



**SINHGAD TECHNICAL EDUCATION SOCIETY'S**  
**S.K.N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT**

**CRITERION 1**

**1.3.1 RELATED DOCUMENTS**

**SUPPORTIVE EVIDENCES**

**SUMMARY, LIST OF COURSES, DESCRIPTION OF COURSES &  
LIST OF ACTIVITIES WITH DESCRIPTION**



SINHGAD TECHNICAL EDUCATION SOCIETY'S®

# S. K. N. SINHGAD SCHOOL OF BUSINESS MANAGEMENT

(Approved by AICTE, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)  
S. No. 10/1, Ambegaon (Bk.), Pune - 411041. Phone : +91 20 2435 4036  
Telefax: +91 20 2435 4036 Email : director\_sknbsm@sinhgad.edu

**Prof. M. N. Navale**  
M.E. (Elect.) MIE, MBA  
Founder President

**Dr. (Mrs.) Sunanda M. Navale**  
B.A., M.P.M., Ph.D.  
Founder Secretary

**Dr. Prachi Pargaonkar**  
M.Com., Ph.D., FCA  
Director

## 1.3 CURRICULUM ENRICHMENT

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

#### SUMMARY:

### SINHGAD TECHNICAL EDUCATION SOCIETY'S S.K.N SINHGAD SCHOOL OF BUSINESS MANAGEMENT AMBEGAON (BK) PUNE

INSTITUTION INTEGRATES CROSSCUTTING ISSUES RELEVANT TO PROFESSIONAL ETHICS, GENDER, HUMAN VALUES, ENVIRONMENT AND SUSTAINABILITY IN TRANSACTING THE CURRICULUM

#### PROFESSIONAL ETHICS

**Courses:**

- Indian Ethos & Business Ethics
- Verbal Communication Lab
- Entrepreneurship Development
- Geopolitics & World Economic Systems
- Start Up and New Venture Management
- Leadership and Succession Planning
- Cross Cultural Management and Global Leadership
- Emotional Intelligence and Managerial Effectiveness Lab
- Managing for Sustainability
- Soft Skills
- Introduction to Cyber Security

**Activities:**

- Cyber Security And Cyber Crime Awareness Program
- "New in-house course - How To Think Holistically"

#### GENDER

**Courses:**

- Human Rights of Vulnerable And Disadvantaged Groups

**Activities:**

- Workshop on Human Rights, Indian Judiciary System & The Constitution of India (2019-2023)
- International Women's Day Celebration
- Introduction to Constitution
- Guest Session on "Gender Sensitization and Equity"

#### HUMAN VALUES

**Courses:**

- Introduction to Human Rights and Duties
- Geopolitics & World Economic Systems
- Organizational Behaviour
- Basics of Marketing
- Emotional Intelligence and Managerial Effectiveness Lab
- Managing for Sustainability

**Activities:**

- Workshop on Human Rights, Indian Judiciary System & The Constitution of India (2019-2023)
- Introduction to Constitution

#### ENVIRONMENT AND SUSTAINABILITY

**Courses:**

- Corporate Social Responsibility & Sustainability
- Managing for Sustainability

**Activities:**

- Tree Plantation Activity (2018-2023)
- "Cleanliness Drive and Awareness "with Adar Poonalwala on occasion of World Environment Day
- E-Waste and Plastic Waste drive
- Flood Relief Donation Activity
- AGNITO (B-Plan and Debate Competition)



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**LIST OF COURSES THAT ADDRESS CROSS CUTTING ISSUES-**

The list of courses in Programme which address the Professional Ethics, Gender, Human Values, Environment and sustainability into the curriculum is as given below:

Sr.No	Syllabus Pattern	Course Code	Course Title
113	2019 Revised	GE - IL - 01	Verbal Communication Lab
109	2019 Revised	GE - UL - 03	Entrepreneurship Development
208	2019 Revised	GE - UL - 08	Geopolitics & World Economic Systems
209	2019 Revised	GE - UL - 09	Start Up and New Venture Management
408	2019 Revised	GE - UL - 22	Corporate Social Responsibility & Sustainability
102	2019 Revised	GC – 02	Organizational Behaviour
105	2019 Revised	GC – 05	Basics of Marketing
402	2019 Revised	GC – 15	Indian Ethos & Business Ethics
414 HR	2019 Revised	SE – IL - HRM – 20	Leadership and Succession Planning
1-IB	2019 Revised	SE – IB - 03	Cross Cultural Management and Global Leadership
207	2016 Pattern	GE-IL	Emotional Intelligence and Managerial Effectiveness Lab
401	2016 Pattern	Generic Core	Managing for Sustainability
191	Compulsory Subjects	NA	Introduction to Human Rights and Duties
291	Compulsory Subjects	NA	Human rights of vulnerable and disadvantaged groups
394	Compulsory Subjects	NA	Soft Skills
192	Compulsory Subjects	NA	Introduction to Cyber Security



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**DESCRIPTION OF COURSES WHICH ADDRESS CROSS CUTTING ISSUES:**

Course Code	Course Title	Cross Cutting Issue	Description
GE - IL - 01	Verbal Communication Lab	Professional Ethics	Throughout the course, emphasize ethical communication practices in business contexts. Discuss the importance of honesty, transparency, and integrity in various communication scenarios. Include case studies or examples that highlight ethical dilemmas in communication and decision-making.
109 GE - UL - 03	Entrepreneurship Development	Professional Ethics	Include discussions on ethical considerations in entrepreneurship, such as transparency in business dealings, fair treatment of employees, and honesty in business practices. Encourage students to analyze case studies that involve ethical dilemmas commonly faced by entrepreneurs. Discuss the importance of ethical behavior in building a sustainable and successful entrepreneurial venture.
208 GE - UL - 08	Geopolitics & World Economic Systems	Professional Ethics & Human Values	Discuss the ethical considerations involved in international trade and economic relationships. Explore the role of ethical business practices in shaping global economic systems. Discuss the role of values such as fairness, justice, and inclusivity in shaping international economic relations. Explore how global economic systems can contribute to or challenge human values.
209 GE - UL - 09	Start Up and New Venture Management	Professional Ethics	Integrate discussions on ethical considerations in entrepreneurship, emphasizing honesty, transparency, and integrity in business practices. Discuss ethical dilemmas that entrepreneurs may face in their decision-making processes. Highlight the importance of ethical leadership in building a sustainable and socially responsible start-up.
408 GE - UL - 22	Corporate Social Responsibility &	Environment and Sustainability	Extend discussions on environmental sustainability within the context of CSR.

	Sustainability		<p>Explore how organizations can integrate sustainability principles into their CSR frameworks.</p> <p>Discuss the impact of CSR initiatives on environmental conservation and sustainable development.</p>
102 GC – 02	Organizational Behaviour	Human Values	<p>Explore the role of human values such as respect, empathy, and fairness in shaping organizational behavior.</p> <p>Discuss how organizational behavior principles align with and contribute to the promotion of fundamental human values in the workplace.</p>
105 GC – 05	Basics of Marketing	Human Values	<p>Emphasize the alignment of marketing activities with fundamental human values such as fairness, respect, and social responsibility.</p> <p>Discuss the role of human values in shaping consumer preferences and brand loyalty.</p>
402 GC – 15	Indian Ethos & Business Ethics	Professional Ethics	<p>Discuss the importance of professional ethics in the context of Indian ethos and business practices.</p> <p>Explore case studies that highlight ethical dilemmas in various professional fields and industries.</p>
414 HR SE – IL - HRM – 20	Leadership and Succession Planning	Professional Ethics	<p>Integrate discussions on the ethical dimensions of leadership and succession planning.</p> <p>Encourage students to analyze and propose ethical solutions to real-world scenarios in the field of human resource management.</p>
1-IB SE-IB - 03	Cross Cultural Management and Global Leadership	Professional Ethics & Human Values	<p>Discussions on ethical dilemmas faced by international executives and ethical considerations in cross-cultural settings may highlight the importance of professional ethics in global leadership.</p> <p>The course may provide frameworks or models for making ethical decisions in diverse cultural contexts.</p> <p>Human Values</p>
207 GE-IL	Emotional Intelligence and Managerial Effectiveness Lab	Professional Ethics & Human Values	<p>Understanding emotions and attitudes, as mentioned in the syllabus, may involve discussions on the ethical dimensions of emotional intelligence in professional settings.</p> <p>Measuring emotional intelligence may include considerations of ethical standards and practices.</p> <p>Exploring emotional competencies and the role of emotions in attitudes inherently involves discussions related to human values.</p> <p>The focus on personal and managerial effectiveness may integrate discussions on values that contribute to effective leadership.</p>
401	Managing for Sustainability	Professional Ethics, Human Values &	<p>The course includes topics such as Corporate Governance and Corporate Ethics, discussing</p>

		Environment and Sustainability	<p>ethical principles in business practices. The section on "Corporate Ethics" delves into the ethical value system, values across cultures, Indian values and ethics, and business ethics.</p> <p>The course explicitly covers Indian values and ethics, emphasizing respect for elders, cooperation, non-violence, and holistic relationships between individuals and nature. Concepts such as corporate excellence, total quality, and care for employees align with human values, contributing to a comprehensive understanding.</p> <p>The course extensively covers sustainable development, environmental aspects, and the economic and social dimensions of sustainability.</p> <p>Topics like "Bottom of the pyramid opportunities" and "Business case for sustainable development" directly address environmental and social sustainability.</p>
191	Introduction to Human Rights and Duties	Human Values	<p>The course explicitly mentions human values such as dignity, liberty, equality, justice, unity in diversity, ethics, and morals.</p> <p>Exploring human rights in the context of these values integrates the concept of human values within the discourse of rights and duties.</p>
291	Human Rights of Vulnerable And Disadvantaged Groups	Gender	<p>The section on the social status of women addresses gender-specific human rights issues.</p> <p>Discussions on women's rights and the challenges faced by women in vulnerable situations contribute to gender sensitivity.</p>
394	Soft Skills	Professional Ethics	<p>Emphasizing clear and effective communication is an ethical practice in business. The course may discuss the ethical considerations in communication, such as honesty, transparency, and respect.</p> <p>Emphasizing self-discipline, self-awareness, and responsibility in professional communication.</p>
192	Introduction to Cyber Security	Professional Ethics	<p>The discussion of security policies, risk management, and business continuity inherently involves ethical considerations in handling sensitive information.</p> <p>Understanding and abiding by security laws and standards are essential for maintaining professional ethics in the field of cyber security.</p>





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We surpass traditional learning methods by organizing fascinating guest lectures, workshops, and events focused on crucial topics that promote social accountability and facilitate comprehensive student growth. By employing a holistic strategy, we guarantee that our students acquire not only academic information but also assimilate the principles that shape them into responsible and ethical individuals.

Our dedication to addressing various challenges can be seen by activities such as the Cyber Security Awareness Program, a business Plan competition which focus on sustainable rural development and campaigns to plant trees. These activities perfectly correspond with our commitment to environmental and social issues, demonstrating our belief that education extends beyond textbooks. Through these efforts, we enable our students to achieve success not only in their careers but also as individuals who are aware of their social responsibilities and ethical responsibilities. Activities such as the "Cleanliness Drive" and "E-Waste and Plastic Waste Drive" are tangible manifestations of our institute's commitment to comprehensive development. These initiatives not only contribute to creating environmentally conscious individuals but also develop a sense of responsibility towards societal issues. The activities we engage in are a tangible reflection of our mission, which is based on holistic development and a unique value system. The institute strives to achieve its aim of being a renowned management institution known for its exceptional quality and ethical leadership. This is accomplished through various initiatives that actively promote environmental sustainability, gender sensitization, and ethical awareness.

Furthermore, these initiatives perfectly correspond with the fundamental principles of SKN Sinhgad School of Business Management. The pursuit of educational excellence is apparent through a wide array of awareness initiatives. Furthermore, our dedication to stakeholders is evident in our endeavor to foster the development of socially responsible individuals.

Institute dedication to enhancing the curriculum and including cross-cutting issues is not merely a theoretical position, but rather an actual and practiced reality. We are developing students who has not just exceptional academic skills but also a strong sense of social responsibility and ethical awareness. Our approach transcends conventional academic limitations, providing our students with both knowledge and morals that will have a constructive influence on society and the environment.



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**Additional activities conducted at institute which address integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability.**

<b>Sr.No</b>	<b>Activity</b>
1	Tree Plantation Activity Reports
2	“Cleanliness Drive and Awareness “with Adar Poonalwala on occasion of World Environment Day
3	E-Waste and Plastic Waste drive
4	"Cyber Security And Cyber Crime Awareness Program "
5	Workshop on Human Rights, Indian Judiciary System & The Constitution of India
6	Report of International Women’s Day Celebration
7	CSR Activity- Flood Relief Donation Activity
8	Report of Session – Introduction to Constitution
9	Report of -Constitution Day Celebration
10	AGNITO (B-Plan and Debate Competition)
11	“New in-house course - How To Think Holistically”
12	Report of Guest Session on “Gender Sensitization and Equity”