteboards. Library backed with Textbooks, periodicals, general, self-help books, Digital books, ERP software, Research papers, project reports, thesis, and dissertations. The computer lab consists of Computers, High-Speed internet connectivity, projectors, and Study boards. Gymnasium well with Equipment for physical training, games such as table tennis, carom and enough space for yoga and meditation. The institute has Air Conditioned Auditorium with a stage, Music System, and LCD Projectors. The playground is Lush green, with volleyball courts, tug of war equipment, and space for meditation and yoga. Language lab is a place to hone language skills with English self-help books, digital resources, and high-speed LAN connectivity. Canteen with a theme based around Bollywood, round-the-clock nourishment availability, and a TV. Air-conditioned Board room space with 32 in LED TV is enough to conduct meetings and group discussions. The majority of the area is covered by a Wi-fi facility. Lift is available for needy people. To capture Photos and videos institute have DSLR Cameras, Tripods, and Gimble. For security reasons majority of the area is covered with CCTV cameras.

As needed the concerned department insures the maintenance of the facilities so there are minimal interruptions.

The books and other reference material are annually and sometimes bi-annually upgraded with inputs from the faculties, external industry delegates, and staff.

A regular meeting is held with the members that utilize the infrastructure for suggestions with regards to the upgradations of the facilities and a budget for the same is earmarked by the management on an annual basis or as and when required.

The stakeholders ensure that we have a contingency for any situation and condition that may arise. The stakeholders are encouraged to use the facilities to the fullest.

### **Student Support and Progression**

Lotus strives at giving its students a complete MBA experience. The students are immersed in development activities right from the induction program, carried on till the students get finally placed, and in many cases when the students come back to the institute for retooling, guidance, and possibilities of lateral placements.

The students are routinely exposed, counseled, and trained in various facets of personnel and professional necessities.

To list some of the exercises with their inputs

1. Soft skills: Sessions by External and in-house experts to develop new or hone their existing capabilities.
2. Language and communication skills: A dedicated in-house faculty that takes bi-weekly sessions as part of the regular timetable
3. Life skills (Yoga, physical fitness, health, and hygiene): Growth both physical, emotional, and spiritual through courses, a celebration of occasions, exercise regimes, and counseling.
4. ICT/computing skills) Through classroom sessions, Practical application opportunities, and encouragement to shoulder the technical responsibility independently.

Mentorship by external delegates and as and when required by in-house experts is one of the most effective initiatives that the institute has practiced by the institute over the decade. A psychometric test designed by an internal faculty and patented as such has evolved into a very effective tool.

On the campus and off-campus projects, live assignments, symposiums, conferences, quizzes on current affairs, mandated newspaper reading sessions, group discussions, mock interviews both by corporate experts and alumni and sports are some of the practices that encourage the students to stay on campus for a longer duration enhancing peer learning.

The success record of internships and final placements stand testimony to the offerings of Lotus to the students and the companies that come on campus.



The alumni have their own registered Alumni Association with separate bank accounts. Many alumni contributed financially to conduct different alumni activities.

The alumni contribute to Counselling sessions, placements, internships, and the promotion of events. Students that work in international destinations enlighten students on job opportunities globally.

The many students that have been successful in starting their own enterprises revisit the campus to encourage the students to explore this avenue.

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

At LBS, Governance and leadership are in strong accordance with the vision and mission of the institute by providing an ecosystem that nurtures and enhances managerial competencies through value-based education.

Committees are formed that help govern the institute through decentralization. The Director is at the helm and authorities are delegated to all the respective heads of departments. For all department-related activities, the respective head and director take opinions from each member of the team.

Well-defined functional bodies lead to effective and efficient protocols and processes. Policies, administrative setup, appointments, and service rules and procedures create an environment conducive to heightened performance. The institute approved by AICTE, DTE, and affiliated with SPPU uses the policies laid down by these bodies as guidelines.

The administrative set has a clear and predefined hierarchy and distributions of responsibilities. The heads appointed are responsible for the functioning of the respective departments. The Academic head, the placement head, the accounts head, the administrative head, and the events head perform duties as clear in the title.

The institute has standard welfare measures that any professional organization has to offer and a few designed in alliance with the institute's beliefs. Some of these offerings are Appreciation for staff for special Achievement like Ph.D., Picnic for all staff members once in year and Institute also arranges Lotus Family Development Programs for academic/nonacademic staff.

The appraisal system is well-defined and transparent. The parameters of evaluations are explained in advance to all the staff and the performance is monitored at regular intervals. The parameters for teaching and non-teaching staff are based on the definition of their responsibilities.

Financial imperatives such as revenue generation, utilization of funds, and regular internal and external audits are followed religiously. The finances are managed extremely carefully to prevent hindrance and interruptions to its core functionalities.

A robust Internal Quality Assurance Cell ensures that there are minimal deviations from the plan and those that are justified. IQAC has taken many initiatives to enhance the quality. Institute has taken participation in quality audits through national agencies and received a good ranking at the national level.

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

LBS celebrates various national and international days, events, and festivals every year. LBS has also taken initiatives and provided facilities for spacing out alternative sources of energy and energy conservation practices like LED light, Censor base LED light and Solar LED lamp. For waste management institute has placed different dust bins for different types of waste. Institute has a separate waste decomposer unit. For water conservation institute has installed Rain Water Harvesting. Under the green campus, the institute has taken various initiatives like tree plantation, Energy saving messages in campus, and Save paper messages near every printer. Institute also developed disabled friendly and barrier-free environment by providing a lift and a separate washroom for the disabled.

Students of all caste, creed, sex, religion, and race are enrolled at LBS. As per the SPPU syllabus, the students are encouraged to learn subjects like “Human rights” and “Introduction to Constitution”. Institute also organizes various programs and activities to give orientation regarding various duties and responsibilities of students.

Lotus differentiates itself through its various initiatives like Career Progression Program, Lotus Family Development Program, Mentorship Program, a biannual magazine Ideation, Synnovation a symposium on fostering innovation, Krishiveda an Agri magazine a student initiative, Farmers education program, Importance of hygiene for Women’s Health and alike.

Indigenous to Lotus is the CPP an on-the-job simulation environment certification exercise. The students undergo modules of their choice from an assortment of modules. An industry expert conducts the module and follows it with an assessment exercise and grades the students. Following the evaluation and grading a certificate is awarded to the students jointly by the industry partner and LBS.

LBS has taken initiative to give a platform to all Staff members to enhance their skills and knowledge as well as distribute it to peers through Lotus Family Development Program. From Executive Director to Peon has participated and shown interest in this LFDP.

LBS developed its different identity by providing MBA in Agri-Business, Pharma and Healthcare, Marketing and Financial Management along with an ad on certificates named as CPP. This MBA program is well accepted by the Industry.

## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	LOTUS BUSINESS SCHOOL
Address	Lotus Business School, Sr.No.52/53, Jambhe Road, Punawale, Pune-33
City	Pune
State	Maharashtra
Pin	411033
Website	<a href="http://lotuscentre.ac.in">lotuscentre.ac.in</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Director	Satish Angadrao Warpade	020-8408911641	8408911641	-	satishw@lotuscentre.ac.in
IQAC / CIQA coordinator	Ganesh Pathak	-	9730765316	-	ganeshp@lotuscentre.ac.in

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	

State	University name	Document
Maharashtra	Savitribai Phule Pune University	<a href="#">View Document</a>

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC		
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	<a href="#">View Document</a>	02-06-2022	12	Received AICTE approval letter for current year in the month of July after submitting and received approval of IIQA

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	Lotus Business School, Sr.No.52/53, Jambhe Road, Punawale, Pune-33	Urban	0.5	2190

## 2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No.of Students Admitted
PG	MBA,Management	24	Graduation	English	180	180

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

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	1				4				12			
Recruited	1	0	0	1	2	1	0	3	8	4	0	12
Yet to Recruit	0				1				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				0				1			
Recruited	0	0	0	0	0	0	0	0	1	0	0	1
Yet to Recruit	0				0				0			

<b>Non-Teaching Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				9
Recruited	5	4	0	9
Yet to Recruit				0

<b>Technical Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				1
Recruited	1	0	0	1
Yet to Recruit				0

### **Qualification Details of the Teaching Staff**

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	1	0	0	2	1	0	3	0	0	7
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	5	5	0	10
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	1	0	1
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties				
Number of Visiting/Guest Faculty engaged with the college?	Male	Female	Others	Total
		40	7	0

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

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
PG	Male	146	0	0	0	146
	Female	53	1	0	0	54
	Others	0	0	0	0	0



<b>Provide the Following Details of Students admitted to the College During the last four Academic Years</b>					
<b>Programme</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
SC	Male	12	8	4	6
	Female	13	6	3	4
	Others	0	0	0	0
ST	Male	2	2	1	4
	Female	1	2	0	2
	Others	0	0	0	0
OBC	Male	30	22	18	13
	Female	9	10	9	1
	Others	0	0	0	0
General	Male	85	49	36	62
	Female	28	20	28	15
	Others	0	0	0	0
Others	Male	17	16	22	10
	Female	3	4	2	2
	Others	0	0	0	0
Total		200	139	123	119

### **Institutional preparedness for NEP**

<p>1. Multidisciplinary/interdisciplinary:</p>	<p>1. The institute has promoted multi-disciplinary students by offering minor specializations such as Agribusiness Management, Healthcare and pharmaceutical management, business analytics, and Hospitality and tourism as minor specialization. 2. The college has promoted inter-disciplinary studies through its indigenous program CPP ( CAREER PROGRESSION PROGRAM) where the same on-campus industrial simulation modules are studied by students with different minor specializations. 3. The institute has in alliance with its sister concern IDRAC business school an international tie-up with a French university that conducted many combined courses, especially in the geopolitical nature of the European</p>
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	<p>industrial landscape. Wine and Spirits management a program conducted by IDRAC business school received a lot of participation from students of hospitality and tourism students from Lotus. 4. The institute has made plans with IDRAC for international immersion programs in varied disciplines for its students and faculties. A 3-month assignment in France to gain insight into the French business environment is on the cards.</p>
<p>2. Academic bank of credits (ABC):</p>	<p>1. Transfer of credits from other institutes has been on cards since the last decade. The SPPU has designed the possibility of this option in its offerings. The institute will take advantage of this avenue in the years to come to strengthen its offering. 2. International credit transfer will be promoted through in-person and online courses. 3. Lotus foresees that the future lies in a hybrid education and online education and made plans to garner technological skills and imperatives to adapt to this possibility.</p>
<p>3. Skill development:</p>	<p>1. The Lotus in its pedagogy has incorporated innumerable exercises that emphasize development skills. KSAEE ( Knowledge, Skill, Attitude, Experience, and Exposure) the philosophy that drives the entire framework of the institute's inputs has SKILL as one of its areas of emphasis. 2. Our CPP PROGRAM focuses on imbining hands-down skills as is on the ground. The exercise has received an overwhelming endorsement from the industry. 3. The institute has MOUs with various organizations to inbuild communication, personality, and life skills 4. The institute also has dedicated and focused staff members that work towards the instilling and practice of skills like communication and yoga. 5. An entire plan to work on interviews through mock interviews conducted by the internal staff, alumni, and industry delegates is a regular activity at Lotus. 6. Lotus Family development program organized of the staff teaching and non-teaching staff on various topics which gives direction that institute has taken by Lotus to keep individual informed and thus relevant.</p>
<p>4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):</p>	<p>1. Subjects like Business ethics and Indian ethos that imbibe learning from Ramayana, Mahabaratha, Vedas and form individuals like Chanakya are part of the curriculum. 2. Learnings from Chatrapati Shivaji Maharaj and his strategies relevant for MBA students, Sant Tukaram and his philosophy for life</p>

	<p>and current gurus such as Shree Shree Ravishankar and Sadguru instill pride and promote the glory of Indian heritage. 3. Celebrations of festivals like Ganesh Chaturthi, Janmashtami, Holi, and Eid are also celebrated on campus 4. Yoga and meditation by in-house and external gurus is a regular exercise organized on campus.</p>
<p>5. Focus on Outcome based education (OBE):</p>	<p>1. The institute implements the CBCS prescribed by the SPPU as a method of teaching and evaluation. This entails the consideration of PO's, PSOs, COs in the overall design of the pedagogy. 2. The evaluation of the Certification modules is conducted by industry delegates. The grade that the student receives is an indicator of the responsibilities (type and level) that the student can shoulder on the job. 3. Reverse engineering is performed keeping the outcome in mind to design the exercises that lead to the preparation of the on-campus placement preparedness. Industry Mentors help the students define their career aspirations and priorities and design a plan to be executed over the tenure of the student's MBA program to achieve the desired outcome. 4. Benchmarks are set by the management that needs to be achieved or surpassed by the academic staff In their delivery system to achieve defined objectives. 5. On-campus and off-campus projects designed to validate expected outcomes and explore those that are not expected are mandated activities designed by the institute. 6. Research on campus contributing to the search for higher, better more applicable, and more effective outcomes that aid and abet the progress of science, learning, and exploration of the unknown is very highly encouraged by the management and made conducive by the ecosystem created by the efforts of the institute.</p>
<p>6. Distance education/online education:</p>	<p>1. The pandemic has necessitated and opened up an avenue of online learning. Lotus has successfully negotiated, adapted, and facilitated the use of online education to supplement offline learning. Lotus successfully implemented this hybrid philosophy to conduct online sessions and evaluation methodologies. 2. Modules were designed by uploading youtube videos to be seen and discussed at a later time. 3. The most effective corporate faculty/instructor/trainer was solicited since the physical boundaries were no longer a challenge. 4.</p>

The institute has initiated a program to get help from the alumni to retool, upgrade and explore the latest insights and developments. 5. Online classes by international faculties from France through our sister institute IDRAC business school are on the cards.

NAAC

## Extended Profile

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### 1 Students

#### 1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
339	262	242	227	213

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

### 2 Teachers

#### 2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 35

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

#### 2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
18	15	15	14	16

### 3 Institution

#### 3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
156.32	86.97	115.79	126.82	96.87

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## 4. Quality Indicator Framework(QIF)

### Criterion 1 - Curricular Aspects

#### 1.1 Curricular Planning and Implementation

##### 1.1.1 The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

##### Response:

**Lotus Business School (LBS)** is affiliated with Savitribai Phule Pune University (SPPU), Pune, and approved by AICTE, New Delhi. Institute offers MBA Program with specializations in Marketing, Finance, Human resources, Operations, Agribusiness Management, Pharmaceutical & Healthcare Management, Business Analytics etc.

LBS follows a systematic approach to develop, deploy and monitor effective curriculum delivery in the following manner:

The Academic Team of the Institute is responsible for planning and execution of overall academic activities. Director receives inputs from Governing Body, CDC, Alumni, and Academic Calendar of SPPU. Director passes all inputs to IQAC, the Academic Head prepares Academic Calendar. Academic Calendar is the blueprint of all the curricular, co-curricular, extra-curricular, and extension activities for the student and Faculty.

At the beginning of each academic year, the affiliating university provides guidelines regarding

1. Commencement and End date of the semester
2. Examination Schedule (Tentative)

Meetings are conducted before the commencement of every semester to design a plan of curriculum delivery to decide what innovatively can be done in academic offerings. Based on experience, expertise & area of specialization of the faculty members, and university guidelines, the courses are allocated to the faculty members. For each division, representatives are appointed from students. Faculty Coordinators are also appointed as per specializations.

Institute starts the academic Session by having an Induction session aptly anointed as “**Ankuran**”. In this program, Institute provides information regarding Program outcomes, Graduate Attributes, PSOs, CO’s, Program Structure, examinations, and a brief overview of Life at LBS.

The faculty members prepare course files for the courses allocated to them. The curriculum prescribed by the university clearly specifies the PO and CO. The faculty members prepare lesson plans & course files and deliver the curriculum accordingly. From March 2022, the Institute has started using an ERP to maintain, monitor, and evolve as an effective and active organism. The Institute uses student-centric learning methods, and encourages participative, experiential & problem-solving learning.

The process of CIE is explained to the students during the Induction Program conducted at the beginning

of the academic year. The faculty members make the students aware of the internal assessment system w.r.t. their respective courses at the beginning of the courses. The academic Head instructs the respective Course coordinators to prepare the question papers as per the linkages of each course outcome considering bloom's taxonomy.

SPPU has mentioned the groups of activities where faculties are flexible to select the activities for evaluation as per the courses and mapping with CO's. At Lotus Business School we conduct –Written Test, Case Analysis, Assignments, Presentations, Field visits, and Open Book tests etc. Summer Internship Projects are evaluated by inviting experts from other Institutes.

Annual feedback on academics, infrastructure & Ambience of the institutes is taken from the students, alumni, faculties & Employers. The result analysis is done after each semester and remedial or retooling classes are scheduled if required. Institute also conducts sessions for slow learners. Mentor-Mentee activities take place regularly. Institute tries to improve the quality of education based on the feedback.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 1.2 Academic Flexibility

### 1.2.1 Number of Add on /Certificate/Value added programs offered during the last five years

**Response:** 85

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

### 1.2.2 Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years

**Response:** 39.52

#### 1.2.2.1 Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
1	262	242	1	1



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

## 1.3 Curriculum Enrichment

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

#### Response:

#### Courses and Activities related to Professional Ethics:

MBA syllabus has been developed for professional attitude & ethics, LifeSkills, Emotional Intelligence, and Communication skills etc. The students are guided to do their Summer Internship Project (SIP) wherein they need to go for which helps them to experience & imbibe professional expectations. Institute organizes a variety of guest lectures, industrial visits, competitions etc. for the holistic development of Students. Alumni's sessions to understand Alumni's view about Industry environment & importance of professional ethics in line with difference between institute's environment & a corporates environment., An MoU has also been signed with ASPIRE' and Prowisdom Growth Pvt. Ltd. an external training organization to inculcate professional ethics among students.

**Course-102: Organizational Behavior** focuses on the issues of how to bring positive changes in human behavior by introducing assignments related to the assessment of various personalities and by use of various theories, wherein student's cognitive abilities are enhanced

**Course 402- Indian Ethos & Business Ethics** try to imbibe value systems through Indian great epics like Ramayana & Mahabharat.

Institute has selected **Course- 207: Contemporary Framework of Management** which deals with learning of most successful books which cover Professional Ethics, setting up winning habits, value base business case studies etc. Faculty members conduct "Book Reviews" to help the students appreciate and apply the learnings that were relevant and necessary.

#### Courses and Activities related to Gender Equality:

Institute organizes various activities to promote gender equality like celebrations of International Women's Day & International Men's Day. Recently International Women's Day was celebrated on 8th March, Institute identified 6 Women who are self-made businesses women that have emerged from unhealthy circumstances and blossomed into awe-inspiring entrepreneurs. Out of the 6 women selected 3 women were widows.

**Course- 209: Start Up and New Venture Management** helped the students and faculties and some cases corporates study successful women entrepreneurs in India.

#### Courses and Activities related to Human Values:

Dr. Anil Poman was assigned to attend AICTE 5-day online FDP on the theme “Inculcating Human Values in Technical Education” dated 14-18 June 2022. He also conducted orientation sessions for students & Faculties related to Human Values. The University has prescribed supplementary credit courses related to human values like - Human Rights I & II for students.

### **Courses and Activities related to Environment & Sustainability:**

Institute has initiated several activities related to our social environment such as - a tree plantation program, blood donation camps, and promotion of Swachh Bharat Abhiyan, etc., LBS Students also helped to manage traffic with the help of traffic police. The university has given an additional credit course on – **Cyber Security**, The course on Cyber Security endorses appropriate use of cyberspace.

The **course 408: Corporate Social Responsibility & Sustainability** course encourages the social responsibility of corporate organizations. Dr. Manisha Purohit working as a member for paper setting for this course for SPPU.

The Institute constantly tries to uphold different cross-cutting issues in day-to-day practices & decisions making. Refer additional link for a list of courses that address cross-cutting issues in the curriculum.

<b>File Description</b>	<b>Document</b>
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### **1.3.2 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)**

**Response:** 100

#### **1.3.2.1 Number of students undertaking project work/field work / internships**

Response: 339

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## **1.4 Feedback System**

**1.4.1 Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website (Yes or No)**

**Response:** Yes

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>

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## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

#### 2.1.1 Enrolment percentage

**Response:** 95.69

##### 2.1.1.1 Number of students admitted year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
200	139	123	119	108

##### 2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
180	180	120	120	120

#### File Description

#### Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

#### 2.1.2 Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the last five years (Exclusive of supernumerary seats)

**Response:** 68.81

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

2021-22	2020-21	2019-20	2018-19	2017-18
82	70	54	42	41

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

2021-22	2020-21	2019-20	2018-19	2017-18
105	105	70	70	70

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

## 2.2 Student Teacher Ratio

### 2.2.1 Student – Full time Teacher Ratio (Data for the latest completed academic year)

**Response:** 18.83

## 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 using ICT tools

**Response:**

“**Learning Never Exhausts the Mind** “ as an Institute the prime focus is mainly on student’s centric methods of Learning. Institute blends an engaged learning process whereby students **Apply & Learn**

Different student-centric methodologies like inductive learning, experiential learning, participative learning, and problem-solving methodologies are used along with ICT tools are used for enhancing the learning experiences. Briefing some methodology along with example mentioned below-

**Experiential Learning-** Faculties at LBS engage the students in hands-on experiences to supplement the theory thus creating an enhanced vision. The following forms of exercises are employed to do the same

- IndustrialVisits
- FieldVisits
- SIP
- StudentProfiling
- APPLE
- EventManagement

#### Case-1(Field Study)

Institute organized a Study tour at APMC(Agricultural produce market committee)-: Market Yard, Gultekdi,Pune. Before visiting, faculties showed various documentaries on the different processes at APMC in the classrooms **using ICT tools**. Three products were covered FlowersFruits, and Vegetables

providing students an exposure to the actual practices and the working environment at APMC. Officials helped the students to understand the selling and buying processes at APMC. The students were able to understand

- Bidding process.
  - Use of digital transfer
  - Methodology for packaging products
  - The APMC's service to farmers, commission agents, traders, importers, exporters, etc.
- OnlineTradingSystem:** APMC lab where various agricultural products are processed.

**Participative Learning:-** The students are encouraged to not only participate but to contribute to the science behind the literature. The students did not limit themselves to participation but also the organization of the activities employed which include

- GroupDiscussion
- Presentations
- RolePlays
- Workshops&Seminars
- Committees
- Quizzes(Kahoot)
- Zoom room
- ManagementGames.
- MockInterviews.

### Case-2 (Union Budget)

To build familiarity with the fundamentals of Economic Analysis and Business Decision making, faculties organized the viewing of the Union **Budget** Session presented by Honorable Finance minister, Nirmala Sitaraman to understand the concepts of FISCAL POLICY. **ICT tools** were employed for viewing. A detailed discussion took place before & after the Union Budget was presented to understand the impact of the various policies declared. After the session students were asked to submit a report and give presentations in front of a panel.

**Problem Solving Techniques:-**Institute enables the students to learn by working on problems. Students are encouraged and taught to Understand, Strategize, and Implement solutions to various problems that present themselves in business endeavors to inculcate a holistic understanding of the concepts. The techniques used to enable this were

- CaseStudies
- Research-Based Projects
- Simulation
- ThinkTank

### Case 3 (Digital Business)

The Institute focuses on outcome-based education. Faculty give exposure to livestock market analysis by using the “Stock trainer” mobile application by simulating virtual trading. This activity focuses on discussing, and sharing information about the listed companies, and business happenings in the current

business environment.

The insights into Digital business were executed through **Audio-video** applications available on the social platform. One concept of the Internet of things as a syllabus includes smart home, car, and city. These videos enriched the knowledge gained by students and directed their thought processes. **Google classrooms** were created where students can easily access these videos through links whenever they needed them.

[https://www.youtube.com/watch?v=909Nn9\\_hrlM](https://www.youtube.com/watch?v=909Nn9_hrlM)

<https://classroom.google.com/c/NDc5NDEyMjUxMDkx?cjc=rkbiidy>

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.4 Teacher Profile and Quality

### 2.4.1 Percentage of full-time teachers against sanctioned posts during the last five years

**Response:** 106.85

#### 2.4.1.1 Number of Sanctioned posts / required positions for teaching staff/ full time teachers year wise during the last five years:

2021-22	2020-21	2019-20	2018-19	2017-18
18	15	12	12	16

File Description	Document
Upload supporting document	<a href="#">View Document</a>

### 2.4.2 Percentage of full time teachers with NET/SET/SLET/ Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

**Response:** 35.9

#### 2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
8	6	6	4	4

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

## 2.5 Evaluation Process and Reforms

### 2.5.1 Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

#### Response:

Assessment is an integral part of Education enriching the conclusion regarding the knowledge, qualification, and potential of a student. The teaching-learning process of the institute is strengthened using constant, clear, fair, thorough, and effective Evaluation. Being affiliated need to follow the guidelines of the university

#### Mechanism to conduct Internal Assessment

LBS follows a structured pattern for internal assessment given by SPPU. The Comprehensive Concurrent Evaluation (CCE) a scheme designed by SPPU which connects the linkages of each CCE with COs. LBS makes effective use of the flexibility permitted by SPPU in the evaluation process to incorporate its indigenous measuring exercises. The course faculty designs a Rubric for each CCE. Viz –Written Tests, Case analyses, Assignments, Presentations, etc.

#### Case 1 - Use of Blooms Taxonomy in Assessment

As an Institute all the respective subject faculties are instructed to prepare the question paper in specific patterns. The questions are framed mapping all COs.

Various tools are adopted to evaluate the concept the students have imbibed. In Basics of Marketing, the faculty conducted Poster presentations (Advertisement of Product). Groups are formed and different products were allocated to groups. Students prepared posters within a time frame following criteria i.e.- branding, Tag lines, Creativity, etc. The assessment was done by mapping all COs.

#### Case 2 The pandemic created havoc across the globe — including in India.

In education sector faced a lot of challenges to complete the curriculum because of the restrictions imposed to check the spread of the novel coronavirus. Accepting the challenges, we at Lotus conducted the Internal Examination by preparing it in Google form with COs of respective subjects. Some faculties conducted CCE assessments by taking presentations on Zoom Platform.



## Mechanism to deal with grievances

University designed the Guidelines for Online and Offline mode examination.

- University appoints the Chief Examination Officer at the institute level. The Queries arise during exams like unfair practices, Questions, or after result declaration like corrections in mark sheets, are forwarded to the Examination Cell of SPPU by the Institute examination committee of LBS
- Students can approach the competent authority of the university, in case of any grievances beyond the institute's scope.

Online Mode- University conducted the End semester examinations in Online mode because of the pandemic. During Examination if students faced any technical problems or grievances students could login into the grievance portal with their login ID's and can raise the issue.

For more information - <https://www.youtube.com/watch?v=nKyYvS9ioYY>

The Institute appoints the Examination Head at the Institute level. The schedule is prepared, communicated, and displayed to students two weeks before the commencement of Exams. Faculties update the completion status and assessment pattern for CCE of their respective course. Within a period of 10days faculties share marks and discuss the performance with students. The grievances during the examination on Online or Offline mode are considered and discussed in consultation with Director and if required and then forwarded to the University.

Please find attached the Flow Chart of Grievance Process for Online & Offline Exams in the supporting documentation.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 2.6 Student Performance and Learning Outcomes

### 2.6.1 Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website and attainment of POs and COs are evaluated

#### Response:

LBS follows the curriculum designed by SPPU. Program outcomes, Program-specific outcomes, and Course outcomes for the MBA program offered by the institute are well defined, described, and communicated to all faculties and students.

The course was designed by SPPU to convey a balanced knowledge of both technical as well as management aspects of the sector. LBS has added value to the curriculum by inculcating participative base learning programs to enhance the managerial skills of students.

The curriculum is based on the Choice Based Credit System(CBCS). The subject list consists of *Generic Core, Subject Core, Generic Elective, and Subject Elective*. This enables students to build their managerial careers and develop entrepreneurial skills.

The MBA curriculum is designed in a way to provide students with built flexibility for the selection of preferred subjects from basket.

### **Mechanism of communication – Course Outcome & Program Outcome**

- The PO,PEO, and CO of the MBA program are displayed on the website of the institute.
- The PO,PSO, and CO of the MBA program are well communicated to students at the time of admission counseling using the institute's website.
- The hard copy of PO,PSO & CO is available in the library for student reference.
- The PO's of the MBA program are displayed in campus.
- Institute organizes Ankuran-an Induction program where Vision Mission of the institute are communicated along with PO and PSO of MBA program.
- Faculty members discuss CO with students from time to time during classroom sessions.
- Faculty members prepare session plans keeping in mind PO,PSO and CO of the program.
- Faculty members prepare course file which includes PO, PSO and CO.

### **CO PO Attainment:**

SPPU focuses on outcome-based education so as a management institute, assessment is done keeping in mind the Course outcomes and Program outcomes mapping as defined by the SPPU. In Lotus Business School the process of achieving the COs is done by using systematic methods. The following methods are used to calculate the capabilities achieved.

- **Direct Method**
- **Indirect Method**

### **The direct method of attainment:**

All the subjects have defined COs and linked with PO along with specialization PSOs. The COs of each subjects are mapped with PO with a level weighted as

- 3-Strong co-relation
- 2- Moderate co-relation
- 1-Slight Co-related
- 0- No Co-relation

The performance of students is evaluated on Grades & Marks scored in the SPPU examination. The End Semester result declared by SPPU serves as a tool to check the attainment of COs. The Internal marks get scaled down as per the performance in the SPPU exam so aggregate marks obtained are considered to measure the attainment level of a particular subject.

### **Indirect Method of attainment:**

Feedback is collected at the end of the MBA program from students regarding attainment of CO, PO and

PSO.

The following Formula is referred to calculate the attainment level

80% of Direct method + 20% of Indirect Method.

The results are then compared with the targeted value.

The file containing COPO mapping along with the attainment of the course, for the Batch 2019-2021 is attached.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 2.6.2 Pass percentage of Students during last five years

**Response:** 80.03

#### 2.6.2.1 Number of final year students who passed the university examination year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
109	101	138	62	71

#### 2.6.2.2 Number of final year students who appeared for the university examination year-wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
136	108	143	101	113

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

## 2.7 Student Satisfaction Survey

**2.7.1 Online student satisfaction survey regarding teaching learning process****Response:** 3.64

<b>File Description</b>	<b>Document</b>
Upload database of all students on roll	<a href="#">View Document</a>

NAAC

## Criterion 3 - 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 last five years (INR in Lakhs)**

**Response:** 3.22

**3.1.1.1 Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
1.27	0	1.05	0.70	0.20

**File Description**

**Document**

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

### 3.2 Innovation Ecosystem

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

**Response:**

LBS follows & upholds the philosophy of “Innovative Business Leadership”. Institute deploys all required infrastructure, human resources, and financial support to create an ecosystem for innovation. Following are the initiative taken by the institute-

**New designation as “Head-Innovative Practices & Research:** Dr.Ganesh Pathak has been designated as Head-Innovative practices & Research. Under this, he develops various activities & implements them in innovative ways.

**Synnovation-A Symposium on Fostering Innovation:** Institute invites industry experts from diverse fields to discuss, deliberate & debate contemporary innovative ideas, business & future. The purpose of this activity is to cherish innovative ideas, products & processes.

**Corporate Shadowing:** Alumni & Industry Expert sessions are organized by the Insitute.GD&PI are also conducted by this external expert for the development of students

**Research Centre:** LBS is a designated Research Center of the university, under which various faculty members are associated as “ResearchGuide“ Students& faculties get opportunities to attend Ph.D scholar's

progress report presentations, viva etc, it helps to **create and transfer knowledge**.

**Research, Patent & Copyrights:** Institute organized a workshop on IPR & Research Methodology. Dr. Ganesh Pathak has successfully received a patent from the Australian Govt. Patent no. 2020103331 & from Indian Govt. application No. 202021045287 dated 13/11/2020.

**Ideation (Bi-Annual Newsletter):** Institute publishes six monthly newsletter to communicate happenings at the institute like sports, research, & key achievement of faculties & students etc.

**Research Work:** All faculties guide students to do quality project and dissertation work in internships. Students are also motivated to take active participation in SIP presentation competitions.

**APPLE Program:** LBS introduced this program, wherein **A** is for Academics support, **P** for Personality Development & Placement Assistance, **L** for Literature (knowledge contribution), **E**- Extracurricular activities. Students have participated in KRUSHIVEDIKA magazine content contribution, wherein they visited agriculture exhibitions, recorded success stories, interviewed entrepreneurs etc.

**Collaboration:** The institution has developed a portfolio of effective MoUs with Industry & Education Institutes.

**Research Culture:** Institute encourages faculties to participate, write and present the research work on various platforms. The institute has organized conferences/workshops/seminars and FDP to promote research culture.

**Mentorship Programme:** This program nurtures & guides students on diverse fronts. In this program mentors make 360-degree analyses considering Academic Performance, and Development activities, like Participation internally in front of the Institute's various committees and in front of external dignitaries from various institutions and the industry professionals in and around the institute.

**Ethical Culture and Best Practices:** The Institute makes every effort to impart its student's moral principles, sympathetic behavior, and concern for society. To bring out of sight talent of students LBS organizes various events like Ankuran, Junoon, Udaan etc.

**Local to Global approach:** Admitted students in the Institute are mainly from rural areas. The Institute tries to set an environment that can generate fruitful results through activities such as Industrial visits, communication sessions, internships, and field visits to access global value chains and insights into the working of the corporate world.

With these kinds of various initiatives, the institute has created an ecosystem that fosters innovation and the transfer of knowledge among its stakeholders.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**3.2.2 Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years****Response:** 15**3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
3	3	6	2	1

**File Description****Document**

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)**3.3 Research Publications and Awards****3.3.1 Number of research papers published per teacher in the Journals on UGC care list during the last five years****Response:** 1.91**3.3.1.1 Number of research papers in the Journals notified on UGC CARE year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
16	17	19	4	11

**File Description****Document**

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)**3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years****Response:** 0.31**3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in**

**national/ international conference proceedings year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
4	0	2	0	5

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

**3.4 Extension Activities****3.4.1 Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.****Response:**

As a part of society, we need to accept the reality that society has problems as well as prospects for improvement. These problems and prospects of society are the "SACH" (Reality) of Society, and it's our responsibility to contribute to the betterment of society by addressing such problems and prospects.

The Vision and mission statement of Lotus Business School always emphasizes the betterment of society by imbibing leadership skills. There is a constant and mindful effort at Lotus Business School to encourage the students to take responsibility and initiative toward society for betterment and welfare. "SACH Program" is a holistic development that Lotus Business School is creating in Youth by arranging and participating in various extension activities in the neighborhood community in terms of impact and sensitizing students to social issues. SACH Program's key focuses are on Societal betterment, Agriculture and Rural India, Career Counseling, and Health by inculcating beliefs that we are the driver of positive change in society.

"Swachh Bharat Mission" was launched by the Government of India in the year 2014. Every year Lotus Business School arranges a Cleanliness drive to understand the importance of Social cleanliness which is actually more important for building the image of our nation. Students actually clean public places which is an ideal awareness activity for the public.

To celebrate the "Lord Ganesh Festival" in Institute, Institute encouraged students to purchase Ganpati Idols made of Bio-degradable materials like Shadu soil which minimize water pollution. Eco-friendly practices in Ganesh Visarjan are ensured

In the year 2019, a few districts of Western Maharashtra faced serious flood problems. On humanity grounds, students and faculties collected a certain amount for the "Flood Relief Fund" and provided food items and medicines to distribute in the flood-affected areas.

The traffic problem is one of the basic infrastructural problems for India as a developing nation. Pune city



is one of the most populated city facing a burden on infrastructure. Considering this challenge, Institute has taken initiative to spread awareness about traffic rules and help on-duty traffic police staff in traffic regulation. (Societal Betterment)

Lotus Business School arranges a training program under the “Farmers Education Program” with the objective to educate farmers about the importance of income-expenses record-keeping and techniques used to maximize profit by minimizing expenses through cost-efficient activities. (Agriculture and Rural India)

Lecture series on Career Guidance and motivational topics have been conducted by the Head Academics and some faculty members at various colleges mostly in the rural areas. Educational MoU also signed with undergraduate colleges. (Career Counseling)

“Health is wealth” is not just a statement but a mission of Lotus Business school. Various activities like Blood Donation camp, Woman health awareness, COVID-19 awareness; YOGA sessions, etc. are conducted with students' active participation. (Health)

Various awareness activities have been organized by the institute to address perilous issues in society. Awareness Drive by the students was carried out for Save Soil, Tree Plantation, International Men’s Day, and International Women’s Day.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

### 3.4.2 Awards and recognitions received for extension activities from government / government recognised bodies

#### Response:

Lotus Business School with a Vision and mission always guides and motivates all family members to contribute to the betterment of society. “**SACH Program**” is an initiative that tries to address problems and prospects for improvement of Society. SACH program is a basket of many extension activities that are carried out and to be carried out in the neighborhood community in terms of impact and sensitizing students to social issues and holistic development.

Lotus Business School carried out extension activities in association with various local as well as NGOs that already working on the betterment of society. These activities are not tasks but social responsibilities of every organization. Awards and recognitions are motivations to organize activities like these repeatedly with larger coverage. Lotus Business School received recognition for various activities that were carried out in society and is proud of it.

#### Blood Donation Camp:

Lotus Business School every year arranges a Blood Donation camp in association with *RaktHitVardhini*

*Samajik Santh, Pune.* This extension activity is recognized by Mr. Girish Bapat Sir (Minister of Food and Drug Administration, State Government of Maharashtra from 2014 to 2019 and currently Member of Parliament from Pune constituency from 2019 to 2024).

**Farmer Education Program** that focuses on record keeping that improves farmer's income. This activity is carried out in the villages of Maharashtra. Few villages authority like Grampanchayat recognized Lotus Business School's efforts towards the improvement of Farmer's life. Antapur, Kumbhari Grampanchayat was recognized by awarding letters to students.

The **Awareness regarding the Importance of hygiene for Womens Health** program helps in addressing problems of women and is a priority for Lotus Business School. Sessions are conducted in nearby villages in association with specialized Doctors. This activity is recognized by Jambhe Grampanchayat by awarding certificates.

Creating **awareness among citizens about COVID** was an important activity for Lotus Business School and it did it with dedication. Jambhe Grampanchayat recognized our work by awarding us a Letter of Appreciation

**Career counseling** is a continuous activity that Lotus Business School conducts since its inception. Faculties visit rural areas in accordance with MoUs signed with Rural Institutes and arrange sessions at these institutes. This activity is part of the SACH program that guides students regarding career opportunities. Few institutes that appreciated Lotus Business School efforts are Sharadchandra Pawar College of Pharmacy, Vishal Institute of Pharmaceuticals Education and Research, RajaramBapu Institute of Technology, and Sarhad College of Arts Commerce and Science college etc.

*Appreciation and Certifications are just numbers but Lotus Business School continues the social activities that it pledged to Society.*

File Description	Document
Upload Additional information	<a href="#">View Document</a>

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

**Response:** 33

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

2021-22	2020-21	2019-20	2018-19	2017-18
18	5	6	2	2

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

### 3.5 Collaboration

<b>3.5.1 Number of MoUs, collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research and other academic activities during the last five years:</b>	
<b>Response: 465</b>	
<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

## Criterion 4 - Infrastructure and Learning Resources

### 4.1 Physical Facilities

#### 4.1.1 Availability of adequate infrastructure and physical facilities viz., classrooms, laboratories, ICT facilities, cultural activities, gymnasium, yoga centre etc. in the institution

##### Response:

As we are on a mission to nurture creativity and encourage leadership among students by providing world-class infrastructure, industry-academia interface, along with proficient human capital, the institution ensures adequate infrastructure availability and physical facilities.

The institute has all the required infrastructure and facilities as per AICTE, DTE Govt. of Maharashtra, and University requirements.

Every year after reviewing the departmental requirements and working conditions of existing equipment assessment for Upgradation/ Replacement/ Addition in infrastructure/ Physical facilities is carried out based on the suggestions from Heads of departments, System Administrators, and all the team members.

The classrooms are well-equipped with the facilities like LED projectors, computers, Comfortable Fabric Study Folding Chairs, Ceiling Fans, Ventilation Fans, White Boards etc. The institute has made a Glass Board for recording Study material for students.

A well-equipped auditorium is used for various events like Induction programs, Annual Cultural programs, Guest Sessions, Student Development Activities (Business plan Presentations, Poster presentations Etc), Conferences, Workshops, and Seminars.

The Library of the institute has a good collection of textbooks, references, general books, and periodicals related to the field of Management. The LBS Library has a number of International and National Journals, Magazines, and Periodicals. Digital Library is also established to help students access E-books and E-resources.

Computer Lab is equipped with Computers, High-speed Internet Connection, Projector, Comfortable chairs, a Ceiling fan, a Ventilation fan, a White Board, and a fire extinguisher. The entire campus is WiFi enabled.

The ground is used by students for playing volleyball, Tug of War, Golf, etc. where Students can borrow required equipment like golf sticks, volleyball, Tug of war, etc. from the Admin Department by following standard distribution and return processes. The ground is also a peaceful place surrounded by lush green trees providing the students with a serene environment to contemplate, discuss, deliberate, argue, and relax.

A Well-equipped Gymnasium is used by students for Workouts, Weight Lifting, exercises and to play indoor games like Table Tennis, Carom and Chess etc. Required equipment for same is Provided by following Standard Processes. Seminar Hall and open-air Lawns are used for Yoga by Faculties and students.

Along with the above facilities institute also have Lift for the Physically Handicapped. A well-Maintained

Canteen is available for staff and students where all can have their Breakfast and Lunch. The canteen is designed around a Bollywood theme so that students can feel entertained while having their food. It also has 32 inches LCD TV and a sound system.

A separate Board Room equipped with LCD TV, Internet Connection, and Computers are made available to students for Mock Interviews and Group Discussion Preparations.

DSLR Cameras, Tripods, and Gimble are made available whenever there is an event is organized or to capture the student's Performances in Presentations, Group Discussions, Competitions, etc.

The Complete campus is covered with high-quality CCTV cameras to ensure students' safety. A dedicated Monitor is assigned to track camera projections. A Water Cooler is made available on alternate floors for students.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

#### 4.1.2 Percentage of expenditure, excluding salary for infrastructure augmentation during last five years (INR in Lakhs)

**Response:** 5.98

##### 4.1.2.1 Expenditure for infrastructure augmentation, excluding salary during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
5.3222	13.2759	1.90595	9.82034	4.51386

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

## 4.2 Library as a Learning Resource

**4.2.1 Library is automated using Integrated Library Management System (ILMS), subscription to e-resources, amount spent on purchase of books, journals and per day usage of library**

**Response:**

Swami Vivekananda- library of Lotus Business School is considered the heart of the institution and Treasure house of Knowledge.

LBS Library is situated on the 3rd floor of the Premises. The library has a 103 sq. mt area. which includes Reading Room, Reference Section, Text Book Section, and Digital Library.

Institute has a collection of 6558 books comprised of Text, Reference, Case studies, journals, and Non-fiction books in physical forms and the number increases every year as per the requisition of staff members & faculties. Institute Library has the facility of keeping the content in Digital forms like PDF, CD, and a number of e-books. This facility can be accessed by students through the library desk as well as in the computer lab.

For the current academic year Library purchased textbooks, reference books, journals, and magazines from the funds allocated.

LBS Library not only holds a collection of subject books but also emphasizes on the reading of 'General Reading Books' which include Fiction/Non-Fiction, Self Help, Motivation, Leadership, General Management, Competitive examinations, and books required for placement-related activities are provided as well. For student references institute also keeps a record of previous years' Question Papers.

The collection includes the books of renowned authors such as C.R. Kothari, Philip Kotler, Ashvat Thapa, Stephen P. Robbins, Rajan Saxena, Courtland L. Bovee, Andrew R. Thomas, etc.; The core reference collection includes General Dictionaries, subject reference books, and some rare books.

The library's motto is to provide books to every reader and inculcate the habit of reading in each and every student of Lotus Business School. To increase the usage of reference books, and e-resources, and to be aware of current affairs by reading newspapers and magazines subscribed by the institute

As per the rules of Lotus Library, three books can be issued for each student for seven/fourteen days as per book availability.

LBS organizes various events like Dr. S.R. Rangnathan's Birth anniversary, Book Exhibitions, National Youth Day- Swami Vivekanand Jayanti, Chhatrapati Shivaji Maharaj Jayanti, Dr. B.R Ambedkar Jayanti, Various Competitions, Book Review Session etc

In order to provide automated, authentic, and accurate information and services for the overall library activities LBS shifted from Excel to Library- ERP Solution. The library provides e-resources for students and staff. The Digital Library has six systems made available with high-speed internet facilities including LAN connection for the benefit of the students.

Lotus also maintains e-content, research publications, journals, and Thesis for references., which help in writing Research papers/publications, Ph.D. research, and research necessary to make the classroom sessions effective.

Lotus Business School has subscriptions and Free online resources made available 24/7 on this link -<https://www.lotuscentre.ac.in/library/>

With the active support and advice of the 'Library Committee,' it makes systematic efforts in building up

the quality of its collection by identifying, evaluating, selecting, processing, and disseminating it to the end users.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 4.3 IT Infrastructure

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

#### Response:

#### Computer Lab with Latest Software:

The computer lab is well-equipped with HP and other branded PCs adequately supported by a 100 Mbps leased line for internet connectivity. It is also equipped with a wide range of system software and application software. The entire campus is connected with LAN as well as Wi-Fi Routers. A Centralized folder in Server Room PC has been created to access the file and folders. Computer labs are well connected to the internet to help students and faculty to carry out their academic necessities. Lab assistants are available to support students and faculty in their queries.

The institute has total 80 computers with a mixed configuration like HP I3 4th Gen Processor, 4 GB RAM, 240 SSD, HP I3 2nd Gen Processor/4GB/500GB, Assembled Dual Core 1GB RAM, Toshiba Dual Core Laptop 2 GB RAM

**LAN facility:** LAN facility is available in the buildings through Cat6 cable and Optical Fiber Internet Connection is also available in the building. 10/100 Mbps (Dlink Switches) are installed on every floor. As per the requirements, wireless routers are also installed in various areas like the Admin office, Faculty Room, Seminar Hall, Library, and Classrooms.

**Wi-Fi facility:** IT department extend complete support to the students. It is made available by setting and installing Wi-Fi near classrooms, libraries, Department corridors, and Computer labs. Staff and Students can access this facility on their Laptops & Mobile by using the User id & Passwords which is created in Dell SonicWALL TZ300 Firewall.

**Intercom Facility:** The campus is well connected with a well-planned Telecom Network with intercom facilities provided.

**ICT Facility:** Every classroom and Seminar hall is adequately equipped with Computers, Speakers and LCD Projectors with internet connectivity.

**Language Lab:** Lotus Business School has started with state-of-the-art audio-visual

equipment to aid in imparting language skills. The Language Lab is effectively utilized by students and faculty members for self-enhancement and soft skill development.

This Language Lab proves beneficial for the students that want to improve their English. The college provides audio-visual training in the language lab. It aims to build the confidence of students in interactions and presentations in English. The basic purpose of the lab is to provide students a platform to enhance English language skills, communication skills, and soft skills.

**CCTV:** Institute has CCTV installed in every classroom and common area in the campus.

The 16+8 Channel DVR with a storage capacity of 2 TB is installed in the Server room to monitor the activity if required. It is used for day-to-day monitoring and UoP and Internal exams.

**Online Teaching Platform:** Institute has purchased the online Teaching Platform “Zoom Meeting Pro” for taking online lectures and guest sessions.

**For detail, IT facility (Photos of Computer Lab and Dead Stock Register) at the institute refer to the details given in additional information.**

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

#### 4.3.2 Student – Computer ratio (Data for the latest completed academic year)

**Response:** 4.52

##### 4.3.2.1 Number of computers available for students usage during the latest completed academic year:

**Response:** 75

File Description	Document
Upload supporting document	<a href="#">View Document</a>

## 4.4 Maintenance of Campus Infrastructure

### 4.4.1 Percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years (INR in Lakhs)

**Response:** 17.82

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



2021-22	2020-21	2019-20	2018-19	2017-18
17.04495	23.73805	16.23882	27.79588	19.02383

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

NAAC

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

#### 5.1.1 Percentage of students benefited by scholarships and freeships provided by the Government and Non-Government agencies during last five years

**Response:** 71.08

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

2021-22	2020-21	2019-20	2018-19	2017-18
252	224	181	139	116

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

#### 5.1.2 Capacity building and skills enhancement initiatives taken by the institution include the following

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

**Response:** A. All of the above

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

#### 5.1.3 Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

**Response:** 100

##### 5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
339	262	242	227	213

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

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

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

**Response:** A. All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>

## 5.2 Student Progression

#### 5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

**Response:** 71.31

##### 5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
80	86	90	55	32

##### 5.2.1.2 Number of outgoing students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
109	101	138	62	71

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

**5.2.2 Percentage of students qualifying in state/national/ international level examinations during the last five years (eg: JAM/CLAT/GATE/ GMAT/ CAT/ GRE/ TOEFL/ Civil Services/State government examinations)**

**Response:** 100

**5.2.2.1 Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ Judicial Services/Public Prosecution services/All India Bar Exams/State government examinations) year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
2	0	0	0	0

**5.2.2.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
2	0	0	0	0

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

### 5.3 Student Participation and Activities

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

**Response:** 2

**5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at**

*national/international level (award for a team event should be counted as one) year wise during the last five years*

2021-22	2020-21	2019-20	2018-19	2017-18
2	0	0	0	0

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

### 5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

**Response:** 17.2

#### 5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
7	25	15	20	19

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

## 5.4 Alumni Engagement

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

**Response:**

The Institute has Alumni Association known as **Lotus Business School Alumni Association** under the Societies Registration Act. It was formed on 20th May 2022 at The Registrar of Society, Pune Region. **Registration No: Mh- 804/2022/Pune** under Societies Registration Act 1860.

Through this association, Lotus Business School creates a unique bond with alumni of the Institute by maintaining the relationship and inviting them for various activities and vice-a-versa. Alumni of the

institute are working with highly reputed companies in higher positions and some of the alumni have become successful entrepreneurs in various sectors.

***Alumni contributing in various ways :***

**Alma Connect:** Alma connect is the event of Lotus Business School where all alumni come together once in a year and reconnect with their Alma mater and old friends. This is the best platform for networking and sharing new trends and current happenings in the corporate world. These inputs are helpful to academicians in molding aspiring students.

**Alumni session/Interaction:** Alumni connect to Lotuses every year by conducting various sessions on innovative and important topics and interacting with students by discussing various aspects of the industries.

**Placement and career guidance assistance:** Alumni are working in organizations at various levels and profiles. They keep the faculties and the placement officer abreast of the available job opportunities. They assist and guide the students to crack the interviews. They also share their experience with the students and motivate them for their career development in various domains.

**Campus Recruitments:** Alumni come to campus for recruitment and every year they contribute to student placements.

**Financial contribution by Alumni:** Alumni contribute a certain amount to the alumni fund which is utilized for alumni-related activities mentioned in the content.

**Summer Internship assistance:** SIP is a part of the MBA curriculum; Alumni provide innumerable opportunities in various companies to the students.

**Exposure to the international market:** Alumni working in other countries, conduct various sessions for lotuses to give exposure to the international market.

**Entrepreneurship Awareness:** Some of our Alumni have established startups in different sectors like Agriculture, Pharmaceuticals, service industries etc. Many of them are first-generation entrepreneurs. After having taken corporate experience have started their own ventures. LBS mentored them to establish their businesses. Through their journey as an entrepreneur, they have learned various skills and accumulated in-depth knowledge of various aspects of the corporate world. They enlighten the students with their success stories and challenges faced.

**Promoting Institute Events:** Lotus Business School conducts various sports and academic events like JUNOON, Synnovation etc. 'JUNOON' is a flagship sporting event that has gained in popularity with each passing year. Alumni play an active role in various activities in the different events as judges, umpire sponsors

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

NAAC

## Criterion 6 - Governance, Leadership and Management

### 6.1 Institutional Vision and Leadership

**6.1.1 The governance and leadership is in accordance with vision and mission of the institution and it is visible in various institutional practices such as decentralization and participation in the institutional governance**

**Response:**

LBS was established with a vision to provide an ecosystem that nurtures and enhances managerial competencies through value-based education. To move forward institute has taken some missions i.e. To nurture creativity and encourage leadership among students by providing world-class infrastructure, industry-academia interface, along with proficient human capital, to develop leadership in the competitive business environment through excellence and innovative management education, and to inculcate values among students towards work ethics and corporate and social responsibilities. Institute work on some Institute Core Values which are

- Quality Education
- Research Culture
- Innovation and Creativity
- Ethics and Accountability
- Social Commitment and Equity
- Empowerment of Individuals
- Holistic Development

In LBS strategic decisions are taken by the Governing Body and College Development Committee for the attainment of the institute's vision and mission by considering the core values. The Director of the institute also gets input from Academic Advisory Committee and Alumni Association. Institute is headed by Director & responsible to implement strategic decisions. To provide quality education and holistic development of students, the institute formed IQAC cell. The authorities are delegated for better functioning to the head of the respective departments in the institute as academics, administration, accounts, library, IT, Placement and Event, etc.

To provide an ecosystem, Institute is providing all required infrastructure and physical facilities. Institute focuses on industry-institute interactions by arranging industrial visits, expert guest sessions, and MoU with the industry. Institute develops leadership in the competitive business environment through the additional CPP which helps students to bridge the gap between academic curriculum and industry expectations. Institute contributes as a social responsibility under the SACH program activity which covers Social, Agriculture, Career, and Health-related activities for society.

***Decentralization and participation in the institutional governance***



**Case study: Enhance Quality in Academic delivery**

- The Director of the institute gets guidelines in GB meetings, CDC meetings, and Alumni association meetings regarding how to enhance quality in academic delivery.
- Director discusses and gives guidelines in IQAC meetings regarding the enhancement of quality in academic delivery.
- The IQAC department decides the strategy to enhance quality in academic delivery through the use of student-centric methods and passes all details to the Academic department.
- At the time of semester planning and subject distribution, the academic head discusses with all faculty and takes inputs from them to develop a strategy for implementation.
- All faculty take initiative and contribute to setting a strategy to have a student-centric approach to enhance the quality of academic delivery.
- Subjects are discussed for a semester and distributed as per knowledge, content expert, and specialization. Equal opportunity is given to all faculty members to suggest/ choose a specific subject.
- Each subject faculty has the autonomy to plan, use of pedagogy, give additional input over and above to the university syllabus, and decide concurrent evaluation parameters appropriate to the respective subject.
- After the semester academic department takes feedback from students and teachers regarding the teaching-learning process.
- The academic department submits this feedback report to the IQAC department.
- IQAC analyses the feedback received and submits it to Director.
- Director discusses the same at GB,CDC,and Alumni Association meeting.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**6.2 Strategy Development and Deployment**

**6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional Strategic/ perspective/development plan etc**

**Response:**

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

Lotus Business School has well defined organizational structure for smooth functioning, is involved in strategic decision-making, and focuses on consistent quality improvement in the institute. Governing Body and College Development Committee is the highest authority that governs the Institute by making higher management decisions and provides guidelines and direction for aligning the policies and processes of the Institute.

The institute has different **policies** which are formed on the basis of Government bodies like (AICTE) All India Technical Education instructions and as the institute is affiliated to Savitribai Phule Pune university we follow all rules and regulations accordingly.

In terms of **administrative setup**, Director is the head of the institute and as per the functions, heads are appointed like the Academic head, responsible to handle faculties, preparing and implementing the academic calendar and timetable, coordinating with examinations, and responsible for the overall development of students. The placement head is responsible for approaching the new companies for internship and final placement of students. The placement head is also responsible to conduct training and development activities for students. The administration department is responsible for the smooth functioning of admission activities in the institute as per the guidelines of DTE (Directorate of Technical Education) and activities like counseling, student support, and guidance. Admin's head is responsible for administration-related activities like attendance of staff members, leave records, coordination with government agencies, different requirements of staff members, etc. The account head is responsible for account-related activities like payments, fees collection, maintenance records etc. The library head is responsible for issuing and return of books, collecting new requirements from faculties, and making books, and journals available. The event head is responsible for all events in the institute like Independence Day, republic day, women's day, culture and sports, etc.

IT head is responsible for all IT-related work of the institute.

### **Appointment and service rules, procedures**

The institute is approved by AICTE, recognized by the Government of Maharashtra, affiliated with SPPU follows all the appointment and service rules and procedures as per the University Act and the regulatory bodies from time to time.

### ***Deployment of institutional Strategic/perspective/development plan etc.***

Institute has 120 students intake till the academic year 2019-2020, as per the decision and guideline of the General Body institute has decided to increase 60 student intake of the institute from the academic year 2021-2022. To increase the intake institute applied to (AICTE) All India Council for Technical Education and the institute received confirmation to increase the intake after verifying different parameters of Institutes like course details, Head of the Institute and faculty members details, infrastructure details, building details, laboratory details, administrative area, amenities area, anti-ragging committee details, etc.

<b>File Description</b>	<b>Document</b>
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## **6.2.2 Implementation of e-governance in areas of operation**

### **1. Administration**

### **2. Finance and Accounts**

**3.Student Admission and Support****4.Examination**

**Response:** A. All of the above

File Description	Document
Upload supporting document	<a href="#">View Document</a>

**6.3 Faculty Empowerment Strategies****6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff**

**Response:**

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

LBS provides a good working environment by providing various employee welfare schemes which result in a highly motivated staff, improved productivity, and retention of the employees.

Following welfare measures are provided:

- 1.Provident Fund Contribution
- 2.Gratuity to staff members
- 3.Pantry facility
- 4.Uniform for all staff members.
- 5.Appreciation for staff's special Achievement like Ph.D
- 6.2 days Picnic for all staff members once in year
- 7.First Aid and Sick Room.
- 8.Staff Leaves-
  - Casual Leave and Medical Leave is granted
  - Short leave of 1 -2 hours for attending parents' meet, bank work is allowed occasionally as per requirement
  - Compensatory off is given to the staff if they work on holidays
  - Duty Leave for attending FDP, Seminar, Conference

8. Financial support -

- Institute provides Travel Allowance to the staff members for official work
- Financial support for attending FDP/Seminar/ Conference is given
- Financial support for Research/ publications
- Salary advance provided to staff members as per requirement

9. Motivation to staff members:

- Motivates to register and complete Ph.D
- Institute motivates faculty members to participate in Faculty Development Programme, Seminar,

and Conference

- Institute arranges Family development programs for academic/nonacademic Purpose
- Motivates staff members to conduct sessions in other institutes as a resource person

#### 10. Celebration:

Institute celebrates the birthdays of all staff members, also celebrates teachers' day,

Women's day, International Yoga Day, and festivals

At Lotus Business School performance appraisal system for teaching and non-teaching staff is well defined, which includes collecting qualitative and quantitative feedback from staff members on monthly basis and turning them into actionable insights.

#### **Performance Appraisal System for teaching staff:**

For teachers appraisal teachers has to fill out self-appraisal and which is to be verified and remarks are to be given by the academic head and forward to the Director of the institute and all the points are discussed in personal meeting separately. The factors which are considered in a teacher's appraisals are as follows.

- Subject preparation and delivery
- Subject knowledge
- Communication skill
- Command over class
- Related case study discussion
- Comprehensive Concurrent Evaluation (CCE) Planning and evaluation
- Feedback from students
- Result of Subject taught
- Summer internship guidance and evaluation
- Mentorship programme
- Research paper publications
- Participation in Conference, workshops, Seminar/webinar, FDP
- University duties
- Event coordination
- Placement support
- Work assigned by Director

#### **Performance Appraisal System for non-teaching staff**

A separate form is designed for Performance appraisal of nonteaching staff which collects the information about different parameters. All nonteaching staff fills self-appraisal form and the points are discussed with the Director of the institute.

Some of the points will be given for appraisal of nonteaching staff as

- Punctuality
- Performance in daily work responsibilities and completion of the task
- Handling of the new task assigned

- Efficiency and effectiveness during work
- Work experience in the same institute

After meeting with individual staff in the institute suggestions are given to respective staff for improvement by a Director along with remarks and recommendations are given to management for further action.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

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

**Response:** 25.64

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

2021-22	2020-21	2019-20	2018-19	2017-18
6	6	6	1	1

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

### 6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

**Response:** 96.3

#### 6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), professional development /administrative training programs during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
28	27	25	21	29

**6.3.3.2 Number of non-teaching staff year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
19	6	25	4	3

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>
Institutional data in the prescribed format	<a href="#">View Document</a>

**6.4 Financial Management and Resource Mobilization****6.4.1 Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)****Response:*****Revenue generation:***

The institute has well-defined strategies for mobilization of funds; the major source of revenue is fees from students, in which different scholarships and free ships are provided by the Government for category students and the institute receives the amount of scholarships and free ships from the government.

In the process of admission, the institute is functioning as the Facilitation Centre (FC) of the Directorate of Technical Education (DTE), Government of Maharashtra, for which the institute receives funds from DTE.

The institute also receives funds from Savitribai Phule Pune University for conducting exams.

The institute signed a Memorandum of Understanding with other institutes to give consultancy, expert lectures, and help in placements for reasonable remuneration.

***Utilization of financial resources:***

The institute has a well-defined procedure for the utilization of financial resources, all departments like Academics, Placement, Library, IT, events, administration, and accounts of the institute prepare an annual budget and submitted it to the Director mentioning the various new requirements/ maintenance and proposed expense during the year. The budget is compiled and verified by Director and meeting is conducted with the department heads for the budget, and the budget is forwarded to management for approval.

The money is spent by the respective department as per the budget approved by management.

***Financial audits regularly (internal and external)***

Lotus Business School has developed a transparent financial system and maintained all records by following both internal and external audits, the details are given as:

**Internal Audit:** Internal audit is conducted half yearly by the institute to ensure that all financial transactions are properly verified and recorded. This audit is conducted to verify entries in books of accounts, entries in tally, receipts, and other related entries.

**External audit:** External audit of the institute is carried out annually by the Chartered Accountant appointed by the trust. This audit is done to evaluate the overall presentation of the financial statement. The accounting statement is finalized in the month of June/ July and audited statements are signed by the Director of the institute and chartered accountant. Further, this audited statement was submitted to Charity Commissioner for Maharashtra State, Income Tax. Returns are also filed with Income Tax Office, Pune. Audited statements and accounts are also submitted to AICTE, New Delhi for the annual 'Extension of Approval' application and the Fees Regulating Authority (FRA) of the Government of Maharashtra.

The Institute prepares various Returns based on Annual accounts to various other Government

Offices like - Professional Tax Returns, Provident Fund Returns, Returns for determination of the amount to be paid to Gratuity Account and TDS returns. All these returns are submitted directly by the institute based on the external financial audits.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 6.5 Internal Quality Assurance System

**6.5.1 Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities**

### Response:

At LBS, IQAC is established in July 2019 and consistently focuses on quality improvement for overall functioning of the Institute. A significant contribution is made by IQAC in formulating strategies and implementing various quality policies and innovative practices before-during-after Covid Pandemic. IQAC conduct meeting on a quarterly basis to take reviews on activities.

Before IQAC, Institute conducted various activities but was weak in record keeping. IQAC has focused on developing procedures to maintain a record of activities that take place at the institute.

After the establishment of IQAC following initiatives are taken-

### **Contribution to Teaching Learning Process-**

In 2019 university implemented a CBCS pattern. As per university guidelines, IQAC took initiative to participate in various orientation programs organized by the university, and faculty members of IQAC have attended this orientation program. LBS organized one orientation program on CBCS for minor specialization on campus for all SPPU affiliated institutes.

IQAC gave guidelines to the academic departments to have an orientation to all faculties to implement OBE patterns along with an understanding of PSO, PO, CO's, and its mapping. On regular basis, IQAC takes reviews from academic departments regarding the implementation of OBE. For the Comprehensive Concurrent Evaluation, the Examination department has taken initiative as per IQAC guidelines and used Bloom's taxonomy in the evaluation pattern. The internal examination is now planned accordingly to map all COs. The academic department also followed complete PO mapping through direct and indirect attainment methods and did the same for batch 2019-21.

For continuous development in students, IQAC has given guidelines to the academic department to identify Slow Learners and Fast Learners and take necessary remedial sessions for them.

### **Career Progression Program (CPP) – Add-On Certificate**

To bridge the gap between industry and academics IQAC has helped the academic department to refine the certification program syllabus and delivery of content. With the help of IQAC, the Academic department is able to implement Choices based in CPP. Before the establishment of IQAC, Institute offered 10 CPP to students, and at present after receiving feedback from stakeholders and approval from affiliated university institutes offering around 40 CPP programs from 2020-21. Now these CPP is well accepted by students and support them to get placed in an internship as well as in Final Placement.

### **Focused on FDP-**

IQAC has taken the initiative to motivate faculty to participate in the various workshops, FDP, seminars, etc. Institute also took initiative to organize various FDP to enhance competency, knowledge, and skills related to their domain for teaching and development programs for non-teaching staff.

Along with the teaching and learning process, IQAC has initiated various activities, some are-

**Ideation** – Biannual Newsletter in December 2019.

**Lotus Family Development Program-** To give a platform for each staff member (Especially non-teaching staff) to share their knowledge and skill among their peers and boost their confidence in public speaking and morale.

**Mentorship Program-** Initiated a structured mentorship program to evaluate the overall performance of mentees.

**Social Responsibility Program-** Through the involvement of students, IQAC initiated the Farmers Education Program and Awareness program on the Importance of Hygiene for Women's Health.



File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**6.5.2 Quality assurance initiatives of the institution include:**

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements**
- 2.Collaborative quality initiatives with other institution(s)/ membership of international networks**
- 3.Participation in NIRF**
- 4.any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA, ISO Certification etc**

**Response:** B. Any 3 of the above

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

## Criterion 7 - 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 and Institutional initiatives to celebrate / organize national and international commemorative days, events and festivals during the last five years

##### Response:

Lotus Business School always puts efforts to promote gender equity and celebrate / national and international commemorative days, events and festivals every year.

##### 12 January - National Youth Day and Birth Anniversary of Jijau

The Institute celebrates National Youth Day on January 12 on the occasion of the birth anniversary of Swami Vivekananda, one of India's greatest spiritual and social leaders and Rajmata Jijau Jayanti (Chatrapathi Shivaji Maharaj's mother)

##### 26 January: Republic Day of India

The Institute celebrates Republic Day on which the Constitution of India came into effect in 1950. All Lotusites participate in the celebration in various cultural activities.

##### 19 February- Chh. Shivaji Maharaj Jayanti

Institute celebrates Shivaji Maharaj Jayanti every year with zeal and enthusiasm Students celebrate this event in line with our traditions

##### 8 March: International Women's Day

Every year LBS celebrates International Women's Day. In 2022 LBS started this day with a theme of "Celebrating Feminism" in which LBS honoured 9 women from various sections of society.

##### 14 April: Dr. Ambedkar Jayanti

On the auspicious day of Dr. B.R. Ambedkar Jayanti, LBS payed a tribute for his contribution to Indian law and the constitution of India

##### 5 June: World Environment Day

On the world environment, the day Institute plant trees on the LBS campus. in the year 2022 institute has joined hands with 'Art of Living' and participated in tree plantation activity at Bhandara hill, Pune, As well as created awareness of the cause at Traffic signals.

##### 21 June: International Day of Yoga

LBS celebrates International Yoga Day every year to spread awareness about the importance of health. In

2022 LBS celebrated the day under the guidance of an s Art of the Living trainer.

### **12th August: National Librarians' Day**

Institute Celebrates National Librarian's Day to commemorate the Birth Anniversary of Dr. S. R. Ranganathan. The library department arranges a celebration in the Library of LBS.

### **15 August: Independence Day**

The Institute celebrates Independence Day along with all lotusites and trustee members. LBS celebrates this day to remember the contribution of freedom fighters and to show gratitude for their sacrifice and contribution by organizing a cultural program.

### **5 September: Teachers' Day**

Students and Staff of LBS celebrate the teachers' day every year to mark the birth anniversary of Dr. Sarvepalli Radhakrishnan.

### **2 October: Gandhi Jayanti**

Disciplined nonviolence can change the world – and our lives and our communities. Every year LBS celebrates the Mahatma Gandhi Jayanti.

### **19th November: International Men's Day**

To create awareness of gender relations and focuses on promoting gender equality LBS celebrates International Men's Day.

### **26 November: National Constitution Day**

The institute celebrates the 'SamvidhanDivas' on 26th November and organizes a session for students providing birds eye of our Constitution.

### **10 December: Human Rights Day**

To get a brief overview of Human Rights, Institute invites an expert guest to deliver a session on the same.

### **Celebration of Cultural Festivals**

Institute celebrates Ganapati Festival, Navratri Festival, Diwali Festival, etc with all staff and faculty members. it is ensured that the celebrations are eco-friendly.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

**7.1.2 The Institution has facilities and initiatives for**

- 1. Alternate sources of energy and energy conservation measures**
- 2. Management of the various types of degradable and nondegradable waste**
- 3. Water conservation**
- 4. Green campus initiatives**
- 5. Disabled-friendly, barrier free environment**

**Response:** A. 4 or All of the above

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>

**7.1.3 Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following**

- 1. Green audit / Environment audit**
- 2. Energy audit**
- 3. Clean and green campus initiatives**
- 4. Beyond the campus environmental promotion activities**

**Response:** C. Any 2 of the above

<b>File Description</b>	<b>Document</b>
Upload supporting document	<a href="#">View Document</a>

**7.1.4 Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)****Response:**

Lotus Business School is an institute wherein students of all caste, creed, sex, religion, and race are admitted. LBS ensures unity among the students by organizing cultural and religious activities in every community

LBS provides a platform to all the students that help build themselves through expression, words, and speech. The right to Speech is the right of every student.

A Business School is the place youth since they are the future leaders, managers, and the face of NEW INDIA and hence encouraging and molding them with the required skills is imperative.

As per the university curriculum for the first and the second-semester university has added "Human rights" as a subject and in the third semester "Introduction to Constitution". Lotus Business school has a faculty

who has an additional educational qualification in Law. She takes sessions on Human rights, duties and responsibilities, and Introduction to Constitution for students under Our Family Development Program,

On Human Right Day lectures from external experts on Social Responsibility and Duties from a Human, Right Perspective was organized to know the basic rights, duties as citizens, and responsibilities towards society.

On 25th September 2019 LBS got the opportunity to invite Shri Data Idhate (Chairman, National Commission for Denotified, Nomadic and Semi-nomadic Tribes (NCDNT) New Delhi.) on campus. He discussed the “Indian Constitution: Past and Present”. with all the students After the session, he meet with the students belonging to DT, NT categories.

As an individual, everyone needs to work for society. LBS majorly focuses on Agri-Business Management and Pharma and Healthcare management specializations. In this specialization majority of the enrolled students are graduates from the Agricultural and Pharma domain and the majority of the students are from rural parts of India With a focus on the ABM specializations Institute initiated the Farmer's education and Awareness program on the Importance of Hygiene for a women’s health. Such programs are coordinated by students of LBS. The students are now motivated and they are working for this cause as their Individual Social Responsibility.

Institute also celebrates national, and international commemorative days like Republic Day, Dr.B.R. Ambedkar Jayanti, World Environment Day, Swachata Din (Mahatma Gandhi Jayanti), Independence Day, cultural and regional festivals, and creating an inclusive environment by respecting cultural, regional, linguistic, communal and socioeconomic consciousness and Sensitization of students.

File Description	Document
Upload Additional information	<a href="#">View Document</a>
Provide Link for Additional information	<a href="#">View Document</a>

## 7.2 Best Practices

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

#### Response:

#### Best Practice- 1

**1. Title of the Practice:** Career Progression Program (CPP)

#### 2. Objectives of the Practices

- To get the industry onto campus through recreating actual industry practices.
- Let the students substantiate the theory imbibed in the classroom with application in modular

simulations.

- To bring aboard the experience which will help them for their first job.
- To give more application-based practical orientation.

### **3. Context:**

The challenges that elaborate were

- To identify and garner consent from industry delegates involved in the respective profile to design and execute the exercises.
- To conduct thorough research and identify areas and the profiles existing in the industry landscape.
- To gather accurate endorsement of an industry expert.
- To exact an opportunity for the student to leverage his or her understanding of the industry expectation on to the final interviews conducted on campus

### **4. The Practice**

- An expert from the organization would come on campus and deliver a workshop designed by him or her. For example, S.M.A.R.T (Sales Marketing and Recruitment Training) expert conducted a session. To supplement the discourse delivered as part of the basic foundation on field exercises such as creating a brand presence through the general trade channel and direct selling through stalls. This activity gave the first-hand experience of real-world expectations. The organization would then conduct an evaluation exercise and grade the students
- Following the evaluation and the subsequent grading, a certificate is awarded to the students jointly by the organization and Lotus Business School.
- The student can then highlight the module of his or her choice in his or her resume to draw the attention of the interviewer toward this proficiency.

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

- Students were able to streamline their sector and profile priorities and were able to match their expectations with the realistic feasibility of their efforts and match their skills, interests, and capabilities to specific modules.
- The outcome of this feature resulted in the students getting placed in their interested areas.
- The on-the-job performance of the students received positive feedback from employers.
- The institute received approval to conduct the CPP certification as an Add On certificate program from an affiliated university.

### **6. Problems Encountered and Resources Required**

The most significant resource required for these simulations were instructors with appropriate experience, a theoretical understanding of the profile, and effective teaching skills.

Problems encountered are-

- Need to take extra efforts to convenience students.
- The identification of the currently relevant job sectors and the profiles.
- Counseling the students in the selection of modules

## 7. Notes (Optional)

Research opportunities were also made available due to enhanced understating of the environment.

### Best Practice - 2

**1. Title of the Practice:** Lotus Family Development Program (LFDP)

**2. Objectives of the Practice:**

- To encourage faculty and staff members by providing the platform for knowledge sharing and imbibe learning ability.
- To build confidence and harmony among peer groups and boost peer learning.
- To foster a continuous learning environment by contributing to the development of peers.

**3. The Context:**

Institute has introduced the word Lotus Family Development Program (LFDP) with an idea that we at LBS, consider each staff member as a family member and we believe that each family member of the institute should be developed **“Together we intend to grow as a FAMILY”**.

The faculty members are aware of the fact that the current generation of students has become more tech-savvy and the questions that they ask are also very creative this comes as a challenge to faculty members and they have to be in a position to answer those questions first and also be in a position to convince and support those answers with relevant and real-life examples.

**4. The Practice:**

The Lotus Family Development Program (LFDP) is a continuous activity that is followed by LBS to keep faculty members and staff members abreast with changing and challenging business environments.

This LFDP is conducted for both teaching and non-teaching members. Each faculty selects the topics of his / her choice in-line with current and future challenges that need to be addressed and the same is informed to the nominated faculty coordinator.

The LFDP is conducted through case studies, presentations, and experiential learnings, management games, book reviews etc.

**Some of the topics covered in LFDP**

- Use of Social Media for Personal Branding
- Conflict Management
- Understand Union Budget
- Organic Food - Need of an hour
- Use of IoT to track daily health routine
- Importance of Insurance

- Daily Banking Operating
- Individual Tax planning
- “Managing Work Life Balance - A Juggling Act”

### 5. Evidence of Success:

The LFDP activity has helped and encouraged faculty and staff members to come forward and share their knowledge and skills with peer members. This platform has also refreshed the learning ability of the team which otherwise may not have been possible. This activity has built confidence and harmony among group members. The FDP activity has contributed to nurturing a continuous learning attitude.

After starting this FDP everyone realizes that the topics covered by all staff members are helping them to update their professional skills and support in personal development. Now every staff member is trying to implement practices whatever they learn from Family Development Program.

### 6. Problem Encountered and Resources required:

As a human beings, everyone is good in certain areas in their personal life and in professional life. It has been seen that most of the time we never share skill and knowledge with others because of lack of confidence and requirement from peers & colleagues. So IQAC initiated this Family Development Program to provide a platform and confidence to all staff members to share their knowledge and skill with the whole Lotus family. At the initial stage, some staff shows interest and some hesitated especially non-teaching staff to participate but now everyone is participating in this family development program.

### 7. Notes (Optional):

Now, this activity will be inculcated as a part of LBS culture, After the sessions now it is planned to take feedback from all staff to enhance the skill of staff members.

File Description	Document
Best practices as hosted on the Institutional website	<a href="#">View Document</a>
Any other relevant information	<a href="#">View Document</a>

## 7.3 Institutional Distinctiveness

### 7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

#### Response:

The most distinctive endeavor that Lotus Business School has nurtured is the Agri-Business Management specialization that it introduced to supplement the regular streams of specialization Viz finance hr marketing and operations. The driving force behind the decision to enter into this foray stems from it being



a logical extension to the core business of our parent organization The Bhaishree group that is involved in processing and retailing of tea under the label VIKRAM TEA.

In line with the national priority to double the income of the farmer by 2022 and our group's philosophy, we drew inspiration, obligation, direction, and effective utilization of the ecosystem that the government provided under this vision. This unfolded an effective and pragmatic mission to strengthen the Agri and food industry of the nation.

The motivation to provide meaningful employment to rural youth in metros and two-tier cities who after gaining seed capital and requisite experience would be inclined to go back to the roots to uplift the ecosystem and contribute to the development of that region.

A son of a farmer has a unique privilege to feed the masses and render a flourishing nation. Leveraging the expertise of the parent company and building upon the legacy of academic rigor that the institute possesses it took it upon itself to contribute to the nation by creating an enabled Agricultural professional.

As a recognition of the effectiveness of the initiatives Reliance Retail took onboard 29 students as management trainees. The students were expected to work for 4 hours in various departmental stores in Pune while shouldering the responsibility of the university-mandated curriculum. Upon completion of the training, the students were encouraged to go back to their home towns or the 3 tier cities near their home towns to work as store managers in the various reliance retail stores. This exercise led to an effective backward integration which in turn led to the development of rural India.

Taking advantage of the technological advances some enterprising students started entrepreneurship endeavor's to supply the vegetables from the farmer directly to the stores in cities removing the middlemen which led to increase in the farmer's income.

Some Students with an academic mind bend after working for various Agri input companies started giving consultancy to the farmers on the right use of fertilizer's and safe use of pesticides. Aspects like soil testing and sowing practices also formed a part of the expertise that the students shared with the farmers.

Students after completing their MBA's gets gainfully employed with multinational companies and after collecting enough seed capital started opening their own shops near farm lands to the benefit of the farming community.

Those students that chose to make the cities their home achieved success in building bridges to their villages in form of investments and knowledge while being gainfully employed in a company of their choice.

Indigenous to Lotus Business School is the CAREER PROGRESSION PROGRAM where in industry processes are simulated on campus by industry delegates who then evaluate and certify the students to a grade that signifies a capability that the student can shoulder on the job. The ABM specialization offered an array of certifications from which the students had to select 10 that align with their career aspirations. These certifications led to better visualization for the students hence a heightened performance and a higher salary. Certifications like digital marketing helped students reach a larger audience of the farming community thereby providing services like farming advice at the doorstep of the farmers.

As a part of the CPP module, LBS initiated a Farmers Education Program that saw students being trained

by experts on the financial intricacies relevant to the farming community. The students then trained the farmers through various outreach programs. The success of this initiative is encouraged to include in the bouquet of offering digital literacy. Various industrial houses have shown interest to tie up with the institute to offer a joint certification and support the program with a joint financial contribution. The students through this exercise learned how to deal with the nuances of dealing with the not-so-informed farming community which led to better performance in their professional careers leading to financial stability.

Seeing the direction that the ABM specialization was heading towards the students gave shape to a quarterly digital magazine that contained aspects that benefit the sector (the content of the magazine). The magazine aptly titled KRISHIVEDICA has been accepted as an effective tool to teach and inform the student and the small ticket farmers ( farmers that own land ranging from 1 to 4 acres) about the latest advances in the field of agriculture.

Academic excellence has been leveraged as a game changer and companies like Baskin robins, Mapro, Reliance retail, Agrostar, Vikram tea, Ecozen, Sahayadri farms, Ninja Kart and Kalash seeds have employed our students directly out of the campus or with subsequent opportunities.

An annual event called SYNNOVATION a symposium on fostering innovation saw various leading professionals converging on the campus to give discourses on their start-ups or the environment that would unfold in the recent future and adopting the changes. Concepts like Industry 4.0 was discussed in length with live examples of success stories that came to life using the aforesaid concepts. The audience included students and the academic fraternity from in and around Pune city. The ensemble had a national presence with delegates from all over India gracing the occasion.

Covid 19 forced the recognition of Agriculture as one of the essential services and brought out the need to gain independence in the sector. Lotus Business School declares its humble effort to do so. For the years to come, we would like to build on the learnings and the experience garnered in the distant and recent past to make the program an effective endeavor for the betterment of the agriculture community.

Our resolve to excel and raise the bar is on firm ground and promising.

Farmer to the fore!!!!

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

## 5. CONCLUSION

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### Additional Information :

Lotus Business School is a part of Swami Sevabhavi Sanstha's Bhaishree Group. Bhaishree group was established in the year 1975 under the guidance of Chairman Bhaishree Rameshbhai Patel. Rising from humble beginnings Bhaishree has left a mark on the business community.

#### The group today has an interest in the following sectors

Vikram Tea – Food Processing

Bhaishree Ventures – Real Estate

J K Securities- Financial Consultant

Bakins Bakery - Food Processing

Colourflex – Laminators

Riverdale School - Education

The group under the guidance of Bhaishree has given shape to enumerable social initiatives under the Bhaishree foundation created in 2012.

List a few of these initiatives from an exhaustive list are

**Ghanewadi pond Clean-up Project:** Bhaishreeji was amongst the first few individuals who realized the significance of drinking water scarcity in Jalna. For the past many years, Bhaishreeji has been continuously working on the de-silting process of Ghanewadi. The effort put in by the team has ensured that Jalna does not have to face drought in the future. Water tankers are also sent to poor farmers in draught-driven areas by the foundation.

**Samoohek Vivaah:** Bhaishree has pledged to marry 51 girls yearly in a “SAMOOHIK VIVA AH” which has now become an annual tradition in the family. All the couples married are given household items worth 50000 Rs each to begin their married life. 450 couples have tied the knot through this initiative.

The foundation has **digitized 100** schools in remote areas. The classrooms in these schools today have the latest equipment to enable the students to extend their outreach.

Bhaishree foundation has organized **medical camps** so that the poorest of the poor can get the best medical facilities. One such event is a camp for the disabled organized in Udaipur in association with Narayan Seva Sanstha. Around 700 individuals have benefited from these initiatives.

The foundation has also pledged support to the creation of the Swargdeo- Sui -Ka-Pha hospital in ASSAM.

During COVID 19 group worked for all needy people.

LBS has drawn inspiration and most of its achievement is credited to the vision of Bhaishree Rameshbhai Patel.

Bhaishree Foundation Film- <https://youtu.be/vlqsVI3tYz0>

## Concluding Remarks :

The gist of this exercise aims at making the institute more robust to the demands of the evolving industry landscape.

An autonomy to design its curriculum would lend an opportunity to customize the inputs for every subsequent batch of incoming students which would further the cause of Lotus to be an effective and pragmatic solution provider.

The success of our CPP (Career Progression Program) has motivated us to lend our expertise to graduate and postgraduate colleges especially those that are located in remote areas. It augurs well for the institute that the effectiveness of this initiative has been well received and endorsed accordingly by the industry.

Lotus plans to be at the helm of the progress made by the knowledge industry to make its research center the most sought after by the industry. We would like to leverage the knowledge of the demographics of rural Maharashtra to give business intelligence to entities foreseeing their presence in the ever-so-burgeoning rural geography.

The institute needs to and will intensify its efforts to make our Indigenous CPP program more effective. It warrants a conscious intent to get more corporate delegates on campus to put in a more focused effort to increase employability and growth.

To take more informed decisions the institute has set in motion the act of conducting its business through an ERP. The ERP also seeks to create ease for the academic staff in its mundane duties and thus providing ample time to work on their academic priorities. The institute also has thought out a strategy to inculcate the Hybrid model to deliver academic inputs.

Lotus will also initiate a platform for the alumni to revisit the campus both digitally or through an on-campus exercise to retool themselves professionally and stay current and hence relevant. Modular workshops, symposiums, and conferences that provide a lot of networking opportunities would be some of the solutions that Lotus could cater to.

The adaptations of the **New Educational Policy** would further aid and abet the purpose of making good of NEP's governing policies.

Innovation to effect !!!!

## 6.ANNEXURE

### 1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																																								
1.2.2	<p><b>Percentage of students enrolled in Certificate/ Add-on/Value added programs as against the total number of students during the last five years</b></p> <p><b>1.2.2.1. Number of students enrolled in subject related Certificate/ Add-on/Value added programs year wise during last five years</b></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>336</td> <td>262</td> <td>242</td> <td>227</td> <td>213</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>262</td> <td>242</td> <td>1</td> <td>1</td> </tr> </tbody> </table> <p>Remark : Supporting certificates for the year 2017-18, 2018-19 and 2021-22 has not shared by HEI.</p>	2021-22	2020-21	2019-20	2018-19	2017-18	336	262	242	227	213	2021-22	2020-21	2019-20	2018-19	2017-18	1	262	242	1	1																				
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1	262	242	1	1																																					
2.1.2	<p><b>Percentage of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the last five years (Exclusive of supernumerary seats)</b></p> <p><b>2.1.2.1. Number of actual students admitted from the reserved categories year - wise during the last five years</b></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>87</td> <td>70</td> <td>59</td> <td>42</td> <td>44</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>82</td> <td>70</td> <td>54</td> <td>42</td> <td>41</td> </tr> </tbody> </table> <p><b>2.1.2.2. Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years</b></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>90</td> <td>90</td> <td>60</td> <td>60</td> <td>60</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	87	70	59	42	44	2021-22	2020-21	2019-20	2018-19	2017-18	82	70	54	42	41	2021-22	2020-21	2019-20	2018-19	2017-18	90	90	60	60	60	2021-22	2020-21	2019-20	2018-19	2017-18					
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105	105	70	70	70
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Remark : DVV has made the changes by looking at seats earmarked against admitted reserved categories.

#### 4.3.2 Student – Computer ratio (Data for the latest completed academic year)

##### 4.3.2.1. Number of computers available for students usage during the latest completed academic year:

Answer before DVV Verification : 80

Answer after DVV Verification: 75

Remark : DVV has made the changes as per shared reports by HEI.

#### 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 last five years

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
5	0	0	0	0

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
2	0	0	0	0

Remark : DVV has not considered Participated certificate.

#### 5.3.2 Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

##### 5.3.2.1. Number of sports and cultural programs in which students of the Institution participated year wise during last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
12	35	26	27	20

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18

7	25	15	20	19
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Remark : DVV has not considered Day's program.

7.1.3 **Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following**

1. **Green audit / Environment audit**
2. **Energy audit**
3. **Clean and green campus initiatives**
4. **Beyond the campus environmental promotion activities**

Answer before DVV Verification : A. All of the above

Answer After DVV Verification: C. Any 2 of the above

Remark : DVV has select C. Any 2 of the above as per shared report of SL no. 2 and 4 by HEI.

## 2.Extended Profile Deviations

ID	Extended Questions																				
1.2	<p><b>Number of teaching staff / full time teachers year wise during the last five years</b></p> <p>Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>18</td> <td>15</td> <td>12</td> <td>12</td> <td>16</td> </tr> </tbody> </table> <p>Answer After DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>18</td> <td>15</td> <td>15</td> <td>14</td> <td>16</td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18	18	15	12	12	16	2021-22	2020-21	2019-20	2018-19	2017-18	18	15	15	14	16
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18	15	12	12	16																	
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