



# **SELF STUDY REPORT**

**FOR**

**1<sup>st</sup> CYCLE OF ACCREDITATION**

## **PES INSTITUTE OF ADVANCED MANAGEMENT STUDIES**

**PES INSTITUTE OF ADVANCED MANAGEMENT STUDIES, N H-206, SAGAR ROAD, SHIMOGA, KARNATAKA**

**577204**

**[pestrust.edu.in/pesiams/](http://pestrust.edu.in/pesiams/)**

**Submitted To**

**NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL**

**BANGALORE**

**(Draft)**

# 1. EXECUTIVE SUMMARY

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## 1.1 INTRODUCTION

### **Shivamogga – the gate way to Malnad,**

Shimoga, officially known as Shivamogga, is a city and the district headquarters in the central part of the state of Karnataka, India. The city lies on the banks of the Tunga River. Being the gateway for the hilly region of the Western Ghats, the city is popularly nicknamed as "Gateway to Malnad". It has been renamed officially as Shivamogga, meaning Shiva-Mukha or "Face of Shiva". Throughout the different eras, Shimoga has been ruled by various dynasties such as Chalukyas, Kadambas, Gangas, and Hoysals.

### **PES Trust (R), Shivamogga**

PES Trust (R) was established in the year 2007 to provide quality education to the people of the Shivamogga district in particular and Malnad region in general. It is headed by an eminent educationists such as Prof. M R Doreswamy as the Chairman, Sri B Y Raghavendra, Member of Parliament, Shivamogga, as Managing Trustee, Prof. D Jawahar as the Trustee and Treasurer, Sri B Y Vijayendra as Trustee and Joint Treasurer and Mrs. Arunadevi S Y as the Trustee and Mrs. Tejashwini as the Trustee and Mrs. Umadevi as the Chief Executive Officer, PES Trust (R).

### **PES Institute of Advanced Management Studies**

"I cannot teach anybody anything. I can only make them think" realizing the words of the Greek Philosopher Socrates that it becomes the primary obligation of an education institution to cater to the needs and aspirations of the society according to the changed circumstances and prepare the youth to meet the challenges of the global scenario. PES Institute of Advanced Management Studies (PESIAMS) is one among the six educational institutions run by PES Trust (R) . It was started in the year 2008 and offer UG & PG programs in the discipline of Commerce, Management, Science and Computer Applications. It is affiliated to Kuvempu University and recognized by Government of Karnataka. It has the approval of UGC under Section 2(f) of the UGC Act, 1956 and also recognized under All India Survey on Higher Education (AISHE). Vide Reference No. C- 17806-2019.

### **Vision**

- Creating human excellence for the global and local requirements through need and value based education.

### **Mission**

- Creating excellent infrastructure – Physical and human resources.
- Imparting holistic education focusing on employability.
- Instilling the quality in students to take up self employment.
- Enabling students to cater to the societal and national development.

- Inculcating the quality of leadership in all walks of life.
- Motivating and empowering the faculty to incessantly engage in research and innovation.

## **1.2 Strength, Weakness, Opportunity and Challenges(SWOC)**

### **Institutional Strength**

1. Energetic, resourceful and proactive management.
2. Dedicated and enthusiastic faculty and staff
3. Ideal location- lush green environment.
4. State-of-art- infrastructure – well conceived and well built.
5. Both on residential and day scholar mode.
6. Qualified, experienced and dedicated faculty and staff.
7. Effective ICT eco-system.
8. Proactive parents and students.

### **Institutional Weakness**

1. Lack of academic autonomy.
2. Lack of feeding institutions in the vicinity.
3. Shortfall of meritorious students at the entry level.
4. English language deficiency in students.
5. Economic backwardness of parents.
6. Lack of Faculty Development Programs.

### **Institutional Opportunity**

1. To start new PG & UG programs.
2. To have autonomous status.
3. To start more demanded add-on and certificate courses.
4. To set up Incubation and central research center.
5. To expand the students admissions.

### **Institutional Challenge**

1. Student's admission and revenue generation.
2. Promote experiential learning.
3. Industry institutional collaborations
4. Promotion of internship and project work
5. To develop research and innovative bent of mind among faculty and students
6. To encourage Post Doctoral Research in the Institution

## 1.3 CRITERIA WISE SUMMARY

### Curricular Aspects

The Institution is affiliated to Kuvempu University. Curriculum followed is the one that is designed, developed and revised by Kuvempu University. Besides the University delivered curriculum the Institution plans and conduct various add on / certificate courses to academic and experiential learning of students and the faculty of the Institution participate in the process of designing the curriculum. The Institution prepares Academic Calendar in the beginning of every semester. Teachers prepare lesson plans, write work diary / log books. The institution has PG & UG programs to create academic flexibility for the students. The programs are M.Com, BBA, BCA, B.Com and B.Sc. The Institution follows the system of taking feedback from stakeholders that is students, parents, alumni, employer and external experts on curriculum content; teaching-learning and evaluation; infrastructure; student support including sports and cultural activities and so on. The summary of feedback obtained would be sent to the College Development Cell of Kuvempu University for information and needful action.

### Teaching-learning and Evaluation

The basic aim of any educational institution being transfer of knowledge and helping students to achieve all round development, our faculty inculcates knowledge by following various techniques in teaching to make it informative and activity based. With modern technologies coming to their aid, LCD projectors ICT and internet facilities are being made use of by them to make class-room lectures more meaningful, sophisticated and fun-filled. Our faculty also use Google Class rooms for sharing e-learning resource apart from the regular learning resources to have uninterrupted learning process. At the same time traditional chalk and talk method is also followed. The e-learning resources also shared in the SlideShare website for free access from anywhere. While conducting courses which require technical support and laboratory usage, there is constant endeavor to make the practical learning environment effective with adequate number of computer systems and lab equipment.

The student centric curriculum and pedagogy are implemented by incorporating various value add courses in addition to the University delivered syllabus in case of all the programs conducted in the Institution. For effective teaching-learning evaluation and office administration, the Institution has created the state-of-the-art ICT eco system. The entire evaluation system followed by the Institution is in accordance with the instructions and guidelines issued by the Kuvempu University. With regard to add on / certificate courses conducted with Institution initiative, the evaluation system followed is as per the decision taken at the CGC. The Institution has created a system to assess the POs and COs by incorporating the summative and formative assessment methods. The Institution regularly encourages the faculty to participate in the Faculty Development Programs organized by the University and other academic organizations apart from the Institution on its own.

### Research, Innovations and Extension

The Institution strongly believes in research oriented approach to learning and engaging academia. To facilitate research activities in the Institution a separate Research Cell is constituted. The Cell encourages the teachers to register for Ph.D. program, motivate the teachers who have already registered to submit their thesis at the

earliest and for the teachers who have completed Ph.D. to undertake post doctoral research publications. The Cell organizes seminars, symposia, workshops and outreach programmes to instill research bent of mind among faculty and students. For promoting research activities in the Institution MOUs are entered into with the organizations like Candor Business Solutions, FICOM Engineering, Malnad Alloy Casting etc.

To promote the innovative teaching pedagogy the teachers are provided with ICT facility and the required training to effectively use the facility in their day to day teaching –learning and evaluation activities. As a result the faculty and students are attuned to the use of ICT facilities in the form of PPT presentations during seminars, conduct of webinars and preparation of learning recourses.

The Institution encourages students to participate in series of extension activities to make them aware about social issues. The extension activities of the Institution are carried out through NSS unit, YRC, and other committees in charge of respective events. The events generally special camps in the villages, presentation of skits and staging of drams, conducting Jatha or marches to create health awareness, saving girl child, importance of providing education for girls etc. in general public.

### **Infrastructure and Learning Resources**

The institution has state of the art infrastructure, the building spread across 1 acre and 13 guntas of land with greenery around, where in the students can relax and sit for group study and discussion. The building has 3 floors with spacious and well ventilated lecture halls 19 in number with eleven fitted with LCD projectors and two moveable projectors. The Institution has a separate computer lab, physics lab, seminar hall and a well built convention hall which can accommodate about 3000 students.

WIFI facility is provided in the Institution. The student-computer ratio is 10:1. Hostels facility is there on the campus for boys and girls, besides canteen facility. There is a multi gymnasium and Indoor game facility. There is an international standard cricket stadium with pavilion, synthetic tennis and basket ball courts with flood light facility. Throw ball court, volley ball court, hand ball court, kho kho court, football field and clay tennis court and 400 meters track are also available.

The Institution has a well organized library with 5484 books of 850 titles. It has the ICT facility to accommodate the digital library and library automation. Students can access about 764300 e-books and about 6000 e-journals.

### **Student Support and Progression**

The Institution serves as a full-fledged learning platform for the Malnad region. Faculty members having both industry and academic experience work committed towards the overall development of the student's through curricular, co-curricular, extra-curricular activities and social extension programmes through NSS & YRC programmes which aimed at creating leaders of tomorrow's world who will not just be successful in their individual capacities but who will in turn, contribute to and nurture the world they live in. The Institution strongly supports the all category of student by helping them to avail scholarships from governmental and non-governmental agencies.

Apart from regular courses the college offers add-on courses and certificate courses. To ensure holistic development, the Institution organizes several capability enhancement programs, workshops, industry-institute

interactions, guest talks, Inter-departmental competitions, sessions for higher studies and career counseling are also organized regularly. The Orientation program, bridge courses and remedial classes are organized to promote the learning needs of the students

The Career Development Cell set up for the students to know about their career opportunities. The efforts made are led to the successful placement in reputed companies like Wipro, Infosys, TCS, Concentrix, Perfios Software Solution Pvt. Ltd., KGPCo. Mphasis, Qspiders etc. and most of the students opted for higher studies. The Institution promotes active participation of students in cultural, sports and other allied activities. Some students are selected and awarded at state and national level competitions.

The Institution has a registered alumni association. The alumni contribute by way of sharing their experience for further enrichment of quality in teaching-learning. They also provide their feedback on the curriculum, infrastructure, placement and career developments of students.

### **Governance, Leadership and Management**

The Institution is the offspring of PES Trust (R). It was established in the year 2007 to provide quality education from Kindergarten to the Post Graduation. The Principal is the head of the Institution. The administration is decentralized and participatory management is ensured in all the activities and programs conducted to materialize the vision and missions of the Institution.

The Institution has the system of preparing academic calendar to systematically implement its strategic plan. The faculty and staff are recruited by a special recruitment committee constituted by the College Governing Council as and when needed. Efforts are made to uplift the quality of faculty and staff. For this purpose the Institution conducts various faculty development programs and evolved the mechanism of Faculty Appraisal System (FAS). The Institution is a self-financing one and hence the tuition fees charged is the prime source of revenue. It would be annually fixed and revised in the College Governing Council. In addition the management also contributes whenever needed to create new or additional infrastructure and physical facilities. The Institution has IQAC supported by various committees constituted to take care of specific program or activity.

### **Institutional Values and Best Practices**

From the view point of quality enrichment of the holistic education the Institution has created state-of-art infrastructure; recruited qualified, experienced and motivated faculty and staff. The imparting of education is taken as academic and social responsibility of individual employee and management. To ensure the quality excellence in all the activities of the Institution various initiatives are taken with regard to curriculum, pedagogy and assessment. Some of the best practices implemented in the Institution are:

- Conduct of value added courses
- Taking feedback from stakeholders
- ICT implementation in academic and administrative activities
- Experiential Learning Programs
- Faculty development programs
- Green and eco-friendly campus
- Extra learning resources

- Special coaching for slow learners and advanced learners
- Gender equity and tolerance building programs
- Mentorship programs
- Academic and Administration Audit ( AAA)
- Celebration of National festivals and dedicated days
- Yoga and meditation

Among the above programs, the Institution wishes to project AAA & Gender Equity as flagship two best practices and Experiential Learning program as the program of Institutional distinctiveness.

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## 2. PROFILE

### 2.1 BASIC INFORMATION

Name and Address of the College	
Name	PES INSTITUTE OF ADVANCED MANAGEMENT STUDIES
Address	PES Institute of Advanced Management Studies, N H-206, Sagar Road, Shimoga, Karnataka
City	Shimoga
State	Karnataka
Pin	577204
Website	<a href="http://pestrust.edu.in/pesiams/">pestrust.edu.in/pesiams/</a>

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Kasamsetty Sailatha	991-6804444	9916804444	-	principaliams@pestrust.edu.in
IQAC / CIQA coordinator	Sudharshan G M	821-7377219	9886326200	-	sudharshan@pestrust.edu.in

Status of the Institution	
Institution Status	Private and Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	
Date of establishment of the college	27-05-2008



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

State	University name	Document
Karnataka	Kuvempu University	<a href="#">View Document</a>

**Details of UGC recognition**

Under Section	Date	View Document
2f of UGC	26-11-2019	<a href="#">View Document</a>
12B of UGC		

**Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)**

Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
No contents				

**Details of autonomy**

Does the affiliating university Act provide for conferment of autonomy (as recognized by the UGC), on its affiliated colleges?	No
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**Recognitions**

Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

<b>Location and Area of Campus</b>				
<b>Campus Type</b>	<b>Address</b>	<b>Location*</b>	<b>Campus Area in Acres</b>	<b>Built up Area in sq.mts.</b>
Main campus area	PES Institute of Advanced Management Studies, N H-206, Sagar Road, Shimoga, Karnataka	Rural	1.13	4129.55

## 2.2 ACADEMIC INFORMATION

<b>Details of Programmes Offered by the College (Give Data for Current Academic year)</b>						
<b>Programme Level</b>	<b>Name of Programme/Course</b>	<b>Duration in Months</b>	<b>Entry Qualification</b>	<b>Medium of Instruction</b>	<b>Sanctioned Strength</b>	<b>No.of Students Admitted</b>
UG	BCom, Department Of Commerce And Management	36	PUC and Plus Two	English	132	126
UG	BBA, Department Of Commerce And Management	36	PUC and Plus Two	English	60	44
UG	BCA, Department Of Computer Science	36	PUC and Plus Two	English	132	132
UG	BSc, Department Of Computer Science	36	PUC and Plus Two	English	60	17
PG	MCom, Pg Department Of Commerce	24	B.Com and BBA	English	40	24

### Position Details of Faculty & Staff in the College

<b>Teaching Faculty</b>												
	<b>Professor</b>				<b>Associate Professor</b>				<b>Assistant Professor</b>			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	1				1				28			
Recruited	0	1	0	1	1	0	0	1	17	11	0	28
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	1				1				28			
Recruited	0	1	0	1	1	0	0	1	17	11	0	28
Yet to Recruit	0				0				0			

<b>Non-Teaching Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				9
Recruited	5	4	0	9
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				9
Recruited	5	4	0	9
Yet to Recruit				0

<b>Technical Staff</b>				
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Total</b>
Sanctioned by the UGC /University State Government				1
Recruited	1	0	0	1
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				1
Recruited	1	0	0	1
Yet to Recruit				0

**Qualification Details of the Teaching Staff**

<b>Permanent Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Male</b>	<b>Female</b>	<b>Others</b>	<b>Male</b>	<b>Female</b>	<b>Others</b>	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	1	0	1	0	0	2	0	0	4
M.Phil.	0	0	0	0	0	0	1	1	0	2
PG	0	0	0	0	0	0	14	10	0	24

<b>Temporary Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

<b>Part Time Teachers</b>										
<b>Highest Qualification</b>	<b>Professor</b>			<b>Associate Professor</b>			<b>Assistant Professor</b>			<b>Total</b>
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt.	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0

<b>Details of Visting/Guest Faculties</b>					
<b>Number of Visiting/Guest Faculty engaged with the college?</b>	<b>Male</b>		<b>Female</b>		<b>Total</b>
	0	0	0	0	0

**Provide the Following Details of Students Enrolled in the College During the Current Academic Year**

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	329	2	0	0	331
	Female	425	0	0	1	426
	Others	0	0	0	0	0
PG	Male	3	0	0	0	3
	Female	31	0	0	0	31
	Others	0	0	0	0	0
Certificate / Awareness	Male	23	0	0	0	23
	Female	97	0	0	0	97
	Others	0	0	0	0	0

<b>Provide the Following Details of Students admitted to the College During the last four Academic Years</b>					
<b>Programme</b>		<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>
SC	Male	11	7	10	4
	Female	9	10	5	3
	Others	0	0	0	0
ST	Male	3	1	2	0
	Female	5	3	1	1
	Others	0	0	0	0
OBC	Male	62	64	55	48
	Female	60	44	53	41
	Others	0	0	0	0
General	Male	46	46	61	32
	Female	69	85	90	70
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
<b>Total</b>		<b>265</b>	<b>260</b>	<b>277</b>	<b>199</b>

## Extended Profile

### 1 Program

#### 1.1

Number of courses offered by the Institution across all programs during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
5	4	4	4	4
File Description		Document		
Institutional data prescribed format		<a href="#">View Document</a>		

#### 1.2

Number of programs offered year-wise for last five years

2019-20	2018-19	2017-18	2016-17	2015-16
5	4	4	4	4

### 2 Students

#### 2.1

Number of students year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
713	677	642	538	536
File Description		Document		
Institutional data in prescribed format		<a href="#">View Document</a>		

#### 2.2

Number of seats earmarked for reserved category as per GOI/State Govt rule year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
200	170	170	146	148



File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>

### 2.3

#### Number of outgoing / final year students year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
238	198	202	156	179

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>

## 3 Teachers

### 3.1

#### Number of full time teachers year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
29	25	23	22	22

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>

### 3.2

#### Number of sanctioned posts year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
30	25	22	21	21

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>

## 4 Institution

### 4.1

#### Total number of classrooms and seminar halls

**Response: 20****4.2****Total Expenditure excluding salary year-wise during last five years ( INR in Lakhs)**

2019-20	2018-19	2017-18	2016-17	2015-16
127.6681258	26.798488	27.03045	20.74462	31.96274

**4.3****Number of Computers****Response: 93**

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## 4. Quality Indicator Framework(QIF)

### Criterion 1 - Curricular Aspects

#### 1.1 Curricular Planning and Implementation

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

##### Response:

PES Institute of Advanced Management Studies is an Institution affiliated to Kuvempu University and is approved by the Government of Karnataka. It is running Graduation and Post-Graduation programs. The curriculum taught is as designed and developed by the Kuvempu University. The Kuvempu University while designing the curriculum conducts subject wise workshops, which are attended by most of the faculty members of affiliated colleges. During the workshops the teachers frame the draft curriculum and deliver it to the Board of Studies (BOS) constituted by the University. The BOS after incorporating all the changes and modifications as suggested by the teachers, reframe it and submit to the Academic Council for approval. The Academic Council after detailed discussion and necessary modifications if any accords its approval and sends it to the Syndicate, the apex body of the University.

After the formal process it will be delivered to all affiliated colleges. According to the practice of the Kuvempu University, BOS while designing the curriculum takes feedback from all the stakeholders with regard to existing syllabus. In the normal course, the University revises the syllabus once in three years. Every year, the Institution after collecting and analyzing the feedback from the students, parents and alumni members sends to the College Development Cell of the University for necessary action.

The faculty members of the Institution participate in the workshops conducted for designing the curriculum in their respective subjects. Some of the faculty have also been the members of Board of Examiners and members of Academic Council in the past. In addition to the curriculum designed and delivered by the Kuvempu University, the institution has taken initiation in starting the add-on and certificate courses to supplement the syllabus prescribed by the university. The contents of the add-on and certificate courses are designed by the faculty members under the guidance of Heads of the Departments. The curriculum so designed would be placed before the College Academic Committee, wherein it finalizes the curriculum for all the add-on and certificate courses in the Institution. The College Governing Council after seeking clarification if needed would approve the curriculum, along with the financial budget needed to conduct these courses.

In addition to the above, the Institution has the practice of providing platform for students to get additional knowledge through various programs offered by different forums. The Institution conducts the guest lecturers from eminent people from academics and industry. The Institution arranges workshops, student development programs and classroom activities, which help them to enhance their knowledge beyond the prescribed curriculum set by the University. To keep the students in academic track during the lockdown period, the Institution conducted number of seminars, workshops, faculty development programs, webinars and invited talks in which students freely participated.

File Description	Document
Link for Additional information	<a href="#">View Document</a>

### 1.1.2 The institution adheres to the academic calendar including for the conduct of CIE

#### Response:

- The academic Calendar of Events (COE) of Kuvempu University includes date of commencement of the semester, last date for admission, end of semester classes, commencement of vacation, commencement of theory examinations, commencement of valuation and announcement of results.
- The Institution strictly adheres to the Calendar of Events issued by the University and prepares its Calendar of Events for all the departments which include internal assessment tests, class room activities, curricular, co-curricular, extra-curricular activities and various competitions organized under different forums.
- Internal Assessment (IA) test is an important tool to evaluate the teaching-learning process of students. The IA Marks for different courses are allocated as per the University guidelines.
- The PG Department of Commerce conducts two IA tests for 20 marks each and reduced to 10 marks. Seminar, assignment and attendance components carry 5 marks each totaling to 15 marks to arrive at final IA marks of 25.
- The UG Department of Commerce and Management conducts one IA test for 40 marks which would be reduced to 10 marks and skill development activities as prescribed by the university for 10 marks to arrive at the final IA marks of 20.
- Department of Computer Applications conducts two IA tests (Theory and Practical) for 20 marks each which are reduced to 20 marks considering average of two tests.
- Department of Bachelor of Science (Physics, Chemistry and Computer Science combination) conducts two internal assessment tests (Theory and Practical) for 20 marks each which are reduced to 10 marks considering average of two tests.
- Two internal assessment tests for languages are conducted for 20 marks each which are reduced to 20 marks considering average of two tests.
- The Institution provides additional IA test for those who missed the test for valid reasons upon written request to the principal routed through proper channel.
- The Examination Committee of the Institution follows a systematic approach in conducting the IA Tests as detailed under:
  - The dates for Internal Assessment test are included in Institution Calendar of Events which is prepared as per the directives of University.
  - The students and faculty are communicated about the dates of IA through a circular.

- Syllabus for the IA is recorded by the faculty in a register maintained and the same is announced in the class and signature of class representatives are taken therein.
- Question paper and scheme of evaluation must be submitted to the examination committee in advance and the question papers are scrutinized by the review committee to check for errors to improve the quality.
- The faculty members strictly adhere to the dates mentioned in the Calendar of Events to evaluate the answer scripts and the display of marks.

The evaluated papers are distributed to the students and proper advice is given to them for their improvement in the semester-end examination conducted by University.

The Examination Committee and the University appointed observer take the responsibility of holding the semester-end examination smoothly.

File Description	Document
Link for Additional information	<a href="#">View Document</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 last five years

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

**Response:** A. All of the above

File Description	Document
Institutional data in prescribed format	<a href="#">View Document</a>
Details of participation of teachers in various bodies/activities provided as a response to the metric	<a href="#">View Document</a>

## 1.2 Academic Flexibility

### 1.2.1 Percentage of Programmes in which Choice Based Credit System (CBCS)/ elective course system has been implemented

**Response:** 60

#### 1.2.1.1 Number of Programmes in which CBCS / Elective course system implemented.

**Response:** 3

File Description	Document
Minutes of relevant Academic Council/ BOS meetings	<a href="#">View Document</a>
Institutional data in prescribed format	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 1.2.2 Number of Add on /Certificate programs offered during the last five years

**Response:** 24

#### 1.2.2.1 How many Add on /Certificate programs are added within the last 5 years.

2019-20	2018-19	2017-18	2016-17	2015-16
8	7	5	2	2

File Description	Document
List of Add on /Certificate programs	<a href="#">View Document</a>
Brochure or any other document relating to Add on /Certificate programs	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 1.2.3 Average percentage of students enrolled in Certificate/ Add-on programs as against the total number of students during the last five years

**Response:** 69.09

#### 1.2.3.1 Number of students enrolled in subject related Certificate or Add-on programs year wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
607	543	523	327	203

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

#### Response:

The Institution strictly adhere to the Calendar of Events delivered by the University. This apart, with an intention to imbibe the additional knowledge and skill in students, the Institution conducts various activities needed from the point of view of building the quality of employability skills. The activities include special lectures, group discussions, field surveys, ICT skills, performing of street plays, presentation of skits and so on. They largely related to the curriculum and curriculum supported subjects which include professional ethics, gender equity, human values, environmental awareness and others.

The Institution has a Mythri (Internal Complaint Committee) to ensure safety of the girl students and assist the Principal in dealing with related issues. It has the practice of inviting eminent women experts to deliver special lectures and interact with students, especially with girl students to enable them think positively cutting across the gender bias system. Programs relating to women empowerment and gender equity are conducted on account of celebration of International Women's Day, Swamy Vivekananda Birth Anniversary and other dedicated Days. Special lectures and cultural programmes are generally conducted on subjects like women rights, health and hygiene, food and nutrition, self-defense and self-employment opportunities.

The Institution provides a platform for the students to think seriously on environment related issues. Efforts are being made for conservation of environment on campus. In the recent past, students enacted a street play in different parts of the city to make people aware of the need of protecting environment which received a big applause from the public. NSS unit conducts programs, focusing on clean and green environment. The students joyfully involve in Swatch Bharat Program. The unit also conducts annual special camp every year in a selected village. During this camp Swatch Gram will be one of the important themes and the students' clean roads, drainages and prominent public places including schools and religious places. Besides, they also educate the villagers on cleanliness and hygiene. Programmes like free eye check-up, health check-up, blood tests and blood donation are organized in association with reputed hospitals in the Shivamogga city by YRC & NSS units of the Institution. These units also conduct programs on first aid training and using of fire extinguishers during emergencies. Very recently the students had voluntarily involved in the distribution of Government Sponsored Free Health Check Up Cards under Ayushman Bharath programme to the people of below the poverty line (BPL) in association with PES Trust (R) which made students understand their involvement in national programmes.

There are various subjects in the curriculum itself to sensitize the students on professional ethics. Subjects like Human Resource Management, Corporate Strategy and Governance, Business Law, Business Regulation, Business Environment and Government Policy make them understand as to their role and responsibility, directly and/or indirectly, not only on professional ethics but also in their general behavior. The University curriculum has made it mandatory to study the subjects such as Environmental Science, Indian Constitution and any two languages during their first two years of degree classes.

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

### 1.3.2 Average percentage of courses that include experiential learning through project work/field work/internship during last five years

Response: 72

#### 1.3.2.1 Number of courses that include experiential learning through project work/field work/internship year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
3	3	3	3	3

File Description	Document
Programme / Curriculum/ Syllabus of the courses	<a href="#">View Document</a>
MoU's with relevant organizations for these courses, if any Average percentage of courses that include experiential learning through project work/field work/internship	<a href="#">View Document</a>
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	<a href="#">View Document</a>

### 1.3.3 Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year

Response: 25.25

#### 1.3.3.1 Number of students undertaking project work/field work / internships

Response: 180

File Description	Document
List of programmes and number of students undertaking project work/field work/ /internships	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>



## 1.4 Feedback System

**1.4.1 Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders 1) Students 2) Teachers 3) Employers 4) Alumni**

**Response:** A. All of the above

File Description	Document
URL for stakeholder feedback report	<a href="#">View Document</a>

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

1. Feedback collected, analysed and action taken and feedback available on website
2. Feedback collected, analysed and action has been taken
3. Feedback collected and analysed
4. Feedback collected
5. Feedback not collected

**Response:** A. Feedback collected, analysed and action taken and feedback available on website

File Description	Document
URL for feedback report	<a href="#">View Document</a>

## Criterion 2 - Teaching-learning and Evaluation

### 2.1 Student Enrollment and Profile

#### 2.1.1 Average Enrolment percentage (Average of last five years)

**Response:** 73.38

##### 2.1.1.1 Number of students admitted year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
265	260	277	199	220

##### 2.1.1.2 Number of sanctioned seats year wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
400	340	340	292	295

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

#### 2.1.2 Average percentage of seats filled against reserved categories (SC, ST, OBC, Divyangjan, etc. as per applicable reservation policy ) during the last five years ( exclusive of supernumerary seats)

**Response:** 72.48

##### 2.1.2.1 Number of actual students admitted from the reserved categories year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
150	129	126	97	105

File Description	Document
Average percentage of seats filled against seats reserved	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 2.2 Catering to Student Diversity

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

#### Response:

The Institution takes all possible measures to enhance the quality of students who seek admission. Student's development program begins with an orientation by the Head of the Institution and respective HODs to familiarize them with the rules and regulations of the Institution and the department. The orientation programme includes information on programme structure, attendance requirement as per university, mode of internal assessment, code of conduct, course outcome, program outcome and examination. Further, they also orient them with various **student forums** of the Institution such as Sankalpa, Synthesis, Cluster, Kalarava, Abhivyakti, **Anti-Ragging Committee, Mythri (Internal Complaint Committee), Sports Committee, NSS and YRC.**

The Institution follows learning level assessment procedure as directed by Kuvempu University. The Kuvempu University conducts examination in all the subjects for all the courses and programs. The Internal Assessment tests are conducted by the concerned subject faculty in the Institution as per the guidelines issued by the examination section of Kuvempu University. Based on the marks secured in this examination the Institution segregate them as slow learners, average learners and advanced learners. Students who secured less than 45 marks out of 100 are considered as slow learners, students who secure from 45 to 55 as average learners, above 55 as advanced learners. For the first year students, the classification is based on the marks secured in the previous PU examination and marks secured in the test of bridge course. For the slow learners, Institution organizes the remedial coaching classes to enable them to perform well in the coming examination. For the conduct of remedial coaching classes, the Institution has Timetable Committee which finalizes the timetable and methodology for coaching classes. Department of Computer Science conducts Extra Lab for the slow learners before the commencement of regular classes. The academic performance and regularity of the student is intimated to their parents through phone calls. For advanced learners the management has created a smart strategy in admission fee to encourage Meritorious Students (More you score the less you pay). **CA and CS** foundation courses are offered to **advanced learners** along with various certificate courses to Increase the Competitiveness. Management provides **book coupons** worth Rs 750/- (earlier worth Rs 500/-) for top 5 students who secure highest marks during their semester end exam. The management motivates the **Rank Holders** by felicitating them during Institution Day. Advanced learners are motivated to participate in **workshops, national, international seminars and conferences** to present papers under the guidance of faculty members. Students are also encouraged to attend various **Invited talk, management fest and competitions** organized by other Institutions. Advanced learners are involved in organizing management fest to acquaint with management and leadership skills and they are also made members of IQAC and different committees/student forums.

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Past link for additional Information	<a href="#">View Document</a>

**2.2.2 Student- Full time teacher ratio (Data for the latest completed academic year)****Response:** 25:1

File Description	Document
Any additional information	<a href="#">View Document</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****Response:**

The faculty members of our Institution have well comprehended the changing trends and have adapted the modern ways of teachings along with Innovative classroom teaching and laboratory experiment based learning. The student centered learning is implemented at different levels by Commerce, Management and Computer Science Departments to stimulate creative thinking and gift the posterity with life skills to face the real life challenges at different levels. We are providing various programs and those programs are designed by the university like experiential learning, participative learning and problem solving methodologies. For example, BCA and B.Sc. program comes under experiential learning, BBA and B. Com is participative and problem solving learning.

The following activities are conducted by Institution to make the teaching-learning process more students centric under the different forums and clubs like Sankalpa, Synthesis, Cluster, Kalarava, Abhvyakthi.

**Experiential learning**

- Industrial Visit for the Final Year Students.
- Internship for the M. Com students.
- Survey from the NSS students.
- Role Play.
- Coding for BCA students.

**Participative learning**

- Workshop.
- Guest Talk.
- Seminars.
- Paper Presentation.

**Class Activity for all the programmes.**

- Problem Solving
- Case Study.
- Projects.

- Chalk and Talk

### Details of Students Paper Presentation in Conferences

Year	No.	Student Name	Topic
2015-16	11	Rashmi H L	“Emerging innovative rural Entrepreneurship-New mantra for make in India”
		Kruthi K	“Impact of creative Industrial Growth on make in India”
		Meghana H M	
		Divya D Kajkar	
		Kavitha	“Impact of Indian manufacturing tradition on make in India”
		Bharath Kumar G	“Emerging innovation rural entrepreneurship-new mantra for make in India”
		Goutham K S D	
		D P Praveen	
		Avinash V	“Navigation issues and challenges in commerce education”
		Praveen D P	“A Study on higher education with special reference to commerce”
		Shreyas B	
		Rashmi H L	
		Rakesh Patel M P	
		Meghana H M	
		Kruthika K	“Leveraging the opportunities in industry through adding employability skill for M.Com Program
		Ranjitha P	“Empowering higher education-A study with reference to commerce & management at PG level”
		Sushmitha M Shet	
		Divya U	
		Veerasha R D	“Trends, Issues and Challenges in commerce education”
		Bhavyashree	“Relevance of commerce & management education related to higher education”
Ashwini S E			
Nivedita B			
Ranjitha R S	“Brexite and its impact on Indian higher education		
Malloji Rao M R			
2017-18	02	Kashif Sajid	“Women in Leadership”
2019-20	06	Veena R	“A study on customer awareness on Green Banking Initiatives with special reference to SBI, Shivamogga City”
		Vaishali Gujjar	

Niranjan H O	
Pragathi Joshi	“Causes and Impact of current Economic Slowdown”
Priyanka B K	“Impact of GST on Business & Industry”
Syeda Kaunain	“Higher education in India: Issues, Challenges & Suggestions”
Samantha P R	Higher education in India: Is it really getting upgraded?
Sowmya A S	“A role of digital library in higher education its future perspective and challenges”

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Link for additional information	<a href="#">View Document</a>

### 2.3.2 Teachers use ICT enabled tools for effective teaching-learning process.

#### Response:

Technology is an important platform to reach out to a large number of audiences and plays a key role in the teaching-learning process. The faculty of the Institution makes best of best efforts to use Information and Communications Technology (ICT) enabled teaching methodologies and advanced technology in their teaching-learning process. The use of multimedia teaching aids like, LCD projectors and WIFI enabled computers are used by the faculty through Power Point Presentation to reach out the content of syllabus to the students very effectively. 11 classrooms of our Institution are furnished with mounted projectors and 2 movable projectors are also available for the non- mounted LCD classrooms.

The faculty members have created Google Classrooms with their Google accounts to which all the students have registered. These classrooms are useful in streamlining the process of sharing teaching materials and resources to the students. The Google Meet was effectively used by the faculty members to conduct online classes during lockdown due to COVID-19 and Google Classroom was used for giving assignments and conducting tests. Language classes are always the source of inspiration and students get this motivation from the inspirational videos which are screened in the language learning process using projectors via internet. The library is also a source of e-learning with sufficient e-journals and e-books. to facilitate this resource 7 computers with internet connection are allotted for digital library usage. Our Institution has subscribed e-Shodh Sindhu (N-list): A Institution component of e-ShodhSindhu consortium with access to 6,000 plus e-Journals and 1,64,300 e-books under N-List and 6,00,000 e-books through NDJ. Lib Software is being used by the library of our Institution which has been linked with OPAC (Online Public Access Catalog) for easy and convenient access of question papers and lab manuals.

Many of our faculties uploaded their Power Point Presentation in SlideShare. Edusat is an exclusive digital educational platform concentrating on personality development. A coordinator has been appointed to monitor smooth running of these classes. The students are given effective training by the placement cell from the initial stages for facing competitive exams. Mock tests are given regularly using Bizotic application. BIZOTIC app is effectively used by the final year students to practice in Mock test of different

companies under the supervision of the faculty. This enhances the placement record of the Institution. All faculties and most of our students are familiar with MS-Word, MS-Excel, MS-PPT to makes their teaching and learning process effective.

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	<a href="#">View Document</a>

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

**Response:** 25:1

#### 2.3.3.1 Number of mentors

Response: 28

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

## 2.4 Teacher Profile and Quality

### 2.4.1 Average percentage of full time teachers against sanctioned posts during the last five years

**Response:** 102.15

File Description	Document
Year wise full time teachers and sanctioned posts for 5years(Data Template)	<a href="#">View Document</a>
List of the faculty members authenticated by the Head of HEI	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 2.4.2 Average percentage of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. during the last five years (consider only highest degree for count)

**Response:** 8.54

**2.4.2.1 Number of full time teachers with *Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt.* year wise during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
5	3	1	1	1

**File Description**

**Document**

List of number of full time teachers with Ph. D. / D.M. / M.Ch. / D.N.B Superspeciality / D.Sc. / D.Litt. and number of full time teachers for 5 years (Data Template)

[View Document](#)

Any additional information

[View Document](#)

**2.4.3 Average teaching experience of full time teachers in the same institution (Data for the latest completed academic year in number of years)**

**Response:** 5.52

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

Response: 160

**File Description**

**Document**

List of Teachers including their PAN, designation, dept and experience details(Data Template)

[View Document](#)

Any additional information

[View Document](#)

## 2.5 Evaluation Process and Reforms

**2.5.1 Mechanism of internal assessment is transparent and robust in terms of frequency and mode**

**Response:**

The Institution has affiliated to Kuvempu University and follows its guidelines to conduct Internal Assessment accordingly.

For M. Com the ratio of Internal and external assessment marks is 25:75, for B.Com, BBA and BCA 20:80 and B.Sc. 10:40:50 (10-IA; 40-practical and 50 for theory examination).



As per the University guidelines, the first IA should be conducted after 45 days and second IA should be conducted after 90 days of the commencement of the semester. The frequency of IA for different programmes is as follows:

- **M.Com:** 25 marks of IA will be awarded by conducting two tests of 20 marks each and the same reduced to 10 marks. Remaining 15 marks will be awarded for assignment, seminars and attendance of 5 marks each.
- **B.Com and BBA:** 20 marks of IA will be awarded by conducting one test of 40 marks and same reduced to 10 marks. Remaining 10 marks will be awarded for skill development activity.
- **BCA:** 20 marks of IA for both theory and practical will be awarded by conducting 2 tests for 20 marks each and will be finalized by taking average of 2 tests.
- **B.Sc. (PMCs):** 10 Marks of IA will be awarded by conducting 2 tests for 20 marks each and will be finalized by taking average of 2 test.

Our Institution follows systematic approach in conducting the IA Test:

The Principal and HODs will decide the dates of conducting IA test and the same will be incorporated in the COE of the Institution. Both students and faculty are provided with the COE of the Institution at the beginning of the semester. The faculty copy of COE includes dates of IA, submission of question paper and submission of IA marks. Syllabus of IA is informed to the students and the same is recorded in a register which is signed by both teacher and student. The departments of the Institution have formed IA Question Paper Scrutiny Committee to ensure the quality of question papers. All faculties will submit their question papers to IA Coordinator on specified dates and the same will be reviewed by the committee, in case of changes the same will be intimated to respective subject faculty through the IA coordinator for modifications. The faculty members are informed to evaluate the IA answer scripts within three working days after the completion of IA test. The internal squad committee ensures the fair and transparent manner of conducting IA test of the Institution. The evaluated answer scripts are shown to the students regularly regarding fairness and the transparency in the evaluation process, in any case of discrepancies in awarding the marks will be resolved by respective subject teachers after providing due explanation. The same will be intimated to concerned HODs and the Principal. The final IA marks will be uploaded into the Kuvempu University examination portal on or before specified dates. The hard copy of the consolidated IA marks will be submitted to the Kuvempu University after getting signature of the students.

File Description	Document
Any additional information	<a href="#">View Document</a>
Link for additional information	<a href="#">View Document</a>

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

#### Response:

As the internal examination plays an important role in achieving the higher performance of the students during the end semester examination. Hence, the institution will take all efforts to address the grievances

related to internal examination.

**The Internal Assessment grievances resolving mechanism of the institution is as follows:**

Both students and faculty are provided with the COE of the Institution at the beginning of the semester. The faculty copy of COE includes dates of internal assessment, submission of question paper and submission of internal assessment marks. Examination committee of the Institution provides code of conduct for both faculty and students. Internal assessment is conducted on basis of regularity and punctuality of the students. As per the Kuvempu university norms 75% attendance is compulsory to appear for the end semester examinations. Similarly, Institution has made mandatory of 75% attendance in all subjects to take up the internal assessment. In any case, if students do not get eligibility of 75% attendance due to health of his/her own or near and dear ones, marriage or any other major functions, such students will be given a chance to write missed internal assessment after following due procedure set for the same.

Students will be given instructions through class teacher for submission of supportive documents of any issues mentioned in the above. Class teacher collects all supportive documents, and calls for meeting preceded by Principal, including HODs and internal assessment coordinators to check for genuineness of the document submitted by the students. During the meeting the decision will be taken whether to allow or not allow students to write internal assessment and the same is intimated to students through the class teacher. In any case, if students fail to take up internal assessment based on the decision taken during the meeting, he or she will be given one more chance to take up internal assessment after attending the remedial classes. After all the procedure, the evaluated internal assessment papers will be distributed to students, in any case of discrepancies in awarding the marks will be resolved by respective subject teachers after providing due explanation. The same will be intimated to concerned HOD and the Principal.

**The External Examination Grievances Resolving Mechanism of the Institution is as follows**

External examination needs to be conducted as per the guidelines of the Kuvempu University and grievances mechanism for the external examination will be followed as per the norms of the University. Issues like loss of hall ticket, ID card etc., will be resolved by the office staff after the consultation of Chief Superintendent.

File Description	Document
Link for additional information	<a href="#">View Document</a>

## 2.6 Student Performance and Learning Outcomes

**2.6.1 Programme and course outcomes for all Programmes offered by the institution are stated and displayed on website and communicated to teachers and students.**

**Response:**

The Institution is affiliated to Kuvempu University, Shankaraghatta, Shivamogga and follows the curricula prescribed by the University. The learning effectiveness of any programme and course depends on the program outcome and course outcome. The college has developed program outcome and course

outcome taking into consideration of its vision and mission statements.

The program outcome has been developed for the entire program and course outcome for all the courses in accordance with the university guidelines and corporate requirement.

The programme outcomes and course outcomes primarily aim at imparting knowledge and skills which is critical for building students' competence and personality. The Institution has made MOUs with most reputed local and outside companies. The program outcome and course outcome are scientifically designed by taking the inputs from the resource persons from these companies. There is also an emphasis on holistic development of the students as the learning outcomes focus on imparting values and ethics and enhancing their interpersonal and communication skills.

The program outcome/course outcome is thus developed in keeping with the prime motto of the Institute i.e. empowering students and preparing them to be catalysts of change. All the departments have brainstorming sessions to draw up the programme outcomes and course outcomes of the various programmes. The program outcome and course outcome are discussed, reviewed by the respective HODs which will then be presented to the principal for approval. Once approval has been given, the same will be made available in the concerned department.

At the beginning of the academic year during the Orientation Programme the students and parents are briefed about the program outcome and course outcome by the respective department Heads.

The syllabi of all the subjects in each course offered by the departments (UG and PG programmes) with the programme outcomes and the course outcomes are displayed on the College website.

At the end of the semester the program outcome and course outcome attainment are reviewed by the Department Heads during the departmental meeting based on the performance of the students in the internal assessment test and external examination conducted by the university. The final program outcome and course outcome are reported to the Principal.

<b>File Description</b>	<b>Document</b>
Upload COs for all Programmes (exemplars from Glossary)	<a href="#">View Document</a>
Upload any additional information	<a href="#">View Document</a>

### **2.6.2 Attainment of programme outcomes and course outcomes are evaluated by the institution.**

#### **Response:**

The Institution is affiliated to the Kuvempu University, both UG & PG programs, are offered and the University set norms is meticulously followed. The University is making continuous efforts to review and redesign the summative and formative assessment norms for different courses.

Semester End Examinations (SEE) conducted by the University comprise of 75 marks for PG program and

80 marks for UG program in the summative format and for formative assessment tests 25 marks and 20 marks respectively. The subject faculty is assigned with the task of conducting written tests, giving assignments/skill development report, administering seminars, regularity of attendance conducting group discussion as a part of formative assessment.

Besides the University prescribed curriculum, the Institution conducts various other value added courses and activities. These courses include imbibing of soft skills, communication skills, Chartered Accountancy and Company Secretary Foundation Programs (CA & CS), concentration building techniques like yoga and meditation. For all these events to know the success rate and level of students, learning or performance outcomes the Institution has formulated different norms for different events. The assessment is the sole responsibility of the respective subject teachers, including the physical director for sports and cultural events.

For the purpose of computing the attainment level of program outcomes and course outcomes, the Institution follows its own method of assessment by combining both summative and formative assessment norms. For each unit the subject teacher identifies the learning outcome and mapping is done for the program outcomes. The final course outcome and program outcome is calculated by consolidating all the subjects taught in the semester. Taking into account this attainment map, the learning outcomes of all the students in the class would be classified as low (L) medium (M) and high (H). In the end, the result analysis would be taken up at the College Academic Committee and CGC for taking stock of the students learning outcomes in consonance with the vision and mission of the Institution for further development.

File Description	Document
Upload any additional information	<a href="#">View Document</a>

### 2.6.3 Average pass percentage of Students during last five years

**Response:** 79.49

#### 2.6.3.1 Number of final year students who passed the university examination year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
366	305	328	226	291

#### 2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
472	395	395	302	343

<b>File Description</b>	<b>Document</b>
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	<a href="#">View Document</a>
Upload any additional information	<a href="#">View Document</a>

## 2.7 Student Satisfaction Survey

<b>2.7.1 Online student satisfaction survey regarding teaching learning process</b>	
<b>Response:</b>	
<b>File Description</b>	<b>Document</b>
Upload database of all currently enrolled students (Data Template)	<a href="#">View Document</a>

## Criterion 3 - 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, Chairs in the institution during the last five years (INR in Lakhs)**

**Response:** 0

**3.1.1.1 Total Grants from Government and non-governmental agencies for research projects , endowments, Chairs in the institution during the last five years (INR in Lakhs)**

2019-20	2018-19	2017-18	2016-17	2015-16
0	0	0	0	0

**File Description**

**Document**

List of endowments / projects with details of grants

[View Document](#)

**3.1.2 Percentage of teachers recognized as research guides (latest completed academic year)**

**Response:** 3.45

**3.1.2.1 Number of teachers recognized as research guides**

**Response:** 1

**File Description**

**Document**

Institutional data in prescribed format

[View Document](#)

Any additional information

[View Document](#)

**3.1.3 Percentage of departments having Research projects funded by government and non government agencies during the last five years**

**Response:** 0

**3.1.3.1 Number of departments having Research projects funded by government and non-government agencies during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
0	0	0	0	0

**3.1.3.2 Number of departments offering academic programmes**

2019-20	2018-19	2017-18	2016-17	2015-16
5	4	4	4	4

File Description	Document
List of research projects and funding details	<a href="#">View Document</a>

**3.2 Innovation Ecosystem****3.2.1 Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge****Response:**

Innovation is an act of finding new ideas and avenues to successfully accomplish the task. The Institution is committed to create quality excellence in curriculum design, teaching learning and evaluation, creation of infrastructure, strengthening the student support system, pro-activating the governance and finding the best methods palatable to students learning. The Institution has designed the certificate courses needed to strengthen the learning capabilities of students and empowering them with the required knowledge of skills in addition to the university delivered curriculum, the Institution follows the feedback system to take the opinions of stake holders to strengthen the strategic planning in designing the curriculum and its delivery through motivated faculty. The Institution has the effective ways of implementing the ICT in teaching, learning, evaluation, research and extension activities by creating the needed infrastructure in the classrooms, library, laboratories and seminar hall. Various programs are conducted in Institution to support the traditional lecture method with special lecture, seminars, group discussions and activity oriented practices. Activity oriented practices are largely related to the curriculum aspects as prescribed by the university and also supported by the Institution in the form of certificate courses. The Institution plan and execute number of extension activities within the Institution and outside, that is in the surrounding villages to take the community exposure in to the classroom and link the classroom to the community based activities. These activities are conducted in the form of socio-economic surveys, social service activity, self-employment exposure training and other skill oriented activities including art and music. MoUs are entered into with industrial, institution and other government and non-government organizations to effectively conduct these activities.

Research is considered as an important quality enrichment activity, since the teachers who are actively involved in research definitely leave effective imprints on the minds of the students in the subjects they teach. The faculty members attend seminars and workshops organized to promote a research and extension activities. The Institution also provides necessary infrastructure needed for the research by providing them ICT facility, financial assistance and leave facility to create the ambience of innovative and research environment in the Intuition.

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Paste link for additional information	<a href="#">View Document</a>

### 3.2.2 Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the last five years

Response: 5

#### 3.2.2.1 Total number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
3	1	0	1	0

File Description	Document
Report of the event	<a href="#">View Document</a>
List of workshops/seminars during last 5 years	<a href="#">View Document</a>

### 3.3 Research Publications and Awards

#### 3.3.1 Number of Ph.Ds registered per eligible teacher during the last five years

Response: 1

##### 3.3.1.1 How many Ph.Ds registered per eligible teacher within last five years

Response: 1

##### 3.3.1.2 Number of teachers recognized as guides during the last five years

Response: 1

File Description	Document
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc	<a href="#">View Document</a>
URL to the research page on HEI website	<a href="#">View Document</a>

#### 3.3.2 Number of research papers per teachers in the Journals notified on UGC website during the



**last five years**

**Response: 2.36**

**3.3.2.1 Number of research papers in the Journals notified on UGC website during the last five years.**

2019-20	2018-19	2017-18	2016-17	2015-16
18	12	9	16	2

**File Description**

**Document**

List of research papers by title, author, department, name and year of publication

[View Document](#)

Any additional information

[View Document](#)

**3.3.3 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years**

**Response: 2.11**

**3.3.3.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
20	10	7	12	2

**File Description**

**Document**

List books and chapters edited volumes/ books published

[View Document](#)

Any additional information

[View Document](#)

### 3.4 Extension Activities

**3.4.1 Extension activities are carried out in the neighborhood community, sensitizing students to social issues, for their holistic development, and impact thereof during the last five years.**

**Response:**

The very purpose of extension activities is to give community exposure to the students and faculty. Today

the Indian society is facing a number of problems like Poverty, Unemployment, Community Pollution, Communal Disharmony, Environmental Pollution, Blind Beliefs and so on. To make the students, who are the prospective responsible citizen of nation, it is necessary to make them face to face with these issues. Therefore, the Institution has constituted number of committees to conduct various programs to sensitize the students on these issues and also make the community people to understand about the burning issues hunting them. The issues on which the Institution had conducted and has been conducting include social-hygiene and sanitation, health awareness, disaster management, unemployment, communal harmony, ideals of selfless service, wild life protection, the value of patriotism, Tobacco, alcoholic and drug addiction and other socio-economic and cultural issues. Since the Institution is located on the outskirts of the city, that is about eight kilo meters away, it is surrounded by the number of villages. These villages are taken as potential areas to conduct the extension activities by the institution.

The programs conducted in the past five years include cleaning the roads and drainages in the Institution, Health Awareness Jatha, De-Addiction Programs, Aids Awareness Program, Literacy Campaign, Cursive Writing Improvement Program for the children in the rural school, Patriotic songs competition for the rural youth during the NSS special annual camps, Blood donation program under the aegis of Red Cross Unit, Women Entrepreneurship training in making daily usable products like phenyl, detergents, agarbathis, candles and so on.

The large numbers of students participate in these activities under the guidance and supervision of faculty members who are entrusted with the responsibility of conducting these programs. The students learnt the skills of understanding and conducting socio-economic survey, cohesive behavior, communal and religious harmony, the bitterness of poverty life, group dynamism in rural area and other leadership traits. The constitutional values like Equality, Liberty, Justice and Fraternity were made them to understand in the context of the day to day life. The traditional family and rural life values, mutual cooperation, living in harmony with the nature, love towards domestic and wild animals were thought during the conduct of these activities.

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Paste link for additional information	<a href="#">View Document</a>

### 3.4.2 Number of awards and recognitions received for extension activities from government/ government recognised bodies during the last five years

**Response:** 0

#### 3.4.2.1 Total number of awards and recognition received for extension activities from Government/ Government recognised bodies year-wise during the last five years.

2019-20	2018-19	2017-18	2016-17	2015-16
0	0	0	0	0

File Description	Document
Number of awards for extension activities in last 5 year	<a href="#">View Document</a>

**3.4.3 Number of extension and outreach programs conducted by the institution through NSS/NCC/Red cross/YRC etc., during the last five years ( including Government initiated programs such as Swachh Bharat, Aids Awareness, Gender Issue, etc. and those organised in collaboration with industry, community and NGOs)**

**Response:** 95

**3.4.3.1 Number of extension and outreach Programmes conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., year-wise during the last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
29	25	17	15	9

File Description	Document
Reports of the event organized	<a href="#">View Document</a>
Number of extension and outreach Programmes conducted with industry, community etc for the last five years	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

**3.4.4 Average percentage of students participating in extension activities at 3.4.3. above during last five years**

**Response:** 304.53

**3.4.4.1 Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
3071	2569	1359	1544	1146

File Description	Document
Report of the event	<a href="#">View Document</a>
Average percentage of students participating in extension activities with Govt or NGO etc	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

### 3.5 Collaboration

#### 3.5.1 Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship per year

**Response: 33**

##### 3.5.1.1 Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
18	7	3	3	2

File Description	Document
e-copies of related Document	<a href="#">View Document</a>
Details of Collaborative activities with institutions/industries for research, Faculty exchange, Student exchange/ internship	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

#### 3.5.2 Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the last five years

**Response: 22**

##### 3.5.2.1 Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year-wise during the last five years

2019-20	2018-19	2017-18	2016-17	2015-16
9	5	4	3	1

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

NAAC

## Criterion 4 - 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.**

**Response:**

- Our institution is **constructed** on an area of **01 acre 13 guntas** and has a **built up area of 4129.55 sq.mts** with lush greeneries.
- Our institution has **19 class rooms** spread across **3 floors**.
- **9 class rooms** are furnished with **LCD Projectors along with Wi-Fi speed of 52 Mbps**.
- **2 Movable Projectors** are available to make use in non-furnished LCD classrooms.
- **06 computers** are available in **Faculty Browsing Centre** with LAN connectivity.
- **12 high speed computers** are available in Principal Chamber, Office, HOD Chambers and Staff rooms.
- Our Institution **Computer lab has 66 computers** with LAN and LCD projector.
- **09 Computers** are available in **Library**. Out of which **7 Computers** are made use for **Digital Library**. Our Library is stacked with **5496 Volumes and 850 titles**.
- Our institution is subscribed e-ShodhaSindhu (N-List), a institution component e-ShodhaSindhu consortium with access to **6,000+ Journals, 1, 64,300+ e-books under NLIST 6, 00,000 e-books through NDL**.
- **ICT enabled Seminar hall** with seating capacity of **304**.
- Our campus has fully **air-conditioned auditorium with seating capacity of 3000**.
- Institution **Transportation** has been made mandatory for all our students.
- The institution is equipped with **60 KVA UPS and Generator of 320 KVA**.
- The institution is covered with 24/7, **13 CCTV** recording security Camera.
- We have **24/7 Security** facility.
- **20 Fire Extinguishers equipments** are installed under safety measures.
- We have **SBI Branch** with ATM facility in the campus.

**The Institution and Campus has the following facilities:**

<b>Other Facilities available in the Institution</b>		
<b>Sl. No.</b>	<b>Particulars</b>	<b>Numbers</b>
01	Principal Chamber with Strong Room	01
02	HOD Chambers	03
03	Faculty Rooms	07
04	YRC & NSS Room	01
05	Placement	01
06	Common Room for Boys	01
07	Common Room for Girls	01
08	First Aid Room	01
09	Students activity Centre	01

10	Administrative office	01
11	Reception counter	01
12	Waiting Lounge	01
13	Washrooms for Boys	03
14	Washrooms for Girls	03
15	Washrooms for Specially abaled students	03
16	Washrooms for Gents faculty	03
17	Washrooms for Ladies faculty	03
18	Sports club	01
19	RO Room	01
20	UPS Room	01
21	Power Room	01
22	Server / CC TV Room	01
<b>Common Facilities on Campus</b>		
23	Particulars	Numbers
24	Boys Hostel	02
25	Girls hostel	02
26	Common health centre	01
27	Food court	02
28	Bakery point	01
29	Stationary shop with Xerox facility	01
30	Sports courts and Play Grounds	10
31	High tech Multi Gymnasium	01
32	Principal Quarters	01
33	Staff Quarters	23
34	Guest House	01

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Paste link for additional information	<a href="#">View Document</a>

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

##### Response:

The Institution believes in the development of overall personality of the students. In order to achieve this goal, the Institution gives importance to strengthen not only to the academic excellence of students but also their physical and mental well-being.

- The Institution takes all best possible measure to improve the physical health of its students through

sports, games and gymnasium, cultural activities etc.

The details of the various **play grounds and courts** are as follows:

Sl. No.	Name of the Sports Court	Number of Play Grounds and Courts	Area in Sqm
01	International Standard Cricket Stadium with Pavilion	01	14,75 Sqm
02	Foot Ball Field and 400 Meters Track	01	19,405 Sqm
03	Synthetic Tennis Court	01	11,035 Sqm
04	Basket Ball Court	01	
05	Throw Ball Court	01	
06	Kho Kho Court	01	
07	Kabbaddi Court	01	
08	Handball Court	01	
09	Volleyball Court	02	

Fully **Hi Tech Multi Gymnasium** built in an area of 464.52 Sqm and the details of the equipments are as follows:

Sl. No.	PARTICULARS	QUANTITY
1	Tread mill- CTX 8	03
2	Spin Bike	02
3	Dumbbells 3 Layer all in one rack	01
4	Elliptical cross -CEX400	02
5	Horizontal parallel ban with pull up's	01
6	Cable Cross over	01
7	Smith machine	01
8	Function trainer	01
9	Pec-Dec /Rear delt	01
10	Lat pull down/seated rowing	01
11	Multi press	01
12	Leg Extension/Leg curl	01
13	Biceps/Triceps	01
14	Ab/Low back	01
15	Leg Press/Calf Raise	01
16	Bench press-Incline-Dcline, Flat	01
17	Squat stand	01
18	Abdominal Board	01
19	Digital Weighing scale	01
20	Hip Twister	01
21	Exercise Matt	10
22	Weight Lifting & Power Lifting set	01



23	Gym ball	01
24	Stepper	02
25	Multi-gym 6 Stations	01
26	Fitness Centre Music System	01
	<b>Dumbbells</b>	
27	2.5k.g	06
28	5k.g	06
29	7.5k.g	04
30	10k.g	06
31	12.5k.g	02
32	15k.g	02
33	17.5k.g	02
34	20k.g	02
	<b>Plates</b>	
35	2.5k.g	06
36	5k.g	12
37	7.5k.g	02
38	10k.g	04
39	12.5k.g	02
40	15k.g	06
41	20k.g	04
42	7k.g	02
43	Barbell	02
44	Bench Press Incline - Decline, flat	01
45	Knee wrapper	04
46	Power Lifting belt	01
47	Weight Lifting Costume	05
48	Zig Zag Barbell	02
49	Straight Barbell	03

- The **indoor games** like carom, chess and table tennis are also given equal importance with proper facilities.
- The Institution is proud to claim that our **one alumnus (Mr. Stany G A)** is ranked as **Federated Grand Master in Chess**.
- **Kalarava Forum** of our institution takes active initiation in boost up the talent of the students by organizing various **cultural activities**.
- **'Yoga Day'** is celebrated every year with great enthusiasm to educate the young generation to embrace yoga as a way of life to manage the stress levels and to have a harmony of mind and body.

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Paste link for additional information	<a href="#">View Document</a>

#### 4.1.3 Percentage of classrooms and seminar halls with ICT- enabled facilities such as smart class, LMS, etc. (Data for the latest completed academic year)

**Response:** 65

#### 4.1.3.1 Number of classrooms and seminar halls with ICT facilities

Response: 13

File Description	Document
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	<a href="#">View Document</a>
Upload any additional information	<a href="#">View Document</a>
Paste link for additional information	<a href="#">View Document</a>

#### 4.1.4 Average percentage of expenditure, excluding salary for infrastructure augmentation during last five years(INR in Lakhs)

**Response:** 1135643.59

##### 4.1.4.1 Expenditure for infrastructure augmentation, excluding salary year-wise during last five years (INR in lakhs)

2019-20	2018-19	2017-18	2016-17	2015-16
1525163	55792	444773	482207	97631

File Description	Document
Upload Details of budget allocation, excluding salary during the last five years (Data Template)	<a href="#">View Document</a>
Upload audited utilization statements	<a href="#">View Document</a>
Upload any additional information	<a href="#">View Document</a>

## 4.2 Library as a Learning Resource

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

**Response:**

The library is fully automated with ILMS LIB software of 12.0 versions. This automated software was installed in the year 2012 with the version of 10.0. The library has the OPAC system through which students can access books, previous year question papers, journals and abstracts of different authors from remote area. When students' borrow/return books, librarian will scan student's ID card to update the book details in the software. This automated procedure has made library administration more efficient and

student friendly.

- Name of ILMS Software – LIBSOFT
- Nature of automation – Fully automated
- Version – 10.2 - Year of Automation – 2012
- Version 12.0 - Year of Automation -2020

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Paste link for Additional Information	<a href="#">View Document</a>

#### 4.2.2 The institution has subscription for the following e-resources

- 1.e-journals
- 2.e-ShodhSindhu
- 3.Shodhganga Membership
- 4.e-books
- 5.Databases
- 6.Remote access to e-resources

**Response:** A. Any 4 or more of the above

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Upload any additional information	<a href="#">View Document</a>
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership , Remote access to library resources, Web interface etc (Data Template)	<a href="#">View Document</a>

#### 4.2.3 Average annual expenditure for purchase of books/e-books and subscription to journals/e-journals during the last five years (INR in Lakhs)

**Response:** 1.18

##### 4.2.3.1 Annual expenditure of purchase of books/e-books and subscription to journals/e-journals year wise during last five years (INR in Lakhs)

2019-20	2018-19	2017-18	2016-17	2015-16
1.39	1.10	2.07	0.39	0.94

File Description	Document
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the last five years (Data Template)	<a href="#">View Document</a>
Audited statements of accounts	<a href="#">View Document</a>

#### 4.2.4 Percentage per day usage of library by teachers and students ( foot falls and login data for online access) during the last completed academic year

**Response:** 4.04

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

Response: 30

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

### 4.3 IT Infrastructure

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

**Response:**

- The Institution upgrades its IT facilities including Wi-Fi frequently as per the requirements from time to time.
- The Institution has updated its IT facilities with increasing the number of **computers, printers, scanners, LCD projectors, Xerox machines, online admission process software, dynamic website designing and various other softwares.**
- The **admission software** of the Institution gets updated periodically.
- Since our Institution is affiliated to Kuvempu University, the admission, examination and affiliation process takes place through online and whenever these online portals get updated our Institution adapts for the same.
- During 2019-2020 **Google classroom** have been introduced to facilitate and enhance teaching-learning process and to share e-learning resource to the students.

**Table 4.3.1 (a) Details of comparative chart showing updates of IT facilities in the last five years:**

Sl. No.	Facility	In 2015	Till the Date
01	Total No. of Computers	70	93
02	Laptop	--	1

03	Campus Network	Broadband with LAN in Lab, Library and Office	Broadband connection with LAN in office, Library, Laboratory and campus Wi-Fi facility
04	Internet Speed	16 Mbps	52 Mbps
05	Computer laboratory	1	1
06	ICT enabled class Rooms	3	9
07	Printer	3	4
08	Printer with Scanner	--	1
09	Xerox machine	1	2
10	e- Journals	3800 +	6000+ (e-ShodhSindhu)
11	e- Books	80000+	164300+(e-ShodhSindhu)
12	Number of LCD Projectors	3	13
13	Bio metric	1	1

**Table 4.3.1 (b) Details of periodical Up gradation of internet, Wi-Fi, website and various other softwares:**

Sl. No.	Particulars of Up- gradation	Year of Up- gradation
01	Up gradation of Internet Bandwidth	2015, 2016, 2017, 2018 & 2019
02	Website designing and development	2019
03	Wi-Fi	2019-2020
04	Online Admission software	2017,2018,2019
05	Regular Up gradation of PC configuration	2018, 2019(RAM)
06	Regular Up gradation of OPAC	2020
07	Regular Up gradation of Libsoft	2020
08	Fedora	2019
09	Ubuntu	2019

File Description	Document
Upload any additional information	<a href="#">View Document</a>

#### 4.3.2 Student - Computer ratio (Data for the latest completed academic year)

**Response:** 8:1

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

**4.3.3 Bandwidth of internet connection in the Institution****Response:** A. 750 MBPS

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

**4.4 Maintenance of Campus Infrastructure****4.4.1 Average percentage of expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the last five years(INR in Lakhs)****Response:** 78.39**4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year-wise during the last five years (INR in lakhs)**

2019-20	2018-19	2017-18	2016-17	2015-16
69.27	21.98	19.21	12.62	39.56

File Description	Document
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	<a href="#">View Document</a>
Audited statements of accounts	<a href="#">View Document</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.****Response:**

Maintenance and utilization of physical, academic and support facilities are continuous process. We ensure that a yearly separate budget should be allocated and define set procedure for the same.

**Maintenance of Physical Facilities:****a. Maintenance of Building, Plumbing and Fire Extinguisher:**

- The Institution has appointed a building supervisor to look after the maintenance, renewal and

repairs of building, plumbing and fire extinguisher work, the same will be reported to civil engineer for further action.

- Civil engineer will personally examine and a request will be raised through Principal for the approval from Chief Coordinator Administration, PES Trust (R).
- The Chief Coordinator Administration, PES Trust (R) will approve the same in consultation with the management based on the priority of the work.

#### **b. Maintenance of Sports Complex, IT Infrastructure, Physics Lab, Library, Electrical, RO system, Hostels and Housekeeping:**

- The Institution has appointed/nominated staff members to look after the maintenance of sports complex, IT infrastructure, physics lab, library, electrical and hostels. The details are as follows:

Sl. No.	Details	Procedure	Name of the In-charge
1	Sports Complex	Two full time workers are appointed to maintain the sports complex on daily basis under the supervision of Physical Education Director.	Dr. Sendhil G Mr. Anjaneya K Mr. Karthik V
2	IT Infrastructure	The Institution has appointed a qualified person to take care of maintenance of <b>IT infrastructure including Computer Lab</b> , who is available full time and resolves all IT related issues on spot.	Mr. Shivakumar S V
3	Physics Lab	Physics lab will be maintained by the respective <b>subject faculty</b> .	Ms. Ashwini A R
4	Library	Our Institution has a library advisory committee, which is functional to take care of the library matters and functions.	Mr. Prasad S V
5	Electrical	Building Supervisor will report the electrical repairs and maintenance periodically to the in-charge of electrical, in-turn a request will be raised through Principal for further approval from Chief Coordinator Administration and the Chief Coordinator Administration will approve the same in consultation with the management based on the priority of the work.	Mr. Girish H
6	RO System	Building supervisor will take care of maintenance of RO System and gets serviced annually.	Mr. Lokesh M
7	Hostel	We have 4 hostels in the campus, 2 for boys and 2 for girls. Resident wardens and support	Mr. Thippesha G M

		<p>staff are appointed in each hostel to take care of the maintenance of the hostels under the supervision of Chief Wardens.</p> <p>Chief warden for boys' hostels: Dr. Hiremath M N, Professor and HOD of Department of Civil</p> <p>Chief warden: Ms. Yagnodbavi H M, Asst. Prof. of Department of Civil</p>	<p>(Resident Warden of Boys Hostel - A and B Block)</p> <p>Ms. Bharathi J</p> <p>Ms. Shreedevi C</p> <p>(Resident Warden of Girls Hostel-A Block)</p> <p>Dr. Hiremath M N</p> <p>(Chief Warden-Boys Hostel)</p> <p>Ms. Yagnodbavi H M</p> <p>(Chief Warden-Girls Hostel)</p>
8	Housekeeping	Building supervisor will take care of housekeeping maintenance.	Mr.Ravikumar K B

The institution has outsourced the maintenance of Garden, Security and STP through Memorandum of Understanding (MOU) and the details are as follows:  
**c. Outsourced Facilities:**

Sl.No.	Name of the Outsourced Facility	Name of the Outsourced Agency and In-charge
1.	Garden	MOU has been made with M/S Likhit Gardeners, Shivamogga and they have appointed Mr. Manikya K to main the garden of the entire campus.
2.	Security	MOU has been made with Skylark Security Services, Bangalore and who will take care of maintenance of Security.
3.	STP	MOU has been made with M/S Aqua Chem-tech International Bangalore and they will take care of maintenance of STP.



<b>File Description</b>	<b>Document</b>
Upload any additional information	<a href="#">View Document</a>

NAAC

## Criterion 5 - Student Support and Progression

### 5.1 Student Support

#### 5.1.1 Average percentage of students benefited by scholarships and freeships provided by the Government during last five years

**Response:** 28.21

##### 5.1.1.1 Number of students benefited by scholarships and freeships provided by the Government year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
233	253	211	126	79

#### File Description

#### Document

upload self attested letter with the list of students sanctioned scholarship

[View Document](#)

Upload any additional information Average percentage of students benefited by scholarships and freeships provided by the Government during the last five years (Data Template)

[View Document](#)

#### 5.1.2 Average percentage of students benefitted by scholarships, freeships etc. provided by the institution / non- government agencies during the last five years

**Response:** 52.32

##### 5.1.2.1 Total number of students benefited by scholarships, freeships, etc provided by the institution / non- government agencies year-wise during last five years

2019-20	2018-19	2017-18	2016-17	2015-16
399	342	348	266	276

#### File Description

#### Document

Upload any additional information

[View Document](#)

Number of students benefited by scholarships and freeships institution / non- government agencies in last 5 years (Date Template)

[View Document](#)

**5.1.3 Capacity building and skills enhancement initiatives taken by the institution include the following**

1. Soft skills
2. Language and communication skills
3. Life skills (Yoga, physical fitness, health and hygiene)
4. ICT/computing skills

**Response:** A. All of the above

File Description	Document
Details of capability building and skills enhancement initiatives (Data Template)	<a href="#">View Document</a>
Link to Institutional website	<a href="#">View Document</a>

**5.1.4 Average percentage of students benefitted by guidance for competitive examinations and career counselling offered by the Institution during the last five years**

**Response:** 102.28

**5.1.4.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
1114	1137	434	238	404

File Description	Document
Number of students benefitted by guidance for competitive examinations and career counselling during the last five years	<a href="#">View Document</a>

**5.1.5 The Institution has a transparent mechanism for timely redressal of student grievances including sexual harassment and ragging cases**

1. Implementation of guidelines of statutory/regulatory bodies
2. Organisation wide awareness and undertakings on policies with zero tolerance
3. Mechanisms for submission of online/offline students' grievances
4. Timely redressal of the grievances through appropriate committees

**Response:** A. All of the above

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

## 5.2 Student Progression

### 5.2.1 Average percentage of placement of outgoing students during the last five years

**Response:** 12.09

#### 5.2.1.1 Number of outgoing students placed year - wise during the last five years.

2019-20	2018-19	2017-18	2016-17	2015-16
33	39	18	8	23

<b>File Description</b>	<b>Document</b>
Upload any additional information	<a href="#">View Document</a>
Self attested list of students placed	<a href="#">View Document</a>
Details of student placement during the last five years (Data Template)	<a href="#">View Document</a>

### 5.2.2 Average percentage of students progressing to higher education during the last five years

**Response:** 35.71

#### 5.2.2.1 Number of outgoing student progression to higher education during last five years

Response: 85

<b>File Description</b>	<b>Document</b>
Upload supporting data for student/alumni	<a href="#">View Document</a>
Details of student progression to higher education (Data Template)	<a href="#">View Document</a>

**5.2.3 Average percentage of students qualifying in state/national/ international level examinations during the last five years (eg: IIT-JAM/CLAT/ NET/SLET/GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/State government examinations, etc.)**

**Response:** 80

**5.2.3.1 Number of students qualifying in state/ national/ international level examinations (eg: IIT/JAM/ NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations, etc.)) year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
13	7	0	2	5

**5.2.3.2 Number of students appearing in state/ national/ international level examinations (eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT,GRE/ TOFEL/ Civil Services/ State government examinations) year-wise during last five years**

2019-20	2018-19	2017-18	2016-17	2015-16
13	7	0	2	5

**File Description**

**Document**

Upload supporting data for the same

[View Document](#)

Number of students qualifying in state/ national/ international level examinations during the last five years (Data Template)

[View Document](#)

## 5.3 Student Participation and Activities

**5.3.1 Number of awards/medals won by students for outstanding performance in sports/cultural activities at inter-university/state/national / international level (award for a team event should be counted as one) during the last five years.**

**Response:** 18

**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) year-wise during the last five years.**

2019-20	2018-19	2017-18	2016-17	2015-16
3	3	3	6	3

File Description	Document
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national/international level during the last five year	<a href="#">View Document</a>
e-copies of award letters and certificates	<a href="#">View Document</a>

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

#### Response:

- Student participation is an integral for all the activities of the Institution. Students' Representative (SR) is an indispensable part of Academic and Administrative bodies/committees of the Institution such as the IQAC, Alumni Association of the Institution, various forums, NSS, YRC and Sports. One student is selected as Class Representative (CR) based on their academic performance, attitude and behaviour.
- The IQAC is the important body where students are represented and provides valuable inputs for the enhancement in quality of education. The Students' Representatives provide valuable feedback regarding curriculum, teaching-learning and evaluation process.
- Alumni are the brand-ambassadors of the Institution they graduated from. In the era of social networking, to connect with their past students doesn't stop with this. Our Institution has realized how a strong and a positive relationship with their alumni can benefit them socially, academically and professionally. Institution has a practice of organizing different programs in association with PESIAMS Alumna.
- Feedback- Students are given feedback forms every year to assess the class room delivery of each teacher. Teachers are given suggestions to improve or adapt their teaching methodologies in accordance with the students' needs. Thus, the Institution gives top priority by involving them in the administration process.
- The Institution is committed in developing value based education system by developing and promoting students in a socially responsible way by motivating them to participate in student oriented programs through NSS and Youth Red Cross which instills them with the qualities of nation building activities.
- Sports is an important annual event and the Sports Committee has the responsibility to coordinate the different sports activities and events and assist the faculty members in making the event a success. The Sports Committee headed by the Physical Education Director of the Institution organizes Annual Sports Meet and selects the team to represent in university and inter university level competitions.
- Committees are formed for all events of State Level Commerce, Management and IT fest.

- The Internal assessment test are conducted after syllabus notified by the concerned faculty which is duly signed by the students' representatives. If necessary, suggestions from the students are considered regarding dates and timings of the internal test by the Examination Committee.
- Our Institution confers many co-curricular responsibilities to the students through various forums
- Sankalpa- forum of PG students which aims at enhancing overall personality.
- **Synthesis** - forum under Commerce & Management Dept. focuses on training students in contemporary knowledge to enhance employability skills.
- **Cluster Forums** – the computer science students' forum aims to provide enhancing technical abilities by developing scientific outlook.
- **Kalarava**- The Cultural activities of the Institution are planned and executed by this forum. These programmes involves interclass cultural competitions as well as cultural programs conducted during the management fest. This forum organizes the talent's day to identified the unique talent of the first year students and motivate them to participate in the various cultural activities organized by the other institutions.
- **Abhivyakti'**- the literary forum undertakes many activities related to literature of all the languages.

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Paste link for additional information	<a href="#">View Document</a>

### 5.3.3 Average number of sports and cultural events/competitions in which students of the Institution participated during last five years (organised by the institution/other institutions)

**Response:** 11.8

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

2019-20	2018-19	2017-18	2016-17	2015-16
12	17	16	11	3

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Number of sports and cultural events/competitions in which students of the Institution participated during last five years (organised by the institution/other institutions (Data Template)	<a href="#">View Document</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

#### Response:

PESIAMS Alumna is a Registered Association under the Societies Registration Act 1960 with a Registration No: DRSH/SOR/255/2019-20. It was formed on 12th December 2019 at The Registrar of Society, Shivamogga Region and Govt. of Karnataka.

PESIAMS and the Alumni association jointly believe in creating and maintaining association with its alumni. The Alumni Association provides an interface for establishing a link between the alumni, staff, and students of the institute. PESIAMS alumni are currently working at various positions all over the globe and proving their mettle in all spheres of professional career.

The Alumni Association Contributes through various means:

#### 1. Book Donation:

Books are essential to every process of education, information, creativity and development since it develops the important habit of reading among the students' community. In this direction our alumni have a practice of donating valuable books to department library.

#### 2. Alumni Interaction:

Alumni of PESIAMS give inputs to aspiring graduates. They are invited as resource persons at various events, guest lectures and panel discussions. They provide inputs and share their experiences regarding skills, recent technologies and trends in corporate world, application of knowledge and corporate working culture.

#### 3. Placement and Career Guidance Assistance:

Alumni are working in organizations at various capacities. They keep the faculties and the placement officer abreast about the available job opportunities. They assist and guide the students to crack the interviews. They also share their experience with the students and motivate them for their career development in various domains.

#### 4. Campus Recruiters:

Alumni come to campus as recruiters for their companies and also recommend and promote PESIAMS to their employers for campus placements.

#### 5. Summer Internship Opportunities:

SIP being a part of the curriculum; Alumni provide innumerable opportunities in various companies to the students.

#### 6. Entrepreneurship Awareness:



Some of our Alumni have established startups in different sectors, many of them are first generation entrepreneurs. They decided to become entrepreneurs during their academic span at PESIAMS. Through the journey as an entrepreneur they learnt various skills and knowledge. They enlighten the students with their success stories and challenges faced.

### **7. Alumni Meet:**

We at PESIAMS have a tradition of inviting alumni for Annual Alumni Meet. In this meet the alumni get chance to reconnect with the Alma mater and old friends. This is the best platform for networking and sharing new trends and current happenings in the corporate world. These inputs are helpful to academicians for Moulding the aspiring students.

### **8. Promoting Institute Events:**

Alumni associates with various events conducted at PESIAMS. One of the mega events at PESIAMS state level UG fest Prerana “Medhavishkar” is a flagship event which is getting much more popular year after year. Alumni take active role in planning and organizing the fest as well as the branding of the Institution.

### **9. Institution’s Social Responsibility:**

Our Alumni of PESIAMS are engaged in conducting social activities for the welfare of the society through Donations in the form of Books, Blankets, Chairs, Mats, Storage containers, Stationary during Covid-19 lockdown.

<b>File Description</b>	<b>Document</b>
Upload any additional information	<a href="#">View Document</a>

#### **5.4.2 Alumni contribution during the last five years (INR in lakhs)**

**Response:** E. <1 Lakhs

## Criterion 6 - 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

##### Response:

PES Trust (R) established in 2007 provides quality educational services. PES Trust (R) is headed by eminent educationists such as Prof. M R Doreswamy as the Chairman, Sri B Y Raghavendra, Member of Parliament, Shivamogga, as Managing Trustee, Prof. D Jawahar as the Trustee and Treasurer, Sri B Y Vijayendra as Trustee and Joint Treasurer and Mrs. Arunadevi S Y as the Trustee and Mrs. Tejashwini as the Trustee and Mrs Umadevi as the Chief Executive Officer, PES Trust.

PES Trust (R) has appointed Dr. Nagaraja R as Chief Coordinator Administration to look after the Trust's educational development activities at PES Campus. Trustees have an intention to provide the education from Kindergarten to Post Graduation and Research to the thresholds of needy people.

##### Vision:

- Creating human excellence for the global and local requirements through need and value based education.

##### Mission:

- Creating excellent infrastructure – Physical and human resources.
- Imparting holistic education focusing on employability.
- Instilling the quality in students to take up self employment.
- Enabling students to cater to the societal and national development.
- Inculcating the quality of leadership in all walks of life.
- Motivating and empowering the faculty to incessantly engage in research and innovation.

The Institution's governance is focused on the realization of vision into missions and missions into reality. The overall governance lies with the apex authority, the PES Trust (R).

The Board of Trustees take almost all the pivotal decisions relating to the overall functioning of the institution. Chief Executive Officer is nominated by Board of Trustees to guide and supervise the Institution's activities in regular coordination with the Management. The Trust has appointed and authorized Chief Coordinator Administration to look into the day to day affairs relating to educational development efforts of PES institutions. The Governing Council (GC) has been constituted to guide the academic and administrative activities of the institution. The vision and missions of the institution are formulated by the Governing Council. The GC assesses the performance of the institution during its periodical meetings and provide suggestive measures for further development.

The Principal of the Institution is responsible for the overall functioning of academic and administrative activities. The Heads of the Departments assist the Principal on academic aspects and the Head of the office assists on office affairs. The Heads' of the Departments and the faculty, after due discussions and

deliberations, prepare the curriculum content and plan of action for the materialization of set vision and missions through strategic prospective plans. The same would be discussed and finalized at the College Governing Council in the beginning of every academic year. The periodic review of the progress of the execution of the plan of action would be conducted by the Governing Council to ensure the successful implementation.

File Description	Document
Upload any additional information	<a href="#">View Document</a>

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

#### **Response:**

Institution values the functional decentralization at all levels. The Board of Trustees, PES Trust (R) has created different administrative levels besides the organizational structure as provided by the Government of Karnataka exclusively for Higher Education Institutions. The decentralization is to ensure the participatory management at different stages. The Chief Executive Officer is nominated by the Board of Trustees to coordinate the overall functioning of the Trust. PES Institute of Advanced Management Studies is having its own College Governing Council (CGC) for which, one of the Trustees is the Chairperson nominated by the Board of Trustees. Chief Executive Officer, the Governing Council Chairperson and the Chief Coordinator Administration act as the representatives of the Management.

The Principal of the Institution is the Member Secretary of the CGC. After collecting and compiling the draft strategic plan of action from the Heads' of the Departments' with regard to various activities to be conducted in the academic year, the Principal submits them to the CGC for approval. After seeking the approval, the Principal entrusts the strategic plan of activities to HODs and respective committees. The HODs and respective committees are responsible to implement the same as envisioned in the strategic plan. The CGC periodically reviews the progress of each and every activity to confirm that those are in accordance with the strategic plan. To ensure the successful implementation of strategic plan; students' participation and alumni cooperation is sought. The academic excellence and research initiatives of the faculty are taken as the best guidelines in quality enrichment of teachers and empowerment of students learning.

#### **The Case Study – The Management and IT Fest**

From the point of view of encouraging the students to take up leadership in conducting various activities to translate their academic knowledge and skill into a successful socio-economic development trait, the Institution conducts the Management and IT Fest generally twice in an academic year without disturbing the day to day teaching-learning activities. It is a day long program conducted in different aspects simultaneously with the activities like product design and development in marketing management, text related quiz, role playing events, multiplayer networking car racing game, miming to imbibe the effectiveness of body language, commercial fashion show, classical, semi-classical dance and other activities. The students are given the responsibility to plan, conduct and document the event. The required finance is provided by the Institution. In each event, the outstanding performer is identified and awarded

with cash prizes and certificates. Besides the students of our Institution, the students from other institutions also participate in the event. After the completion of the event the participating students would provide feedback about the trait or skill they got developed or experienced. The Principal, faculty, staff and alumni actively participate in guiding the students to successfully organize the program. Different Forums and Cultural Committee takes the responsibility of the entire programme. Thus, ensuring the decentralization and participative management in conducting the events.

File Description	Document
Upload any additional information	<a href="#">View Document</a>

## 6.2 Strategy Development and Deployment

### 6.2.1 The institutional Strategic / Perspective plan is effectively deployed

#### Response:

As a part of strategic plan, the annual Academic Calendar is prepared by incorporating the University delivered academic plan and the additional events and activities planned to be conducted in the institution during the entire Academic Year. The College Governing Council's (CGC) approval is taken with financial sanctions needed for the conduct of activities. The Principal submits the budget proposals and the CGC after due discussion accord approval. For instance, the Institution would like to submit the remedial coaching activity as a successful event implemented in the past two years.

**Remedial Coaching Classes:** As an initiative to achieve good results in the examinations and helping the students to pass in the subjects, the Institution conducts remedial coaching classes in each semester. The slow learners are identified based on their performance in the previous examination and the internal assessment tests. For every class, the list of failed students or slow performers is prepared. The HOD prepare the time-table for each class without disturbing the regular classes. Every day the college closes by 5:00 PM. Remedial classes are conducted during the free time of the students, besides the morning hours, that is, 9:00 AM to 10:00 AM. The remedial classes are also conducted on few Saturdays and Sundays too. The subject teachers are advised to review the subject content in the first three hours and in the next five hours, the previous years' question papers are solved and a preparatory test would be given. Every subject teacher maintains student register and the timetable. It is reviewed and confirmed at the Examination Committee. The conduct of remedial classes is resulted in the improvement of overall results. It has gained the appreciation of the Management and parents, besides the students themselves. The teachers have been promptly participating in this mission by sparing their extra time and resources.

On the same lines of the remedial coaching classes for slow learners, the advanced learners are encouraged by providing extra guidance with learning resources. The mentors of the respective groups of students also take care of the progress of slow as well as advanced learners. As a result, the Institution has secured **26 University ranks.**

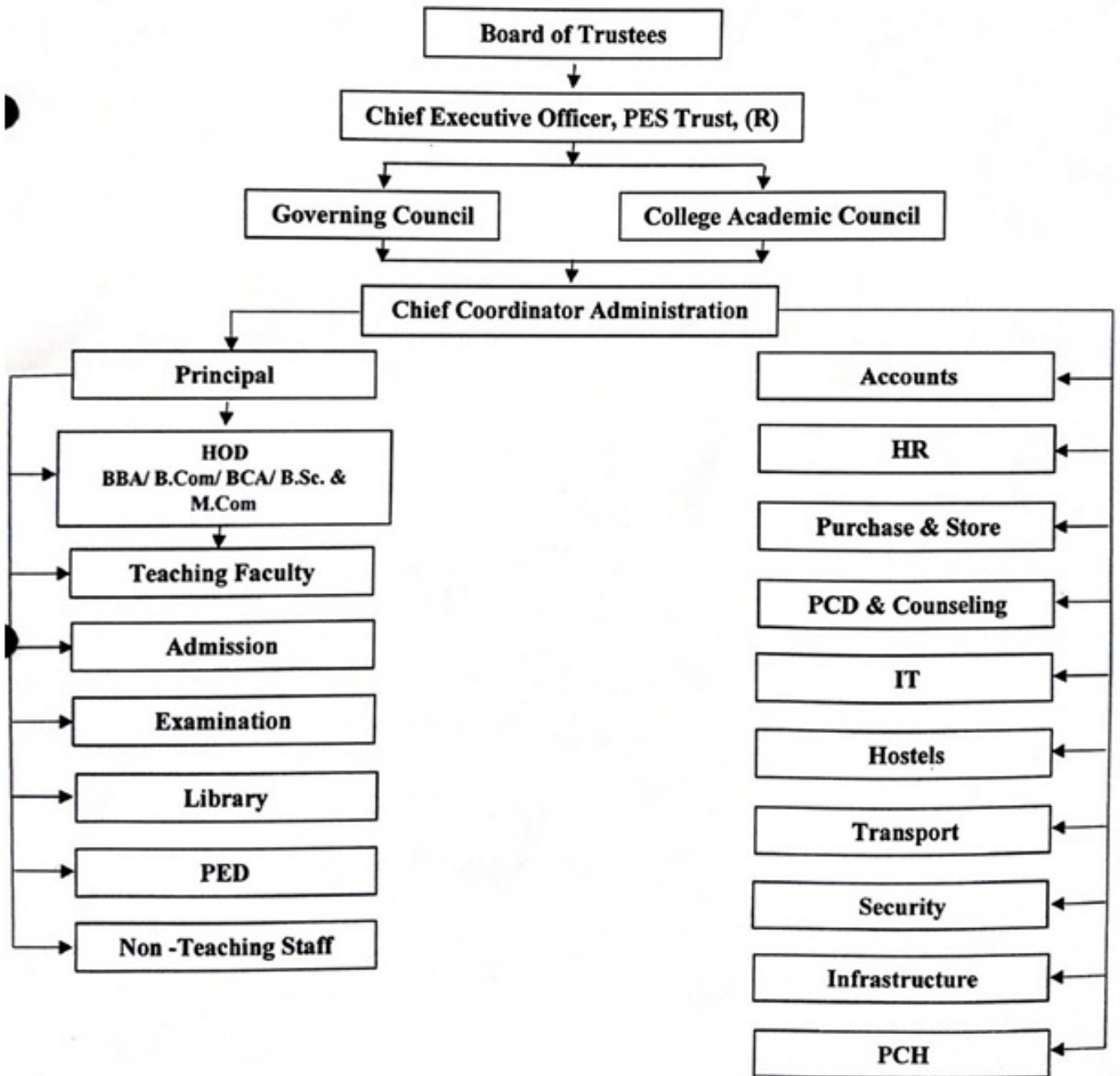
File Description	Document
Upload any additional information	<a href="#">View Document</a>
Paste link for additional information	<a href="#">View Document</a>

**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.**

**Response:**

The PES Trust (R) is the apex authority and the Principal is the administrative head of the institution. All strategic decisions are taken by the Trust and the College Governing Council (CGC). The Principal acts in two capacities as the Institution head and the management representative. Various committees have been constituted as a part of decentralization and participative management, to assist the Principal and implement the Institutional policies. The committees include IQAC/NAAC Steering Committee, College Academic Council, Examination Committee, NSS Advisory Committee, Disciplinary Committee, Library Advisory Committee, Research Cell, Placement Committee and Career Development Cell, Anti Ragging Committee, Youth Red Cross Unit Advisory Committee, Anti sexual Harassment and Mythri (Internal Complaint Committee), Grievance Redressal Committee, *Sankalpa* - Forum of PG students, Cluster – Forum of Computer Science students, *Synthesis* – Forum of Commerce and Management students (UG), *Abhivyakthi* – Language Forum, Kalarava – Forum of Cultural activities, Sports Committee, ICT Implementation Committee and others. The Principal will chairs all the committees and the faculty coordinators of the committees coordinate the activities.

### Organogram of PESIAMS



The Organogram of the Institution illustrates the organizational structure from the top to grass root level based on the devolution of power and decentralization of the functions with flow of responsibility. The PES Trust (R) is the apex authority and the Chief Executive Officer is nominated by the Board of Trustees to look after the institutions coming under the Trust. The important decisions regarding the construction of building and creation of physical facilities are taken by the College Governing Council and submitted to the Board of Trustees for the final approval and financial allocations. The Principal coordinates the day to day academic and administrative activities in cooperation with the faculty and staff. Parents opinion are taken by conducting the periodic meetings of the institution. The alumni also contribute by way of sharing their experiences and providing their feedback to the Institution. The Institution has its own administrative and service policy with regard to the conduct of research and faculty development programs.

The Institution has a Recruitment Committee to appoint the faculty and staff as and when needed. The appointments are in accordance with the norms of the Government of Karnataka and the Kuvempu University. The faculty and staff recruitments are made directly in accordance with the norms.

The Career guidance and placement training are conducted for the students by the institution under the aegis of PES Trust (R). The Faculty Development Programme which includes induction and orientation programmes are conducted by the institution and also in collaboration with other organizations including the University.

The salary, placement, promotion, leave benefits, PF, ESI benefits, Maternity leave and gratuity benefits are according to the service rules of the Trust and the same has been approved by the Board of Trustees.

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Link to Organogram of the Institution webpage	<a href="#">View Document</a>

### 6.2.3 Implementation of e-governance in areas of operation

1. Administration
2. Finance and Accounts
3. Student Admission and Support
4. Examination

**Response:** A. All of the above

File Description	Document
Screen shots of user interfaces	<a href="#">View Document</a>
Details of implementation of e-governance in areas of operation, Administration etc	<a href="#">View Document</a>
Any additional information	<a href="#">View Document</a>

## 6.3 Faculty Empowerment Strategies

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

**Response:**

The efficiency of the employees is directly linked to motivational benefits. These are classified into financial benefits and non-financial benefits. The PES Trust (R) is a philanthropic educational Trust and hence caters to the employees' welfare needs. It has generously provided the legal and motivating benefits to the teachers and the staff to enable them to work with commitment to materialize the vision and missions of the institutions. Almost all the legal benefits for which the employees are eligible like the

salary, PF, ESIC, gratuity and leave facilities. The following are some of the benefits to specify:

1. Salary as per the qualification and experience as per mutual acceptance.
2. EPF facility as per EPFO Act
3. ESI facility as per the Employees State Insurance Act
4. Gratuity facility as per the payment of Gratuity Act
5. Free conveyance facility for employees
6. Leave facility as per the Karnataka State Civil Service Rules - Casual Leaves, Special Casual Leave, On Official Duty, Restricted Holiday, Extra Ordinary Leave, Earned Leave (EL), and 180 days paid Maternity Leave / 6 days Paternity Leave, Vacation leave facility are made available to eligible employees.
7. Salary Advance will be provided as and when the employees request on the occasions like medical emergencies of own/dependents or to meet own marriage expenses for permanent employees after completion of three years
8. Management has a culture to gift the employee/s who are getting married a sum of Rs. 2,500/- in cash or compliment of same worth
9. Group personal accident insurance scheme is made available
10. Financial Assistance is given for attending workshops, seminars, conferences and any other training programs in order to upgrade teaching, learning and research skills
11. Fees concession to the employees' children up to the maximum of two children – son or daughter
12. Financial support is extended to the wards of economically weaker supportive staff
13. SBI Bank and ATM facility in the Campus are available
14. Residential Quarters are provided on campus for teaching staff
15. Uniform, Breakfast and Lunch provided to the drivers of transportation department
16. Uniform is provided for supportive staff

Besides the above financial benefits the institution has created a motivating environment by felicitating the dedicated and outstanding faculty and staff. The Ph.D. holders are felicitated on the important occasions. One month leave facility is provided to the faculty who are the verge of the submission of their thesis.

File Description	Document
Paste link for additional information	<a href="#">View Document</a>

### 6.3.2 Average percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

**Response:** 6.54

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

2019-20	2018-19	2017-18	2016-17	2015-16
6	3	0	0	0



File Description	Document
Details of teachers provided with financial support to attend conference, workshops etc during the last five years	<a href="#">View Document</a>

### 6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years

**Response:** 1.4

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

2019-20	2018-19	2017-18	2016-17	2015-16
03	00	01	02	01

File Description	Document
Reports of the Human Resource Development Centres (UGC ASC or other relevant centres)	<a href="#">View Document</a>
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff	<a href="#">View Document</a>

### 6.3.4 Average percentage of teachers undergoing online/ face-to-face Faculty Development Programmes (FDP)during the last five years (Professional Development Programmes, Orientation / Induction Programmes, Refresher Course, Short Term Course ).

**Response:** 151.99

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

2019-20	2018-19	2017-18	2016-17	2015-16
38	22	46	54	21

File Description	Document
Upload any additional information	<a href="#">View Document</a>
Details of teachers attending professional development programmes during the last five years	<a href="#">View Document</a>

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

#### Response:

Performance Appraisal System is an instrument to assess performance of individual faculty and staff with regard to set standards and actual performance. It is a means through which the Management understands the competency of the faculty and staff. The Institution has a unique way of measuring the performance of employees in a systematic way. Performance Appraisal is done once in academic year i.e., during the month of September. HR Manager sends the self appraisal form to the Principal for distributing among the employees. The Institution has designed its own format of the Performance Appraisal Report (PAR). The process is as follows:

- Duly filled Self Appraisal Form with supportive documents will be submitted to HODs. Self-appraised forms are evaluated by HODs with remarks/recommendations and forwarded to the Principal. Based on the remarks/recommendations of the HOD and observations made with respect to academic and administrative support, Principal will evaluate and forward the same to the HR department. HR Manager will consolidate and submit to the Management. The increment will be decided by the Management in consultation with the Principal.
- The self appraisal report include the details like - qualification, experience, results in the subject of his/her subjects, Students feedback, work assigned, academic and administrative support to the HOD and principal, students mentors, Research progress and Research papers published (National/International/Journals), Test book written, FDPs conducted/attended, International/National Conferences/Seminars/Workshops Conducted/ Attended. Based on this report, salary increment and promotions would be given to the faculty and staff.
- The Institution has also a mechanism to evaluate the performance of the supportive staff based on their work output, functional competency, performance, effective office administrative skills, professional skills/development, general conduct and qualities. The increment and promotions will be decided by the Management in consultation with the Principal and HR manager, which will be encouraging and motivating to the supportive staff.

File Description	Document
Upload any additional information	<a href="#">View Document</a>

## 6.4 Financial Management and Resource Mobilization

### 6.4.1 Institution conducts internal and external financial audits regularly

#### Response:

The Institution follows the set financial accounting and audit procedure as per the norms of financial accounting and audit. Every academic year, the heads of the department prepare the budget proposal based on their requirements and submit the same to the Principal. In turn, the principal consolidates the department budgets and incorporates requirements related to physical and academic facilities of the Institution and gets approval from the CGC. The expenditure which is not included in the budget, based on the principal's request and justification, the Management will approve the same.

**Internal Audit:** The Institution has a mechanism for internal audit to ensure financial compliance. The Accounting system is so designed that the entries made by accounts assistant is checked by the accounts superintendent as and when the transaction happens. This is to ensure the accuracy and transparency in maintaining the books of accounts. The entire accounting procedure is computerized and maintained on Tally software. The observation of the auditors if any, are immediately corrected/rectified. This practice is also intended as a measure of checks and balances with a view to correct any shortcomings and to advice on proper practices.

**External Audit:** The qualified Chartered Accountant (CA) Mr. Gowreesh Bharghav is appointed by the Management with his team to carry out audit process. The C/A and his team will check and verify all the payments, fees receipts, vouchers, cash books, ledger accounts that are carried out in each financial year of the Institution. The financial accounts are audited at the end of each financial year and get certified the Income and Expenditure Account along with the Balance Sheet.

Financial audit of the Institution is conducted in two intervals-first in the month of January (from April to December) and the second interval will be in the month of May (from January to March). Finalization of accounts would be completed in the month of June and audited reports are submitted in the month of July. The audited statements are duly authorized by the Managing Trustee, PES Trust (R) and Chartered Accountant.

File Description	Document
Upload any additional information	<a href="#">View Document</a>

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

**Response:** 0

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

2019-20	2018-19	2017-18	2016-17	2015-16
0	0	0	0	0

File Description	Document
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the last five years	<a href="#">View Document</a>

### 6.4.3 Institutional strategies for mobilisation of funds and the optimal utilisation of resources

#### Response:

The Institution is a self-financed one with well-defined financial policies and has sufficient resources to develop and sustain its programs on a continual basis. The Institution ensures effective and optimal utilization of finances for academic, administrative and developmental activities, which help to implement the institution's vision and missions.

The sources of funds for the institution are as follows:

- Tuition fee from the students
- Registration fee collected from participants to organize FDP/SDP/workshops/conferences/seminars
- Miscellaneous income

The Institution strictly confines to the norms of fee fixation by the University and Government of Karnataka in their periodical orders. Besides, with regard that tuition fees, the Institution receives periodical instructions from the Management.

The Institution has the procedure for preparing the financial plan for all the necessary infrastructure and physical facilities needed to be created as and when the demand arises. Based on the indent by the HODs, the budget is prepared by the Principal by consolidating the indented requirements. The CGC approves the Annual Financial Plans and earmark the funds needed. In case of shortage of funds during the expansion or renovation of buildings, the Management always supports by providing required finance and ensures the amount is reimbursed.

The purchase indents are made by following a systematic purchase procedure. All major purchases are made against the requisition by the principal after obtaining approval from Management through CCA. The CGC is solely responsible for the generation and application of funds.

The funds mobilized are effectively used under the supervision of management and principal. The major heads of expenditures are salaries, maintenance of campus and buildings, lab equipments, books and journals, seminars and workshops, forum activities, faculty and student development programs, purchase computers and peripherals, AMC costs, conduct of sports meets and other activities.

File Description	Document
Upload any additional information	<a href="#">View Document</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

#### Response:

The Internal Quality Assurance Cell was constituted in the year 2017 as per the guidelines of the NAAC. Since then it has become a driving force for ushering into the quality enrichment initiatives. For each criterion coordinator is appointed to be in charge of the activities conducted and documented. It has initiated the process of the development of quality benchmarks for academic and administrative activities of the institution. Several initiatives such as add-on courses, certificate courses, internal assessment question paper scrutinizing system, internal assessment examination squad, introducing of log book for the faculty to maintain students information and academic records. Establishment of research cell, conduct of webinars etc have been taken by the IQAC. Besides, the starting of IQAC a fillip to the activities like mentorship programme, remedial coaching classes, updating of personal records, community outreach programmes and so on.

Among these activities the following three specific activities EW elaborated as under as best practices initiated by IQAC.

#### Three Best Practices initiated by IQAC Cell

**Mentorship Programme:** The Institution's decision to go for the NAAC assessment and accreditation process has given a new initiative to the faculty and staff to enrich the quality of education by giving individual attention to each and every student and event. This programme has become a boon to the Institution and gained the appreciation of students and parents. The Mentors Committee is constituted as required according to SSR guidelines. For each class and program mentors are assigned to take care of the individual student's overall development. The mentor – mentee ratio is 1:25. The problems expressed by the students are attended, counseled and the same recorded in the register.

**Internal Assessment Question Paper Scrutiny System:** In order to enhance the quality of evaluation system on the advice of the IQAC scrutinizing committees are constituted for all the programs, which ensure the quality of questions asked. The committees suggest the revising of the questions constituted to comply with course outcome. To enrich the quality of the internal assessment examination procedure, steps are taken through IQAC cell. The steps include the formation of internal squad team, which helps and ensures smooth and orderly conduct of IA examinations in the institute as per guidelines framed by the committee. These guidelines would be re-framed from time to time based on the austerities arise.

**Online webinars:** As per the initiative of IQAC, the Institute conducted series of webinars, which benefited academicians, students, researchers across the country. This Initiation helped the target groups to best utilize their time and resources especially during lockdown period. It has resulted in the improvement in IT facility handling skills. The webinar series include faculty development programs on wide range of issues, which include Innovative Research, Trends in Information Technology, Modern Tools and Technological Assistance for Effective Research, Artificial Intelligence in Big Data Analysis, Aatma Nirbhar Bharat Abhiyaan, Women Entrepreneurs, MSMEs, Ethical issues in Advertisement, Women Rights, Global Business Finance, AMOS and SPSS techniques in bringing quality research publications.

File Description	Document
Upload any additional information	<a href="#">View Document</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 ( For first cycle - Incremental improvements made for the preceding five years with regard to quality For second and subsequent cycles - Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives )**

**Response:**

The Institution has constituted an IQAC as per the guidelines of the NAAC with the representatives from the stakeholders - Management, academic experts, senior faculty members, industrialists, alumni and students. The IQAC has been proficiently contributing and showing keen interest in the all-round development of the faculty and students. It constantly strives to enrich quality with regard to curriculum content, use of ICT in teaching, learning and evaluation, research and innovation, extension activities and other best practices.

For the purpose of review of curriculum content teaching and learning pedagogy, learning outcomes, the institution has designed a mechanism. That is, CAC, Examination Committee and ICT Committee are entrusted with the task of conducting periodical review of performance of students in the University examinations as well as Internal Assessment (IA) tests. Soon after the announcement of results at the end of each semester, the result analysis would be carried out to ensure that whether the performance is according to the set targets or not. Due emphasis is given to minimize the failures and maximize the pass percentage including, the FCDs and University ranks. The Principal and HODs pay a surprise visits to the class rooms to ensure that the faculty members are using ICT facilities created for the benefit of students. The IA marks allotted by the subject teachers in their respective subjects are displayed on the Notice Boards, for the confirmation by the students within the time span provided. The grievances pointed out by the students would be attended immediately. The strict arithmetic accuracy and transparency are maintained in the conduct of IA tests through continuous monitoring.

In the beginning of every academic year, it has been the practice in the Institution to record the performance of students in the previous year's examination. Accordingly, it would be compared with the next year's performance in terms of marks secured to record the incremental development or regression. The incremental attainments are appreciated and encouraged while the retardations are attended to with corrective measures. The annual result analysis summary would be presented by the Principal to the CGC. The CGC discusses the performance of students threadbare and gives necessary directions for further improvements.

The institution encourages the faculty members to enrich their knowledge and skills through participation in various Faculty Development Programmes (FDPs) organized at the Institution and by other Institutions. The Institution has clearly understood that the quality enrichment of teachers would be the only way for the quality performance by students. Therefore, to confirm the quality attainment of faculty members, the Institution has designed the mechanism of self appraisal system, students' feedback on teachers and academic audit of teachers by external experts. The feedback and suggestions taken from these sources

would be seriously looked into and any lapses are addressed accordingly.

File Description	Document
Upload any additional information	<a href="#">View Document</a>

### 6.5.3 Quality assurance initiatives of the institution include:

1. Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analysed and used for improvements
2. Collaborative quality initiatives with other institution(s)
3. Participation in NIRF
4. any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

**Response:** C. 2 of the above

File Description	Document
Upload details of Quality assurance initiatives of the institution	<a href="#">View Document</a>
Upload any additional information	<a href="#">View Document</a>

## Criterion 7 - 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 last five years.

##### Response:

The Institution is very specific on gender equity and sensitization. The following measures are taken to ensure the gender equity at all levels that are faculty, office staff and students.

##### 1. Safety and security:

Women safety and security are the priorities of the Institution. Measures are taken to imbibe the everlasting cultural values of motherland India. “*Matru Devo Bhava*”, is the cultural tenet of the country ever since the Indus Valley Civilization. It is the guiding principle for the Institution to ensure the dignity, decency and respect towards women.

Besides, the Govt. of India, the Govt. of Karnataka, the UGC and all other Apex Authorities have issued guidelines to sensitize the faculty, students and parents towards gender equity. To materialize this objective, the Institution conducts various programmes like special lectures by the experts, successful women entrepreneurs, renowned women social activists, researchers and legal experts in women laws and security. Under the guidance of the faculty both boys and girls students conduct the programmes like group singing, group dance, solo dance, folk performances like *Kolata – Dhandia* to harmoniously involve them in group events during the Management and IT Fest. Guest lectures are organized by inviting the legal experts from law courts who handle the cases relating to women problems like domestic violence, dowry menace, sexual harassment and other related issues.

The Institution has constituted Mythri (Internal Complaint Committee) which exclusively takes care of organizing variety of programmes with regard to gender equity and women empowerment. Out of the total number of 713 students in the year 2019-20, 377 are the girl students. All the academic and academic supported programs conducted in the Institution, boys and girls equally participate and equally take leadership in the organization and coordination these programs. Both boys and girls equally participate in Sports and cultural activities.

The institute has adequate security personnel, who are vigilant 24x7. CCTV cameras are installed on the campus at strategic places. Strict procedures are laid for the girl's students who residing girls hostels on the campus along with days scholars. The successful women entrepreneurs are invited to the Institution to interact with students and faculty, especially for the girls students to emulate.

In order to physically and mentally empower the girls' students self defense techniques like unarmed combat and karate like activities are taught under the guidance of physical director and women faculty members. Decent dress code is enforced on the campus.

##### 2. Counseling:

The Counseling is conducted severally and in group. The Teacher -Mentors counsel both boys and girls



students assigned them. Any problem relating to the boys and girls students are commonly addressed by the college Disciplinary Committee. On certain occasion like International Women's Day, the group awareness programs are conducted in the form of special lectures by legal and medical experts.

### 3. Common Rooms:

Ladies common-rooms facilities are provided in the Institution ensuring proper privacy and facilities. Lady attenders are assigned the job of cleaning and maintenance of ladies common rooms. Dust bins are provided to collect wastes and used sanitary materials.

File Description	Document
Link for specific facilities provided for women in terms of: a. Safety and security b. Counselling c. Common Rooms d. Day care center for young children e. Any other relevant information	<a href="#">View Document</a>
Link for annual gender sensitization action plan	<a href="#">View Document</a>

#### 7.1.2 The Institution has facilities for alternate sources of energy and energy conservation measures

1. Solar energy
2. Biogas plant
3. Wheeling to the Grid
4. Sensor-based energy conservation
5. Use of LED bulbs/ power efficient equipment

**Response:** D. 1 of the above

File Description	Document
Geotagged Photographs	<a href="#">View Document</a>
Any other relevant information	<a href="#">View Document</a>

#### 7.1.3 Describe the facilities in the Institution for the management of the following types of degradable and non-degradable waste (within 500 words)

- Solid waste management
- Liquid waste management
- Biomedical waste management
- E-waste management
- Waste recycling system
- Hazardous chemicals and radioactive waste management

**Response:**

Waste management is crucial not only in maintaining the cleanliness of the campus but also in keeping the good health of all. The Institution has ensured the proper control on waste generation and disposal on the campus and within the Institution. The segregation of waste is per the norms of the Department of Environment, Govt. of Karnataka. The principles of recovery, recycle and reuse are practiced. In all, the institution has taken all measures to ensure lush green, eco-friendly, healthy and esthetic environment during all seasons.

- **Solid Waste Management**

Being an Institution with residential facility, considerable quantity of wet (food/organic) waste is generated in the premises. Biodegradable wet waste is mostly generated from hostel kitchens and food waste is generated in the dining hall. It is properly collected and sent to the nearby Pig Farm, where it is processed and used as food for pigs. In classrooms, generally the paper waste and plastic wrappers are generated. Dustbins are provided in each classroom, in staff rooms, laboratories, washrooms, cafeteria and kitchens and in campus area. Hostel dining room has signages for creating awareness on minimizing the wastage food. Sanitary napkin vending machine and disposal facility (Incinerator) has been installed in ladies hostel.

**Plastic ban:** Notices are displayed on notice-board educating the students to refrain from the use of plastics. Institution encourages students and faculty usage of stain steel water bottles. Institution also organizes activities pertaining to plastic ban.

- **Liquid waste management**

The Institution has Sewage Treatment Plant (STP) for treating the liquid waste which is generated in the campus. This plant has purification capacity of 2000 liters per day. The recycled water is used for gardening. Wastewater is mainly generated from toilet flushing and hostel kitchens. Academic block has 14 wash rooms, boys hostel has 140 bathrooms and 140 toilets, girls hostel has 59 bathrooms and 72 toilets and staff quarters has 48 bathrooms and 48 toilets. Sewage which is generated from the academic block as well as hostel block is conveyed through the underground sewers to the Sewage Treatment Plant.

- **E- Waste Management:**

E-waste bin has been kept in the PESIAMS and equipments such as non-working computers, monitors, power supplies, printers, keyboards, mouse etc. are collected from time to time. Awareness is created among the students, faculty and the staff to dump the e-waste into the specific bin. The faculty in charge of IT facility in the Institution ensure makes sure that the e-waste collected will be sent to the PESITM IT Cell as per the internal MOU made. IT cell of PESITM will in turn handover the same to SOGO Computers Pvt. Ltd. Bangalore, where the MOU has been signed for E-Waste disposal.

- **Biomedical Waste Management:**

No biomedical waste is generated in the campus.

- **Hazardous chemicals and radioactive waste management**

No hazardous chemicals and radioactive waste is generated in the campus.

File Description	Document
Any other relevant information	<a href="#">View Document</a>
Link for Geotagged photographs of the facilities	<a href="#">View Document</a>
Link for Relevant documents like agreements/MoUs with Government and other approved agencies	<a href="#">View Document</a>

#### 7.1.4 Water conservation facilities available in the Institution:

1. Rain water harvesting
2. Borewell /Open well recharge
3. Construction of tanks and bunds
4. Waste water recycling
5. Maintenance of water bodies and distribution system in the campus

**Response:** B. 3 of the above

File Description	Document
Geotagged photographs / videos of the facilities	<a href="#">View Document</a>
Any other relevant information	<a href="#">View Document</a>

#### 7.1.5 Green campus initiatives include:

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

**Response:** Any 4 or All of the above

File Description	Document
Various policy documents / decisions circulated for implementation	<a href="#">View Document</a>
Geotagged photos / videos of the facilities	<a href="#">View Document</a>
Any other relevant documents	<a href="#">View Document</a>

#### 7.1.6 Quality audits on environment and energy regularly undertaken by the Institution and any awards received for such green campus initiatives:

1. Green audit

2. Energy audit
3. Environment audit
4. Clean and green campus recognitions / awards
5. Beyond the campus environmental promotion activities

**Response:** C. 2 of the above

File Description	Document
Reports on environment and energy audits submitted by the auditing agency	<a href="#">View Document</a>
Certification by the auditing agency	<a href="#">View Document</a>
Any other relevant information	<a href="#">View Document</a>

#### 7.1.7 The Institution has disabled-friendly, barrier free environment

1. Built environment with ramps/lifts for easy access to classrooms.
2. Disabled-friendly washrooms
3. Signage including tactile path, lights, display boards and signposts
4. 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

**Response:** B. 3 of the above

File Description	Document
Policy documents and information brochures on the support to be provided	<a href="#">View Document</a>
Geotagged photographs / videos of the facilities	<a href="#">View Document</a>
Any other relevant information	<a href="#">View Document</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 500 words).

**Response:**

PESIAMS is located in the region where Kannada is the local language. The Hindi, English and other languages taught in the Institution. The medium of instruction is English in all programs. The Institution has been endeavoring to attain a success in creating inclusive environment within the Institution and on-the campus. It is to ensure the acceptance and gaining of the respect towards the vivid culture of the land. The Institution where it has a co-education system, firmly believes in the ideology of 'unity in diversity' and has adopted the system of providing admission to students coming from different communities, religions

and socio-economic background. Hence, the students, faculty and staff who are from different cultural background, uphold and promote the inclusiveness and respect cultural diversity not only in the Institution but also in the society.

#### **Tolerance and harmony towards cultural, regional and linguistic diversity:**

India is a nation embodied with diverse culture. Every region has its own rich geographical resources- biodiversity and immense minerals. Creating a harmony among these geographical and cultural diversities is a big challenge for the education. Ensuring the unity amidst of diversity is also the constitutional obligation of all the governments and citizens of the nation. A tuned with this obligation, the Institution is striving hard to build harmony and tolerance among the entire human force working in the Institution. The faculty, staff and students are though from different regional, cultural and linguistic backgrounds, have a cordial relation and respect among themselves.

The people connected to the Institution know four languages by default, i.e. Kannada, Hindi, English and Sanskrit. There is a village called **Mathur in the vicinity of the Institution, where the entire village people converse in Sanskrit only.** The Institution conducts guest lecturers, group discussion, cultural events like skit presentation, staging of drama to address these diversities. The Hindi Divas is celebrated every year. The extension programs organized in the surrounding villages through NSS unit are related to the building of tolerance and harmony towards these cultural, communal and regional diversities.

#### **Tolerance and harmony towards communal, social-economic and other diversities:**

The Institution ensures tolerance and harmony among various group of people, irrespective of the community they belong to, the religion they follow, the language they speak, whether rich or poor, by conducting various programs like debate, pick and speak, essay competition, writing and recitation of poems presentation of skills and so on. Every year the Institution conducts the Annual Talent Fest, in which various programs are conducted to give an opportunity for the students, faculty and staff to express their knowledge, skill and artistic traits. Students take part in these programs as participants and coordinators. Some of the programs organized carry the flag of colloquial titles like *Kalarava*, *Abhivyakthi*, and *Mythri*. Majority of the programs are conducted by NSS unit and Sports Committee, in cooperation/collaboration with other local organizations and Districts Administration.

File Description	Document
Link for supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	<a href="#">View Document</a>

#### **7.1.9 Sensitization of students and employees of the Institution to the constitutional obligations: values, rights, duties and responsibilities of citizens (within 500 words).**

##### **Response:**

The Institution believes that the constitution of India is the common text of culture and religion for all the citizens of the nation to follow and perpetuate. Hence, the Institution conducts various programs -

academic and academic supported - to imbibe and instill the values and legal obligations enshrined in the Constitution of India. Indian Constitution and Environmental Science are the two subjects mandatorily taught in all the higher educational intuitions affiliated to the Kuvempu University. As a result, these two subjects are taught for all the students in all programs. Apart from the classroom teaching of these subjects, the Institution conducts various programs to make the students understand about the provisions of the Constitution with regard to fundamental rights, duties and Directive Principles of State Policy. Creating awareness about the Constitutional provision is taken as the responsibility of the Institution to build tolerance and harmony among the students, faculty and staff.

The Institution has made it a practice to sing the National Anthem and State Song at the daily prayer in the beginning of everyday. The dedicated days of national and state importance like Independence Day, Republic Day, Kannada Rajyaostva, Hindi Divas, National Youth Day, Constitution Day, Mahathma Gandhi Jayanti/Lal Bhahuddur Shastri Jayanti, Dr. Radhakrishna Jayanti, Dr. B R Ambedkar Jayanti, etc. are celebrated with great revere and interest. During all these celebrations, the importance of constitutional values, rights, duties, and responsibilities of citizens are highlighted. Experts from the legal background of the Constitution of India and Freedom Fighters are invited on these occasions to deliver motivational lectures and interact with the faculty and students.

For the success of democracy in India, the systematic and ethical way of conduct of elections is utmost important. To imbibe the value of descent way of participation in different elections where even the students, faculty and staff are the voters, the Institution takes interest in conducting various voters' awareness programs in the form of campaigns, demonstration of street plays and presentation of skits in collaboration with District Administration in their Systematic Voters' Education and Electoral Participation program better known as SVEEP, is the flagship program of the Election Commission of India for voter education, spreading voter awareness and promoting voter literacy in India.

NSS unit of the Institution, Youth Red Cross unit and other related committees like *Mythri (Internal Complaint Committee)* are collaborated together to successfully conducted these programmes. The programmes generally conducted include special lecturers on Value based Life System, Protection of Bio-diversity in Southern Ghats, Stress Management, Protection of Live Stock, Disaster Management, Employability Training, National Integration Programmes, Environmental Awareness Programmes, Consumer Protection Programmes, Programmes on Patriotism and other are conducted in the Institution in which the students take leadership and the faculty members guide them to conduct successfully.

File Description	Document
Link for any other relevant information	<a href="#">View Document</a>
Link for details of activities that inculcate values necessary to render students in to responsible citizens	<a href="#">View Document</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.**

##### **1. The Code of Conduct is displayed on the website**

**2. There is a committee to monitor adherence to the Code of Conduct****3. Institution organizes professional ethics programmes for students, teachers, administrators and other staff****4. Annual awareness programmes on Code of Conduct are organized**

**Response:** B. 3 of the above

<b>File Description</b>	<b>Document</b>
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 Document</a>
Code of ethics policy document	<a href="#">View Document</a>
Any other relevant information	<a href="#">View Document</a>

**7.1.11 Institution celebrates / organizes national and international commemorative days, events and festivals (within 500 words).****Response:**

Celebrating national festivals, national and international commemorative days, bring a sense of responsibility, unity, harmony and gratitude among the people at large. Hence, Prerana Educational and Social Trust (R), Shivamogga has a culture of collectively organizing along with its group of institutions all national and state level festivals and commemorative days such as Republic Day, Independence Day, Youth Day, Ghandi Jayanthi, Lal Bahadur Shastri Jayanthi, Ekta Diwas or National Unity Day, International Yoga Day, International Women's Day, World Environment day, World Literacy Day, World Aids Day, World Anti Tobacco Day on its campus. The Institution collaborates in all these celebrations with other sister institutions like PES Institute of Technology & Management, PES Pubic School, PES Poly Techniques, PES Pre University functioning on the campus. There is a big and beautiful conventional hall with a capacity of 3000 seats, where all these collaborative programs are conducted. The students, faculty and staff actively take part in planning and conduct of these programs every year.

Besides, the Institution also exclusively celebrates some of the national and international commemorative days on its own campus. These programs are conducted in the Institution own auditorium or seminar hall as a part of which special lecturers, guest lecturers, cultural events, debates, quiz etc. are conducted. For instance, Teachers Day on 5th September, Sadbhavana Divas and Devarjuras jayathi on 20th August, Dr. Ambedkar Jayathi on 14th April, National Science day 23 February, Youth day or Swami Vivekananda Jayathi on 12th June , Hindi Divas on 14th September, World Environment Day on 5th June, NSS day on 24th September, Constitution Day on 26th November, Deeksha Divas on 29th November are celebrated in the Institution.

On the day of Gandhi Jayanthi celebration, the Institution organizes Swachatha Andollan program on the campus and also in the selected surrounding villages. The students and faculty participate in sweeping roads, cleaning drainages, planting tree seedlings and organizing awareness programs like presentation of skits and street plays. On account of Swami Vivekananda Jayanthi, special lectures from the philanthropic leaders like Swamij's from Ramakrishna Ashram, seers from Sister Niveditha Prathistan are organized in

which the students actively take part and interact with them on relevant issues. **On account of Teachers day the Institution conducts a unique program called “Learn to Teach, Teach to Learn”.** In this program the students play the role of teachers which convey many meaningful messages to both students community and teachers feternity. International Yoga Day is celebrated during which, apart from yoga demonstrations, the inspirational talk about the importance of yoga and meditation would be got delivered and demonstrated from experts. As a part of celebration of Hindi Divas, quiz competition, debate, pick and speak competition are conducted not only for the students of the Institution but also for the students from sister institutions located on the campus. In the year 2020, on September 14th a national level Hindi quiz competition was organized in which students from about 8 states were participated.

File Description	Document
Link for any other relevant information	<a href="#">View Document</a>
Link for Annual report of the celebrations and commemorative events for the last five years	<a href="#">View Document</a>
Link for Geotagged photographs of some of the events	<a href="#">View Document</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.**

**Response:**

**I. Academic and Administrative Audit (AAA)**

**II. Gender Equity**

**1. Title of the Practice: I. Academic and Administrative Audit (AAA)**

**2. Objectives of Academic and Administrative Audit:**

**Introduction:**

The development of a country is generally determined by the status of education in that country. Every development is a result of education only. As the saying goes, “the destiny of the country is built in a class room”. Therefore, the teaching learning and evaluation in an academic institution plays a vital role. Therefore the following objectives:

- To design effective curriculum and pedagogy
- To evaluate Course and Program Outcomes
- To materialize the strategic plan of the Institution
- To motivate the faculty to update themselves with regard to development taken place in their academic and applied fields.



### 3. The Context:

Academic and Administrative Audit (AAA) is a system to control and maintain high standards in the field of Higher Education. It plays a vital role in providing quality education to the learners. It is a continuous process of self-introspection for the better growth of the institution by suggesting further improvement in quality of teaching-learning process, research, administration, co-curricular and extra-curricular activities.

To evolve an effective AAA system, which not only keeps our technological progress alive but also caters to the needs of the global job market, every institution has to make a special effort. It presupposes the continuous process of setting quality standards and checking them with actual performance. Comparing the actual performance with set standards delivers the variances which form the basis for periodical decision making. It serves us to introspect with regard to what was planned and what has happened.

### 4. Practice of AAA at PESIAMS:

Twenty first century has witnessed rapid changes in all walks of life. Considering these changes, a mechanism is proposed to examine and enhance the quality of academic aspects of institutions of Higher Education. While defining Academic Audit, B.L.Gupta states that, "it is a systematic and scientific process of designing, implementing, monitoring and reviewing the quality of academic systems. It includes the inputs, process and outputs. It emphasizes on reviewing the performance of the academic inputs with respect to quality assurance."

For the purpose of implementing the AAA in the Institution, after due deliberation at the College Governing Council, the Academic and Administrative Audit Committee was constituted in the year 2019. The committee consists of the principal as a chairperson, a coordinator and two senior faculty members and two from office staff. It is entrusted with the task of planning, conduct and reporting of the audit aspects of academic and administrative activities in the Institution. In the beginning the faculty and staff of the Institution were briefed about the meaning, objectives and the process of Academic and Administrative Audit initiated in the Institution. The process of audit began from individual faculty level and passed through Heads of the Departments (HODs) up to the Principal's level. The Committee designs the Standard Assessment Form (SAF) that would be given to each faculty. While designing the SAF the committee takes in to account the standard levels or setting benchmarks to be achieved with regard to curriculum design, pedagogy and evaluation. The HODs collect and submit the same to the Principal with his/her own note. The Principal receives these forms and submit to the AAA Committee. The committee looks into these forms and analyzes the variances with regard to set standards or benchmarks. The detailed report would be submitted to the Principal for further action.

### 5. Evidence of Success:

Firstly, the induction of the practice of AAA ignited the initiatives of the faculty with regard to the individual and institutional goals. The goals include the increase in the average percentage of results in each programme, students support and progression system to be followed, the best practices to be innovated in each and every academics supported activity, sports and cultural events to be conducted, feedback to be taken from the stakeholders and so on.

Secondly, it inspires the faculty, students and the staff with regard to translation of the institution's vision into missions, missions into goals and objectives and ultimately the goals and objectives in to reality. Thirdly, it created an opportunity for faculty and the administration to self-introspect with regard to what is

expected and what is delivered. No need to emphasize that the practice of AAA in the Institution leads to self-realization and in turn generated proactive bent of mind amongst faculty and administration.

## **6. Problem Encountered and Resources Required:**

While implementing AAA in the Institution, the following are the problems encountered and resources needed.

### **Problem Encountered:**

- Clarity and understanding about AAA.
- Lack of availability of back references.
- Understanding about the setting of standards for each event.
- Designing of standard assessment form to facilitate the preparation of audit report.
- Preparation of methodology to be followed in preparation of AAA report.

### **Resources Needed:**

- Experience and expertise needed to plan, execute and report on academic and administrative performance.
- Required Number of Standard Assessment Forms (SAF) for faculty and office staff.
- Computing skills for both faculty and office staff.

### **Conclusion:**

Academic and Administrative Audit gives a standard system for audit of academic and administrative performance of an institution over a period of time, which serves the purpose of knowing as to what was decided and what is being delivered. It largely helps to introspect as to the variances between set standards and actual performance at various levels of management- floor level, middle level and top level. It facilitates to contemplate and execute corrective measures. The implementation of AAA in the Institution as an initiative of IQAC provided a new exposure and experience with regard to innovative efforts to be made by faculty and administration to enrich the quality in teaching, learning, evaluation, research, extension activities and other value based best practices. In this process documentation of Institution, departments and personal shall be updating which was very useful at the time of writing of SSR.

## **1. Title of the Practice: II. Gender Equity**

### **2. Objectives of Gender Equity:**

#### **Introduction:**

Gender equity is a concept to mentally transform men and women with regard to equal treatment to be created and delivered in all walks of life. It is to empower men and women by creating awareness about the discriminatory treatment based on gender bias. It is a Constitutional obligation to be practiced in day to day life. The following are the objectives

- Equality of status and opportunities for women.
- Equality of women in all occupations and professions.

- Respecting humanity by accepting the dignity of women
- Creating awareness in students- boys and girls – with regard to equal value and status of men and women as a part of natural justice.
- Encouraging students to equally participate in all activities of the Institution without any prejudices and bias

### **3. The Context:**

The Govt. of India, the Govt. of Karnataka, the UGC and all other Apex Authorities have issued guidelines to sensitize the faculty, students and parents towards gender equity. Women safety and security are the priorities of the institution. Measures are taken to imbibe the ever-lasting cultural values of motherland India. “Matru Devo Bhava”, is the cultural tenent of the country ever since the Indus Valley Civilization. It is the guiding principle for the Institution to ensure the dignity, decency and respect towards women.

To materialize this objective, the institution conducts various programmes like special lectures by the experts, successful women entrepreneurs, renown women social activists, researchers and legal experts in women laws and security. Under the guidance of the faculty both boys and girls students conduct the programmes like group singing, group dance, solo dance, folk performances like Kolata – Dhandia to harmoniously involve them in group events.

### **4. Practice of Gender Equity at PESIAMS:**

The institution has constituted the *Mythri (Internal Complaint Committee)*, which exclusively takes care of organizing variety of programmes with regard to gender equity and women empowerment. Out of the total number of 713 students in the year 2019-20, 377 are the girl’s students. All the academic and academic supported programs conducted in the institution, boys and girls equally participate and equally take leadership in the organization and coordination these programs. Both boys and girls equally participate in Sports and cultural activities.

The Institution has adequate security personnel, who are vigilant 24x7. CCTV cameras are installed on the campus at strategic places. Strict procedures are laid for the girl’s students who residing girls hostels on the campus. The successful women entrepreneurs are invited to the Institution to interact with students and faculty, especially for the girls students to emulate.

In order to physically and mentally empower the girls’ students self defense techniques like unarmed combat and karate like activities are taught under the guidance of physical director and women faculty members. Decent dress code is enforced on the campus. The Counseling is conducted severally and in group. The Teacher -Mentors counsel both boys and girls students assigned them. Any problem relating to the boys and girls students are commonly addressed by the college Disciplinary Committee. On certain occasion like International Women’s Day, the group awareness programs are conducted in the form of special lectures by legal and medical experts.

### **5. Evidence of Success:**

Mythri (Internal Complaint Committee), constituted in the Institution undertake the entire task of conducting various programs to educate the boys and girls students about the vale and importance of gender equity. The yearlong programs conducted in the Institution include special lectures by the experts, successful women entrepreneurs, renown women social activists, researchers and legal experts in women

laws and security. Under the guidance of the faculty both boys and girls students conduct the programmes like group singing, group dance, solo dance, folk performances like Kolata – Dhandia to harmoniously involve them in group events during Management and IT Fest. Guest lectures are organized by inviting the legal experts from law courts who handle the cases relating to women problems like domestic violence, dowry menace, sexual harassment and other related issues.

The programs conducted have resulted in taming and trimming the behavior of boys and girls students in and outside the Institution. They have learnt to be together and cooperative each other in conducting various programs – academic, cultural and sports- without any ill-will or disgruntle. The women faculty and staff have learnt to play a vital role in creating gender awareness and avoiding gender bias.

#### **6. Problem Encountered and Resources Required:**

The following are the problems encountered while implementing the programs in the Institution.

- Selection of the event.
- Seeking explicit support from boy's students.
- Eliminating shying and lingering nature in girl's students.
- Avoiding mutual jealous and unhealthy competition.

#### **Resources Needed:**

The following resources and general administrative support found needed are:

- The Management permission and women faculty cooperation
- Indoor Auditorium with proper lighting and ventilation.
- Transportation facility especially for girls' students.
- Common dress code
- Cordial relationship among the men and women faculty, staff and students.

#### **Conclusion:**

Gender equity puts the focus on fairness and justice regarding benefits and needs for women and men, girls and boys. Equity is used for example within the education, health and humanitarian sectors referring to the equal distribution of resources based on the needs of different groups of people. The programs conducted in the Institution under the aegis of Mythri (Internal Complaint Committee) have successfully led to the building of tolerance and harmonious relationship between men and women faculty, staff and students. It also resulted in creating Constitutional awareness and obligations about gender equity in all in the Institution, on the campus and in the society.

<b>File Description</b>	<b>Document</b>
Link for any other relevant information	<a href="#">View Document</a>
Link for Best practices in the Institutional web site	<a href="#">View Document</a>

## 7.3 Institutional Distinctiveness

### 7.3.1 Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

#### Response:

#### 1. Title of the Practice: Experiential Learning

The traditional chalk & talk lecturer method has become absolute in the modern era of educational expectations from the teachers and the taught. The examination centered rote methodology has curtailed the opportunities for the students to come out of the institutions with full swing of employability. A matter of fact the Institutions decided to link every subject and every chapter in the subject to the activity it presupposes outside the class room. Therefore, the CAC of the Institution decided to translate, as far as possible, the theoretical aspects into connected activities in the industry or profession.

#### 2. Objectives of the Practice:

Experiential learning is a proven pedagogy to make the teaching & learning most effective with common acceptability of all the stake holders. After due discussion and deliberations at the academic committee, the faculty and the management decided to practice activity oriented experiential teaching & learning pedagogy with the following objectives:

1. To translate the subject content into a perceived activities.
2. To prepare annual plan of action to conduct these activities within the Institution and outside.
3. To effectively make use of the available laboratories and IT infrastructure.
4. To instill the culture of effective use of library and laboratory to meet the purposes of experiential learning.
5. To establish industry-institution linkages with outside agencies.
6. To create simulative industry-institute environment in the institution.
7. To achieve distinctiveness in the pedagogy of teaching learning.

#### 3. The Context:

The traditional exam centric teaching-learning pedagogy as landed the students in an unemployable condition. Because of the big gap sneaked into the teaching-learning and actual practice. The outgoing students though of high potential are left with no jobs leading to immense unemployment of young graduates. The land and laboratory, classroom and community, industry and Institution interface is virtually possible and can be implemented if the faculty and students are properly guided. The parents and prospective employers expect the same from an Institution. The students would learn virtually skills of job or self-employment during the course of the stay in the Institution.

#### 4. Practice of experiential learning:

The PES Trust (R) has proactively considered this pedagogy of experiential teaching-learning has distinctive aspects and provided all the support in terms of infrastructure and motivation.

The Kuvempu University has also given due emphases for enriching experiential learning of students and

experiential teaching pedagogy for the faculty. Hence it has accordingly designed the curriculum by incorporating various experiential learning and problem solving methodologies in almost all the programs conducted in the institution. i.e. M. Com, BBA, BCA, B. Com and B.Sc.

The following are the activities grouped in different heads

- a. Internship for M. Com students
- b. Project Work
- c. Industrial Visit
- d. Role Play
- e. Computer Based Coding and debugging learning

## **5. Evidence of Success:**

It is a pleasure and contentment for the faculty, students and management that what was expected has been achieved through the experiential learning activities conducted by the Institution. It has evidenced as under:

### **a. Internship for M. Com Students**

The PG students undergo mandatorily the internship training of one month in their third semester. Under the guidance of faculty members, students approach industry/Company to work continuously for a month. After completion of internship, it is surprise to observe that attitudinal changes taken place in their studies and behavior.

### **b. Project Work**

For both PG and UG student's project work is administered to enable them to learn about making project for the desired job, professional or enterprise. It would be in two ways – Individual or group wise. Concern subject teachers work as project guide. The students have learnt as per the methodology of project making, i.e. project selection, the purpose, profile of the company, area and problem analysis. The successful outcome is the effective understanding of research methodology.

### **c. Industrial Visit**

Students enjoyed the industrial visits by understanding clearly as to what was listened in the classroom was practically observed in the field. A successful attempt has been made to minimize the knowledge gap between what is thought and what is been practiced.

### **d. Role Play**

Students displayed most effective artistic expression during their assigned role play. On the occasion of Teacher's day, selected students were asked to play the role of teachers and teach a particular topic relating to their subject. Teachers and the remaining students of the class were the audience. It was a time to

witness the creative expression of prospective teachers. Along with this students enacted the real case study of Sunderland Vs Barclays Bank in front of all the audience.

#### e. Computer Based Coding and Debugging Learning

Coding is an activity, which is common in case of Computer science subjects. Students are asked to designed and code the given problem. It conducted in the computer lab under the supervision of teachers. It is a training given to the students to enhance the learning experience through activities. It enhances the technical skills needed to undertake the job.

#### 6. Problem Encountered and Resources Required:

Following are the some of the general problems encountered during the course of conduct of Industrial visit, internship, project work, role play and coding.

1. Getting permission from the industry/company to undergo the internship.
2. Lack of presentation skills in students.
3. Lingering nature while participating in the role play
4. Lack of debugging knowledge of the given program with regard to coding activities.
5. Lack of time management skills

#### Conclusion:

The experiential teaching-learning activities are the supportive and innovative methodologies followed in the Institution mainly to bridge the gap between the classroom teaching and practice. The concerned class or subject teachers act as guides under whose supervision the activities successfully conducted throughout the academic year. It has largely contributed to the enhancement of academic performance of students and teaching qualities of faculty members. It has received the appreciation of management and parents.

File Description	Document
Link for appropriate web in the Institutional website	<a href="#">View Document</a>

## 5. CONCLUSION

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### Additional Information :

The Institution is located in a tier-II town, the management has ensured it provides the best academic environment possible on par with any premier Institutions in cities. The Institution has excellent infrastructure and all the required amenities within the campus. Probably, few facilities like Gymnasium, Prerana Convention Hall, Cricket Stadium, etc., are best in the region. The Institution strongly believes in continuous improvement and as such it has its strategic plan in place. The Institution is currently focusing on a few important areas critical for its growth.

Institution is working to set up a research centre to develop the culture of research & innovation in the minds of faculty and students. The Institution is continuously making efforts to have a harmonious relationship with all its stakeholders. Student academic progress is communicated to the parents through parent-teacher-meet. The Institution is ensuring that the alumni are an integral part of its growth journey. The Institution strongly believes in serving society, hence has plan of adopting a village to enhance the self-employability skills of the rural youth and women, to stop them migrating to cities for their livelihood. Institution would like to adopt a government school to enhance communication and computing skills of its students by involving both faculty and students.

#### Future Plans:

1. Achieve 12(B) and Autonomous status.
2. Introduce professional and skill based UG and PG programs.
3. Introduce Doctoral Program by establishing the Research Centre to promote research activities among faculty and to motivate the students to relish the research bent of mind.
4. Establish Centre for Innovation and incubation center to encourage students and faculty to establish start-ups on campus.
5. Establish Centre exclusively for girl students to improve their self-employability skills.
6. Publish at least two books at Institutional level.
7. Introduce more number of Add-on and Certificate courses to imbibe the skills needed to enhance the quality of employability in students.
8. Provide coaching classes for competitive exams in the area of banking, insurance, stock exchange and teaching profession.
9. Adapt village as a part of social responsibility
10. Adapt a government school to provide communication and computing skills

### Concluding Remarks :

PES Institute of Advanced Management Studies, Shivamogga started with the philosophy of 'Equal Education for Everyone', has grown by leaps and bounds in a short span of 12 years. Today, PESIAMS is one of the preferred destinations for Post and Undergraduate Programmes in the region. The Institution has well-defined systems and processes critical for academic -quality assurance. The Institution has 26 university ranks to its credit from its inception. Many of our students are placed in reputed industries. Currently, the Institution is offering 1 PG and 4 UG Programs. There is good number of faculty members with rich experience in their respective fields. The Institution has a desired ecosystem for research & innovation. Adequate platforms have



been created for the overall development of students & staff. The Institution has MoU with several industries to impart desired knowledge & skills to the students. The Institution lays emphasis on giving exposure beyond the curriculum through various student forums and committees such as Sankalpa, Synthesis, Cluster, Abhivyakthi and Kalarava. Institution strongly believes in participative management. Hence, all the stakeholders are involved into various committees and students are given wider opportunities to take part in various activities conducted in the institution.

The 'Career Development Centre-CDC' of the Institution has been offering required mentoring, counseling, and placement support to students. With highly visionary leadership of the management and a dedicated team of faculty & staff, the Institution is striving to be Autonomous in near future and eventually become a Deemed University.

NAAC