



IQAC Committee

The college established Internal Quality Assurance Cell on 16th August, 2014 Chaired by the Principal and Vice Principal has been nominated as the IQAC Co-ordinator. The committee constitutes the following members:

Chairman	Sri. K. Raghu Veer	Principal
Coordinator	Smt. M. Satya Sudha	Vice Principal
Members	Dr.T. Naga Lakshmi	PG Dept, Commerce
	Smt. P. Madhuri	Dept. of Commerce
	Smt.K.PadmaPriya	Dept. of Commerce
	Smt. S.Saritha	Dept. of Mathematics
	Sri. K. Prashanth Kumar	Dept. of Computers
	Smt. K. Swapna	Dept. of Business Administration
	Smt. G. Rama Devi	Librarian
	Sri K. Anjaneyulu	Administrative Staff
	Dr. Bhanumathi	Alumni
	Sri. Rajan	Industrialist
	Sri. C. Prasanna	Secretary
	Sri B. Pratap	Dept. Phy.Edu.
	Sri. M. Vijay	Dept. of Computers
	Smt. G. Andalu	Dept. of Commerce

The IQAC has set the following Objectives:

- To enhance Academic and Administrative activities of the institution by applying qualitative standards.
- To create a learner -centric environment for faculty development and student education through teaching- learning process.
- To implement Feedback mechanism for regular assessment of institutional quality.
- Documentation and dissemination of information leading to quality benchmark.

The Annual Quality Assurance Report (AQAR) of the IQAC

All NAAC accredited institutions will submit an annual self-reviewed progress report to NAAC, through its IQAC. The report is to detail the tangible results achieved in key areas, specifically identified by the institutional IQAC at the beginning of the academic year. The AQAR will detail the results of the perspective plan worked out by the IQAC. (*Note: The AQAR period would be the Academic Year. For example, July 1, 2012 to June 30, 2013*)

Part – A

AQAR for the year (*for example 2013-14*)

2015 - 2016

I. Details of the Institution

1.1 Name of the Institution

INDIAN INSTITUTE OF MANAGEMENT
AND COMMERCE

1.2 Address Line 1

Adjacent To Telephone Bhavan

Address Line 2

Khairatabad

City/Town

Hyderabad

State

Telangana

Pin Code

500004

Institution e-mail address

iimc1973@gmail.com

Contact Nos.

040-23237902, 23231542

Name of the Head of the Institution:

K.Raghuveer

Tel. No. with STD Code:

040-23237902

Mobile:

Name of the IQAC Co-ordinator:

Mobile:

IQAC e-mail address:

1.3 NAAC Track ID (For ex. MHCogn 18879)

OR

1.4 NAAC Executive Committee No. & Date:
(For Example EC/32/A&A/143 dated 3-5-2004.
This EC no. is available in the right corner- bottom
of your institution's Accreditation Certificate)

1.5 Website address:

Web-link of the AQAR:

For ex. <http://www.ladykeanecollege.edu.in/AQAR2012-13.doc>

1.6 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1 st Cycle	B	2.30	2010	Sep 3 rd 2015
2	2 nd Cycle				
3	3 rd Cycle				
4	4 th Cycle				

1.7 Date of Establishment of IQAC : DD/MM/YYYY

1.8 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC ((for example AQAR 2010-11 submitted to NAAC on 12-10-2011)

- i. AQAR 2014-15 submitted to NAAC on 11-09-2015_____ (DD/MM/YYYY)
- ii. AQAR_____NA_____ (DD/MM/YYYY)
- iii. AQAR_____NA_____ (DD/MM/YYYY)
- iv. AQAR_____NA_____ (DD/MM/YYYY)

1.9 Institutional Status

University State Central Deemed Private

Affiliated College Yes No

Constituent College Yes No

Autonomous college of UGC Yes No

Regulatory Agency approved Institution Yes No

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution Co-education Men Women

Urban Rural Tribal

Financial Status Grant-in-aid UGC 2(f) UGC 12B

Grant-in-aid + Self Financing Totally Self-financing

1.10 Type of Faculty/Programme

Arts Science Commerce PEI (Phys Edu)

TEI (Edu) Engineering Health Science Management

Others (Specify)

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1.11 Name of the Affiliating University (for the Colleges)

OSMANIA UNIVERSITY

1.12 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

Autonomy by State/Central Govt. / University	NA		
University with Potential for Excellence	NA	UGC-CPE	-
DST Star Scheme	-	UGC-CE	-
UGC-Special Assistance Programme	-	DST-FIST	-
UGC-Innovative PG programmes	-	Any other (<i>Specify</i>)	-
UGC-COP Programmes	2		

2. IQAC Composition and Activities

2.1 No. of Teachers	11
2.2 No. of Administrative/Technical staff	01
2.3 No. of students	NIL
2.4 No. of Management representatives	01
2.5 No. of Alumni	01
2. 6 No. of any other stakeholder and Community representatives	NIL
2.7 No. of Employers/ Industrialists	01
2.8 No. of other External Experts	NIL
2.9 Total No. of members	15
2.10 No. of IQAC meetings held	6

2.11 No. of meetings with various stakeholders: No. Faculty
Non-Teaching Staff Students Alumni Others

2.12 Has IQAC received any funding from UGC during the year? Yes No
If yes, mention the amount

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. International National State Institution Level

(ii) Themes

- Career Guidance Programmes
- Self-Awareness Programmes
- Subject related Programmes
- Social Awareness Programmes
- General Awareness Programmes

2.14 Significant Activities and contributions made by IQAC

IQAC Focused on Enhancement through overall development of the institution by conducting various activities in the academic year. The major activities of IQAC in the year 2015-16 are:

- Orientation programme conducted for I year students
- Publishing college Newsletter “Campus Pulse”.
- Releasing of college magazine “ Pragna”
- Celebration of National festivals.
- Campus Recruitment Training for final year students.
- Seminars and workshops organised as required.
- Eminent resource persons invited for Guest Lectures.
- Programmes on career opportunities are conducted.
- The hidden talents are extracted through organizing varied activities.
- Academic assessment of students by conducting In- House Examinations
- Traditional values are inculcated by celebrating various religious festivals.
- Social responsibility realized through various extension programmes.
- Organising educational tours like visit to B- Schools
- Organising model programs like Mock UNO, Youth Parliament.
- Subject based Expo’s.

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year *

Plan of Action	Achievements
1. Inter/Intra disciplinary seminar	Executed by selecting students from various disciplines and choosing different topics from various areas.
2. Feedback Mechanism	By providing feedback forms to students and alumni to assess quality teaching.
3. Placement Training	Conducted by Placement Committee <ul style="list-style-type: none"> - Career guidance seminars - Campus Recruitment Training
4. Departmental Libraries	More reference books added to library, D-Space repository, Online access to Journals and e- books.
5. Edutainment	Entrepreneurship Development Program, Career Awareness Programmes, Women Empowerment, Cultural Programs, Anti Ragging, Remedial & Bridge Courses, Seminars, Workshops, Expo's, Environmental Program, Short films
6. Eco – Friendly Activity	Go Green Ganesha, Project Bin, Haritotsavam Drawing Competition
7. Career Awareness Programmes	Awareness on various career opportunities
8. committees & Clubs initiated	NAAC Committee, Admission Committee, Prospectus Committee, News Letter Committee, Magazine Committee.
9. Publication	PRAGNA College Magazine and CAMPUS PULSE college News Letter have been released.
10. MoUs	National Entrepreneurship Network in Entrepreneurship area.

** Attach the Academic Calendar of the year as Annexure.*

2.15 Whether the AQAR was placed in statutory body Yes

Management Syndicate Any other body

Provide the details of the action taken

- Emphasis on Research work.
- Encouragement on writing articles, publishing books
- Encouraging and rewarding on NET/SET & PhD.
- Reaccreditation process.
- Organises different types of seminars.
- MoUs

Part – B
Criterion – I

I. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD	-	-	-	-
PG	1	-	-	-
UG	6	-	-	-
PG Diploma	-	-	-	-
Advanced Diploma	-	-	-	-
Diploma	-	-	-	-
Certificate	-	-	-	2
Others	-	-	-	-
Total	7	-	-	2
Interdisciplinary	-	-	-	-
Innovative	-	-	-	-

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester	01
Trimester	-
Annual	06

1.3 Feedback from stakeholders* Alumni Parents Employers Students
(On all aspects)

Mode of feedback : Online Manual -operating schools (for PEI)

*Please provide an analysis of the feedback in the Annexure

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

NA

1.5 Any new Department/Centre introduced during the year. If yes, give details.

NA

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty	Total	Asst. Professors	Associate Professors	Professors	Others
	46	46	-	-	

2.2 No. of permanent faculty with Ph.D. 09

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year	Asst. Professors		Associate Professors		Professors		Others		Total	
	R	V	R	V	R	V	R	V	R	V
	5	-	-	-	-	-	-		-	-

2.4 No. of Guest and Visiting faculty and Temporary faculty 22 -

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International level	National level	State level
Attended	6	8	
Presented papers	5	1	
Resource Persons	-	-	-

2.6 Innovative processes adopted by the institution in Teaching and Learning:

- ICT Techniques
- Role Plays
- Case Studies
- Guest Lectures
- Group discussions

2.7 Total No. of actual teaching days during this Academic year 188 days

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, NA

Double Valuation, Photocopy, Online Multiple Choice Questions)

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

-	-	-
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2.10 Average percentage of attendance of students

75%

2.11 Course/Programme wise distribution of pass percentage :

Title of the Programme	No. of students Appeared	No. of students Passed	Pass %
B Com Hons I	119	119	100
B Com Hons II	79	79	100
B Com Hons III	75	70	93.33
B Com Comp I	144	144	100
B Com Comp II	139	139	100
B Com Comp III	140	119	85
B Com CA I	72	72	100
B Com CA II	72	72	100
B Com CA III	53	40	75
B Com Gen I	71	71	100
B Com Gen II	66	66	100
B Com Gen III	67	57	85.07
BBA I	72	72	100
BBA II	80	80	100
BBA III	69	66	95.65
B Sc. (MSCs) I	58	58	100
B Sc. (MSCs) II	56	54	100
B Sc. (MSCs) III	37	28	73

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes :

The institute evaluates the Teaching and learning processes through various mechanisms.

- Conducting Slip test
- Assignments
- Mid-terms
- Pre-finals
- Feedback from students.
- Bridge and remedial classes
- Internships
- Project Works(As a part of curriculum)

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	-
UGC – Faculty Improvement Programme	-
HRD programmes	-
Orientation programmes	-
▣ Faculty exchange programme	-
Staff training conducted by the university	-
Staff training conducted by other institutions	-
Summer / Winter schools, Workshops, etc.	-
Others	FDPs conducted by the college

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	7	-	-	-
Technical Staff	2	-	2	-

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

- Encouraging faculty to pursue Ph.D.
- Encouraging Faculty and Students to write articles and attend Conferences.
- Financial incentives to the faculty on stages of completion in their research work.
- Providing internet facility, e- journals, e-books, Periodicals and Reference Books.
- Time wavering to research scholars.

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number	-	-	-	-
Outlay in Rs. Lakhs	-	-	-	-

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	-	-	-	-
Outlay in Rs. Lakhs	-	-	-	-

3.4 Details on research publications

	International	National	Others
Peer Review Journals	7	-	-
Non-Peer Review Journals	-	-	-
e-Journals	5	-	-
Conference proceedings	-	-	-

3.5 Details on Impact factor of publications:

Range Average $\sqrt{\quad}$ h-index Nos. in SCOPUS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects	-	-	-	-
Minor Projects	-	-	-	-
Interdisciplinary Projects	-	-	-	-
Industry sponsored	-	-	-	-
Projects sponsored by the University/ College	-	-	-	-
Students research projects <i>(other than compulsory by the University)</i>	-	-	-	-
Any other(Specify)	-	-	-	-
Total	-	-	-	-

3.7 No. of books published i) With ISBN No. Chapters in Edited Books

ii) Without ISBN No.

3.8 No. of University Departments receiving funds from

UGC-SAP CAS DST-FIST
DPE DBT Scheme/funds

3.9 For colleges
Autonomy CPE DBT Star Scheme
INSPIRE CE Any Other (specify)

3.10 Revenue generated through consultancy

3.11 No. of conferences organized by the Institution

Level	International	National	State	University	College
Number	-	-	-	1	-
Sponsoring agencies	-	-	-	-	-

3.12 No. of faculty served as experts, chairpersons or resource persons

3.13 No. of collaborations International National Any other

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs:

From funding agency From Management of University/College

Total

3.16 No. of patents received this year

Type of Patent		Number
National	Applied	-
	Granted	-
International	Applied	-
	Granted	-
Commercialised	Applied	-
	Granted	-

3.17 No. of research awards/ recognitions received by faculty and research fellows
Of the institute in the year

Total	International	National	State	University	Dist	College
-	-	-	-	-	-	-

3.18 No. of faculty from the Institution
who are Ph. D. Guides
and students registered under them

3.19 No. of Ph.D. awarded by faculty from the Institution

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF SRF Project Fellows Any other

3.21 No. of students Participated in NSS events:

University level State level

National level International level

3.22 No. of students participated in NCC events:

University level	<input type="text" value="-"/>	State level	<input type="text" value="-"/>
National level	<input type="text" value="-"/>	International level	<input type="text" value="-"/>

3.23 No. of Awards won in NSS:

University level	<input type="text" value="-"/>	State level	<input type="text" value="-"/>
National level	<input type="text" value="--"/>	International level	<input type="text" value="-"/>

3.24 No. of Awards won in NCC:

University level	<input type="text" value="-"/>	State level	<input type="text" value="-"/>
National level	<input type="text" value="-"/>	International level	<input type="text" value="-"/>

3.25 No. of Extension activities organized

University forum	<input type="text" value="-"/>	College forum	<input type="text" value="2"/>
NCC	<input type="text" value="-"/>	NSS	<input type="text"/>
		Any other	<input type="text" value="3"/>

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

The institution has initiated various activities by the support of all the departments and committees.

- Eco Friendly(Go Green Ganesha, Haritotsavam, Green Diwali)
- Helping hands to farmers.
- Blanket Distribution
- Implanting hygienic equipment
- Project bin, Project reuse
- Tax Awareness Expo

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	1772.59 Sq. mts	-	Self	1772.59 Sq. mts
Class rooms	24	2	-	26
Laboratories	3 Computer Labs, 1 Management Lab 1 Commerce Lab		-	5
Seminar Halls	2	-	-	2
No. of important equipments purchased (\geq 1-0 lakh) during the current year.	150 computers, 1 generator, 3 Printers, 1 Refrigerator, Projectors, 5 UPS, 4 22CCCameras, 1Bio- metric device.	1 Air Cooler, 3 Computers, 2 ACs, 1 photocopy Machine, 2 CC cameras, 2 Laser Printer, 1 Scanner, 1 UPS, 1 Projector, 1 Laptop. 1 RO water purifier	Self/ UGC	153 computers, 1 generator, 5 Printers, 1 Refrigerator, 5 Projectors, 6 UPS, 24CCCameras, 1Bio-metric device, 2 ACs, 2Photocopy Machines, 2Laptops 3Scanners 1 Air Cooler 1 Repography 1Smart board, 2 Bar code Reader, 1 Bar Code Printer
Value of the equipment purchased during the year (Rs. in Lakhs)	13,49,475	4,18,516	Self/ UGC	17,67,991
Others				

4.2 Computerization of administration and library

Library – 'KOHA' Software

4.3 Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	17,664	-	1044	3,28,708	18,708	-
Reference Books	847	-	-	-	-	-
e-Books	-	-	-	-	-	-
Journals	54	-	12	-	66	-
e-Journals	N-LIST		British Library, IPE			
Digital Database	-	-	-	-	-	-
CD & Video	-	-	-	-	-	-
Others (specify)	556	-	60	-	616	-

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Others
Existing	150	5	5	1	-	6	3	4
Added	3	-	-	-	-	-	1	1
Total	153	5	5	1	-	-	4	5

4.5 Computer, Internet access, training to teachers and students and any other programme for technology

Upgradation (Networking, e-Governance etc.)

- | |
|--|
| <ul style="list-style-type: none"> • The Library facilities have been enhanced by Automation. • Computer lab facilities were enhanced by Providing Wi-Fi in the campus • There is a provision of Latest version of Tally. |
|--|

4.6 Amount spent on maintenance in lakhs :

i) ICT	68,455
ii) Campus Infrastructure and facilities	4,43,783
iii) Equipments	45,290
iv) Others	1,17,286
Total :	6,74,814

Criterion – V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

- Orientation programmes
- Display of information on Notice boards
- Circulation of notices to class rooms
- Uploading related information on Website
- Publishing in News letter **Campus Pulse**.
- Motivating to participate in Inter college competitions in sports, literary & Cultural activities.

5.2 Efforts made by the institution for tracking the progression

- Student Progression Committee analyses the progress of the students
- Time to time tracking of results
- Career Guidance & Placement Cell records the placement details.
- Seminars, Workshops and expos feedback track their enhancement

5.3 (a) Total Number of

UG	PG	Ph. D.	Others
1490	72	-	-

 students

(b) No. of students outside the state

(c) No. of international students

Men

No	%

 Women

No	%

Last Year(2014-15)						This Year(2015 – 16)					
General	SC	ST	OBC	Physically Challenged	Total	General	SC	ST	OBC	Physically Challenged	Total
780	130	25	483	05	1423	783	144	26	604	05	1562

Demand ratio UG: 1:3 Dropout % : 0.93%

PG: 1:1

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

NO

No. of students beneficiaries

5.5 No. of students qualified in these examinations

NET SET/SLET GATE CAT
 IAS/IPS etc State PSC UPSC Others

5.6 Details of student counselling and career guidance

- Guest lectures on various career options for future prospects are arranged which includes CMA, CS, FSBI, competitive exams.
- Career guidance and Placement cell conducts programs like CRT, employability skills, interview skills, TASK - soft skills workshop, communication skills etc.
- Campus recruitment for students

No. of students benefited

955

5.7 Details of campus placement

<i>On campus</i>			<i>Off Campus</i>	
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed	
15	220	208	50	

5.8 Details of gender sensitization programmes

Outreach programmes for overall development of girl child through NGO.

5.9 Students Activities

5.9.1 No. of students participated in Sports, Games and other events

State/ University level

-

National level

4

International level

-

No. of students participated in cultural events

State/ University level

150

National level

110

International level

-

Inter college level

23

5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports: State/ University level National level International level
 Inter college level
 Cultural: State/ University level National level International level

5.10 Scholarships and Financial Support

Particulars	Number of students	Amount
Financial support from institution	240	3,67,275
Financial support from government	157	6,64,420
Financial support from other sources	31	2,79,100
Number of students who received International/ National recognitions	-	-

5.11 Student organised / initiatives

Fairs : State/ University level National level International level
 Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students

5.13 Major grievances of students (if any) redressed:

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

VISION:

- Indian Institute of Management & Commerce continues to be one of the best colleges at the National level in the field of Commerce, Management, Computers, Mathematics and Statistics to serve the students of different backgrounds and abilities through effective teaching learning experience and to create professionals.
- To unfold as a premier institution in creating and disseminating knowledge to build a better world.
- The college intends to provide need-based, interest-based relevant educational programmes to the aspiring students, taking into consideration the changes in the global environment and to create a nurturing ground for intellectual innovation by contributing to the society in a dynamic environment.
- To ensure teaching, training and academic growth from the integral components of our work ethics.

MISSION:

- The college provides high-quality educational programmes and services that are academically and financially accessible and also to contribute to the society through the pursuit of education at the highest levels of academic excellence.
- To inculcate Ethical and professional standards among the students in order to contribute effectively towards Nation building.
- To help students embark on a journey of intellectual transformation through diverse background.
- To undertake Curricular, Co-curricular, Extra-curricular activities and academic industry interface for the holistic development of students.

CORE VALUES:

1. Excellence
2. Innovative Teaching – Learning practices.
3. Sustainability
4. Integrity and diversity
5. Social responsibility

OBJECTIVES

- To provide quality education, enhancement of skills through research and development among the students.
- To enhance the employment opportunities through innovative training and career oriented programmes.
- To promote the culture of unity in diversity through co-curricular activities.
- To encourage the students to participate in extracurricular activities.

The vision, mission and objectives of the college are scrolled on display in the vantage points of the college, through the prospectus, and also communicated to the stakeholders through website.

6.2 Does the Institution has a management Information System -Yes

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

Having a rapport with Osmania university BOS through attending meetings and discussions

6.3.2 Teaching and Learning

Using Projectors, PowerPoint Presentation, Charts, Role Play, Personality development programmes, guest lectures, and interdepartmental seminars, case studies

6.3.3 Examination and Evaluation

Slip Test, Mid-terms, Pre-finals, Bridge courses, Feedback from students, Objective questions, Quiz, assignments, Preparing students and lecturers for NET/SET Exams.

6.3.4 Research and Development

Research Oriented Reference Books, Monetary Rewards, Time waivers, Providing Wi-Fi facility, Books, e-books, e-periodicals, Journals.

6.3.5 Library, ICT and physical infrastructure / instrumentation

Automation of library, Computers, Laptop, Photo copier, ACs, CC Cameras, Laser Printer, EPSON scanner, UPS, Projector.

6.3.6 Human Resource Management

Bonus, Special leaves, Diwali gifts, Teacher's day compliments, Increments, EPF, ESI, and Health Insurance

6.3.7 Faculty and Staff recruitment

University Panel Recruitment

6.3.8 Industry Interaction / Collaboration

Training sessions by Stratadigm solutions, Interactions with MNC s, MoU with NEN and NGO Voice for girls.

6.3.9 Admission of Students

All UG courses – Merit Basis
B.Com Honours, M Com – Entrance & Counselling by OU

6.4 Welfare Schemes for

Teaching	EPF, ESI ,Festival Bonus, Special Leave, Loan facilities, Flexi timings for medical reason, OD for attending seminars outside college, Health Insurance, Wi-Fi campus, Performance Appraisal, Reward on Research Papers Published, Refund of Examination fee for NET/SET, Financial incentives on completion of stages in research
Non teaching	ESI, Bonus, health Insurance, Loan facility, Maternity Leave, Incentives, Uniforms to supporting staff
Students	Scholarships, Fee waiver to students excelled in sports and economically backward, Medical Assistance at the time of need

6.5 Total corpus fund generated

NA

6.6 Whether annual financial audit has been done

Yes No

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	Osmania University	Yes	Head of the Institution
Administrative	Yes	Commissioner of Higher Education	Yes	Head of the Institution

6.8 Does the University/ Autonomous College declare results within 30 days?

For UG Programmes Yes No

For PG Programmes Yes No

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

NA

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

NA

6.11 Activities and support from the Alumni Association

Sponsoring Scholarships, Guest Faculty, and Eminent Alumni visiting the campus.

6.12 Activities and support from the Parent – Teacher Association

-

6.13 Development programmes for support staff

-

6.14 Initiatives taken by the institution to make the campus eco-friendly

Go Green, Swachh Bharat, Haritotsavam, Project bin, Green Diwali, Waste Management

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

Newsletter “ Campus pulse”, College Magazine “ Pragna”, Waste Management, Anti Ragging Oath, Eco club, Research Committee, Library Advisory Committee , Inter College Management Fest, Expos, Faculty Development Programmes, Workshops.

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

Plan of Action	Achievements
<p>1. Inter/Intra disciplinary seminar</p> <p>2. Feedback Mechanism</p>	<p>Executed by selecting students from various disciplines and choosing different topics from various areas.</p> <p>By providing feedback forms to students and alumni to assess quality teaching.</p>
<p>3. Placement Training</p> <p>4. Departmental Libraries</p> <p>5. Edutainment</p> <p>6. Eco – Friendly Activity</p> <p>7. Career Awareness Programmes</p> <p>8. committees & Clubs initiated</p> <p>9. Publication</p> <p>10. MoUs</p>	<p>Conducted by Placement Committee</p> <ul style="list-style-type: none"> - Career guidance seminars - Campus Recruitment Training <p>More reference books added to library, D-Space repository, Online access to Journals and e books.</p> <p>Entrepreneurship Development Program, Career Awareness Programmes, Women Empowerment, Cultural Programs, Anti Ragging, Remedial & Bridge Courses, Seminars, Workshops, Expo's, Environmental Program, Short films</p> <p>Go Green Ganesha, Project Bin, Haritotsavam, Drawing Competition</p> <p>Awareness on various career opportunities</p> <p>NAAC Committee, Admission Committee, Prospectus Committee, News Letter Committee, Magazine Committee.</p> <p>PRAGNA College Magazine and CAMPUS PULSE college News Letter have been released.</p> <p>National Entrepreneurship Network in Entrepreneurship area.</p>

7.3 Give two Best Practices of the institution (*please see the format in the NAAC Self-study Manuals*)

- Publication of News Letter **Campus Pulse**, College Magazine **Pragna**
- Campus Recruitment Training

**Provide the details in annexure (annexure need to be numbered as i, ii,iii)*

7.4 Contribution to environmental awareness / protection

Go Green Ganesha, Haritotsavam, Green Diwali, Project Bin, Waste Management

7.5 Whether environmental audit was conducted? Yes No

7.6 Any other relevant information the institution wishes to add. (For example SWOT Analysis)

Secured 2,7,9,10 University Ranks in B Com Hons, Bagged 1,2,2,4,6 prizes in Project Report Competition of Osmania University for B.com Hons , 5 and 7 positions for M com Projects Report competition held at Osmania University, M.com previous student secured 44th rank in All India National ICWA exam.

8. Plans of institution for year(2016-17)

- Providing training for optimal use of Digital Library.
- Taking up NCC unit.
- Encouraging Entrepreneurship through ED cell in collaboration with National Entrepreneurship Network (NEN).
- Planning to conduct National Seminar.
- To conduct gender sensitization programs.
- Non-teaching staff is equally important in the development of the college therefore activities like Computer literacy, communication skills, are encouraged.
- To enhance comprehensive, excellent academic knowledge through teaching and training.
- Campus Recruitment Training and evaluation for optimal placements.
- Organizing fests from departments to bring out the hidden talent and acquaintance to different situations.
- Planned to conduct more outreach programs.
- Organizing more student development seminars and workshops.
- To increase the number of Awareness programs on atrocities of youth.
- To organize more number of Faculty Development Programs.
- To make realize importance of books among the students, it is planned to organize more Library activities.
- Plan for conducting more versatile inter and intra college Cultural and Literary activities.

- To keep pace with increasing industrial requirements more industrial interface and collaboration is planned.
- Planned to conduct more diversified Seminars.
- Magazine is the platform for the students to showcase their talents. IIMC encourages its students to publish articles of their interest that may bring out the hidden talent.
- To conduct programs to expose heterogeneous career opportunities.
- Planned to volunteer more social responsible activities.

Name M.Satya Sudha

Name K..Raghuveer

Sudha



K.Raghuveer

Signature of the Coordinator, IQAC

Signature of the Chairperson, IQAC

Abbreviations:

CAS	-	Career Advanced Scheme
CAT	-	Common Admission Test
CBCS	-	Choice Based Credit System
CE	-	Centre for Excellence
COP	-	Career Oriented Programme
CPE	-	College with Potential for Excellence
DPE	-	Department with Potential for Excellence
GATE	-	Graduate Aptitude Test
NET	-	National Eligibility Test
PEI	-	Physical Education Institution
SAP	-	Special Assistance Programme
SF	-	Self Financing
SLET	-	State Level Eligibility Test
TEI	-	Teacher Education Institution
UPE	-	University with Potential Excellence
UPSC	-	Union Public Service Commission

ANNEXURE -I

IIMC ACADEMIC ALMANAC FOR THE YEAR 2015 – 2016

June

DATE	EVENT / PROGRAMME
16/06/2015	Faculty Development Program
21/06/2015	A Program on “Essence of Yoga”
29/06/2015	B.Com(Hons) Counseling

July

06/07/2015	Inauguration of first year classes
10/07/2015	Amazon Internship drive
24/07/2015	Seminar on “Career as a Company Secretary”
24/07/2015	Seminar on “Digital Marketing Certificate Course”
25/07/2015	FDP on “Motivation and Communication”
27/07/2015	Seminar on “Overview of Capital Markets”

August

04/08/2015	Programme on “Employability for Commerce Graduates”
04/08/2015	Seminar on “Right To Information(RTI)”
05/08/2015	Inauguration of Skill Development Course”
06/08/2015	Short Film Making
07/08/2015	Commerce Talent Test
12/08/2015	Seminar on “Awareness on Certified Management Accountants & Behavioural Accounting”
13/08/2015	Yoga Class
14/08/2015	69 th Independence day Celebrations
18/08/2015	Debate on “Media: Boon or Bane”
19/08/2015	Skill Development Course by Stratadigm
21/08/2015	Pledge for Anti – Ragging
21/08/2015	Just a Minute Competition
24/08/2015	FDP on “Impact of Internet Banking”
25/08/2015	Inter college Table- Tennis Tournament
26/08/2015	Release of IIMC Magazine “ PRAGNA”

September

05/09/2015	Teacher’s day Celebrations
08/09/2015	Programme on “Quality Education, Life Skills And Literacy For Sustainable Development”
09/09/2015	Programme on “Best Out Of Waste”
10/09/2015	World Suicide Prevention Day – A Seminar
10/09/2015	Programme on “Voice For Girls”
14/09/2015	Programme on “Rashtriya Basha Divas”
15/09/2015	Interdepartmental Seminar
16/09/2015	Go Green Ganesha
16/09/2015	Drawing & Painting Competition on “Preservation of Ozone Layer”
18/09/2015	Programme on “Stock Mind Season”
22 & 23/09/2015	Model United Nations
23/09/2015	Guest Lecture on “Common Errors in English Usage”
26/09/2015	Inter departmental Seminar
26/09/2015	Seminar on “Accessibility to an App”

October

26/10/2015	Commencement of classes after mid term vocation
26/10 - 31/110/2015	Vigilance Awareness Week
28/10/2015	Release of IIMC News letter "Campus Pulse"
29/10/2015	Elocution competition

November

2/11/2015	Deloitte Campus Drive
10/11/2015	Eco club – Green Diwali
13,14 & 16/11/2015	Campus Recruitment Training Programme
14/11 – 20/11/2015	Library Week Celebrations
17/11/2015	Amazon Campus Drive
21/11/2015	Visit to ICFAI Business School
22/11/2015	A seminar on "Teach India"
23/11/2015	Franklin Templeton Campus Drive
23/11/2015	Workshop on Soft Skills by "TASK"
24/11/2015	Singing Competition
26/11/2015	Quiz Competition
27/11/2015	Deloitte Impact Day
29 & 30/11/2015	International Tennis Tournament
30/11/2015	Hinduja Campus Placements

December

2/12/2015	World Computer Literacy Day
2/12/2015	A Guest Lecture on "Logical Reasoning"
9/12/2015	Celebrated Kartheeka Depotsavam
9/12/2015	Project Bin
10/12/2015	"Humans have a right to be treated as Humans" on Human Rights Day
10/12/2015	A Programme on "Effective use of Library"
11/12/2015	Concentrix Campus Drive
12/12/2015	Logo Quiz Competition
15/12/2015	ADP Campus Drive
16/12/2015	Conducted Health Camp
17/12/2015	A Seminar on "Change Management"
18/12/2015	Conducted "Tax Expo"
21/12/2015	FDP on "Leadership & Excellence"
22/12/2015	FDP on "Statistics in Real Life"
22/12/2015	FACTSET Campus Drive
30/12/2015	Conducted "Maths Fair"

January

4/1/2016	Dance Competition
6/01/2016	A Workshop on MS-Excel For Decision Making
7/01/2016	Blankets Distribution
8/1/2016	Organised Management Fest – "Samyojana"
9/1/2016	Conducted NSS Programme "Helping Hand To Farmers"
12/1/2016	Organised IIMC "Youth Parliament"
13/1/2016	Mehendi, Rangoli & Nail Art Competitions

18/1/2016	Organised English Fest
25/1/2016	United Health Group Campus Drive
26/1/2016	Alumni Meet – “Reunion of Old Students”
28/1/2016	A Seminar on “Entrepreneurship Awareness”
29/1/2016	Conducted Flameless Cooking
29/1/2016	Release of IIMC Diary
30/1/2016	Lecture on “Gandhian thoughts – It’s Relevance” Martyr’s Day

February

4/2/2016	Organised Traditional Day “SAMSKRUTHI”
5/2/2016	A seminar on “Career Guidance Through Competitive Exams”
6/2/2016	Distribution of Old Clothes
6/2/2016	Du Pont Campus Drive
6/2/2016	Parent – Teacher Meeting
29/2/2016	ICICI Prudential Campus Placements

March

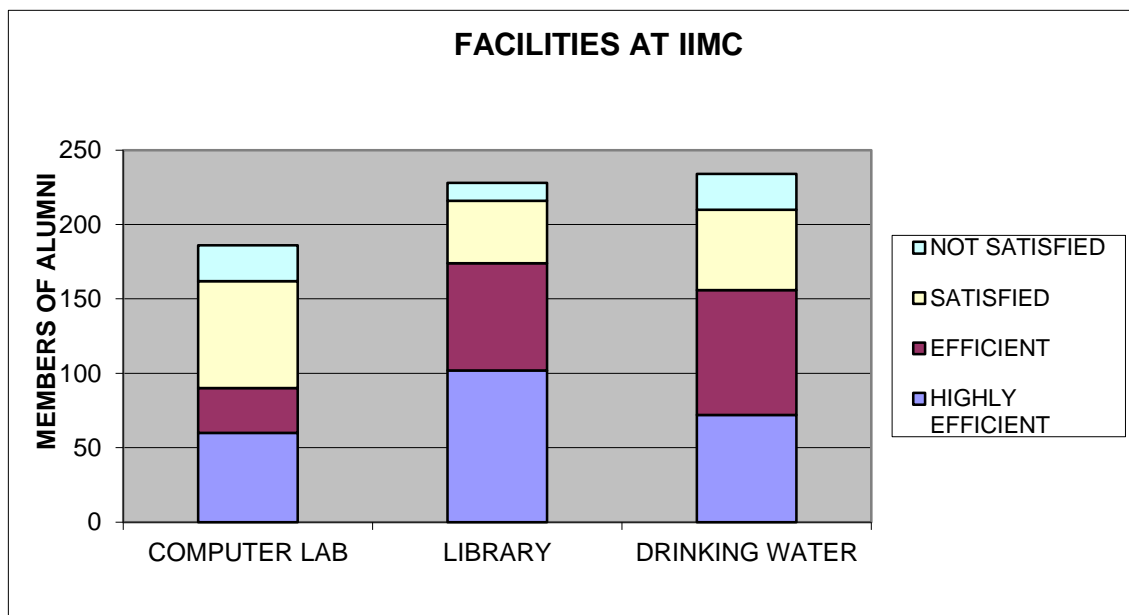
1/3/2016	Convocation of UGC Certificate Courses
2/3/2016	Optimus Generics Campus Placement Drive
3/3/2016	Organised “Harithotsavam”

ANNEXURE-II

ALUMNI FEEDBACK

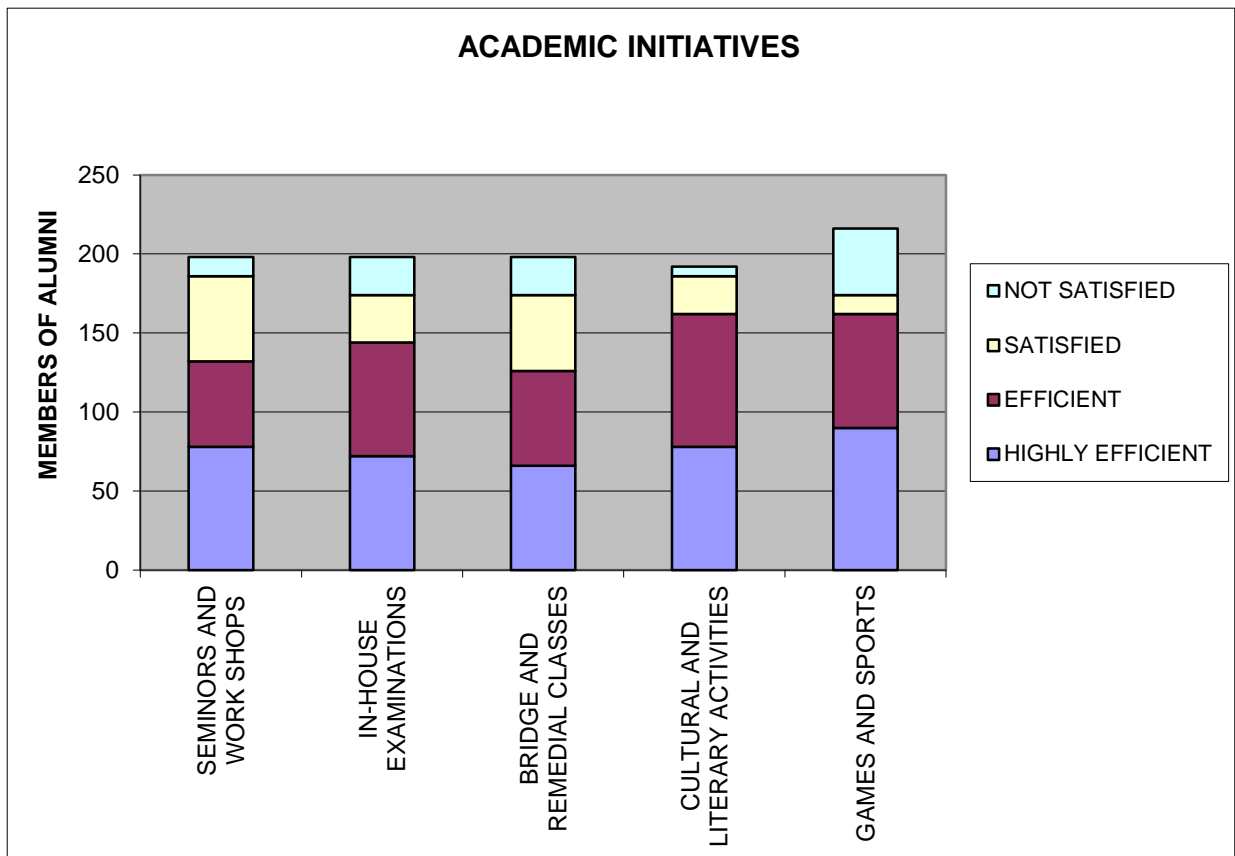
FACILITIES AT IIMC

	COMPUTER LAB	LIBRARY	DRINKING WATER
HIGHLY EFFICIENT	60	102	72
EFFICIENT	30	72	84
SATISFIED	72	42	54
NOT SATISFIED	24	12	24



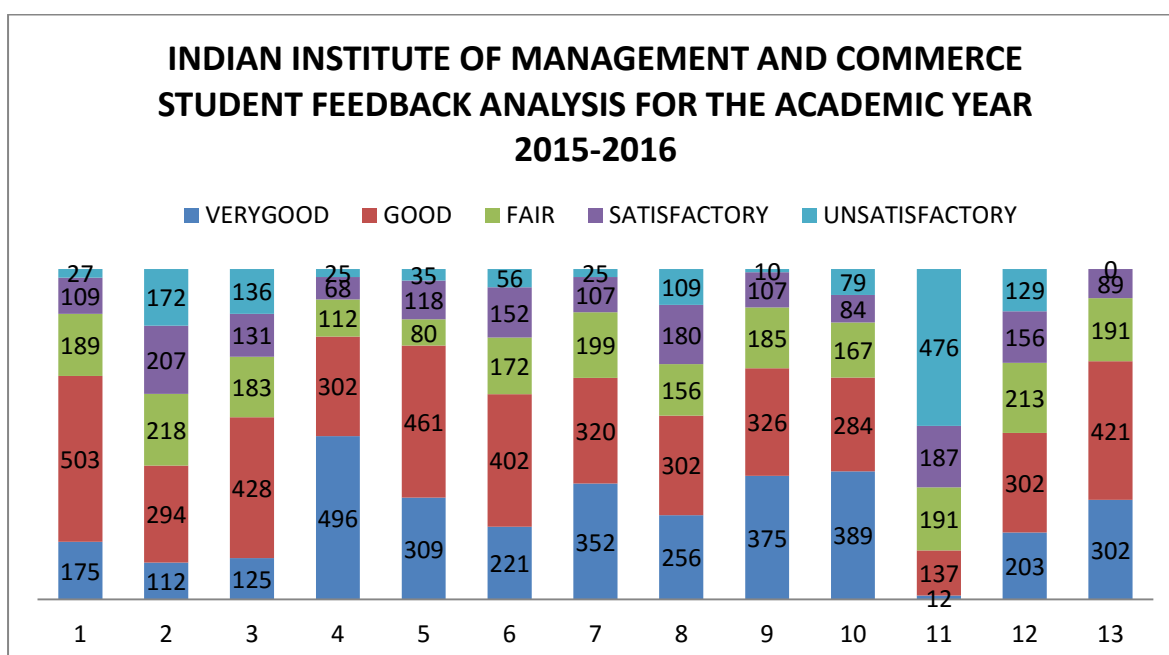
ACADEMIC INITIATIVES TAKEN BY THE COLLEGE

	SEMINARS AND WORKSHOPS	IN-HOUSE EXAMINATIONS	BRIDGE AND REMEDIAL CLASSES	CULTURAL AND LITERARY ACTIVITIES	GAMES AND SPORTS
HIGHLY EFFICIENT	78	72	66	78	90
EFFICIENT	54	72	60	84	72
SATISFIED	54	30	48	24	12
NOT SATISFIED	12	24	24	6	42



STUDENT FEEDBACK ANALYSIS

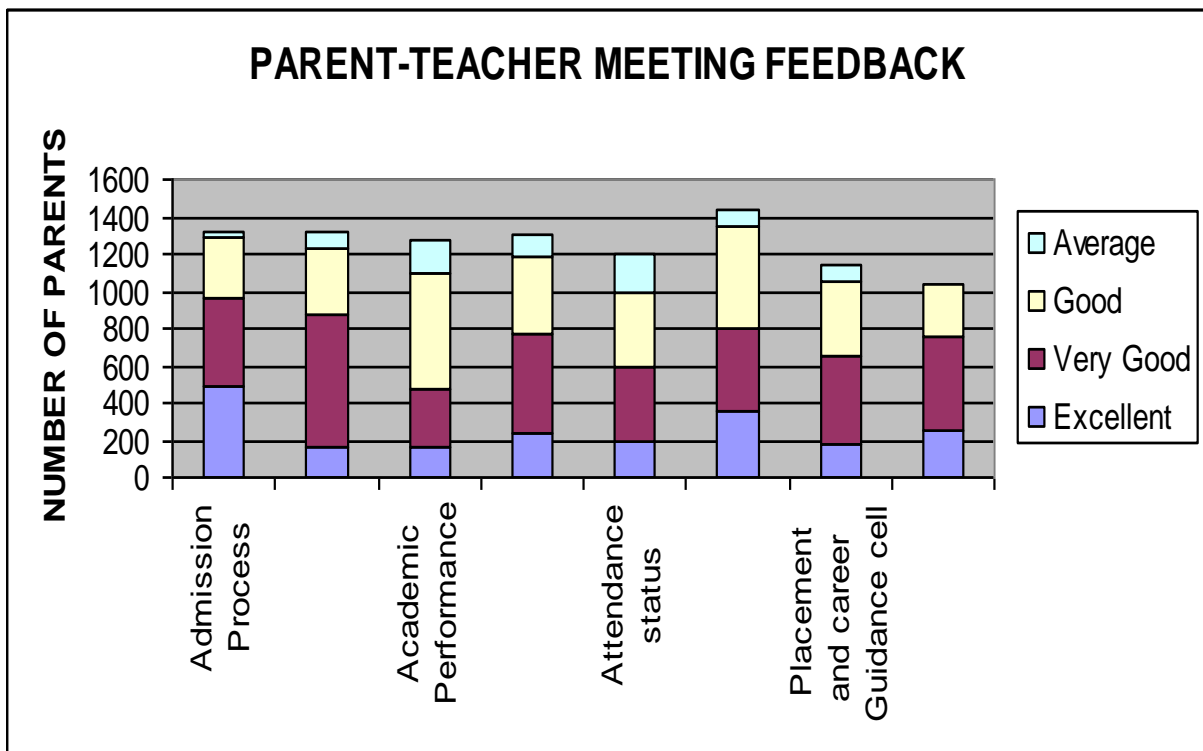
DETAILS	1	2	3	4	5	6	7	8	9	10	11	12	13
VERYGOOD	175	112	125	496	309	221	352	256	375	389	12	203	302
GOOD	503	294	428	302	461	402	320	302	326	284	137	302	421
FAIR	189	218	183	112	80	172	199	156	185	167	191	213	191
SATISFACTORY	109	207	131	68	118	152	107	180	107	84	187	156	89
UNSATISFACTORY	27	172	136	25	35	56	25	109	10	79	476	129	0
TOTAL	1003	1003	1003	1003	1003	1003	1003	1003	1003	1003	1003	1003	1003



- 1- ADMISSION PROCEDURE
- 2- FEE STRUCTURE
- 3- ENVIRONMENT
- 4- INFRA STRUCTURE AND LAB FACILITIES
- 5- FACULTY
- 6- PROJECT/ GUIDANCE
- 7- CAREER GUIDANCE AND PLACEMENTS
- 8- QUALITY OF SUPPORT MATERIAL
- 9- LIBRARY
- 10- LITERARY/CULTURAL/SPORTS
- 11- CANTEEN FACILITIES
- 12- COOPERATION FROM NON TEACHING STAFF
- 13- OVERALL RATING OF THE COLLEGE

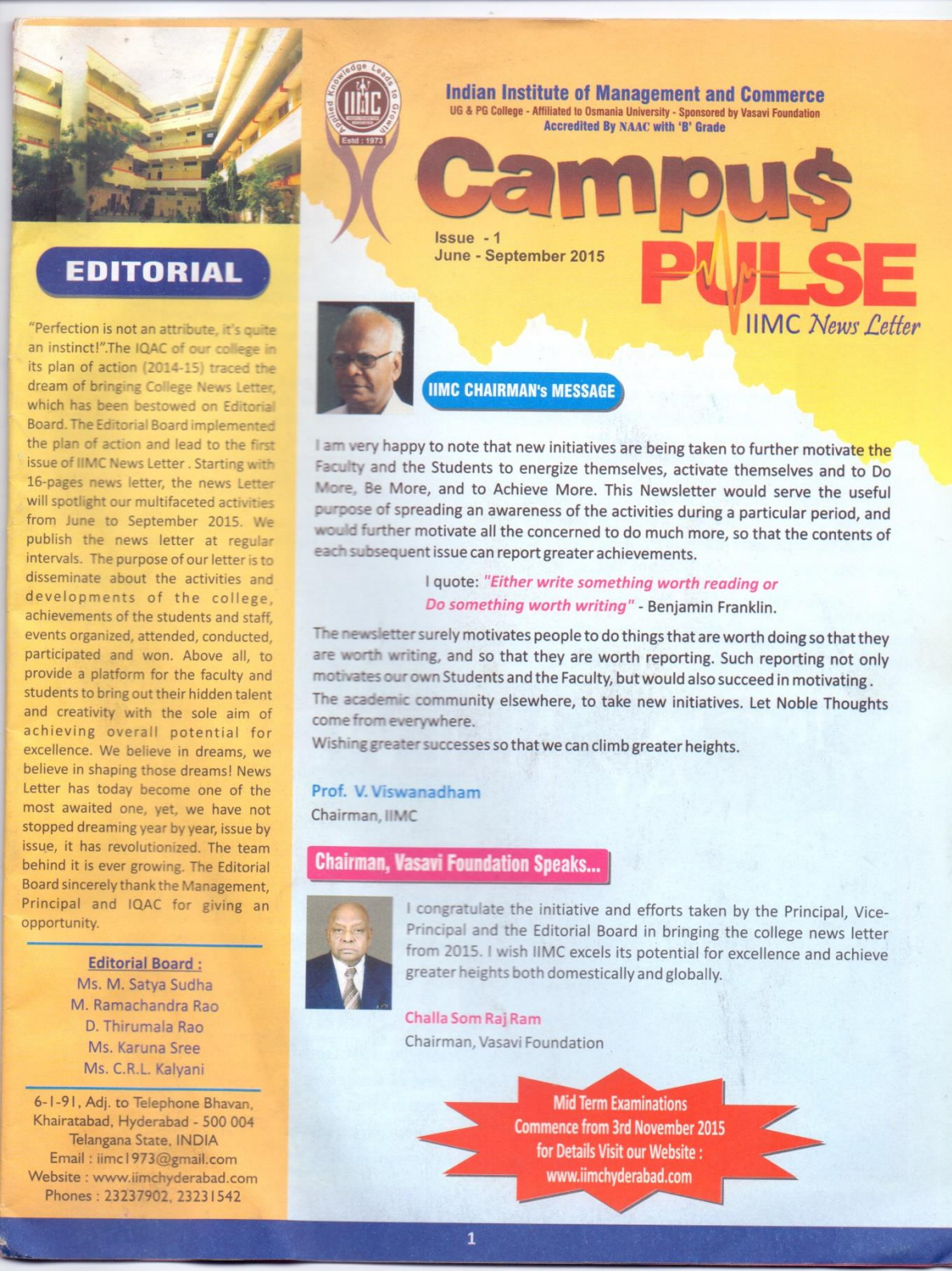
PARENTS FEEDBACK

	Admission Processes	Teaching-Learning standards	Academic Performance	Infrastructural Facilities	Attendance status	Co-curricular & Extra Curricular	Placement and career Guidance cell	Placement Opportunities
Excellent	490	170	160	240	200	350	180	250
Very good	470	710	310	530	390	450	470	500
Good	330	350	630	420	400	550	400	290
Average	30	90	170	110	210	80	90	0



ANNEXURE-III

BEST PRACTICES



EDITORIAL

"Perfection is not an attribute, it's quite an instinct!". The IQAC of our college in its plan of action (2014-15) traced the dream of bringing College News Letter, which has been bestowed on Editorial Board. The Editorial Board implemented the plan of action and lead to the first issue of IIMC News Letter. Starting with 16-pages news letter, the news Letter will spotlight our multifaceted activities from June to September 2015. We publish the news letter at regular intervals. The purpose of our letter is to disseminate about the activities and developments of the college, achievements of the students and staff, events organized, attended, conducted, participated and won. Above all, to provide a platform for the faculty and students to bring out their hidden talent and creativity with the sole aim of achieving overall potential for excellence. We believe in dreams, we believe in shaping those dreams! News Letter has today become one of the most awaited one, yet, we have not stopped dreaming year by year, issue by issue, it has revolutionized. The team behind it is ever growing. The Editorial Board sincerely thank the Management, Principal and IQAC for giving an opportunity.

Editorial Board :
Ms. M. Satya Sudha
M. Ramachandra Rao
D. Thirumala Rao
Ms. Karuna Sree
Ms. C.R.L. Kalyani

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Indian Institute of Management and Commerce
UG & PG College - Affiliated to Osmania University - Sponsored by Vasavi Foundation
Accredited By NAAC with 'B' Grade

Campus PULSE
IIMC News Letter

Issue - 1
June - September 2015

IIMC CHAIRMAN'S MESSAGE

I am very happy to note that new initiatives are being taken to further motivate the Faculty and the Students to energize themselves, activate themselves and to Do More, Be More, and to Achieve More. This Newsletter would serve the useful purpose of spreading an awareness of the activities during a particular period, and would further motivate all the concerned to do much more, so that the contents of each subsequent issue can report greater achievements.

I quote: *"Either write something worth reading or Do something worth writing"* - Benjamin Franklin.

The newsletter surely motivates people to do things that are worth doing so that they are worth writing, and so that they are worth reporting. Such reporting not only motivates our own Students and the Faculty, but would also succeed in motivating . The academic community elsewhere, to take new initiatives. Let Noble Thoughts come from everywhere.
Wishing greater successes so that we can climb greater heights.

Prof. V. Viswanadham
Chairman, IIMC

Chairman, Vasavi Foundation Speaks...

I congratulate the initiative and efforts taken by the Principal, Vice-Principal and the Editorial Board in bringing the college news letter from 2015. I wish IIMC excels its potential for excellence and achieve greater heights both domestically and globally.

Challa Som Raj Ram
Chairman, Vasavi Foundation

Mid Term Examinations
Commence from 3rd November 2015
for Details Visit our Website :
www.iimchyderabad.com

1



EDITORIAL

“Success breeds Success; Life becomes successful as one practices what one has learned through experience”

IIMC has always been the center of learning and excellence. This news letter epitomizes the fulfilment of long cherished moments and challenges faced in the wake of globalization, to impart quality education. This institution is meant for instilling confidence in youth to make them skilled with noble virtues and spirit of service. Patience, willpower, determination, courage and confidence are the sterling qualities of the mind which are indispensable in the struggle of life. Let the college stand for human, moral and spiritual values through various events.

Education is an investment in the future that can produce better lives and invoke the world to action. A liberal education is at the heart of a civil society. Our college is conjuring systematic efforts to impart employability and education skills. We hope our students engender the best results and come out with flying colors in the University exams, making the institution known for Knowledge, Discipline and Character.

Editorial Board :

Ms. M. Satya Sudha
Ms. M. Karunasree
Mr. D. Thirumala Rao
Ms. C.R.L. Kalyani
Ms. Tanvi Jadhav
Ms. M. Mamatha
Ms. P. Madhuri

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Campus\$ PULSE

IIMC News Letter

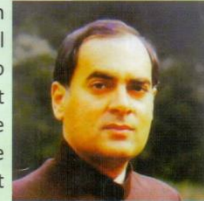
Issue - 2
Oct' 2015 - March' 2016

ECONOMIC REFORMS (1991-2016)



We have seen landmark shift in Indian economy since the adoption of new economic policy in 1991. This has far reaching impact on all spheres of life in India. There can be no concrete conclusions about their impact on Indian people. This turns out to be more of an ideological debate like

Capitalism Vs Socialism. But there is no doubt in the fact that these were unavoidable and very compelling.



India went through several episodes of economic liberalization in 1970s and 80s under Prime Ministers Smt. Indira Gandhi and later Sri Rajiv Gandhi. However, these attempts at economic liberalization were half-hearted, self-contradictory and often self-reversing in parts. In contrast,

the economic reforms launched in the year 1991 by the sire, Sri P.V. Narsimha Rao, Prime Minister and Dr. Manmohan Singh, Finance Minister were much wider, deeper and decidedly marked a U-Turn in the direction of economic policy followed by India during the last twenty five years of economized planning.



India launched its massive economic reforms in 1991 under the pressure of economic crisis. The twin crisis were reflected through an unmanageable Balance Of Payments crisis and a socially intolerable high rate of inflation that were building up in 1980s and climaxed in 1990-91. Sri P.V. Narsimha Rao converted the prevailing economic crisis into an opportunity to launch massive economic reforms. As an

initiative to curb the economic crisis, he introduced an economist into the cabinet as Finance Minister and gave him full support to evolve and implement path-breaking economic reforms. After launching the relatively aggressive reforms, they were soon confronted with the political constraints of "Competitive Populism" during the elections.



Building a political consensus on economic reforms across the various political parties with their vastly different ideologies have been especially true under coalition governments headed by Sri Atal Behari Vajpayee, Sri Deve Gowda and Sri I.K. Gujral.



College Magazine
2014-2015



INDIAN INSTITUTE OF MANAGEMENT & COMMERCE
(UG & PG College)

Sponsored by Vasavi Foundation Affiliated to Osmania University
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CAMPUS RECRUITMENT TRAINING PROGRAM SCHEDULE

Stratadigm Education and Training Pvt. Ltd.			
Campus Recruitment Training for Final Year Students			
Training Schedule			
Day	Date	Time	Session Details
1	01-12-2015	1:00 PM to 2:30 PM 2:45 PM to 4:00 PM	Theory - General Aptitude Practice Test - GA - Online
2	02-12-2015	1:00 PM to 2:30 PM 2:45 PM to 4:00 PM	Theory - Communication Skills Practice Test - CS - Pen & Paper
3	03-12-2015	1:00 PM to 2:30 PM 2:45 PM to 4:00 PM	Theory - General Aptitude Practice Test - GA - Online
4	04-12-2015	1:00 PM to 2:30 PM 2:45 PM to 4:00 PM	Theory - Communication Skills Practice Test - CS - Pen & Paper
5	05-12-2015	1:00 PM to 2:30 PM 2:45 PM to 4:00 PM	Theory - General Aptitude Practice Test - GA - Online
6	07-12-2015	1:00 PM to 2:30 PM 2:45 PM to 4:00 PM	Theory - Communication Skills Practice Test - CS - Pen & Paper
7	08-12-2015	1:00 PM to 2:30 PM 2:45 PM to 4:00 PM	Theory - General Aptitude Practice Test - GA - Online
8	09-12-2015	1:00 PM to 2:30 PM 2:45 PM to 4:00 PM	Theory - Communication Skills Practice Test - CS - Pen & Paper
9	10-12-2015	1:00 PM to 2:30 PM 2:45 PM to 4:00 PM	Theory - General Aptitude Practice Test - GA - Online
10	11-12-2015	1:00 PM to 2:30 PM 2:45 PM to 4:00 PM	Theory - Communication Skills Practice Test - CS - Pen & Paper

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