

# **INTERNATIONAL ACADEMY OF MANAGEMENT AND ENTREPRENEURSHIP**

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## **Self Study Report**

**Submitted to**

**National Assessment and Accreditation Council (NAAC)**

**PO Box No.1075, Nagarabhavi, Bangalore-560072, INDIA**

**Date of Submission: 21<sup>st</sup> May 2015**



**Mr. H B SHIVAKUMAR,**

**CHAIRMAN**

INTERNATIONAL ACADEMY OF MANAGEMENT AND  
ENTREPRENEURSHIP (IAME)



**Mr. MAHANTESH V NELAVIGI**

**MANAGING DIRECTOR**

INTERNATIONAL ACADEMY OF MANAGEMENT AND  
ENTREPRENEURSHIP (IAME)



**Mr. BILU M V,**  
**DIRECTOR & CEO**  
INTERNATIONAL ACADEMY OF MANAGEMENT AND  
ENTREPRENEURSHIP (IAME)



**Mr. SANDESH KUMAR G K ,**

**LIBRARIAN**

**LEARNING RESOURCE CENTRE**

**INTERNATIONAL ACADEMY OF MANAGEMENT AND  
ENTREPRENEURSHIP (IAME)**



**Prof.SUNIL B RAO,  
PRINCIPAL**



**Ms. NISHA C  
HOD - PG**



**Prof. BHARATH BOOSHAN,  
HOD -UG**



**Ms. AMBIKA**



**Mr. CHRISTOPHER  
JOHNSON**



**Mr. AMITABH  
ANAND**



**Ms. RAMA JYOTHI**



**Mr. SHREE HARSHA**



**Mr. SANDESH  
KUMAR GK**



**Ms. KANCHAN  
RAJPUT**



**Mr. NAGAPPA**

## Details of Administrative and Support Staff

### IAME

<b>Sl. No.</b>	<b>Name of the Faculty</b>	<b>Designation</b>	<b>Educational qualification/ s</b>
<b>1</b>	<b>Mr. Guruveer Manikanta</b>	<b>Officer - Administration</b>	<b>B Com</b>
<b>2</b>	<b>Ms. Renuka Kumari B.H</b>	<b>Academic Coordinator</b>	<b>B.A</b>
<b>3</b>	<b>Mr. Hanumanth Raju</b>	<b>Office Assistant</b>	<b>PUC</b>
<b>4</b>	<b>Ms. Manasa S.R</b>	<b>Officer – Admissions</b>	<b>B.E</b>
<b>5</b>	<b>Mr. Nandish T</b>	<b>Admission - Assistant</b>	<b>(B Com)</b>
<b>6</b>	<b>Smt. Meenamma</b>	<b>House Keeping</b>	<b>PUC</b>
<b>7</b>	<b>Smt. Sampangamma</b>	<b>House Keeping</b>	<b>VIII</b>

## **Governing Council**

### **INTERNATIONAL ACADEMY OF MANAGEMENT AND ENTREPRENEURSHIP**

**Dr. Ramesh Babu**

Chairman Emeritus, IAME

**Mr. H.B. Shivakumar**

Chairman, IAME

**Mr. B.K. Ramakrishna**

Vice Chairman, IAME

**Dr. Arun Madhavan**

Founder, Trustee & Chairman, VVKI The Art of Living,  
Former Director – Standard Chartered Bank

**Mr. Mahantesh B. Nelavigi**

Managing Director, IAME

**Mr. Bilu M.V**

Director & CEO, IAME

**Dr. H.B. PhaniRaju**

Principal, Rajiv Gandhi Institute of Technology, Bangalore

**Prof. Sunil B Rao,**

Principal, IAME



ಕೃಷಿ ಸಂಶೋಧನೆ ಇಲಾಖೆ 317 ಯಾದವಿ 2009

ಕರ್ನಾಟಕ ಸರ್ಕಾರ

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ,  
ಬಹುಮತಡಿ ಕಟ್ಟಡ,  
ಬೆಂಗಳೂರು, ದಿನಾಂಕ: 30-07-2009.

ಇಂದ:

ಸರ್ಕಾರದ ಕಾರ್ಯದರ್ಶಿ, (ಉನ್ನತ ಶಿಕ್ಷಣ)

ಶಿಕ್ಷಣ ಇಲಾಖೆ,

ಬೆಂಗಳೂರು-560 001.

ಇವರಿಗೆ:

ಕುಲಸಚಿವರು,

ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯ,

ಬೆಂಗಳೂರು - 560 056.

ಪ್ರಾಚಾರ್ಯರೇ,

ವಿಷಯ: 2009-10ನೇ ಶೈಕ್ಷಣಿಕ ಸಾಲಿಗೆ ಬೆಂಗಳೂರಿನ ಇಂಟರ್ ನ್ಯಾಷನಲ್ ಅಕಾಡೆಮಿ ಆಫ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಅಂಡ್ ಎಂಟರ್‌ಪ್ರೈಸಿಸ್ ಗೆ ಹೊಸ ಸಂಯೋಜನೆ.

ಉಲ್ಲೇಖ: ಕೆಎಸ್ ಸಂಖ್ಯೆ:ಎಸಿಎ-3/ಹೊಸಪ್ರ/2009-2010, ದಿನಾಂಕ: 06-06-2009.

1) ಬೆಂಗಳೂರಿನ ನಳಂದ ಎಜುಕೇಷನಲ್ ಟ್ರಸ್ಟ್ 2009-10ನೇ ಶೈಕ್ಷಣಿಕ ಸಾಲಿನಿಂದ ಹೊಸದಾಗಿ ಇಂಟರ್ ನ್ಯಾಷನಲ್ ಅಕಾಡೆಮಿ ಆಫ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಅಂಡ್ ಎಂಟರ್‌ಪ್ರೈಸಿಸ್ ಅನ್ನು ಸ್ಥಾಪಿಸಿ ಪ್ರಾರಂಭಿಸಲು ಸಂಯೋಜನೆ ಕೋರಿ, ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯಕ್ಕೆ ಸಲ್ಲಿಸಿದ ಅರ್ಜಿಯನ್ನು ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯದ ಸ್ಥಳೀಯ ವಿಚಾರಣಾ ಸಮಿತಿಯ ಪರದಿ ಮತ್ತು ವಿದ್ಯಾವಿಷಯಕ ಪರಿಣಿತರ ಸಮಾಲೋಚನೆಯೊಂದಿಗೆ ಸಿಂಡಿಕೇಟ್ ಮಾಡಿರುವ ಶಿಫಾರಸ್ಸನ್ನು ಆಧರಿಸಿ ಸಂವೀಕ್ಷಿಸಲಾಗಿದೆ.

2) ಕರ್ನಾಟಕ ರಾಜ್ಯ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳ ಅಧಿನಿಯಮ, 2000ರ 59ನೇ ಪ್ರಕರಣದ (11)ನೇ ಉಪ ಪ್ರಕರಣದಡಿ ಪದಪ್ರವಾಹ ಅಧಿಕಾರವನ್ನು ಪಡೆಯಿಸಿ, ಮೇಲ್ಕಂಡ ಕಾಲೇಜನ್ನು ಕೆಳಕಂಡ ಪದವಿ ಕೋರ್ಸುಗಳು ಮತ್ತು ಶೈಕ್ಷಣಿಕ ನಿಗದಿಪಡಿಸಿರುವ ವಿಷಯ ಸಮೂಹ ಮತ್ತು ವಿದ್ಯಾರ್ಥಿ ಪ್ರಮಾಣದೊಂದಿಗೆ 2009-10ನೇ ಶೈಕ್ಷಣಿಕ ಸಾಲಿನಿಂದ ಪ್ರಾರಂಭಿಸಲು "ಸ್ಥಳೀಯ ಪರಿಶೀಲನಾ ಸಮಿತಿಯ ಶಿಫಾರಸ್ಸಿನಂತೆ" ಸಂಯೋಜನೆಯನ್ನು ಮಂಜೂರು ಮಾಡುವಂತೆ ಸರ್ಕಾರದ ಶಿಫಾರಸ್ಸನ್ನು ತಿಳಿಸಲು ನಾನು ನಿರ್ದೇಶಿಸಲಾಗಿದ್ದೇನೆ.

ಕ್ರ. ಸಂ.	ಕೋರ್ಸ್	ಧಾತೆಗಳು/ ವಿಷಯಗಳು	ವಿದ್ಯಾರ್ಥಿ ಪ್ರಮಾಣ
1.	ಬಿ.ಬಿ.ಎಂ.	ವಿ.ವಿ.ಪರಿನಿಯಮಾವಳಿಯಂತೆ	60(ಅರವತ್ತು)
2.	ಬಿ.ಕಾಂ.	ವಿ.ವಿ.ಪರಿನಿಯಮಾವಳಿಯಂತೆ	60(ಅರವತ್ತು)
3.	ಎಂ.ಐ.ಡಿ.	ಮಾಸ್ಟರ್ ಆಫ್ ಇಂಟರ್‌ನ್ಯಾಷನಲ್ ಬಿಸಿನೆಸ್	60(ಅರವತ್ತು)

ಪ್ರತಿಗಳು:-

- (1) ಕಾಲೇಜುಗಳಿಗೆ ಅನ್ವಯವಾಗಿರುವ ಅನುದಾನ ಸಂಹಿತೆಯಲ್ಲಿ ಯಾವುದೇ ಉಪಬಂಧಗಳಿದ್ದರೂ ಮೇಲ್ಕಂಡ ಕಾಲೇಜಿಗೆ ಸರ್ಕಾರವು ಯಾವುದೇ ಅನುದಾನವನ್ನು ಮಂಜೂರು ಮಾಡುವುದಿಲ್ಲ. ಅದು ಶಾಶ್ವತ ಅನುದಾನರಹಿತ ಕಾಲೇಜಿನಂತೆ ಪರಿಗಣಿಸಲ್ಪಡುತ್ತದೆ;
- (2) ಶಾಶ್ವತ ಅನುದಾನರಹಿತ ಪರಿಶಿಷ್ಟ ಒಳಪಡಲು ಸಂಸ್ಥೆಯು ಮಧ್ಯಂತರ ಒಪ್ಪಂದ ಪತ್ರದಲ್ಲಿನ ನಿಬಂಧನೆಗಳನ್ನು ಕಟ್ಟುನಿಟ್ಟಾಗಿ ಪಾಲಿಸಬೇಕು;
- (3) ಮೇಲ್ಕಂಡ ಕಾಲೇಜು ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯದ ನಿಯಮಾವಳಿಗಳ ಉಪಬಂಧಗಳನ್ನು ತಪ್ಪದ ಪಾಲಿಸಬೇಕು.



- 4) ನಿಗದಿತ ವಿದ್ಯಾರ್ಥಿ ಪ್ರಮಾಣಕ್ಕಿಂತ ಹೆಚ್ಚುವರಿಯಾಗಿ ವಿದ್ಯಾರ್ಥಿಗಳ ಪ್ರವೇಶ ಮಾಡತಕ್ಕದ್ದಲ್ಲ.
- 5) ಜಾಲಿಯಲ್ಲಿರುವ ಸರ್ಕಾರದ ನಿಯಮಾವಳಿ, ಆದೇಶಗಳು ಹಾಗೂ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಅನುಸಾರವಾಗಿ ಪರಿನಿಯಮಾವಳಿ ಇತ್ಯಾದಿಗಳನ್ನು ಕಟ್ಟುನಿಟ್ಟಾಗಿ ಪಾಲಿಸಬೇಕು.
- 6) ಸ್ಥಳೀಯ ವಿಚಾರಣಾ ಸಮಿತಿ ವಿಧಿಸಿರುವ ಪ್ರತಿಯೊಂದು ಭರವಸೆ ಕಟ್ಟುನಿಟ್ಟಾಗಿ ಪಾಲಿಸಬೇಕು.
- 7) ಕಾಲೇಜು/ಆಡಳಿತ ಮಂಡಳಿಯು ಶೇ.50ರಷ್ಟು ವಿಶ್ವವಿದ್ಯಾಲಯ ಕೋಟಾವನ್ನು (ಎಲ್ಲಿ ಅನ್ವಯವಾಗುತ್ತದೆಯೋ ಅಲ್ಲಿ) ವಿಶ್ವವಿದ್ಯಾಲಯದ ನಿಯಮಾವಳಿಯ ಪ್ರಕಾರ ನಿಗದಿಪಡಿಸತಕ್ಕದ್ದು; ಮತ್ತು ಕಾಲಕಾಲಕ್ಕೆ ವಿಶ್ವವಿದ್ಯಾಲಯದ ನಿಗದಿಪಡಿಸುವ ಶುಲ್ಕವನ್ನು ಮಾತ್ರ ವಸೂಲುಮಾಡತಕ್ಕದ್ದು. ವಿಶ್ವವಿದ್ಯಾಲಯವು ನಿಗದಿಪಡಿಸಿದ ಶುಲ್ಕ/ಮೊತ್ತಕ್ಕಿಂತ ಹೆಚ್ಚಿನ ಮೊತ್ತವನ್ನು ವಸೂಲು ಮಾಡತಕ್ಕದ್ದಲ್ಲ.
- 8) ದಿನಾಂಕ:13-08-1997ರಂದು ವಿಶಾಖ V/s ರಾಜಸ್ತಾನ ಸರ್ಕಾರ ಮೊಕದ್ದಮೆಯಲ್ಲಿ ಸುಪ್ರೀಂ ಕೋರ್ಟು ನೀಡಿರುವ ತೀರ್ಪಿನಂತೆ ಯಾವುದೇ ವ್ಯಕ್ತಿ/ವಿದ್ಯಾರ್ಥಿಯು ಗಲಭೆಯನ್ನು ಉಂಟುಮಾಡುವುದಾಗಲೀ ಅಥವಾ ಕಾಲೇಜಿನಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ಲೈಂಗಿಕ ಕಿರುಕುಳ ನೀಡಿದಲ್ಲಿ ಅದು ಸಂಜ್ಞೆಯ ಅಪರಾಧ (Cognizable offence) ಎಂದು ಪರಿಗಣಿಸಿ, ಈ ತರಹದ ಜಟಿವಟಕೆ ಗಳಲ್ಲಿ ತೊಡಗಿದ ವಿದ್ಯಾರ್ಥಿ/ವ್ಯಕ್ತಿಯ ಪ್ರವೇಶವನ್ನು ರದ್ದುಪಡಿಸುವುದು; ಮತ್ತು ಆ ವ್ಯಕ್ತಿ/ವಿದ್ಯಾರ್ಥಿಯ ಮೇಲೆ ಕಾನೂನು ರೀತ್ಯೆ ಕಮೆ ಜರುಗಿಸತಕ್ಕದ್ದು ಮುಂದುವರಿದು, ಕಾಲೇಜು/ಆಡಳಿತ ಮಂಡಳಿಯು ಸುಪ್ರೀಂ ಕೋರ್ಟಿನ ಆದೇಶದನ್ವಯ ಒಂದು ದೂರ ಸಮಿತಿಯನ್ನು ರಚಿಸಿ, ಇಂತಹ ಜಟಿವಟಕೆಗಳನ್ನು ನಿಯಂತ್ರಿಸಲು ಕಮೆ ಜರುಗಿಸತಕ್ಕದ್ದು.
- 9) ಕಾಲೇಜು ವಿದ್ಯಾರ್ಥಿಗಳ ಬೆಳವಣಿಗೆಗಾಗಿ ಉತ್ತಮ ಕೋರ್ಸ್‌ನ್ನು ನಡೆಸತಕ್ಕದ್ದು; ಕಾಲೇಜಿನ ಪ್ರಾಂಶುಪಾಲರು ಆಡಳಿತ ಮಂಡಳಿಯು ವಿದ್ಯಾರ್ಥಿ/ಬೋಧಕ ವೃಂದವನ್ನು ಸೌಹಾರ್ದ ಯುತವಾಗಿ ಕಾಣತಕ್ಕದ್ದು.
- 10) ಕಾಲೇಜಿನ ಆಡಳಿತ ಮಂಡಳಿಯು ಯಾವುದೇ ವಿದ್ಯಾರ್ಥಿಯ ಅಂತಃಪಟ್ಟ ಅಥವಾ ಇತರೆ ದಾಖಲಾತಿಗಳನ್ನು ಸದಾ ವಿದ್ಯಾರ್ಥಿಯ ಪ್ರವೇಶವನ್ನು ವಿಶ್ವವಿದ್ಯಾಲಯವು ಅನುಮೋದಿಸುವವರೆಗೆ ಅಥವಾ 6 ತಿಂಗಳ ಅವಧಿಗೆ ಮೀರಿ ಇವೆರಡರಲ್ಲಿ ಯಾವುದು ಮೊದಲೋ ಅಲ್ಲಿಯವರೆಗೆ ಅನಗತ್ಯವಾಗಿ ಕಡೆಹಿಡಿಯತಕ್ಕದ್ದಲ್ಲ.
- 11) ಕಾಲೇಜಿನ ಆಡಳಿತ ಮಂಡಳಿಯು ಯಾವುದೇ ವಿದ್ಯಾರ್ಥಿಯು ವರ್ಗಾವಣೆ ಪ್ರಮಾಣ ಪತ್ರ ಬೇಕೆಂದು ಅಪೇಕ್ಷಿಸಿದಲ್ಲಿ ಸಲ್ಲಿಸಿದಲ್ಲಿ, ಅದನ್ನು ವಿಶಲಿಸುವಾಗ ವಿದ್ಯಾರ್ಥಿಗೆ ತೊಂದರೆ ಸೇಡತಕ್ಕದ್ದಲ್ಲ; ಹಾಗೂ ಅಪರಂಧ ಬೀಳಿಸಿದಿರುವ ಶೈಕ್ಷಣಿಕ ವರ್ಷ/ಸೆಮಿಸ್ಟರ್ ಅವಧಿಗೆ ಮಾತ್ರ ಬೋಧಕ ಶುಲ್ಕವನ್ನು ಪಡೆಯತಕ್ಕದ್ದು ಹಾಗೂ ಬೇರೆಯಾವುದೇ ಮೊತ್ತವನ್ನು ಪಡೆಯತಕ್ಕದ್ದಲ್ಲ.
- 12) ಕ್ಯಾಪಿಟೇಷನ್ ಶುಲ್ಕವನ್ನು ಯಾವುದೇ ರೂಪದಲ್ಲಿ ಪಡೆಯತಕ್ಕದ್ದಲ್ಲ.
- 13) ಪ್ರವೇಶಾತಿಯಲ್ಲಿ ರೋಸ್ಟರ್ ಪದ್ಧತಿಯನ್ನು ಕಟ್ಟುನಿಟ್ಟಾಗಿ ಪಾಲಿಸತಕ್ಕದ್ದು.
- 14) ಆಡಳಿತ ವ್ಯವಹಾರದಲ್ಲಿ ಕನ್ನಡವನ್ನು ಕಡ್ಡಾಯವಾಗಿ ಬಳಸತಕ್ಕದ್ದು.

ತಮ್ಮ ನಂಬುಗೆಯ

(ಯು.ಡಿ. ಉಳವಿ)

ಸರ್ಕಾರದ ಅಧೀನ ಕಾರ್ಯದರ್ಶಿ,  
ಶಿಕ್ಷಣ ಇಲಾಖೆ (ವಿಶ್ವವಿದ್ಯಾಲಯ).

3/11/97

ಇವರಿಗೆ:

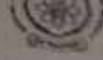
ಕಾಲೇಜು ಶಿಕ್ಷಣ ಆಯುಕ್ತರು/ನಿರ್ದೇಶಕರು, ಬೆಂಗಳೂರು-560 001.

ಕಾಲೇಜು ಶಿಕ್ಷಣ ಪಾದೇಶಿಕ ಜಂಟಿ ನಿರ್ದೇಶಕರು, ಬೆಂಗಳೂರು.

ಅಧ್ಯಕ್ಷರು, ನೆಳಂದ ಎಜುಕೇಷನ್ ಟ್ರಸ್ಟ್, ನಂ.152/2, ನಿಸರ್ಗ ಕ್ಯಾಂಪಸ್, ಆರ್ಟ್ ಆಫ್ ಲಿವಿಂಗ್ ಹಿಂದೆ, ಕನಕಮಠ್ ರಸ್ತೆ, ಉದಯಪುರ ಅಂಚೆ, ಬೆಂಗಳೂರು-82.

ಸಂಖ್ಯೆ: ಬಿ.ಬಿ.ಎಂ.-3/ಎ3/ಸಂ.ಸ/2010-11

ಬೆಂಗಳೂರು



ವಿಶ್ವವಿದ್ಯಾಲಯ

ಬಿ.ಬಿ.ಎಂ.-360 ರೀತಿ

ದಿನಾಂಕ: 15-8-2011

ಅಧಿಸೂಚನೆ

ವಿಷಯ : 2010-11ನೇ ಶೈಕ್ಷಣಿಕ ಸಾಲಿಗೆ ಸಂಯೋಜನೆ ನಮೀಕರಿಸುವ ಬಗ್ಗೆ.

ಕರ್ನಾಟಕ ರಾಜ್ಯ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳ ಅಧಿನಿಯಮ 2000ರ 59ನೇ ಪ್ರಕರಣದ 17ನೇ ಉಪಬಂಧದಲ್ಲಿ ಪ್ರದತ್ತವಾದ ಅಧಿಕಾರದನ್ವಯ ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯದಿಂದ 2010-11ನೇ ಸಾಲಿಗೆ ಬೆಂಗಳೂರು ಇಂಟರ್ ನ್ಯಾಷನಲ್ ಲಾಕಡಮಿ ಆಫ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಅಂಡ್ ಎಂಟರ್‌ಪ್ರೈಸಿಸ್ ಪಾಕಿಸ್ತಾನದ ಕೋರ್ಸುಗಳಿಗೆ/

ಕೋರ್ಸುಗಳಿಗೆ ಈ ಕೆಳಕಂಡ ಪರಾಕ್ರಮಗಳನ್ನು ಸಂಯೋಜನೆಯನ್ನು ನಮೀಕರಿಸಿ ಮುಂದುವರಿಸಿದೆ.

ಕೋರ್ಸು	ವಿಷಯ	ವಿದ್ಯಾರ್ಥಿ ಪ್ರಮಾಣ
ಬಿ.ಬಿ.ಎಂ.	ವಿಶ್ವವಿದ್ಯಾಲಯದ ಪರಿನಿಯಮಾವಳಿಯಂತೆ	60 (ಆರವತ್ತು)
ಬಿ.ಕಾಂ.	ವಿಶ್ವವಿದ್ಯಾಲಯದ ಪರಿನಿಯಮಾವಳಿಯಂತೆ	60 (ಆರವತ್ತು)
ಎಂ.ಐ.ಬಿ.	ಮಾಸ್ಟರ್ ಆಫ್ ಇಂಟರ್‌ನ್ಯಾಷನಲ್ ಬಿಸಿನೆಸ್	60 (ಆರವತ್ತು)

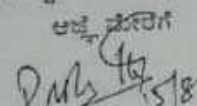
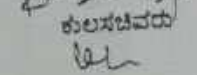
ವಿ.ಸೂ: 2010-11ನೇ ಸಾಲಿನ ಸ್ಥಳೀಯ ವಿಚಾರಣಾ ಸಮಿತಿಯ ವರದಿಯನ್ನು ಲಗತ್ತಿಸಿದೆ. ಇದರಲ್ಲಿರುವ ಸಂಶೋಧನಾ ನಿಗದಿಪಡಿಸಿದ ವಿದ್ಯಾರ್ಥಿ ಪ್ರಮಾಣದೊಂದಿಗೆ-ಮಾತ್ರ ಸಂಯೋಜನೆಯನ್ನು ಸಮೀಕ್ಷಿಸಲಾಗಿದೆ. ಉಳಿಕೆ 15 ರೀತಿಗಳ ಬಗ್ಗೆಯೂ ಸ್ಥಳೀಯ ವಿಚಾರಣಾ ಸಮಿತಿಯ ವರದಿಯಲ್ಲಿ ವಿವರಿಸಲಾಗಿದೆ. ಇದರಲ್ಲಿರುವ ಬಗ್ಗೆ ಅನುಚಿತವಾಗಿ ವರದಿಯನ್ನು ನೀಡಲಾಗಿದ್ದು ಇಲ್ಲದಾದಲ್ಲಿ ಮೂರನೇ ಶೈಕ್ಷಣಿಕ ವರ್ಷದ ಸಂಯೋಜನಾ ಸಮೀಕ್ಷಣದ ಅರ್ಜಿಯನ್ನು ಸ್ವೀಕರಿಸಲಾಗುವುದಿಲ್ಲ.

ಪರತ್ತುಗಳು:

1. ಸ್ಥಳೀಯ ವಿಚಾರಣಾ ಸಮಿತಿ ಮತ್ತು ಶೈಕ್ಷಣಿಕ ಪರಿಷತ್ತು ಸಮೂಹೀಯದ ಪರಾಕ್ರಮಗಳನ್ನು ಪರಿಶೀಲಿಸಿದ್ದು.
2. ನಿಗದಿತ ವಿದ್ಯಾರ್ಥಿ ಪ್ರವೇಶ ಪ್ರಮಾಣವನ್ನು ಮೀರಿದಲ್ಲಿ ಹೆಚ್ಚುವರಿ ಪ್ರವೇಶ ಪ್ರಮಾಣಕ್ಕೆ ವಿಶ್ವವಿದ್ಯಾಲಯ ಅಂಗೀಕಾರ ನೀಡುವುದಿಲ್ಲ.



3. ಯಾವುದೇ ಕೋರ್ಸ್‌ಗೆ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಪೂರ್ವಾನುಮತಿಯಿಲ್ಲದ ಕಾರ್ಡ್‌ಗಳನ್ನು ಹೆಚ್ಚಿಸಬಾರದು.
4. ಸದರಿ ಪದವಿ ಕೋರ್ಸ್‌ಗಳಿಗೆ ವಿದ್ಯಾರ್ಥಿಗಳ ಪ್ರವೇಶ ಕಲ್ಪಿಸುವಾಗ ಸರ್ಕಾರದಿಂದ ಆಗಿಂದಾಗ್ಗೆ ಹೊರಡಿಸುವ ಮಾರ್ಗದರ್ಶಿ ಆದೇಶಗಳನ್ನು ಕಟ್ಟುನಿಟ್ಟಾಗಿ ಪಾಲಿಸತಕ್ಕದ್ದು.
5. ವಿಶ್ವವಿದ್ಯಾಲಯವು, ಕಾಲೇಜಿನ ವಿದ್ಯಾರ್ಥಿಗಳು, ಫೋರಡರು ಹಾಗೂ ಫೋರಡೇಟರ್ ನೌಕರರ ಬಗ್ಗೆ ಕಾಲಕಾಲಕ್ಕೆ ಹೊರಡಿಸುವ ನಿಯಮಾವಳಿ/ಪರಮಿತಿಮಾಪಕ ಮತ್ತು ಆದೇಶಗಳನ್ನು ಕಾಲೇಜು ಪಾಲಿಸತಕ್ಕದ್ದು. ಕಾಲೇಜು, ವಿಶ್ವವಿದ್ಯಾಲಯದ ಸಂಯೋಜನಾ ಅಧಿಕಾರವಹಿಗನುಗುಣವಾಗಿ ಕೋರ್ಸ್‌ಗಳಿಗೆ ನಿಗದಿತವಿರುವ ಕೆಲವಾರು ಪ್ರಮಾಣಪತ್ರವನ್ನು ಮೀರದಂತೆ ಹಾಗೂ ವಿಶ್ವವಿದ್ಯಾಲಯವು ಕೋರ್ಸ್‌ಗಳಿಗೆ ನಿಗದಿತವಿರುವ ಅರ್ಹತಾ ನಿಯಮಾವಳಿಗಳನ್ನು ಉಲ್ಲಂಘಿಸದಂತೆ ಕೋರ್ಸ್‌ಗಳಿಗೆ ವಿದ್ಯಾರ್ಥಿಗಳ ಪ್ರವೇಶವನ್ನು ಮಾಡಿಕೊಳ್ಳತಕ್ಕದ್ದು.
6. ಸ್ನಾತಕೋತ್ತರ ಪದವಿ ಕೋರ್ಸ್‌ಗಳಿಗೆ ವಿಶ್ವವಿದ್ಯಾಲಯ ಕಾಲಕಾಲಕ್ಕೆ ನಿಗದಿತವಿರುವ ಪ್ರವೇಶ ಮತ್ತು ಇತರ ಕುಲ್ಯುಗಳನ್ನು ಮೀರದಂತೆ, ನಿಗದಿತವಿರುವ ವಿದ್ಯಾರ್ಥಿ ಪ್ರಮಾಣದ ಕೇಳಡಾ 50ರಂತೆ (ಸರ್ಕಾರಿ ಕಾಲೇಜುಗಳಿಗೆ ಕೇಳಡಾ 100ರಂತೆ) ವಿಶ್ವವಿದ್ಯಾಲಯವು ಪ್ರಾಯೋಜಿಸುವ ವಿದ್ಯಾರ್ಥಿಗಳಿಂದ ಪ್ರವೇಶವನ್ನು ಮಾಡಿಕೊಳ್ಳತಕ್ಕದ್ದು.
7. ಮೈಕಾಕೆ V/ಕೆ ರಾಜಸ್ವಾಮಿ ರಾಜ್, ಸರ್ಕಾರದ ವ್ಯಾಪ್ತಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ, ದಿನಾಂಕ:13-8-1997ರ ಸರ್ವೋಚ್ಚ ನ್ಯಾಯಾಲಯದ ತೀರ್ಮಾನಂತೆ, ಕಾಲೇಜು ಅಥವಾ ಕಛೇರಿ, ಕೆಲಸ ನಿರ್ವಹಿಸುವ ಕ್ಷೇತ್ರಗಳಲ್ಲಿ, ಯಾವುದೇ ವ್ಯಕ್ತಿಯಿಂದ(ಪೋರಡ/ಪೋರಡೇಟರ್/ಆಡಳಿತಮಂಡಳಿ) ಅಥವಾ ವಿದ್ಯಾರ್ಥಿಯಿಂದ ಹುಲಿಯಿರಿಗ/ವಿದ್ಯಾರ್ಥಿನಿಯರಿಗೆ ಯಾವುದೇ ರೀತಿಯ ಕಿರುಕುಳ, ಲೈಂಗಿಕ ಕಿರುಕುಳ ನೀಡುವುದು ಶಿಕ್ಷಾರ್ಹ ಅಪರಾಧವಾಗಿದೆ. ಯಾವುದೇ ವ್ಯಕ್ತಿ/ವಿದ್ಯಾರ್ಥಿ ಈ ರೀತಿಯಾದ ಹುಲುವಟಿಕೆಗಳಲ್ಲಿ ಭಾಗಿಯಾಗಿದ್ದಲ್ಲಿ ಅಂತಹವರನ್ನು ಕೆಲಸದಿಂದ/ವಿದ್ಯಾರ್ಥಿವೇತನದಿಂದ ವಿಮುಕ್ತಗೊಳಿಸಬಹುದಾಗಿದೆ. ಕಾಲೇಜು ಈ ರೀತಿಯ ಅಪರಾಧಗಳನ್ನು/ಹುಲುವಟಿಕೆಗಳನ್ನು ಮುಖ್ಯಾಧಿಕಾರಿ ಸಮೀಕ್ಷಾತ್ಮಕ ನ್ಯಾಯಾಲಯದ ಆದೇಶದಂತೆ ದೂರು ಸಮೀಕ್ಷಿಸುವ ಸ್ವಾತನ ಮಾಡತಕ್ಕದ್ದು.
8. ವಿದ್ಯಾರ್ಥಿಗಳನ್ನು ಶೈಕ್ಷಣಿಕವಾಗಿ ಅಭಿವೃದ್ಧಿಗೊಳಿಸುವ ಮಟ್ಟಕ್ಕೆ ಕಾಲೇಜು ಕೋರ್ಸ್‌ಗಳ ವಿಕ್ಷಣ ಕ್ರಮವನ್ನು ಉತ್ತಮಪಡಿಸತಕ್ಕದ್ದು. ವಿದ್ಯಾರ್ಥಿಗಳನ್ನು ಹಾಗೂ ಕೇವಲವಿರುವ ಫೋರಡರುಗಳನ್ನು ಪ್ರಾಯಶಃಪಾಲರು/ ಆಡಳಿತಮಂಡಳಿಯವರು ಸಹಾನುಭೂತಿಯಿಂದ ನೋಡಿಕೊಳ್ಳತಕ್ಕದ್ದು.
9. ಕಾಲೇಜು ವಿನಾಕಾರಣ ವಿದ್ಯಾರ್ಥಿಗಳ ಅಂಕಪಟ್ಟಿ ಹಾಗೂ ಇತರ ದಾಖಲೆಗಳನ್ನು ಆರು ತಿಂಗಳ ಅವಧಿ ಮೀರದಂತೆ ತಮ್ಮಲ್ಲಿಯೇ ಇಟ್ಟುಕೊಳ್ಳತಕ್ಕದ್ದು. ಪ್ರವೇಶ ಅನುಮೋದನೆಗಾಗಿ ಸಲ್ಲಿಸಿರುವ ಅಂಕಪಟ್ಟಿ ಹಾಗೂ ಇತರ ದಾಖಲೆಗಳನ್ನು, ಪ್ರವೇಶ ಅನುಮೋದನೆಯಾದ ನಂತರ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ತ್ವರಿತವಾಗಿ ವಿತರಣೆಯನ್ನು ಮಾಡಿ ವಿಶ್ವವಿದ್ಯಾಲಯಕ್ಕೆ ತಿಳಿಸತಕ್ಕದ್ದು.
10. ವಿದ್ಯಾರ್ಥಿಗಳು, ವರ್ಗಾವಣೆ ಪತ್ರವನ್ನು ನೀಡುವ ಬಗ್ಗೆ ದುಸದಿ ಸಲ್ಲಿಸಿದ್ದಲ್ಲಿ, ಕಾಲೇಜು ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ಯಾವುದೇ ತೊಂದರೆ ನೀಡದೆ, ವರ್ಗಾವಣೆ ಪತ್ರವನ್ನು ನೀಡತಕ್ಕದ್ದು. ಈ ಬಗ್ಗೆ ಆ ವರ್ಷದ/ಸೆಮಿಸ್ಟರ್‌ನ ಪೂರ್ಣವಾಗದ ಅವಧಿಯ ಫೋರಡನಾ ಕುಲ್ಯವನ್ನು ಹೊರತುಪಡಿಸಿ, ಯಾವುದೇ ಹೆಚ್ಚುವರಿ ಕುಲ್ಯವನ್ನು ವಸೂಲಿ ಮಾಡಲು ನಿಯಮಾವಳಿ ಪ್ರಕಾರ ಅನುಮತಿ ಇರುವುದಿಲ್ಲ.
11. ಯಾವುದೇ ರೀತಿಯಾದ ಕ್ಯಾಪಿಟೇಷನ್ ಕುಲ್ಯವನ್ನು ಕಾಲೇಜು ವಸೂಲಿ ಮಾಡತಕ್ಕದ್ದಲ್ಲ.
12. 2011-12ನೇ ಸಾಲಿಗೆ ಕೋರ್ಸ್‌ಗಳ ಸಂಯೋಜನಾ ಸಮೀಕರಣಕ್ಕೆ ಕಾಲೇಜು ತಪ್ಪದೆ ಅರ್ಜಿಯನ್ನು ಸಲ್ಲಿಸತಕ್ಕದ್ದು.

ಆಜ್ಞೆ ಮೇರೆಗೆ  
  
 ಕುಲಸಚಿವರು  


ಗೆ,

ಪ್ರಾಂಶುಪಾಲರು,  
 ಇಂಟರ್ ನ್ಯಾಷನಲ್ ಅಕಾಡೆಮಿ ಆಫ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಅಂಡ್  
 ಎಂಟರ್‌ಪ್ರೈಸರ್‌ಷಿಪ್, ನಂ.152/2, ನಿಸರ್ಗ ಕ್ಯಾಂಪಸ್, ಆರ್ಟ್ ಆಫ್ ಲಿವಿಂಗ್  
 ಎದುರು, ಕನಕಪುರ್ ರಸ್ತೆ, ಉದಯಪುರ ಅಂಬೆ,  
 ಬೆಂಗಳೂರು -560 082

ಪ್ರತಿಗಳು:

- 1) ಕಾರ್ಯದರ್ಶಿಯವರು, ಶಿಕ್ಷಣ ಇಲಾಖೆ (ವಿಶ್ವ ವಿದ್ಯಾಲಯ), ಬಹುಮತದಿಗಳ ಕಟ್ಟಡ, ಹುಲಿ ಅಂಬೇಡ್ಕರ್ ವೀಧಿ ಬೆಂಗಳೂರು-1.
- 2) ನಿರ್ದೇಶಕರು, ಕಾಲೇಜು ಶಿಕ್ಷಣ ನಿರ್ದೇಶನಾಲಯ, ಬೆಂಗಳೂರು-1.
- 3) ಕುಲಸಚಿವರು (ವಶಿಲ್ತುಮಾಪಕ), ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಬೆಂಗಳೂರು-1.
- 4) ಉಪಕುಲಸಚಿವರು / ಅಧೀಕ್ಷಕರು ಶೈಕ್ಷಣಿಕ ವಿಭಾಗ-1/4, ಬೆಂ. ವಿ. ಬೆಂಗಳೂರು-56.
- 5) ಸಹಾಯಕ ನಿರ್ದೇಶಕರು, ಅಂತರ ಅಂತರಗಳ ವಿಭಾಗ, ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಬೆಂಗಳೂರು-1.

ಬೆಂಗಳೂರು



ವಿಶ್ವವಿದ್ಯಾಲಯ

ಸಂಖ್ಯೆ: ಎ.ವಿ-3/ಎ3/ಸಂ.ಸ/2015-16

ಸ್ಥಾಪನಾಂಕ:  
ಬೆಂಗಳೂರು-560 056  
ದಿನಾಂಕ: 02-05-2015

**ಅಧಿಸೂಚನೆ**

ವಿಷಯ : 2015-16ನೇ ಶೈಕ್ಷಣಿಕ ಸಾಲಿಗೆ ಸಂಯೋಜನೆ ನವೀಕರಿಸುವ ಬಗ್ಗೆ.

ಕರ್ನಾಟಕ ರಾಜ್ಯ ವಿಶ್ವವಿದ್ಯಾಲಯಗಳ ಅಧಿನಿಯಮ 2000ದ 59ನೇ ಪ್ರಕರಣದ 17ನೇ ಉಪಬಂಧದಲ್ಲಿ ಪ್ರದತ್ತವಾದ ಅಧಿಕಾರದನ್ವಯ ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯವು, 2015-16ನೇ ಸಾಲಿಗೆ ಬೆಂಗಳೂರಿನ ಇಂಟರ್ ಮ್ಯಾಟರ್ ಆಕಾಡೆಮಿ ಆಫ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಅಂಡ್ ಎಂಟರ್‌ಪ್ರೈಸಸ್ ನಡೆಸುತ್ತಿರುವ ಕೆಳಕಂಡ ಕೋರ್ಸುಗಳಿಗೆ/ ~~ಪ್ರಾಚಾರ್ಯರಿಗೆ~~ ಈ ಕೆಳಕಂಡ ಪರೀಕ್ಷೆಗೊಳಪಟ್ಟು ಸಂಯೋಜನೆಯನ್ನು ನವೀಕರಿಸಿ ಮುಂದುವರಿಸಿದೆ.

ಕೋರ್ಸು	ವಿಷಯ	ವಿದ್ಯಾರ್ಥಿ ಪ್ರಮಾಣ
ಬಿ.ಬಿ.ಎ.*	ವಿಶ್ವವಿದ್ಯಾಲಯದ ಪರಿನಿಯಮಾವಳಿಯಂತೆ	60 (ಆರವತ್ತು)
ಬಿ.ಕಾಂ.	ವಿಶ್ವವಿದ್ಯಾಲಯದ ಪರಿನಿಯಮಾವಳಿಯಂತೆ	60 (ಆರವತ್ತು)
ಎಂ.ಐ.ಬಿ.	ಮಾಸ್ಟರ್ ಆಫ್ ಇಂಟರ್‌ನ್ಯಾಷನಲ್ ಬಿಸಿನೆಸ್	60 (ಆರವತ್ತು)

\*ಬಿ.ಬಿ.ಎಂ. ಕೋರ್ಸಿನ ಹೆಸರನ್ನು ವಿಶ್ವವಿದ್ಯಾಲಯದ ಧನ ಸಹಾಯ ಆಯೋಗ, ನವದೆಹಲಿ ಇವರ ಗೆಜೆಟ್ ಅಧಿಸೂಚನೆ ದಿ: 5-07-2014ರಲ್ಲಿನ ನಿರ್ದೇಶನದಂತೆ, ವಿ.ವಿ. ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ: Aca-II/Mod.Nom.UG/PG Syll./2014-15 ದಿನಾಂಕ: 19-01-2015ರ ಮೂಲಕ, 'ಡ್ಯಾಚುಲರ್ ಆಫ್ ಬಿಸಿನೆಸ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್' ಎಂಬ ಹೆಸರನ್ನು 'ಡ್ಯಾಚುಲರ್ ಆಫ್ ಬಿಸಿನೆಸ್ ಅಡ್ಮಿನಿಸ್ಟ್ರೇಷನ್(ಬಿ.ಬಿ.ಎ.)' ಎಂದು ಬದಲಾವಣೆ ಮಾಡಲಾಗಿದೆ.

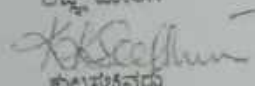
**ನಿ.ಸೂ:** 2015-16ನೇ ಸಾಲಿನ ಸ್ಥಳೀಯ ವಿಚಾರಣಾ ಸಮಿತಿಯ ವರದಿಯನ್ನು ಲಗತ್ತಿಸಿದೆ. ಕಾಲೇಜುಗಳಿಗೆ ಸಂಬಂಧಿಸಿದ ನಿಗದಿಪಡಿಸಿದ ವಿದ್ಯಾರ್ಥಿ ಪ್ರಮಾಣದೊಂದಿಗೆ ಮಾತ್ರ ಸಂಯೋಜನೆಯನ್ನು ನವೀಕರಿಸಲಾಗಿದೆ. ಕಾಲೇಜು 15 ದಿನಗಳ ಒಳಗಾಗಿ ಸ್ಥಳೀಯ ವಿಚಾರಣಾ ಸಮಿತಿಯ ವರದಿಯಲ್ಲಿ ನಮೂದಿಸಿರುವ ಕೊರತೆಗಳನ್ನು ಸಂದೂಕಿಸಿಕೊಂಡು ಉತ್ತಮ ಪಡಿಸಿಕೊಂಡಿರುವ ಬಗ್ಗೆ ಹಾಗೂ ನ್ಯಾಯಾಂಗಗಳನ್ನು ಸರಿಪಡಿಸಿಕೊಂಡಿರುವ ಕುರಿತು ಅನುಸರಣಾ ವರದಿಯನ್ನು ನೀಡತಕ್ಕದ್ದು. ಇಲ್ಲವಾದಲ್ಲಿ ಮುಂದಿನ ಶೈಕ್ಷಣಿಕ ವರ್ಷದ ಸಂಯೋಜನಾ ನವೀಕರಣದ ಅರ್ಜಿಯನ್ನು ಸ್ವೀಕರಿಸಲಾಗುವುದಿಲ್ಲ.

**ಕರತುಗಳು:**

1. ಸ್ಥಳೀಯ ವಿಚಾರಣಾ ಸಮಿತಿಯು ನಮೂದಿಸಿರುವ ಕರತುಗಳನ್ನು ಘರಿಸತಕ್ಕದ್ದು.
2. ನಿಗದಿತ ವಿದ್ಯಾರ್ಥಿ ಪ್ರವೇಶ ಪ್ರಮಾಣವನ್ನು ದೀರ್ಘದಲ್ಲಿ ಹೆಚ್ಚುವಂ ಪ್ರವೇಶ ಪ್ರಮಾಣಕ್ಕೆ ವಿಶ್ವವಿದ್ಯಾಲಯ ಅಂಗೀಕರಿಸುವುದಿಲ್ಲ.

3. ಯಾವುದೇ ಕೋರ್ಸ್/ಕೋರ್ಸುಗಳಿಗೆ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಪ್ರಾಧಾಪನಿಕೆಯನ್ನು ಅನುಮೋದನೆ ಪಡೆಯುವುದು.
4. ಇದರ ಪದವಿ ಕೋರ್ಸುಗಳಿಗೆ ವಿದ್ಯಾರ್ಥಿಗಳ ಪ್ರವೇಶ ಕಲ್ಪಿಸುವುದು ಸರ್ಕಾರದಿಂದ ಆಗುವುದು. ಪೂರೈಕೆಯಾದ ಮೇರೆಗೆ ಪ್ರಾಧಾಪನಿಕೆಯನ್ನು ಪಡೆಯುವುದು.
5. ವಿಶ್ವವಿದ್ಯಾಲಯವು, ಕಾಲೇಜಿನ ವಿದ್ಯಾರ್ಥಿಗಳು, ಲೋಕಾರ್ಪಣೆ ಹಾಗೂ ಫೋರಟೇಷನ್ ಮೇಲಿಂದ ಬಗ್ಗೆ ಸುಲಭವಾಗಿ ಸೇರಿಸುವುದು ಬಹುಮಾನದ/ಪ್ರಶಸ್ತಿಯೊಂದಿಗೆ ಮತ್ತು ಅದೇಕೆಗಳನ್ನು ಕಾಲೇಜು ಪಾಲಿಸಿಗಳನ್ನು, ಕಾಲೇಜು ವಿದ್ಯವಿದ್ಯಾಲಯದ ಕುಲೋಪದೇಶ ಅಧಿಸೂಚನೆಗಳಿಗಾಗಿ ಕೋರ್ಸುಗಳಿಗೆ ಸಂಗ್ರಹಿಸುವುದು ವಿದ್ಯಾರ್ಥಿ ಪ್ರವಾಸವನ್ನು ಮೊದಲನೆಯ ಹಾಗೂ ವಿಶ್ವವಿದ್ಯಾಲಯವು ಕೋರ್ಸುಗಳಿಗೆ ಸಂಗ್ರಹಿಸುವುದು ಅರ್ಜಿ ಸಲ್ಲಿಸುವುದಕ್ಕಾಗಿ, ಉಲ್ಲೇಖಿಸುವಂತೆ ಕೋರ್ಸುಗಳಿಗೆ ವಿದ್ಯಾರ್ಥಿಗಳ ಪ್ರವೇಶವನ್ನು ಮಾಡಿಕೊಳ್ಳುವುದು.
6. ಕ್ಷಾತ್ರಕೋತ್ತರ ಪದವಿ ಕೋರ್ಸುಗಳಿಗೆ ವಿಶ್ವವಿದ್ಯಾಲಯ ಕಾಲಕಾಲಕ್ಕೆ ಸಂಗ್ರಹಿಸುವುದು ಪ್ರವೇಶ ಮತ್ತು ಇತರೆ ಸುಲಭವಾಗಿ ಮಾಡುವಂತೆ, ಸಂಗ್ರಹಿಸುವ ವಿದ್ಯಾರ್ಥಿ ಪ್ರವೇಶದ ಕೇವಲ 50ರಂತೆ (ಸರ್ಕಾರ ಕಾಲೇಜುಗಳಿಗೆ ಕೇವಲ 100ರಂತೆ) ವಿಶ್ವವಿದ್ಯಾಲಯವು ಪ್ರಾಯೋಜಿಸುವ ವಿದ್ಯಾರ್ಥಿಗಳಿಂದ ಪ್ರವೇಶವನ್ನು ಮಾಡಿಕೊಳ್ಳುವುದು.
7. ಲೈಡಲ್ W/E ರಾಜಸ್ಥಾನದ ರಾಜ್ಯ ಸರ್ಕಾರದ ವ್ಯಾಖ್ಯೆ ಸಂಬಂಧಿಸಿದಂತೆ, ದಿನಾಂಕ 13-8-1997ರ ಸಭೆಯನ್ನು ನ್ಯಾಯಾಲಯದ ತೀರ್ಮಾನಂತೆ, ಕಾಲೇಜು ಅಥವಾ ಕಛೇರಿ, ಕೆಲಸ ಸಮಾಹಿತಿಯ ಸ್ಥಳಗಳಲ್ಲಿ, ಯಾವುದೇ ವ್ಯಕ್ತಿಯಿಂದ(ಪೋಷಕ/ಪೋಷಕರ/ಅಡಳಿತಮಂಡಳ) ಅಥವಾ ವಿದ್ಯಾರ್ಥಿಯಿಂದ ಮಹಿಳೆಯರಿಗೆ/ವಿದ್ಯಾರ್ಥಿನಿಯರಿಗೆ ಯಾವುದೇ ರೀತಿಯ ಕಿರುಕುಳ, ಲೈಂಗಿಕ ಕಿರುಕುಳ ನೀಡುವುದು ನಿಷೇಧಿಸಲ್ಪಡುವುದಾಗಿದೆ. ಯಾವುದೇ ವ್ಯಕ್ತಿ/ವಿದ್ಯಾರ್ಥಿ ಈ ರೀತಿಯಾದ ಚುರುಕುಗಳಲ್ಲಿ ಭಾಗಿಯಾಗಿದ್ದಲ್ಲಿ ಅಂತಹವರನ್ನು ಕೆಲಸದಿಂದ/ವಿದ್ಯಾರ್ಥಿತ್ವದಿಂದ ವಿಮುಕ್ತಗೊಳಿಸುವುದಾಗಿದೆ. ಕಾಲೇಜು ಈ ರೀತಿಯ ಅಪರಾಧಗಳನ್ನು/ಚುರುಕುಗಳನ್ನು ಮುಖಾಂತರ ಸಭೆಯನ್ನು ನ್ಯಾಯಾಲಯದ ಆದೇಶದಂತೆ ದೂರು ಸಲ್ಲಿಸುವುದನ್ನು ಸ್ವಾಭಾವಿಕ ಮಾಡುವುದು.
8. ವಿದ್ಯಾರ್ಥಿಗಳನ್ನು ಶೈಕ್ಷಣಿಕವಾಗಿ ಅಭಿವೃದ್ಧಿಗೊಳಿಸುವ ಮಟ್ಟಕ್ಕೆ ಕಾಲೇಜು ಕೋರ್ಸುಗಳ ಹಿನ್ನೆಲೆ ಕ್ರಮವನ್ನು ಉತ್ತಮಪಡಿಸುವುದು. ವಿದ್ಯಾರ್ಥಿಗಳನ್ನು ಹಾಗೂ ಸೇವೆಯಲ್ಲಿರುವ ಫೋರಟೇಷನ್‌ಗಳನ್ನು ಪ್ರಾಂಶುಪಾಲರು/ಅಡಳಿತಮಂಡಳಿಯವರು ಸಹಾನುಭೂತಿಯಿಂದ ನೋಡಿಕೊಳ್ಳುವುದು.
9. ಕಾಲೇಜು ಮಹಾಶಾಲಾ ವಿದ್ಯಾರ್ಥಿಗಳ ಅಂತರಾಷ್ಟ್ರೀಯ ಹಾಗೂ ಇತರ ದಾಖಲೆಗಳನ್ನು ಆರು ತಿಂಗಳ ಅವಧಿ ಮೊದಲನೆಯ ತಮ್ಮಲ್ಲಿಯೇ ಇಟ್ಟುಕೊಳ್ಳುವುದು. ಪ್ರವೇಶ ಅನುಮೋದನೆಯಾಗಿ ಸಲ್ಲಿಸುವ ಅಂತರಾಷ್ಟ್ರೀಯ ಹಾಗೂ ಇತರ ದಾಖಲೆಗಳನ್ನು ಪ್ರವೇಶ ಅನುಮೋದನೆಯಾದ ನಂತರ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ತಕ್ಷಣವಾಗಿ ವಿಕರಣೆಯನ್ನು ಮಾಡಿ ವಿಶ್ವವಿದ್ಯಾಲಯಕ್ಕೆ ತಿರುಗಿಸುವುದು.
10. ವಿದ್ಯಾರ್ಥಿಗಳು, ಪರ್ಗಾವಣೆ ಪತ್ರವನ್ನು ನೀಡುವ ಬಗ್ಗೆ ಮಾನವ ಸಲ್ಲಿಸಿದಲ್ಲಿ, ಕಾಲೇಜು ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ಯಾವುದೇ ತೊಂದರೆ ನೀಡದೆ, ಪರ್ಗಾವಣೆ ಪತ್ರವನ್ನು ನೀಡುವುದು. ಈ ಬಗ್ಗೆ ಆ ಪರ್ಗಾವಣೆ/ಸಿಮಿಲ್ಯಾನ್ಸ್ ಪರ್ಗಾವಣೆಗಳಾದ ಅವಧಿ ಮೊದಲನೆಯ ಕುಲವನ್ನು ನೋಡುವುದು, ಯಾವುದೇ ಪಕ್ಕದ ಕುಲವನ್ನು ವಸೂಲಿ ಮಾಡಲು ನೀಡುವುದು ಪ್ರಕಾರ ಅನುಮತಿ ಇರುವುದಿಲ್ಲ.
11. ಯಾವುದೇ ರೀತಿಯಾದ ಕೃಷಿಪೀಠದ ಕುಲವನ್ನು ಕಾಲೇಜು ವಸೂಲಿ ಮಾಡುವುದಿಲ್ಲ.
12. ಅಡಳಿತ ವ್ಯವಹಾರದಲ್ಲಿ ಕನ್ನಡವನ್ನು ಕಡ್ಡಾಯವಾಗಿ ಬಳಸುವುದು.
13. 2016-17ನೇ ಸಾಲಿಗೆ ಕೋರ್ಸುಗಳ ಸಂಯೋಜನಾ ಸಮೀಕ್ಷೆಯನ್ನು ಕಾಲೇಜು ತಪ್ಪದೆ ಆಯ್ಕೆಯನ್ನು ಸಲ್ಲಿಸುವುದು.
14. ಪದವಿ ವರ್ಗಗಳನ್ನು ಘೋಷಿಸುವ ಕಾಲೇಜುಗಳು ಸ್ಟಾಕ್ (NAAC) ಅನುಮೋದನೆಯನ್ನು ಕೊಡಲೇ ಪಡೆಯುವುದು.
15. ಪ್ರಾಂಶುಪಾಲರು, ಮೌಲ್ಯಮಾಪನ ಕಾರ್ಯಕ್ಕಾಗಿ ಅರ್ಜಿ ಹಿತ್ತಲರ ಪಟ್ಟಿಯನ್ನು ಸಂಬಂಧಿಸಿದ ಪರೀಕ್ಷಾ ಮಂಡಳಿ ಅಧ್ಯಕ್ಷರುಗಳಿಗೆ ತಪ್ಪದೆ ಸಲ್ಲಿಸುವುದು. ತಪ್ಪಿದ್ದಲ್ಲಿ ಕಾಲೇಜಿನ ಸಂಯೋಜನೆಯನ್ನು ರದ್ದುಪಡಿಸುವುದು.

ಆಜ್ಞೆ ಮೇರೆಗೆ

  
ಕುಲಸಚಿವರು  
ಮುಖ್ಯ

ಗೆ,

ಪ್ರಾಂಶುಪಾಲರು,  
ಇಂಟರ್ ನ್ಯಾಷನಲ್ ಆಕಾಡೆಮಿ ಆಫ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್ ಅಂಡ್  
ಎಂಬರ್‌ಪ್ರೊಸೆಸ್‌, ನಂ.152/2, ನಿರ್ಗಲ್ ಕ್ಯಾಂಪಸ್, ಆರ್‌ಎ  
ಆಫ್ ಲಿವಿಂಗ್ ಎದುರು, ಕನಕಪುರ್ ರಸ್ತೆ, ಉದಯಪುರ ಅಂಚೆ,  
ಬೆಂಗಳೂರು -560 082.

ಪ್ರತಿಗಳು:

- 1) ಸರ್ಕಾರದ ಪ್ರಧಾನ ಕಾರ್ಯದರ್ಶಿಯವರು, ಹೈದರಾಬಾದ್(ವಿಶ್ವ ವಿದ್ಯಾಲಯ), ಪರಿಶೋಧನಾ ಕಛೇರಿ, ಹಾ. ಅಂಬೇಡ್ಕರ್ ಮೆ. ರಸ್ತೆ
- 2) ನಿರ್ದೇಶಕರು, ಕಾಲೇಜು ಹಿನ್ನೆಲೆ ನಿರ್ದೇಶಕರಾದವರು, ಬೆಂಗಳೂರು-1.
- 3) ಕುಲಸಚಿವರು (ಮೌಲ್ಯಮಾಪನ), ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಮಂಗಳೂರು-56/
- 4) ಕಾರ್ಯನಿರ್ವಹಣಾಧಿಕಾರಿ/ಸಂಯೋಜನಾ ಕಾರ್ಯವಲಯ/ಅಧೀಕ್ಷಕರು ಶೈಕ್ಷಣಿಕ ವಿಭಾಗ-1/4, ಬೆ. ವಿ. ಬೆಂಗಳೂರು-56
- 5) ಅಧೀಕ್ಷಕರು, ಇನ್ಸ್ಟಿಟ್ಯೂಟ್ ಆಫ್ ಮ್ಯಾನೇಜ್‌ಮೆಂಟ್, ಮಂಗಳೂರು, ಬೆ.ವಿ.ವಿ., ಬೆಂಗಳೂರು-56
- 6) ಸಂಯೋಜನಾ ನಿರ್ದೇಶಕರು, ಅರ್ಜಿ ಕಾಲೇಜು ವಿದ್ಯಾ, ಬೆಂಗಳೂರು ವಿಶ್ವವಿದ್ಯಾಲಯ, ಬೆಂಗಳೂರು-1 (ಅಂಚೆ-560082)

## Vision

To be a role model in Business Education by creating New Age Managers for India through a unique pedagogical model that infuses the DNA of innovation and creativity of the highest order to dovetail the global economy

## Mission

To accomplish our Vision, we have our own pedagogical approach with emphasis on **CREST** and a socially conscious value based education through

1. Management Skill practice as a part of curriculum
2. Subjects taught by industry practitioners
3. Extensive Corporate Interface
4. Comprehensive Career Management



### **Our Motto**

**Soft Skills – Infused**

**Knowledge – Implemented**

**Leaders - Created**

CREST also means the summit or the pinnacle of your career. So in each of these areas, you can count on the best inputs from the impeccable sources and the learned faculty of the academy.

CREST will make you aware of:

**Corporate Social Responsibility (CSR) and Commitment** - CSR is not just about charity. It is about adapting and aligning businesses and management practices to culture and tradition that form its social milieu. Businesses around the world are waking up to the importance and implications of CSR in national as well as global economies. Keeping this in view, IAME is the first B-School to incorporate an in-house NGO named **Karma Cosmic Foundation**, the CSR Wing of IAME.

**Rural Development and Research** - 650 million people in India work in the agricultural sector. Hence, our leaders and executives need to understand Micro Credit, Rain Water Harvesting (RWH), Agro Industry, Millennium Development Goals (MDG) and the likes of these concepts in the agrarian economies. IAME wants to make sure that the growth impulses (GDP growth) are felt in the rural pulse. It therefore sets afoot a program for specialization in rural development and research. We have adopted a village near IAME for our rural program.

**Environmental Management** - Apart from sensitizing its graduates to the rural markets and economies, IAME's curriculum also focuses on the mainstream environment management topics relevant both to the urban and rural contexts. We have already tied up with NGOs like the Fireflies and Eco BCIL. Under these you will learn about Carbon credit, Global Warming, Environmental overdraft, New and Renewable energy i.e. bio-power, wind power and solar power.

**Soft Skills Training** - Here we zero-in on various interactive skills like innovative approaches to crisis, right-brain development or the creative thinking, left -brain development or analytical thinking, emotional intelligence, lateral thinking and design thinking (a latest concept in soft-skills training)

**Technical Skills and Team Work** - Technical skills and the modules of team work comprise the path of any business management curriculum. At IAME, you will get a sound knowledge of Finance and Accounts, Human Resource Management, Information Technology usage and Sales and Marketing theorems. In addition to these technical skills, a lot of emphasis is laid on team work and team spirit. We encourage the management trainees in formal and informal networking with the various peer groups that would inevitably come across in a work day.



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## Profile of the International Academy of Management & Entrepreneurship, Bangalore – 560 082

### 1. Name and Address of the College:

<p><b>Name: International Academy of Management and Entrepreneurship</b></p> <p><b>Address: 152/2, Nisarga Campus, Off Kanakpura Road, Udayapura Post, Bangalore – 560 082</b></p> <p><b>Ph: +91 80 32477261, Email – admissions@iame.org.in</b></p> <p>Website: www.iame.org.in</p>
--

### 2. For communication:

Designation	Name	Telephone with STD code	Mobile	Fax	Email
Principal	Sunil B Rao	080 32477261	+919845665185	NA	sunil@gmail.com
Head of Department (UG)	Bharath Bhooshan	080 32477261	+919379083906	N A	bilu@iame.org.in
Head of Department (PG)	Nisha C	080 32477261	+919379083906	N A	bilu@iame.org.in
Steering Committee Coordinator	Mathew E.	080 32477261	+918904005602	N A	eabimat@yahoo.co.in

### 3. Status of the of Institution :

Affiliated College

Constituent College

Any other (specify)

<b>Yes</b>

**4. Type of Institution:**

- a. By Gender
- i. For Men ☐
  - ii. For Women ☐
  - iii. Co-education ☒

- b. By shift
- i. Regular ☐
  - ii. Day ☒
  - iii. Evening ☐

**5. Is it a recognized minority institution?**

Yes

No

No

If yes specify the minority status (Religious/linguistic/ any other) and provide documentary evidence.

NA

**6. Source of funding:**

- Government  
Grant-in-aid  
Self-financing  
Any other

Yes

**7. a. Date of establishment of the college:** July 2009

**b. University to which the college is affiliated /or which governs the college (If it is a constituent college)**

Bangalore University

**c. Details of UGC recognition:**

Under Section	Date, Month & Year (dd-mm-yyyy)	Remarks (If any)
i. 2 (f)	NA	
ii. 12 (B)	NA	

(Enclose the Certificate of recognition u/s 2 (f) and 12 (B) of the UGC Act)

d. Details of recognition/approval by statutory/regulatory bodies other than UGC (AICTE, NCTE, MCI, DCI, PCI, RCI etc.)

Under Section / clause	Recognition /Approval details Institution /Department/ Programme	Day, Month and Year (dd-mm-yyyy)	Validity	Remarks
i.	NA			
ii.	NA			

(Copy of Recognition letter is at Annexure - 1)

**8. Does the affiliating University Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?**

Yes ☒ No ☐

If yes, has the College applied for availing the autonomous status?

Yes ☐ No ☒

**9. Is the college recognized**

a. by UGC as a College with Potential for Excellence (CPE)?

Yes ☐ No ☒

If yes, date of recognition: ..... (dd/mm/yyyy)

b. for its performance by any other governmental agency?

Yes ☐ No ☐

If yes, Name of the agency ..... and

Date of recognition: ..... (dd/mm/yyyy)

**10. Location of the campus and area in sq.mts:**

Location	Urban
Campus area in sq. mts.	<b>40000 sq mts</b>
Built up area in sq. mts.	<b>3409 sq mts</b>

**11. Facilities available on the campus (Tick the available facility and provide numbers or other details at appropriate places) or in case the institute has an agreement with other agencies in using any of the listed facilities provide information on the facilities covered under the agreement.**

- Auditorium/seminar complex with infrastructural facilities Yes

- Sports facilities
  - \* play ground **Yes**
  - \* swimming pool **Yes**
  - \* gymnasium **Yes**
- Hostel
  - \* Boys' hostel **Yes**
    - i. Number of hostels **01**
    - ii. Number of inmates **35**
    - iii. Facilities (mention available facilities) – Transportation, Mess, Banking, Reading room, Wifi facility, Health care
  - \* Girls' hostel
    - i. Number of hostels **01**
    - ii. Number of inmates **40**
    - iii. Facilities (mention available facilities) - Transportation, Mess, Banking, Reading room, Wifi facility, Health care
  - \* Working women's hostel **Yes**
    - i. Number of inmates **01**
    - ii. Facilities (mention available facilities) Other than basic facilities the hostel also has Wifi, Gymnasium, Open air Theatre etc
- Residential facilities for teaching and non-teaching staff (give numbers available -- cadre wise) **Yes**
- Cafeteria -- **Yes**
- Health centre – **Yes**  
First aid, Inpatient, Outpatient, Emergency care facility, Ambulance – Yes
- Health centre staff –
 

Qualified doctor	Full time	<input checked="" type="checkbox"/>	Part-time	<input type="checkbox"/>
Qualified Nurse	Full time	<input checked="" type="checkbox"/>	Part-time	<input type="checkbox"/>
- Facilities like banking, post office, book shops **Yes**
- Transport facilities to cater to the needs of students and staff **Yes**
- Animal house **No**
- Biological waste disposal **No**
- Generator or other facility for management/regulation of electricity and voltage **Yes**
- Solid waste management facility **No**
- Waste Water Management **Under Construction**

- Water Harvesting

**Yes**

**12. Details of programmes offered by the college (Give data for current academic year)**

Sl. No.	Programme Level	Name of the Programme/ Course	Duration	Entry Qualification	Medium of instruction	Sanctioned/approved Student strength	No. of students admitted
1	Under-Graduate	BBA	03 Years	PUC/12 <sup>th</sup> or equivalent	English	60	10
		B Com	03 Years	PUC/12 <sup>th</sup> or equivalent	English	60	59
2	Post-Graduate	MIB	02 Years	Degree	English	60	22
	Integrated Programmes	NA					
	P G						
	Ph.D.	NA					
	M.Phil.	NA					
	Ph. D.	NA					
	Certificate courses	NA					
	UG Diploma	NA					
	PG Diploma	NA					
	Any Other (specify and provide details)	NA					

Does the college offer Self-financed Programmes?

Yes ☒ No ☐

If yes, how many?

**Three**

**13. New programmes introduced in the college during the last five years if any?**

Yes		No	<input checked="" type="checkbox"/>	Number	
-----	--	----	-------------------------------------	--------	--

14. List the departments: (respond if applicable only and do not list facilities like Library, Physical Education as departments, unless they are also offering academic degree awarding programmes. Similarly, do not list the departments offering common compulsory subjects for all the programmes like English, regional languages etc.)

Particulars	UG	PG	Research
Science			
Arts			
Commerce	BBA, B Com	MIB	
Any Other not covered above			

15. Number of Programmes offered under (Programme means a degree course like BA, B.Sc, MA, M.Com...)

- a. Annual system  
b. Semester system  
c. Trimester system

3

16. Number of Programmes with

- a. Choice Based Credit System  
b. Inter/Multidisciplinary Approach  
c. Any other ( specify and provide details)

NA
NA
NA

17. Does the college offer UG and/or PG programmes in Teacher Education?

Yes ☐ No ☒

If yes,

- a. Year of Introduction of the programme(s)..... (dd/mm/yyyy)  
and number of batches that completed the programme

NA

- b. NCTE recognition details (if applicable)

Notification No.: .....

Date: ..... (dd/mm/yyyy)

Validity:.....

- c. Is the institution opting for assessment and accreditation of Teacher Education Programme separately?

Yes ☐ No ☐

18. Does the college offer UG or PG programme in Physical Education?

Yes ☐ No ☒

If yes,

a. Year of Introduction of the programme(s)..... (dd/mm/yyyy)  
and number of batches that completed the programme

b. NCTE recognition details (if applicable)

Notification No.: .....

Date: ..... (dd/mm/yyyy)

Validity:.....

NA

c. Is the institution opting for assessment and accreditation of Physical Education Programme separately?

Yes ☐ No ☐

#### 19. Number of teaching and non-teaching positions in the Institution

Positions	Teaching faculty						Non-teaching staff		Technical staff	
	Professor		Associate Professor		Assistant Professor					
	*M	*F	*M	*F	*M	*F	*M	*F	*M	*F
Sanctioned by the UGC / University / State Government <i>Recruited</i>										
<i>Yet to recruit</i>										
Sanctioned by the Management/ Society or other authorized bodies <i>Recruited</i>	03	01	01	01	02	03	04	03		
<i>Yet to recruit</i>										

\*M- Male \*F-Female

#### 20. Qualifications of the teaching staff:

Highest qualification	Professor		Associate Professor		Assistant Professor		Total
	Male	Female	Male	Female	Male	Female	
Permanent teachers							
D.Sc./D.Litt							
Ph.D.							
M. Phil.		01					
PG / UG							
Temporary teachers							
Ph.D.							
M. Phil.							



PG							
Part-time teachers							
Ph.D.	06	01					
M. Phil.	01						
PG	02						

**21. Number of Visiting Faculty /Guest Faculty engaged with the College.**

**16**

**23. Furnish the number of the students admitted to the College during the last four academic years.**

Categories	2014-15		2013-14		2012-13		2011-12	
	Male	Female	Male	Female	Male	Female	Male	Female
SC	08	02	08	01	04		02	01
ST	02	00	01	00	00	00	00	00
OBC	15	08	-	-	-	-	02	02
General	33	19	64	17	18	02	11	03
Others	-	-	-	-	-	-	-	-

**24. Details on students enrollment in the college during the current academic year:**

Type of students	UG	PG	M. Phil.	Ph. D	Total
Students from the same state where the college is located	88	04			92
Students from other states of India	11	41			52
NRI students	00	00			
Foreign students	00	00			
Total	99	45			144

**25. Dropout rate in UG and PG (average of the last two batches)**

UG

**6%**

PG

**Nil**

**26. Unit Cost of Education**

*(Unit cost = total annual recurring expenditure (actual) divided by total number of students enrolled)*

(a) Including the salary component

**Rs.101097/-**

(b) Excluding the salary component

**Rs.72996/-**

**27. Does the College offer any programme/s in distance education mode (DEP)?**

Yes ☐ No ☒

If yes,

a) Is it a registered centre for offering distance education programmes of another University?

Yes ☐ No ☐

b) Name of the University which has granted such registration.

NA

c) Number of programmes offered

NA

d) Programmes carry the recognition of the Distance Education Council.

Yes ☐ No ☐

**28. Provide Teacher-student ratio for each of the programme/course offered**

1:15

**29. Is the college applying for**

Accreditation : Cycle 1 ☐ Cycle 2 ☐ Cycle 3 ☐ Cycle 4 ☐

Re-Assessment:

*(Cycle 1 refers to first accreditation and Cycle 2, Cycle 3 and Cycle 4 refers to re-accreditation)*

**30. Date of accreditation\* (applicable for Cycle 2, Cycle 3, Cycle 4 and re-assessment only)**

NA

Cycle 1: ..... (dd/mm/yyyy) Accreditation Outcome/Result..... Cycle

2: ..... (dd/mm/yyyy) Accreditation Outcome/Result.....

Cycle 3: ..... (dd/mm/yyyy) Accreditation Outcome/Result.....

*\* Kindly enclose copy of accreditation certificate(s) and peer team report(s) as an annexure.*

**31. Number of working days during the last academic year.**

200

**32. Number of teaching days during the last academic year**

180

*(Teaching days means days on which lectures were engaged excluding the examination days)*

**33. Date of establishment of Internal Quality Assurance Cell (IQAC)**

IQAC was formed on 18 February 2015

**34. Details regarding submission of Annual Quality Assurance Reports (AQAR) to**

**NAAC. ---NA---**

AQAR (i) ..... (dd/mm/yyyy)  
AQAR (ii) ..... (dd/mm/yyyy)  
AQAR (iii) ..... (dd/mm/yyyy)  
AQAR (iv) ..... (dd/mm/yyyy)

**35. Any other relevant data (not covered above) the College would like to include. (Do not include explanatory/descriptive information)**

- Academic & Professional excellence is maintained through periodic Faculty Development Programmes, Seminars and Workshops for both Faculty and students.
- Exposure to Industry through Academic Industry Interaction
- Students are exposed to National Level Competitions, Workshops, Panel Discussions conducted by the Parent University and Other Colleges
- Excellent learning atmosphere.
- Research & Extension activities are encouraged for both Faculty and Students.
- Network with Corporates and all stakeholders ensures quality exposure to latest trends, internships and placements.

## **EXECUTIVE SUMMARY**

The International Academy of Management and Entrepreneurship, under the aegis of the Nalanda Educational Trust, was founded by Mr. H B Shivakumar, a first generation entrepreneur with interest in various industries and Mr. Bilu M V. The Institution owes its present status to the Director, Mr. Bilu M.V., who has nurtured it since its inception. In the words of the Chairman,

“IAME believes that if India is to realize its dream of being a global leader, it needs managers at all levels, not only in the Boardrooms. It needs both Entrepreneurs and Intrapreneurs. Also, as an international player our youth needs to become seamlessly connected to the world. What India needs is Indian Management with international perspective, while retaining Indian ethos and values.”

Providing a competitive environment, the IAME has adopted a dynamic, global and holistic approach to education, as well as research and development. Keeping abreast of modern developments, the Institution is constantly restructuring itself and renovating its physical infrastructure as well as its research and education facilities. IAME is located off the Kanakapura Road behind the famous Art of Living Campus. The College is affiliated to Bangalore University.

IAME follows the curriculum designed and prescribed by the Bangalore University. Being an exclusive Management Institution it offers the following programmes in its Campus:

1. 3-year Bachelor of Business Administration
2. 3 – year Bachelor of Commerce, and
3. 2-year Master of International Business

The College also offers enrichment and value added courses primarily directed to the management students, thanks to the academic flexibility brought in by the optimum curriculum management. The parent university updates the syllabus once in 3 years and 5 years for PG and UG courses respectively. All the courses are offered in semester mode. The teaching-learning process aims at achieving not only professional/academic development of the students but also their overall personality. Guest lectures by eminent personalities in the relevant area, workshop, short term projects and industrial visits are also modes of imparting quality education.

A centre for academic excellence and achievement, and a commitment towards quality education IAME strives in all spheres to become one of the finest institutions in Karnataka and India. It provides its students hi-tech educational facilities while retaining traditional values, as well as using its strong industrial contacts to mould young talented individuals who can compete in the global arena. Priority is given to socially disadvantaged and differently - abled people of the society. The admission process is simple and transparent, ensuring equity.

### **Teaching and Learning**

Bridge courses and enrichment courses are strategies to bridge the gap of learning and strengthening the curriculum. While bright students are encouraged to go beyond the syllabus and explore their potential through participation in seminars, paper presentations and project

work, slow learners are identified and assisted by the concerned teachers formally and informally. A systematic approach towards teaching is followed - calendar of events and course plans/lesson plans are framed and various teaching methodologies are used to make the learning process simple and easy to comprehend. Soft-skill training for career enhancement is given significant importance both for the undergraduate course as well as the post graduate course.

Experiential learning at every level is achieved through industrial visits, projects, guest lectures and interaction with eminent personalities from industry and through outreach programmes. State of art facilities like Wi-Fi connectivity, well-equipped and spacious laboratories, interactive boards, and AV equipments are provided to facilitate teaching/learning through ICT. Today the Institution has 15 faculty members, out of which 2 have M.Phil Degrees and two have cleared NET examinations.

Faculty selection is purely based on qualifications prescribed by the UGC, followed by experience, performance at technical interview and demonstration lecture, if required. The academic and research environment at IAME fosters the professional development of the faculty. Faculty members are encouraged to participate in Workshops, Seminars, and Panel Discussions organized by the parent University as well as other Institutions both in Karnataka as well as outside the State. A system of Continuous Assessment, through student feedback and Annual Appraisal, ensures the teacher is equipped to disseminate Quality Education. Appropriate allowances for travel, and granted leave are provided where necessary. Assessment of students is done through periodic tests, seminars, assigned work and final examination as per the Bangalore University norms.

### **Research and Extension**

A Research Centre has been constituted involving both the UG and PG Departments to encourage research activities. Funds and infrastructure for research, financial support for participation in seminars, workshop and conferences is given by the institution to motivate increased participation in research. The teachers contribute through publications, paper review, and guidance to the students. Five of our faculty presented papers in national forums.

To orient the PG students towards research work our faculty encourages and helps students through projects. Our PG students have conducted about five research projects. Although not prescribed by the university, in house projects are encouraged among students to inculcate a research attitude. The moral and social responsibilities receive trust through extension activities conducted by the Outreach Cell. The extension activities include blood donation camps, AIDS awareness programme, plastic waste management programme and other environment awareness programmes that are conducted periodically as per the Academic Calendar.

### **Infrastructure**

The current infrastructure has been developed to cater to the modern requirements of students and campus community. It includes 10 acres area with a built up area of 929 sq.m.

World class ICT enabled classrooms; Computer Labs are designed to cater to every academic requirement of the discerning learners. The library is stocked with books, journals. The support facilities available in the library are as follows:

- Automation of certain services for easy accessibility.
- Reading room and individual cubicles for undisturbed reading
- 10 computers
- Internet facility with 10 mbps
- Reprographic facility
- Uninterrupted power supply and backup facility
- Notice board for information display like circular, paper clipping, job openings and important news
- Competitive examination book and journals.

The classrooms are well equipped with latest teaching aids and audiovisual facilities. The auditorium has the capacity to accommodate 500 people and is well designed with video conferencing facilities to interact with well-known personalities in related fields in all over the world.

The College has well equipped centralized computer center to cater to students and faculty. The Wi-Fi facility connects academic, administrative, and hostel blocks of the campus, with internet facilities on all the nodes. The college also has the latest versions of scientific and technical software, training kits etc., for the students of different branches.

The hostel is located at the IAME campus. Sports facilities both indoor and outdoor are offered which have encouraged our students to participate in intercollegiate competitions. An in-house gym has been planned and will start functioning shortly.

### **Student Progression**

Student progression reflects the progression of the entire Institution. In the last five years of our existence, our students have achieved excellent results in academics, cleared competitive examinations and are well placed in their respective areas. The college also takes pride in stating that its students shine in cultural events, sports and inter college fests, bringing fame and recognition to the institution. Student welfare committee, alumni association, counseling, and cultural committee address all the requirements of the students.

### **Governance and Leadership**

Governance is based on participative, goal oriented and value-oriented principles towards building a knowledge society. Keeping abreast of the nation's approach to higher education through expansion, excellence and equity, the College offers a wide range of curriculum combinations.

Rigorous selection procedures are in place to recruit and continue the services of well qualified teaching faculty whose progress and contribution to the Institution is monitored through periodical self-appraisal and student feedback. The faculty is encouraged to participate as resource persons in knowledge forwarding activities. The transparent admission procedures take care of students from all socio-economic background and other disadvantaged section of the society, thus confirming our commitment to equity.

IAME believes in decentralized leadership. Putting this into practice the Institution has set up several Committees to ensure a holistic development of the Curriculum, Academics, and

Extra Curricular Activities. The members of various committees contribute to decision making in academic and related work. Budget allocations are done systematically and the statements are audited with provisions for follow up actions. Discipline, planning, co-ordination and communication are the strategies for team works to achieve the goals of the Institution.

### **Innovative Practices**

The Institution has developed, from last year new practices to face the emerging challenge in higher education. Ever sensitive to the global demands, the college introduced and continues with courses that have greater career opportunities. There is ample encouragement and organization of programmes for students and faculty in co-curricular and extra-curricular areas to foster innovation, creativity, social responsibilities and values.

The secular outlook of the Institution projects values of communal harmony. Students from various religious, ethnic, and socio-economic backgrounds intermingle, promoting friendship and harmony among disparate groups. Such an atmosphere promotes values in country like India with cultural pluralities and diversities. Students imbibing such values would be ideal global citizens.

The quality criterion in all functional aspects of the college is met through IQAC. Since the students are the biggest stakeholders of our institution, feedback from the outgoing students, alumni, parents, and self-appraisal of teachers and interactions arranged by IQA Cell has helped us to be self-critical and continuously improve ourselves in academic and administrative matters, thus maintaining and further enhancing the reputation of the college.

### **Strengths and Areas for Improvement**

The International Academy of Management and Entrepreneurship, draws its strength from the quality education it has been providing over the last five years. The greatest strength of the Institution is the empowerment of our faculty members in taking decisions in their respective core areas. The transparency involved at all levels of decision making is another strength which we can boast of. Delegation of responsibilities, inviting ideas from all quarters, healthy management practices, decisions taken in consultation with all stakeholders are some of the other positive points of the Institution.

The faculty members of IAME are student centric. Our faculty members, drawn from the industry as well as academia, act within the academic flexibility to follow a curriculum that includes the best of value added courses and enrichment courses. Improved and innovative pedagogical approaches are progressively introduced with parallel infrastructural and technological additions, besides the conventional chalk and talk method of teaching. Regular workshops and hands-on training sessions are organized to assist teachers in the usage of appropriate technology.

Research and consultancy, is in its infancy in the College, are areas where our faculty and students have been showing marked improvement. The Research Centre established recently has created a research consciousness in our faculty members and students.

We deem it our moral responsibility to live up to our expectation of providing contemporary education that moves with the times. Training of students begins from their first semester onwards in verbal and numerical ability, logical reasoning, facing technical and HR interviews, sample placement papers and mock tests helping them face campus interviews with confidence. An effective Training and Placement Cell ensures that our students are placed well in advance. The team members are trained for motivating and disseminating information on employment opportunities to their students. The placement records for the past two years shows an average of 55% recruitment of students who had opted for employment. Curricular, extra-curricular and extension activities are interwoven throughout the academic year. The college facilitates maximum participation of students in cultural and sports activities.

### **Opportunities and Challenges**

The Institution has the booming Banking, Insurance, Manufacturing, IT Sector, Retail and FMCG industries as its partner in progress. With the 'Make in India' watch word of the new Union Government and the resultant boost to the manufacturing Sector in India, employment opportunities to our students will be on the rise in the coming years. The Institution is also in the process of collaboration with industries to frame industry specific courses that can be imparted to the students in tandem with the university specified curriculum.

### **Conclusion**

From its inception in 2009 IAME is in the process of carving a niche for itself in the domain of Management Education. With a vision and mission that uphold everything that true education stands, the Institution is committed to nurturing the intellectual growth of students even as it lays a strong emphasis on inculcating values and social concerns among students. The dynamic Management that is ever sensitive to a rapidly changing world is focused on training the competencies of the students to match global standards. Our state of art infrastructure and competent and committed staff provide a strong foundation to the students. Our quest for excellence gets the required boost from a transparent, democratic, and participative Management. International Academy of Management and Entrepreneurship is poised to reach the top in the years to come.



# **CRITERION 1: CURRICULAR ASPECT**

## **1.1 Curriculum Planning & Implementation**

**1.1.1 State the vision, mission and objectives of the institution, and describe how these are communicated to the students, teachers, staff and other stakeholders.**

### **VISION**

To be a role model in Business Education by creating New Age Managers for India through a unique pedagogical model that infuses the DNA of innovation and creativity of the highest order to dovetail the global economy

### **MISSION**

To accomplish our Vision, we have our own pedagogical approach with emphasis on **CREST** and a socially conscious value based education through

Management Skill practice as a part of curriculum

Subjects taught by industry practitioners

Extensive Corporate Interface

Comprehensive Career Management

**CREST** Principles:     **Corporate Social Responsibility**  
  
                                 **Rural Development and Research**  
  
                                 **Environmental Management**  
  
                                 **Soft Skills Training**  
  
                                 **Technical Skills and Team Work**

## **OBJECTIVES**

International Academy of Management & Entrepreneurship believes that excellence of an Institution lies in its ability to add value to the academic directives of the Universities. The objective is to set up special systems, so that the students get full opportunity to develop themselves into true professionals, not limiting themselves only to the acquisition of a Degree. IAME has therefore added Four Unique Principles of Management Education beyond the statutory requirements. This makes IAME graduates uniquely valuable to the Industry they serve. The four principles are:

1. Holistic Education
2. Practice and Application
3. Industry Interface
4. Conducive Environment

## **COMMUNICATION TO STAKEHOLDERS –**

The Institution has a defined vision, mission and objectives that are communicated to the stakeholders, during the commencement of the UG and PG Programmes at the beginning of the academic year. Orientation programs, seminars and workshops are conducted for faculty members, students and parents emphasizing the role of the Institution in achieving its objectives.

IAME continuously strives to produce outstanding leaders in the field of Commerce and Management. Its endeavour is to create world class learning environment for all sections of student community, motivate students for competitive exams and other value added programmes for their holistic development and bring out their inherent talents with vigorous theory and practical sessions.

### **1.1.2 How does the institution develop and deploy action plans for effective implementation of the curriculum? Give details of the process and substantiate through specific example(s).**

The College is affiliated to Bangalore University, has adopted the curriculum designed by the University to develop competency, obtain employment and promote research among students. But over the last five years the Institution has adopted a well defined procedure of updating course curriculum, through the active participation of the industry and academic experts that addresses the demands of the society and business by providing community and national development, self-development, value addition, ecology and environment awareness, access to the disadvantaged and integration of global and national demands.

The College develops action plans for effective implementation of the curriculum. At the outset, the advisory committee of the College conducts meetings with the staff members to develop various strategies for effective implementation of the curriculum. The initial step is to prepare the Semester time-table. This depicts the duration of the classes and the name of the faculty member who engages them. The division of workload is as per UGC and Bangalore University norms. Faculty members are clearly instructed to impart the curriculum through innovative teaching methods such as assignments, role plays, presentations, group discussions, workshops, seminars, industry visits, apart from regular/traditional teaching methods. Thereafter, the staff members conduct internal discussions and develop session plans for the semester. Keeping in view, the number of working days available, the curriculum is divided into modules which are to be completed by the last working day of the semester. Each department of the College follows the academic calendar issued by the Bangalore University. The College thereafter plans its academic schedule which clearly mentions the topics to be taught and number of working days allocated to respective topics. Extra classes and remedial classes are held for the weak students and slow learners. This too is incorporated into the academic schedule. The following are some of the Learning Methods employed:

1. Assignment based
2. Professional Skill based
3. ICT based
4. Research based
5. Industry need based

The College strives to embrace excellence in academic performance of the students as well as in administrative areas through encouragement in participation at national conferences, workshops, and intercollegiate competitions. The faculty members are also sent to participate in QIP, FIPs, and workshops, seminars conducted by Bangalore University, AICTE, AIMA and other educational agencies. The College also conducts and sponsors such programmes where the faculty members are exposed to the newer academic and industry trends.

### **1.1.3 What type of support (procedural and practical) do the teachers receive (from the University and/or institution) for effectively translating the curriculum and improving teaching practices?**

The College is affiliated to the Bangalore University and hence follows the University's set curriculum. The College operates UG & PG levels keeping in mind the organizational goals & objectives which make the student capable of being better employed.

1. The University forms an Academic Calendar that specifies the duration of the semester, the date of commencement of semester, the end of semester examination and the like.
2. The University conducts an Orientation Programme for the faculty members that consist of course wise guidelines for the delivery of the curriculum, evaluation methods, and syllabus inputs.
3. The University also conducts Refresher Courses for the benefit of the faculty members. This includes the latest trends in teaching pedagogy, trends in the use of

- ICT, Blended Learning, Creative Reading, etc. that helps in the updating and upgrading the subject knowledge.
4. The College sends the faculty to Faculty Improvement Program (FIP), Quality Improvement Program (QIP) conducted by the University, and other agencies.
  5. In house workshops, seminars and discussions are further organized to disseminate the inputs gained from the above orientation and refresher programmes.
  6. The College bears all the expenses such as TA/DA, Registration/Participation Fee
  7. The University/Institution provides library and e-learning facilities to the faculty to effectively deliver the curriculum

**1.1.4 Specify the initiatives taken up or contribution made by the Institution for effective curriculum delivery and transaction on the Curriculum provided by the affiliating University or other statutory agency.**

The College has, with the changing global trends and development continuously strived for the curriculum development and enhancement initiations include -

- Use of ICT facilities – ICT facilities are an integral part of the teaching methodology at the Institution.
- Library and Book Bank facilities extended to faculty and students alike.
- Case Study method of teaching to enhance student's analytical skills.
- Student centered activity such as orientation program cover areas such as Skill Requirements, Communication, Time Management, Leadership, Motivation, Grooming, Classroom Etiquettes, and Role of Syllabus
- Internships – Curriculum based external training provided to students to give hands-on training.
- Industrial visits enable the students to comprehend emerging new trends.
- Specialization Industrial visits
- Well planned Remedial programme to strengthen the fundamentals of students in all subjects
- Field visits to important place in Bangalore by students
- Panel discussion on current social issues

**1.1.5 How does the Institution network and interact with beneficiaries such as industry, research bodies and the University in effective operationalisation of the curriculum?**

For quality enhancement the students are given exposure to the industry through the following.

**a. Industry**

- Industrial Visits are conducted to impart practical knowledge to students.
- Industry Academic Interface – regularly inviting leading luminaries and professionals of the Industry to interact with the students and provide inputs in the latest trends in Management, Human Resources, Marketing, International Business, Foreign Exchange etc.
- Internships provided to the students for 4-6 weeks to enhance the quality of understanding and fine tuning skills.

- Students are also sent for seminars, workshops, panel discussions for quality enhancement to programmes conducted by the Industry.

- Placement and Training Cell

b. **Research Bodies** – In order to keep the scientific and research temper alive in the campus research scholars from the Academia and Industry are invited to ignite the research spark and culture among the students. Members of the faculty are encouraged to take up membership of professional research bodies and participate in research activities to further enhance their research capabilities.

c. **University** – Regular formal and informal meeting are conducted throughout the academic sessions to keep themselves abreast with the latest trends in their fields of study. They also subscribe to the journals and e-journals of the teaching departments and the University Library. Professors from the University are invited for discussions, workshops and for professional interactions with the faculty members.

**1.1.6 What are the contributions of the Institution and/or its staff members to the development of the curriculum by the University?(number of staff members/departments represented on the Board of Studies, student feedback, teacher feedback, stakeholder feedback provided, specific suggestions etc.**

The College faces constraints in syllabus modification, yet the University has a system in place to ensure recommendations from its affiliated colleges are brought to its notice. Faculty members are invited to be part of discussions, seminars, workshops and refresher courses related to curriculum and academic development.

The College has its Academic Committee comprising Industry representatives, Faculty members meet to review the curriculum based on the feedback from the stakeholders. Also our alumni had been a great support in updating us with the latest trends and changes that help us in creating a better curriculum.

**1.1.7 Does the Institution develop curriculum for any of the courses offered (other than those under the purview of the affiliating university) by it? If ‘yes’, give details on the process (‘Needs Assessment’, design, development and planning) and the courses for which the curriculum has been developed)**

The International Academy of Management & Entrepreneurship does not offer any programme, other than the ones that are affiliated to the University. However the College in its effort to enrich and supplement the curriculum, the following add-on courses and value added courses is offered:

Sl. No	Enrichment/Value Added Courses	Duration	Target Audience
1	Communication Skill Development Course	5-7 days	Final Year Students of UG and PG
2	Professional Skill	3-5 days	Final Year Students of

	Development Workshop		UG and PG
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### **1.1.8 How does Institution analyze / ensure that the stated objectives of curriculum are achieved in the course of implementation?**

The Institution has formed communication channels among all the stakeholders to ensure that the objectives of the curriculum are achieved in the course of implementation. The Institution ensures the achievement of the stated objectives of the curriculum through the critical analysis of the following:

- Student Performance – internal assessment & grades, semester exams, Project work, presentations, organizing seminars and workshops, skill based programmes, internship performance, and curriculum based training.
- Quality of Placement – the number of students placed in various cadre, the remuneration packages offered, etc.
- Quality Enhancement of Faculty – regular enhancement of teaching and delivery skills along with the theoretical inputs through participation in workshops, seminars, conferences, discussions etc.
- Achievements of Faculty – Professional qualifications pertaining to the areas of specialization, paper presentations and publications in reputed journals
- Overall Performance of the Institution - participation in various cultural activities, competitive exams, and overall quality of placements achieved stakeholder's benefits, progression of alumni, and keeping up the brand name of the Institution.
- Awareness Programme – Social Issues, Computer Awareness, Human Rights, Environmental Issues, Women Empowerment
- Social Service to the Community – conducting courses relevant to the economic needs of the society through the NSS wing

## **1.2 Academic Flexibility**

### **1.2.1 Specifying the goals and objectives give details of the certificate/diploma/ skill development courses etc., offered by the institution.**

The International Academy of Management and Entrepreneurship offers BBA, B COM and MIB which are self-financed, affiliated to Bangalore University. It has adopted the curriculum designed and prescribed by the University. The curriculum provides flexibility in selecting the core elective options in the Final Year of the study. Curriculum is offered in modular format. Our Institution believes in the holistic development of the students. Hence supplementary enrichment programmes are introduced, keeping in view the demands of the job market. These include self-development programs such as Certificate Course in Life Skill, Communication Skill, Disaster Management, Event Management and the like.

### **1.2.2 Does the Institution offer programmes that facilitate twinning /dual degree? If 'yes', give details.**

Presently the College does not offer any twinning/dual degree programmes.

**1.2.3 Give details on the various institutional provisions with reference to academic flexibility and how it has been helpful to students in terms of skills development, academic mobility, progression to higher studies and improved potential for employability**

- **Range of Core /Elective options offered by the University and those opted by the college**
- **Choice Based Credit System and range of subject options**
- **Courses offered in modular form**
- **Credit transfer and accumulation facility**
- **Lateral and vertical mobility within & across programmes & courses**
- **Enrichment courses**

The College is affiliated to the Bangalore University and as such does not provide any academic flexibility in terms of academic mobility, credit transfer and accumulation facility. However the curriculum offers a range of core elective options as prescribed by the parent University.

**1.2.4 Does the institution offer self-financed programmes? If ‘yes’, list them and indicate how they differ from other programmes, with reference to admission, curriculum, fee structure, teacher qualification, salary etc.**

Yes, the College offers only self-financed programmes namely Bachelor in Business Administration, Bachelor in Commerce and Master in International Business affiliated to the Bangalore University. Admission to the courses, fee structure, curriculum, teacher qualification and salary are as given below:

Sl. No.	Particulars	Name of the Course		
		BBA	B COM	MIB
1	Admission Criteria	As per Bangalore University	As per Bangalore University	As per Bangalore University
2	Fee Structure	As prescribed by Bangalore University	As prescribed by Bangalore University	As prescribed by Bangalore University
3	Curriculum	Designed by Bangalore University	Designed by Bangalore University	Designed by Bangalore University
4	Teacher Qualification	As per UGC norms	As per UGC norms	As per UGC norms
5	Remuneration	As per UGC	As per UGC	As per UGC norms

		norms	norms	
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**1.2.5 Does the College provide additional skill oriented programmes, relevant to regional and global employment markets? If ‘yes’ provide details of such programme and the beneficiaries.**

Yes, the College through its Placement Cell organizes the following series of skill oriented programmes that prepares students for both regional and global employment markets.

- a) Personal skills: Leadership Skills, Inter-Personal Skills, Time Management, Communication skills, Change Management.
- b) Inter Personal skills: Delegation, Motivation, Team work, Leadership.
- c) Social skills: Presentation on Classroom Etiquettes, Civic Sense and Virtue
- d) Language Skills
- e) Employability skills - Grooming, Resume making, Problem solving, Oral and Written communication, Interview Skills, Analytical and Critical thinking, Mock Group Discussions are conducted.
- f) Operational Skills – Skill oriented workshop
- g) Management Skills - Disaster Management, Crisis Management, Event Management, Safety Services Management, and Terror Attack.
- h) Technical Skills – Cyber Security Awareness

**1.2.6 Does the University provide for the flexibility of combining the conventional face-to-face and Distance Mode of Education for students to choose the courses/combination of their choice” If ‘yes’, how does the institution take advantage of such provision for the benefit of students?**

The University does not provide any flexibility of combining the conventional mode with the distance mode of Education.

### **1.3 Curriculum Enrichment**

**1.3.1 Describe the efforts made by the institution to supplement the University’s Curriculum to ensure that the academic programmes and Institution’s goals and objectives are integrated?**

The College being affiliated to the Bangalore University does not have the option of formulating its own curriculum. Still the courses offered have their relevance to the institutional goals and objectives. Students are inspired to aspire to higher level of academic achievement by mastering the subject chosen to study. The Institution strives towards overall development of students and quality enhancement of learners through various aspects of holistic personality development, orientation programs and life skill enrichment programs conducted during their four years of academics that focuses on managerial skills, communication skills, leadership qualities, analytical skills, etiquettes, group discussion, global warming, awareness on environment through guest lecture, moral and ethical values, etc.

The College ensures that the University curriculum is followed in the best of the spirit. The College academic calendar is prepared every session with the active involvement of the Academic Committee and faculty members. The Principal makes sure that the curriculum framed by the University is supplemented in such a way that it reflects the “mission and vision” of the Institution.



Regular feedback obtained from the stakeholders, with respect to the quality of the enrichment programmes, are monitored and evaluated by the IQAC and necessary remedial measures are incorporated in the future.

### **1.3.2 What are the efforts made by the institution to modify, enrich and organize the curriculum to explicitly reflect the experiences of the students and cater to needs of the dynamic employment market?**

The College follows the curriculum designed by the Bangalore University. However, the Institution in its endeavour to provide the very best of benefits to the student community brings in moderate modification to cater to the needs of stakeholders, society and the end users. But while delivering the syllabus content to the students, our faculty enrich it with their own expertise and experience so the students gain employable qualities that enable them get jobs in this highly competitive world.

The Placement Cell of the College regularly interacts with the HR Managers and collects first hand information about the demands and expectation of the industry regarding skill set of students. These demands of the Industry are then communicated to the HODs who in turn formulates add on courses and extra classes are then conducted to make up the deficiencies in the students to make them employable.

The Institution has taken measures to cater to the global market needs based on the true assessment of strength and services offered in the campus. To develop the required skills, brain storming sessions are held for the faculty to design the tools in the areas of spoken English, use of computers and providing in-depth knowledge in the respective subjects. Under the guidance of various Committees, special training and tailor made orientations are conducted to enable the students to achieve the global standards.

### **1.3.3 Enumerate the efforts made by the Institution to integrate the cross cutting issues such as Gender, Climate Change, Environmental Education, Human Rights, ICT etc., into the curriculum?**

The cross cutting issues like gender, climate change, environment education, human rights, ICT etc., find an ample space when it comes to applying them positively into the curriculum. The Institution takes necessary efforts in the form of seminars, workshops, discussions for the following issues:

- a) Gender Sensitization - Domestic & International Perspectives; Women, Men and Global Leadership; Role & Scope of women in the professional Arena.
- b) Climate change: Global warming, loss of sea ice, Accelerated sea level rise, intense heat waves, air and water pollution, ecology & environment.
- c) Environmental Education - Environmental studies subject is taught in the University syllabus. Guest lectures on environment awareness are imparted. Students are given inputs regarding concept & taken to field visit as part of their assignments and project work. The College celebrates World Environment Day, Earth Day and other important days to drive home the issue of environment and its importance.
- d) Human rights - Anti-ragging cell is active in the College campus. Indian Constitution is an integral part of the University curriculum. Inputs are also given on Consumer Rights and public interest litigation
- e) ICT: Introduction to computer fundamentals enables the students to learn the latest technology which can help them to make a better future.

### **1.3.4 What are the various value-added courses/enrichment programmes offered to ensure holistic development of students?**

- **Moral and ethical values**
- **Employable and life skills**
- **Better career options**
- **Community orientation**

The value added efforts include:

- Inculcation of moral and ethical values
- Participation in yoga and meditation programs
- Self-realization programs,
- Spiritual discourses are conducted regularly by the Art of Living
- Community orientation programmes – such as blood donation camps etc
- AIDS awareness campaign, awareness about hygiene & sanitation

#### **1. Moral and Ethical values:**

The college NSS team regularly visits surrounding areas and villages where people are provided awareness on various social, moral, ethical principles and ways of life. The Students are also motivated by way of special lectures so as to instill moral and ethical values in them.

#### **2. Employable and Life Skills:**

The College understands that communication skill is vital for the students for better career options. Therefore the Institution arranges Verbal and Written Communication Skills workshops, Group Discussions, Essay writing, Recitation of poetry, etc in regional and English language in the Institution. It is a regular practice of the institution to invite expert resource persons to conduct workshops on the development of communication competence among the students. Students are also allotted the different responsibilities in organizing various events and activities such as cultural programmes, competitions, seminars, workshops etc. In this way they improve their team building and organizational skills.

#### **3. Better Career Options:**

The College provides regular computer classes for all students to develop their skills of basic computer operating principles which include Basic Computer Operation, MS office, Internet operations etc.

#### **4. Community Orientation:**

For community orientation College provides personality development sessions, debate competitions and computer coaching classes for other members of society so that society can get advantages of these programs. The college NSS team regularly visits surrounding areas and villages where people are provided awareness on various social, moral, ethical principles and ways of life.

### **1.3.5 Citing a few examples enumerate on the extent of use of the feedback from stakeholders in enriching the curriculum?**

The College collects and documents responses on curriculum from the stakeholders, including our Industry partners through different modes. The students express their opinion on curriculum through response sheets/feedback. Our faculty takes regular feedback from stakeholders on academic, curriculum, placement, trends and teaching methodology. The IQAC analyses feedback and prepares response chart for future use. The Principal's office will then process and submit the analysis report and present it to the College Management. The Governing Council reviews the analysis reports and initiates interventions. The feedback is communicated to the University for appropriate action through the faculty members who are part of the Board of Studies and Board of Examiners in the University. The teachers collect the exit level feedback from the graduates regarding learning processes after the end of academic session every year. The inputs are obtained from the stake holders regularly and further used to improvise the overall competency of the students for employability. The different changes in the College curriculum are examples where feedback has enriched the curriculum.

### **1.3.6 How does the Institution monitor and evaluate the quality of its enrichment programmes?**

The Institution has a transparent way to monitor and evaluate the quality of various enrichment programmes initiated by it. The feedback in the form of interactions, discussions and suggestions is analyzed by coordinators and report is submitted to the Head of the Departments. The IQAC monitors and evaluates the efficiency and success of these enrichment programs. This committee meets with the higher authorities to amend the enrichment programs to meet the desired objectives. The Institution makes sure that the programmes offered in the curriculum include contribution to national development, fostering global competencies among students, inculcating a value system among students, promoting the use of technology and quest for excellence. The College's efforts to ensure that the curriculum bears a thrust on these core values include the initiative for contribution to national development. The College uses education as the tool for empowering women and through the transaction of the curriculum it has adopted, it seeks to address the all-round development of the students enrolled in the academic programs it offers.

## **1.4 Feedback System**

### **1.4.1 What are the contributions of the Institution in the design and development of the curriculum prepared by the University?**

The College encourages its faculty to serve on various statutory bodies of the University. These feedbacks are communicated for appropriate inclusion and decisions in statutory academic bodies. Feedback from current students is obtained informally through discussions at regular intervals and formally through a written format. Inputs from alumni are of greater weightage since their career interactions enable them to identify the strengths and weakness of the curriculum. An analysis is obtained from academic peers during their visits to the College as invitees for seminars and workshops, and as external examiners. Since communication with industry is a regular practice, either for industrial visits or placement process at the campus, feedback is obtained on curriculum and its improvement during these interactions

### **1.4.2 Is there a formal mechanism to obtain feedback from students and stakeholders on Curriculum? If 'yes', how is it communicated to the University and made use internally for curriculum enrichment and introducing changes/new programmes?**

Yes, the Institution has a formal mechanism to obtain feedback from the students and stakeholders. Feedback is obtained from the stakeholders in the following ways:

Alumni – Questionnaires are sent to the alumni through e-mails, and during alumni meets and convocation.

Students – Feedback is collected from students at regular intervals (mainly at the end of each semester) and through suggestion box kept at the library.

Parents – Feedback taken from parents during Parent Teacher Meet, Annual Day and during informal visits to the College by the parents

Teachers – Feedback during academic planning, external examination results, peer visits for seminars, workshops and as external examiners

Industry – Suggestions and feedback obtained during placement interviews, guest lectures, plant visits, visits to the college by industry professionals, and industrial visits.

Suggestions received are passed to the IQAC for review and effort is made to communicate any major changes to the University for Formal Revision of the curriculum.

#### **1.4.3 How many new programmes/courses were introduced by the institution during the last four years? What was the rationale for introducing new courses/programmes?)**

No new Programmes were introduced by the Institution during the last four years. The present curriculum of the Bangalore University for BBA, B COM and MIB, offered by the Institution, fulfils the operational, technical and holistic needs of the students as well as the stakeholders, and the society at large. The enrichment programmes further strengthens and fills any lacunae in the curriculum.

#### **Best Practices in Curricular aspects**

Identification and implementation of UG and PG courses in subjects of global importance

- Use of ICT in teaching.
- Emphasis to Global competencies.
- For quality substance and enhancement preparation and publication of academic calendar at the very beginning of academic year
- The College encourages and trains students to participate in various competitions at inter collegiate and national level.
- Other than regular classes, discussions, seminars, and tests are also conducted
- The Institution makes sure that the programme offered in the curriculum includes contribution to national development, promoting global competencies and use of technology among students.

## **CRITERION II: TEACHING-LEARNING AND EVALUATION**

### **2.1 Student Enrolment and Profile**

#### **2.1.1 How does the College ensure publicity and transparency in the admission process?**

### **Publicity**

IAME follows the traditional process for admission of students to its Courses viz. B COM, BBA and MIB. The Institution gets wide coverage and networking in its admission process through the following ways:

- a) Advertisement in Regional/National Newspapers especially during the declaration of PUC/10+2 results
- b) Prospectus of the College
- c) College Website
- d) Educational Fairs both in India and abroad
- e) Magazines, Trade Journals and Educational Publications
- f) Institutional Membership – Bangalore University
- g) Electronic Media Memberships – Education Portals
- h) Education Consultants

Advertisement: Publicity is done on or after the declaration of PUC/10+2 results of the different Boards across the country, both in regional and national newspapers between the months of April and August. Notification for Admission is also put on the College noticeboard and College website. Candidates are selected and admitted on a first – come – first – served basis.

College Prospectus: Fresh copies of the College Prospectus is printed every year that contain information of the courses offered, eligibility, duration, admission procedure, training and placement, curricular and co-curricular activities, library facilities, hostel, state of art infrastructure, curricular details, and activities of the College.

Institutional website: The Institution has an active website – [www.iame.org](http://www.iame.org). The prospectus and application can be downloaded from the website and students can apply directly without having to visit the Institution.

Admission Office – Information regarding the Courses, their curriculum, Tuition Fees etc can be obtained from the Admission Office in person. Application Form and Prospectus can also be requested through Post on payment of the required Fee.

Participation in Educational fairs: The Institution participates in a few of the Education Fairs, promoted by well-known organizers.

Magazines/Trade Journals/Educational Publications – These are also good source of admission to the Courses offered by IAME.

**Transparency** – The Institution follows the academic calendar provided by the parent University and all activities (Academic and Administrative) are scheduled as per the Academic Calendar. Besides, the College too releases its Academic calendar specifying the Academic, Curricular, Co-Curricular and Extra-Curricular activities for the Semester/Year.

- 2.1.2 **Explain in detail the criteria adopted and process of admission (Ex. (i) merit (ii) common admission test conducted by state agencies and national agencies (iii) combination of merit and entrance test or merit, entrance test and interview (iv) any**

other) to various programmes of the Institution.

Students are admitted to the UG Courses as per the rules and regulations prescribed by the Bangalore University. Students who fulfill the criteria are admitted on a first – come – first – served basis. A personal interview is conducted by the Principal before the student is admitted to the Course of his/her choice. Admitted students undergo a Counseling Session along with their parents.

Postgraduate (MIB) admissions are made on the following criteria:

1. Minimum 50% marks in the Bachelors/Masters Degree Examination of Bangalore University or any recognized University. In case of SC/ST, and Visually Impaired candidates the minimum percentage marks required shall be less by 5%.
2. Candidates are to appear for a Personal Interview.
3. Selected candidates then undergo a counseling session along with their parents, following which the candidate is admitted to the PG course.

**2.1.3 Give the minimum and maximum percentage of marks for admission at entry level for each of the programmes offered by the college and provide a comparison with other colleges of the affiliating university within the city/district.**

Course/ Academic Year	B COM		B B A		M I B	
	Max	Min	Max	Min	Max	Min
2014-15	65	40	90	40	85	50
2013-14	92	42	89	42	83	
2012-13	82	42	71	45	78	

Comparison with

B COM

College	Min Marks	Max Marks
Dayanand	45	80

Sagar College		
GR Degree College	40	73
Hillside College	43	76

#### BBA

College	Min Marks	Max Marks
Dayanand Sagar College	45	80
GR Degree College	40	73
Hillside College	43	76

#### MIB

College	Min Marks	Max Marks
No College offering MIB within 15 km radius		

**2.1.4 Is there a mechanism in the Institution to review the admission process and student profiles annually? If ‘yes’ what is the outcome of such an effort and how has it contributed to the improvement of the process?**

The Institution has a mechanism to review the admission process and student profile annually. Our admission office gives us a detailed information about the students, which helps us for making an analytical study about their

- i) Academic background
- ii) Gender Representation
- iii) Economic status
- iv) Demographic background
- v) Curricular/Extra-curricular Activities
- vi) Levels of Disability (if any)

Review of the admission process and the subsequent analysis of the student profile help in providing equal representation from all sections of the society.

Student performance record in all the fields, academic as well as extra-curricular is maintained in the office. The students, who bring laurels to the institutions, like in academics, sports, extra-curricular or other similar areas, are duly rewarded when they seek admission. The weaker students are motivated with counseling so that a positive frame of mind can be developed. This result in making the students becomes an asset for the Institution.

#### **2.1.5 Reflecting on the strategies adopted to increase/improve access for following categories of students, enumerate on how the admission policy of the Institution and its student profiles demonstrate/reflect the National commitment to diversity and inclusion**

- \* SC/ST
- \* OBC
- \* Women
- \* Differently abled
- \* Economically weaker sections
- \* Minority community
- \* Any other

The Institution provides access in education to all classes of the society. The College is located on the outskirts of Bangalore; hence the emphasis is on upliftment of rural students. The admission process also reflects the same. Wherever applicable, Government/University norms are strictly adhered to.

1. SC/ST/OBC and economically weaker section students with minimum passing marks are provided seats, provided they have an aptitude towards Higher Learning.
2. Women – there is no policy of reservation for admission to women candidates but they are provided equal opportunity. Separate hostel facilities are available for women. Counseling is provided on the importance of education for women. The College also provides residence facility to deserving lady faculty members.
3. Differently abled – The Institution has a policy for admission to differently abled students. So far no physically challenged or differently abled students have approached us for admission in the last five years. However, wheelchair facilities, extended library facilities, classrooms and restrooms at the ground



floor are some of the facilities available for prospective students.

4. Minority/Athletes and Sports persons – Equity is ensured for minority candidates and outstanding sports candidates. Necessary weightage is given during admissions.

**2.1.6 Provide the following details for various programmes offered by the institution during the last four years and comment on the trends. i.e. reasons for increase / decrease and actions initiated for improvement.**

2014-15

Programmes	Number of Applications	Number of students admitted	Demand Ratio
Bachelor in Commerce	80	59	1:1.2
Bachelor in Business Administration	20	11	1:2
Master in International Business	35	22	1:1.5

2013-14

Programmes	Number of Applications	Number of students admitted	Demand Ratio
Bachelor in Commerce	40	26	1:1.6
Bachelor in Business Administration	15	11	1:1.2
Master in International Business	30	23	1:1.2

2012-13

Programmes	Number of Applications	Number of students admitted	Demand Ratio

Programmes	Number of Applications	Number of students admitted	Demand Ratio
Bachelor in Commerce	05	05	1:1
Bachelor in Business Administration	05	05	1:1
Master in International Business	15	14	1:1

## 2.2 Catering to Diverse Needs of Students

### 2.2.1 How does the Institution cater to the needs of differently abled students and ensure adherence to government policies in this regard?

The International Academy of Management and Entrepreneurship has an open door policy with regard to the Academic and Curricular requirements of the differently-abled students. All policies constituted conform to the prevailing educational policies of the Government of Karnataka. The following provisions are available:

1. Reservation of seats
2. Classrooms at ground floor
3. Easy accessibility of books
4. Writers for students with functional and visual difficulty
5. Special Counseling/Lecture Sessions
6. Wheelchair facilities
7. Provision for extra time during examinations as per University norms

### 2.2.2 Does the institution assess the students' needs in terms of knowledge and skills before the commencement of the programme? If 'yes', give details on the process.

The Institution is a temple of Higher Learning and is very well acquainted with the academic and curricular requirements of the students. The College acts as the stepping stone that helps the students to realize their aspirations. Every Class has a mix of intelligent and average students. The initial assessment of the needs of the students is made through personal interview, followed by counseling during the admission process. An Orientation Programme is held at the beginning of the Semester. This helps to assess the knowledge and skill needs of the students pertaining to the programme they have enrolled. The counseling session is a detailed assessment programme, while the orientation programme helps to assess the students and enables the Institution to further enrich the curriculum as per their needs.

## Assessment Criteria during Admission

1. Academic/Co-curricular History
2. Aspirations
3. Social Background

**Assessment Criteria during Counseling**

1. Aptitude
2. Professional Competencies
3. Strengths and Weaknesses
4. Career Guidance

**Assessment Criteria during Orientation**

1. Spoken and Written Skills
2. Analytical Skills
3. Psychometric Tests
4. Basic Computer Skills
5. Networking Skills
6. Linguistic Skills

**2.2.3 What are the strategies drawn and deployed by the institution to bridge the knowledge gap of the enrolled students to enable them to cope with the programme of their choice? (Bridge/Remedial/Add-on/Enrichment Courses, etc.)**

To bridge the knowledge gap the following measures are followed on a regular basis:

1. Bridge Course Modules in – English, Accountancy, Economics, Management
2. Remedial Courses in – All subjects for academically weak students and slow learners
3. Add-on Courses – Communication Skills, Team Skills, Leadership Skills etc.
4. Enrichment Course Modules – Environment Management, Waste Management, CPR and First Aid, Safety Management, Disaster Management

Other than the above the College has its own unique Leadership Development Programme titled **CREST** wherein

**C - Corporate Social Responsibility**

**R - Rural Development & Research**

**E – Environmental Management**

**S – Soft Skills Training**

**T – Technical Skills & Team Work**

**2.2.4 How does the College sensitize its staff and students on issues such as gender, inclusion, environment etc.?**

Since inception IAME has been imparting holistic education with emphasis on ethical and moral principles. The Institution is co-educational and creates awareness among its staff and students on issues such as gender inclusion, women empowerment, sexual harassment, environment and the like by holding seminars on the relevant topics. Some of the measures taken by the Institution in this direction are:

- a. Women's Grievance Cell
- b. Conducting seminars on Women Empowerment
- c. Panel discussion on opportunities for women in various Industries
- d. Workshops on Holistic Education and, imbibing moral values,
- e. Projects on social upliftment programmes
- f. Encouraging students and faculty to participate in environmental programmes
- g. Trekking and Nature Visits
- h. Village outreach programmes, attending to needs of the under privileged sections of the society.
- i. Various competitions are held on contemporary and social issues

#### **2.2.5 How does the institution identify and respond to special educational/learning needs of advanced learners?**

Advanced learners are identified through

1. Academic history
2. Aptitude Test
3. Counseling
4. Orientation programmes
5. Involvement in academics and curricular activities
6. Feedback from peers
7. Academic reports
8. Faculty feedback

The Institution responds to the needs of these advanced learners through the following:

1. Reading lists are provided to supplement their subject knowledge
2. Extended library facilities
3. ICT learning for enhancement of skills
4. Leadership positions in academics and extracurricular committees/activities
5. Train the Trainer programme (Peer Teaching)
6. Membership of professional bodies
7. Membership of Public libraries
8. Encourage research activities and paper presentations and publishing at national seminars and workshops
9. Recognition at various forums
10. Scholarships/awards and rewards
11. Recommendations for free training for competitive exams
12. Recommendation for career advancement

#### **2.2.6 How does the institute collect, analyze and use the data and information on the academic performance (through the programme duration) of the students at risk of drop out**

**(students from the disadvantaged sections of society, physically challenged, slow learners, economically weaker sections etc.)?**

The Institution collects and analyses data from

- i) Academic history/Parent feedback
- ii) Attendance records
- iii) Academic Counseling Report
- iv) Faculty feedback of the student
- v) Peer feedback
- vi) Student behavior and attitude
- vii) Subject/Classroom/Lab involvement
- viii) Performance in class test, assignments and through medical report, if any.

Remedial Measures for Disadvantaged Sections/Slow Learners:

- 1. Special Coaching
- 2. Remedial Classes
- 3. Scholarships
- 4. Financial aid
- 5. Placement Cell
- 6. Simplified learning material
- 7. Supervised group work
- 8. Peer Teaching

Besides the above, the curriculum of UG allows carry-over of 50% subjects in each semester, while PG allows 100% carry-over. This prevents drop-out of students from the courses.

## **2.3 Teaching-Learning Process**

### **2.3.1 How does the College plan and organize the teaching, learning and evaluation schedules? (Academic calendar, teaching plan, evaluation blue print etc.)**

#### **Academic Calendar**

Academic calendar is prepared by the Academic Committee headed by the Principal. The committee decides on key dates for the requisite number of working days of contact hours per semester. The dates/schedules are presented in the academic calendar issued to every student prior to the commencement of the classes for the fresh academic year.

Important dates in the Calendar include:

- 1. Re-opening after summer vacation for senior classes
- 2. Commencement of classes for freshers and seniors
- 3. Preparation of the comprehensive lesson plan for the semester by individual faculty members
- 4. Schedule for the periodic class tests after contact classes
- 5. Schedule of activities such as symposium, guest lectures, seminars, workshops, sports and cultural,
- 6. Schedule for the Preparatory Examination
- 7. Last working day
- 8. Duration of study holidays and end semester examinations

Dates presented in the calendar are rarely changed and teachers are expected to strictly adhere to them in finishing their teaching and revision schedule.

### **Teaching Plan**

Preparation of the comprehensive lesson plan for the semester by individual teachers is mandated. The Heads of the respective Departments (UG and PG) ensures that the same is adhered to.

Departmental timetable and allotment of work load clearly defines the role of each faculty. The work done diary is maintained by each faculty and completed on monthly basis and submitted to the Principal for verification.

### **Evaluation**

During the semester IAME follows the process of Continuous Evaluation. At the end of each semester students are assessed internally on the basis of attendance, assignments, class tests, two internal examinations and one preparatory examination. Students are awarded internal marks on the basis of the performance in the above criteria.

#### **2.3.2 How does IQAC contribute to improve the teaching – learning process?**

The IQAC was formed in the month of February 2015. The contribution of IQAC in this short period of its inception is as follows:

- The IQAC has integrated quality parameters with the curriculum for the various academic and administrative activities of the Institution.
- It imparts knowledge through team work. It has promoted research and consultancy and helps in developing state of art infrastructure.
- It helps in promoting synergetic relationship with the industry and society to appoint well-endowed faculty and to upgrade their acumen. It has also ensured timely, efficient and progressive performance of academic, administrative and financial tasks.
- It monitors the academic activities.
- Daily analysis of work diaries of staff, students' attendance register, library issue register, library attendance register etc.
- Providing creative solutions to academic and curricular issues raised by students & staff members.
- IQAC Cell in co-ordination with the Placement Cell interacts with the industry professionals regarding latest trends, to improve the quality in the learning process & also how to effectively do the industrial exposure training.

#### **IQAC Committee members:**

- |                                    |            |
|------------------------------------|------------|
| 1. Prof. Sunil Rao                 | - Chairman |
| 2. Mr. Bilu M V                    | - Member   |
| 3. Prof. Bharath Bhooshan          | - Member   |
| 4. Ms. Nisha C                     | - Member   |
| 5. Mr. Sandesh Kumar               | - Member   |
| 6. Director – Corporate Relations- | Member     |
| 7. Industry                        | - Member   |
| 8. Student – 02 Nos.               | - Member   |

As a whole our IQAC works towards the enhancement of the learner's knowledge, capacity and personality to fulfill the needs of Global Business.

**2.3.3. How is learning made more student-centric? Give details on the support structures and systems available for teachers to develop skills like interactive learning, collaborative learning and independent learning among the students?**

The College is affiliated to Bangalore University and the curriculum followed is as per the prescribed format of the University. Students take up individual and group projects on issues ranging from their specific subject to value education, environmental education and human rights. Group discussions, role play, case study, debates, field visits and model making bring in participative learning and supplement class room teaching. Internships both curricular and individual help students acquire deeper knowledge, both theoretical and empirical. Students promote the lab to land concept in some of their extension activities thereby developing self-management of knowledge and skill formation.

The use of ICT also makes the learning process student-centered. Students are encouraged to make power point presentations on completion of projects in consultation with the teachers. They acquire several skills (documentation, usage of statistical tools, analytical abilities and software management) while preparing the power point presentations. Seminars are regularly organized by both UG and PG departments in collaboration with students. Students contribute to the blog sites supported by the Institution. Poster making develops their cognitive and creative skills.

Handouts / booklets are prepared by the faculty as per the guidelines of the IQAC to spread awareness on various issues like health, ecological concerns, and communication skills. Assignments are based on self-study texts. Students are encouraged to browse, prepare question banks and handouts related to subjects. Library hours are allotted and additional reading habit is encouraged. Mentoring the students on an individual basis for both their academic and emotional needs has been the student centric approach which is followed through:

Sl. No.	Skills Achieved	Strategies Used
1.	Communication Skills (verbal)	Workshops and Seminars, Role Plays
2.	Presentation Skills verbal & non-verbal	Seminar presentations, Project presentation, assignment presentation, inter – collegiate competitions
3	Personality Development	Workshops on Interview Skills, Group Discussion and Personal Interview, Time Management, leadership, campus to corporate workshops and seminars with experts from across industries.
4.	Scientific Writing	Collection & editing of articles from Journals and Magazines.
5.	Professional/Social Skills	Experts from the industry, regular demonstrations, and hands-on training during internship

The support structures and systems available to develop skills like:

Interactive Learning- is achieved by adopting interactive method of teaching during regular theory classes through:

- Discussion & group activities which have the potential to synchronize, head and heart in the right direction.
- Interaction with industry experts are organized to expose students to the latest trends & developments in various fields such as:
  - Guest Lectures on  
‘Marketing trends, HR Trends, Accounting System, Retail Management, Mergers & Acquisitions, Banking and Insurance, Cyber awareness, Foreign Exchange
  - Seminars  
Trends in Start-ups  
Entrepreneurial Opportunities
  - Workshops

Collaborative Learning- The syllabus incorporates various methods of collaborative learning skills through

- Industry Internship Training- 30 day Training in reputed companies for UG students, Internship for 45 days for PG students.
- Regular Industrial visits to companies both manufacturing and service.
- Workshops on personality development, skill development, etiquettes.
- Educational tours organized.

Independent Learning skills- through

- Live assignments to individuals
- Survey
- Short term projects undertaken by the students.  
For UG- Internship report, Survey Reports, Marketing study  
For PG- Internship report, Market survey & presentation, Research projects.
- Library hours are made compulsory in the time-table.

#### **2.3.4 How does the institution nurture critical thinking, creativity and scientific temper among the students to transform them into life-long learners and innovators?**

The Institution motivates students to participate in National and International seminars and present their research papers. Regular guidance is provided by interacting with the expert -guest faculty. Imparting Entrepreneurial training through activities like Guest Faculty, Industry Interaction, Exhibitions etc. Students are strongly encouraged to present papers and support is given.

To sharpen the critical thinking among students, various Group discussions, debates, seminars, workshops are organized in which students explore new ideas and also get a chance to listen to the expert views of eminent professionals from the industry.

To transform them into lifelong learners and innovators students are encouraged to take initiative during vacations like - On Job Training. They are induced to solve case studies, present their analysis, inculcating the habit of reading trade journals & magazines.



**2.3.5 What are the technologies and facilities available and used by the faculty for effective teaching? Eg: Virtual laboratories, e-learning - resources from National Programme on Technology Enhanced Learning (NPTEL) and National Mission on Education through Information and Communication Technology (NME-ICT), open educational resources, mobile education, etc.**

E-learning - An active e-content development cell in all disciplines acquires software and hardware, organizes training sessions for hands on experience and plans review and demonstration of materials produced. Two class rooms are provided with LCDs besides the smart class rooms. Besides, teaching is made effective through: social networking with libraries, video conferencing, and use of educational CD'S etc. Faculties are encouraged to be the members in the educational resource bodies, which in turn brings the technology advancement and results in effective teaching and learning process.

CDs & DVDs related to subjects are played using LCD to provide audio- visual aid & enhance teaching & learning process. Self-learning through computer assisted learning packages, CD- ROMs are encouraged. State of the art equipment available for effective teaching

**2.3.6 How are the students and faculty exposed to advanced level of knowledge and skills (blended learning, expert lectures, seminars, workshops etc.)?**

The College conducts Quality Improvement Program (QIP), Faculty Improvement Program (FIP), and Faculty Training Program (FTP) for the UG and PG faculty and students in coordination with the industry. Innovative approaches such as e-group assignments & projects are carried out.

The faculty and students are encouraged to participate in seminars, workshops conducted by various colleges. During Industrial visits they are exposed to practical – new trends providing blended learning pattern. The College organizes expert guest lectures on a weekly/monthly basis considering the needs of the faculty & students in the various areas. During summer/ winter vacations faculty are sent for cross- training programs & refresher training program to get themselves acquainted with the latest trends in operations and technology in the industry.

**2.3.7 Detail (process and the number of students \benefitted) on the academic, personal and psycho-social support and guidance services (professional counseling/mentoring/academic advise) provided to students?**

Our faculty takes initiative in addressing the academic, psycho-social & personal needs of the students for their mentoring, counseling and academic advises. The faculty maintains the records containing the list of students in need of counseling and required support. Remedial programs & back to basics programs are conducted for needy students. Every year 70% of students in each class are benefitted with the academic personal and psycho-social guidance services. The students who seek psychological guidance or the candidates who are psycho-socially left out are given psychological counseling by the college faculty itself. Further the college teachers really act as a true friend, philosopher and a guide for the students.

**2.3.8 Provide details of innovative teaching approaches/methods adopted by the faculty during the last four years? What are the efforts made by the institution to encourage the faculty to adopt new and innovative approaches and the impact of such innovative practices on student learning?**

The College constantly encourages faculty on use of ICT, Library resources to update learning and use of other technological aids which helps in enhancement of knowledge & skills. The campus is Wi-Fi enabled; hence the faculty members have access to the internet. For all our courses alternative teaching methods are adopted. Teachers are given several input sessions on innovative teaching methodologies and are instructed to adopt them wherever applicable.

Some other methods of learning experiences:

- Hands on experience through mandated internship for all programs.
  - On-site learning, field visit and field work
  - Exposure programs in environmental awareness & civic sense.
  - Community visits
  - Participation in National & State level seminars
  - Camps and club activities
  - Peer group teaching
  - Group discussion and role play
  - Guest Lectures and Special Lectures
  - Inter-Institutional interactions
  - Learning through Power-point presentations.
  - Preparation of lesson modules through e-content
  - Use of audio visual media for supplementing class room teaching
  - Use of web based materials
  - Optimum use of internet facilities in the classroom through Wi-Fi
  - Applying teaching pedagogy such as communication games, focused group discussion and debates
  - Projects in translation / English language teaching
  - Demonstration and role play by the students
  - Brainstorming sessions
  - Case Study Method
  - News analysis
  - Fact finding
- i) Interactive Method: - Conventional classroom lecture method modified with ICT-PPT, OHP, and Audio-visual (DVD & CD) interactive teachings. Diverse teaching methods are used, including focused group discussion & brain storming sessions.
- ii) Role plays, case studies, presentations by the students on subject topics are made compulsory; library assignment and market surveys are integrated in teaching.
- iii) Project based Learning: is a mandatory component based on the courses and the needs.
- iv) Computer assisted learning:-ICT methods like e-journals LCD Projector presentations e-assignments along with debates, group discussion and quiz are introduced.
- v) Industry visits are conducted.

- vi) Peer teaching learning: - faculty also encourages group learning among the students.
- vii) Train the trainer programs are conducted.

The Institution/Principal motivates the faculty to adopt new & innovative approaches by providing ICT arrangements and infrastructure. Such innovative practices have a wide impact on student learning as they develop skills like presentations, communication, analytical, scientific reasoning, creative, reading, time management and overall personality development. It enables the teacher to spend more time with individual students and allows students to carry out more independent work.

### **2.3.9 How are library resources used to augment the teaching-learning process?**

Students are allotted a library hour every week within the time table to encourage reading habits. Besides this the Library is kept open from 8.00 a.m. to 5.00 p.m. Monday to Saturday which facilitates optimum use. Staff and students use the library for projects, dissertations and research. Staff members provide reading lists to the learners to supplement teaching learning. Library resources are augmented to enhance teaching-learning process through:

- i) Every year books, magazines, journals are added as per the needs of staff & students.
- ii) The library is open well beyond college hours for faculty and students to prepare for seminars, project reports, etc.,
- iii) Library hours are allotted in the time-table.
- iv) Internet facility
- v) Wi-fi enabled campus wherein the students can access information from any place in College.

The range of subjects represented by the library collection reflects our institutions ever growing interest for new areas of study and research.

### **2.3.10 Does the Institution face any challenges in completing the curriculum within the planned time frame and calendar? If 'yes', elaborate on the challenges encountered and the institutional approaches to overcome these.**

The Institution hardly faces any challenges in completing the curriculum as the faculty follows lesson plan and faculty diary to monitor their syllabus and activities with the planned time frame and calendar. For subjects requiring extra teaching hours apart from the stipulated number of hours, the Institution provides extra classes in the time-table. One of the challenges faced by the faculty is the inadequate time to deliver curriculum enrichment programs at times. The IQAC & Class Coordinators keeps a check on the syllabus covered on regular basis.

### **2.3.11 How does the College monitor and evaluate the quality of teaching learning?**

- a) Quality of Teaching: Monitored through feedback, both written and online, from the students every semester. The management and senior staff go on rounds and choose to sit in classes and monitor the teaching methodology. The performance is evaluated and corrective measures by way of in-service programmes are held.
- b) Teaching Methods: Training programmes are organized for effective communication skills. Experts from India and abroad are called to reorient the staff to new teaching methods.

c) Classroom environment: Taken care of at the academic level and that of infrastructure. Well suited ambience for learning. Learning activities and a variety of teaching methodology invigorate the class room environment.

d) Student Performance: The performance is monitored through Continuous Internal Assessment (CIA), Tests, multiple Quizzes, Seminars, PowerPoint presentations, home and class assignments (net based and online assignment). There is a marked improvement from the entry level in student performance by way of academic knowledge, application skills and soft skills.

To monitor and evaluate the quality of teaching learning, the Institution through the IQAC monitors the diaries – lesson plan of part-time/ visiting faculty. Principal keeps a check on the recorded activities of HOD & class – coordinators. To evaluate teaching activities the students are asked to provide feedback both formally & informally. Feedback form is collected from the student. The IQAC analyses and rectifies the issue. The learning process of students is evaluated through the unit test, quiz-viva & preparatory exams. Students requiring personal extra tutoring are taken care of by the class coordinators. Objective – type tests, group discussions, assignments, oral presentation and routine mock- tests are employed in order to make assessment more skill oriented.

## **2.4 Teacher Quality**

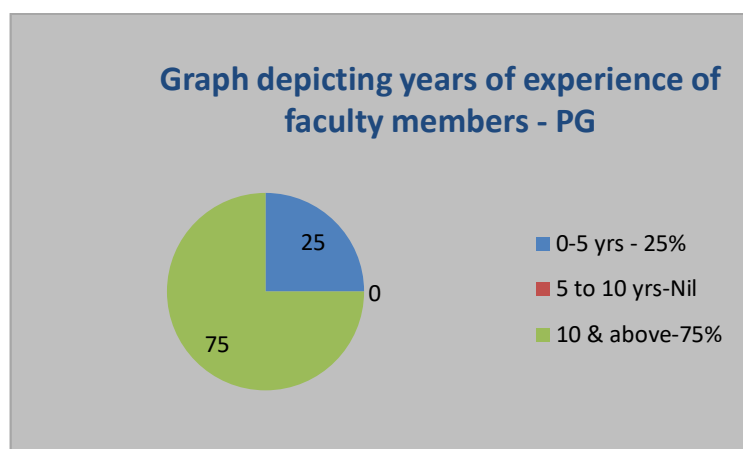
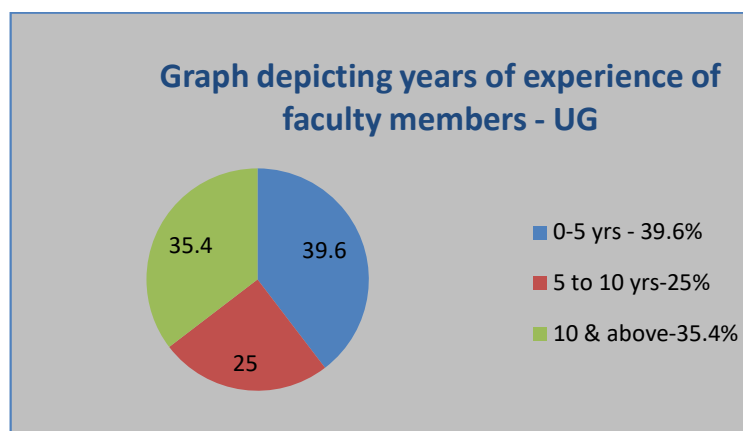
### **2.4.1 Provide the following details and elaborate on the strategies adopted by the college in planning and management (recruitment and retention) of its human resource (qualified and competent teachers) to meet the changing requirements of the curriculum**

The Institution has a mechanism in place to recruit and also to retain qualified, competent faculty and experts in their respective field of study. The College finds able teachers by way of references from other teachers & experts in the area. Special care is taken to recruit faculty who are passionate about teaching. The need for faculty recruitment is continuously assessed well in advance before the commencement of the semester. A systematic process of recruitment fills the gap. The following selection procedure is adopted:

Recruitment of teaching, non-teaching & technical staff is done as per the applicable regulatory norms. The selection committee for appointing the faculty consists of the following members:

- The Nominee of the Management
  - The Principal
  - Head of Departments
1. Advertisement for faculty requirement in regional and national dailies / Website in order to reach the best faculty.
  2. Technical & personal interview of the Candidates by the selection committee.
  3. Suitable candidates are asked for demonstration lecture.
  4. Feedback from panel members including a student representative is taken.
  5. Selection of apt candidates & issue of Appointment letters.
  6. While giving appointments preference is given for candidates with Ph.D & SC/ST candidates following the roster system.

7. Appraisals are done on half yearly basis and pay scales are revised annually.
8. Staff development programmes are held to enhance their knowledge & skills.
9. Faculties are encouraged to pursue higher education.



Highest qualification	Professor		Associate Professor		Assistant Professor		Total
	Male	Female	Male	Female	Male	Female	
Permanent teachers							
D.Sc./D.Litt.							
Ph.D.							
M. Phil.		01					
PG / UG							
Temporary teachers							
Ph.D.							

M. Phil.							
PG							
Part-time teachers							
Ph.D.	06	01					
M. Phil.	01						
PG	02						

**2.4.2 How does the institution cope with the growing demand/ scarcity of qualified senior faculty to teach new programmes/ modern areas (emerging areas) of study being introduced (Biotechnology, IT, Bioinformatics etc.)? Provide details on the efforts made by the institution in this direction and the outcome during the last three years.**

Ever since the Bangalore University introduced the Course curriculum for Commerce and Management, no new emerging areas of study are introduced. Most of the recently introduced Courses are off-shoots of existing Courses. However for modern areas of study in related subjects experts from industry as well as retired professionals are invited for part-time/guest lecturers to fulfill the subject needs.

**2.4.3 Providing details on staff development programmes during the last four years elaborate on the strategies adopted by the institution in enhancing the teacher quality.**

**a) Nomination to Staff Development Programmes**

Academic Staff Development Programmes	Number of faculty nominated
Refresher courses	02
HRD programmes	02
Orientation programmes	04
Staff training conducted by the university	04
Staff training conducted by other institutions	02
Summer / winter schools, workshops, etc.	04

**b) Faculty Training programmes organized by the institution to empower and enable the use of various tools and technology for improved teaching-learning**

Teaching learning methods/approaches

The College organizes programmes to encourage teachers to prepare computer aided teaching / learning materials. The College also supports by providing infrastructural support. The

College regularly organizes training programs for faculty to make them aware of the latest developments in the technology, thereby empowering the teachers to improve their teaching methods.

#### Handling new curriculum

The College has experienced and qualified staff to handle any curriculum effectively. The respective HODs call for the meetings with the faculty members to brief and explain the new syllabus and devise methods to empower the teachers to handle the new syllabus.

#### Content/knowledge management

In the area of Content / Knowledge Management System our faculties are deputed for National & International seminars / trade exhibitions/ Field visits and also train the trainer programmes which help largely to update their knowledge & skills.

#### Selection, development and use of enrichment materials

The College organizes the seminars, workshops, disseminating the practices in all the aspects of teaching and learning process. Further the faculties have been deputed as resource persons, presenting paper in leading national and other conferences. Newly inducted faculty will be given orientation program by the concerned department head.

#### Assessment

The Self Appraisal/Self Evaluation report is one of the major yard stick used for the promotion of the faculty. It gives a clear picture in terms of their research needs. Suggestions to improve the academic system are given by the faculty through self-appraisal report are used as a reference by the College.

#### Cross cutting issues

Seminars and workshops are conducted wherein experts from the above mentioned fields are invited to share and deliver their knowledge and experience, to sensitize and bring about awareness about AIDS, gender issues, empowerment of women and upliftment of socially and economically weaker sections of the society. The subject of Environment Education is a part of the College curriculum. Similarly the College offers the paper on Computer Fundamental and Indian Constitution whereby enabling them to learn the latest technology and understand about the Indian Constitution.

#### Audio Visual Aids/multimedia

Our faculties have been trained in use of audio visual aids and multimedia in the classroom. Lectures are taken using educational aids like OHP, LCDs in classrooms. We have latest computer aided packages, as per our requirement. It includes projectors, computers, sound system etc. Faculty members are provided computers with internet browsing facility for preparation of teaching/learning materials.

#### OER's (Open Educational Resources)

The College provides the facility of open educational resource. Teachers are requested to develop and share their notes and teaching material with other teacher through the hard copies and the same is also shared with the students. Complete course materials, modules, text books, streaming videos, soft copies and any other tools, materials are used to support access to knowledge for faculty members.

#### Teaching learning material development, selection and use

The faculties are given free access to internet which helps them to collect learning material. The College has a well-stocked library containing books of various subjects. Further the College organizes seminars and conferences which help as a learning source for the faculty. Workshops on the use of audio visual devices and computers in classroom are organized regularly to empower the teachers.

c) Percentage of faculty

- \* invited as resource persons in Workshops / Seminars / Conferences organized by external professional agencies – 10%
- \* participated in external Workshops / Seminars / Conferences recognized by national/ international professional bodies - 40%
- \* presented papers in Workshops / Seminars / Conferences conducted or recognized by professional agencies - 35%

**2.4.4 What policies/systems are in place to recharge teachers? (e.g.: providing research grants, study leave, support for research and academic publications teaching experience in other national institutions and specialized programmes industrial engagement etc.)**

The faculties are encouraged to pursue Research Programmes through faculty development schemes. Application for research grants for major and minor projects are encouraged, recommended and forwarded. The staff members are motivated and encouraged to participate in refresher & orientation programs, national, international conferences/Seminars (within and outside India), in-service training, and organizing national / international conferences. The management also handpicks staff for seminars/training sessions of multidisciplinary nature. This helps in the conduct of in-service programmes. The institution also conducts number of seminars, workshops & special lectures for the benefit of faculty. To facilitate smooth progress and recharge teachers, the college takes initiative in

- availing grants/ funds,
- sanctioning training program and leaves to scholars,
- time off, reduced teaching load,
- seeking experts' advice and support,
- support in terms of technology and information needs, adequate infrastructure & human resources

The Institution provides duty leave to faculty for participating and presenting papers at national and international conferences. 40% of faculty has availed the facility as of date. These provisions have contributed in improving the research culture amongst staff as they have initiated their research activities.

**2.4.5 Give the number of faculty who received awards / recognition at the state, national and international level for excellence in teaching during the last four years. Enunciate how the institutional culture and environment contributed to such performance/achievement of the faculty.**

- No recognized awards have been received by our staff members. Some are recognized by other institutions as they call them for expert lectures, chair person in technical session and as a resource person.



**2.4.6 Has the institution introduced evaluation of teachers by the students and external Peers? If yes, how is the evaluation used for improving the quality of the teaching-learning process?**

Yes, evaluation of teachers is done periodically by the feedback collected from students and external peers by the Principal. The Faculty evaluation consists of four stages. They are

1. Self Evaluation
2. Student Evaluation
3. Peer Evaluation (Internal and External)
4. Evaluation by Management (based on the above feedback)

The feedback mainly focuses on the pedagogical approach, teaching skills of the faculty members, like presentation, communication, knowledge, contents of the topic covered, innovative practices and practicals.

**2.5 Evaluation Process and Reforms**

**2.5.1 How does the Institution ensure that the stakeholders, especially students and faculty, are aware of the evaluation processes?**

The evaluation process is instrumental to a student's personal and professional development. Students appreciate an assessment of their academic performance and welcome constructive feedback. Prior to this, students are apprised of the feedback and the need for the feedback system. The evaluation method is as prescribed by the Bangalore University for the semester end examinations conducted by the University. Internal assessment component of the evaluation is designed by the College. The internal assessment marks are awarded on the basis of student's performance in the continuous evaluation through the Semester which is based on interaction in class, presentation, seminars, performance in assignments and practical.

To the Students

- The students are given the College programme schedule containing the timetable, academic calendar, internal test schedule, list of holidays etc. at the beginning of the semester
- In the orientation programme conducted in the beginning of the odd semesters, faculty briefs about the examination and evaluation methods followed in the respective disciplines to the students. As the students are aware that they are being evaluated continuously, good attendance and participation in the class is ensured

- The internal assessment results are displayed on the departmental notice boards well ahead of the deadline for sending the same to the University.
- Copies of the results announced by the University are distributed to the class teachers through the Principal. The class teachers in turn convey the results to the students

To the Faculty

- The evaluation methods are discussed in detail in the staff meetings and the final decision taken is conveyed through circulars

To the Parents and other Stakeholders

- The parents are briefed about the evaluation methods followed in each discipline during the inaugural Parent Teacher Meet conducted every year in the months of July and September
- The final internal Assessment marks and also the University Marks are conveyed to the parents during the end semester meetings.

### **2.5.2 What are the major evaluation reforms of the University that the institution has adopted and what are the reforms initiated by the institution on its own?**

Although ours is an affiliated College, our senior faculty members have attended and participated in all the meetings conducted by the University as members of BOS/BOE. Their suggestions have contributed to the following evaluation reforms introduced by the University. The Principal's Forum and Teachers Federation have taken initial steps to improve the evaluation process. Continuous meetings with the Principals and VC and other members of the University have helped introduce the following reforms:

Sl. No	Reforms	Improvements
1	Making evaluation of answer scripts compulsory for all faculty who have completed three years of teaching	This has led to the evaluation process being completed at the stipulated time
2	Introducing the objective type question paper cum answer booklets compulsory Environmental Science and Computer Fundamentals	This has helped in speedy evaluation and announcement of results
3	Prescribing an upper limit for valuation of answer scripts per day	This has vastly reduced erratic evaluation
4	Introduction of OMR sheets during the examination as well	Reduced time and errors, and speedy declaration of results

	as the evaluation	
5	Course wise decentralization of Evaluation Centres	Organized process coupled with quality evaluation leads to timely declaration of semester results

Over the last few years, the College has felt the need for reforms pertaining to internal evaluation. The following table gives a glimpse of the old practice, reforms introduced and the improvements seen.

Sl. No	Old Practice	Reforms	Improvements
1	Evaluation mode was through the written internal tests	Students are now evaluated on the basis of their performance in the written tests as well as seminars, classroom interactions, presentation and assignments	This has led to a holistic evaluation and also confidence building in the students
2	The internal tests would be conducted during class hours	Current system follows well-structured assessment system. Internal tests and preparatory exams are patterned after the University Examination.	This systematic pattern has inculcated seriousness among students
3	Projects and assignments were not compulsory and was not considered for evaluation	In-house projects are allotted to students and they are evaluated for the same for the internal marks/grades	This has resulted in developing student's aptitude for research

### **2.5.3 How does the institution ensure effective implementation of the evaluation reforms of the university and those initiated by the institution on its own?**

The institution adopts the internal evaluation methods through the following:

Assignments, presentations, field visits, industrial visits, class interactions, group discussions, Viva-voce, seminars, workshops, research activities, projects, written and practical tests,

organizing functions, curriculum based training, social activities, inter college competitions. These are essential criteria required for Managerial positions in the industry.

Reforms initiated by the University and implemented by College:-

Students are now evaluated on the basis of their performance in the written tests as well as seminars, classroom interactions, presentation and assignments. Current system follows well-structured assessment system. Internal tests and preparatory exams are patterned after the University Examination. In-house projects are allotted to students and they are evaluated for the same for the internal marks/grades. The college assesses the student's performance in the following parameters.

1. Interest In Work
2. Initiative
3. Planning and Organizing
4. Setting Goals
5. Ability to Learn
6. Quality/Quantity of Work
7. Creativity
8. Reflection and Integration from prior learning
9. Judgment
10. Problem solving skills
11. Dependability
12. Interpersonal Behavior
13. Handling Conflict
14. Response to Supervision
15. Communication Skills – written/oral
16. Leadership qualities
17. Adaptation

**Teaching:-**

Teacher ensures that he complete the syllabus properly by imparting knowledge and understanding of the subject. This enables the students to answer the questions in different levels.

**Learning:-**

Students have been weaned from rote learning as they have to give specific answers. They have realized that selective learning of important questions will not help them to pass but only through thorough understanding of the subjects will earn them good grades. Our objective method of answering questions helps them to maintain time in the University examinations. And other parts of the answers to be written in the proper guidelines which helps them to score good marks with grades.

**Evaluations:-**

The objective of evaluation is to declare the results in time. Thus evaluation work is taken up promptly by the University at different centers. The introduction of OMR sheets for theory and practical evaluation helps in speedy entry of marks and timely declaration of results. Decentralization of valuation center avoids confusion, and effective evaluation process is carried out, which helps the stake holders and also university.

**2.5.4 Provide details on the formative and summative evaluation approaches adapted to measure student achievement. Cite a few examples which have positively impacted the system.**

Formative Assessment - The goal of formative assessment is to *monitor student learning*, to provide ongoing feedback that can be used by instructors to improve their teaching and by students to improve their learning. Formative Assessment of the students is done on the following parameters:

1. Assignments
2. Presentations
3. Field visits
4. Industrial visits
5. Class interactions
6. Group Discussions/Viva-voce
7. Workshops/Seminars
8. Research activities
9. Projects
10. Written and practical tests
11. Organizing functions
12. Curriculum based training
13. Social activities
14. Inter college competitions
15. Overall attendance and conduct during the session.

Summative Assessment – The goal of summative assessment is to *evaluate student learning* at the end of an instructional unit by comparing it against some standard or benchmark. Summative Assessment takes place at the end of the academic session which is conducted by the College during the terminal test at the end of the semester. This process helps the students to gain confidence and to achieve good results. This is how the institution uses the formative and summative evaluation approach to measure the student's performance.

The University conducts a summative evaluation at the end of each semester through the following.

1. Written Exams
2. Practical Exams
3. Viva voce
4. Project work

**2.5.5 Enumerate on how the institution monitors and communicates the progress and performance of students through the duration of the course/programme? Provide an analysis of the students results/achievements (Programme/course wise for last four years) and explain the differences if any and patterns of achievement across the programmes/courses offered.**

Academic performance, regularity, participation in co-curricular and extra-curricular

activities; physical and emotional well-being – all these factors play a vital role in the progress of the students. The following monitoring methods are adopted by the Institution:

- Academic monitoring – the academic performance is monitored by observing the students' performance in the classrooms through discussions, interactions, presentations, seminars, and assignments. Monitoring is also done by observing their performance in the internal examinations, and final semester examinations taking both theoretical and practical aspects into consideration.
- Regularity – the regularity of the students is monitored by recording attendance in every class.
- Co-curricular and extra-curricular activity monitoring – After identifying their areas of interest in co-curricular and extra-curricular activities, the students participation/non participation is recorded.
- Monitoring of physical and emotional well-being – All the staff continually involve in students physical and emotional well-being through continuous counseling and offer help wherever necessary.

The students are guided to progress in all these factors by constant encouragement. Any short comings in any one or all the above factors are adequately addressed. The students and parents are communicated about the progress through display on the noticeboard. Parents and local guardians are invited to the college and discuss the necessary action to be implemented for the progress of the student.

Communication of the student's performance to the parents is through the following

1. Display on the notice board
2. Through periodic performance reports to the parents
3. Parents Teachers Meet
4. Online information

Result analysis of B COM, BBA AND MIB for last four years.

Year	Course: B COM(UG)	Course: BBA(UG)	Course: MIB (PG)
2011-12	-----		100%
2012-13	-----		100%
2013-14	85%	66%	92%
2014-15	Awaiting Results	Awaiting Results	Exams in June 2015

Rank holders during the above period.

- B COM University rank – No
- BBA University rank – No
- MIB University rank – No

#### **2.5.6 Detail on the significant improvements made in ensuring rigor and transparency in the internal assessment during the last four years and weightage assigned for the overall development of students (weightage for behavioral aspects, independent learning, communication skills etc.)**

1. Improvements in Internal Assessment – Written tests, attendance, presentations, field visits, assignments, seminars, workshops, research activities, independent

learning, behavioral aspects

2. Transparency in Internal Assessment – After evaluation of the assignments/tests/projects/ etc. the outcome results are discussed in the class, results are put on the notice board, students are individually counseled, feedback taken from the students for better assessment, as well as improving the existing standards of assessment.
3. Weightage in Internal Assessment – While evaluating students for internal assessment due weightage is considered for their behavioral aspects, independent learning and communication skills.

**2.5.7 Does the institution and individual teachers use assessment/evaluation as an indicator for evaluating student performance, achievement of learning objectives and planning? If ‘yes’ provide details on the process and cite a few examples.**

Yes, the College uses assessment/evaluation as an indicator tool for evaluating not only student performance but also curricular as well as faculty performance. The following are the methods of assessment used as indicators of student performance:

Sl. No	Assessment Criteria	Learning Outcome
1	Written Assessment	Improved flow of thought and expression, Comprehending ability
2	Practical Skill Assessment	Develop learning through on the job, resulting in better understanding of concepts and fostering creativity
3	Field Work Assessment	Gaining hands on experience
4	Group Assessment	Fosters team work and promotes leadership skills
5	Competitive Assessment	Achieving ranks and recognitions
6	Research/Project Assessment	Helps in gaining in depth conceptual knowledge
7	Attendance Assessment	Leads to regularity and punctuality

**2.5.8 What are the mechanisms for redressal of grievances with reference to evaluation both at the College and University level?**

The redressal of grievances regarding evaluation in both internal assessment and university examination is through the following process:

- Internal Assessment – The student has free access to the subject teacher regarding the marks awarded for the internal assessment. The teacher clarifies

doubts regarding evaluation. Discrepancies if any are treated with seriousness and adequately addressed depending on the nature of the problem

- With regard to internal tests, re-totaling and revaluation is done and appropriate marks are awarded.
- University examinations – with regard to university examinations, there is a mechanism adopted by the University for Redressal of grievances. Within 10 days of the announcement of the results, students can apply for revaluation. Whenever necessary, Bangalore University makes arrangements for issuing photocopies of their answer scripts to the students after the announcement of results. This allows the students to consult competent faculty to ensure fairness of evaluation. Faculty and the college liaison officer under instructions from Principal forwards applications for revaluation to the university and follow it up regularly for speedy redressal of grievances.

## **2.6 Student performance and Learning Outcomes**

### **2.6.1 Does the College have clearly stated learning outcomes? If ‘yes’ give details on how the students and staff are made aware of these?**

Yes the College has clearly stated learning outcomes mentioned in its Vision and Mission. These are made aware to students and staff through-

- Vision, Mission prominently put up at strategic places in the College
- During inaugural function every year the college learning outcomes and performance report given by the Principal.
- Student handbook given to students the day they join the college.
- Orientation program given to staff and student before the commencement of the academic year.
- Refresher courses for students and staff with the academic & industry experts.
- Alumni – student interaction
- Faculty and student training programs.

### **2.6.2 How are the teaching, learning and assessment strategies of the institution structured to facilitate the achievement of the intended learning outcomes?**

The College aims to help students to attain their potential by providing a supportive, vibrant and challenging learning environment. The faculty is involved in the creating of this learning environment. Students are equally valued during their learning journey at the College. Accordingly, the curriculum, teaching, learning and assessment at the College are student centric.

The College is committed in creating an environment where students are supported to achieve their potential and working towards creating an inclusive learning atmosphere. The strategy of lifelong learning intended to be learner centric, recognizing students’ prior learning, experience and abilities. This requires the identification of individual’s learning goals and it will emphasize the importance of reviewing student progress against agreed objectives. It acknowledges that students learn most effectively if they are supported as individuals to achieve personal development. To facilitate the achievement of the intended learning



outcomes, the strategies of teaching, learning & assessment of the Institution are through:

- Quality Improvement Program
- Faculty Improvement Program
- CCE - Continuous and Comprehensive Evaluation of students by the class coordinators.
- Theory, projects, assignments & practical for effective learning.
- Smart card system for overall assessment of the student. Done by the institution.

**2.6.3 What are the measures/initiatives taken up by the institution to enhance the social and economic relevance (quality Jobs, entrepreneurship, innovation and research aptitude) of the courses offered?**

To enhance the social and economic relevance of the courses offered the measures/ initiatives taken up are:

- Students are guided regarding the future prospects of various options at the Corporate Level and they are further sensitized on the societal responsibilities, through guest lectures.
- Value added lectures on entrepreneurship skills are conducted.
- Campus placements for quality jobs in reputed organizations are organized.
- For innovation in research aptitude students are encouraged to undertake, participate in research projects, national seminar and conference.
- Special events organized by students.
- The College is dedicated for quality education which helps in branding our students as the best in the operational areas.
- Students are motivated through personality development and encouraged to participate in activities for social and community service.
- The quality education and research development activities have been contributing significantly in transforming socio-economic condition of the people.

**2.6.4 How does the institution collect and analyze data on student learning outcomes and use it for planning and overcoming barriers of learning?**

The College has an organized procedure to collect and analyze data on student learning outcomes; the following points are adopted by the institute.

- Midterm and continuous evaluation comprising of monthly internal tests, assignments, terminal exams and seminar presentation.
- Introduction of unit test with choices and objective and analytical type with short descriptive and analytical answers ensures comprehensive study and undertaking of the entire course content by the students. Our method of evaluation in Midterm exam and continuous evaluation comprising of monthly internal tests, assignments, terminal exams and seminar presentation.
- Semester examinations throughout the course. Six Semesters each for BBA and B

COM, and four semesters for MIB.

Institution has formulated the following steps to overcome barriers in learning outcome.

- Providing question bank
- Addressing the grievances in evaluation methods
- Providing valued answer booklets to the students after their preparatory and internal practical
- Encouraging students to write in the short and descriptive method
- Minimum attendance percentage (75%) and eligible criterion is followed
- Extra classes for slow learners and also counseling classes for weak students in the subjects to improve their performance
- Periodic evaluation helps the improvement of learning outcome
- Communication English classes are conducted to improve their oral, written and conversational skills to help them to cope with the subject

The class coordinators keep a track record of students' performance and maintain their assessment record graph. Results of test, exams are recorded and evaluated every semester.

#### **2.6.5 How does the institution monitor and ensure the achievement of learning outcomes?**

The College has a set mechanism to monitor the student's learning outcomes. Attendance is compulsorily taken for every lecture. The class test and assignments are valued within a short duration and the marks are recorded, which acts as a ready reckoner for the academic progress of the students. The student's participation in the class and the marks scored in tutorials, assignments helps to judge the students by the staff members. The slow learners are taken care of by the mentors in counseling cell. Remedial programs are arranged for slow learners.

Library register, attendance register are monitored to know about the student's interest in academic activities. The faculty members are encouraged conduct surprise tests, quizzes to monitor the academic progress of each student

#### **2.6.6 What are the graduates attributes specified by the college/affiliating university? How does the College ensure the attainment of these by the students?**

The College continuously strives in honing the skills of the students to adapt themselves to the global industrial culture. IAME imparts professional attributes/skills throughout the course as follows.

- A commitment to excellence in all scholarly and intellectual activities.
- Be lifelong independent, reflective in practice and information literate.
- Be creative, strategic and critical thinkers with highly developed problem solving skills.
- Exhibit a positive work attitude and work ethic in order to achieve successful outcomes.
- An awareness of the cultural, environmental and economic impacts of education in Commerce and Management
- Be culturally tolerant and demonstrate appropriate intellectual competence.
- Have an understanding of ethical standards and professionalism.
- The ability to communicate effectively, and be self-aware and

empathetic.

- Deep understanding of those skills relevant to working and managing
- Have an understanding of team dynamics and the ability to be effective.

The graduate's attributes are:

- Consistency of service
- Attention to detail
- Punctuality, honesty
- Leadership, team building and collective bargaining skills
- Traditional values

The College ensures attainment of these attributes by conducting:

- Value added class
- Refresher courses
- Personality development workshop

### BEST PRACTICES

- Orientation for new staff and regular in-service training for all teachers on pedagogic style, developing interpersonal relationship, and soft skills
- Extended Bridge course in English, Language and major subjects to provide a foundation at the transitory
- ICT enabled Teaching-Learning
- Preparation of comprehensive lesson plan by every teacher for meticulous, spaced out completion of syllabus
- Successful Mentor system to follow the academic and overall progress of the ward is unique to our Institution. This is an addition to need based counseling offered
- Several committees interacting with teachers and students promote activities like E-content development, Personality development, training, placement, industry-institution interface and student welfare

### Teaching Learning Process

- College assembly – every Monday and Saturday, the College conducts assembly which serves as a meeting ground for the students and faculty for important announcement and dissemination of ideas. Attendance is compulsory for both students and faculty. The assembly is conducted by the students. Starting with a brief meditation followed by an invocation and a speech of topical value by a student. The assembly concludes with a thought for the day given by a faculty followed by important announcements.
- Inaugural cum Orientation Programme – Every year the college conduct an inaugural cum orientation programme for the fresh batch of students when parents also get to meet the Principal and faculty. The program spells out the vision, mission, objectives and the institutional motto to the parent-student gathering. This is followed by an orientation programme in their respective class rooms
- Soft-skill development – Our Institution believes in the holistic development of students. This is done keeping in view the demands of the job market. Hence, a

number of soft skill development programmes are arranged for students in the form of lectures and workshops. Also, teachers train students in writing business proposals, and resume. It is compulsory for all students to make presentations in the class to enhance their presentation skills

- Weekly department performance review is conducted by all the members of the department, preventive and corrective measure are initiated for continuous improvement and monthly review is made by Principal by inviting HODs

#### Evaluation methods

- Holistic approaches to assessment – Students are assessed on the basis of their interaction in class rooms, assignments, presentations and performance in the continuous evaluation

#### Innovation in teaching & learning

- Two teaching orientations are provided to the staff every year to maintain quality and update the knowledge of teachers
- Learning is made student centric. Students give feedback on teaching of the teacher, library user feedback, infrastructure feedback, course and alumni feedback, departmental libraries. Browsing Centre, question bank, book bank, mentorship, strong encouragement for leadership, co-curricular activities, sports, student representation in IQAC committee, learner-organization partnerships, for quality excellence are all student centric activities.
- To provide comprehensive knowledge and skills appropriate to the discipline with varied teaching learning experiences relevant to each department
- The College provides good number of enrichment courses in each discipline to incorporate appropriate recent advances specific to each subject.
- Every teacher identifies the gap between expected learning and achieved learning, based on the gap identified remedial drill is initiated. Few of the innovative practices are counseling, mentorship and students feedback which ensures effective learning experiences among the learners.

## **CRITERION III: RESEARCH, CONSULTANCY AND EXTENSION**

### **3.1 Promotion of Research**

**3.1.1 Does the institution have recognized research center/s of the affiliating University or any other agency/organization?**

No, the College does not have and is not a recognized research centre. However, the Institution has plans for the same in the coming years.

**3.1.2 Does the Institution have a Research Committee to monitor and address the issues of research? If so, what is its composition? Mention a few recommendations made by the committee for implementation and their impact.**

The International Academy of Management & Entrepreneurship offers Post Graduate Programme in International Business - MIB, Research activities will have to be taken up as part of syllabus.

A committee of research is constituted with the following members.

1. Principal	: Chairman
2. HOD – UG	: Member
3. HOD – PG	: Member
4. PG – Final Semester Student	: Member
5. Industry Expert	: Member
6. Asst. Prof. PG Dept.	: Coordinator

The following are the major objectives identified by the Committee

- To develop an aptitude for research among both faculty and students (UG & PG)
- To encourage all faculty to pursue M.Phil. and Ph.D. degrees.
- Each program coordinator shall conduct quarterly journal clubs for their students.
- To seek collaboration with Industry and Research labs for carrying out Research in our institution.
- Encourage both faculty and students to write research papers and proposals.

Impact of recommendations:-

- Faculty has initiated enrolling for M.Phil. & Ph.D.
- Research papers are undertaken by students and faculty.
- Students and faculty are encouraged to participate in seminars, conferences and paper presentations.

**3.1.3 What are the measures taken by the institution to facilitate smooth progress and implementation of research schemes/projects?**

- Autonomy to the principal investigator
- Timely availability or release of resources
- Adequate infrastructure and human resources
- Time-off, reduced teaching load, special leave etc. to teachers

- Support in terms of technology and information needs
- Facilitate timely auditing and submission of utilization certificate to the funding authorities
- Any other facilities as required from time to time

To facilitate smooth progress and implementation of research schemes the College takes initiative in

- Availing grants/ funds,
- Sanctioning training program and leave to scholars,
- Reduced teaching load,
- Seeking experts' advice and support,
- Support in terms of technology and information needs,
- Adequate infrastructure & human resources.

The Institution encourages faculty members to participate in research activities through cash incentive/awards as follows.

National level presentation	Rs. 5000/-
National level publication	Rs. 8000/-
International level presentation	Rs.12000/-
International level publication	Rs. 15000/-

For conferences, traveling, boarding, lodging and local conveyance allowances are paid as per the norms in the service manual, access to ICT, basic infrastructure like computers internet, reprographic facilities, printing and library facilities and recognize distinguished research activities at appropriate platforms.

### **3.1.4 What are the efforts made by the institution in developing scientific temper and research culture and aptitude among students?**

Ans: Regular Guest Lectures are held to initiate students into the research mode and to instill a research temper in them. The College motivates students to participate in National and International seminars and present their research papers. Prior to participation and presentation of papers the students are encouraged to present mock papers. During class hours mock paper presentation sessions are held. Regular guidance is a standard norm especially for the Post Graduate students. PG students have Research Methodology as a subject in their curriculum and the institution has started 2 hours of Research Methodology classes for UG students also. Student projects are strongly encouraged and support is given.

### **3.1.5 Give details of the faculty involvement in active research (Guiding student research, leading Research Projects, engaged in individual/collaborative research activity, etc.**

Ans: The following are details of research papers presented by faculty members at various platforms, and are proof of involvement in active research.

<b>Name of Faculty</b>	<b>Conference Name</b>	<b>Date</b>	<b>Type of conference</b>	<b>Topic Name</b>
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<b><u>Mr. Sunil Rao</u></b>	8 <sup>th</sup> National Conference on “Promoting an Entrepreneurial Ecosystem in India. (Vignana Jyothi Institute of Management Hyderabad)	19 <sup>th</sup> & 20 <sup>th</sup> Dec 2014	National	FDI & Indian Impact on Indian Economy
1.				
2.	International Conference on Innovative practices in Business & Information Technology. (AIMIT- Bangalore)	15 <sup>th</sup> & 16 <sup>th</sup> Dec-2014	International	Green Marketing
3.	International Conference on “Emerging Trends & Issue in Management practices-A Business Scenario (Sankara College of Science & Commerce, Coimbatore)	25 <sup>th</sup> Aug14	International	Retail Management
4.	International conference on “Entrepreneurial perspectives & emergence” (Alagappa Institute of Management)	7 <sup>th</sup> & 8 <sup>th</sup> Aug 2014	International	Economic Upliftment
5.	National Seminar on Finance & Banking	24 <sup>th</sup> March 2014	National	International Investment
6	International Conference: Bridging the Urban-Rural Divide: Through Rural Transformation (Raisoni Institution-Jalgaon)	30 <sup>th</sup> & 31 <sup>st</sup> January 2015	International	Micro Finance
7.	National conference on Recent Trends in Management	28 <sup>th</sup> May	National	Micro Finance through self help group
Mr.Bharath Booshan	“Strategies & action plans for sustainable development in higher education. (Presidency College- Bangalore)	8 <sup>th</sup> Aug 2014	International	Recent Trend in Finance
	International Conference on “Emerging trends & issue in management practices-A Business Scenario (Sankara college of science & commerce, Coimbatore)	25 <sup>th</sup> Aug14	International	Brand Management
Ms. Kanchan Rajput	Nurturing Innovations in Business: Building the future (Raisoni Institute of Management-Jalgaon)	30 <sup>th</sup> Jan 2014	National	New Trends in Capital Market

	National Seminar on Finance & Banking	24 <sup>th</sup> March 2014	National	International Investment
	International Conference on Entrepreneurial Perspective & Emergence (Alagappa Institute of Management)	7-8 <sup>th</sup> Aug 2014	International	Economic Upliftment
	Strategies and Action Plans for Sustainable Development in Higher Education (Presidency College Bangalore)	8 <sup>th</sup> Aug 2014	International	Recent Trend in Finance
	Emerging Trends in Finance and Accounting	22-23 Aug 2014	International	Money Market
	Emerging Trends and Issues in Management Practices - A Business Scenario (Sankara college of science & commerce, Coimbatore)	25 <sup>th</sup> Aug 2014	International	Retail Management
	Innovative practices in business and information technology-2014 (AIMIT- Bangalore)	15 <sup>th</sup> , 16 <sup>th</sup> 2014	International	Green Marketing
	Promotion on Entrepreneurial Ecosystem in India (Vignana Jyothi Institute of Management Hyderabad)	19 <sup>th</sup> , 20 <sup>th</sup> Des 2014	National	Foreign Direct Investment & Impact On Indian Economy
	International Conference: Bridging the Urban-Rural Divide: Through Rural Transformation (Raisoni Institution-Jalgaon)	30 <sup>th</sup> & 31 <sup>st</sup> January 2015	International	Micro Finance
	National conference on Recent Trends in Management	28 <sup>th</sup> May	National	Micro Finance through self help group

**Faculty enrolled for Ph.D.**

1. Sunil B Rao
2. Sandesh Kumar
3. Bhatath Bhoosan

**3.1.6 Give details of workshops/ training programmes/ sensitization programmes conducted/organized by the institution with focus on capacity building in terms of research and imbining research culture among the staff and students.**

Sl. No	Date	Topic	Resource Person
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01	09 May 2014	Research Methodology	Prof. Sunil Rao
02	15 June 2014	Importance of Research in Academics and Industry	Prof. Sunil Rao
03	21 July 2014	Research Ability and Development	Prof. Sunil Rao
04	14 August 2014	Research Scope and Defining Scope of Research	Prof. Sunil Rao

### **3.1.7 Provide details of prioritised research areas and the expertise available with the institution.**

The College offers Under Graduate and Post Graduate courses in Commerce and Management of the Bangalore University. All research activities are directed towards research in these areas presently. The college is only about 6 years old, is passing through its consolidation stage, and hence has not identified any specific and priority areas of research and will direct itself in identifying specific areas for research in the coming years. However, presently Marketing and International Business are the main areas where research activities are being conducted.

### **3.1.8 Enumerate the efforts of the Institution in attracting researchers of eminence to visit the campus and interact with teachers and students?**

In its constant endeavour to encourage research activities among the students and faculty members, the College invites eminent researchers and guest faculty from other institutions and agencies to interact with students and faculty members. Some of the Guest Faculty includes:

1. Dr. Rajdeep Manwani, Coordinator, Dept. of Commerce, Jain University
2. Mr. Seetharaman, Vice-President, First Gulf Bank, Abu Dhabi
3. Prof. Ilan Greenberg, Professor, Bard College, New York. He is also the Moderator for International Student Academy for the Long Island University, New York

### **3.1.9 What percentage of the faculty has utilized Sabbatical Leave for research activities? How has the provision contributed to improve the quality of research and imbibe research culture on the campus?**

As on date roughly 40% of faculty members have utilized sabbatical leave for research activities. Most of the leaves taken are for attending Seminars organized by various institutions, agencies and by the parent University, and for engaging in field visits during the course of research. Besides, some of the faculty members are also engaged in research by virtue of being members of research bodies and management associations.

These provisions have contributed in improving the research culture amongst staff as they have initiated their research activities. This provision has encouraged other faculty to take baby steps into the area of research and they too are actively engaging themselves in research activities at the institution level, through paper presentations.

**3.1.10 . Provide details of the initiatives taken up by the institution in creating awareness/advocating/transfer of relative findings of research of the institution and elsewhere to students and community (lab to land)**

Available opportunities are judiciously utilized in participating in all research activities. Most of these activities pertain to the curriculum or the research interests of the individual faculty members. Research papers are presented at all possible avenues and platforms. Research findings are disseminated to students and also to the public at large. Regular expert visits are organized to discuss the findings to enable the layman to understand the importance of the particular research activity. Panel discussions are also organized to take the research mode to higher levels.

**3.2 Resource Mobilization for Research**

**3.2.1 What percentage of the total budget is earmarked for research? Give details of major heads of expenditure, financial allocation and actual utilization.**

Yes. The Management has provided a budget sanction.

Expenditure Heads	Financial Allocation	Actual Utilization
Seminars, Workshops etc.	100000/-	65,000/-

**3.2.2 Is there a provision in the institution to provide seed money to the faculty for research? If so, specify the amount disbursed and the percentage of the faculty that has availed the facility in the last four years?**

Yes the institution has provision to provide seed money to the faculty for research activities like:

Providing duty leave to faculty for participating and presenting papers at national level seminar, conferences

Extending TA/ DA for presenting papers at conferences/ seminars:

**3.2.3 What are the financial provisions made available to support student research projects by students?**

No financial provisions are made available to support student research project as most of the projects are self-financed.

**3.2.4 How does the various departments/units/staff of the institute interact in undertaking inter-disciplinary research? Cite examples of successful endeavors and challenges faced in organizing interdisciplinary research.**

The Institution conducts Under Graduate program in Commerce and Management, and PG program in International Business. For the inculcation of research aptitude in the student the College takes several initiatives like inter-disciplinary seminars on

the current, relative and burning issues in Management and Business sector. Emphasis is given on interaction among the students so as to generate a common thinking from every angle, for interdisciplinary research. Our UG and PG curriculum has a great impact on the society drawing more attention on this issue of research.

**3.2.5 How does the institution ensure optimal use of various equipment and research facilities of the institution by its staff and students?**

- 1) Extended library hours to staff and student
- 2) Research journals, subscription to e-journals.
- 3) Computers and IT facilities
- 4) A conducive environment which encourage and motivates the staff and students to take a forward step to pursue research in their field of interest.

**3.2.6 Has the institution received any special grants or finances from the industry or other beneficiary agency for developing research facility? If 'yes' give details.**

Most of the projects and research activities are self-financed. The Institution has not received any special grant or finances from the industry or other beneficiary agency for developing research facility. However, such plans are in the pipeline and will materialize in the coming years.

**3.2.7 Enumerate the support provided to the faculty in securing research funds from various funding agencies, industry and other organisations. Provide details of ongoing and completed projects and grants received during the last four years.**

As mentioned earlier, all research and projects are self-financed by the Institution. Hence faculty have not approached any agencies for securing research funds.

**3.3 Research Facilities**

**3.3.1 What are the research facilities available to the students and research scholars within the campus?**

Research facilities available to the students and scholars

- 1) Well-equipped library.
- 2) Subscription to referred journals.
- 3) Journals.
- 4) Wi-Fi service
- 5) Workshop on research methodology, SPSS
- 6) Reprographic facilities.

**3.3.2 What are the institutional strategies for planning, upgrading and creating infrastructural facilities to meet the needs of researchers especially in the new and emerging areas of research?**

Institutional strategies for upgrading and creating infrastructural facilities:

- 1) Computer network with internet service with SPSS.

2) Upgradation of research journals in library.

**3.3.3 Has the Institution received any special grants or finances from the industry or other beneficiary agency for developing research facilities?? If ‘yes’, what are the instruments/ facilities created during the last four years.**

No special grants or finances have been received from the industry. However such initiatives will be undertaken in the coming years.

**3.3.4 What are the research facilities made available to the students and research scholars outside the campus / other research laboratories?**

Other than the facilities made available to students at the Institution, the students are sent for internships in between semesters. This is to primarily inculcate the habit of research in the students in specific areas as well as areas from their curriculum. Mentors are identified in the organizations where the internships take place. The mentors guide the students as well as interact with the faculty members in the progress of the research during the internship module. In the final year of both UG and PG Programmes the students take up specialization projects as part of the curriculum.

**3.3.5 Provide details on the library/ information resource centre or any other facilities available specifically for the researchers?**

Library/ information resource Centre

- Well-equipped library
- journals

**3.3.6 What are the collaborative researches facilities developed / created by the research institutes in the College? For ex. Laboratories, library, instruments, computers, new technology etc.**

No collaborative research facilities have been developed or created by the Institute. However the existing facilities are being upgraded.

**3.4 Research Publications and Awards**

**3.4.1 Highlight the major research achievements of the staff and students in terms of**

- \* Patents obtained and filed (process and product)
- \* Original research contributing to product improvement
- \* Research studies or surveys benefiting the community or improving the services
- \* Research inputs contributing to new initiatives and social development

<b>Sl No</b>	<b>Name</b>	<b>Title</b>
1	MOHAMMED SAKKIR.M	A STUDY ON CUSTOMER SATISFACTION IN CLINICAL RESEARCH TRAINING PROGRAM
2	RAM PRASAD PR	A STUDY ON HR PRACTICES IN ICICI PRUDENTIAL LIFE INSURANCE
3	RANA JAGADEEPSINH AMARSINH	A STUDY ON TRAINING NEED ANALYSIS
4	SHYAM PRASAD.P	THE CURRENT AND FUTURE TRENDS OF AUTOMOTIVE INDUSTRY
5	VALIMBE NILESH HARISCHCHANDRA	A DESCRIPTIVE STUDY OF MUTUAL FUNDS AND INVESTORS PERCEPTION ABOUT INVESTMENT IN MUTUAL FUND
6	VINOD MANGHANI	A STUDY ON CURRENCY DERIVATIVES

<b>Sl No</b>	<b>Name</b>	<b>Title</b>
1	ASHWIN K	EFFECTS OF ENVIRONMENTAL CHALLENGES FORMACHINE TOOLS EXPORTS WITH A RESPECT TO SIMTA MACHINERY PRIVATE LIMITED, COIMBATORE
2	D R MADHAN KUMAR	PROSPECTS AND CHALLENGES FACED BY LEATHER PRODUCT EXPORTERS OF AMBUR WITH SPECIFIC REFERENCE TO YORK SHOES PVT LTD AS AN ILLUSTRATIVE CASE
3	JAISON GEORGE	PORTFOLIO BUILDING FOR MUTUAL FUND INVESTORS AT KARTHIKA INVESTZONE CONSULTANTS PVT LTD
4	JANBANDHU PIYUSH DHANLAL	CUSTOMER SATISFACTION TOWARDS THE SERVICES PROVIDE BY BULLGAINS
5	JAYAPRASAD K	A STUDY OF EFFECTIVENESS OF THE TRAINING AND DEVELOPMENT PROGRAMME IN HDFC BANK

6	KONDA VENKATA KRISHNA REDDY	A STUDY OF COMPETITOR PROFILE ON INDUSTRIAL COATING PRODUCTS MARKET IN BANGALORE
7	MOHAMMED RAFI T	A STUDY OF EFFECTIVENESS AND SCOPE OF ONLINE ADVERTISING
8	PRASANNA ARUNACHALAM ARUN	MARKETING STRATEGIES AND THE MARKETING MIX USED IN TV SUNDARAM IYENGAR AND SONS LTD FOR THEIR PRODUCT "MAHINDRA"
9	PRATHYUSHA D	IMPACT OF ERP SYSTEM IN PENTAFUSE
10	RATHNA KUMAR S	A STUDY ON RECRUITMENT AND SELECTION AT HOTEL A MARVELLE
11	SAWARKAR SATYAVIJAY DINKAR	ANALYSIS OF COMMON BASE SYSTEM (CBS) DESIGNED FOR DATA MANAGEMENT AND SUGGESTING SOLUTIONS FOR EFFECTIVENESS OF SYSTEM
12	SMRITI SUNDERRAJ FRANCIS	STRESS LEVEL OF EMPLOYEES DUE TO WORK LOAD AT HUMAN CAPITAL RESOURCE
13	SRINIVASARAO BADINEEDI	A STUDY ON CUSTOMER SATISFACTION IN TIRUMALA MILK PRODUCTS PVT LTD

Sl No	Name	Guide	Title
1	BATHISHA BAVA	Ms. Nisha C	Fundamental analysis of Automobile Industries
2	CHEBROLU NAGARAJU	Mr.Shree Harsha	Customer Satisfaction at Bajaj automobiles
3	KILAKA HEMANT KUMAR	Mr.Bharath Booshan	E-Trading at Motilal Oswal securities Pvt Ltd.,
4	LOHITH N	Mr.Sunil B Rao	Brand awareness at Bharati AXA general Insurance
5	M NARESH RAO	Mr.Sunil B Rao	A project report on consumer awareness about heritage milk and milk products at Heritage Foods Limited, Hyderabad, Telangana

6	M ROSHAN ZAMEER	Mr.Sunil B Rao	A Project report on customer relationship management at kotak mahindra bank, Hyderabad, Telangana
7	M SANKETH	Mr.Shree Harsha	Consumer satisfaction towards Nandini Milk Products
8	M VIKNESHVA RAN	Mr. Sunil B Rao	Study of Software purchase influencing factors of Yuva India Global Solutions
9	MANCHELLA SAI CHAITANYA MANU	Mr.Bharath Booshan	Customer Loyalty process during purchase
10	MANIKANTA BISWAS	Ms.Ramajyothi	Performance appraisal system
11	PALLAPATI ASHOK	Ms.Ramajyothi	A study on customer satisfaction towards heritage food products by heritage food products Pvt Ltd., Hyderabad, AP.
12	PRAMOD MURUDUDDI	Mr.Bharath Booshan	Customer Satisfaction of Hero Motocorp at Hero Motocorp
13	RAJU G JADHAV	Mr.Shree Harsha	A study on Marketing Strategies to increase direct sales of Tata Sky Etiquette Promotion, Bangalore
14	RAMYA S	Ms.Ramajyothi	A Project Report on Customer service at Bigbazar
15	RUPA BISWAS	Ms.Ramajyothi	A study on Job satisfaction of Employees with special reference Inmark Retail Pvt Ltd
16	S JAYA PRAKASH	Mr.Bharath Booshan	Sales and promotion of American Express service India limited, Bangalore
17	SIDDHARTH M CHOUHAN	Mr.Sunil B Rao	Study of Customer Satisfaction at world Vision softek
18	SIVA NAGARAJU KONAKALA	Mr.Shree Harsha	A study on dealers perceptions towards coca cola beverages pvt Ltd, Secunderabad, Telangana
19	STEBEIRO MALCOLM SAVIO	Mr.Shree Harsha	The role of ecommerce in Indian Industry Myntra.com Pvt., Ltd., bangalore
20	THEVAR SNEHA SANTHANAK KARUPPAN	Ms.Nisha C	Comparitive study on performance of Equeity schemes of Reliance Mutual Funds

21	TRISAINATH DRAKSHARA M	Mr.Shree Harsha	A study on customer relationship management with reference to Bharathi Soap works Guntur
22	YAMINI DHANEKULA	Ms.Ramajyothi	A study on the market potential of the software product - Hospital Management Solution developed by Planetsoft

**3.4.2 Does the Institute publish or partner in publication of research journal(s)? If 'yes', indicate the composition of the editorial board, publication policies and whether such publication is listed in any international database?**

No

**3.4.3 Give details of publications by the faculty and students:**

Books Published by Faculty:

- 1 "Market Behavior and Cost Analysis" by Sunil B Rao
- 2 "Services Management" by Sunil B Rao
- 3 "Marketing & Services Management" by Sunil B Rao
- 4 "Brand Management" by Sunil B Rao

**3.4.4 Provide details (if any) of**

- \* research awards received by the faculty
- \* recognition received by the faculty from reputed professional bodies and agencies, nationally and internationally
- \* Incentives given to faculty for receiving state, national and international recognitions for research contributions.

No awards or recognitions have been received by any faculty of the College for any research activity from any professional bodies or agencies, nationally and internationally

**3.5 Consultancy**

**3.5.1 Give details of the systems and strategies for establishing institute-industry interface?**

No specific systems and strategies have been adopted for establishing institute- industry interface. All collaborations and interface have been established through networking with the Industry through Social Media. Guest faculty, Industry Experts, Subject Experts are contacted either through social media or during Seminars, Workshops and other similar platforms. The interface is more on a personal note rather than professional. As a result of this personal interface placement and training for our graduate students does not take any effort.

**3.5.2 What is the stated policy of the institution to promote consultancy? How is the available expertise advocated and publicized?**

To promote consultancy the College has stated its policy in its Vision and Mission and encourages the participation in the ratio of 80:20 (academics: consultancy). The expertise



available is made known through students, professional consultants networking, word of mouth, and meetings during research platforms and through social media.

**3.5.3 How does the Institution encourage the staff to utilize their expertise and available facilities for consultancy services?**

The management and principal wholeheartedly appreciate and encourage staff with expertise to take up consultancy services to share our knowledge. However we are ready to undertake the project consultancies for revenue generation.

**3.5.4 List the broad areas and major consultancy services provided by the institution and the revenue generated during the last four years.**

Consultancy services are taken up on honorary basis and not particularly for revenue generation. The consultancy services are for charitable firms, hospitals and educational institutions which are:

- Consultant for Educational Institutions on Quality Improvement and accreditation / certification.
- Consultative Auditing for Quality Assessment of Education System
- System Implementation for Quality Education.
- Consultant for Pre-School / Educational Institutions/ SMEs
- Advisory committee member for Pre-School Education

**3.5.5 What is the policy of the institution in sharing the income generated through consultancy (staff involved: Institution) and its use for institutional development?**

The College explores the avenues of consultancy leading to resource generation. Consultancy services are taken up maxim on honorary basis and not particularly directed towards revenue generation. The policy of the institution in sharing the income generated through consultancy is 80:20 which is through incentives (staff involved: Institution).

**3.6 Extension Activities and Institutional Social Responsibility (ISR)**

**3.6.1 How does the institution promote institution-neighborhood-community network and student engagement, contributing to good citizenship, service orientation and holistic development of students?**

The College takes due interest in promoting extension activities NSS, NGO and outreach functional committee. Our association with

- Orphanage and old age homes programmes on cleanliness and food habits are undertaken.

To promote college neighborhood network, we encourage student and faculty participation in events such as

- 1) Arranging rally and seminar on social issues in order to create awareness amongst masses.
- 2) Arranged an exhibition on social issues especially pertaining to rural areas
- 3) Earth day – green plantation.
- 4) Collection of funds for needy patients for treatments.
- 5) AIDS awareness rally
- 6) Creating awareness on World No Tobacco Day

- 7) Conducting Village visits to create awareness about community involvement in revenue generation.

**3.6.2 What is the Institutional mechanism to track students' involvement in various social movements / activities which promote citizenship roles?**

To track students' involvement and various social movements, the hours of service put in by students is recognized for their assessment, provided certificates & awards, cash rewards. Scholarship in fee concession also facilitated. The responsibility of extension activities are entrusted to faculty members.

**3.6.3 How does the institution solicit stakeholder perception on the overall performance and quality of the institution?**

The institution solicits stakeholder perception by conducting regular meetings with the parents of students residing in Bangalore and also some of the outstation parents when they visit for payment of fees, during Parent Teachers Meeting, Annual Day Gathering, workshops and industry visits.

Industry- Academic Interface through regular HR meetings hosted by the college with reputed Business Organizations and Corporates.

**3.6.4 How does the institution plan and organize its extension and outreach programmes? Providing the budgetary details for last four years, list the major extension and outreach programmes and their impact on the overall development of students.**

Every academic year the list of extension and outreach programmes are planned and executed. IAME organizes outreach activities relating to adventure, community services, social & cultural in association with Students, faculty and NGOs in the vicinity of the institutions. Our NSS unit conducts several campus in improving community needs. We organize health awareness, tree plantation, blood donations, yoga meditation programs to help our students enrich their body and mind & also to inculcate the spirit of service towards society.

Table shows the budgetary allowance as given below.

Year	NSS	Blood Donation	AIDS Awareness	Go Green Campus	Yoga and Meditation Camp
2014-15	3000	3000	2500	2000	2000
2013-14	2000	2500	2000	1800	1800
2012-13	-	1500	1500	1500	1200
2011-12	-	1000	1100	1100	1000

With these programmes the students get actively involved in social responsibilities and develop the skills of event management, team spirit and charity.

**3.6.5 How does the institution promote the participation of students and faculty in extension activities including participation in NSS, NCC, YRC and other National/ International agencies?**

Faculty and students are motivated to participate in extension activities. Their contributions are appreciated, recognized & rewarded. Incentives are provided to staff members. Students are recognized for their achievements & provided with certificates, cash rewards etc.. Scholarships & fee concession are also facilitated for such students. Their active participation carries weightage for their promotion and assessments.

**3.6.6 Give details on social surveys, research or extension work (if any) undertaken by the college to ensure social justice and empower students from under-privileged and vulnerable sections of society?**

Social Surveys

- Free blood donation camp.
- Association with NGO for helping under privileged people.
- Anti-corruption rally
- AIDS awareness rally
- Participation in Earth day and Green Environment.
- Financial contribution to needy patients
- NSS, ATC camp was conducted
- World Tobacco Day celebration & awareness.
- Conducting Village visits to create awareness about community involvement in revenue generation.

**3.6.7 Reflecting on objectives and expected outcomes of the extension activities organized by the institution, comment on how they complement students' academic learning experience and specify the values and skills inculcated.**

With the above extension activities, the students learn the values of social justice, equality and right of speech.

Apart from academic knowledge they get to learn the values of life, moral duties towards mankind and significance of various days observed worldwide.

**3.6.8 How does the institution ensure the involvement of the community in its reach out activities and contribute to the community development? Detail on the initiatives of the institution that encourage community participation in its activities?**

From an environmental angle the College has contributed to community development by encouraging green plantation in the vicinity of its Nisarga Campus. Also, the Earth Day 2015 campaign was extended by the students in the neighborhood.

**3.6.9 Give details on the constructive relationships forged (if any) with other institutions of the locality for working on various outreach and extension activities.**

No relationships have been forged with any Institutions for outreach and extension activities

as of now.

**3.6.10 Give details of awards received by the institution for extension activities and/contributions to the social/community development during the last four years.**

Awards – Recognition for participation and providing service in all extensions are given through certificates to both faculty and students. Faculty members are provided incentives for taking initiatives in Community Development. Students are suitably considered for award of marks in their internal assessment. Students are recognized for their assessment, provided certificates & awards, cash rewards. Scholarships/Fee Concession is also facilitated. Their active participation carries weightage for their promotion and assessments.

**3.7 Collaboration**

**3.7.1 How does the Institution collaborate and interact with research laboratories, institutes and industry for research activities. Cite examples and benefits accrued of the initiatives - collaborative research, staff exchange, sharing facilities and equipment, research scholarships etc.**

The Institution consistently strives for collaborations and interactions with institutes and industry for collaborative research activities with

**3.7.2 Provide details on the MoUs/collaborative arrangements (if any) with institutions of national importance/other universities/ industries/Corporate (Corporate entities) etc. and how they have contributed to the development of the Institution.**

No Collaborative arrangements have been arrived at with any Institutions or Corporates as of now. However, in our interactions with the Corporates, Industry Experts and academic Experts, suggestions are received wholeheartedly and implemented after understanding the feasibility of the suggestions and ideas. In the coming years all efforts will be taken to enter into such agreements and associations with various bodies and agencies.

**3.7.3 Give details (if any) on the industry-institution-community interactions that have contributed to the establishment / creation/upgradation of academic facilities, student and staff support, infrastructure facilities of the institution viz. laboratories / library/ new technology /placement services etc.**

The industry- institution-community integrations contributed to:

- Upgradation of Curriculum as per to the industry requirements been done on yearly basis.
- Introduction to value added programs as the industry recommends like free hospitality training for economically backward class.
- Library with e-journals to contribute for research activities.
- The interactions with the industry contributed in good placements.

List of Companies providing Placements and Industrial visits are:

I)	ICICI Bank
II)	Orange County Resorts
III)	Camlin Enterprises
IV)	American Express

V)	Airtel
VI)	Reliance Ltd
VII)	Hewlett Packard
VIII)	GenPact
IX)	92.7 BIG FM
X)	Times of India
XI)	J M Financial
XII)	Dhanalakshmi Bank
XIII)	CavinKare
XIV)	HDFC Bank
XV)	Future Group
XVI)	Vodafone

**3.7.4 Highlighting the names of eminent scientists/participants, who contributed to the events, provides details of national and international conferences organized by the college during the last four years.**

No National or International Conferences have been organized by the College in the past four years.

**3.7.5 How many of the linkages/collaborations have actually resulted in formal MoUs and agreements? List out the activities and beneficiaries and cite Examples (if any) of the established linkages that enhanced and/or facilitated -**

The College does not have any formal Collaborative Agreements with any Professional, or Governmental Agencies. However, as said earlier all arrangements are based totally on the networking the College has with professionals across the Industry and Academia. This informal collaboration has led to

- Curriculum development
- Internship – collaborated with Corporates for internship, training and development of required skills amongst students.
- On job training – Students are absorbed by Corporates for on job training.
- Faculty exchange and development - The Institution invites reputed speakers addressing various issues of relevance, so also our faculties provide guest lectures.
- Extension activities develop social duties and responsibilities amongst students.
- Publication – Collaborations provides momentary and moral support for college publication
- Student Placement- students are provided with maximum placement opportunities in their final years due to collaborations.

**3.7.6 Detail on the systemic efforts of the institution in planning, establishing and implementing the initiatives of the linkages/collaborations. Any other relevant information regarding Research, Consultancy and Extension which the College would like to include.**

The IQAC & Research Committee member plans yearly for linkages & collaboration which are fruitful for the institution & the students. The faculty in charge for training & placements initiates & implements the activities required for collaborations.

### Best Practices

There is an increase in the number of research projects undertaken by the faculty.

Our faculty and students do not lose any opportunity to participate in seminars and workshops for quality enhancement and present research articles and papers.

The NSS department carries out regular visits and special camps as part of various extension activities which are reciprocally beneficial.

## **CRITERION IV: INFRASTRUCTURE AND LEARNING RESOURCES**

### **4.1 Physical Facilities**

#### **4.1.1 What is the policy of the Institution for creation and enhancement of infrastructure that facilitate effective teaching and learning?**

In order to create and enhance the infrastructure that facilitates effective teaching and learning, policies are framed according to the strength of students in different streams. The strategy is to enhance infrastructure parallel to expanding curricular and extracurricular areas. Infrastructure policy has two components: the Physical and the ICT Infrastructure to facilitate the learning process. The management actively offers help as and when any infrastructural change is required. The infrastructural enhancement is liberally funded on need base and on the availability of the funds.

The institution has state of art facilities. Lecture halls are equipped with interactive star boards and LCD facilities. Under IQAC, College has appointed committee for infrastructure and learning resources involving senior staff and student members on the committee. Infrastructure feedback is collected from the stakeholders via students, teaching and non-teaching staff. Suggestion box is also kept for this purpose. Feedback is analyzed and action is initiated based on the analysis outcome. Library's feedback collected from library users. The campus provides user need based infrastructure via, hostel, auditorium, vehicle parking, ladies restroom, boy's restroom, playground, back-up generator. The Management makes sincere and committed effort to expand the infrastructure with the growing needs of the user.

#### **4.1.2 Detail the facilities available for**

- a) **Curricular and co-curricular activities – classrooms, technology enabled learning spaces, seminar halls, tutorial spaces, laboratories, botanical garden, Animal house, specialized facilities and equipment for teaching, learning and research etc.**

SL NO	FACILITIES	NUMBER	AREA
1	Classrooms	08	660 sq.mt
2	Technology enabled learning spaces	03	
3	Seminar halls	03	132 sq.mt
4	Tutorial spaces	01	132 sq.mt
5	Laboratories /practical rooms	01	756 sq.mt

8	Specialized facilities and equipment for teaching, learning and research etc.	NA	

- b) Extra –curricular activities – sports, outdoor and indoor games, gymnasium, auditorium, NSS, NCC, cultural activities, Public speaking, communication skills development, yoga, health and hygiene etc.

The International Academy of Management & Entrepreneurship provides good physical infrastructural facilities to support the teaching learning process. The College ensures optimal use of the facilities available for the benefit of the student community.

SL NO	FACILITIES	NUMBER	AREA
1	Sports	01	33 sq.mt
2	Outdoor and Indoor games	play ground indoor sports room	33 sq.mt
3	Gymnasium	Tie up with private gym nearby college hostel	
4	Auditorium	01	250 sq.mt
5	NSS/ NCC	01	33 sq.mt
6	Cultural activities/Student activities	Open air quadrangle at ground floor.	1000 sq.mt
7	Public speaking	Assembly Courtyard	1000 Sq.mt
8	Communication skills development	Language lab	Available
9	Yoga, Health & Hygiene	01	66 sq.mt

- 4.1.3 How does the institution plan and ensure that the available infrastructure is in line with its academic growth and is optimally utilized? Give specific examples of the facilities developed/augmented and the amount spent during the last four years (Enclose the Master Plan of the Institution/ campus and indicate the existing physical infrastructure and the future planned expansions if any).**



Since 2009 IAME has been keeping pace with the changing needs and requirements to meet its academic growth. To keep pace with the needs and requirements, additional infrastructure is being added from time to time and as per the needs. The College premises are shared for activities of Institution with similar interests. As per the academic plans regular classes are conducted in Lecture Halls, specialization classes are conducted in tutorial rooms. Practical training classes conducted in different training labs. According to the calendar of event workshops, conferences, seminars, guest lectures are conducted in seminar hall and auditorium depending upon the number of participants. The seminar halls and classrooms are also made use for conducting competitive examinations of various governmental and non-governmental agencies.

(Master plan is at Annexure – 2)

#### **4.1.4 How does the institution ensure that the infrastructure facilities meet the requirements of students with physical disabilities?**

Provisions will be made available for differently-abled students, to ensure that they don't have any physical obstruction. The institution is committed to accommodate them on the ground-floor, especially front-seating arrangement, comfortable furniture, attendant facility. The library facility is provided to them in the multipurpose hall located at the ground floor. Western type washrooms/toilet facilities are available. Elevator facilities are available for the use of differently abled. The students are given extra attention during the college terminal examinations as well as the final examinations.

#### **4.1.5 Give details on the residential facility and various provisions available within them:**

FACILITY	YES/NO	AREA
Hostel Facility - Accommodation available	YES	FOR BOYS-1580 Sq.mt
		FOR GIRLS-908 Sq.mt
Recreational facilities, gymnasium, yoga center	YES	
Computer facility including access to internet in hostel	The hostels are Wi-Fi enabled. The students use their laptops to access internet facilities. Browsing centers are available in the vicinity of the hostel	
Internet and Wi-Fi facility	Wi-Fi facility available at hostel	
Recreational facility common	YES-we do have television	

room with audio-visual equipment's	facilities in hostel.	
Available residential facility for the staff and occupancy Constant supply of safe drinking water	YES	
Security	YES	

**4.1.6 What are the provisions made available to students and staff in terms of health care on the campus and off the campus?**

The College takes special steps to ensure the well-being of its staff and students. Service of the doctors is availed when need arises. A staff nurse is available on the campus.

**4.1.7 Give details of the Common Facilities available on the campus –spaces for special units like IQAC, Grievance Redressal unit, Women's Cell, Counseling and Career Guidance, Placement Unit, Health Centre, Canteen, recreational spaces for staff and students, safe drinking water facility, auditorium, etc.**

SL NO	FACILITIES	YES/NO	AREA OF LOCATION
1	Grievance Cell	YES	Admin Block
2	Women's Cell	YES	Admin Block
3	Counseling and Career Guidance	YES	Admin Block
4	Placement Unit	YES	Admin Block
5	Health Centre	YES	
6	Canteen	YES	Second Floor
7	Recreational spaces for staff and students	YES	Health Centre Campus
8	Safe drinking water facility	YES	Canteen
9	Auditorium	YES	Health Centre Campus

## 4.2 Library as a Learning Resource

### 4.2.1 Does the library have an Advisory Committee? Specify the composition of such a committee. What significant initiatives have been implemented by the committee to render the library, student/user friendly?

#### LIBRARY COMMITTEE

1	Principal	Chairman
2	HOD – PG	Member
3	HOD – UG	Member
4.	Librarian	Coordinator
5	Student Representative, Final Year MIB	Member
6	Student Representative, Final Year UG	Member

#### Significant initiatives:-

- The college has constituted library development committee with student representation.
- The library performance is monitored by the committee and also by library user's feedback involving faculty to select and recommend the books in terms of volumes and titles for the development of library
- Monitoring the dates of subscription of various journals and magazines
- Monitor usage of library by faculty and students, to advice the chief librarian to maintain the backlog issues in proper condition.
- Book Exhibitions are organized to encourage reading habits among students
- Reprographic facilities available
- Extended library hours
- Introduction of e-journal facilities
- ICT learning resources
- Open shelf system that facilitates free access of books
- Latest arrivals are displayed on the notice board as well as E-mails are sent to the students.

### 4.2.2 Provide details of the following:

- \* Total area of the library (in Sq. Mts.) - 152 sq.mt
- \* Total seating capacity-52
- \* Working hours (on working days, on holidays, before examination days, during examination days, during vacation)
  - Working days-9:00 am-5:00 pm
  - During Semester Examination-8:30 am-6:30 pm
- \* Layout of the library (individual reading carrels, lounge area for browsing and relaxed reading, IT zone for accessing e-resources)-152 sq.mt

**4.2.3 How does the library ensure purchase and use of current titles, print and E-journals and other reading materials? Specify the amount spent on procuring new books, journals and E-resources during the last four years.**

The Principal of the college circulates a notice and requisitions for books are invited from all faculty members. Faculty members are asked to submit the lists of books, magazines and journals to be purchased with reference to syllabi, curriculum and current needs of the students. The lists are forwarded to the librarian. The librarian compiles the list and gets approval from the Principal, who in turn sends the order to the publishers and book sellers. Whenever any book fair is held, the college also makes necessary arrangements for the purchasing of the books. Book catalogs are invited from different book suppliers.

Library holdings	2014-15		2013-14		2012-13		2011-12	
	Number Of books	Total Cost (INR)	Number Of books	Total Cost (INR)	Number Of books	Total Cost	Number Of books	Total Cost
Text books	167	47530-00	21	11506-00	84	23105-00	20	5098-00
Reference Books	40		07		42		08	
Journals / Periodicals	00		01		02		03	
e-resources	00	00	00	00	00	00	00	00

**4.2.4 Provide details on the ICT and other tools deployed to provide maximum Access to the library collection**

FACILITIES	YES/NO
OPAC	No
Electronic Resource Management Package for e-journals	No
Federated searching tools to search articles in multiple databases	No
Library Website	No

In-house/remote access to e-publications	No
Library automation	Partial
Total number of computers for public access	No
Total numbers of printers for public access	One
Internet band width/ speed □ 2mbps □10 mbps □1 gb (GB)	2 mbps
Institutional Repository	No
Content management system for e-learning	No
Participation in Resource sharing networks/consortia (like Inflibnet)	NA

#### 4.2.5 Provide details on the following items:

- \* Average number of walk-ins - 30
- \* Average number of books issued/returned -- 20 Issued/15 Returned.
- \* Ratio of library books to students enrolled – 10:1
- \* Average number of books added during last three years - 120
- \* Average number of login to OPAC - Nil
- \* Average number of login to e-resources - 00
- \* Average number of e-resources downloaded/printed - 00
- \* Number of information literacy trainings organized - PPT
- \* Details of “weeding out” of books and other materials – No
- \*

#### 4.2.6 Give details of the specialized services provided by the library

SPECIALIZED SERVICE	YES/NO
Manuscripts -	YES
Reference	YES
Reprography	No

ILL (Inter Library Loan Service)	No
Information deployment and notification (Information Deployment and Notification)	No
Download	YES
Printing	YES
Reading list/ Bibliography compilation	No
In-house/remote access to e-resources	No
Assistance in searching Databases	NO
INFLIBNET/IUC facilities	NA
User Orientation and awareness	YES

#### **4.2.7 Enumerate on the support provided by the Library staff to the students and teachers of the college.**

Guidance is given to students who compete in various competitive exams, quiz, essay writing etc. Library takes the photocopies of the advertisements given in the newspaper, internet and displays it on the notice board that helps the students.

Current awareness service (CAS):-Newspapers clipping service to make them aware of what is happening in their concerned field.

New arrival display—this regular exercise helps the students and staff to know the books added in a particular subject in a particular year.

**4.2.8 What are the special facilities offered by the library to the visually/physically challenged persons? Give details.**

Wheel chair facilities are provided in library. The College has a provision to provide books for physically challenged person who are unable to visit the library. Library assistants assist the students in reaching and procuring the books. Audio visual facilities are provided with assistants.

**4.2.9 Does the library get the feedback from its users? If yes, how is it analyzed and used for improving the library services. (What strategies are deployed by the Library to collect feedback from users? How is the feedback analyzed and used for further improvement of the library services?)**

- A suggestion box is kept in the library.
- The suggestions and feedback from the students and faculty is put forward during the regular meetings of the Library Advisory Committee.
- Effective decisions are taken to improve the services and facilities of the library.

**4.3 IT Infrastructure**

**4.3.1. Give details on the computing facility available (hardware and software) at the institution.**

- Number of computers with Configuration (provide actual number with exact configuration of each available system)–20
- Computer-student ratio-1:5
- Standalone facility-we do have battery facilities to run all the computers during power cut.
- LAN facility-No
- Licensed software-YES
- Number of nodes/ computers with Internet facility–20
- License software's- MS OFFICE

**4.3.2 Detail on the computer and internet facility made available to the faculty and students on the campus and off-campus?**

The institution has well-appointed state of the art computing and internet facilities in the campus. Internet facilities provided during lunch break. The faculty members and students can avail the facilities at the designated hours allotted. Beside this, data cards are made available to the faculty members to enable them for their academic and professional work. The students and the society have a free access to the college website, [www.theIAME.edu](http://www.theIAME.edu).

**4.3.3 What are the institutional plans and strategies for deploying and upgrading the IT infrastructure and associated facilities?**

Plans are afoot to appoint trained IT people and to upgrade the present IT infrastructure. The process for which has begun. This includes upgradation of all software including the ones required by the syllabus and curriculum. ICT infrastructure is extended and upgraded with

latest version hardware and software based on the needs of the newly introduced programs and courses. High tension line for uninterrupted power supply is installed.

**4.3.4 Provide details on the provision made in the annual budget for procurement, upgradation, deployment and maintenance of the computers and their accessories in the institution (Year wise for last four years)**

Necessary provisions are made in the yearly budget for the purchase of computers. During the last 4 years not much computers were acquired. Only required components and accessories were bought. In case of any hardware/software issues a call of service is placed to the service providers. AMC exists with vendors for maintenance of computers and peripherals.

**4.3.5 How does the institution facilitate extensive use of ICT resources including development and use of computer-aided teaching/ learning materials by its staff and students?**

All study materials and paper presentation materials are prepared on IT platform and used to impart training in classroom as well as in practicals.

Basic knowledge training of MS OFFICE is provided to all staff and students.

The institution is Wi-Fi enabled resulting in extensive use of internet facilities both on and off the class room. LCD projectors are provided in a few classrooms. Students are assigned projects that require them to use the ICT facilities in their academics as well as curriculum.

**4.3.6 Elaborate giving suitable examples on how the learning activities and technologies deployed (access to on-line teaching - learning resources, independent learning, ICT enabled classrooms/learning spaces etc.) by the institution place the student at the Centre of teaching-learning process and render the role of a facilitator for the teacher.**

The Institution has always been keeping the students at the center of the teaching learning process. Vision and the mission of the institution have always been to provide holistic knowledge to its students. The college understands that the teachers have to be reoriented from time to time for improving the teaching learning process. Use of technology has become very vital in imparting quality based education. The institution encourages the staff to undergo training on the computer-aided teaching and training. Well-equipped computer Labs, LCD and OHPs are available to the faculty for computer aided teaching. The computer faculty is always available for any need based assistance in the use of ICT.

**4.3.7 Does the Institution avail of the National Knowledge Network connectivity directly or through the affiliating university? If so, what are the services availed of?**

Yes, through the affiliated University.

**4.4 Maintenance of Campus Facilities**

**4.4.1 How does the institution ensure optimal allocation and utilization of the available financial resources for maintenance and upkeep of the following facilities (substantiate your statements by providing details of budget allocated during last four years)?**

The Institution has sufficient resources allocated for regular upkeep of infrastructure.



Rupees in lakhs

	2008-09	2009-10	2010-11	2011-12
Building	0.75	0.73	0.99	0.80
Furniture	-	-	-	-
Equipment	1.28	1.90	2.09	1.56
Computers	-	0.16	0.21	0.37
vehicles	6.61	4.93	3.48	3.50
generators	-	-	10.16	11.01

**4.4.2 What are the institutional mechanisms for maintenance and upkeep of the infrastructure, facilities and equipment of the college?**

The College has appointed housekeeping /technical staff for day to day upkeep / maintenance of the premises. Annual contract are entered with the service providers for maintenance of buildings, equipment's, vehicles, computers etc. Wherever applicable annual maintenance contract is maintained with the companies/vendors for maintenance for infrastructure facilities and equipments in the Institution

**4.4.3 How and with what frequency does the institute take up calibration and other precision measures for the equipment/instruments?**

Annual maintenance and repair of the infrastructure is taken care by the college in a systematic manner .Day to day maintenance is carried out by the staff appointed for cleaning and maintenance of the building

**4.4.4 What are the major steps taken for location, upkeep and maintenance of sensitive equipment (voltage fluctuations, constant supply of water etc.)?**

The Institution has appointed technical and maintenance staff 24/7 Maintenance Department. Generator facilities are available during load shedding and power cuts. Bore well facilities for continuous water supply for drinking water with purifiers and lab facilities. All the sensitive equipment's are made available on the ground floor to enable its easy maintenance and upkeep.

Relevant points

- Fax machine, intercom, and internet, public addressing system and band facilities for sports and for other occasions.
- Interactive white and green boards are available.
- College premises is utilized for conducting public and other competitive examinations

## **CRITERION V: STUDENT SUPPORT AND PROGRESSION**

### **5.1 Student Mentoring and Support**

#### **5.1.1 Does the institution publish its updated prospectus/handbook annually? If 'yes', what is the information provided to students through these documents and how does the institution ensure its commitment and accountability?**

IAME updates its prospectus every year. It includes all the necessary information for the students seeking admission into the College. The Prospectus contains information about

1. The College Profile
2. Vision and Mission statements of the Institution,
3. Message from the Chairman, Director
4. Programmes offered,
5. Eligibility criteria (category wise)
6. Admission process,
7. Scope of the programme,
8. Scheme of examination,
9. Details of infrastructure, and
10. Medical facilities

The fresh batch of students are issued student files which contains messages from the Chairman, Principal, academic calendar, general rules and regulations, disciplinary requirements, detailed syllabus copy, college and library timings, and brief profile of the faculty.

The other source of information is the College website: [www.iame.org.in](http://www.iame.org.in)

#### **5.1.2 Specify the type, number and amount of institutional scholarships / free ships given to the students during the last four years and whether the financial aid was available and disbursed on time?**

Institution offers an endowment on a case to case basis. Scholarships and Freeships are given on the merit of applications and are decided by the Admission Committee headed by the Principal. The quantum of the Scholarship depends on the academic performance of the student during previous students, financial background of the student etc. Only deserving students are provided with scholarship.

#### **5.1.3 What percentages of students receive financial assistance from state government, central government and other national agencies?**

Karnataka SC/ST students receive financial assistance from State Government as per Government of Karnataka and Bangalore University rules.

#### **5.1.4 What are the specific support services/facilities available for :**

- ✓ Students from SC/ST, OBC and economically weaker sections  
The Institution is committed to provide the students every possible help and support in their pursuit to become civilized and worthy citizens. The college was set up with a mission of imparting holistic education to all sections of the society.

Karnataka SC/ST students receive financial assistance from state government as per Government of Karnataka and Bangalore University. The students have to apply for the same through the College.

- ✓ Students with physical disabilities
  - Other than the academic facilities, students with physical disabilities are provided with all facilities to ensure equal opportunities. However as on today no students with physical disabilities have approached us for admission to the courses offered.
- ✓ Overseas students
  - No overseas students have taken admission at IAME as of today. The College is open for admitting them to the courses offered.
- ✓ Students to participate in various competitions/National and International
  - Information of such events is displayed on the departmental notice board. The class teacher is responsible for giving out details to the appropriate students. Staff guidance is given at all stages from filling up applications, pooling information, collecting data and training them for presentation at programmes. The library staff extends their help in culling out the specific material required for the theme topic. The cultural coordinator helps out the students to participate in cultural activities. Our students have been participating in various inter collegiate competitions and brought laurels to the institution. The sports activities are coordinated by physical education committee.
- ✓ Medical assistance to students: Health Centre, health insurance etc.
  - Free dental and medical check-ups are done to students at free of cost.
- ✓ Organizing coaching classes for competitive exams
  - The College does not provide/organize any coaching classes for competitive examinations. However, the College assists students with logistical support, assists them in filling up application forms for the examinations. All Examination details are displayed on the Noticeboard for the benefit of the students.
- ✓ Skill development (spoken English, computer literacy, etc.,)
  - Training is provided to develop leadership interview skills and soft skills. Communicative English is part of the curriculum for the BBA and B Com Programmes.

- Computer fundamental is included in the syllabus and training classes are conducted regularly for the students.
- ✓ Support for “slow learners”
  - Extra tutorial classes are conducted for “slow learners and weak students”. Students who have backlogs of previous semesters are encouraged to attend remedial and special classes held after class hours, one to one learning is provided, and library support is provided through question bank and extension of the library working hours especially during exams. Advance learners help them with the difficult unit. Frequent tests are conducted to improve their learning. The class coordinator and faculty experts meet slow learners after the first internal exams, encourage and motivate them for a better performance.
- ✓ Exposures of students to other institution of higher learning / corporate / business house etc.
  - Project assignments regarding business concepts are undertaken by students with assistance from corporate houses. The College deputed the students to seminars, workshops and cultural fests organized by other institutions. Students take part in various outdoor events conducted by reputed organizations. Industrial Internships are scheduled in between Semesters for students who would like to take up research activities and also to enhance their knowledge. Entrepreneurship training is also provided through collaboration with the Industry. Placement Consultancy services are offered by the College for all students.
- ✓ Publication of student magazines
  - The Editorial Club publishes quarterly newsletters. This encourages students to learn and improve their writing and publishing skills. The entire activity of collecting the articles, puzzles, cartoons, editing, designing the cover page, and publishing the magazine is done by the students with guidance of faculty. Students have designed posters, brochures and invitations for various programmes hosted by the College.

#### **5.1.5 Describe the efforts made by the Institution to facilitate entrepreneurial skills, among the students and the impact of the efforts.**

Guest lectures, seminars and workshops are conducted by the College that provides exposure to business opportunities in the various sectors of the economy. Students also attend Guest lectures, seminars & workshops conducted by other colleges to improve and nurture their entrepreneurial skills.

Our placement cell encourages outgoing students to visualize the starting of their own enterprises and become active contributors to the nation’s GDP. The placement cell assesses the needs of entrepreneurs and prepares comprehensive training modules. Our placement cell prepares the following module to improve the skills and focus on the development of our students.

1. Business skills
2. Managerial skills
3. Communication skills

4. Professional skills
5. Public speaking skills
6. Leadership skills
7. Marketing skills
8. Team building
9. Risk assessment and management in business.

**5.1.6 Enumerate the policies and strategies of the Institution which promote participation of students in extracurricular and co-curricular activities such as sports, games, quiz competitions, debate and discussions, cultural activities etc.**

Our admission policy is to give preference to students with special sports talent and skills. Special coaching classes are conducted to encourage all students who wish to participate in Sports and Games. Further they will be sent for University selection to represent State.

Students actively participate in cultural activities and sports. The cultural activities are coordinated by the cultural committee. The sports activities are coordinated by the Sports Committee. Students participate in individual and team sports events organized by the University and other affiliated colleges. Our students have won prizes at different levels in games, quiz competitions, cultural activities.

**5.1.7 Enumerating on the support and guidance provided to the students in preparing for the competitive exams, give details on the number of students appeared and qualified in various competitive exams such as UGC-CSIR- NET, UGC-NET, SLET, ATE / CAT / GRE / TOFEL / GMAT / Central /State services, Defense, Civil Services, etc.**

**5.1.8**

The College as of today does not conduct any Coaching/Special Classes to students in preparing for any Competitive Examinations. However, the College assists students with logistical support, assists them in filling up application forms for the examinations. All Examination details are displayed on the Noticeboard for the benefit of the students

**5.1.9 What type of counselling services are made available to the students (academic, personal, career, psycho-social etc.)**

The class coordinators guide the students in academic & personal matters by offering the required help in terms of mentoring & counseling. However, serious matters are referred to a trained counselor/Principal.

Academic and Career Counselling:-

The students, at the time of the admission are helped by our faculty in briefing about the various opportunities and scope in the particular Course they wish to enroll. They are informed about the nature of the various subjects that form the syllabus. They are given the right kind of counseling which helps them shape their career.

Personal and Psycho-social counseling.-

The students during the course of their studies in the college come across many issues. They

are, at times, too immature to handle these problems. The college provides them personal counseling. They can share their problem with the faculty. The concerned faculty are very supportive in guiding them face their problem. The students some time come across certain social issues or problems which tend to bring inferiority complex in them. The faculty makes sure that no such deterioration happens with the psycho-social understanding of the students. They are counseled and motivated to become better citizens and advice to stand upright for the social cause.

**5.1.10 Does the Institution have a structured mechanism for career guidance and placement of its students? If 'yes', detail on the services provided to help students identify job opportunities and prepare themselves for interview and the percentage of students selected during campus interviews by different employers (list the employers and the programmes).**

Structured Mechanism comprises:

- a) The Placement and Training Cell conducts regular career guidance through career fests, job melas, internship training. The students are informed regarding job opportunities. The notice of the job opportunities is put up on the notice board. The students are informed regarding the last date and other important information regarding vacancies.
- b) Members of the placement cell provide guidance to the students in formal and informal meetings. They are taught how to make CVs the various technicalities are sorted out if any.
- c) Interested students are encouraged to take up part time jobs after college hours to help improve operational skills
- d) Internship is part of the curriculum that gives the students hands-on-experience to decide area of specialization.  
A robust Industry Academic Interface helps in placements.
- e) Soft skill trainings are a regular feature of the career enhancement modules
- f) The college organizes lectures on career opportunities.
- g) Placement interviews are organized either at the College or at the premises of the Company, enabling the students to get the placements of their choice
- h) The placement cell keeps track of the interviews held. As and when the results are declared, the cell informs the students regarding the result.

Tabular column showing number of BBA, B COM, MIB students appeared and placed for last two years in various organizations

Course	Year	Type of Organization	Appeared	Selected
BBA	2014-15	NA		
BBA	2013 - 14	NA		
B COM	2014-15	NA		
B COM	2013 - 14	NA		
MIB	2014-15	Stock, E- Commerce, Event Management, Insurance, Banking, Financial Services, Telecommunications, Sales & Marketing, Human Resources	23	23
MIB	2013 - 14		17	17

- i) The Institution conducts mock Group Discussions and personal interviews to enable the students to imbibe the necessary skills.

**5.1.11 Does the institution have a student grievance redressal cell? If yes, list (if any) the grievances reported and redressed during the last four years.**

Yes, the institution has a student grievance redressal cell. The grievance redressal cell is headed by the HODs of the respective Departments. It is also supported by the other faculty members. The grievance redressal cell actively interacts with the students to help them solve their grievances. The students drop their grievances in the suggestion box. Students are also free to air their grievances with the class coordinators and the Principal. It attends to both registered and unregistered grievances of the students. The necessary action is taken after issues are discussed in the concerned cell. Grievances regarding university results are addressed by the Principal and Coordinators.

**5.1.12 What are the institutional provisions for resolving issues pertaining to sexual harassment?**

Institution has a Sexual Harassment Prevention Cell which educates the staff and student on matters of sexual harassment. However all preventive measures are taken to ensure that no such incidents happens. The Women Empowerment Cell educates the staff and the student on matter of sexual harassment. Continuous vigil by the college authorities ensures proper discipline.

**5.1.13 Is there an Anti-ragging Committee? How many instances (if any) have been reported during the last four years and what action has been taken on these?**

Ragging in India is a serious offence and involves serious punishment as specified by the Government of India as well as the Government of Karnataka. The Anti Ragging Committee comprises following members:-

Sl No	Name	Designation	Ph. no/Mail Id	Area of responsibility
1	Prof. Sunil B Rao	Principal	9845665185 / sunil@iame.org.in	College premises, around campus and hostel.
2	Prof. Bharath Booshan	HOD – UG	08032477261	College premises, around campus and hostel.
3	Prof. Nisha C	HOD PG	08032477261	College and Ladies Hostel
4	Mr. Nagaraj	Hostel Warden	08032477261	Boys hostel
5	Ms. Pallavi	Student member	08032477261	Ladies hostel

6	Mr. Harish	Police Inspector, Kaggalipura Police Station	08028435250	Complete College Premises
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Due to the preventive measures taken by the anti-ragging committee, no incidents are reported in our institution. Surprise checks are conducted in the college hostel by the Principal, hostel warden and head of department as a preventive measure.

#### **5.1.14 Enumerate the welfare schemes made available to students by the Institution.**

Free medical and dental checkup is provided to our students once a year. Free text books and uniform are provided to deserving students from SC/ST and economically weaker sections. The institution is constantly working towards ensuring social justice and the following schemes have been introduced.

##### **Women's Cell**

Women's Cell sensitizes the students to develop a healthy relationship with the opposite gender. It is actively involved to check the transgressions of the code of conduct of the students. The cell brings about an awareness of the socio-cultural, political and biological implication of the issue. It improves the understanding of the other gender. The institution provides exclusive hostel facilities for female students.

##### **Grievance Redressal Cell**

This Cell actively interacts with the students in helping them to sort out their grievances. It attends to both registered and unregistered grievances of students.

##### **Placement and Counseling Cell**

The placement cell continuously strives to extend its service to the student in career guidance, organizing lecture regarding career planning and invites companies for campus interviews and recruitment.

The students counseling cell is actively involved in counseling the students both in academic as well as other issues.

##### **Scholarship and Freeship**

Karnataka SC/ST students receive financial assistance from state government as per Government of Karnataka and Bangalore University. The College assists the students in availing scholarship

##### **Bank Services**

In collaboration with State Bank of Mysore, the Institution assists interested students in opening an account with minimum deposit. It empowers students to transact through the bank in the globalized world. It also helps in availing educational loans. It also serves as an identity proof.



#### Health Service

Medical assistance to students: Health Centre exists at the premises of the Institution. Free dental and medical check-ups are done to students at free of cost.

#### List of Student Welfare Committee members

1	Principal	Chairman
2	HOD(UG and PG	Members
3	Student Representatives (2)	Members
4	Librarian	Member
5	Physical Education Director	Coordinator
6	Director – Corporate Relations	Member

#### **5.1.15 Does the institution have a registered Alumni Association? If ‘yes’, what are its activities and major contributions for institutional, academic and infrastructure development?**

Institution does not have a registered Alumni Association, but has an alumni association in view of number of students who have completed their Course. The Institution has an alumni association with list of current office bearers.

Sl. No	Name	Designation
1.	Prof. Sunil B Rao	Principal
2.	Mr. Bilu M V	Director
3.	Mr. Christopher Johnson	Director – Corporate Relations
4.	Mr. Sandesh Kumar	Librarian
5.	Mr. Dipesh	Ex-Student

Yearly meetings and discussion takes place regarding alumni information and welfare. The association helps in building up the network of the alumni and to be in touch with the corporate world. The Alumni Association assists the College in planning resource persons for seminars workshops and also helps with the placement of students. Over the years it has become the back bone of the institution. The alumni has expanded and strengthened itself with new enrolment.

Our alumni have contributed in different ways for the growth and development of the institution. The alumni participate through feedback on competencies gained during their student life and provide information to improve curriculum on a continuous basis.

## 5.2 Student Progression

5.2.1 Providing the percentage of students progressing to higher education or employment (for the last four batches) highlights the trends observed.

### BBA

Student progression	Against % enrolled
UG to PG	66
PG to M.Phil.	---
PG to Ph.D.	----
Employed	
• Campus selection	----
• Other than campus recruitment	33
Entrepreneurship/Self-employment	----

### B COM

Student progression	Against % enrolled
UG to PG	60
PG to M.Phil.	---
PG to Ph.D.	---
Employed	
• Campus selection	----
• Other than campus recruitment	-----
Entrepreneurship/Self-employment	30

### MIB

Student progression	Against % enrolled
UG to PG	-----
PG to M.Phil.	-----
PG to Ph.D.	-----
Ph.D. to Post-Doctoral	-----

Student progression	Against % enrolled
Employed <ul style="list-style-type: none"> <li>• Campus selection</li> <li>• Other than campus recruitment</li> </ul>	70 30
Entrepreneurship/Self-employment	----

**5.2.2 Provide details of the programme wise pass percentage and completion rate for the last four years (cohort wise/batch wise as stipulated by the university)? Furnish programme-wise details in comparison with that of the previous performance of the same institution and that of the Colleges of the affiliating university within the city/district.**

Institutional Academic Performance

Result	UG (BBA & B Com)				PG (MIB)			
	2010-11	2011-12	2012-13	2013-14	2010-11	2011-12	2012-13	2013-14
Pass %	----	-----	-----	BBA – 66 BCom – 85	----	100%	100%	90%

University Rank Holders of our Institutions for the last four years

**Nil**

**5.2.3 How does the institution facilitate student progression to higher level of education and/or towards employment?**

College provides placement assistance to the students through the Placement Cell headed by Placement officer. To enhance the students chances of placement in the companies, training & placement department of the college takes all out efforts to help the students in their campus interview selection process by conducting specialized training course in personality development and communication skills for all the students. Institution has arranged for campus interviews in the last couple of years. The professional and personality development programs are also conducted for the student progression to higher level of education or employment. Eminent personalities from the industry are invited to interact with the students. This step of the college has facilitated the students in earning better job opportunities. Many of our students are working in different capacities in various Organizations.

**5.2.4 Enumerate the special support provided to students who are at risk of failure and drop out?**

The dropout rate due to inability to cope with studies is nil. Students leave courses to join other stream during the first month of the admission. Sometimes the socio-economic, cultural and psychological issues contribute to the dropout factor. The Institution has adopted certain practices over the years to minimize the student dropout rate. These include individual attention; extended library hours, printed subject notes, and also the weak students are provided coaching through extra classes in the college. The college also arranges cost free remedial classes for the weak students. Continuous counseling, promptly attending to the students emotional and health needs, attendance shortage monitoring and communication of the same to parents/guardian to ensure that the students enrolled complete the course successfully.

### 5.3 Student Participation and Activities

#### 5.3.1 List the range of sports, games, cultural and other extracurricular activities available to students. Provide details of participation and program calendar.

The committee organizes cultural events like music, dance, fashion show etc. involving students of the college and in the sister institution and other colleges to celebrate various fests, fairs etc. some of the events organized by the college like teachers day, food festival, ethnic day, and religious festivals provide a platform to the students to showcase their talents.

Year	Fest/Institution	Event	Award
2014	Management Fest at CMS B School	Business Fest	HR Competition First Prize, Best Manager II Prize
2014	Management Fest at T John College	Titanomachy	Event Management I Prize
2014	Carenium	Business Fest	HR Event II Prize
2014	Antaragni	Business Fest	Face Painting I Prize, Skit First Prize, Fashion Show I Prize
2014	Carpdiem	Management Fest	Best Manager I Prize

#### 5.3.2 Furnish the details of major student achievements in co-curricular, extracurricular and cultural activities at different levels: University / State / Zonal / National / International, etc. for the previous four years.

The college has facilities for sports, games cultural and extra-curricular activities that are available to the students. The college participates in inter- collegiate sports events. The college encourages the students to participate in cultural activities which are coordinated by the cultural committee with the following members.

List of members of Cultural Committee

1	HOD (PG)	Chairman
2	HOD (UG)	Member Secretary
3	Ramajyothi	Member
4	Pramod & Vaishali	Members
5	Pallavi	Coordinator

### **5.3.3 How does the College seek and use data and feedback from its graduates and employers, to improve the performance and quality of the institutional provisions?**

The College has a clearly set and defined mechanism of obtaining the feedback from the students to improve the performance and quality of the institutional provisions. The advisory committee consisting of the senior faculty collects the exit level feedback from the graduates regarding learning processes. The placement cell has developed a format to obtain the feedback of its students, who are employed in various organizations. The inputs are obtained from them and further use to improvise the overall competency of the student of the employability.

The companies visiting for campus recruitment provide feedback on our students. We seek feedback from Alumni and parents. This has been helpful in improving the overall efficiency of the college. The feedback given by students pursuing higher education serves as an effective tool to introduce need base changes in the syllabus. Feedback from the employer, detailing job requirements help us identify inclusion of relevant units in the syllabus and also enrich the required skills for employability. Based on this, growth and development of the college is enhanced.

### **5.3.4 How does the college involve and encourage students to publish materials like catalogues, wall magazines, college magazine, and other material? List the publications/ materials brought out by the students during the previous four academic sessions.**

The College encourages students to actively participate in contribution of articles in the College Newsletter. This provides students to learn and improve writing and publish papers. The entire activity of collecting the articles, puzzles, cartoons, editing, new letters, designing the cover page, and publishing the magazine is taken care of by students with the guidance of faculty. Students have designed posters, brochures and invitations for various programmes hosted by the college. The following are some of the areas where the students have actively contributed.

- Newsletters and magazines
- Journals with the help of faculty
- Research
- Handouts and invitations to outreach programmes like blood donation, eye camp with sister concerns.
- Posters and models for various events organized by the College
- Seminars and Workshops
- Students are encouraged to present articles related to any matter

**5.3.5 Does the college have a Student Council or any similar body? Give details on its selection, constitution, activities and funding.**

With a view to redress the grievances of students and monitor the curricular, co-curricular and extra-curricular activities of the college, it was considered proper to constitute a Student Committee.

**Members of Student Committee**

1	Principal	Chairman
2	Director	Member
3	Librarian	Member
4	II MIB	Member
5	III BBA	Convener

Their main activities include participating in the College assembly, meeting class representatives to give academic information, collaboration on Teachers Day, Festivals, Fresher's Day, Ethnic Day, Environment Day, Earth Day, Annual Sports Day and Farewell programs.

**5.3.6 Give details of various academic and administrative bodies that have student representatives on them.**

The College believes in giving equal opportunities to the students in supporting the College in maintaining discipline and over all activities and affairs of the college. The College provides opportunities for representation of students various academic and administrative bodies. The details of student representation are as follows.

**Academic Committee:-**

This Committee has a responsibility of preparing academic calendar, time-table for the semester, Course curriculum, lesson plans, guest lectures, Industrial visits, plant visits, conducted internal & external examination, training & placements etc.

**Editorial Committee:-**

The Editorial Board consists of Chief Editor, faculty members and Student editors. The board invites articles from the students and the faculty to be published in magazines, newsletters and journals regularly with the consultation of the management.

**Extra-curricular Committee:-**

This committee is constituted to promote cultural activities among students. Talented students spotted by committee members are motivated to develop their skills and talents through encouragement, right training and performance guidelines by the committee members.

**Library Advisory Committee:-**

The Committee consists of six members including teaching faculty and librarian. The committee is responsible for the maintenance of library books and journals, easy access of the students to the library facility. Facilities like reading room, drinking water, UPS, library timings and extended hours during exams, maintenance of library

records, suggestions from student and other readers making the library atmosphere congenial.

**Student Council:-**

Their main activities include participating in College assembly, meeting, class representatives to give academic information, collaboration of teachers day ONAM festival, fresher's day, ethnic day, environment day, earth day, tourism day, sports day and farewell programs. These activities are conducted in conjunction with the various professional clubs of the college.

**Student Welfare Committee**

The members of the Welfare Committee liaison with students and staff, present grievances at the meeting for prompt redressal. Students play an active role in contributing towards enhancement of campus life & also involve in club activities to bring laurels to the institution.

**5.3.7 How does the institution network and collaborate with the Alumni and former faculty of the Institution, through social media and other medium of communications.**

The Alumni Association meets once a year. The Association plays a vital role and maintains constant touch with the members and stakeholders. The College respects the former faculties, teachers and staff, nonteaching staff who have retired. The retired faculty is also invited to the meeting this adds to the experiences to the committee and advice followed very promptly. The alumni get together have provided a platform for interaction with other students in a cordial friendly atmosphere. This networking has resulted in enhanced career openings. Our social networking sites help in tracking our alumni and former faculty. This helps in getting them in our associations, which helps our students to know more in depth about the need and requirements for a successful personal and professional life.

## **CRITERION VI:**

### **GOVERNANCE, LEADERSHIP AND MANAGEMENT**

#### **6.1 Institutional Vision and Leadership**

**6.1.1 State the vision and mission of the Institution and enumerate on how the mission statement defines the institution's distinctive characteristics in terms of addressing the needs of the society, the students it seeks to serve, institution's traditions and value orientations, vision for the future, etc.?**

#### **Vision**

To be a role model in Business Education by creating New Age Managers for India through a unique pedagogical model that infuses the DNA of innovation and creativity of the highest order to dovetail the global economy

#### **Mission**

To accomplish our Vision, we have our own pedagogical approach with emphasis on **CREST** and a socially conscious value based education through

Management Skill practice as a part of curriculum

Subjects taught by industry practitioners

Extensive Corporate Interface

Comprehensive Career Management





## Our Motto

**Soft Skills – Infused**

**Knowledge – Implemented**

**Leaders - Created**

CREST also means the summit or the pinnacle of your career. So in each of these areas, you can count on the best inputs from the impeccable sources and the learned faculty of the academy.

CREST will make you aware of:

**Corporate Social Responsibility (CSR) and Commitment** - CSR is not just about charity. It is about adapting and aligning businesses and management practices to culture and tradition that form its social milieu. Businesses around the world are waking up to the importance and implications of CSR in national as well as global economies. Keeping this in view, IAME is the first B-School to incorporate an in-house NGO named **Karma Cosmic Foundation**, the CSR Wing of IAME.

**Rural Development and Research** - 650 million people in India work in the agricultural sector. Hence, our leaders and executives need to understand Micro Credit, Rain Water Harvesting (RWH), Agro Industry, Millennium Development Goals (MDG) and the likes of these concepts in the agrarian economies. IAME wants to make sure that the growth impulses (GDP growth) are felt in the rural pulse. It therefore sets afoot a program for specialization in rural development and research. We have adopted a village near IAME for our rural program.

**Environmental Management** - Apart from sensitizing its graduates to the rural markets and economies, IAME's curriculum also focuses on the mainstream environment management topics relevant both to the urban and rural contexts. We have already tied up with NGOs like the Fireflies and Eco BCIL. Under these you will learn about Carbon credit, Global Warming, Environmental overdraft, New and Renewable energy i.e. bio-power, wind power and solar power.

**Soft Skills Training** - Here we zero-in on various interactive skills like innovative approaches to crisis, right-brain development or the creative thinking, left -brain development or analytical thinking, emotional intelligence, lateral thinking and design thinking (a latest concept in soft-skills training)

**Technical Skills and Team Work** - Technical skills and the modules of team work comprise the path of any business management curriculum. At IAME, you will get a sound knowledge of Finance and Accounts, Human Resource Management, Information Technology usage and Sales and Marketing theorems. In addition to these technical skills, a lot of emphasis is laid on team work and team spirit. We encourage the management trainees in formal and informal networking with the various peer groups that would inevitably come across in a work day.

The International Academy of Management and Entrepreneurship was set up with a mission to impart such knowledge as may be necessary for the all-round development of the character of students thereby making them capable of being better employed and at par with the highly competitive job markets. The College aims at instilling scientific zeal and developing skilled human resource to meet contemporary challenges of the global business. The College visualizes at facilitating young adult learners with opportunities to kindle their ethics and leadership potential thereby sensitizing learners towards inclusive social concerns, human rights, gender and environmental issues. The Institution

provides comprehensive education instilled with scientific zeal, creating a platform for lifelong learning. The College follows a three-fold system with academic, co-curricular and extra-curricular programs. The academic design is based on enhancing and empowering the knowledge base of the students. The Institution's vital motto is to strengthen the inner potential and emotional quotient of the students.

**6.1.2 What is the role of Top Management, Principal and Faculty in design and implementation of its quality policy and plans? Enumerate the management's commitments, leadership-role and involvement for effective and efficient transactions of the teaching-learning processes.**

The Institution is administered by the Nalanda Education Trust. The Principal is the head of the Institution and is always there to provide requisite leadership to the system. The Principal ensures that all provisions of the University Statutes and the regulations are observed. He also convenes meetings of the Advisory Committee, various others bodies and performs all such acts as may be necessary to carry out and give effect to the decisions of the said bodies. Importantly, the Principal provides academic leadership and in association with the various faculties, evolves strategies for academic growth. The faculty is actively involved in decision-making process. The teachers hold periodic meetings. The recommendations of the Heads of the Committees are submitted to the Managing Committee and the Management arrives at suitable decisions for implementation. Hence they are actively involved in the decision-making process to sustain and enhance quality of education imparted by the Institution.

**6.1.3 What is the involvement of the leadership in ensuring?**

- **The policy statements and action plans for fulfillment of the stated Mission**
- **Formulation of action plans for all operations and incorporation of the same into the institutional strategic plan**
- **Interaction with stakeholders**
- **Proper support for policy and planning through need analysis, research inputs and consultations with the stakeholders**
- **Reinforcing the culture of excellence**
- **Champion organizational change**

The establishment collects information about the different aspects of College functioning through different ways. The Management supports the active participation of the staff in the process of decision-making. Both teachers and non-teaching staff have their representatives in the College's Governing Body, which is its top most decision-making body. The College has made different Committees comprising teachers and members of the non-teaching staff which play a vital role in the planning and implementation of activities in different spheres of institutional day to day functioning. The personal interaction of the Principal with various stakeholders, the faculty, the non-teaching staff, the students, the parents and guardians play an important role in this. This apart, information available in student feedback forms and information available in self-appraisal forms of teachers help the authorities plan proper support for the policies. Annual Parent-Teachers Meet strengthens the bond of parents with the institution. Annual Alumni Meet facilitates the hold of the alumni for their contribution to the growth of the College. In statutory bodies such as Governing body and Academic Council, experts from various fields are members and they contribute towards the development of the Institution.

#### **6.1.4 What are the procedures adopted by the Institution to monitor and evaluate policies and plans of the institution for effective implementation and improvement from time to time?**

The Institution has adopted participatory managerial principles to ensure progress through the following practices:

The flow of information is always from lower level to higher level. Coordinators of each level of the system consolidate recommendations after discussion with members and present them to the apex bodies. The feasibility of the proposed changes is discussed in the presence of the respective coordinators and if found acceptable, the changes are implemented. The Principal of the College has complete autonomy to govern within the purview of the rules and regulations framed by the Management, Government and Bangalore University. In the beginning of the academic year, a self-mapping exercise is conducted for the staff. This exercise exposes the strengths and challenges of each of the personnel to draw a potential map, which gives insight to the Management, for the distribution of responsibilities. The head of the institution appoints the conveners for various committees with the consent of the governing body, and further nominates the members of committees in consultation with the respective conveners based on the potential map. The committees are well guided about their roles and responsibilities by the Principal. As per the guidelines the committees prepare action plans and submit the same to the Principal for approval. The faculty is informed of their duties and responsibilities by the head of the institution in the scheduled staff meetings and departmental briefings. The administrative staff is given a job map along with the roles and responsibilities. The committees carryout the activities and at the end of the academic year the conveners submit the reports of the work done to the head of the institution.

#### **6.1.5 Give details of the academic leadership provided to the faculty by the top Management?**

The Principal is both the academic and the administrative head of the institution. He is accountable for achieving excellence in the College in all the parameters of the predefined mission components. He is appropriately empowered and has autonomy to achieve the objectives. He identifies the abilities of the individuals and assigns their responsibilities. This facilitates smooth functioning of the institution. The Principal guides and motivates all staff to achieve their institutional goals and objectives. He bridges the gap between Management, teaching & non-teaching staff.

The Management of the College communicates with the Principal and the members of the committees. The problems and issues related to college development, administration, infrastructural needs and student disciplines are discussed in the frequently conducted meetings between the Management and the committees. In the meetings responsibilities are defined and communicated to the staff. The teaching as well as the non-teaching staff follow the instructions and obey the order in the interest of the Institution.

#### **6.1.6 How does the College groom leadership at various levels?**

Regular training programmes are provided to enhance leadership qualities and capabilities of personnel who are assigned or selected for coordinating roles. The Principal and the Department Heads have undergone leadership training programs and they themselves train the other teaching and the non-teaching staff.

The Management encourages and supports the involvement of staff in improving the effectiveness and efficiency of the Institutional process. Through the Principal of the College, the Management involves the staff members in various activities related to the development of the College and they are involved

by way of construction of various committees such as advisory committee, discipline committee, examination committee etc. Apart from that the college organizes AIDS Awareness Campaign, Blood Donation Camp, Village Outreach Programmes, Cultural Festivals, World Environment Day, World Anti-Tobacco Day, Clean Bangalore Campaign, Awareness Campaign on Hygiene and Sanitation, Awareness on Morals and Virtues, Career Guidance Programmes, Career Guidance Fairs, Free Training for Weaker Sections etc. by focusing on the constant improvement of the leadership qualities of the students.

#### **6.1.7 How does the College delegate authority and provide operational autonomy to the departments / units of the institution and work towards decentralized governance system?**

The administration is decentralized to a considerable extent. The Principal conducts regular meetings with academic and non-academic staff. The options of all the staff members are taken for the effective implementation of suggestions. Academic and administrative duties are assigned to HODs. The HODs in turn conduct departmental meetings and decisions are taken in consultation with the teaching staff. At the same time, there are sufficient checks and balances built in the system to see that these decisions are carefully taken. These decisions can also be reviewed by higher authorities and committees in case of needs. The meeting usually focuses on improving the academic, co-curricular and extracurricular performance of the students. The work is delegated to the staffs that frame the time table, formulate the teaching plans and accept the task assigned by the HOD. The work diary is maintained by all staffs to record the lessons covered on a daily basis which is reviewed by the Principal weekly.

In addition to the academic responsibility shouldered, full time teaching staff takes up administrative work and are on the functional committees that cover all aspects of governance of the College. The Management gives suggestions on various aspects on the basis of the Principal's report and feedback it gets from the students and society. The suggestions of the Management is communicated to the teaching and non-teaching staff and implemented by the Principal. He also assigns duties to various academic and administrative bodies of the College on the basis of suggestions of the Management.

#### **6.1.8 Does the college promote a culture of participative management? If 'yes', indicate the levels of participative management.**

The administration of the College strictly adheres to a participative approach. Principal is the head of academic and administrative affairs. All policy changes and academic activities are planned through a process of dialogue with stakeholders at various levels of the management system. The various committees, their responsibilities and their meetings at stipulated intervals are given below:

SL NO	FUNCTIONAL COMMITTEE	RESPONSIBILITY
1	Governing Council	Decision making body
2	IQAC Committee	Enhances quality in academic affairs
3	Placement & Training Committee	Placement related activities like campus interviews and training
4	Alumni Committee	To establish a strong link with alumni and involve them in the development of the

		Institution
5	Admission Committee	Total admission responsibility from the issue of application forms to the admission of the students in the respective courses.
6	Counseling & Student Welfare Committee	Counseling students for over all well-being and address the grievance of the students.
7	Sports Committee	Organizing and conducting sports activities.
8	Anti-Ragging Committee	To ensure a ragging free atmosphere in the campus.
9	Library Committee	Over all library efficiency and technological upgradation

## 6.2 Strategy Development and Deployment

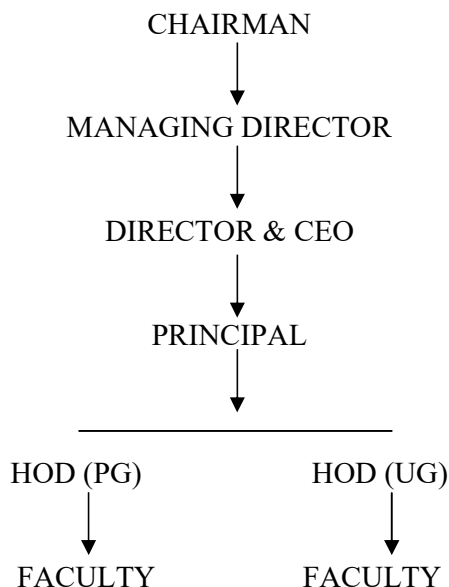
### 6.2.1 Does the Institution have a formally stated quality policy? How is it developed, driven, deployed and reviewed?

Our College has formed the IQAC recently, which attends to the needs for the quality and standards. A number of mechanisms have been taken to translate quality to its various units by the College. The standpoint plans and policies are geared up by the Academic Committee based on the activities suggested by various departments for the particular calendar year. The Governing Council grants permission for the perspective plan to be forwarded to the stakeholders. Then it is placed before the Teachers, Student Representatives and administrators for an open discussion. An accord is arrived at, finalized and submitted to the Governing Council for scrutiny and implementation. The Management holds formal and informal dialogues with the staff, from time to time, to redress any grievances. In the academic units, teachers are encouraged and supported to participate in seminars, conferences, workshops and refresher and orientation courses to update their knowledge.

### 6.2.2 Does the Institute have a perspective plan for development? If so, give the aspects considered for inclusion in the plan.

All the departments have generated their SWOT. The strategy for the development of perspective plan is inside out approach. In order to formulate the strategy of development and deployment, committees are constituted for each and every developmental work. Teachers and selected students representatives have to participate in all the institutional plans. All the program coordinators have generated prospective plans involving their faculty and sent to HOD, the consulted plan is send to the Management Committee for further actions. The strength is enhanced, weakness/areas for improvements are identified, the opportunities are evaluated and efforts are made to nullify the threats.

**Describe the internal organizational structure and decision making processes.**



The College functions under the policy of Nalanda Education Trust headed by the Chairman, the Managing Director and oversee the functioning of both the academic and administrative aspect of the institution.

The Principal heads both the academic and administrative departments of the College. The HODs are in-charge of the academic and the administrative functioning of their departments. The teaching staff takes care of the curricular aspects and arranges and over see activities related to co-curricular and extra-curricular aspects. The Principal delegates the administrative work to the vice principal and HODs.

**6.2.4 Give a broad description of the quality improvement strategies of the institution for each of the following:**

- **Teaching & Learning**
- **Research & Development**
- **Community engagement**
- **Human resource management**
- **Industry interaction**

#### Teaching & Learning

The College has its own teaching strategy to promote value based quality education; provide technology based education in order to promote global competency and to stand on par with world class institutes; bridge the gap between the world of study and the world of work through experiential learning. The College has a mechanism in place for evaluating the teaching staff which is done at the end of each Semester. The HODs study the feedback forms and discuss with the staff, the improvements that have to be implemented. The non-teaching staffs are evaluated informally and corrective measures are implemented in consultation with the Principal.

Soon after a student is admitted, the College has the provision for assessing student's knowledge and skills for the particular programme. Other than the lecture method of teaching, group discussion, field studies, debates, tutorials, seminars, study tours etc. are adopted for proper understanding of the subjects. The College has well experienced and committed faculty members. The library staff is well qualified and their experience is used in updating library for the optimum use by the students. The College conducts seminars, workshops, add on programme etc. for the teachers to enrich their knowledge and skills.

#### Research & Development

In the last couple of years there is an added thrust to research and extension activities. In the years to come the IAME has plans to seek permanent affiliation status followed by autonomous status. In the past few years our faculty has registered for M.Phil. and Ph.D. programmes, with some almost on the verge of completion of the degrees. Other research activities of the departments include presentation and publication of research papers in seminars, conference and journals.

#### Community Engagement

Through the Counseling and Student Welfare Committee the College has been very active in rendering community service such as organizing blood donation camps, AIDS awareness programmes, creating awareness on waste management, etc.

#### Human Resource Management

The institution has a recruitment policy and a strategy as follows.

Policy: Identifying the expertise, developing, reviving, updating competency of the staff besides continuous monitoring and evaluation.

Strategy: Recruitment of staff on merit basis, quality improvement programmes for teaching and non- teaching staff, performance appraisal by the staff, appraisal of staff by students, model teaching by the senior staff and micro-teaching by the junior staff, recruitment of the staff on consolidated payment in the government posts that are not sanctioned so far, are planned and executed.

#### Industry Interaction

Focusing more to make students as the best professionals, the College has a practice of involving the students to interact with the industrial professionals through industrial visits and internship programs. The students are allowed to view the industrial activities closely during industry visit. The college conducts seminars and video conferences with the industry experts at random and thereby clearing all the discrepancies and doubts of the students.

#### **6.2.5 How does the Head of the institution ensure that adequate information (from feedback and personal contacts etc.) is available for the top management and the stakeholders, to review the activities of the institution?**

The Management interacts with the Principal regularly. The Principal and head of Management Committee collect information regarding the teaching quality, curriculum, extra-curricular activities and infrastructural requirement etc. through the feedback from teachers, students and the public. In the meeting of the Management Committee the information gathered from different sources are discussed

with the participating members. After thorough discussion and deliberation the existing facilities and activities of the Institution are reviewed and decisions are taken for their performance after going through the available assets and modalities.

**6.2.6 How does the management encourage and support involvement of the staff in improving the Effectiveness and efficiency of the institutional processes?**

In IAME participatory management is the key. The Management is always encouraging and supporting the involvement of the staff in improving the institutional process. The management, through the Principal, involves the staff members in various activities and decision making process related to the curricular, extra-curricular and administrative development of the college. The staff members involve themselves through various committees such as Admission Committee, Counseling and Students Welfare Committee, Disciplinary Committee, Anti-ragging Committee, Sports Committee, etc. The representatives of each committee are free to give suggestions and opinions during the meetings with the Management. These suggestions are taken into consideration before making any decisions.

**6.2.7 Enumerate the resolutions made by the Management Council in the last year and the status of implementation of such resolutions.**

The College keeps on working for the frequent improvisation of the Institution. The Management last year, in the meeting of the council passed the following resolutions

- Conducting special classes for students to achieve better results
- Invite more number of delegates for campus interviews and recruitments.
- Increase the admission of students by advertising in different media.
- Personality development programmes and mock interviews are scheduled for the final year BBA, B COM and MIB students.
- More industrial visits and interaction sessions with industrial experts to be conducted to improve the student's knowledge and to clear their doubts

**6.2.8 Does the affiliating university make a provision for according the status of autonomy to an affiliated institution? If 'yes', what are the efforts made by the institution in obtaining autonomy?**

Yes, the affiliating University has the provision for according the status of autonomy to an affiliated Institution.

Presently the College has no plans to apply for autonomous status.

**6.2.9 How does the Institution ensure that grievances / complaints are promptly attended to and resolved effectively? Is there a mechanism to analyze the nature of grievances for promoting better stakeholder relationship?**

Yes, the College has a Grievances Cell to redress grievances of students and the staff. The Cell headed by the Principal, work towards the welfare of the staff and redresses issues that hinder the smooth working of the academic process. Prompt and effective disposal of grievance of various stakeholders are undertaken. The Cell has women tutors as members who cater to the grievances and other needs of female students.



**6.2.10 During the last four years, had there been any instances of court cases filed by and against the institute? Provide details on the issues and decisions of the courts on these?**

No.

**6.2.11 Does the Institution have a mechanism for analyzing student feedback on institutional performance? If 'yes', what was the outcome and response of the institution to such an effort?**

The College has created a well defined mechanism for obtaining the feedback from the students to improve the performance and quality of the institutional provisions. The regular student feedback forms are used and suggestion boxes are kept for students, alumni and parents. Students are represented in all committees. The inputs that are obtained from them are further used to improvise the overall competency of the students in a positive manner.

**6.3 Faculty Empowerment Strategies**

**6.3.1 What are the efforts made by the institution to enhance the professional development of its teaching and non-teaching staff?**

The rapid changing scenario of higher education calls for continuous development of skills. At IAME stress is laid on improving the pedagogical skills of the faculty members. Towards these effects a number of steps such as Faculty Development Programmes, Quality Improvement Programmes, Seminars and Workshops are conducted. The specific nature of these programmes that has to be conducted is decided at the regular meetings conducted by the Principal. The Institution promotes professional development of the faculty to the greatest possible extent. The College has a fund which is utilized for professional development, enabling the teaching departments to organize seminars, conferences and workshops. The Institution encourages faculty members to enroll for or provide resources for training programs and workshops. Besides they are also informally counseled so as to make them aware of their duties.

The following are some of the faculty development programs organized in the College:

Sl. No	Date	Topic	Resource Person
01	09 May 2014	Research Methodology	Prof. Sunil Rao
02	15 June 2014	Importance of Research in Academics and Industry	Prof. Sunil Rao
03	21 July 2014	Research Ability and Development	Prof. Sunil Rao
04	14 August 2014	Research Scope and Defining Scope of Research	Prof. Sunil Rao

**6.3.2 What are the strategies adopted by the institution for faculty empowerment through training, retraining and motivating the employees for the roles and responsibility they perform?**

The College has its own rules regarding the faculty empowerment. As per these rules, all the staff members are suggested to attend conferences, seminars, research activities, orientation courses and other training programmes. The department head take a close review of the teachers through various input mechanisms and suggests the names of those who need further training. Based on these recommendations improvement programmes are conducted for these faculty members in the form of

seminars, conferences and workshops. The Management also provides scholarship for higher studies so as to utilize the frequent and improvised knowledge they acquire.

**6.3.3 Provide details on the performance appraisal system of the staff to evaluate and ensure that information on multiple activities is appropriately captured and considered for better appraisal.**

The Institution adopts a comprehensive mechanism of appraisal of the faculty members that consists of three steps. They are the following:

1. Self Appraisal – In this step the faculty members are given a format to appraise themselves based on the given criteria for a particular period
2. Student Appraisal – Students appraise the faculty members on the given parameters, subject wise
3. Peer Appraisal – Appraisal by peers through a given format
4. Management Appraisal

The above four stages give a comprehensive evaluation of teachers. The result of this assessment is conveyed to the Principal who discusses it with the teacher concerned and suggest any necessary improvements. The line of interaction followed is both for corrective measures and appreciation of the services of the teachers for their initiative and good work. If required the faculty members are counselled for better performance.

**6.3.4 What is the outcome of the review of the performance appraisal reports by the management and the major decisions taken? How are they communicated to the appropriate stakeholders?**

Performance Appraisal Reports graph the productivity of the staff. Based on them proactive suggestions are provided to internalize dedication and commitment in the staff. As quality is the culture of the campus, corrective measures and disciplinary actions are taken. No compromise is made on quality. The Management always plays a vital role in the performance appraisal of the staff. Annual increments and placement in the grades are all implemented under the signatures of the managing committee. The management takes effective decisions and provides the appraisal details to the appropriate stakeholders by incorporating the decisions in the proceedings of the meetings of the managing committee to make them aware of the improvements and action plan of the Institution.

**6.3.5 What are the welfare schemes available for teaching and non-teaching staff? What percentage of staff have availed the benefit of such schemes in the last four years?**

The following are the welfare schemes available for teaching and non-teaching staff:

- Free Dental/Medical check up
- Concession provided in School fees for employees children
- Free healthcare facility.
- Maternity Leave
- Medical Leave/Casual Leave/Compensatory Off facility
- Duty Leave facility wherever applicable
- Provident Fund as per rules

### **6.3.6 What are the measures taken by the Institution for attracting and retaining eminent faculty?**

For retaining the faculty a conducive working environment is provided. An Increment of remuneration takes place every year. Incentives and benefits are provided for research publications, presenting papers and research articles at appropriate forums, and for consultancy work as per the norms.

## **6.4 Financial Management and Resource Mobilization**

### **6.4.1 What is the institutional mechanism to monitor effective and efficient use of available financial resources?**

The Finance Committee of the College plans the annual budget for utilizing the funds granted. Collection of tuition fees, purchases of materials, books, stationeries, equipments and its maintenance, payment of bills are through centralized Accounts Department. For day to day expenses (mainly operational expenses) a petty cash account is maintained and the accounts settled weekly.

### **6.4.2 What are the institutional mechanisms for internal and external audit? When was the last audit done and what are the major audit objections? Provide the details on compliance.**

The Financial audit of the College is being done every year by an external auditor. The accounts are audited up to the financial year ended 31-03-2014.

Provisional figures are given below for the financial year ended 31-03-2014.

<b>PARTICULARS</b>	<b>2011-2012</b>	<b>2012-2013</b>	<b>2013-2014</b>
Computer upgradation and maintenance	6,40,286.00	2,55,674.60	2,11,846.00
Library books and journals	18,030.00	8,794.00	11,585.00
Building	-	-	-
Furniture	-	4,500.00	1,23,283.00
Equipments	-	38,967.00	85,048.00
Computers	19,068.00	1,48,850.00	-
Transportation	20,909.00	19,350.00	31,955.00
Power	42,325.00	78,260.00	1,05,264.00

### **6.4.3 What are the major sources of institutional receipts/funding and how is the deficit managed? Provide audited income and expenditure statement of academic and administrative activities of the previous four years and the reserve fund/corpus available with Institutions, if any.**

Tuition Fees is the major source of institutional funding. Audited statement for the last four years/Corpus fund available with the institution is given below (all figures in lakhs):

<b>PARTICULARS</b>	<b>2011-2012</b>	<b>2012-2013</b>	<b>2013-2014</b>
Fee Receipts	71,82,790.00	51,25,477.00	1,31,56,926.00
Surplus before the depreciation at the end of the year	(29,64,464.00)	(48,17,147.00)	(10,51,545.00)

**6.4.4 Give details on the efforts made by the institution in securing additional funding and the utilization of the same (if any).**

No funding from any other external sources, no efforts in securing additional funding.

**6.5 Internal Quality Assurance System (IQAS)**

**6.5.1 Internal Quality Assurance Cell (IQAC)**

**a. Has the institution established an Internal Quality Assurance Cell (IQAC)? If 'yes', what is the institutional policy with regard to quality assurance and how has it contributed in institutionalizing the quality assurance processes?**

**b. How many decisions of the IQAC have been approved by the management/ authorities for implementation and how many of them were actually implemented?**

**c. Does the IQAC have external members on its committee? If so, mention any significant contribution made by them.**

**d. How do students and alumni contribute to the effective functioning of the IQAC?**

**e. How does the IQAC communicate and engage staff from different constituents of the institution?**

The Institution has been actively pursuing quality assurance in all academic and administrative matters. The various steps taken by the college has finally resulted in the formation of Internal Quality Assurance Cell are:

- Staff Appraisal by students
- Self-appraisal by teachers
- Formation of committees that cover all academic, administrative, curricular and co-curricular activities
- Appointment of retired personnel for both administration and teaching for their vast knowledge and experience.

IQAC was constituted consisting of the following members

<b>Sl. No</b>	<b>Name</b>	<b>Designation</b>
1	Prof. Sunil Rao	Principal
2	Mr. Bilu M V	Director & CEO
3	Prof. Bharath Booshan	HOD - UG

4	Ms. Nisha C	HOD – PG
5.	Mr. Christopher Johnson	Director – Public Relations
6.	Mr. Sandesh Kumar	Librarian
7	Industry Nominee	Member
8	Student – 02 Nos	Member

The IQAC has an external member from industry who contributes to the development of the curriculum and provides professional guidance. The Industry nominees help us in updating the needs of the curriculum and also to design enrichment courses. The IQAC plans to meet once every three months and outcome of such meetings are communicated to the staff (Teaching & Non-Teaching) through the concerned departmental meetings. The Management of the Institution tracks the activities and evaluates the decisions made by IQAC.

Students play a vital role in various aspects of the administration of the College through representation in functional committees. Their feedback on teachers and curriculum has helped the College to improve upon teaching methodology and introduction of courses that enhance their knowledge based skills, apart from the provision of academic facilities. Alumni of the College also contribute to quality improvement through feedback and interaction with the College. National level symposia, extension activities and cultural programmes would not be possible without the students and alumni support.

The administration in the Institution is maintained by the involvement of the staff at every level. IQAC communicates and assign duties and responsibilities to each staff by conducting departmental meetings periodically. Principal takes a close review of all the staff activities and suggest improvements. Both the curricular and extra-curricular activities are held quite smoothly by the active participation of the staff. The teachers have been quite supportive to the academic needs of the students by offering reading materials, tutorials and add on programs.

**6.5.2 Does the institution have an integrated framework for Quality assurance of the academic and administrative activities? If ‘yes’, give details on its operationalisation.**

The academic functions and related administrative matters have been vastly streamlined ever since the functional committees are formed. The feedback on teachers obtained from students has helped analyze and evaluated the performance of the teachers. The evaluation has led to remedial measures to improve the performance of teachers and to encourage teachers who have been efficient and full of initiative.

The self-appraisal mechanism started for teachers, together with the student feedback has been very useful for the Principal to arrive at an overall performance report of the teacher. These evaluator mechanisms are taken into consideration for teacher’s promotion. Arrangements of faculty development programmes, skill development programmes for students and non teaching staff, continuous upgradation of laboratory facilities, library and office automation, enhancement of student support services (Placement, career guidance, counseling, mentorship, encouragement for culture and sports activities)

**6.5.3 Does the institution provide training to its staff for effective implementation of the Quality assurance procedures? If ‘yes’, give details enumerating its impact.**

The Institution always makes sure that the decisions based on the findings of the IQAC are fully adhered to. The academic as well as the administrative working is further smoothened by conducting time to time training sessions for the teaching and non-teaching staff. Small workshops over the weekends, in the form of interactive sessions, have helped the staff of the Institution work in a better and more promising way.

**6.5.4 Does the Institution undertake Academic Audit or other external review of the academic provisions? If ‘yes’, how are the outcomes used to improve the institutional activities?**

Yes, the College undertakes an Institutional self review preparation by:-

- Self assessment
- Follow up
- Feed back

**6.5.5 How is the internal quality assurance mechanisms aligned with the requirements of the relevant external quality assurance agencies/regulatory authorities?**

The College is affiliated to the Bangalore University. All compliances are made as per the requirements of the parent University from time to time. Some of the best practices of the Institution are:-

- Conducting national level symposia
- Continuous interaction with the University leading to the incorporation of the suggestions of the University bodies
- Implementation of periodic recommendations of the Local Inspection Committee of Bangalore University
- Recruiting process that ensures appointment of competent faculty.
- Encouragement of initiatives
- Formation of committees involving teaching staff, administrative staff and students for efficient functioning of all aspects of College administration
- Departmental associations that strengthen curricular and co-curricular dimensions of the specialized disciplines
- Involving both teachers and students in activities that sensitize them to social and environmental issues
- Provision of well furnished laboratories, library, auditorium and basic amenities

**6.5.6 What institutional mechanisms are in place to continuously review the teaching learning process? Give details of its structure, methodologies of operations and outcome?**

The College emphasizes more on grooming the students in to professionals, highly qualified and industrially experienced faculty are been appointed. As per the suggestion of the IQAC, teaching methods implemented include PPT presentations, puzzle columns, video conferencing etc. The College insists, as part of the curriculum, students to do assignments and class tests on various topics and the teachers evaluate each student based on it to develop and improve academic programs. Attendance is mandatory. The schedule and timetable of the classes and tutorials are finalized in the beginning of the academic session. The tutorials and assignments are evaluated within a short duration and the marks are entered in work register, which keeps track of the academic progress of the students. Based on the participation in the class and the marks scored in the tutorials and assignments, the student level is judged by the staff member and appropriate action is taken. Counseling is given to slow learners. Parents of such students are invited to meet their respective faculty member, if required. As the entire

practical sessions are continuously assessed, students who lag in these are given additional help and guidance. They are also given additional lab practice.

**6.5.7 How does the institution communicate its quality assurance policies, mechanisms and outcomes to the various internal and external stakeholders?**

Apart from the college web site ([www.iame.org.in](http://www.iame.org.in)), the Institution communicates its quality assurance policies, mechanisms, outcomes and other events by meeting the stakeholders whenever the opportunity arises. As per the interest of the alumni and the students the institution uploads the examination dates and results, events schedule and opportunities in the industry to create a good rapport with the alumni and the society. A follow up and day to day updating of all the data and information is strictly followed by institution's IQAC.

Any other relevant information regarding Governance Leadership and Management which the college would like to include.

Nil

## **CRITERIA-VII: INNOVATIONS AND BEST PRACTICES**

### **7.1 Environment Consciousness**

Green Audit refers to the inspection of an Institution to assess the total environmental impact of its activities or of a particular product or process. The aim of the green audit is to give citizens the information they need to be able to question the companies/institutions which are destroying the environment we all depend on.

There is no formal conduct of Green Audit in the Institution. The following necessary steps are taken to ensure a clean and healthy environment that aids effective learning.

#### **Energy Conservation**

1. One hour daily load shedding by the College during lunch break to conserve energy
2. Switching off/unplugging fans, lights, air conditioners, computers, printers, and electrical and electrical equipment when not in use
3. Use of glass windows for maximizing use of available natural light in operational areas
4. Orthodox lighting replaced by CFL lamps
5. Limited use of freezers and refrigerators, only fresh produce acquired daily for canteen and hostel purposes

#### **Hazard Waste/E-waste Management**

1. Segregation of waste into wet, dry, bio-degradable, e-waste and hazardous
2. Use of plastic bags discouraged within the premises of the College
3. Nature camps are organized for faculty and students to create awareness about environment and its conservation
4. Regular workshops and seminars on waste disposal, their source and classification, pest control is conducted
5. Students and faculty members are discouraged from using cell phones in the campus

#### **Efforts for carbon neutrality**

1. The College has made arrangements for the parking of vehicles of students and staff at a separate space demarcated for the same. This helps to keep the campus clean and pollution friendly. The dead leaves are buried in the soil itself and paper waste is disposed off for recycling. The carbon emissions tests are regularly conducted on the college vehicles. Also emission test certificate is mandatory for the vehicles of staff and students.
2. Carpooling system in operation with both students and faculty members playing an active part
3. Public transport hired for all outdoor activities conducted by College
4. Cigarettes and tobacco products are strictly banned within 100 metres of the campus
5. Natural fertilizers are used for plants and trees in the campus



## Use of Renewable Energy

1. Solar water heater installed for hot water in kitchen and other areas

### 7.2: Innovations

The innovations that are introduced during the last four years which have created a positive impact on the functioning college are:

1. Feedback System – Students use the feedback about the faculty at the end of each session or semester. Students are expected to do so for all the teachers concerned with their classes, informal interaction between students and the class teacher/HOD/Principal about issues pertaining to teaching quality is also encouraged. Teachers are counseled by the HOD and Principal regarding improvements in subject understanding/teaching skills
2. Enrichment and Value added Courses – The College supplements the University curriculum through short term value added courses and enrichment courses that help enhance the employability of the students.
3. Holistic Education - is a philosophy of education based on the premise that each person finds identity, meaning, and purpose in life through connections to the community, to the natural world, and to humanitarian values such as compassion and peace. Holistic education aims to call forth from people an intrinsic reverence for life and a passionate love of learning. The IAME College through its curriculum provides a sound base for students to become responsible citizens of this world.
4. Academic Innovations – The College has introduced remedial classes that have helped the students to cover up their back log, if any. More than that students get a chance to brush up their skills further. Another innovation is that of preparing question banks which has helped ease the burden of students and improve success rate in examinations.
5. Robust Industry Academic Interface
6. Faculty Education – Working with reimbursement plans that assist employees who wish to continue their studies. The faculty members who wish to pursue higher studies are encouraged to enroll for courses of their choice. Upon successful completion the total fee amount paid is reimbursed
7. Promotion of Local Culture and Arts
8. Responsible Consumption – Purchasing products that are in line with the values and philosophies of the College
9. Vacation/Part time/Weekend Jobs – The College assists placement of financially weaker students

### 7.3 Best Practices

1. Enrichment/Value Added Courses
2. Professional Mentorship
3. ICT enabled Education
4. Entrepreneurship Development Programmes

**7.3.1 Elaborate on any two best practices as per the annexed format which have contributed to the achievement of the Institutional Objectives and/or contributed to the Quality improvement of the core activities of the college.**

A best practice is a method or technique that has consistently shown results superior to those achieved with other means, and that is used as a benchmark. In addition, a "best" practice can evolve to become better as improvements are discovered. Best practice is considered by some as a business buzzword, used to describe the process of developing and following a standard way of doing things that multiple organizations can use. Best practices are used to maintain quality as an alternative to mandatory legislated standards and can be based on self-assessment or benchmarking.

The International Academy of Management & Entrepreneurship is responsible to the needs and requirements of the student community, the industry and the society at large. The College is affiliated to the Bangalore University. The College offers the 3-year Bachelor's Degree Programmes in Business Management, and Commerce, and the two year Master's in International Business. The Institution has internalized the best practices in order to improve the curriculum that in the long term addresses the student needs in terms of better academic inputs, better placement opportunities and also to create a knowledgeable society. The faculty members have been quite supportive to the academic needs of the students and have stood by the measures taken by the College in improving the academic and curricular requirements.

**1. Title of the Practice**

- a. Enrichment and Value Added Courses
- b. Introduction of IC Technology

**2. Goal**

**a. Enrichment and Value Added Courses** - The syllabus and curriculum, of the Bangalore University, though being adequate does not address the ever changing requirements of the Industry. Changing technology and changing trends have affected all the sectors of the economy as well as the industry. In order to keep up with the ever changing requirements the College supplements the curriculum through short term courses.

The objective in introducing short term courses was to provide all students an opportunity to understand requirements other than academics. The courses offered by the College stress on Personality Development as a means for better employment and a better career. These courses were a means to provide the students an opportunity to gain that extra knowledge to enable them to pursue their chosen goals and aspirations. Specifically, it aims to develop:

- a. More in depth knowledge of the core subjects
- b. Skills and a broader overview of other areas

The main objective of the College is to transform the students into well-meaning citizens through the committed pattern of instructions based on carefully prepared and well-designed curricular aspects. The College aspires to have a transformational impact on students through comprehensive education by inculcating qualities of competence, confidence, and excellence. The College aspires to develop skilled human resource to face contemporary challenges.

**b. Introduction of IC Technology -**

Education has largely contributed to an increase in developing knowledge, providing an enabling environment for innovation and in building human capital required for a potential future knowledge economy. Global reforms in education and challenging ICT demands have made a remarkable shift in the structure of the enabling ICT environment and the utilization of ICT technologies in education. Such technologies have become the key driver of the digital network in an era of technology-driven education.

Worldwide research has shown that ICT can lead to improved student learning and better teaching methods. Increase in student exposure to educational ICT through curriculum integration has a significant and positive impact on student achievement, especially in terms of "Knowledge Comprehension", "Practical skill" and "Presentation skill" in varied subject areas.

**3. The Context**

a. Enrichment and Value Added Courses - The College over the last five years has tried to create a separate space for itself in the academic and extra-curricular fields. The short term courses provided to the students spreads over the three years in case of BBA and B COM, and two years for MIB. These modules are incorporated into the different semester that provides the much needed thrust to the core subjects in each semester. The subjects in the curriculum have components that require additional inputs that are not met by the prescribed syllabus of the Bangalore University. Further emphasis is also laid in Marketing Management, Human Resource Management, Retail Management, Banking and Insurance, Stock Markets. These modules provide the necessary skills that enable students for better placement.

**b. Introduction of IC Technology**

IAME introduced ICT education in 2011. The faculty members have been making use of the same in all education related activities. The College is Wi-Fi enabled. Students have access to the internet both inside and outside the class. Two classrooms have LCD projectors that are extensively used for all purposes. The Library is also ICT enabled. Students and faculty members have access to e-journals and a host of web-enabled services.

**4. The Practice & the Evidence of the Success**

- a. The Enrichment and Value Added Courses offered by the College are as follows:
1. General Management – Marketing, Human Resources, Retail Management, Financial Management, Facilities Management
  2. Personal, Interpersonal and Social Skills, Professional Skills

**b. Introduction of ICT**

There has been a marked improvement in the performance of the faculty members in terms of class and subject delivery. Faculty members have been using the facilities extensively. This directly translates into better student understanding, and grasping of the classes. Through ICT, teachers were able to create interactive classes and make the lessons more enjoyable that improved student attendance and concentration

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

a. **Enrichment and Value Added Courses** - Administering the enrichment and value added courses was a smooth affair with only logistical issues coming in the way of the implementation. Time was a constraint as the prescribed curriculum of the University had to be simultaneously conducted. Sustaining student interest in completion of the course was a challenge especially the courses that were of longer duration. Each of these topics were strategically included in each of the semester and the activities on these topics include panel discussions, demonstrations, seminars, workshops, guest lectures, etc. The enrichment courses supplements the curriculum. These courses range from two days and may go up to 30 days. The participation in these courses is mandatory for the students. After each such course the students are to present a report as required by the Faculty/Resource Person. The reports generated are evaluated and forms the basis for the internal markings. Students are also issued Participation Certificates on successful attendance and completion of each of the courses.

As a result of these values added courses there has been a marked improvement in the employability and confidence of the students. Placement records have showed a marked improvement over the last two years. Overall these enrichment courses are well received and the students have benefitted to a considerable extent.

A very nominal fee is charged from the students based on the nature of the course. This is mainly utilized to cover the expenses of the raw materials and to remunerate the resource persons.

### **c. Introduction of IC Technology**

The initial challenges included setting up and installing the devices and systems. Some of the faculty members were not tech savvy and had lack of experience in using ICT tools. The College conducted training programmes for these faculty members. Another challenge was to determine the optimal level of ICT use in education.

## **Evaluative Report of the Departments**

### **Department of Undergraduate Studies**

#### **Bachelor of Business Management/Bachelor of Commerce**

1. Name of the Department – Department of Undergraduate Studies
2. Year of Establishment - 2009
3. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.) – Bachelor in Business Administration and Bachelor of Commerce
4. Names of Interdisciplinary courses and the departments/units involved  
Interdisciplinary course - None
5. Annual/ semester/choice based credit system (programme wise) – BBA and B COM - Semester
6. Participation of the Department in the courses offered by other departments
  - MIB (PG)
7. Courses in collaboration with other universities, industries, foreign institutions, etc. - Nil
8. Details of courses/programmes discontinued (if any) with reasons -NIL
9. Number of Teaching posts

	Sanctioned	Filled
Professors	03	03
Associate Professors	04	02
Asst. Professors	11	05

10. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the last 4 years
Prof. Sunil B Rao	MBA, BBA	Principal	Marketing Management	15	_____
Prof. Bharath Booshan	MBA	HOD – UG	Marketing Management	14	_____
Ms. Nisha C	M Com	HOD- PG	Commerce / Accounts	6	
Mr .Amitab Anand	MBA, BE	Faculty	Operations Management	9	
Ms. Kanchan Rajput	MBA	Faculty	Finance	5	
Mr. Nagappa	M Com, M,Phil, B.Ed	Faculty	Accounts	10	
Mr.Shree Harsha	MBA	Faculty	Finance	2	
Ms. Rama Jyothi	MBA,	Faculty	Human Resource Management	5	
Mr. Christopher Johnson	MBA	Faculty	Project Management	14	

## 11. List of senior visiting faculty

### Faculty - Visiting

The faculty members at IAME not only have exceptional academic credentials but also have the right industrial experience. They have the passion to teach and share their experience with the students. IAME has a regular one on one session with the students to identify and provide any additional support that any individual student may need. IAME is committed to undertake Applied Research projects jointly with specific organizations in the areas of e-business strategies, entrepreneur development, application of quantitative methods and market research.

**Prof. Dr. S. Sudarshan** – Ph.D, M.A (PM&IR), M.A (Indian Philosophy)

He has 22 years Experience in Industry and 8 years in teaching / research. He was the member of Board of Studies of Jain University Bangalore, and he has attended seminars / conferences and training programs.

**Prof. Dr. Mamatha Sivakumar** – M.A.(Economics)

She has over 07 years of teaching experience for BBA, B Com, BA, MBA, CA, ICWAI and other professional courses.

**Mr. Sorab Bajaj** – MBA, BE

He is Project Manager in Oracle and a trainer for International Marketing strategies across the globe. His contribution in international business over 25 years will be an added advantage for the management students to understand the operational aspect and the strategy well.

**Prof. M. Rajiv** – B.Sc, MBA, Dip. In Import & Export Management

He is a member, Board of Studies, Honorary treasurer of NKMA, Vice President of Rotary International, Member BMA, NIPM, IIMM. He has more than 25 years of combined experience in teaching, industrial & functional areas.

**Asst. Prof. M. Santhosh** – M.Phil (management Studies), MBA (Mktg), PGDHRM, B.Sc (Maths)

Worked as faculty in Management colleges for MBA courses. Presently working as Senior Lecturer in Dept of MBA – Rajiv Gandhi Institute of Technology.

**Prof. S.P. Srinivasan** – B.Sc, ACA, ACS, AICWA.

He has more than 20 years of experience in BHEL, Reliance Industries etc. Has been teaching in reputed educational institutes for MBA in Finance and has jointly authored a book on International Financial Management which is prescribed as a text book for MBA (VTU).

**Asst. Prof. Sanjeev Padashetty** – MBA (Mktg), B.Pharm.

He has worked as HOD in BBA Dept., Asst. Professor and as a visiting faculty in various reputed B-Schools in Bangalore.

**Prof. Ranganathan G.K** – M.Com, M. Phil.

As a lecturer, he has 22 years of experience at various colleges. Lecturer at New Horizon College for women and RBANMS PU College as a full time lecturer.

**Prof. Vijay Raja** – C.A, ICWA, LLB, FCA, CS, B Com.

He has more than 14 years of teaching experience and is associated with various B-Schools and learning centers as a visiting faculty.

**Ms. G. Krishnaveni** – MBA, B.A

She has more than 10 years of experience in industries, she has worked in the field Marketing and HR as a Team Leader and Business Development Manager.

**Prof. G.T. Rajasekharaiah** – M. Sc, M.Phil (Statistics) He has more than 17 years of teaching experience and is associated with various colleges as a Visiting Faculty.

**Ms. Hema. D** – M.Phil, M.Com

She has been associated with Teaching and Research Experience of Seven years in Several reputed Institutions. She has papers presented in National And International Conferences.

**Prof. B. Sriram** - MBA, PGDHRM, Dip MM

Dynamic and result oriented professional with 28 years of extensive experience in Business Operations with profit accountability.

**Prof. Anirban Ghatak** – M. Phil, MBA

He has 6 years of experience in teaching and worked as Lecturer, Dept of MBA and Sr. Lecturer in Dept of MBA.

**Prof. R. R. Srivastava** – B. Sc, PMIR Xavier Institute

He has 7 years experience in teaching and 31 years in Industries, he has worked as Visiting Faculty at reputed B-Schools. He was the member of the Board of Governing Council of some reputed B-Schools.

**Prof. C.S. Sastry** – B.E (Mechanical), AMIE, Dip. PPC

He has worked as a Director, Management Academics & Industrial Consultancy services as a Dean, the IAME college of Engineering, as a professor Manipal Academy of Higher Education.

**Prof. A. Ramachandran** – M. Stats

He has 10 yrs experience in Academic and 21 years in Industry. He has submitted various research papers to his credit.



12. Percentage of lectures delivered and practical classes handled (programme wise) by temporary faculty - Nil
13. Student -Teacher Ratio (programme wise) – 15:1
14. Number of academic support staff (technical) and administrative staff; sanctioned and filled - 07
15. Qualifications of teaching faculty with DSc/ D.Litt/ Ph.D/ MPhil/PG – as above.
16. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received – No Faculty, No Grants received
17. Departmental projects funded by DST-FIST; UGC, DBT, ICSSR, etc. and total grants received - Nil
18. Research Centre /facility recognized by the University – No.
19. Publications:
  - \* a) Publication per faculty - 5 by Mr. Sunil Rao
  - \* Number of papers published in peer reviewed journals (national / international) by faculty and students - 04
  - \* Number of publications listed in International Database (For Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)
  - \* Monographs - Nil
  - \* Chapter in Books - Nil
  - \* Books Edited - Nil
  - \* Books with ISBN/ISSN numbers with details of publishers - 05
  - \* Citation Index - Nil
  - \* SNIP - Nil
  - \* SJR - Nil
  - \* Impact factor - Nil
  - \* h-index - Nil
20. Areas of consultancy and income generated – Consultancy services are taken up on honorary basis and not particularly for revenue generation. The consultancy services are for charitable firms, hospitals and educational institutions.
21. Faculty as members in
  - a) National committees b) International Committees c) Editorial Boards.... - Nil
22. Student projects
  - a) Percentage of students who have done in-house projects including inter

departmental/programme 100

- b) Percentage of students placed for projects in organizations outside the institution i.e.in  
Research laboratories/Industry/other agencies – 100% (MIB and BBA)

23. Awards/ Recognitions received by faculty and students - Nil

24. List of eminent academicians and scientists/ visitors to the Department

Name	Designation	Date of Visit
Dr. Sashidhar	Scientist, ISRO	Sept 2014
Lt. Col V S Rawal	Director, Deccan Aviation	Aug 2008
Sri Sri Ravi Shankar	International Spiritual Leader	
Mrs. Sudha N Murthy	Chairperson, Infosys Foundation	October 2008
Mr. Kris Gopalkrishnan	CEO Infosys	December 2009
Mr. Vikram Kaushik	CEO, Tata Sky	October 2008
Mr. Ajit Shastry	Head Operation - Airtel	June 2011
Mr. Solomon Olanjiu	CA – Nigeria	January 2014
Mr. Seetharaman Rao	CEO – First Gulf Bank	August 2014
Mr. M A Pasha	Chairman, Dept. of Chemistry, BU	December 2014

25. Seminars/ Conferences/Workshops organized & the source of funding

a) National - Nil

b) International - Nil

Workshops for three years

SL. No	RESOURCE PERSON	TOPIC	YEAR
1	Mr. Seetharaman Rao	Global Banking Opportunities	2014
2.	Mr. Solomon Olanjiu	International Accounting Standards	2014
3	Mr. Rajdeep Manwani	Inspiration for Management Students	2013
4.	Prof. Ilan Greenberg	Basics of Business Writing	2013

26. Student profile programme/course wise:

Name of the Course/programme (refer question no. 4)	Applications received	Selected	Enrolled *M *F	Pass percentage
Bachelor in Business Administration	15 (2013 – 2014)	11	9M 02F	62%
	05 (2012 – 2013)	05	05M 00F	75%
Bachelor of Commerce	40 (2013-14)	26	21M 05F	38%
	05 (2012 – 2013)	05	05M 00F	75%

\*M=Male F=Female

27. Diversity of Students

Name of the Course	% of students from the same state	% of students from other States	% of students from abroad
Bachelor of Business Management	100% (2013 - 2014)	00%	Nil
	90% (2014- 2015)	10%	nIL

Name of the Course	% of students from the same state	% of students from other States	% of students from abroad
Bachelor of Commerce	97% (2013 - 2014)	03%	Nil

	97% (2014- 2015)	03%	
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28. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ? Nil

29. Student progression - BBA

Student progression	Against % enrolled
UG to PG	33%
PG to M.Phil.	-
PG to Ph.D.	
Ph.D. to Post-Doctoral	
Employed	
• Campus selection	00%
• Other than campus recruitment	66%
Entrepreneurship/Self-employment	00%

Students Progression - B COM

Student progression	Against % enrolled
UG to PG	40%
PG to M.Phil.	-
PG to Ph.D.	
Ph.D. to Post-Doctoral	
Employed	
• Campus selection	00%
• Other than campus recruitment	50%
Entrepreneurship/Self-employment	08%

30. Details of Infrastructural facilities

- Library – Available with 900 books (planned to add 350 books)
- Internet facilities for Staff & Students – Wi-Fi enabled Campus
- Class rooms with ICT facility - 08
- Laboratories – 01

31. Number of students receiving financial assistance from college, university, government or other agencies – Exemption for SC/ST Candidates for examination fees.

32. Details on student enrichment programmes (special lectures / workshops / seminar) with

- external experts – Soft Skills Development, Group Discussion and Interview Skills
33. Teaching methods adopted to improve student learning – Case study method, Role Play, Group Discussions, Field Visits, Plant Visit, Projects, Presentations, and Internship Training etc.
34. Participation in Institutional Social Responsibility (ISR) and Extension activities –
- Free blood donation camp
- Associate with NGO for helping under privileged people.
- AIDS awareness Programme
- Participation in Earth Day and Green environment
- Conducting Village visits to create awareness about community involvement in revenue generation
35. SWOC analysis of the department and Future plans

<u>Strengths</u>	<u>Weakness</u>
<ul style="list-style-type: none"> <li>• Qualified &amp; Experienced Faculty</li> <li>• Extensive in-house research activities/project undertaken</li> <li>• Good Industry - Academic- Interface</li> <li>• Social &amp; Entrepreneurial activities</li> <li>• Enrichment and Value Added Courses</li> <li>• Good Placement record</li> <li>• Holistic Development</li> </ul>	<ul style="list-style-type: none"> <li>• Fluctuation in rate of admissions</li> <li>• Lack of Students admitted from diverse education streams</li> <li>• Lack of Support in Projects from various agencies</li> <li>• Curriculum inadequacy with current industry requirements.</li> </ul>

<u>Opportunities</u>	<u>Challenges</u>
<ul style="list-style-type: none"> <li>• Growth in Economy leading to wide placements</li> <li>• Excellent opportunities for candidates in various industries</li> <li>• Entrepreneurial opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Mushrooming of Colleges</li> <li>• Lack of Awareness about the scope of the courses</li> <li>• No competitive Salary/Remuneration packages</li> <li>• Inadequate involvement of industry</li> </ul>

## **Evaluative Report of the Departments**

### **Department of Post Graduate Studies**

#### **Master of International Business**

The Self-evaluation of every department may be provided separately in about 3-4 pages, avoiding the repetition of the data.

1. Name of the department – Post Graduate Studies
2. Year of Establishment- 2009
3. Names of Programmes / Courses offered (UG, PG, M.Phil., Ph.D., Integrated Masters; Integrated Ph.D., etc.) - Master of International Business (PG)
4. Names of Interdisciplinary courses and the departments/units involved-  
Nil  
International Language- French, Japanese
5. Participation of the department in the courses offered by other departments  
Department- Commerce and Management
6. Courses in collaboration with other universities, industries, foreign institutions, etc - NIL.
7. Details of courses/programmes discontinued (if any) with reasons - Nil
8. Number of Teaching posts

	Sanctioned	Filled
Professors	03	03
Associate Professors	02	02
Asst. Professors	04	04

9. Faculty profile with name, qualification, designation, specialization, (D.Sc./D.Litt. /Ph.D. / M. Phil. etc.,)

Name	Qualification	Designation	Specialization	No. of Years of Experience	No. of Ph.D. Students guided for the last 4 years
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Ms.Nisha C	M Com	HOD- PG	Commerce / Accounts	6	
Mr.Amitab Anand	MBA, BE	Faculty	Operations Management	9	
Ms.Kanchan Rajput	MBA	Faculty	Finance	5	
Mr.Nagappa	M Com, M,Phil, B.Ed	Faculty	Accounts	10	
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As a lecturer, he has 22 years of experience at various colleges. Lecturer at New Horizon College for women and RBANMS PU College as a full time lecturer.

**Prof. Vijay Raja** – C.A, ICWA, LLB, FCA, CS, B Com.

He has more than 14 years of teaching experience and is associated with various B-Schools and learning centers as a visiting faculty.

**Ms. G. Krishnaveni** – MBA, B.A

She has more than 10 years of experience in industries, she has worked in the field Marketing and HR as a Team Leader and Business Development Manager.

**Prof. G.T. Rajasekharaiah** – M. Sc, M.Phil (Statistics) He has more than 17 years of teaching experience and is associated with various colleges as a Visiting Faculty.

**Ms. Hema. D** – M.Phil, M.Com

She has been associated with Teaching and Research Experience of Seven years in Several reputed Institutions. She has papers presented in National And International Conferences.

**Prof. B. Sriram** - MBA, PGDHRM, Dip MM

Dynamic and result oriented professional with 28 years of extensive experience in Business Operations with profit accountability.

**Prof. Anirban Ghatak** – M. Phil, MBA

He has 6 years of experience in teaching and worked as Lecturer, Dept of MBA and Sr. Lecturer in Dept of MBA.

**Prof. R. R. Srivastava** – B. Sc, PMIR Xavier Institute

He has 7 years experience in teaching and 31 years in Industries, he has worked as Visiting Faculty at reputed B-Schools. He was the member of the Board of Governing Council of some reputed B-Schools.

**Prof. C.S. Sastry** – B.E (Mechanical), AMIE, Dip. PPC

He has worked as a Director, Management Academics & Industrial Consultancy services as a Dean, the IAME college of Engineering, as a professor Manipal Academy of Higher Education.

**Prof. A. Ramachandran** – M. Stats

He has 10 yrs experience in Academic and 21 years in Industry. He has submitted various research papers to his credit.

11. Percentage of lectures delivered and practical classes handled(programme wise) by

temporary faculty Nil.

12. Student -Teacher Ratio (programme wise) – 10:1

13. Number of academic support staff (technical) and administrative staff; sanctioned and filled 07

14. Qualifications of teaching faculty with DSc/ D.Litt/ Ph.D/ MPhil/PG.

As mentioned above

15. Number of faculty with ongoing projects from a) National b) International funding agencies and grants received- NA (Self Financed), Inhouse projects carried out

16. Departmental projects funded by DST-FIST; UGC, DBT, ICSSR, etc. and total grants received - No special grants received. No grants/ finances from other industry.

No External funding

17. Research Centre /Facility recognized by the University NO

18. Publications:

- \* a) Publication per faculty 05

- \* Number of papers published in peer reviewed journals (national / international) by faculty and students 03

Faculty- 2 publications in reviewed journals

- \* Number of publications listed in International Database (For Eg: Web of Science, Scopus, Humanities International Complete, Dare Database - International Social Sciences Directory, EBSCO host, etc.)- NA

- \* Monographs- NA

- \* Chapter in Books NO

- \* Books Edited - NO

- \* Books with ISBN/ISSN numbers with details of publishers- 05

- \* Citation Index - NO

- \* SNIP - NO

- \* SJR - NO

- \* Impact factor -NO

- \* h-index -NO

19. Areas of consultancy and income generated

Consultancy services are taken up on honorary basis and not particularly for revenue generation. The consultancy services are for charitable firms, hospitals and educational institutions.

20. Faculty as members in

a) National committees b) International Committees c) Editorial Boards....-NA

21. Student projects

a) Percentage of students who have done in-house projects including inter departmental/programme 100%

b) Percentage of students placed for projects in organizations outside the institution i.e.in Research laboratories/Industry/other agencies  
-100%

22. Awards/ Recognitions received by faculty and students - NA

23. List of eminent academicians and scientists/ visitors to the department

Name	Designation	Date of Visit
Dr. Sashidhar	Scientist, ISRO	Sept 2014
Lt. Col V S Rawal	Director, Deccan Aviation	Aug 2008
Sri Sri Ravi Shankar	International Spiritual Leader	
Mrs. Sudha N Murthy	Chairperson, Infosys Foundation	October 2008
Mr. Kris Gopalkrishnan	CEO Infosys	December 2009
Mr. Vikram Kaushik	CEO, Tata Sky	October 2008
Mr. Ajit Shastry	Head Operation - Airtel	June 2011
Mr. Solomon Olanjiu	CA – Nigeria	January 2014
Mr. Seetharaman Rao	CEO – First Gulf Bank	August 2014
Mr. M A Pasha	Chairman, Dept. of Chemistry, BU	December 2014

24. Seminars/ Conferences/Workshops organized & the source of funding

a) National - Self Financing

25. Student profile programme/course wise:

Name of the Course/Programme (refer question no. 4)	Applications received	Selected	Enrolled *M *F	Pass percentage
Master of International Business	35 (2013-2014)	23	19 M, 04 F	67%
	32 (2014 – 2015)	22	16 M 06F	89%

\*M=Male F=Female

26. Diversity of Students

Name of the Course	% of students from the same state	% of students from other States	% of students from abroad
Master of International Business	15% (2013-2014)	85%	Nil
	5% (2014-2015)	95%	Nil

27. How many students have cleared national and state competitive examinations such as NET, SLET, GATE, Civil services, Defense services, etc. ?

Nil

28. Student progression

Student progression	Against % enrolled
UG to PG	NA
PG to M.Phil.	10%
PG to Ph.D.	05%
Ph.D. to Post-Doctoral	
Employed	
• Campus selection	60%
• Other than campus recruitment	15%
Entrepreneurship/Self-employment	10%

29. Details of Infrastructural facilities

a) Library - Available

Separate library for the department with No. of books – 900 (Planned to add 300 books)

- b) Internet facilities for Staff & Students  
Computer provided in staff room & library
- c) Class rooms with ICT facility 02
- d) Laboratories - 01
30. Number of students receiving financial assistance from college, university, government or other agencies – Exemption provided to SC/ST students for examination fees
31. Details on student enrichment programmes (special lectures / workshops / seminar) with external experts - Soft Skills Development, Group Discussion and Interview Skills
32. Teaching methods adopted to improve student learning
- Teacher - centric pedagogy shifted to student-centric
  - Conventional classroom lecture method modified with ICT-PPT, OHP, and Audio-visual (DVD & CD) interactive teachings. Diverse teaching methods are used, including focused group discussion & brain storming sessions.
  - Role plays, case studies, presentations by the students on subject topics are made compulsory; library assignment and market surveys are integrated in teaching.
  - ICT methods like e-journals LCD Projector presentations e-assignments along with debates, group discussion and quiz are introduced.
  - Industry visits
33. Participation in Institutional Social Responsibility (ISR) and Extension activities
- Social Surveys
- Free blood donation camp.
  - Associate with NGO for helping under privileged people.
  - Anti corruption Awareness.
  - AIDS Awareness
  - Participation in Earth Day and Green environment. (31<sup>st</sup> May – 2012)
  - NSS Camp conducted
  - Conducting Village visits to create awareness about community involvement in revenue generation.
34. SWOC analysis of the department and Future plans

<u>Strengths</u>	<u>Weakness</u>
<ul style="list-style-type: none"> <li>• Qualified &amp; Experienced Faculty</li> <li>• Extensive in-house research activities/project undertaken</li> </ul>	<ul style="list-style-type: none"> <li>• Fluctuation in rate of admissions</li> <li>• Students admitted from diverse education streams</li> </ul>

<ul style="list-style-type: none"> <li>• Good Industry - Academic-Interface</li> <li>• Social &amp; Entrepreneurial activities</li> <li>• Enrichment and Value Added Courses</li> <li>• Participation in National/International Seminars &amp; Workshops</li> <li>• Excellent Placement record</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of Support in Projects from various agencies</li> <li>• Curriculum inadequacy with current industry requirements.</li> </ul>
<p style="text-align: center;"><u>Opportunities</u></p> <ul style="list-style-type: none"> <li>• Robust Economic growth leading to wide placements</li> <li>• Excellent opportunities abroad</li> <li>• Entrepreneurial opportunities</li> </ul>	<p style="text-align: center;"><u>Challenges</u></p> <ul style="list-style-type: none"> <li>• Mushrooming of Colleges offering similar Courses</li> <li>• Lack of Awareness about the Course and the Industry</li> <li>• No good Salary/Remuneration packages</li> <li>• Inadequate involvement of Industry in Academics</li> </ul>

Future Plans:

1. Establishment of Management Research Centre
2. Improvement of Admission Strength by creating awareness and opportunities
3. Commencing Consultancy Services for the Business units
4. Conduct National and International Seminars and Workshops
5. Tie-up with International Institutions for providing world class education and placements

**IQAC Committee members:**

- |                                    |             |
|------------------------------------|-------------|
| 1. Prof. Sunil Rao                 | - Principal |
| 2. Mr. Bilu M V                    | - Member    |
| 3. Prof. Bharath Bhooshan          | - Member    |
| 4. Ms. Nisha C                     | - Member    |
| 5. Mr. Sandesh Kumar               | - Member    |
| 6. Director – Corporate Relations- | Member      |
| 7. Industry                        | - Member    |
| 8. Student – 02 Nos.               | - Member    |

**Research Committee**

1. Principal	: Chairman
2. HOD – UG	: Member
3. HOD – PG	: Member
4. PG – Final Semester Student	: Member
5. Industry Expert	: Member
6. Asst. Prof. PG Dept.	: Coordinator

**Student Welfare Committee**

1	Principal	Chairman
2	HOD(UG and PG	Members
3	Student Representatives (2)	Members
4	Librarian	Member
5	Physical Education Director	Coordinator
6	Director – Corporate Relations	Member

**Alumni Association**

Sl. No	Name	Designation
1.	Prof. Sunil B Rao	Principal



2.	Mr. Bilu M V	Director
3.	Mr. Christopher Johnson	Director – Corporate Relations
4.	Mr. Sandesh Kumar	Librarian
5.	Mr. Dipesh	Ex-Student

### **Cultural Committee**

1	HOD (PG)	Chairman
2	HOD (UG)	Member Secretary
3	Ramajyothi	Member
4	Pramod & Vaishali	Members
5	Pallavi	Coordinator

### **Student Committee**

1	Principal	Chairman
2	Director	Member
3	Librarian	Member
4	II MIB	Member
5	III BBA	Convener

Sports Activities : Volley ball tournament.



Cultural Activity: Krishnajanmashtami



## Ganesha Chaturthi







Elim Resort:







**Roll play method of teaching by Mr.Hanumanth S Kulkarni**



## Independence day 2014

Flag hoisting by Wing Commander M Mohan Das, IIT-IIM





## Cultural Program



Guest Faculty – Dr. Jayram, Principal, The Vally School



Guest lecture by Dr.Jayram



Activity for faculty members



## Guest sessions



Inaguration of MIB by Dr.Rajdeep Manwani





Guest speaker – Dr.Rajdeep Manwani



Dr.Rajdeep Manwani with Counseling Cell





**Guest Lecture by Mr.Seetaram, CEO – First Dubai Bank, Abu Dubai, UAE.**



## ANTARAGNI – 2015

Every year IAME conducts Cultural fest called Antaragni. This event was very successful with wonderful programs and huge participation. Our students showcased their talents by performing in many activities which was very colorful to watch.

Here is a glance of all the activities conducted in our college.

Off stage events – 28-mar-2015

### Face painting

This was the first event conducted. Both UG and PG students participated and the paintings were beautiful with wonderful messages like “Save girl child, save tigers, Change in the world from trees to dry land”.

Face painting is fun for any occasion, whether you're painting faces at a birthday party or preparing faces for Halloween. Face painting can be a hobby for some , or even a full-blown career for many talented artists. Whatever your goals are, the possibilities for exciting and original designs are as wide as your imagination!

This is the pictorial representation of creative art by students.



### HAIR STYLE

This was the event which gave one more opportunity to students to enhance and exposure of their talent. In this, students gave a style to their model's hair and put one more feather in their beauty.



### Cooking without fire

Food.... is always ever wanted. In this event students prepared delicious dishes but with one difference “without fire”. It was an awesome event wherein fruitful efforts of girls as well as boys were paid off.







## RANGOLI

**Rangoli**, also known as **Kolam** or **Muggu**, is a folk art from India in which patterns are created on the floor in living rooms or courtyards using materials such as colored rice, dry flour, colored sand or flower petals. It is usually made during Diwali (Deepawali), Onam, Pongal other Indian festivals. They are meant to be sacred welcoming areas for the Hindu deities generation to the next, keeping both the art form and the tradition alive. Similar practices are followed in different states of India: Kolam in Tamil Nadu; Mandana in Rajasthan; Chhokpurna in Chhattisgarh; Alpana in West Bengal; Aripana in Bihar; Chowk puja in Uttar Pradesh; Muggu in Andhra; Golam kolam or kalam in Kerala and others.

The purpose of rangoli is decoration, and it is thought to bring good luck. Design depictions may also vary as they reflect traditions, folklore and practices that are unique to each area. It is traditionally done by women. Generally, this practice is showcased during occasions such as festivals, auspicious observances, marriage celebrations and other similar milestones and gatherings.

To uphold this tradition of India, coordinator organized this event which got appreciable response too, as you can see below pictures.





On stage events – 29-Mar-2015

### DISTRACTION

This was the management event which gave experience of how to handle distraction in corporate world. Here students enhanced their concentration towards the work.



### SINGING

Singing is the part of happiness, melody, etc. By taking part in this event students shares their happiness with everyone present in hall.



## DANCE

It was eye pleasing to watch spectacular performances from students.





## SKIT



## MUTE MIME



## FASHION SHOW

All trends and traditions of the India are displayed on single platform by bringing together all the diversities in event fashion show by student.



## Innovative teaching methodology by Prof.Sunil B Rao for B Com, BBA :









