



POORNIMA

INSTITUTE OF ENGINEERING & TECHNOLOGY

Affiliated to RTU, Kota • Approved by AICTE & UGC under 2(f) • Accredited by NAAC and NBA

Perspective Plan of PIET

As per the vision of the Governing body, Poornima Institute of Engineering and Technology envisages to achieve goals for becoming a premier institute in technical education in upcoming years and it wishes to evolve in the academic, research & development, administration and infrastructure development and many more plans related to various aspects of the institute. The strategic perspective planning outlines a very comprehensive plan for the institution to become a globally recognized institute. This includes the strategies related to sustainable and effective initiatives for efficient teaching, effective leadership, governance, and participation, a constantly improving through internal quality assurance system, students' development through participation, focused research and development activities, employee advancement, training, progression, and placement. PIET has also plans for more strengthening of research, financial management, faculty welfare and staff capabilities. It also aims to improve national and international visibility, strengthen collaborations between government and industry sectors, foster transformative innovation, and broaden funding bases. The strategy also includes a strong alumni network, community outreach, sustainable development, and quality audits on environmental, energy, and green aspects.

Perspective Plan- Strategies Related to Sustainable and Effective Initiatives: The following strategies of perspective plan are mentioned below determined for the sustainable and effective initiatives in the upcoming years for constantly working with the vision and mission of the institute:

Strategy 01: Efficient Teaching Erudition procedure: The institution prioritizes academic planning by creating an Academic Calendar and teaching plans based on Outcome-Based Education (OBE) principles. The faculty members highly consider and prepare the lecture plans based on Course Outcomes and Program Outcomes. The regular assessments measure outcomes, and faculty use practical teaching methods and e-learning resources. The institution aims for an ethical research culture and facilities which are promoted in current scenario by providing individual mentoring to the students. A transparent feedback system improves the performance of students and faculty members. The workshops and seminars enhance the required skills among them. In PIET, the best practices are implemented, and evaluation parameters and bench-marking ensure quality education.

Proposed Plan of Action:

- Enhancing of Academic Calendar by adding more industry-aligned hands-on learning experiences.
- Create a process for regularly assessing and aligning Course Outcomes and Program Outcomes.
- Expand e-learning resources with diverse content formats for different learning preferences.
- Set up specialized laboratories for emerging fields to enhance education.
- Upgrade facilities with state-of-the-art equipment for practical exposure to latest tools and technologies.

Strategy 02: Effective Leadership, Governance and Participative management: The institution prioritizes academic planning and meticulous preparation of an Academic Calendar to align activities with educational objectives. It follows a strict reporting structure for clear communication and efficient decision-making. To promote decentralization, the institution delegates authority to appropriate departments. Regular faculty meetings and portfolio assignments help enhance students' skills. The Principal communicates minutes of these meetings to Management, who consolidates suggestions for future



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reference.

Proposed Plan of Action:

- Promote decentralized decision-making for increased efficiency and innovation.
- Improve faculty meetings by fostering interdisciplinary collaborations and discussing teaching methodologies.
- Enhance communication efficiency with a digital platform for meeting outcomes and dissemination.
- Introduce industry-aligned programs to cater to student interests.
- Analyze exam results for targeted improvement strategies.
- Optimize resource allocation through data-driven budget distribution.
- Expand faculty career advancement initiatives for continuous professional growth.
- Strengthen industry partnerships through research projects and internships.
- Regularly review and update codes of conduct and policies for relevance and effectiveness.

Strategy 03: Stringent Internal Quality Assurance System: IQAC has successfully established a Quality Management System (QMS) to ensure high standards in academic and administrative activities. All departments, both teaching and non-teaching, adhere to these processes. Feedback from students, parents, alumni, and industry representatives is collected to gauge customer satisfaction. Regular internal audits assess QMS effectiveness, and continuous monitoring and measurement are implemented to identify areas for corrective action. Measures are in place to control non-conformity and prevent deviations. External audits validate adherence to quality standards, and a robust Quality Policy guides the commitment to excellence.

Proposed Plan of Action:

- Improve IQAC impact through quality improvement initiatives.
- Engage stakeholders for comprehensive feedback and improvement.
- Convert feedback into actionable steps for continuous enhancement.
- Increase significance of internal audits for greater effectiveness.
- Utilize external audits for benchmarking and industry alignment.
- Update Quality Policy to reflect changing educational landscape.
- Provide regular training for faculty to stay updated.
- Incorporate technology for streamlined operations and better learning.
- Create personalized initiatives for individual student guidance and support.
- Foster inclusive learning environment for diversity and equal opportunities.
- Involve alumni in mentoring and networking for educational enrichment and professional growth.

Strategy 04: Student's Overall Development through Participation: PIET ensures students' voices and concerns are heard and accurately represented by the student representatives through Students' Council. The council representatives are responsible for budget framing, allotment for student development programs, and coordination of training and placement activities. The student council also ensures the student representation in committees and cells, organizes competitions, provides rewards, and encourages students'



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participation in extracurricular, social, and welfare activities for objectively addressing the overall development.

Proposed Plan of Action:

- Improve Student Council's advocacy and representation.
- Expand interdisciplinary competitions.
- Offer diverse extracurricular activities.
- Involve students in impactful social initiatives.
- Develop leadership programs for students.
- Create networking opportunities with professionals and alumni.
- Implement comprehensive mental health programs.
- Use digital tools for virtual events and discussions.
- Gather student feedback for continuous improvement.
- Foster an inclusive environment for all students.

Strategy 05: Employees Advancement & Welfare: PIET prioritizes a robust recruitment policy, focusing on attracting and selecting the best talent for team success. The institute has an effective Employees Performance Evaluation System, Regular Training programs, and a comprehensive Code of Conduct, Service Rules, and Leave Rules. The staff welfare policy is designed to cater the employee well-being. The career advancement schemes are also offered to encourage the professional growth and outstanding performance and greatly recognized through incentives and accolades. The employees are encouraged to participate in seminars, conferences, and workshops, and motivated to enhance their qualifications. The required support for research, consultancy, and innovations is also provided by the institution.

Proposed Plan of Action:

- Enhance the recruitment strategy to attract highly skilled faculty members.
- Create a continuous teacher training program.
- Modify the code of conduct to align with ethical standards.
- Increase staff involvement in professional development opportunities.
- Encourage mentorship and collaboration among staff members.
- Introduce regular feedback mechanisms to gather insights from the staff.
- Provide support for work-life balance policies.
- Conduct regular reviews and updates of policies to ensure their effectiveness.

Strategy 06: Implementing National Educational Policy (NEP) and Participative

Governance: The Government of India has announced the National Education Policy-2020 in July 2020. It covers all the levels of education – from school education to higher education, including professional and adult education. PIET is following the principles of affordability, accessibility, quality, equity, and accountability as per the NEP. In providing the technical education to students the more emphasis is laid on multidisciplinary approach, faculty and institutional autonomy, governance reforms, enhancing access through credit mobility, open and digital learning environment, and skills development prescribed by the New Education Policy. The NEP 2020 aims to promote holistic development of an individual and aims to make



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high quality education accessible to everyone. PIET creates a fine roadmap for providing the technical education to make the NEP's vision and spirit a reality.

Proposed Plan of Action:

- Implementation of Inclusive, Participatory, Holistic Education Approach
- Adherence to National Education Policy and All India Council for Technical Education (AICTE).
- Based on policy, field experiences, empirical research, stakeholder feedback, and the best practices.
- Focus on cognitive development and social and physical awareness of students.
- Promotion of quality Technical Education with participative governance.
- Association between Technical Education and research and developmental activities for national building.
- Instilling 'deep-rooted pride' in Indian identity and developing knowledge, skills, values, and dispositions.
- Advocating for transparent governance system with portals for approval process, vocational programs, and internships.

Strategy 07: Financial Transparency & Accountability: Poornima Institute of Engineering and Technology maintains the complete financial transparency and accountability in its financial functions. The financial budget is a critical task that requires careful planning and analysis, considering department-wise budgeting, revenue and expenditure forecasting, and effective purchasing. A dedicated committee in PIET manages the process, while a contingency fund is allocated annually for unforeseen circumstances. The budget formulation and approval are overseen by a competent committee, ensuring transparency and accountability. The periodic audits are conducted to maintain financial integrity and identify discrepancies. The financial accountability is the hallmark of our well-run institute PIET and the financial accountability results from holding an individual accountable for effectively performing a financial activity, such as a key control procedure within a financial transaction process. It highly includes about share the transparent and easily understandable financial reports. So, in true sense a well-defined financial accountability structure serves as the foundation for establishing effective financial processes in the institute.

Proposed Plan of Action:

- Analyze expenditure data to identify areas for optimization.
- Promote collaboration in budget planning among personnel, faculty, and departments.
- Spread financial literacy programs among staff, faculty, and students.
- Seek partnerships and sponsorships for additional funding and resources.
- Invest in eco-friendly technologies for long-term cost reduction.
- Implement funding strategies based on department efficiency and outcomes.
- Seek external consultants for fresh perspectives on financial practices.
- Involve students in energy conservation and recycling initiatives.
- Share transparent and easily understandable financial reports for trust and accountability.

Strategy 08: Cultivate and nurture the talents and capabilities of the faculty and staff members: Poornima institute of Engineering and Technology establishes the vision of enhancing the cognitive skills of faculty and staff members by cultivating and nurturing their talents and capabilities into the



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right direction of execution. For this purpose, various FDPs, Seminar, Workshops and Conferences are frequently organized in the campus in offline/ online and hybrid mode.

Proposed Plan of Action:

- Recruiting talented and diverse faculty members to enhance students' skills and employability.
- Promoting faculty development to enhance their qualifications and expertise.
- Ensuring the retention of highly qualified and experienced faculty members.
- Engage the services of competent and experienced professionals in the relevant industry/field to enhance the teaching and learning process.

Strategy 09: Enhance visibility on a national and global scale: The ultimate goal of PIET is to achieve greater recognition so as to attract resources from all over the world and push the global ranking significantly at higher levels. The vision of enhancing the visibility on a national and global scale is made possible by the pursuance of the faculty members, administration, scholars and students working together in a family ambience with sincerity and devotion for achieving the skill based prospective engineers, fully qualified to interact with industry people.

Proposed Plan of Action:

- Transforming the institute's position within the national and global higher education arena.
- Collaborate with research centres and experts from both national and international domains to collectively submit and implement research proposals initiated by faculty members.

Strategy 10: Bench-marking practices and process of the institute through accreditation's, rankings, and commitment to sustainable development goals (SDGs): The National Education Policy 2020 (NEP-2020) is based on the principles of accessibility, affordability, equity, quality, and accountability and PIET is highly dedicated to achieve the institute's process, accreditations and rankings based on these principles. PIET is greatly concerned and committed for achieving the Sustainable Development Goals (SDG) in a very promoting manner.

Proposed Plan of Action:

- The continuous objective is to enhance the country's position both domestically and internationally, with a specific emphasis on national and international rankings.
- It is crucial to integrate teaching methods in Indian languages, foster cultural comprehension, and utilize online courses to support the Indian Knowledge system.
- Distance education and online learning have gained prominence, enabling individuals to pursue education from a remote location and access a diverse array of online courses.
- The Sustainable Development Goals (SDGs) encompass the promotion of quality education, gender equality, industry and innovation, peaceful institutions, and partnerships as means to accomplish these objectives.

Strategy 11: Strengthening collaborations with Government Agencies, Industry and Academic Institutes across globe for peer learning and skill development: PIET is greatly strengthening its collaborations with government agencies, industry and other academic institutes situated globally for developing the skills of students with enhanced peer learning. So, the Industry-academia collaboration leverages practical expertise and academic rigor, enabling organizations to benefit from industry professionals' knowledge and universities' research-based insights. This collaboration fosters



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innovation, job creation, and advanced technologies, leading to innovative solutions and best practices. It also plays a crucial role in skill development, preparing future professionals for industry challenges and fostering a culture of excellence.

Proposed Plan of Action:

- Organize an Industry-Academia Meet, bringing together representatives from the Government and various industries.
- Enhance our course curriculum by incorporating industry-specific subjects, collaborating with both the institute and relevant industries.
- Collaborate with industry and/or Government organizations to create joint project proposals, seeking funding from different agencies. Involve our faculty and students in the execution of these projects.

Strategy 12: Delivering Innovation for Entrepreneurship and product development along with quality Training Progression & Placements:

PIET significantly transforms the innovation impact among the students by providing them a very efficient entrepreneurship culture. The students spend a significant portion of their lives on campus. They join the Institute to make their dreams a reality. In a world where change is the only possible by enhancing the skills, so it is a place where future entrepreneurs transform a blank canvas of ideas into vibrant and thriving businesses that create job opportunities with high packages and contribute significantly to the national and global economy. The Training & Placement Cell assumes an indispensable role in facilitating students' pursuit of their desired placements by providing counseling and guidance for a prosperous career placement. This is serving as a pivotal link between the culmination of students' academic journey and their entry into the realm of suitable employment. The committee orchestrates campus placement drives and with a formal demeanor, they ensure seamless transitions for students, equipping them with the necessary skills and knowledge needed to thrive in their chosen professional paths. By fostering an environment for career development, the committee fortifies students' prospects and propels them towards their dream placements.

Proposed Plan of Action:

- Encourage students to develop the necessary skills and become employable individuals or aspiring entrepreneurs.
- Create a supportive atmosphere that fosters entrepreneurship and motivates students and faculty to create innovative start-ups/products/technologies.
- Foster a student community that values creativity, innovation, and entrepreneurship, promoting their personal and professional growth and achievements.
- Enhance collaborations for industrial research, advisory services, and mentorship.
- Create a range of training initiatives to address skill deficiencies and align with industry requirements.
- Foster collaborative educational endeavors with industries to promote experiential learning.
- Promote knowledge exchange between institute and industry professionals to gain reciprocal perspectives.
- Engage industry specialists in the development and enhancement of curriculum.
- Enable students to benefit from internships, training opportunities, and guest lectures.
- Recognize industry demands for supplementary courses and career guidance.



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Strategy 13: Strengthening of Research & Development with variety and extensive funding:

PIET is dedicated for promoting innovation and research advancements. We have established a state-of-the-art R & D facilitation centre and continuously expanding the laboratories. The funding is generated through project proposals, seeking government and non-government industry sponsorship. The collaborations with government and private institutes, universities, and research organizations are also sought to achieve groundbreaking advancements. PIET essentially focuses on the process of financial budgeting involves dividing budgets into multiple areas, ensuring departments are accounted for and their needs are addressed. It involves forecasting revenue and expenditure, implementing a cost-effective purchasing strategy, and allocating a contingency fund. The funds and grants are ensured with proper transparency and accountability, and periodic audits evaluate the financial performance.

Proposed Plan of Action:

- Foster and improve research programs that encourage collaboration across different disciplines and campuses.
- Strengthen faculty knowledge of funding opportunities by staying updated on sponsor funding sources and trends, and proactively sharing this information.
- Establish distinct research laboratories and centers of excellence, focusing on providing specialized training for graduates and faculty members to enhance their capabilities.
- Improve the support offered by IPRs in terms of technical, legal, and financial assistance.
- Secure research funding from both governmental and non-governmental organizations.
- Generate additional funds through endowments, incubation facilities, and contributions from alumni.

Strategy 14: Developing a Strong and Extensive Network of Alumni: The institution has established an Alumni association to boost alumni participation in the institution's growth. The association invites professionals to serve as guest lecturers, offer internships, placements, training, and entrepreneurship opportunities, and explores alumni contributions in sponsorships, scholarships, and fund generation. The association is also working on a database to facilitate interactions and recognize alumni for their achievements.

Proposed Plan of Action:

- Enhance the system for connecting former students with the educational institution.
- Foster a positive reputation and brand image for the institute within the community.
- Strengthen the curriculum and foster relationships with industries to offer a well-rounded education.
- Promote networking opportunities among alumni to aid in their professional development.

Strategy 15: Community Outreach and Sustainable Development: The community outreach on sustainability can be well defined as the HEI's initiatives to engage with the industrial communities in its surroundings in a mutually beneficial process of sustainable development. Therefore, community outreach on sustainability promotes an inclusive process of planning and development, also assisting members of the community to achieve their personal goals. These initiatives contribute to increase the legitimacy of the HEI in the community while improving quality of life.

Proposed Plan of Action:

- Enhancing students' academic abilities, personal skills, and civic responsibilities.



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- Bridging the gap between academia and society to enhance knowledge on nutrition and health.
- Sharing information on nutrition, health, and hygiene, and offering training to community workers and homemakers.
- Promoting and raising awareness about nutrition and health in society.
- Cultivating culinary art skills to enhance nutrient enrichment.

Strategy 16: Green & Sustainable Environment Practices: PIET is focused on Green & Sustainable environment practices for inculcating the strong values among the students for fostering the earth. The quality audit on green & sustainable environment and energy system is a regular practice in PIET. The purpose of the present green audit is to identify, quantify, describe and prioritize framework of Environment Sustainability in compliance with the applicable regulations, policies and standards of the institute. The students of PIET are made sustainable engineers who highly focused on minimizing waste, using renewable energy sources, reducing pollution and creating long-lasting, efficient systems that can be enjoyed by future generations. The importance of Green & Sustainable environment practices comes from the industry's aim to create a better world.

Proposed Plan of Action:

- Prepare sustainable engineers for upcoming generations
- The institute documents its green practices for record-keeping.
- Assessing the implementation of green practices to identify strengths and weaknesses.
- Conducting a survey to understand how green practices are being implemented.
- Enhancing environmental consciousness campus-wide.
- Identifying and assessing environmental risks and hazards.
- The environmental audit program collects data and addresses concerns proactively.