



## YEARLY STATUS REPORT - 2023-2024

| <b>Part A</b>  |   |
|--|---|
| <b>Data of the Institution</b>                       |   |
| <b>1.Name of the Institution</b>                     | Indian Institute of Management and Commerce   |
| • Name of the Head of the institution                | Sri K. Raghu Veer                             |
| • Designation  | Principal                                     |
| • Does the institution function from its own campus? | Yes   |
| • Phone no./Alternate phone no.                      | 04023231542                                   |
| • Mobile No:   | 9246292767                                    |
| • Registered e-mail                                  | iimc1973@gmail.com                            |
| • Alternate e-mail                                   | iqac@iimchyd.ac.in                            |
| • Address  | 6-1-91, Adj. to Telephone Bhavan, Khairatabad |
| • City/Town  | Hyderabad                                     |
| • State/UT   | Telangana                                     |
| • Pin Code   | 500004  |
| <b>2.Institutional status</b>                        |   |
| • Affiliated / Constitution Colleges                 | Affiliated                                    |
| • Type of Institution                                | Co-education                                  |
| • Location   | Urban   |

|  |   |                |                             |                   |                   |
|--|---|----------------|-----------------------------|-------------------|-------------------|
| • Financial Status   | <b>Self-financing</b>   |                |                             |                   |                   |
| • Name of the Affiliating University   | <b>Osmania Univeristy</b>   |                |                             |                   |                   |
| • Name of the IQAC Coordinator   | <b>Dr. R.Raghavendra Rao</b>  |                |                             |                   |                   |
| • Phone No.  | <b>04023237902</b>  |                |                             |                   |                   |
| • Alternate phone No.  | <b>04023231542</b>  |                |                             |                   |                   |
| • Mobile   | <b>9573027171</b>   |                |                             |                   |                   |
| • IQAC e-mail address  | <b>iqac@iimchyd.ac.in</b>   |                |                             |                   |                   |
| • Alternate e-mail address   | <b>iqac.iimc@gmail.com</b>  |                |                             |                   |                   |
| <b>3.Website address (Web link of the AQAR (Previous Academic Year))</b>   | <a href="https://www.iimchyderabad.com/AQAR2022-23.pdf">https://www.iimchyderabad.com/AQAR2022-23.pdf</a>                                   |                |                             |                   |                   |
| <b>4.Whether Academic Calendar prepared during the year?</b>   | <b>Yes</b>  |                |                             |                   |                   |
| • if yes, whether it is uploaded in the Institutional website Web link:  | <a href="https://www.iimchyderabad.com/InstitutionalCalendar2023-24.pdf">https://www.iimchyderabad.com/InstitutionalCalendar2023-24.pdf</a> |                |                             |                   |                   |
| <b>5.Accreditation Details</b>   |   |                |                             |                   |                   |
| Cycle  | Grade   | CGPA           | Year of Accreditation       | Validity from     | Validity to       |
| <b>Cycle 2</b>   | <b>B++</b>  | <b>2.77</b>    | <b>2017</b>                 | <b>02/05/2017</b> | <b>01/05/2022</b> |
| <b>Cycle 3</b>   | <b>A+</b>   | <b>3.27</b>    | <b>2023</b>                 | <b>21/03/2023</b> | <b>20/03/2028</b> |
| <b>6.Date of Establishment of IQAC</b>   |   |                | <b>16/08/2014</b>           |                   |                   |
| <b>7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,</b> |   |                |                             |                   |                   |
| Institutional/Department /Faculty  | Scheme  | Funding Agency | Year of award with duration | Amount            |                   |
| <b>0</b>   | <b>0</b>  | <b>0</b>       | <b>0</b>                    | <b>0</b>          |                   |
| <b>8.Whether composition of IQAC as per latest NAAC guidelines</b>   |   |                | <b>Yes</b>                  |                   |                   |
| • Upload latest notification of formation of IQAC  |   |                | <a href="#">View File</a>   |                   |                   |

|   |  |  |
|---|--|--|
| <b>9.No. of IQAC meetings held during the year</b>  | <b>2</b>   |  |
| <ul style="list-style-type: none"> <li>Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?</li> </ul>  | <b>Yes</b>   |  |
| <ul style="list-style-type: none"> <li>If No, please upload the minutes of the meeting(s) and Action Taken Report</li> </ul>  | <a href="#">View File</a>  |  |
| <b>10.Whether IQAC received funding from any of the funding agency to support its activities during the year?</b>   | <b>No</b>  |  |
| <ul style="list-style-type: none"> <li>If yes, mention the amount</li> </ul>  |  |  |
| <b>11.Significant contributions made by IQAC during the current year (maximum five bullets)</b>   |  |  |
| <p>1. Organizing Faculty Research Meet 2. Student Development Programmes 3. Completion of ISO 9001: 2015 Certification Process 4. Initiation for Autonomous Status 5. Promoting students to present research papers and publications.</p> |  |  |
| <b>12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year</b>   |  |  |
| Plan of Action  | Achievements/Outcomes  |  |
| <p>1. Initiated Pre-final examinations before end-semester examinations. 2. Initiation of ISO 9001: 2015 certification 3. Conducting National Conference on G20 Summit. 4. More Social Responsibility programmes.</p>                     | <p>1. Conducted Pre-final examinations before the end-semester schedule.2. Successfully completed &amp; achieved ISO 9001:2015 Certification. 3. A National Conference on G-20 Summit was organized in Nov 2023. 4.Free Distribution of Blankets, Lunch, Breakfast, Fruits and Buttermilk was distributed near hospitals, railway stations, bus stations and at other public places.</p> |  |
| <b>13.Whether the AQAR was placed before statutory body?</b>  | <b>Yes</b>   |  |
| <ul style="list-style-type: none"> <li>Name of the statutory body</li> </ul>  |  |  |

| Name               | Date of meeting(s) |
|--------------------|--------------------|
| BOARD OF GOVERNORS | 23/02/2024         |

**14. Whether institutional data submitted to AISHE**

| Year      | Date of Submission |
|-----------|--------------------|
| 2022-2023 | 02/02/2023         |

**15. Multidisciplinary / interdisciplinary**

Indian Institute of Management and Commerce is an affiliated college to Osmania University, a state university. The University has to follow a road map or guidelines prepared and provided by the State Government and UGC. Nothing has been introduced by the Osmania University to implement the revised curriculum prescribed in NEP-2020, till date. As and when the University prepares or provides a curriculum to implement the multidisciplinary / interdisciplinary structure of New Education Policy, our college will abide by it. IIMC has a scope to implement Multidisciplinary / interdisciplinary courses within the campus.

**16. Academic bank of credits (ABC):**

Provisions of Academic bank of Credit proposed in the draft of NEP is to facilitate multiple entries and exit points in their academic programs. This is an innovative idea to earn and deposit credit through National schemes like SWAYAM, NPTEL, and V-Lab. It shall be also considered for credit transfer and accumulation in this provision. By these, the students will be able to earn credits and get the programs completed. IIMC shall abide by the curriculum and structure prepared by the affiliating university in this regard. For this purpose, a centralised database along with the database of the college is to be established to digitally store the academic credits earned by the students from various courses, so that the credit earned by student previously could be forwarded. For monitoring ABC, proper technical support system is to be created.

**17. Skill development:**

Being an affiliated college, our course structure and the content for pedagogical transaction is designed by the parent university as per the UGC guidelines. Keeping in view the growing demand of skilled work force in both public and private sector, Higher education institutions are framing their curriculum accordingly. Besides regular SEC Papers, our College has signed MOU's with other

reputed institutes, offering Tally- Accounting Software Certificate course, Event Management course, Investment Management & Stock Market Operations, Digital Marketing, Mutual funds, Skill , Aptitude and Enhancement and Business Leader etc. Need of the hour is to produce young generation obtaining degrees in their choice of subjects and additional skill course that will help them to start their own entrepreneurship after leaving the college. In order to improve the skills of the students, our college has become a member of Institution's Innovation Council, an MHRD undertaking, in the year 2022 and conducting various programmes such as Impact Lectures, Idea Hackathon Competitions, Skill oriented exhibitions, industrial visits, etc.,

#### **18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)**

In order to integrate the local language, art and culture, compulsory activities in the Co-Curricular activities are conducted like literary activities, i.e. through organizing group discussions/interactions/symposiums on Language and Culture related topics, in local languages will fetch an extra credit to the student. Frequent field trips to local heritage sites/museum shall value our own culture and traditions. This will boost tourism sector in Telangana and create awareness among the students. Our institution celebrates Hindi Diwas, Mathru Bhasha Dinotsavam and Samskrutha Bhasha Dinotsavam by inviting eminent persons to deliver the guest lectures in the regional languages and conducting several competitions for the students. The Faculty of Telugu, Hindi and Sanskrit handled the online mode of teaching successfully during the Covid-19 pandemic situation. The Department of Languages also conducted Webinars and online Quiz programs successfully. The college has been celebrating the regional festivals, i.e. Bathukamma Samburalu, Kartheeka Deepotsavam, Kartheeka Vanabhojanalu, Sankranthi Samburalu, Id Milap, Christmas celebrations and Ugadi Vedukalu with great fervour glorifying the local culture.

#### **19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):**

The student learning outcome based education can be defined in terms of knowledge, skills, understanding, values, ethics, attitude and employability. The course syllabus has been designed by the University with due consideration to economic and social needs at large, so as to apply the spirit of NEP. The Course Objectives (COs) are aligned to the Program Objectives (POs) and Program Specific Objectives (PSOs). POs of IIMC are in a sense, a 'trade mark' or an 'academic signature' that distinguishes IIMCians from other individuals.

**20.Distance education/online education:**

The implementation of online education has broken the geographical barriers creating interaction of experts and students from distant geographies. Due to the experience gained during the period of Covid-19, access to online resources by our faculty and students will not be a constraint anymore. This can be considered as the new normal, which is envisaged in New Education Policy as well. Our institution is already prepared, especially during COVID-19 pandemic situation, the teaching learning process has been carried out through different online modes like Zoom app, Google Meet, Jio Meet, Whats app etc. We have created Section and Program wise student Whats app groups and posted the information of the classes every day. The respective faculty has created the link and forwarded it to the respective student groups every day. The whole college campus is Wi-Fi enabled and hence no hindrance in online education has taken place. The e- content is uploaded from time to time by the faculty for the convenience of students. Hence, the college is well prepared for the online education to meet the future challenges.

**Extended Profile****1.Programme**

|  |   |
|--|---|
| 1.1  | 5 |
| Number of courses offered by the institution across all programs during the year |   |

| File Description | Documents                 |
|------------------|---------------------------|
| Data Template    | <a href="#">View File</a> |

**2.Student**

|                                    |     |
|------------------------------------|-----|
| 2.1                                | 585 |
| Number of students during the year |     |

| File Description | Documents                 |
|------------------|---------------------------|
| Data Template    | <a href="#">View File</a> |

|  |     |
|--|-----|
| 2.2  | 298 |
| Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year |     |

| File Description  | Documents                 |
|---|---------------------------|
| Data Template   | <a href="#">View File</a> |
| 2.3   | 474                       |
| Number of outgoing/ final year students during the year           |                           |
| File Description  | Documents                 |
| Data Template   | <a href="#">View File</a> |
| <b>3.Academic</b>   |                           |
| 3.1   | 50                        |
| Number of full time teachers during the year                      |                           |
| File Description  | Documents                 |
| Data Template   | <a href="#">View File</a> |
| 3.2   | 48                        |
| Number of Sanctioned posts during the year                        |                           |
| File Description  | Documents                 |
| Data Template   | <a href="#">View File</a> |
| <b>4.Institution</b>  |                           |
| 4.1   | 30 & 3                    |
| Total number of Classrooms and Seminar halls                      |                           |
| 4.2   | 140.15                    |
| Total expenditure excluding salary during the year (INR in lakhs) |                           |
| 4.3   | 157                       |
| Total number of computers on campus for academic purposes         |                           |

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

### 1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

Indian Institute of Management and Commerce is an affiliated college of Osmania University since 1973. We follow the pre-designed curriculum framed by the parent university. The college has been imparting co-curricular and extra-curricular activities besides from regular curriculum. We are committed to provide value-based education, inculcating ethics, culture and personality development among the students for their holistic development. The academic programmes are streamlined with a well planned schedule comprises of subject allocation, preparation of workload statement followed by time-table preparation and implementation of the same for the smooth functioning of the teaching-learning. Each department is equipped with overall time table and individual time table of the faculty and the head of the departments conduct a departmental meeting in the beginning of each semester.

The faculty will collect the attendance register and academic record from the Head of the Department concerned and submit them the lesson plan for the subjects allocated respectively. There is continuous monitoring of maintenance of attendance registers, academic records of the faculty. Syllabus completion statements are collected by the heads of departments concerned, after completion of syllabus.

| File Description                    | Documents   |
|-------------------------------------|---|
| Upload relevant supporting document | <a href="#">View File</a>   |
| Link for Additional information     | <a href="http://www.iimchderabad.com/Almanac.html">http://www.iimchderabad.com/Almanac.html</a> |

### 1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

Being an affiliated college of Osmania University, we follow the almanac issued by the University, at the beginning of every semester. scrupulously we follow a schedule for teaching, in-house evaluation, internal examinations and end-semester examinations. The semester break will be based on the schedule given by the university. This pattern is followed cyclically for a smooth functioning of teaching and administrative process.

As a part of Continuous Internal Evaluation, faculty conducts slip tests/unit tests after completion of each unit and students are



assessed based on the in-house performance. Assignments also form apart of our internal assessment process. We strictly follow the schedule given by university in conducting the internal examinations. Two internal exams are conducted for each semester covering the syllabus of at least two units.

Coverage of syllabus will be monitored by the heads of departments concerned at regular intervals by conducting departmental meetings and ensuring the same. If, any subject syllabus is not completed, as per the plan, additional classes are taken up by the faculty under rare circumstances.

| File Description                     | Documents   |
|--------------------------------------|---|
| Upload relevant supporting documents | <a href="#">View File</a>   |
| Link for Additional information      | <a href="http://www.iimchderabad.com/ExaminationBranch.html">http://www.iimchderabad.com/ExaminationBranch.html</a> |

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year.**

**C. Any 2 of the above**

Academic council/BoS of Affiliating University  
 Setting of question papers for UG/PG programs  
 Design and Development of Curriculum for Add on/ certificate/ Diploma Courses  
 Assessment /evaluation process of the affiliating University

| File Description   | Documents                 |
|--|---------------------------|
| Details of participation of teachers in various bodies/activities provided as a response to the metric | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |

## 1.2 - Academic Flexibility

**1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented**

**1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented**

05

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information                              | <a href="#">View File</a> |
| Minutes of relevant Academic Council/ BOS meetings      | <a href="#">View File</a> |
| Institutional data in prescribed format (Data Template) | <a href="#">View File</a> |

### 1.2.2 - Number of Add on /Certificate programs offered during the year

#### 1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)

07

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| Brochure or any other document relating to Add on /Certificate programs | <a href="#">View File</a> |
| List of Add on /Certificate programs (Data Template )                   | <a href="#">View File</a> |

### 1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year

198

#### 1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

148

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| Details of the students enrolled in Subjects related to certificate/Add-on programs | <a href="#">View File</a> |

### 1.3 - Curriculum Enrichment

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

Indian Institute of Management and Commerce (IIMC) stands for values, ethics, compassion and commitment towards welfare of the students, staff and society. The college observes and celebrates significant days every year such as, Independence Day, Republic Day, Voters' day, Gandhi Jayanthi, Teachers' Day, Literacy Day, Yoga Day, Environmental Protection Day and Women's Day. Besides these, the Institution also integrates Environmental Sciences subject in the first year as given by the University in the curriculum and creates awareness among the students about protecting the environment and other related issues.

"Human Values and Professional Ethics" is offered as a certificate course for a duration of 40 hours to the students of first and second year to understand the importance of value based education and professional ethics to be maintained in professional and personal life. As a part of protecting the Environment, the NSS Units in collaboration with eco-club and social responsibility committee organizes clean and green program, distribution of saplings to the students and staff, making of clay Ganesh during "Ganesh Festival" season along with paper bags to avoid plastic usage in the campus.

We celebrate major festivals such as Dusserah, Diwali, Christmas, Sankranthi & Ramzan to sustain the traditional values and participative culture among the students. We encourage students to participate in these festivals as a team and perform the activities, which may inculcate team spirit, bring integration and can know each others culture and tradition followed.

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum | <a href="#">View File</a> |

### 1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

05

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| Programme / Curriculum/ Syllabus of the courses   | <a href="#">View File</a> |
| Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses                    | <a href="#">View File</a> |
| MoU's with relevant organizations for these courses, if any   | <a href="#">View File</a> |
| Number of courses that include experiential learning through project work/field work/internship (Data Template) | <a href="#">View File</a> |

### 1.3.3 - Number of students undertaking project work/field work/ internships

712

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| List of programmes and number of students undertaking project work/field work/ /internships (Data Template) | <a href="#">View File</a> |

## 1.4 - Feedback System

**1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders**  
**Students**  
**Teachers**  
**Employers**  
**Alumni**

**A. All of the above**

| File Description   | Documents                 |
|--|---------------------------|
| URL for stakeholder feedback report  | <a href="#">View File</a> |
| Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload) | <a href="#">View File</a> |
| Any additional information(Upload)   | <a href="#">View File</a> |

**1.4.2 - Feedback process of the Institution may be classified as follows**

**B. Feedback collected, analyzed and action has been taken**

| File Description                  | Documents   |
|-----------------------------------|---|
| Upload any additional information | <a href="#">View File</a>   |
| URL for feedback report           | <a href="https://iimchyd.ac.in/FeedbackAnalysis/2023-24.pdf">https://iimchyd.ac.in/FeedbackAnalysis/2023-24.pdf</a> |

## TEACHING-LEARNING AND EVALUATION

### 2.1 - Student Enrollment and Profile

#### 2.1.1 - Enrolment Number Number of students admitted during the year

##### 2.1.1.1 - Number of sanctioned seats during the year

590

| File Description                        | Documents                 |
|---|---------------------------|
| Any additional information              | <a href="#">View File</a> |
| Institutional data in prescribed format | <a href="#">View File</a> |

#### 2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)

##### 2.1.2.1 - Number of actual students admitted from the reserved categories during the year

406

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information                                    | <a href="#">View File</a> |
| Number of seats filled against seats reserved (Data Template) | <a href="#">View File</a> |

### 2.2 - Catering to Student Diversity

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

At our institution, the assessment of learning levels of the students is done by faculty based on the plan formulated at the beginning of each semester, following the almanac of university

concerned. On completion of each unit, the faculty of respective subjects will conduct a slip test or a unit test. The students are assessed based on the group discussions, presentations, quizzes and competitions to enhance their learning levels in the course of their curriculum. In addition to the regular curriculum designed by the parent university, we organize various guest lectures in the subjects such as, taxation, law, economics, management, computer science and languages. Eminent speakers are invited from reputed universities, industries and associations and other prominent bodies.

These speakers will deliver the content required, which enhance students knowledge in various domains. In the beginning of every academic year, a bridge course is conducted to fill the gap for the non-commerce and non-mathematics students. After the results are declared at the end-semester, the students who perform below average, are categorized as slow learners and given special attention in improving their academic performance. Slow learners are given additional coaching, clearing their doubts,, in the subjects.

In every 6th Semester (for final years) we organize a Student Development Programme (SDP) in Research Methodology, by inviting reputed professors from various universities to give an orientation to pursue their project work. This SDP will be an Inter-collegiate programme, wherein more than 800 students participate from various colleges of twin cities of Telangana.

| File Description                  | Documents   |
|-----------------------------------|---|
| Link for additional Information   | <a href="https://www.iimchyderabad.com/BridgeCourses.pdf">https://www.iimchyderabad.com/BridgeCourses.pdf</a> |
| Upload any additional information | <a href="#">View File</a>   |

### 2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

| Number of Students | Number of Teachers |
|--------------------|--------------------|
| 1637               | 50                 |

| File Description           | Documents                 |
|----------------------------|---------------------------|
| Any additional information | <a href="#">View File</a> |

## 2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem

solving methodologies are used for enhancing learning experiences

The following are some of the methods employed by our college for enhancing the learning experiences among the students.

1. We take the students to industries or a unit for providing them with a practical exposure on industrial process, manufacturing methods, ascertainment of cost per unit and management of industrial units.
2. The Seminars and Workshops committee organize guest lectures, workshops to add additional inputs to students, besides their regular curriculum.
3. Department wise we organize Talent Tests such as Commerce Talent Test, Budget Knowledge Test, English Talent Test and Management Talent Test. These tests bring competitive spirit among the students. The Placement Cell provides Internship Programmes for second year students every year.
4. Certificate courses such as Event Management and Stock Market Operations have huge demand. These courses enable the students to develop organizing skills, team building, inter-personal skills and co-ordination.
5. Physical education department conducts inter-collegiate and intracollegiate games and sports to maintain physical strength and keep the students healthy and hygienic. By participating in various games and sports, students develop team spirit, co-operation, coordination, challenging nature and competitive abilities.
6. The Commerce Club and Innovators' Club, Science Club, English Club and Languages Club of our college conduct various programmes to the students on innovative thinking, problem solving and intellectual games. These events will bring in experiential learning and entertainment among the students.

| File Description                  | Documents   |
|-----------------------------------|---|
| Upload any additional information | <a href="#">View File</a>   |
| Link for additional information   | <a href="https://iimchyd.ac.in/SWC2023-24.pdf">https://iimchyd.ac.in/SWC2023-24.pdf</a> |

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

Our college campus is wi-fi enabled with fully equipped ICT Toolssuch as projectors in the class rooms and computers in the labs. We have a Commerce Lab, Management Lab and Computer Lab. All thefaculty have access to utilise computersduring the classes as well as college hours. Some teachers use microphone connected speakers to reach all thestudents in the class room for effective presentations. The teachers teaching computer science papers such as C++, Basic Computer Skills, RDBMS, E-Commerce extensively uses the computer lab for giving handson experience to the students. Faculty Development Programmes are conducted for training theteachers with ICT tools enabling them to extensive usage for an effective teaching. FDPs are conducted on the significance of blended modes of teaching-learning. The college website is equipped with e-material. The faculty has been uploading the e-content unit wise in every semester.

| File Description  | Documents   |
|---|---|
| Upload any additional information   | <a href="#">View File</a>   |
| Provide link for webpage describing the ICT enabled tools for effective teaching-learning process | <a href="http://www.iimchderabad.com/ClassRooms.html">http://www.iimchderabad.com/ClassRooms.html</a> |

### 2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year )

#### 2.3.3.1 - Number of mentors

30

| File Description  | Documents                 |
|---|---------------------------|
| Upload, number of students enrolled and full time teachers on roll. | <a href="#">View File</a> |
| Circulars pertaining to assigning mentors to mentees                | <a href="#">View File</a> |
| mentor/mentee ratio   | <a href="#">View File</a> |

### 2.4 - Teacher Profile and Quality

#### 2.4.1 - Number of full time teachers against sanctioned posts during the year

50



| File Description   | Documents                 |
|--|---------------------------|
| Full time teachers and sanctioned posts for year (Data Template) | <a href="#">View File</a> |
| Any additional information                                       | <a href="#">View File</a> |
| List of the faculty members authenticated by the Head of HEI     | <a href="#">View File</a> |

#### 2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)

##### 2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year

04

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year(Data Template) | <a href="#">View File</a> |

#### 2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)

##### 2.4.3.1 - Total experience of full-time teachers

387

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| List of Teachers including their PAN, designation, dept. and experience details(Data Template) | <a href="#">View File</a> |

## 2.5 - Evaluation Process and Reforms

2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.

Indian Institute of Management and Commerce, being an affiliated college of Osmania University, follow the guidelines given

by the University in conducting the Internal Examinations. The internalexamination are condcutedas per the academic guidelines issued by theUniversity. The assignments are given to students with astipulated time to submit.In addition to the internal assessment, our teaching fraternityconducts group discussions, quizzes, model stock exchange fordeveloping skills among the students in terms of communication andparticipation . The clubs of various departments conductscompetitions and other events.

| File Description                | Documents   |
|---------------------------------|---|
| Any additional information      | <a href="#">View File</a>   |
| Link for additional information | <a href="https://www.iimchyderabad.com/ExaminationBranch.html">https://www.iimchyderabad.com/ExaminationBranch.html</a> |

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

As our college is an affiliated college of Osmania University, wefollow their guidelines.At the end of each semester, final exams schedule is given by the parent University to all the affiliatedcolleges. The end-semester exams are given 80% weightage of summtive assessment and the remaining 20% constitute internal assessmentmarks. We strictly follow the dates given in the almanac for conducting internals examinations, giving a top priority.Our college constituted an Academic & Examination Cell to conduct examinations in a smooth manner.The committee prepares a time table 15 days prior toof internalexams andis uploaded in the college website for the convenience ofthe students. The faculty completes the syllabus in time as plannedfor the internal examinations. Completion of syllabus is ensuredwith the faulty by the department concerned.The examination cell issues a date to correct the answerscripts andhand over the marks to the authorities. The uploading of markscarried out as perthe university guidelines.

| File Description                | Documents   |
|---------------------------------|---|
| Any additional information      | <a href="#">View File</a>   |
| Link for additional information | <a href="http://www.iimchyderabad.com/Evaluation%20parttern%20of%20CBCS.pdf">http://www.iimchyderabad.com/Evaluation%20parttern%20of%20CBCS.pdf</a> |

## 2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

The faculty members and the students are aware of Programme Outcomes (POs) and Course Outcomes (Cos) for all the programmes offered by the Osmania University. The faculty communicates students about the POs and COs of their respective subjects. Learning outcomes form an integral part of college's Vision and Mission. The learning objectives are communicated to students through various means such as college prospectus, Principal's address to students and parents, Alumni Meet, etc.,

Parents and other stakeholders are well communicated about the skill based and value based certificate courses offered by the college. The students are well informed about the objectives and outcomes of each programme conducted in the campus. The college deputed the faculty to participate in seminars, conferences and workshops and FDPs to enrich them with knowledge and expertise, while teaching-learning is regulated through a planned curriculum.

Our college has a reputed team of Alumni, who are invited to interact with students and staff at specific events and meetings which help them to align better with the specified course outcomes.

| File Description                                     | Documents   |
|--|---|
| Upload any additional information                    | <a href="#">View File</a>   |
| Paste link for Additional information                | <a href="http://www.iimhyderabad.com/CourseOutcomes_CO_PO_Matrix.html">http://www.iimhyderabad.com/CourseOutcomes_CO_PO_Matrix.html</a> |
| Upload COs for all courses (exemplars from Glossary) | <a href="#">View File</a>   |

2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.

The teaching-learning and assessment process are continuously reviewed by the IQAC through Academic and Administrative audits, which includes an experienced personnel from outside. The academic records contain the lessons taught on day wise and are submitted to IQAC at the end of the year. The feedback will be taken from the students on the teaching learning process to evaluate how far the teachers have succeeded in achieving the expected outcomes of the course. The feedback is also taken from the other stakeholders like Alumni, Parents, Employers to track the attainment of programme outcomes.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for Additional information | <a href="http://www.iimchyderabad.com/CourseOutcomes_CO_PO_Matrix.html">http://www.iimchyderabad.com/CourseOutcomes_CO_PO_Matrix.html</a> |

### 2.6.3 - Pass percentage of Students during the year

#### 2.6.3.1 - Total number of final year students who passed the university examination during the year

477

| File Description   | Documents   |
|--|---|
| Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template) | <a href="#">View File</a>   |
| Upload any additional information  | <a href="#">View File</a>   |
| Paste link for the annual report   | <a href="https://www.iimchyderabad.com/AnnualReports/2023-2024.pdf">https://www.iimchyderabad.com/AnnualReports/2023-2024.pdf</a> |

### 2.7 - Student Satisfaction Survey

#### 2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)

<https://www.iimchyderabad.com/FeedbackAnalysis/2023-24.pdf>

### RESEARCH, INNOVATIONS AND EXTENSION

#### 3.1 - Resource Mobilization for Research

##### 3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

###### 3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)

0

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| e-copies of the grant award letters for sponsored research projects /endowments | <a href="#">View File</a> |
| List of endowments / projects with details of grants(Data Template)             | <a href="#">View File</a> |

### 3.1.2 - Number of departments having Research projects funded by government and non government agencies during the year

#### 3.1.2.1 - Number of departments having Research projects funded by government and non-government agencies during the year

0

| File Description  | Documents                 |
|---|---------------------------|
| List of research projects and funding details (Data Template) | <a href="#">View File</a> |
| Any additional information                                    | <a href="#">View File</a> |
| Supporting document from Funding Agency                       | <a href="#">View File</a> |
| Paste link to funding agency website                          | <a href="#">0</a>         |

### 3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

#### 3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

03

| File Description   | Documents                 |
|--|---------------------------|
| Report of the event  | <a href="#">View File</a> |
| Any additional information                                     | <a href="#">View File</a> |
| List of workshops/seminars during last 5 years (Data Template) | <a href="#">View File</a> |

## 3.2 - Research Publications and Awards

### 3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during

the year

### 3.2.1.1 - Number of research papers in the Journals notified on UGC website during the year

12

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| List of research papers by title, author, department, name and year of publication (Data Template) | <a href="#">View File</a> |

### 3.2.2 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

#### 3.2.2.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings during the year

11

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| List books and chapters edited volumes/ books published (Data Template) | <a href="#">View File</a> |

### 3.3 - Extension Activities

3.3.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Indian Institute of Management and Commerce not only emphasizes on the curricular and co-curricular activities to develop the skills and knowledge of students, but also it encourages our students to be enterprising and try to establish themselves as potential citizens for future India. The Institution's Innovation Council of our college is encouraging students to come out with new ideas, developing their entrepreneurial skills. The co-curricular and extra-curricular activities of our college are organized with the initiative of Internal Quality Assurance Cell (IQAC) and executed through various committees viz., Literary & Cultural Committee, Seminars & Workshops Committee, Student Development Programmes, NSS Unit I & II, NCC Unit and Magazine Committee.

The extension activities of the students are undertaken by National Service Scheme Units I & II. Students are encouraged to

participate in Blood Donation Camps, Road Safety Measures, Clean and Green programmes, special camps, charity programmes and community services. The college is having two units of NSS with 200 volunteers.

Personality Development Programmes are organized for first year students to make them to follow the right path, with positive attitude, critical thinking and problem solving skills. The Literary and Cultural Committee of our college encourages the students to participate in intra and inter-collegiate competitions such as Essay Writing, Debate, Elocution, JAM to hone their skills and capabilities to accept tomorrow's external challenges.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.iimchyderabad.com/NSS-Reports/NSS_REPORT2023-24.pdf">https://www.iimchyderabad.com/NSS-Reports/NSS_REPORT2023-24.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

### 3.3.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

#### 3.3.2.1 - Total number of awards and recognition received for extension activities from Government/ government recognized bodies during the year

2

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| Number of awards for extension activities in last 5 year (Data Template) | <a href="#">View File</a> |
| e-copy of the award letters  | <a href="#">View File</a> |

### 3.3.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year

#### 3.3.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

40

| File Description   | Documents                 |
|--|---------------------------|
| Reports of the event organized   | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Number of extension and outreach Programmes conducted with industry, community etc for the last year (Data Template) | <a href="#">View File</a> |

### 3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

#### 3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

138

| File Description   | Documents                 |
|--|---------------------------|
| Report of the event  | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Number of students participating in extension activities with Govt. or NGO etc (Data Template) | <a href="#">View File</a> |

### 3.4 - Collaboration

#### 3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

4

| File Description  | Documents                 |
|---|---------------------------|
| e-copies of linkage related Document  | <a href="#">View File</a> |
| Details of linkages with institutions/industries for internship (Data Template) | <a href="#">View File</a> |
| Any additional information  | <a href="#">View File</a> |

#### 3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year



### 3.4.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. during the year

17

| File Description   | Documents                 |
|--|---------------------------|
| e-Copies of the MoUs with institution./ industry/corporate houses  | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Details of functional MoUs with institutions of national, international importance, other universities etc during the year | <a href="#">View File</a> |

## INFRASTRUCTURE AND LEARNING RESOURCES

### 4.1 - Physical Facilities

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The College maintains the following facilities

- **Classrooms:** The college consists of spacious, ventilated classrooms. ICT enabled Classrooms: Few classrooms have LCD Projector to facilitate efficient teaching and learning.
- **Computer Lab:** The computer lab consists of 84 computers with LCD Projectors, 100 Mbps Internet connection with Wi-Fi and 2hrs. UPS backup facility.
- **Commerce Lab:** It consists of 28 computers.
- **Management Lab:** It consists of 45 computers.
- **Smart Board:** A portable Smart board is used by the faculty.
- **A/C Auditorium:** Well equipped auditorium with a seating capacity of 200 students, is available for academic, cultural and social activities.
- **Mini Auditorium:** It is a furnished, ventilated, 100 seats capacity with LCD Projector, to conduct Seminars/ Guest lectures and Workshops.
- **Digital Library:** It is digitalized with 10 computers consist of DSpace repository, INFLIBNET and e- books.
- **Games & Sports Room:** The College provides all indoor games (Carroms, Chess and Table Tennis) to the extent possible.
- **Gymnasium:** A well-equipped gymnasium is functioning in the campus.
- **Lounges:** Separate lounges for boys and girls are maintained under hygienic conditions.
- **Elevator & Ramp:** This facility is provided to the Divyangans and staff.
- **Canteen:** The canteen provides high quality refreshments for the staff and students.
- **Solar Plant, R.O. Plant and Water purifiers** with water cooling machines are available in I, II, III and ground floor.
- **CCTV Surveillance and Generator** are available. As per the recommendations of NAAC in the 3rd cycle, the college purchased 1

acre land at Uppal Bhagayath, Hyderabad, Telangana State.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for additional information | <a href="http://www.iimchyderabad.com/facilities.html">http://www.iimchyderabad.com/facilities.html</a> |

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

The College is proactive in providing the facilities for students to participate in cultural activities, sports and games in various ways. Literary and Cultural committee supported by a team of faculty members and full time Lecturer in Physical Education looks after the cultural, sports and extracurricular activities of the college. There is enough space for staging cultural activities in the College. Equipment and accessories required for conducting all such activities like sound system with speakers, screens and costumes are available in the College. We also hire Vasavi Kalyana Mantapam for conducting few events, i.e., Induction Programme & Annual Fest-Diffusion. The Annual day and International Yoga day have been celebrated in the auditorium. The College encourages the students to participate in Inter-Collegiate Fests. The first three winners are given cash prizes by the Management. The Department of Physical Education is spread over 140.76 sq.mtrs. Indoor games like Chess, Carrom board and Table Tennis equipment are available for the students.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for additional information | <a href="http://www.iimchyderabad.com/sportsachieve.html">http://www.iimchyderabad.com/sportsachieve.html</a> |

4.1.3 - Number of classrooms and seminar halls with ICT-enabled facilities such as smart class, LMS, etc.

12

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

12

| File Description  | Documents   |
|---|---|
| Upload any additional information   | <a href="#">View File</a>   |
| Paste link for additional information   | <a href="http://www.iimchyderabad.com/ClassRooms.html">http://www.iimchyderabad.com/ClassRooms.html</a> |
| Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template) | <a href="#">View File</a>   |

#### 4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

17.60

| File Description  | Documents                 |
|---|---------------------------|
| Upload any additional information   | <a href="#">View File</a> |
| Upload audited utilization statements   | <a href="#">View File</a> |
| Upload Details of budget allocation, excluding salary during the year (Data Template) | <a href="#">View File</a> |

## 4.2 - Library as a Learning Resource

### 4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The college has a spacious Library with separate Reading room, in an area of 1514sft. with an aim , to serve the information to the users and promote learning atmosphere by providing various Text books, Reference books, e- Books, Journals, e-Journals, Magazines, Project reports, Question papers and Newspapers. Library is fully automated with an Open Source Software namely, KOHA, an Integrated Library Management Software. All the functional modules of KOHA software have been implemented in the Library. It consists of the following modules: • Acquisition, Technical Processing, Circulation, Serials Management, Reports, OPAC, Administration , etc., • Nature of Automation: Library is a Fully Automated. • Version: 3.14.11.000. • Year of Automation: 2014. • Function modules are completely web based. • Automated e-mail/ SMS integrate several functions of the software Books are bar coded and

transactions are being done using the bar code. Web OPAC (Online Public Access Catalogue) facility is made available through Library Management Software to know the bibliographical details about the collection. One separate code is made available in the Library for OPAC facility. IP:192.168.1.99

This application provides the following: Search Library catalogue and view their status, Log in to their account by their User Id, New arrivals, My transaction history, To Login: • User ID: The Roll number for the students and Biometric attendance number for the staff, Password: It will scroll on OPAC.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for Additional Information | <a href="http://www.iimchyderabad.com/Library.html">http://www.iimchyderabad.com/Library.html</a> |

**4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources** B. Any 3 of the above

| File Description   | Documents                 |
|--|---------------------------|
| Upload any additional information  | <a href="#">View File</a> |
| Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership etc (Data Template) | <a href="#">View File</a> |

**4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

**4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

3.39

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| Audited statements of accounts   | <a href="#">View File</a> |
| Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template) | <a href="#">View File</a> |

#### 4.2.4 - Number per day usage of library by teachers and students ( foot falls and login data for online access) (Data for the latest completed academic year)

##### 4.2.4.1 - Number of teachers and students using library per day over last one year

37

| File Description                                  | Documents                 |
|---|---------------------------|
| Any additional information                        | <a href="#">View File</a> |
| Details of library usage by teachers and students | <a href="#">View File</a> |

#### 4.3 - IT Infrastructure

##### 4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

IT Infrastructure and associated facilities have been augmented periodically as and when there is a requirement. Computers are upgraded with latest configuration as per the need and requirement of the various departments. • Continuous up gradation of technology and the infrastructure is one of the quality policies of the institution. • The college provides IT enabled teaching-learning environment in the campus round the clock. Leased web connectivity is in place to cater the students and the staff through Wi Fi connectivity. • In 2017, internet bandwidth speed was of 50 Mbps and it has been upgraded to 100Mbps. During the last academic year 2023-24, the internet bandwidth has been upgraded to 300 Mbps. 75% of the desktops on campus have been upgraded from Pentium IV and Intel Core2Duo. This is in tandem with the need of the hour to ensure that the teaching-learning process is fruitful and effectual. • The monitors have been supplanted with LCDs/CRTs that ensure vision comfort especially to extensive usage by the students, faculty members as well as staff members.

| File Description                      | Documents  |
|---------------------------------------|--|
| Upload any additional information     | <a href="#">View File</a>  |
| Paste link for additional information | <a href="http://www.iimchyderabad.com/ComputerLab.htm">http://www.iimchyderabad.com/ComputerLab.htm</a><br><a href="#">↓</a> |

#### 4.3.2 - Number of Computers

157

| File Description                  | Documents                 |
|-----------------------------------|---------------------------|
| Upload any additional information | <a href="#">View File</a> |
| Student – computer ratio          | <a href="#">View File</a> |

#### 4.3.3 - Bandwidth of internet connection in the Institution A. ? 50MBPS

| File Description   | Documents                 |
|--|---------------------------|
| Upload any additional Information  | <a href="#">View File</a> |
| Details of available bandwidth of internet connection in the Institution | <a href="#">View File</a> |

#### 4.4 - Maintenance of Campus Infrastructure

##### 4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)

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

127.8

| File Description  | Documents                 |
|---|---------------------------|
| Upload any additional information   | <a href="#">View File</a> |
| Audited statements of accounts.   | <a href="#">View File</a> |
| Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates) | <a href="#">View File</a> |

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

There are established systems and procedures for maintaining and utilizing physical, academic and support facilities such as laboratory, sports complex, computers, classrooms etc. in the institute. Laboratories: Each laboratory has a Faculty member as lab- in- charge assisted by a Programmer. Lab in-charge is responsible to maintain and upgradethe laboratory with necessary equipment from time to time to cope with change in the syllabus. Stock verification (Physical Verification) is carried out to verify working/nonworking/missing equipment etc. Preventive maintenance and performance monitoring is carried out. Every Lab programmer keeps the record of utilization of equipment, computers and other required material for experiments. Lab Assistants under the supervision of the Head, Dept. of Computer Science, maintain the efficiency of the college computers and accessories. Library: Lecturer in Library Sciencewith supporting staff has been appointed to maintain the library. At end of the Academic year, stock verification is done. Lecturer in Library Sciencewill prepare the report on the same and utilization of books by the students and staff. Procurement of books as per the requirement is initiated through library committee by inviting the requirement of books from various departments.

| File Description                      | Documents  |
|---------------------------------------|--|
| Upload any additional information     | <a href="#">View File</a>  |
| Paste link for additional information | <a href="http://www.iimchyderabad.com/ComputerLab.htm">http://www.iimchyderabad.com/ComputerLab.htm</a><br><a href="#">1</a> |

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

### 5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

#### 5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

0

| File Description   | Documents                 |
|--|---------------------------|
| Upload self attested letter with the list of students sanctioned scholarship   | <a href="#">View File</a> |
| Upload any additional information  | <a href="#">View File</a> |
| Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template) | <a href="#">View File</a> |

### 5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

#### 5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

504

| File Description   | Documents                 |
|--|---------------------------|
| Upload any additional information  | <a href="#">View File</a> |
| Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template) | <a href="#">View File</a> |

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills  
Language and communication skills Life skills  
(Yoga, physical fitness, health and hygiene)  
ICT/computing skills**

**A. All of the above**



| File Description  | Documents   |
|---|---|
| Link to institutional website   | <a href="https://www.iimchyderabad.com/Capacity%20building%20skills2023-24.pdf">https://www.iimchyderabad.com/Capacity%20building%20skills2023-24.pdf</a> |
| Any additional information  | <a href="#">View File</a>   |
| Details of capability building and skills enhancement initiatives (Data Template) | <a href="#">View File</a>   |

#### 5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

3393

##### 5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year

3393

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template) | <a href="#">View File</a> |

**5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees**

**B. Any 3 of the above**

| File Description   | Documents                 |
|--|---------------------------|
| Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee | <a href="#">View File</a> |
| Upload any additional information  | <a href="#">View File</a> |
| Details of student grievances including sexual harassment and ragging cases  | <a href="#">View File</a> |

## 5.2 - Student Progression

### 5.2.1 - Number of placement of outgoing students during the year

#### 5.2.1.1 - Number of outgoing students placed during the year

92

| File Description                      | Documents                 |
|---------------------------------------|---------------------------|
| Self-attested list of students placed | <a href="#">View File</a> |
| Upload any additional information     | <a href="#">View File</a> |

### 5.2.2 - Number of students progressing to higher education during the year

#### 5.2.2.1 - Number of outgoing student progression to higher education

56

| File Description                                   | Documents                 |
|--|---------------------------|
| Upload supporting data for student/alumni          | <a href="#">View File</a> |
| Any additional information                         | <a href="#">View File</a> |
| Details of student progression to higher education | <a href="#">View File</a> |

### 5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

#### 5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government

**examinations) during the year**

33

| File Description                    | Documents                 |
|-------------------------------------|---------------------------|
| Upload supporting data for the same | <a href="#">View File</a> |
| Any additional information          | <a href="#">View File</a> |

**5.3 - Student Participation and Activities****5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year****5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.**

33

| File Description   | Documents                 |
|--|---------------------------|
| e-copies of award letters and certificates   | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template) | <a href="#">View File</a> |

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms )

Students play a vital role in the educational institutions. They contribute towards institutional growth on a large scale. The laurels and the achievements brought by the students elevate the college to a greater height. Utilization of the support and ideas of the students is the paramount requirement for the prosperity and well-being of the institute. Student Council: We constitute Student Council program wise, i.e., B.Com, B.B.A. and B.Sc. The members are elected through voting. The Council members are the voice to vocalise the decisions of the Management to the students and viceversa. Student Clubs: We have student clubs at each department

level, viz., "Arthayuktha" - Commerce Club, "Innovators' Club - Business Administration Club, "The Communicator" - English Club, "Jignyasa" - Science Club and Language Club. The department organize various activities through these clubs. Each club is run by the students. Students share their ideas in the club meeting and make proposal to organize an event. Literary & Cultural Activities: The Literary & Cultural Committee of our college encourages students to participate in various inter and intra-collegiate activities. Students have a strong representation in all the events and programs organized by this committee. NSS and NCC: Institute has set up NSS and NCC, to sensitize students towards societal issues and community services, activities of which is mainly carried out by the students.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimchderabad.com/StudentCouncil.html">http://www.iimchderabad.com/StudentCouncil.html</a> |
| Upload any additional information     | <a href="#">View File</a>   |

### 5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

#### 5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

47

| File Description   | Documents                 |
|--|---------------------------|
| Report of the event  | <a href="#">View File</a> |
| Upload any additional information  | <a href="#">View File</a> |
| Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template) | <a href="#">View File</a> |

## 5.4 - Alumni Engagement

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

There is an Alumni association that believes in creating and maintaining association with its alumni. It provides an interface for establishing a link between the alumni, staff, and students of the institute. Indian Institute of Management and Commerce alumni are currently working at various positions all over the globe, proving their mettle in all spheres of Commerce, Management and Sciences. While rejuvenating the memories of the college, a network of old students was achieved. Today, it is the backbone of the institution. The institution rests on the rich history of the student's success and glory. Association regularly meets and interacts with the college. It is the flag bearer of the developments in the institution. The Alumni organizes lectures on personality development. The alumni has expanded and strengthened with new enrolments. The alumni appears for various activities and their suggestions are taken into account.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimchyderabad.com/Alumni.pdf">http://www.iimchyderabad.com/Alumni.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

#### 5.4.2 - Alumni contribution during the year E. <1Lakhs (INR in Lakhs)

| File Description                  | Documents                 |
|-----------------------------------|---------------------------|
| Upload any additional information | <a href="#">View File</a> |

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

#### VISION

IIMC 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 liabilities 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 programs 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 programs 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 values and professional standards among the students in order to contribute effectively towards Nation building. To help embark on a journey of intellectual transformation through diverse background. To undertake Curricular, Co-curricular and Extra-curricular activities and academic/ industry interface for the holistic development of students.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimchyderabad.com/Vision&amp;Mission.pdf">http://www.iimchyderabad.com/Vision&amp;Mission.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

The College practices decentralized and participative management approach in all its activities, initiatives and decision making by involving Principal, Vice Principal, Heads of Departments, Teaching and non-teaching staff. The decentralized system is implemented in the institution and major decisions are taken by the Principal and required policies are framed for smooth functioning. At the beginning of every year, different committees are formed and entrusted with responsibilities of various activities. The Principal conducts regular meetings and address the faculty about their responsibilities. Besides, the faculty follows the instructions given by the University for Overall Development of the students. The teaching and non-teaching staff is taken into consideration as per their interest, capacity, and experience at the time of decision making. The College encourages a culture of participative management by involving staff members in number of administrative roles. There are several committees and all faculty

members are part of it.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimhyderabad.com/committees2023-24.pdf">http://www.iimhyderabad.com/committees2023-24.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

IQAC unanimously defines the quality pinnacle parameters for enhancing the overall academic ambiance of the college and takes initiative in planning, implementing and reforming the various quality improvements, strategies of the college. This Cell followsthe recommendations discussed in staff meetings and other stake holders' meetings. IQAC, Anti Ragging, and Internal Complaints Cell have effective representation of all the stake holders, Class Representatives, Parents, Alumni. Feedback is collected fromfaculty, students, parents and all stakeholders to improve the quality of the Institution. IQAC does the planning and evaluationfor quality assurance in the college and organizes meeting periodically throughout the year. Every committee has liberty toprepare their plan and decide implementation strategies. The following strategic plans are effectively deployed by the stakeholders.

1. Efficient Teaching- Learning procedure
2. Effective Leadership and Participative management
3. Constant Internal Quality Assurance System
4. Ensuring effective governance
5. Student's Overall Development through Participation
6. Employees Advancement & Welfare
7. Escalating Placements
8. Proper Discipline
9. Women/Student/Faculty Grievance
10. Financial Planning & Management
11. Constant Growth in Research and Development
12. Mounting Physical Infrastructure.

| File Description                                       | Documents   |
|--|---|
| Strategic Plan and deployment documents on the website | <a href="#">View File</a>   |
| Paste link for additional information                  | <a href="https://www.iimchyderabad.com/InstitutionalCalendar2023-24.pdf">https://www.iimchyderabad.com/InstitutionalCalendar2023-24.pdf</a> |
| Upload any additional information                      | <a href="#">View File</a>   |

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

Being an affiliated college, the Institution has to follow the rules and regulations decided by the University. At the same time being a HEI, the institution is bound to follow the rules of the TSCHE and the UGC. The Institution has a Governing Body. It is a Policy making body of the Institution, which meets frequently and discusses the agenda prepared by the Principal. It reviews the performance of the institution and decisions taken in the previous meeting and also approves the policy decisions. All new proposals are discussed and decisions are taken. Being the head of the Institution, the Principal is responsible for all the academic and administrative activities of the Institution. In the absence of the principal, two Vice-Principals are given charge to run the Institution. A number of committees are formed for academic, administrative, co-curricular, sports and extension activities. In all these committees, there is a Convener and Co-Convener(s). Some other important administrative committees are Admission Committee, Time Table Committee, Examination Committee etc. The Institution has to follow the rules and regulations regarding appointment and service set by the University, the State Government and the UGC. The recruitment of academic staff is done, as per the requirement.

| File Description                              | Documents   |
|---|---|
| Paste link for additional information         | <a href="https://www.iimchyderabad.com/board.html">https://www.iimchyderabad.com/board.html</a>                                     |
| Link to Organogram of the Institution webpage | <a href="http://www.iimchyderabad.com/Organogram%20%20of%20IIMC.pdf">http://www.iimchyderabad.com/Organogram%20%20of%20IIMC.pdf</a> |
| Upload any additional information             | <a href="#">View File</a>   |

### 6.2.3 - Implementation of e-governance in

B. Any 3 of the above



**areas of operation Administration Finance and  
Accounts Student Admission and Support  
Examination**

| File Description  | Documents                 |
|---|---------------------------|
| ERP (Enterprise Resource Planning) Document   | <a href="#">View File</a> |
| Screen shots of user interfaces   | <a href="#">View File</a> |
| Any additional information  | <a href="#">View File</a> |
| Details of implementation of e-governance in areas of operation, Administration etc (Data Template) | <a href="#">View File</a> |

### 6.3 - Faculty Empowerment Strategies

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

Our Management is magnanimous in implementing certain welfare measures to the faculty and non-teaching staff.

#### Welfare Measures for the Teaching Staff:

1. Onduty facility to the Staff for attending NET/SET/Ph.D.admissions/examinations. 2. Health Insurance to Staff, their Spouse and children Financial Assistance for Staff Children Education. 3. Maternity Leave, Providing EPF and ESI facility 4. Incentives for Dassera and Diwali Festivals 5. Incentives for Articles publication in UGC/Scopus & International Peer Reviewed Journals 6. Incentives for Text Books writing 7. Incentives for Ph.D work 8. Crackers, Sweet Boxes distribution for Diwali Festival 9. Leave Encashment 10. Financial assistance for chronic (disease) treatments 11. Interest free loans for purchasing vehicles/to meet their requirements.

#### Non- Teaching Staff:

1. Health Insurance to Staff and their Family 2. Financial Assistance for Education to Staff Children 3. Maternity Leave 4. Providing EPF facility 5. Providing ESI facility 6. Incentives for Dassera and Diwali Festivals 7. Crackers Sweet Boxes distribution for Diwali Festival 8. Providing Dresses to the staff 9. Leave Encashment Financial assistance for chronic disease treatments 10. Interest free loans for purchase of vehicles/to meet their requirements.

The performance of each employee is assessed annually after completion of one year of service. The objective is not only to evaluate the performance as per established norms, but also to identify potential aspects for improvement that can eventually lead to further progress and growth of the employee.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.iimchyderabad.com/StaffWelfareMeasures.pdf">https://www.iimchyderabad.com/StaffWelfareMeasures.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

### 6.3.2 - Number of teachers provided with financial support to attend conferences/ workshops and towards membership fee of professional bodies during the year

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

02

| File Description  | Documents                 |
|---|---------------------------|
| Upload any additional information   | <a href="#">View File</a> |
| Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template) | <a href="#">View File</a> |

### 6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year

#### 6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year

04

| File Description   | Documents                 |
|--|---------------------------|
| Reports of the Human Resource Development Centres (UGCASC or other relevant centres).  | <a href="#">View File</a> |
| Reports of Academic Staff College or similar centers   | <a href="#">View File</a> |
| Upload any additional information  | <a href="#">View File</a> |
| Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template) | <a href="#">View File</a> |

### 6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

#### 6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

30

| File Description  | Documents                 |
|---|---------------------------|
| IQAC report summary   | <a href="#">View File</a> |
| Reports of the Human Resource Development Centres (UGCASC or other relevant centers)              | <a href="#">View File</a> |
| Upload any additional information   | <a href="#">View File</a> |
| Details of teachers attending professional development programmes during the year (Data Template) | <a href="#">View File</a> |

### 6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

#### PERFORMANCE APPRAISAL SYSTEM

The performance of each employee is assessed annually after completion of one year of service. The objective is not only to evaluate the performance as per established norms, but also to identify potential aspects for improvement that can eventually lead

to further progress and growth of the employee. Each faculty member has the opportunity to self-appraise their efforts towards teaching learning and evaluation related activities; co-curricular; extension; professional development related activities, research and academic contribution. The self-appraisal also enables administrative and non-teaching staff members to evaluate their work priorities and performance versus the vision and mission of the college.

The salient features of the Performance Appraisal System are as follows:

#### Faculty:

The performance of each faculty member is assessed according to the Annual Self-Assessment for the Performance based Appraisal System. The institute undertakes a wide range of activities besides academics, for which faculty members are assigned additional duties and responsibilities, which are mostly voluntary. The Institute accords appropriate weightage for these contributions in their overall assessment. The PAS proforma filled by the Faculty Member is checked and verified by the Vice- Principals, Principal and the Management.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimchderabad.com/Faculty%20Appraisal%20Form.pdf">http://www.iimchderabad.com/Faculty%20Appraisal%20Form.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

## 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The institution follows internal and external financial audits. Two firms are engaged for conducting internal and external audits. Internal Audit: Internal Audit is conducted monthly. The auditors scrupulously examine the vouchers, ledgers and other statements. The queries are clarified through verification of accounts and respective documentary evidences. The record of internal audits report is maintained. External Audit: The external audit is conducted at the end of the financial year. The external auditor visits the institution and conducts audit as per the statutory requirements. External auditor verifies the required

vouchers, accounts and documents as per the norms of various statutory bodies. After obtaining the certificate, the accounts are finalized and returns are filed on time. Note: The college is using Tally package for maintenance of accounts. We are also using TDSMAN Software for income tax deductions quarterly/ annual for TDS deduction purpose.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimchderabad.com/6.4%20Audit%20Mechanism.pdf">http://www.iimchderabad.com/6.4%20Audit%20Mechanism.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

#### 6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

##### 6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

| File Description  | Documents                 |
|---|---------------------------|
| Annual statements of accounts   | <a href="#">View File</a> |
| Any additional information  | <a href="#">View File</a> |
| Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template) | <a href="#">View File</a> |

#### 6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The main aim of resource mobilisation and optimal utilisation of resources is to put the institution on bench mark in tune with quality teaching and unique growth of students. The internal resource generation is coming in the form of Academic Receipts (college fee). The College has its own limitation to increase the college fee and other service charges on the students. All the major financial decisions are taken by the Institute's Governing Body (GB).

##### Optimum utilization of funds:

Adequate funds are utilized for effective teaching-learning practices

that include Orientation Programmes, Workshops, Inter-disciplinary activities, training programmes, Refresher Courses that ensures quality education. Budget is utilized to meet day to day operational and administrative expenses and maintenance of fixed assets. Enhancement of library facilities needs to augment learning practices and accordingly requisite funds are utilized every year. Adequate funds are utilized for development and maintenance of infrastructure of the college. Some funds are utilized for social service activities as part of social responsibilities through NCC and NSS. The payment is released after delivery of the respective goods. It is done as per the terms and conditions mentioned in Purchase order. All transactions have transparency through bills and vouchers. The bill payments are passed after testing & verification of items. Only authorized persons operate the transaction through bank. The Financial audit is conducted by chartered accountant every financial year to verify the compliance. Transparency and accountability is ensured by conducting an annual audit of the statements.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.iimchyderabad.com/6.4%20Audit%20Mechanism.pdf">https://www.iimchyderabad.com/6.4%20Audit%20Mechanism.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

## 6.5 - Internal Quality Assurance System

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

Two Day FDP on " AI - Assisted Scientific Writing and Publishing" was organized by Department of Business Administration on 21 st and 22 nd August 2023 from 2 PM to 5 PM . Dr K S Sowmiya Rani, Editor, Editage, Coimbatore had resourced the faculty and research scholars about the various research related and application of AI in research contents. 71 participants had taken active part in this FDP. Several AI tools like R Discovery, elicit, paperpal, Zotero, Litmaps, Jasper, Inciteful, Sourcely, Consensus, Semantic Scholar etc were discussed in detail with hands on practice on systems. The participants felt very happy and glad to attend the programme as it had created a basic awareness about AI tools application in the research.

A National Conference was conducted on G 20 Summit: Role of Shaping Global Governance by the Conferences & Symposia Committee on 25th

Nov 2023 in the college auditorium. Total 25 research papers from the Faculty, students, Research Scholars and Business experts on various themes such as Impact of Tourism, Spiritual Tourism, Climate Anxiety, Women-led Development, Healthcare through AI, Agriculture reforms, Digital Public Infra structure, Energy consumption, International Trade and its complexities and a Case study on Economic Inclusion and Sustainability of Peruvian farmers. The research papers were presented by the paper presenters during the two Technical sessions.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.iimchyderabad.com/Conf%20&amp;%20Sym p%20Report%202023-24.pdf">https://www.iimchyderabad.com/Conf%20&amp;%20Sym p%20Report%202023-24.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

Regularly evaluating teaching, learning, and operational practices is essential for maintaining quality standards. This process includes reviewing the curriculum, instructional methods, assessment techniques, and other elements of the educational experience to pinpoint opportunities for enhancement.

The attendance of the students has been updated regularly to their parents every day after the completion of the first hour through SMS.

By documenting incremental improvements across different activities, institutions can monitor their progress and consistently elevate the quality of education they offer. This approach not only boosts student learning outcomes but also better equips them for their future careers.

In summary, an effective Internal Quality Assurance Cell (IQAC) plays a vital role in upholding high educational standards and delivering significant value to students.

Execution of mini projects, videos, online certification, and encouraging both bright and weak students are some effective strategies for improving the quality of education in the institution. The bright students are always encouraged by giving a cash reward

for getting a good CGPA in final exams as per the norms of the institution. Also, the weak students are given more attention and provided with remedial classes to make them more interactive to address their challenges in learning.

Students are continuously provided with numerous opportunities of attending guest lectures, industrial visits, academic competitions, encouraging for attending talent tests/quizzes etc. in their respective area so as to provide holistic development.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.iimchyderabad.com/SOP-Teaching-Learning.pdf">https://www.iimchyderabad.com/SOP-Teaching-Learning.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

**6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

**A. All of the above**

| File Description   | Documents   |
|--|---|
| Paste web link of Annual reports of Institution                                    | <a href="http://www.iimchyderabad.com/AnnualReports/2023-2024.pdf">http://www.iimchyderabad.com/AnnualReports/2023-2024.pdf</a> |
| Upload e-copies of the accreditations and certifications                           | <a href="#">View File</a>   |
| Upload any additional information  | <a href="#">View File</a>   |
| Upload details of Quality assurance initiatives of the institution (Data Template) | <a href="#">View File</a>   |

## **INSTITUTIONAL VALUES AND BEST PRACTICES**

### **7.1 - Institutional Values and Social Responsibilities**

7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year



Gender equality is one of the key challenges faced by society today. The institute conducts regular gender equity promotion programs. Guest speakers are invited to speak on the topic, which highlights the importance and role of women in the development of the society. The institution is very keen on identifying the desires aspirations of the new generation and the measures to enrich the abilities and professional skills of both boys and girls, without any discrimination. The institution accords utmost priority to the safety and security of not only the students but also of the staff, and ensures a foolproof vigilant system so that every student, especially girl students, will feel secured and protected to pursue their educational endeavours. To have a hawk eye, the institution installed CC (Close Circuit) cameras at key places in the campus and also in all the class rooms for a round the clock vigilance. The institution has different committees such as Anti - Ragging Committee, Students Grievance Committee and Discipline Committee which are on heels to provide quick relief to the students and to ensure the maintenance of decent and moral atmosphere within the campus. The Women Empowerment Cell- Ujjwala, invites the advocates and personnel from Police department (SHE Teams), and organizes numerous programs to enlighten the girls on cybercrimes and the defence mechanisms against these crimes.

| File Description   | Documents   |
|--|---|
| Annual gender sensitization action plan  | <a href="https://www.iimchyderabad.com/GenderEquityPolicy.pdf">https://www.iimchyderabad.com/GenderEquityPolicy.pdf</a> |
| Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information | <a href="#">a. Safety &amp; Security b. Counseling c. Common Rooms</a>  |

**7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment**

**C. Any 2 of the above**

| File Description               | Documents                 |
|--------------------------------|---------------------------|
| Geo tagged Photographs         | <a href="#">View File</a> |
| Any other relevant information | <a href="#">View File</a> |

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

College adopts almost paperless correspondence by digitalizing office procedures through WhatsApp, SMS, emails, etc., These practices reduce paper usage, thus reducing carbon emissions. The usage of one-side printed paper is encouraged in sending printed drafts before making a final document, which reduces paper wastage and pollution. Electronic/ Electrical gadgets are repaired for minor defects by the technicians to ensure its optimum utilization. Campus is free from any kind of radioactive waste. There is no system of waste recycling in the college. The institute has given away the old news papers, magazines for recycling to Well being Out of Waste (WoW), an initiative of ITC Ltd., delivered white papers for our usage. There is rain water harvesting pit in the campus. The college is providing dustbins in all the classrooms and at different departments. Every day the waste is collected at source in bins and disposed of through GHMC vehicle. It was stressed that we should avoid plastic bags to the best possible extent in the campus and should use the utensils made up of either glass or metal. The scrap in the college will be given to ITC in exchange of A-4 size paper bundles.

| File Description  | Documents  |
|---|--|
| Relevant documents like agreements/MoUs with Government and other approved agencies | <a href="#">View File</a>  |
| Geo tagged photographs of the facilities  | <a href="http://www.iimchyderabad.com/SolidWasteManagement.pdf">www.iimchyderabad.com/SolidWasteManagement.pdf</a> |
| Any other relevant information  | <a href="#">View File</a>  |

**7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the** C. Any 2 of the above

**campus**

| File Description                                  | Documents                 |
|---|---------------------------|
| Geo tagged photographs / videos of the facilities | <a href="#">View File</a> |
| Any other relevant information                    | <a href="#">View File</a> |

**7.1.5 - Green campus initiatives include**

**7.1.5.1 - The institutional initiatives for greening the campus are as follows:**

**C. Any 2 of the above**

- 1. Restricted entry of automobiles**
- 2. Use of Bicycles/ Battery powered vehicles**
- 3. Pedestrian Friendly pathways**
- 4. Ban on use of Plastic**
- 5. Landscaping with trees and plants**

| File Description                             | Documents                 |
|--|---------------------------|
| Geo tagged photos / videos of the facilities | <a href="#">View File</a> |
| Any other relevant documents                 | <a href="#">View File</a> |

**7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution**

**7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities**

**C. Any 2 of the above**

| File Description  | Documents                 |
|---|---------------------------|
| Reports on environment and energy audits submitted by the auditing agency | <a href="#">View File</a> |
| Certification by the auditing agency                                      | <a href="#">View File</a> |
| Certificates of the awards received                                       | <a href="#">View File</a> |
| Any other relevant information  | <a href="#">View File</a> |

**7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment 5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading**

**C. Any 2 of the above**

| File Description   | Documents                 |
|--|---------------------------|
| Geo tagged photographs / videos of the facilities                        | <a href="#">View File</a> |
| Policy documents and information brochures on the support to be provided | <a href="#">View File</a> |
| Details of the Software procured for providing the assistance            | <a href="#">View File</a> |
| Any other relevant information   | <a href="#">View File</a> |

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

**DATE**

**EVENTS & FESTIVALS**

**21/06/2023**

**International Yoga Day**

**26/07/2023**

**Kargil Vijay Diwas**

**12/08/2023**

**International Youth Day**

**14/08/2023**

**Mera Bharat Mahan**

15/08/2023

**Independence Day Celebrations**

15/08/2023

**Thiranga Rally**

17/08/2023

**Distribution of House-Hold Necessities of flood victims**

28/08/2023

**Voters Awareness Program**

29/08/2023

**Sravana Lakshmi Pooja**

29/08/2023

**National Sports Day**

11/09/2023

**Teachers' Day Celebrations**

13/09/2023

**Blood Donation Camp**

16/09/2023

**Distribution of Clay Ganesh Idols**

23/09/2023

**Meri Maati Meri Desh**

25/09/2023

**Voice 4 Girls Orientation**

2/10/2023

Swachh Pahwada and Swachhta Awareness

3/10/2023

A Guest Lecturer on "Rain Water Harvesting"

10/10/2023 & 11/10/2023

Yuva G-20 Summit

17/10/2023

Bathukamma Sambaralu

31/10/2023

National Unity Day

25/11/2023

National Conference on G-20 Summit

26/11/2023

NCC Day

2/12/2023

Karthika Sahasra Deepotsavam

10/01/2023 & 11/01/2024

Sambarala Sankranthi

12/01/2024

National Youth Day

18/01/2024

Army Day

22/01/2024

Samskruthi

26/01/2024

Republic Day Celebrations

27/01/2024

National Voters day

30/01/2024

Martyr's Day

21/02/2024

Bharat Rang Mahotsav

13/03/2024

Women's Day celebrations

27/03/2024

Visit to Satish Dhawan Space Center, ISRO

20/04/2024

Seetha Rama Kalyanam

22/04/2024

Child Awareness

24/04/2024

Voter Awareness Program

17&18/05/2024

National Conference on Global Opportunities through Holistic Development in Education, Technology and Research.

| File Description   | Documents                 |
|--|---------------------------|
| Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution) | <a href="#">View File</a> |
| Any other relevant information   | <a href="#">View File</a> |

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

As responsible citizens of the country, the students are motivated to take part in various activities of the college. Induction of the students: The college establishes policies that reflect core values. Code of conduct/ethics is prepared for students, staff and everyone should obey the rules. Students are made aware about the code of ethics, human values, rights, duties and responsibilities. College Assembly: Singing of national song and national anthem in the campus every day by the staff and students, to bring a feeling of patriotism among all is practiced before starting the daily chores. Celebration of National festivals: Every year Institute celebrates Republic Day and Independence Day on January 26, and August 15 respectively. The celebration is attended by Students, Teaching and Non-teaching Staff, Invitees, guests. Flag hoisting with National anthem followed by distribution of sweets has been the regular decorum of the programme. Blood Donation Camp: Every year institute organizes blood donation camp in association with Vasavi Club, Hyderabad. The students are sensitized on the importance of the activity and are encouraged to participate in saving the life.

| File Description   | Documents                 |
|--|---------------------------|
| Details of activities that inculcate values; necessary to render students in to responsible citizens | <a href="#">View File</a> |
| Any other relevant information   | <a href="#">View File</a> |

**7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students,**

**B. Any 3 of the above**



**teachers, administrators and other staff 4.**  
**Annual awareness programmes on Code of Conduct are organized**

| File Description   | Documents                 |
|--|---------------------------|
| Code of ethics policy document   | <a href="#">View File</a> |
| Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims | <a href="#">View File</a> |
| Any other relevant information   | <a href="#">View File</a> |

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

**DATE**

**EVENTS & FESTIVALS**

21/06/2023

International Yoga Day

26/07/2023

Kargil Vijay Diwas

12/08/2023

International Youth Day

14/08/2023

Mera Bharat Mahan

15/08/2023

Independence Day Celebrations

15/08/2023

Thiranga Rally

17/08/2023

Distribution of House-Hold Necessities of flood victims

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26/11/2023

NCC Day

2/12/2023

Karthika Sahasra Deepotsavam

10/01/2023 & 11/01/2024

Sambarala Sankranthi

12/01/2024

National Youth Day

18/01/2024

Army Day

22/01/2024

Samskruthi

26/01/2024

Republic Day Celebrations

27/01/2024

National Voters day

30/01/2024

Martyr's Day

21/02/2024

Bharat Rang Mahotsav

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20/04/2024

Seetha Rama Kalyanam

22/04/2024

Child Awareness

24/04/2024

Voter Awareness Program

17&18/05/2024

National Conference on Global Opportunities through Holistic Development in Education, Technology and Research.

| File Description  | Documents                 |
|---|---------------------------|
| Annual report of the celebrations and commemorative events for the last (During the year) | <a href="#">View File</a> |
| Geo tagged photographs of some of the events  | <a href="#">View File</a> |
| Any other relevant information  | <a href="#">View File</a> |

## 7.2 - Best Practices

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

### Best Practice 1 : Sending Students Attendance Daily to Parents

1. Objectives: To ensure about the students' regularity and attendance with the parents.
2. Practice: Every day, during 1st hour, absentee numbers will be collected from all the classes ( Course Wise & Section wise) on the sheets provided by the office. Absent message will be sent to the parents of the absentee students immediately by the office staff.
3. Evidence of success : Most of the parents were enquiring with the office and faculty about the attendance percentage of their wards. Also, the attendance percentage was improved after the practice is started.
4. Problems Encountered: No major problems were encountered in this process.

### Best Practice 2 : ISO 9001:2015 Certification

1. Objectives : ISO Certification for Education industry helps the educational institutions, schools, and colleges to enhance their management system by intensifying their reputation in the field of education.
2. Context : ISO certifications will help them to sustain the quality policy and enhance them from time to time.
3. Evidence of Success :. The success or enhancement of quality can be seen in documentation of policies and procedures, Improved Governance and Leadership, Enhanced Teaching and learning outcomes, External recognition, Reduction of Non-Conformities etc.
4. Problems encountered: No major problems have been encountered in during this process.

| File Description                             | Documents                 |
|--|---------------------------|
| Best practices in the Institutional web site | <a href="#">View File</a> |
| Any other relevant information               | <a href="#">View File</a> |

## 7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

A National Conference was conducted on G 20 Summit: Role of Shaping Global Governance by the Conferences & Symposia Committee on 25th Nov 2023 in the college auditorium. Total 25 research papers from the Faculty, students, Research Scholars and Business experts on various themes such as Impact of Tourism, Spiritual Tourism, Climate Anxiety, Women-led Development, Healthcare through AI, Agriculture reforms, Digital Public Infra structure, Energy consumption, International Trade and its complexities and a Case study on Economic Inclusion and Sustainability of Peruvian farmers. The research papers were presented by the paper presenters during the two Technical sessions. Dr. S. Shiva Kumar, Faculty of Commerce and Mrs. K. Swapna, Faculty of Business Administration served as Rapporteurs for the Technical Sessions I&II. During the Valedictory session, the feedback was taken from the paper presenters and participants. The delegates were delighted by the hospitality, effective time management of the organizing committee and they wanted to participate in further events conducted by the institution as well.

## Part B

### CURRICULAR ASPECTS

#### 1.1 - Curricular Planning and Implementation

1.1.1 - The Institution ensures effective curriculum delivery through a well planned and documented process

Indian Institute of Management and Commerce is an affiliated college of Osmania University since 1973. We follow the pre-designed curriculum framed by the parent university. The college has been imparting co-curricular and extra-curricular activities besides from regular curriculum. We are committed to provide value-based education, inculcating ethics, culture and personality development among the students for their holistic development. The academic programmes are streamlined with a well planned schedule comprises of subject allocation, preparation of workload statement followed by time-table preparation and implementation of the same for the smooth functioning of the teaching-learning. Each department is equipped with overall time table and individual time table of the faculty and the head of the departments conduct a departmental meeting in the beginning of each semester.

The faculty will collect the attendance register and academic record from the Head of the Department concerned and submit them the lesson plan for the subjects allocated respectively. There is continuous monitoring of maintenance of attendance registers, academic records of the faculty. Syllabus completion statements are collected by the heads of departments concerned, after completion of syllabus.

| File Description                    | Documents   |
|-------------------------------------|---|
| Upload relevant supporting document | <a href="#">View File</a>   |
| Link for Additional information     | <a href="http://www.iimchderabad.com/Almanac.html">http://www.iimchderabad.com/Almanac.html</a> |

1.1.2 - The institution adheres to the academic calendar including for the conduct of Continuous Internal Evaluation (CIE)

Being an affiliated college of Osmania University, we follow the almanac issued by the University, at the beginning of every semester. scrupulously we follow a schedule for teaching, in-house evaluation, internal examinations and end-semester

examinations. The semester break will be based on the schedule given by the university. This pattern is followed cyclically for a smooth functioning of teaching and administrative process.

As a part of Continuous Internal Evaluation, faculty conducts slip tests/unit tests after completion of each unit and students are assessed based on the in-house performance. Assignments also form apart of our internal assessment process. We strictly follow the schedule given by university in conducting the internal examinations. Two internal exams are conducted for each semester covering the syllabus of at least two units.

Coverage of syllabus will be monitored by the heads of departments concerned at regular intervals by conducting departmental meetings and ensuring the same. If, any subject syllabus is not completed, as per the plan, additional classes are taken up by the faculty under rare circumstances.

| File Description                     | Documents   |
|--------------------------------------|---|
| Upload relevant supporting documents | <a href="#">View File</a>   |
| Link for Additional information      | <a href="http://www.iimchyderabad.com/ExaminationBranch.html">http://www.iimchyderabad.com/ExaminationBranch.html</a> |

**1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University**

C. Any 2 of the above

| File Description   | Documents                 |
|--|---------------------------|
| Details of participation of teachers in various bodies/activities provided as a response to the metric | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |



| <b>1.2 - Academic Flexibility</b>   |                           |
|---|---------------------------|
| <b>1.2.1 - Number of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented</b>         |                           |
| <b>1.2.1.1 - Number of Programmes in which CBCS/ Elective course system implemented</b>   |                           |
| 05  |                           |
| File Description  | Documents                 |
| Any additional information  | <a href="#">View File</a> |
| Minutes of relevant Academic Council/ BOS meetings  | <a href="#">View File</a> |
| Institutional data in prescribed format (Data Template)   | <a href="#">View File</a> |
| <b>1.2.2 - Number of Add on /Certificate programs offered during the year</b>   |                           |
| <b>1.2.2.1 - How many Add on /Certificate programs are added during the year. Data requirement for year: (As per Data Template)</b> |                           |
| 07  |                           |
| File Description  | Documents                 |
| Any additional information  | <a href="#">View File</a> |
| Brochure or any other document relating to Add on /Certificate programs   | <a href="#">View File</a> |
| List of Add on /Certificate programs (Data Template )   | <a href="#">View File</a> |
| <b>1.2.3 - Number of students enrolled in Certificate/ Add-on programs as against the total number of students during the year</b>  |                           |
| 198   |                           |
| <b>1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year</b>                      |                           |
| 148   |                           |

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| Details of the students enrolled in Subjects related to certificate/Add-on programs | <a href="#">View File</a> |

### 1.3 - Curriculum Enrichment

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

Indian Institute of Management and Commerce (IIMC) stands for values, ethics, compassion and commitment towards welfare of the students, staff and society. The college observes and celebrates significant days every year such as, Independence Day, Republic Day, Voters' day, Gandhi Jayanthi, Teachers' Day, Literacy Day, Yoga Day, Environmental Protection Day and Women's Day. Besides these, the Institution also integrates Environmental Sciences subject in the first year as given by the University in the curriculum and creates awareness among the students about protecting the environment and other related issues.

"Human Values and Professional Ethics" is offered as a certificate course for a duration of 40 hours to the students of first and second year to understand the importance of value based education and professional ethics to be maintained in professional and personal life. As a part of protecting the Environment, the NSS Units in collaboration with eco-club and social responsibility committee organizes clean and green program, distribution of saplings to the students and staff, making of clay Ganesh during "Ganesh Festival" season along with paper bags to avoid plastic usage in the campus.

We celebrate major festivals such as Dusserah, Diwali, Christmas, Sankranti & Ramzan to sustain the traditional values and participative culture among the students. We encourage students to participate in these festivals as a team and perform the activities, which may inculcate team spirit, bring integration and can know each others culture and tradition followed.

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum | <a href="#">View File</a> |

### 1.3.2 - Number of courses that include experiential learning through project work/field work/internship during the year

05

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| Programme / Curriculum/ Syllabus of the courses   | <a href="#">View File</a> |
| Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses                    | <a href="#">View File</a> |
| MoU's with relevant organizations for these courses, if any   | <a href="#">View File</a> |
| Number of courses that include experiential learning through project work/field work/internship (Data Template) | <a href="#">View File</a> |

### 1.3.3 - Number of students undertaking project work/field work/ internships

712

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| List of programmes and number of students undertaking project work/field work/ /internships (Data Template) | <a href="#">View File</a> |

### 1.4 - Feedback System

|  |   |
|--|---|
| <b>1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni</b>                                      | <b>A. All of the above</b>  |
| <b>File Description</b>  | <b>Documents</b>  |
| URL for stakeholder feedback report  | <a href="#">View File</a>   |
| Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)   | <a href="#">View File</a>   |
| Any additional information(Upload)   | <a href="#">View File</a>   |
| <b>1.4.2 - Feedback process of the Institution may be classified as follows</b>  | <b>B. Feedback collected, analyzed and action has been taken</b>  |
| <b>File Description</b>  | <b>Documents</b>  |
| Upload any additional information  | <a href="#">View File</a>   |
| URL for feedback report  | <a href="https://iimchyd.ac.in/FeedbackAnalysis/2023-24.pdf">https://iimchyd.ac.in/FeedbackAnalysis/2023-24.pdf</a> |
| <b>TEACHING-LEARNING AND EVALUATION</b>  |   |
| <b>2.1 - Student Enrollment and Profile</b>  |   |
| <b>2.1.1 - Enrolment Number Number of students admitted during the year</b>  |   |
| <b>2.1.1.1 - Number of sanctioned seats during the year</b>  |   |
| <b>590</b>   |   |
| <b>File Description</b>  | <b>Documents</b>  |
| Any additional information   | <a href="#">View File</a>   |
| Institutional data in prescribed format  | <a href="#">View File</a>   |
| <b>2.1.2 - Number of seats filled against seats reserved for various categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy during the year (exclusive of supernumerary seats)</b> |   |

**2.1.2.1 - Number of actual students admitted from the reserved categories during the year**

406

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information                                    | <a href="#">View File</a> |
| Number of seats filled against seats reserved (Data Template) | <a href="#">View File</a> |

**2.2 - Catering to Student Diversity**

2.2.1 - The institution assesses the learning levels of the students and organizes special Programmes for advanced learners and slow learners

At our institution, the assessment of learning levels of the students is done by faculty based on the plan formulated at the beginning of each semester, following the almanac of university concerned. On completion of each unit, the faculty of respective subjects will conduct a slip test or a unit test. The students are assessed based on the group discussions, presentations, quizzes and competitions to enhance their learning levels in the course of their curriculum. In addition to the regular curriculum designed by the parent university, we organize various guest lectures in the subjects such as, taxation, law, economics, management, computer science and languages. Eminent speakers are invited from reputed universities, industries and associations and other prominent bodies.

These speakers will deliver the content required, which enhance students knowledge in various domains. In the beginning of every academic year, a bridge course is conducted to fill the gap for the non-commerce and non-mathematics students. After the results are declared at the end-semester, the students who perform below average, are categorized as slow learners and given special attention in improving their academic performance. Slow learners are given additional coaching, clearing their doubts, in the subjects.

In every 6th Semester (for final years) we organize a Student Development Programme (SDP) in Research Methodology, by inviting reputed professors from various universities to give an orientation to pursue their project work. This SDP will be an Inter-collegiate programme, wherein more than 800 students participate from various colleges of twin cities of Telangana.

| File Description                  | Documents   |
|-----------------------------------|---|
| Link for additional Information   | <a href="https://www.iimchyderabad.com/BridgeCourses.pdf">https://www.iimchyderabad.com/BridgeCourses.pdf</a> |
| Upload any additional information | <a href="#">View File</a>   |

### 2.2.2 - Student- Full time teacher ratio (Data for the latest completed academic year)

| Number of Students | Number of Teachers |
|--------------------|--------------------|
| 1637               | 50                 |

| File Description           | Documents                 |
|----------------------------|---------------------------|
| Any additional information | <a href="#">View File</a> |

### 2.3 - Teaching- Learning Process

2.3.1 - Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences

The following are some of the methods employed by our college forenhancing the learning experiences among thestudents.

1. We take the students to industries or a unit for providing them with a practical exposure on industrial process, manufacturing methods, ascertainment of cost per unit and management of industrialunits.
2. The Seminars and Workshops committee organize guest lectures,workshops to add additional inputs to students, besides their regular curriculum.
3. Department wise we organize Talent Tests such as Commerce TalentTest, Budget Knowledge Test, English Talent Test and ManagementTalent Test. These tests bring competitive spirit among thestudents. The Placement Cell provides Internship Programmes for second year students every year.
4. Certificate courses such as Event Management and Stock MarketOperations havehuge demand. These courses enable the students todevelop organizing skills, team building, inter-personal skills andco-ordination.
5. Physical education department conducts inter-collegiate and

intracollegiate games and sports to maintain physical strength and keep the students healthy and hygienic. By participating in various games and sports, students develop team spirit, co-operation, coordination, challenging nature and competitive abilities.

6. The Commerce Club and Innovators' Club, Science Club, English Club and Languages Club of our college conduct various programmes to the students on innovative thinking, problem solving and intellectual games. These events will bring in experiential learning and entertainment among the students.

| File Description                  | Documents   |
|-----------------------------------|---|
| Upload any additional information | <a href="#">View File</a>   |
| Link for additional information   | <a href="https://iimchyd.ac.in/SWC2023-24.pdf">https://iimchyd.ac.in/SWC2023-24.pdf</a> |

2.3.2 - Teachers use ICT enabled tools for effective teaching-learning process. Write description in maximum of 200 words

Our college campus is wi-fi enabled with fully equipped ICT Tools such as projectors in the class rooms and computers in the labs. We have a Commerce Lab, Management Lab and Computer Lab. All the faculty have access to utilise computers during the classes as well as college hours. Some teachers use microphone connected speakers to reach all the students in the class room for effective presentations. The teachers teaching computer science papers such as C++, Basic Computer Skills, RDBMS, E-Commerce extensively uses the computer lab for giving hands on experience to the students. Faculty Development Programmes are conducted for training the teachers with ICT tools enabling them to extensive usage for an effective teaching. FDPs are conducted on the significance of blended modes of teaching-learning. The college website is equipped with e-material. The faculty has been uploading the e-content unit wise in every semester.

| File Description  | Documents   |
|---|---|
| Upload any additional information   | <a href="#">View File</a>   |
| Provide link for webpage describing the ICT enabled tools for effective teaching-learning process | <a href="http://www.iimchyderabad.com/ClassRooms.html">http://www.iimchyderabad.com/ClassRooms.html</a> |

**2.3.3 - Ratio of mentor to students for academic and other related issues (Data for the latest completed academic year )****2.3.3.1 - Number of mentors**

30

| File Description  | Documents                 |
|---|---------------------------|
| Upload, number of students enrolled and full time teachers on roll. | <a href="#">View File</a> |
| Circulars pertaining to assigning mentors to mentees                | <a href="#">View File</a> |
| mentor/mentee ratio   | <a href="#">View File</a> |

**2.4 - Teacher Profile and Quality****2.4.1 - Number of full time teachers against sanctioned posts during the year**

50

| File Description   | Documents                 |
|--|---------------------------|
| Full time teachers and sanctioned posts for year (Data Template) | <a href="#">View File</a> |
| Any additional information                                       | <a href="#">View File</a> |
| List of the faculty members authenticated by the Head of HEI     | <a href="#">View File</a> |

**2.4.2 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.B Superspeciality / D.Sc. / D.Litt. during the year (consider only highest degree for count)****2.4.2.1 - Number of full time teachers with Ph. D. / D.M. / M.Ch. /D.N.C Superspeciality / D.Sc. / D.Litt. during the year**

04



| File Description   | Documents   |
|--|---|
| Any additional information   | <a href="#">View File</a>   |
| List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year(Data Template)  | <a href="#">View File</a>   |
| <b>2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)</b>  |   |
| <b>2.4.3.1 - Total experience of full-time teachers</b>  |   |
| <b>387</b>   |   |
| File Description   | Documents   |
| Any additional information   | <a href="#">View File</a>   |
| List of Teachers including their PAN, designation, dept. and experience details(Data Template)   | <a href="#">View File</a>   |
| <b>2.5 - Evaluation Process and Reforms</b>  |   |
| 2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.   |   |
| <p>Indian Institute of Management and Commerce, being an affiliated college of Osmania University, follow the guidelines given by the University in conducting the Internal Examinations. The internalexamination are condcutedas per the academic guidelines issued by theUniversity. The assignments are given to students with astipulated time to submit.In addition to the internal assessment, our teaching fraternityconducts group discussions, quizzes, model stock exchange fordeveloping skills among the students in terms of communication andparticipation . The clubs of various departments conductscompetitions and other events.</p> |   |
| File Description   | Documents   |
| Any additional information   | <a href="#">View File</a>   |
| Link for additional information  | <a href="https://www.iimchyderabad.com/ExaminationBranch.html">https://www.iimchyderabad.com/ExaminationBranch.html</a> |

2.5.2 - Mechanism to deal with internal examination related grievances is transparent, time- bound and efficient

As our college is an affiliated college of Osmania University, we follow their guidelines. At the end of each semester, final exams schedule is given by the parent University to all the affiliated colleges. The end-semester exams are given 80% weightage of summative assessment and the remaining 20% constitute internal assessment marks. We strictly follow the dates given in the almanac for conducting internal examinations, giving a top priority. Our college constituted an Academic & Examination Cell to conduct examinations in a smooth manner. The committee prepares a time table 15 days prior to internal exams and is uploaded in the college website for the convenience of the students. The faculty completes the syllabus in time as planned for the internal examinations. Completion of syllabus is ensured with the faculty by the department concerned. The examination cell issues a date to correct the answer scripts and hand over the marks to the authorities. The uploading of marks carried out as per the university guidelines.

| File Description                | Documents   |
|---------------------------------|---|
| Any additional information      | <a href="#">View File</a>   |
| Link for additional information | <a href="http://www.iimchderabad.com/Evaluation%20pattern%20of%20CBCS.pdf">http://www.iimchderabad.com/Evaluation%20pattern%20of%20CBCS.pdf</a> |

## 2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

The faculty members and the students are aware of Programme Outcomes (POs) and Course Outcomes (Cos) for all the programmes offered by the Osmania University. The faculty communicates students about the POs and COs of their respective subjects. Learning outcomes form an integral part of college's Vision and Mission. The learning objectives are communicated to students through various means such as college prospectus, Principal's address to students and parents, Alumni Meet, etc.,

Parents and other stakeholders are well communicated about the skill based and value based certificate courses offered by the college. The students are well informed about the objectives and outcomes of each programme conducted in the campus. The college deputed the faculty to participate in seminars, conferences and

workshops and FDPs to enrich them with knowledge and expertise, while teaching-learning is regulated through a planned curriculum.

Our college has a reputed team of Alumni, who are invited to interact with students and staff at specific events and meetings which help them to align better with the specified course outcomes.

| File Description                                     | Documents   |
|--|---|
| Upload any additional information                    | <a href="#">View File</a>   |
| Paste link for Additional information                | <a href="http://www.iimchyderabad.com/CourseOutcomes_CO_PO_Matrix.html">http://www.iimchyderabad.com/CourseOutcomes_CO_PO_Matrix.html</a> |
| Upload COs for all courses (exemplars from Glossary) | <a href="#">View File</a>   |

**2.6.2 - Attainment of Programme outcomes and course outcomes are evaluated by the institution.**

The teaching-learning and assessment process are continuously reviewed by the IQAC through Academic and Administrative audits, which includes an experienced personnel from outside. The academic records contain the lessons taught on day wise and are submitted to IQAC at the end of the year. The feedback will be taken from the students on the teaching learning process to evaluate how far the teachers have succeeded in achieving the expected outcomes of the course. The feedback is also taken from the other stakeholders like Alumni, Parents, Employers to track the attainment of programme outcomes.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for Additional information | <a href="http://www.iimchyderabad.com/CourseOutcomes_CO_PO_Matrix.html">http://www.iimchyderabad.com/CourseOutcomes_CO_PO_Matrix.html</a> |

**2.6.3 - Pass percentage of Students during the year**

**2.6.3.1 - Total number of final year students who passed the university examination during the year**

477

| File Description   | Documents   |
|--|---|
| Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template) | <a href="#">View File</a>   |
| Upload any additional information  | <a href="#">View File</a>   |
| Paste link for the annual report   | <a href="https://www.iimchyderabad.com/AnnualReports/2023-2024.pdf">https://www.iimchyderabad.com/AnnualReports/2023-2024.pdf</a> |

## 2.7 - Student Satisfaction Survey

**2.7.1 - Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design its own questionnaire) (results and details need to be provided as a weblink)**

<https://www.iimchyderabad.com/FeedbackAnalysis/2023-24.pdf>

## RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 - Resource Mobilization for Research

**3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)**

**3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)**

0

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| e-copies of the grant award letters for sponsored research projects /endowments | <a href="#">View File</a> |
| List of endowments / projects with details of grants(Data Template)             | <a href="#">View File</a> |

**3.1.2 - Number of departments having Research projects funded by government and non government agencies during the year**

**3.1.2.1 - Number of departments having Research projects funded by government and non-government agencies during the year**

0

| File Description  | Documents                 |
|---|---------------------------|
| List of research projects and funding details (Data Template) | <a href="#">View File</a> |
| Any additional information                                    | <a href="#">View File</a> |
| Supporting document from Funding Agency                       | <a href="#">View File</a> |
| Paste link to funding agency website                          | <a href="#">0</a>         |

### 3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year

#### 3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

03

| File Description   | Documents                 |
|--|---------------------------|
| Report of the event  | <a href="#">View File</a> |
| Any additional information                                     | <a href="#">View File</a> |
| List of workshops/seminars during last 5 years (Data Template) | <a href="#">View File</a> |

### 3.2 - Research Publications and Awards

#### 3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

##### 3.2.1.1 - Number of research papers in the Journals notified on UGC website during the year

12

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| List of research papers by title, author, department, name and year of publication (Data Template) | <a href="#">View File</a> |

### 3.2.2 - Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during the year

#### 3.2.2.1 - Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings during the year

11

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| List books and chapters edited volumes/ books published (Data Template) | <a href="#">View File</a> |

### 3.3 - Extension Activities

3.3.1 - Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the year

Indian Institute of Management and Commerce not only emphasizes on the curricular and co-curricular activities to develop the skills and knowledge of students, but also it encourages our students to be enterprising and try to establish themselves as potential citizens for future India. The Institution's Innovation Council of our college is encouraging students to come out with new ideas, developing their entrepreneurial skills. The co-curricular and extra-curricular activities of our college are organized with the initiative of Internal Quality Assurance Cell (IQAC) and executed through various committees viz., Literary & Cultural Committee, Seminars & Workshops Committee, Student Development Programmes, NSS Unit I & II, NCC Unit and Magazine Committee.

The extension activities of the students are undertaken by National Service Scheme Units I & II. Students are encouraged to participate in Blood Donation Camps, Road Safety Measures, Clean and Green programmes, special camps, charity programmes and community services. The college is having two units of NSS with 200 volunteers.

Personality Development Programmes are organized for first year students to make them to follow the right path, with positive attitude, critical thinking and problem solving skills. The Literary and Cultural Committee of our college encourages the students to participate in intra and inter-collegiate competitions such as Essay Writing, Debate, Elocution, JAM to honor

their skills and capabilities to accept tomorrow's external challenges.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.iimhyderabad.com/NSS-Reports/NSS_REPORT2023-24.pdf">https://www.iimhyderabad.com/NSS-Reports/NSS_REPORT2023-24.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

### 3.3.2 - Number of awards and recognitions received for extension activities from government / government recognized bodies during the year

#### 3.3.2.1 - Total number of awards and recognition received for extension activities from Government/ government recognized bodies during the year

2

| File Description  | Documents                 |
|---|---------------------------|
| Any additional information  | <a href="#">View File</a> |
| Number of awards for extension activities in last 5 year(Data Template) | <a href="#">View File</a> |
| e-copy of the award letters   | <a href="#">View File</a> |

### 3.3.3 - Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., ( including the programmes such as Swachh Bharat, AIDS awareness, Gender issues etc. and/or those organized in collaboration with industry, community and NGOs ) during the year

#### 3.3.3.1 - Number of extension and outreach Programs conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

40

| File Description   | Documents                 |
|--|---------------------------|
| Reports of the event organized   | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Number of extension and outreach Programmes conducted with industry, community etc for the last year (Data Template) | <a href="#">View File</a> |

### 3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

#### 3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

138

| File Description   | Documents                 |
|--|---------------------------|
| Report of the event  | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Number of students participating in extension activities with Govt. or NGO etc (Data Template) | <a href="#">View File</a> |

### 3.4 - Collaboration

#### 3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

4

| File Description  | Documents                 |
|---|---------------------------|
| e-copies of linkage related Document  | <a href="#">View File</a> |
| Details of linkages with institutions/industries for internship (Data Template) | <a href="#">View File</a> |
| Any additional information  | <a href="#">View File</a> |

#### 3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year



**3.4.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. during the year**

17

| File Description   | Documents                 |
|--|---------------------------|
| e-Copies of the MoUs with institution./ industry/corporate houses  | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Details of functional MoUs with institutions of national, international importance, other universities etc during the year | <a href="#">View File</a> |

**INFRASTRUCTURE AND LEARNING RESOURCES****4.1 - Physical Facilities**

4.1.1 - The Institution has adequate infrastructure and physical facilities for teaching- learning. viz., classrooms, laboratories, computing equipment etc.

The College maintains the following facilities

- **Classrooms:** The college consists of spacious, ventilated classrooms. ICT enabled Classrooms: Few classrooms have LCD Projector to facilitate efficient teaching and learning.
- **Computer Lab:** The computer lab consists of 84 computers with LCD Projectors, 100 Mbps Internet connection with Wi-Fi and 2hrs. UPS backup facility.
- **Commerce Lab:** It consists of 28 computers.
- **Management Lab:** It consists of 45 computers.
- **Smart Board:** A portable Smart board is used by the faculty.
- **A/C Auditorium:** Well equipped auditorium with a seating capacity of 200 students, is available for academic, cultural and social activities.
- **Mini Auditorium:** It is a furnished, ventilated, 100 seats capacity with LCD Projector, to conduct Seminars/ Guest lectures and Workshops.
- **Digital Library:** It is digitalized with 10 computers consist of DSpace repository, INFLIBNET and e- books.
- **Games & Sports Room:** The College provides all indoor games (Carroms, Chess and Table Tennis) to the extent possible.
- **Gymnasium:** A well-equipped gymnasium is functioning in the campus.
- **Lounges:** Separate lounges for boys and girls are maintained under hygienic conditions.
- **Elevator & Ramp:** This facility is provided to the Divyangans and staff.
- **Canteen:** The canteen provides high quality refreshments for the staff and students.
- **Solar Plant, R.O. Plant and Water purifiers** with water cooling machines are available in I, II, III and ground floor.
- **CCTV Surveillance and Generator** are

available. As per the recommendations of NAAC in the 3rd cycle, the college purchased 1 acre land at Uppal Bhagayath, Hyderabad, Telangana State.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for additional information | <a href="http://www.iimchderabad.com/facilities.html">http://www.iimchderabad.com/facilities.html</a> |

4.1.2 - The Institution has adequate facilities for cultural activities, sports, games (indoor, outdoor), gymnasium, yoga centre etc.

The College is proactive in providing the facilities for students to participate in cultural activities, sports and games in various ways. Literary and Cultural committee supported by a team of faculty members and full time Lecturer in Physical Education looks after the cultural, sports and extracurricular activities of the college. There is enough space for staging cultural activities in the College. Equipment and accessories required for conducting all such activities like sound system with speakers, screens and costumes are available in the College. We also hire Vasavi Kalyana Mantapam for conducting few events, i.e., Induction Programme & Annual Fest-Diffusion. The Annual day and International Yoga day have been celebrated in the auditorium. The College encourages the students to participate in Inter-Collegiate Fests. The first three winners are given cash prizes by the Management. The Department of Physical Education is spread over 140.76 sq.mtrs. Indoor games like Chess, Carrom board and Table Tennis equipment are available for the students.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for additional information | <a href="http://www.iimchderabad.com/sportsachieve.html">http://www.iimchderabad.com/sportsachieve.html</a> |

**4.1.3 - Number of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc.**

12

**4.1.3.1 - Number of classrooms and seminar halls with ICT facilities**

| 12  |   |
|---|---|
| File Description  | Documents   |
| Upload any additional information   | <a href="#">View File</a>   |
| Paste link for additional information   | <a href="http://www.iimchyderabad.com/ClassRooms.html">http://www.iimchyderabad.com/ClassRooms.html</a> |
| Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template) | <a href="#">View File</a>   |

#### 4.1.4 - Expenditure, excluding salary for infrastructure augmentation during the year (INR in Lakhs)

##### 4.1.4.1 - Expenditure for infrastructure augmentation, excluding salary during the year (INR in lakhs)

17.60

| File Description  | Documents                 |
|---|---------------------------|
| Upload any additional information   | <a href="#">View File</a> |
| Upload audited utilization statements   | <a href="#">View File</a> |
| Upload Details of budget allocation, excluding salary during the year (Data Template) | <a href="#">View File</a> |

#### 4.2 - Library as a Learning Resource

##### 4.2.1 - Library is automated using Integrated Library Management System (ILMS)

The college has a spacious Library with separate Reading room, in an area of 1514sft. with an aim , to serve the information to the users and promote learning atmosphere by providing various Text books, Reference books, e- Books, Journals, e-Journals, Magazines, Project reports, Question papers and Newspapers. Library is fully automated with an Open Source Software namely, KOHA, an Integrated Library Management Software. All the functional modules of KOHA software have been implemented in the Library. It consists of the following modules: • Acquisition, Technical Processing, Circulation, Serials Management, Reports, OPAC, Administration, etc., • Nature of Automation: Library is a Fully Automated. • Version: 3.14.11.000.

• Year of Automation: 2014. • Function modules are completely web based. • Automated e-mail/ SMS integrate several functions of the software Books are bar coded and transactions are being done using the bar code. Web OPAC (Online Public Access Catalogue) facility is made available through Library Management Software to know the bibliographical details about the collection. One separate code is made available in the Library for OPAC facility. IP:192.168.1.99

This application provides the following: Search Library catalogue and view their status, Log in to their account by their User Id, New arrivals, My transaction history, To Login: • User ID: The Roll number for the students and Biometric attendance number for the staff, Password: It will scroll on OPAC.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for Additional Information | <a href="http://www.iimchyderabad.com/Library.html">http://www.iimchyderabad.com/Library.html</a> |

**4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources**

B. Any 3 of the above

| File Description   | Documents                 |
|--|---------------------------|
| Upload any additional information  | <a href="#">View File</a> |
| Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership etc (Data Template) | <a href="#">View File</a> |

**4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

**4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)**

3.39

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| Audited statements of accounts   | <a href="#">View File</a> |
| Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template) | <a href="#">View File</a> |

#### 4.2.4 - Number per day usage of library by teachers and students ( foot falls and login data for online access) (Data for the latest completed academic year)

##### 4.2.4.1 - Number of teachers and students using library per day over last one year

37

| File Description                                  | Documents                 |
|---|---------------------------|
| Any additional information                        | <a href="#">View File</a> |
| Details of library usage by teachers and students | <a href="#">View File</a> |

#### 4.3 - IT Infrastructure

##### 4.3.1 - Institution frequently updates its IT facilities including Wi-Fi

IT Infrastructure and associated facilities have been augmented periodically as and when there is a requirement. Computers are upgraded with latest configuration as per the need and requirement of the various departments. • Continuous up gradation of technology and the infrastructure is one of the quality policies of the institution. • The college provides IT enabled teaching-learning environment in the campus round the clock. Leased web connectivity is in place to cater the students and the staff through Wi Fi connectivity. • In 2017, internet bandwidth speed was of 50 Mbps and it has been upgraded to 100Mbps. During the last academic year 2023-24, the internet bandwidth has been upgraded to 300 Mbps. 75% of the desktops on campus have been upgraded from Pentium IV and Intel Core2Duo. This is in tandem with the need of the hour to ensure that the teaching-learning process is fruitful and effectual. • The monitors have been supplanted with LCDs/CRTs that ensure vision comfort especially to extensive usage by the students, faculty members as well as staff members.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for additional information | <a href="http://www.iimchyderabad.com/ComputerLab.html">http://www.iimchyderabad.com/ComputerLab.html</a> |

**4.3.2 - Number of Computers**

157

| File Description                  | Documents                 |
|-----------------------------------|---------------------------|
| Upload any additional information | <a href="#">View File</a> |
| Student – computer ratio          | <a href="#">View File</a> |

**4.3.3 - Bandwidth of internet connection in the Institution**

A. ? 50MBPS

| File Description   | Documents                 |
|--|---------------------------|
| Upload any additional Information  | <a href="#">View File</a> |
| Details of available bandwidth of internet connection in the Institution | <a href="#">View File</a> |

**4.4 - Maintenance of Campus Infrastructure****4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)****4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)**

127.8

| File Description  | Documents                 |
|---|---------------------------|
| Upload any additional information   | <a href="#">View File</a> |
| Audited statements of accounts.   | <a href="#">View File</a> |
| Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates) | <a href="#">View File</a> |

4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.

There are established systems and procedures for maintaining and utilizing physical, academic and support facilities such as laboratory, sports complex, computers, classrooms etc. in the institute. Laboratories: Each laboratory has a Faculty member as lab- in- charge assisted by a Programmer. Lab in-charge is responsible to maintain and upgradethe laboratory with necessary equipment from time to time to cope with change in the syllabus. Stock verification (Physical Verification) is carried out to verify working/nonworking/missing equipment etc. Preventive maintenance and performance monitoring is carried out. Every Lab programmer keeps the record of utilization of equipment, computers and other required material for experiments. Lab Assistants under the supervision of the Head, Dept. of Computer Science, maintain the efficiency of the college computers and accessories. Library: Lecturer in Library Sciencewith supporting staff has been appointed to maintain the library. At end of the Academic year, stock verification is done. Lecturer in Library Sciencewill prepare the report on the same and utilization of books by the students and staff. Procurement of books as per the requirement is initiated through library committee by inviting the requirement of books from various departments.

| File Description                      | Documents   |
|---------------------------------------|---|
| Upload any additional information     | <a href="#">View File</a>   |
| Paste link for additional information | <a href="http://www.iimchyderabad.com/ComputerLab.html">http://www.iimchyderabad.com/ComputerLab.html</a> |

## STUDENT SUPPORT AND PROGRESSION

### 5.1 - Student Support

### 5.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

#### 5.1.1.1 - Number of students benefited by scholarships and free ships provided by the Government during the year

0

| File Description   | Documents                 |
|--|---------------------------|
| Upload self attested letter with the list of students sanctioned scholarship   | <a href="#">View File</a> |
| Upload any additional information  | <a href="#">View File</a> |
| Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template) | <a href="#">View File</a> |

### 5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year

#### 5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year

504

| File Description   | Documents                 |
|--|---------------------------|
| Upload any additional information  | <a href="#">View File</a> |
| Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template) | <a href="#">View File</a> |

**5.1.3 - Capacity building and skills enhancement initiatives taken by the institution include the following: Soft skills Language and communication skills Life skills (Yoga, physical fitness, health and hygiene) ICT/computing skills**

**A. All of the above**



| File Description  | Documents   |
|---|---|
| Link to institutional website   | <a href="https://www.iimchyderabad.com/Capacity%20building%20skills2023-24.pdf">https://www.iimchyderabad.com/Capacity%20building%20skills2023-24.pdf</a> |
| Any additional information  | <a href="#">View File</a>   |
| Details of capability building and skills enhancement initiatives (Data Template) | <a href="#">View File</a>   |

**5.1.4 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year**

3393

**5.1.4.1 - Number of students benefitted by guidance for competitive examinations and career counseling offered by the institution during the year**

3393

| File Description   | Documents                 |
|--|---------------------------|
| Any additional information   | <a href="#">View File</a> |
| Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template) | <a href="#">View File</a> |

**5.1.5 - The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases Implementation of guidelines of statutory/regulatory bodies Organization wide awareness and undertakings on policies with zero tolerance Mechanisms for submission of online/offline students' grievances Timely redressal of the grievances through appropriate committees**

**B. Any 3 of the above**

| File Description   | Documents                 |
|--|---------------------------|
| Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee | <a href="#">View File</a> |
| Upload any additional information  | <a href="#">View File</a> |
| Details of student grievances including sexual harassment and ragging cases  | <a href="#">View File</a> |

## 5.2 - Student Progression

### 5.2.1 - Number of placement of outgoing students during the year

#### 5.2.1.1 - Number of outgoing students placed during the year

92

| File Description                      | Documents                 |
|---------------------------------------|---------------------------|
| Self-attested list of students placed | <a href="#">View File</a> |
| Upload any additional information     | <a href="#">View File</a> |

### 5.2.2 - Number of students progressing to higher education during the year

#### 5.2.2.1 - Number of outgoing student progression to higher education

56

| File Description                                   | Documents                 |
|--|---------------------------|
| Upload supporting data for student/alumni          | <a href="#">View File</a> |
| Any additional information                         | <a href="#">View File</a> |
| Details of student progression to higher education | <a href="#">View File</a> |

### 5.2.3 - Number of students qualifying in state/national/ international level examinations during the year (eg: JAM/CLAT/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations)

#### 5.2.3.1 - Number of students qualifying in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State

**government examinations) during the year**

33

| File Description                    | Documents                 |
|-------------------------------------|---------------------------|
| Upload supporting data for the same | <a href="#">View File</a> |
| Any additional information          | <a href="#">View File</a> |

**5.3 - Student Participation and Activities****5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year****5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.**

33

| File Description   | Documents                 |
|--|---------------------------|
| e-copies of award letters and certificates   | <a href="#">View File</a> |
| Any additional information   | <a href="#">View File</a> |
| Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template) | <a href="#">View File</a> |

5.3.2 - Institution facilitates students' representation and engagement in various administrative, co-curricular and extracurricular activities (student council/ students representation on various bodies as per established processes and norms )

Students play a vital role in the educational institutions. They contribute towards institutional growth on a large scale. The laurels and the achievements brought by the students elevate the college to a greater height. Utilization of the support and ideas of the students is the paramount requirement for the prosperity and well-being of the institute. Student Council: We constitute Student Council program wise, i.e., B.Com, B.B.A. and B.Sc. The members are elected through voting. The Council members are the voice to vocalise the decisions of the Management to the students and viceversa. Student Clubs: We have student clubs at each

department level, viz., "Arthayuktha" - Commerce Club, "Innovators' Club - Business Administration Club, "The Communicator" - English Club, "Jignyasa" - Science Club and Language Club. The department organize various activities through these clubs. Each club is run by the students. Students share their ideas in the club meeting and make proposal to organize an event. Literary & Cultural Activities: The Literary & Cultural Committee of our college encourages students to participate in various inter and intra-collegiate activities. Students have a strong representation in all the events and programs organized by this committee. NSS and NCC: Institute has set up NSS and NCC, to sensitize students towards societal issues and community services, activities of which is mainly carried out by the students.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimchyderabad.com/StudentCouncil.html">http://www.iimchyderabad.com/StudentCouncil.html</a> |
| Upload any additional information     | <a href="#">View File</a>   |

### 5.3.3 - Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions)

#### 5.3.3.1 - Number of sports and cultural events/competitions in which students of the Institution participated during the year

47

| File Description  | Documents                 |
|---|---------------------------|
| Report of the event   | <a href="#">View File</a> |
| Upload any additional information   | <a href="#">View File</a> |
| Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions) (Data Template) | <a href="#">View File</a> |

### 5.4 - Alumni Engagement

5.4.1 - There is a registered Alumni Association that contributes significantly to the development

of the institution through financial and/or other support services

There is an Alumni association that believes in creating and maintaining association with its alumni. It provides an interface for establishing a link between the alumni, staff, and students of the institute. Indian Institute of Management and Commerce alumni are currently working at various positions all over the globe, proving their mettle in all spheres of Commerce, Management and Sciences. While rejuvenating the memories of the college, a network of old students was achieved. Today, it is the backbone of the institution. The institution rests on the rich history of the student's success and glory. Association regularly meets and interacts with the college. It is the flag bearer of the developments in the institution. The Alumni organizes lectures on personality development. The alumni has expanded and strengthened with new enrolments. The alumni appears for various activities and their suggestions are taken into account.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimchderabad.com/Alumni.pdf">http://www.iimchderabad.com/Alumni.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

**5.4.2 - Alumni contribution during the year (INR in Lakhs)**

**E. <1Lakhs**

| File Description                  | Documents                 |
|-----------------------------------|---------------------------|
| Upload any additional information | <a href="#">View File</a> |

## GOVERNANCE, LEADERSHIP AND MANAGEMENT

### 6.1 - Institutional Vision and Leadership

6.1.1 - The governance of the institution is reflective of and in tune with the vision and mission of the institution

#### VISION

IIMC 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 liabilities 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 programs 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 programs 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 values and professional standards among the students in order to contribute effectively towards Nation building. To help embark on a journey of intellectual transformation through diverse background. To undertake Curricular, Co-curricular and Extra-curricular activities and academic/ industry interface for the holistic development of students.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimchyderabad.com/Vision&amp;Mission.pdf">http://www.iimchyderabad.com/Vision&amp;Mission.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

6.1.2 - The effective leadership is visible in various institutional practices such as decentralization and participative management.

The College practices decentralized and participative management approach in all its activities, initiatives and decision making by involving Principal, Vice Principal, Heads of Departments, Teaching and non-teaching staff. The decentralized system is implemented in the institution and major decisions are taken by the Principal and required policies are framed for smooth functioning. At the beginning of every year, different committees are formed and entrusted with responsibilities of various activities. The Principal conducts regular meetings and address the faculty about their responsibilities. Besides, the faculty follows the instructions given by the University for Overall Development of the students. The teaching and non-teaching staff is taken into consideration as per their interest, capacity, and

experience at the time of decision making. The College encourages a culture of participative management by involving staff members in number of administrative roles. There are several committees and all faculty members are part of it.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimchderabad.com/committees2023-24.pdf">http://www.iimchderabad.com/committees2023-24.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

## 6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

IQAC unanimously defines the quality pinnacle parameters for enhancing the overall academic ambiance of the college and takes initiative in planning, implementing and reforming the various quality improvements, strategies of the college. This Cell follows the recommendations discussed in staff meetings and other stake holders' meetings. IQAC, Anti Ragging, and Internal Complaints Cell have effective representation of all the stake holders, Class Representatives, Parents, Alumni. Feedback is collected from faculty, students, parents and all stakeholders to improve the quality of the Institution. IQAC does the planning and evaluation for quality assurance in the college and organizes meeting periodically throughout the year. Every committee has liberty to prepare their plan and decide implementation strategies. The following strategic plans are effectively deployed by the stakeholders.

1. Efficient Teaching- Learning procedure 2. Effective Leadership and Participative management 3. Constant Internal Quality Assurance System 4. Ensuring effective governance 5. Student's Overall Development through Participation 6. Employees Advancement & Welfare 7. Escalating Placements 8. Proper Discipline 9. Women/Student/Faculty Grievance 10. Financial Planning & Management 11. Constant Growth in Research and Development 12. Mounting Physical Infrastructure.

| File Description                                       | Documents   |
|--|---|
| Strategic Plan and deployment documents on the website | <a href="#">View File</a>   |
| Paste link for additional information                  | <a href="https://www.iimchyderabad.com/InstitutionalCalendar2023-24.pdf">https://www.iimchyderabad.com/InstitutionalCalendar2023-24.pdf</a> |
| Upload any additional information                      | <a href="#">View File</a>   |

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

Being an affiliated college, the Institution has to follow the rules and regulations decided by the University. At the same time being a HEI, the institution is bound to follow the rules of the TSCHE and the UGC. The Institution has a Governing Body. It is a Policy making body of the Institution, which meets frequently and discusses the agenda prepared by the Principal. It reviews the performance of the institution and decisions taken in the previous meeting and also approves the policy decisions. All new proposals are discussed and decisions are taken. Being the head of the Institution, the Principal is responsible for all the academic and administrative activities of the Institution. In the absence of the principal, two Vice-Principals are given charge to run the Institution. A number of committees are formed for academic, administrative, co-curricular, sports and extension activities. In all these committees, there is a Convener and Co-Convener(s). Some other important administrative committees are Admission Committee, Time Table Committee, Examination Committee etc. The Institution has to follow the rules and regulations regarding appointment and service set by the University, the State Government and the UGC. The recruitment of academic staff is done, as per the requirement.

| File Description                              | Documents   |
|---|---|
| Paste link for additional information         | <a href="https://www.iimchyderabad.com/board.html">https://www.iimchyderabad.com/board.html</a>                               |
| Link to Organogram of the Institution webpage | <a href="http://www.iimchyderabad.com/Organogram%20of%20IIMC.pdf">http://www.iimchyderabad.com/Organogram%20of%20IIMC.pdf</a> |
| Upload any additional information             | <a href="#">View File</a>   |



| <b>6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination</b>  | <b>B. Any 3 of the above</b> |
|--|------------------------------|
| File Description   | Documents                    |
| ERP (Enterprise Resource Planning)Document   | <a href="#">View File</a>    |
| Screen shots of user interfaces  | <a href="#">View File</a>    |
| Any additional information   | <a href="#">View File</a>    |
| Details of implementation of e-governance in areas of operation, Administration etc (Data Template)  | <a href="#">View File</a>    |
| <b>6.3 - Faculty Empowerment Strategies</b>  |                              |
| 6.3.1 - The institution has effective welfare measures for teaching and non- teaching staff  |                              |
| <p>Our Management is magnanimous in implementing certain welfare measures to the faculty and non-teaching staff.</p> <p><b>Welfare Measures for the Teaching Staff:</b></p> <p>1. Onduty facility to the Staff for attending NET/SET/Ph.D.admissions/examinations. 2. Health Insurance to Staff, their Spouse and children Financial Assistance for Staff Children Education. 3. Maternity Leave, Providing EPF and ESI facility 4. Incentives for Dassera and Diwali Festivals 5. Incentives for Articles publication in UGC/Scopus &amp; International Peer Reviewed Journals 6. Incentives for Text Books writing 7. Incentives for Ph.D work 8. Crackers, Sweet Boxes distribution for Diwali Festival 9. Leave Encashment 10. Financial assistance for chronic (disease) treatments 11. Interest free loans for purchasing vehicles/to meet their requirements.</p> <p><b>Non- Teaching Staff:</b></p> <p>1. Health Insurance to Staff and their Family 2. Financial Assistance for Education to Staff Children 3. Maternity Leave 4. Providing EPF facility 5. Providing ESI facility 6. Incentives for Dassera and Diwali Festivals 7. Crackers Sweet Boxes distribution for Diwali Festival 8. Providing Dresses to the staff 9. Leave Encashment Financial assistance for chronic</p> |                              |

diseasetreatments 10. Interest free loans for purchase of vehicles/to meet their requirements.

The performance of each employee is assessed annually after completion of one year of service. The objective is not only to evaluate the performance as per established norms, but also to identify potential aspects for improvement that can eventually lead to further progress and growth of the employee.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.iimchyderabad.com/StaffWelfareMeasures.pdf">https://www.iimchyderabad.com/StaffWelfareMeasures.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

### **6.3.2 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year**

#### **6.3.2.1 - Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the year**

02

| File Description  | Documents                 |
|---|---------------------------|
| Upload any additional information   | <a href="#">View File</a> |
| Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template) | <a href="#">View File</a> |

### **6.3.3 - Number of professional development /administrative training programs organized by the institution for teaching and non-teaching staff during the year**

#### **6.3.3.1 - Total number of professional development /administrative training Programmes organized by the institution for teaching and non teaching staff during the year**

04

| File Description   | Documents                 |
|--|---------------------------|
| Reports of the Human Resource Development Centres (UGCASC or other relevant centres).  | <a href="#">View File</a> |
| Reports of Academic Staff College or similar centers   | <a href="#">View File</a> |
| Upload any additional information  | <a href="#">View File</a> |
| Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template) | <a href="#">View File</a> |

### 6.3.4 - Number of teachers undergoing online/face-to-face Faculty development Programmes (FDP) during the year (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course etc.)

#### 6.3.4.1 - Total number of teachers attending professional development Programmes viz., Orientation / Induction Programme, Refresher Course, Short Term Course during the year

30

| File Description  | Documents                 |
|---|---------------------------|
| IQAC report summary   | <a href="#">View File</a> |
| Reports of the Human Resource Development Centres (UGCASC or other relevant centers)              | <a href="#">View File</a> |
| Upload any additional information   | <a href="#">View File</a> |
| Details of teachers attending professional development programmes during the year (Data Template) | <a href="#">View File</a> |

### 6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

#### PERFORMANCE APPRAISAL SYSTEM

The performance of each employee is assessed annually after completion of one year of service. The objective is not only

to evaluate the performance as per established norms, but also to identify potential aspects for improvement that can eventually lead to further progress and growth of the employee. Each faculty member has the opportunity to self-appraise their efforts towards teaching learning and evaluation related activities; co-curricular; extension; professional development related activities, research and academic contribution. The self-appraisal also enables administrative and non-teaching staff members to evaluate their work priorities and performance versus the vision and mission of the college.

The salient features of the Performance Appraisal System are as follows:

#### Faculty:

The performance of each faculty member is assessed according to the Annual Self-Assessment for the Performance based Appraisal System. The institute undertakes a wide range of activities besides academics, for which faculty members are assigned additional duties and responsibilities, which are mostly voluntary. The Institute accords appropriate weightage for these contributions in their overall assessment. The PAS proforma filled by the Faculty Member is checked and verified by the Vice-Principals, Principal and the Management.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimchyderabad.com/Faculty%20Appraisal%20Form.pdf">http://www.iimchyderabad.com/Faculty%20Appraisal%20Form.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

## 6.4 - Financial Management and Resource Mobilization

6.4.1 - Institution conducts internal and external financial audits regularly Enumerate the various internal and external financial audits carried out during the year with the mechanism for settling audit objections within a maximum of 200 words

The institution follows internal and external financial audits. Two firms are engaged for conducting internal and external audits. Internal Audit: Internal Audit is conducted monthly. The auditors scrupulously examine the vouchers, ledgers and other statements. The queries are clarified through verification of accounts and respective documentary evidences. The record of internal audits report is maintained. External Audit: The external

audit is conducted at the end of the financial year. The external auditor visits the institution and conducts audit as per the statutory requirements. External auditor verifies the required vouchers, accounts and documents as per the norms of various statutory bodies. After obtaining the certificate, the accounts are finalized and returns are filed on time. Note: The college is using Tally package for maintenance of accounts. We are also using TDSMAN Software for income tax deductions quarterly/ annual for TDS deduction purpose.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="http://www.iimchyderabad.com/6.4%20Audit%20Mechanism.pdf">http://www.iimchyderabad.com/6.4%20Audit%20Mechanism.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

#### 6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers during the year (not covered in Criterion III)

##### 6.4.2.1 - Total Grants received from non-government bodies, individuals, Philanthropers during the year (INR in Lakhs)

0

| File Description  | Documents                 |
|---|---------------------------|
| Annual statements of accounts   | <a href="#">View File</a> |
| Any additional information  | <a href="#">View File</a> |
| Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template) | <a href="#">View File</a> |

#### 6.4.3 - Institutional strategies for mobilization of funds and the optimal utilization of resources

The main aim of resource mobilisation and optimal utilisation of resources is to put the institution on bench mark in tune with quality teaching and unique growth of students. The internal resource generation is coming in the form of Academic Receipts(college fee). The College has its own limitation to increase the college fee and other service charges on the students. All the major financial decisions are taken by the Institute's Governing Body(GB).

**Optimum utilization of funds:**

Adequate funds are utilized for effective teaching-learning practices that include Orientation Programmes, Workshops, Inter-disciplinary activities, training programmes, Refresher Courses that ensures quality education. Budget is utilized to meet day to day operational and administrative expenses and maintenance of fixed assets. Enhancement of library facilities needs to augment learning practices and accordingly requisite funds are utilized every year. Adequate funds are utilized for development and maintenance of infrastructure of the college. Some funds are utilized for social service activities as part of social responsibilities through NCC and NSS. The payment is released after delivery of the respective goods. It is done as per the terms and conditions mentioned in Purchase order. All transactions have transparency through bills and vouchers. The bill payments are passed after testing & verification of items. Only authorized persons operate the transaction through bank. The Financial audit is conducted by chartered accountant every financial year to verify the compliance. Transparency and accountability is ensured by conducting an annual audit of the statements.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.iimchyderabad.com/6.4%20Audit%20Mechanism.pdf">https://www.iimchyderabad.com/6.4%20Audit%20Mechanism.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

**6.5 - Internal Quality Assurance System**

6.5.1 - Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes

Two Day FDP on " AI - Assisted Scientific Writing and Publishing" was organized by Department of Business Administration on 21 st and 22 nd August 2023 from 2 PM to 5 PM . Dr K S Sowmiya Rani, Editor, Editage, Coimbatore had resourced the faculty and research scholars about the various research related and application of AI in research contents. 71 participants had taken active part in this FDP. Several AI tools like R Discovery, elicit, paperpal, Zotero, Litmaps, Jasper, Inciteful, Sourcely, Consensus, Semantic Scholar etc were discussed in detail with hands on practice on systems. The participants felt very happy and glad to attend the programme as it had created a basic

awareness about AI tools application in the research.

A National Conference was conducted on G 20 Summit: Role of Shaping Global Governance by the Conferences & Symposia Committee on 25th Nov 2023 in the college auditorium. Total 25 research papers from the Faculty, students, Research Scholars and Business experts on various themes such as Impact of Tourism, Spiritual Tourism, Climate Anxiety, Women-led Development, Healthcare through AI, Agriculture reforms, Digital Public Infra structure, Energy consumption, International Trade and its complexities and a Case study on Economic Inclusion and Sustainability of Peruvian farmers. The research papers were presented by the paper presenters during the two Technical sessions.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.iimchyderabad.com/Conf%20&amp;%20Symposium%20Report%202023-24.pdf">https://www.iimchyderabad.com/Conf%20&amp;%20Symposium%20Report%202023-24.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

6.5.2 - The institution reviews its teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals through IQAC set up as per norms and recorded the incremental improvement in various activities

Regularly evaluating teaching, learning, and operational practices is essential for maintaining quality standards. This process includes reviewing the curriculum, instructional methods, assessment techniques, and other elements of the educational experience to pinpoint opportunities for enhancement.

The attendance of the students has been updated regularly to their parents every day after the completion of the first hour through SMS.

By documenting incremental improvements across different activities, institutions can monitor their progress and consistently elevate the quality of education they offer. This approach not only boosts student learning outcomes but also better equips them for their future careers.

In summary, an effective Internal Quality Assurance Cell (IQAC) plays a vital role in upholding high educational standards and delivering significant value to students.

Execution of mini projects, videos, online certification, and encouraging both bright and weak students are some effective strategies for improving the quality of education in the institution. The bright students are always encouraged by giving a cash reward for getting a good CGPA in final exams as per the norms of the institution. Also, the weak students are given more attention and provided with remedial classes to make them more interactive to address their challenges in learning.

Students are continuously provided with numerous opportunities of attending guest lectures, industrial visits, academic competitions, encouraging for attending talent tests/quizzes etc. in their respective area so as to provide holistic development.

| File Description                      | Documents   |
|---------------------------------------|---|
| Paste link for additional information | <a href="https://www.iimchyderabad.com/SOP-Teaching-Learning.pdf">https://www.iimchyderabad.com/SOP-Teaching-Learning.pdf</a> |
| Upload any additional information     | <a href="#">View File</a>   |

**6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

A. All of the above

| File Description   | Documents   |
|--|---|
| Paste web link of Annual reports of Institution                                    | <a href="http://www.iimchyderabad.com/AnnualReports/2023-2024.pdf">http://www.iimchyderabad.com/AnnualReports/2023-2024.pdf</a> |
| Upload e-copies of the accreditations and certifications                           | <a href="#">View File</a>   |
| Upload any additional information  | <a href="#">View File</a>   |
| Upload details of Quality assurance initiatives of the institution (Data Template) | <a href="#">View File</a>   |



**INSTITUTIONAL VALUES AND BEST PRACTICES****7.1 - Institutional Values and Social Responsibilities****7.1.1 - Measures initiated by the Institution for the promotion of gender equity during the year**

Gender equality is one of the key challenges faced by society today. The institute conducts regular gender equity promotion programs. Guest speakers are invited to speak on the topic, which highlights the importance and role of women in the development of the society. The institution is very keen on identifying the desires aspirations of the new generation and the measures to enrich the abilities and professional skills of both boys and girls, without any discrimination. The institution accords utmost priority to the safety and security of not only the students but also of the staff, and ensures a foolproof vigilant system so that every student, especially girl students, will feel secured and protected to pursue their educational endeavours. To have a hawk eye, the institution installed CC (Close Circuit) cameras at key places in the campus and also in all the class rooms for a round the clock vigilance. The institution has different committees such as Anti - Ragging Committee, Students Grievance Committee and Discipline Committee which are on heels to provide quick relief to the students and to ensure the maintenance of decent and moral atmosphere within the campus. The Women Empowerment Cell- Ujjwala, invites the advocates and personnel from Police department (SHE Teams), and organizes numerous programs to enlighten the girls on cybercrimes and the defence mechanisms against these crimes.

| File Description   | Documents   |
|--|---|
| Annual gender sensitization action plan  | <a href="https://www.iimchyderabad.com/GenderEquityPolicy.pdf">https://www.iimchyderabad.com/GenderEquityPolicy.pdf</a> |
| Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information | <a href="#">a. Safety &amp; Security</a> <a href="#">b. Counseling</a> <a href="#">c. Common Rooms</a>                  |

**7.1.2 - The Institution has facilities for alternate sources of energy and energy**

C. Any 2 of the above

**conservation measures Solar energy  
Biogas plant Wheeling to the Grid Sensor-  
based energy conservation Use of LED bulbs/  
power efficient equipment**

| File Description               | Documents                 |
|--------------------------------|---------------------------|
| Geo tagged Photographs         | <a href="#">View File</a> |
| Any other relevant information | <a href="#">View File</a> |

7.1.3 - Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 200 words) Solid waste management Liquid waste management Biomedical waste management E-waste management Waste recycling system Hazardous chemicals and radioactive waste management

College adopts almost paperless correspondence by digitalizing office procedures through WhatsApp, SMS, emails, etc., These practices reduce paper usage, thus reducing carbon emissions. The usage of one-side printed paper is encouraged in sending printed drafts before making a final document, which reduces paper wastage and pollution. Electronic/ Electrical gadgets are repaired for minor defects by the technicians to ensure its optimum utilization. Campus is free from any kind of radioactive waste. There is no system of waste recycling in the college. The institute has given away the old news papers, magazines for recycling to Well being Out of Waste (WoW), an initiative of ITC Ltd., delivered white papers for our usage. There is rain water harvesting pit in the campus. The college is providing dustbins in all the classrooms and at different departments. Every day the waste is collected at source in bins and disposed of through GHMC vehicle. It was stressed that we should avoid plastic bags to the best possible extent in the campus and should use the utensils made up of either glass or metal. The scrap in the college will be given to ITC in exchange of A-4 size paper bundles.

| File Description  | Documents  |
|---|--|
| Relevant documents like agreements/MoUs with Government and other approved agencies | <a href="#">View File</a>  |
| Geo tagged photographs of the facilities  | <a href="http://www.iimchyderabad.com/SolidWasteManagement.pdf">www.iimchyderabad.com/SolidWasteManagement.pdf</a> |
| Any other relevant information  | <a href="#">View File</a>  |

|   |                              |
|---|------------------------------|
| <b>7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting<br/>Bore well /Open well recharge Construction of tanks and bunds Waste water recycling<br/>Maintenance of water bodies and distribution system in the campus</b>  | <b>C. Any 2 of the above</b> |
| <b>File Description</b>   | <b>Documents</b>             |
| Geo tagged photographs / videos of the facilities   | <a href="#">View File</a>    |
| Any other relevant information  | <a href="#">View File</a>    |
| <b>7.1.5 - Green campus initiatives include</b>   |                              |
| <b>7.1.5.1 - The institutional initiatives for greening the campus are as follows:</b> <ol style="list-style-type: none"> <li><b>1.Restricted entry of automobiles</b></li> <li><b>2. Use of Bicycles/ Battery powered vehicles</b></li> <li><b>3.Pedestrian Friendly pathways</b></li> <li><b>4.Ban on use of Plastic</b></li> <li><b>5.landscaping with trees and plants</b></li> </ol> | <b>C. Any 2 of the above</b> |
| <b>File Description</b>   | <b>Documents</b>             |
| Geo tagged photos / videos of the facilities  | <a href="#">View File</a>    |
| Any other relevant documents  | <a href="#">View File</a>    |
| <b>7.1.6 - Quality audits on environment and energy are regularly undertaken by the institution</b>   |                              |
| <b>7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit 3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities</b>  | <b>C. Any 2 of the above</b> |
|   |                              |

| File Description  | Documents                 |
|---|---------------------------|
| Reports on environment and energy audits submitted by the auditing agency | <a href="#">View File</a> |
| Certification by the auditing agency                                      | <a href="#">View File</a> |
| Certificates of the awards received                                       | <a href="#">View File</a> |
| Any other relevant information  | <a href="#">View File</a> |

**7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment**

**5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading**

**C. Any 2 of the above**

| File Description   | Documents                 |
|--|---------------------------|
| Geo tagged photographs / videos of the facilities                        | <a href="#">View File</a> |
| Policy documents and information brochures on the support to be provided | <a href="#">View File</a> |
| Details of the Software procured for providing the assistance            | <a href="#">View File</a> |
| Any other relevant information   | <a href="#">View File</a> |

7.1.8 - Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and other diversities (within 200 words).

**DATE**

**EVENTS & FESTIVALS**

**21/06/2023**

International Yoga Day

26/07/2023

Kargil Vijay Diwas

12/08/2023

International Youth Day

14/08/2023

Mera Bharat Mahan

15/08/2023

Independence Day Celebrations

15/08/2023

Thiranga Rally

17/08/2023

Distribution of House-Hold Necessities of flood victims

28/08/2023

Voters Awareness Program

29/08/2023

Sravana Lakshmi Pooja

29/08/2023

National Sports Day

11/09/2023

Teachers' Day Celebrations

13/09/2023

Blood Donation Camp

16/09/2023

Distribution of Clay Ganesh Idols

23/09/2023

Meri Maati Meri Desh

25/09/2023

Voice 4 Girls Orientation

2/10/2023

Swach Pahwada and Swachhta Awareness

3/10/2023

A Guest Lecturer on "Rain Water Harvesting"

10/10/2023 & 11/10/2023

Yuva G-20 Summit

17/10/2023

Bathukamma Sambaralu

31/10/2023

National Unity Day

25/11/2023

National Conference on G-20 Summit

26/11/2023

NCC Day

2/12/2023

Karthika Sahasra Deepotsavam

10/01/2023 & 11/01/2024

**Sambarala Sankranthi**

**12/01/2024**

**National Youth Day**

**18/01/2024**

**Army Day**

**22/01/2024**

**Samskruthi**

**26/01/2024**

**Republic Day Celebrations**

**27/01/2024**

**National Voters day**

**30/01/2024**

**Martyr's Day**

**21/02/2024**

**Bharat Rang Mahotsav**

**13/03/2024**

**Women's Day celebrations**

**27/03/2024**

**Visit to Satish Dhawan Space Center, ISRO**

**20/04/2024**

**Seetha Rama Kalyanam**

**22/04/2024**

**Child Awareness**

24/04/2024

Voter Awareness Program

17&amp;18/05/2024

National Conference on Global Opportunities through Holistic Development in Education, Technology and Research.

| File Description   | Documents                 |
|--|---------------------------|
| Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution) | <a href="#">View File</a> |
| Any other relevant information   | <a href="#">View File</a> |

7.1.9 - Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens

As responsible citizens of the country, the students are motivated to take part in various activities of the college. Induction of the students: The college establishes policies that reflect core values. Code of conduct/ethics is prepared for students, staff and everyone should obey the rules. Students are made aware about the code of ethics, human values, rights, duties and responsibilities. College Assembly: Singing of national song and national anthem in the campus every day by the staff and students, to bring a feeling of patriotism among all is practiced before starting the daily chores. Celebration of National festivals: Every year Institute celebrates Republic Day and Independence Day on January 26, and August 15 respectively. The celebration is attended by Students, Teaching and Non-teaching Staff, Invitees, guests. Flag hoisting with National anthem followed by distribution of sweets has been the regular decorum of the programme. Blood Donation Camp: Every year institute organizes blood donation camp in association with Vasavi Club, Hyderabad. The students are sensitized on the importance of the activity and are encouraged to participate insaving the life.



| File Description   | Documents                 |
|--|---------------------------|
| Details of activities that inculcate values; necessary to render students in to responsible citizens | <a href="#">View File</a> |
| Any other relevant information   | <a href="#">View File</a> |

|   |                              |
|---|------------------------------|
| <b>7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized</b> | <b>B. Any 3 of the above</b> |
|---|------------------------------|

| File Description   | Documents                 |
|--|---------------------------|
| Code of ethics policy document   | <a href="#">View File</a> |
| Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims | <a href="#">View File</a> |
| Any other relevant information   | <a href="#">View File</a> |

7.1.11 - Institution celebrates / organizes national and international commemorative days, events and festivals

**DATE**

**EVENTS & FESTIVALS**

**21/06/2023**

**International Yoga Day**

**26/07/2023**

Kargil Vijay Diwas

12/08/2023

International Youth Day

14/08/2023

Mera Bharat Mahan

15/08/2023

Independence Day Celebrations

15/08/2023

Thiranga Rally

17/08/2023

Distribution of House-Hold Necessities of flood victims

28/08/2023

Voters Awareness Program

29/08/2023

Sravana Lakshmi Pooja

29/08/2023

National Sports Day

11/09/2023

Teachers' Day Celebrations

13/09/2023

Blood Donation Camp

16/09/2023

Distribution of Clay Ganesh Idols

23/09/2023

Meri Maati Meri Desh

25/09/2023

Voice 4 Girls Orientation

2/10/2023

Swach Pahwada and Swachhta Awareness

3/10/2023

A Guest Lecturer on "Rain Water Harvesting"

10/10/2023 & 11/10/2023

Yuva G-20 Summit

17/10/2023

Bathukamma Sambaralu

31/10/2023

National Unity Day

25/11/2023

National Conference on G-20 Summit

26/11/2023

NCC Day

2/12/2023

Karthika Sahasra Deepotsavam

10/01/2023 & 11/01/2024

Sambarala Sankranthi

12/01/2024

National Youth Day

18/01/2024

Army Day

22/01/2024

Samskruthi

26/01/2024

Republic Day Celebrations

27/01/2024

National Voters day

30/01/2024

Martyr's Day

21/02/2024

Bharat Rang Mahotsav

13/03/2024

Women's Day celebrations

27/03/2024

Visit to Satish Dhawan Space Center, ISRO

20/04/2024

Seetha Rama Kalyanam

22/04/2024

Child Awareness

24/04/2024

Voter Awareness Program

17&amp;18/05/2024

National Conference on Global Opportunities through Holistic Development in Education, Technology and Research.

| File Description  | Documents                 |
|---|---------------------------|
| Annual report of the celebrations and commemorative events for the last (During the year) | <a href="#">View File</a> |
| Geo tagged photographs of some of the events  | <a href="#">View File</a> |
| Any other relevant information  | <a href="#">View File</a> |

## 7.2 - Best Practices

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

### Best Practice 1 : Sending Students Attendance Daily to Parents

1. Objectives: To ensure about the students' regularity and attendance with the parents.
2. Practice: Every day, during 1st hour, absentee numbers will be collected from all the classes ( Course Wise & Section wise) on the sheets provided by the office. Absent message will be sent to the parents of the absentee students immediately by the office staff.
3. Evidence of success : Most of the parents were enquiring with the office and faculty about the attendance percentage of their wards. Also, the attendance percentage was improved after the practice is started.
4. Problems Encountered: No major problems were encountered in this process.

### Best Practice 2 : ISO 9001:2015 Certification

1. Objectives : ISO Certification for Education industry helps the educational institutions, schools, and colleges to enhance their management system by intensifying their reputation in the field of education.

2. Context : ISO certifications will help them to sustain the quality policy and enhance them from time to time.
3. Evidence of Success :. The success or enhancement of quality can be seen in documentation of policies and procedures, Improved Governance and Leadership, Enhanced Teaching and learning outcomes, External recognition, Reduction of Non-Conformities etc.
4. Problems encountered: No major problems have been encountered in during this process.

| File Description                             | Documents                 |
|--|---------------------------|
| Best practices in the Institutional web site | <a href="#">View File</a> |
| Any other relevant information               | <a href="#">View File</a> |

### 7.3 - Institutional Distinctiveness

7.3.1 - Portray the performance of the Institution in one area distinctive to its priority and thrust within 200 words

A National Conference was conducted on G 20 Summit: Role of Shaping Global Governance by the Conferences & Symposia Committee on 25th Nov 2023 in the college auditorium. Total 25 research papers from the Faculty, students, Research Scholars and Business experts on various themes such as Impact of Tourism, Spiritual Tourism, Climate Anxiety, Women-led Development, Healthcare through AI, Agriculture reforms, Digital Public Infra structure, Energy consumption, International Trade and its complexities and a Case study on Economic Inclusion and Sustainability of Peruvian farmers. The research papers were presented by the paper presenters during the two Technical sessions. Dr. S. Shiva Kumar, Faculty of Commerce and Mrs. K. Swapna, Faculty of Business Administration served as Rapporteurs for the Technical Sessions I & II. During the Valedictory session, the feedback was taken from the paper presenters and participants. The delegates were delighted by the hospitality, effective time management of the organizing committee and they wanted to participate in further events conducted by the institution as well.

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

7.3.2 - Plan of action for the next academic year

- Aiming for Autonomous Status by completing and uploading all prerequisite documents.
- Navigating for ISO 21001:2018 Certification tailored for educational institutions; two orientation sessions have already been conducted by the ISO trainer.
- Strengthen the Mentor-Mentee System for better academic and personal guidance.
- Promote faculty participation in Refresher Courses, Orientation Programs, and Short-Term Training Sessions.
- Encourage faculty to pursue research publication in UGC CARE and Scopus-indexed journals.
- Increase the frequency of industrial and field visits to enhance practical learning.
- Organize comprehensive Student Development Programs to foster holistic growth.
- Expand initiatives under the Institution Innovation Council (IIC) to boost entrepreneurial skills.
- Support faculty in enrolling for Ph.D. programs to advance their academic credentials.
- Plan and implement more outreach programs to engage with the community.
- Launch Green Campus initiatives to promote sustainability and environmental consciousness.
- Facilitate additional placement drives and internship opportunities to boost employability.
- Offer specialized training programs for non-teaching staff to enhance their efficiency.
- Conduct more Faculty Orientation, Development Programs, and workshops to upgrade teaching skills.
- Motivate faculty to present research at national and international conferences for wider academic exposure.
- Develop an Academia-Industry Connect (AIC) Program to bridge the gap between academic learning and industry expectations.