



Accredited 'A' Grade by NAAC

**ANNUAL QUALITY ASSURANCE REPORT**  
**2018-19**



**INTERNAL QUALITY ASSURANCE CELL**



## Yearly Status Report - 2018-2019

### Part A

#### Data of the Institution

<b>1. Name of the Institution</b>		IFIM COLLEGE
Name of the head of the Institution		Dr. Anupama Natarajan
Designation		Principal
Does the Institution function from own campus		Yes
Phone no/Alternate Phone no.		08041432855
Mobile no.		9902645918
Registered Email		principal@ifim.edu.in
Alternate Email		iqac@ifim.edu.in
Address		#8P & 9P KIADB INDUSTRIAL AREA OPPO- INFOSYS GATE NO. 4, ELECTRONICS CITY PHASE-I
City/Town		BENGALURU
State/UT		Karnataka
Pincode		560100

<b>2. Institutional Status</b>	
Affiliated / Constituent	<b>Affiliated</b>
Type of Institution	<b>Co-education</b>
Location	<b>Urban</b>
Financial Status	<b>Self financed</b>
Name of the IQAC co-ordinator/Director	<b>Dr. H.S. Gitanjali</b>
Phone no/Alternate Phone no.	<b>08041432877</b>
Mobile no.	<b>9986503170</b>
Registered Email	<b>principal@ifim.edu.in</b>
Alternate Email	<b>iqac@ifim.edu.in</b>

<b>3. Website Address</b>	
Web-link of the AQAR: (Previous Academic Year)	<a href="https://ifimcollege.com/downloads/AQAR-2017-18.pdf">_https://ifimcollege.com/downloads/AQAR-2017-18.pdf</a>
<b>4. Whether Academic Calendar prepared during the year</b>	<b>Yes</b>
if yes,whether it is uploaded in the institutional website: Weblink :	<a href="https://ifimcollege.com/downloads/4.0-Academic-Calendar-2018-19.pdf">https://ifimcollege.com/downloads/4.0-Academic-Calendar-2018-19.pdf</a>

<b>5. Accrediation Details</b>					
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Cycle	Grade	CGPA	Year of Accrediation	Validity	
				Period From	Period To
<b>1</b>	<b>A</b>	<b>3.01</b>	<b>2016</b>	<b>16-Sep-2016</b>	<b>15-Sep-2021</b>

<b>6. Date of Establishment of IQAC</b>	<b>15-Dec-2014</b>
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<b>7. Internal Quality Assurance System</b>		
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Quality initiatives by IQAC during the year for promoting quality culture		
Item /Title of the quality initiative by IQAC	Date & Duration	Number of participants/ beneficiaries
<b>Seminars &amp; Conferences-</b>	<b>15-Feb-2019</b>	<b>77</b>

International Conference -Fusion	1	
Students Research	10-Oct-2018 1	103
Training on LMS/ERP	22-May-2019 1	20
Training on QMS process & Policies	22-May-2019 1	17
Workshop on Mentoring	22-May-2019 1	11
Workshop on Higher quality education	06-Mar-2019 1	16
Students Satisfaction Survey	01-Jun-2019 1	56
Parents Satisfaction Survey (UG)	01-Jun-2019 1	21
Parents Satisfaction Survey (PG)	01-Jun-2019 1	48
Orientation Programme & Foundation Course for the new batch (PG & UG)	11-Jul-2018 30	281
<a href="#">View File</a>		

**8. Provide the list of funds by Central/ State Government- UGC/CSIR/DST/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.**

Institution/Department/ Faculty	Scheme	Funding Agency	Year of award with duration	Amount
Nil	Nil	Nil	2019 0	0
No Files Uploaded !!!				

<b>9. Whether composition of IQAC as per latest NAAC guidelines:</b>	Yes
Upload latest notification of formation of IQAC	<a href="#">View File</a>
<b>10. Number of IQAC meetings held during the year :</b>	1
The minutes of IQAC meeting and compliances to the decisions have been uploaded on the institutional website	Yes
Upload the minutes of meeting and action taken report	<a href="#">View File</a>
<b>11. Whether IQAC received funding from any of the funding agency to support its activities</b>	No

during the year?

**12. Significant contributions made by IQAC during the current year(maximum five bullets)**

1) Grievance Tracker: like Infrastructure, IT, Hostel, Food Policies and procedures of the Institute

2) Assurance of Learning: Result of Academics, and overall grooming, i.e. Result of mentoring sessions, IIP, PEP, SIP, RI, mentoring etc., to ensure assurance of learning.

3) Placement Interviews: Rate of rejection of students in final placement is monitored. Mock GD-PI is conducted as training and rehearsals for performing better in the final interviews.

4) Alumni Connect: Continuous connect with Alumni (Continuous alumni connect to keep them updated and make them proud of the Institute.

5) Statutory and Regulatory Bodies data fulfillment.

[View File](#)

**13. Plan of action chalked out by the IQAC in the beginning of the academic year towards Quality Enhancement and outcome achieved by the end of the academic year**

Plan of Action	Achievements/Outcomes
8. Others	1)Curricular Interventions like PEP, SIP, Mentoring, 2)Research Incubation, IIP etc
7. Extension	Signing MOU' with various professional bodies- Identified few institutions for enriching the curriculum by signing MOU with them
6. Governance	Academic Audit
5. Student Development	Student Development: 1) Enhancing employability, 2) Student progression, 3) Student empowerment, 4) Alumni engagement focus on group discussion, guest lectures, workshops, Industry visits etc. 5) Students have driven clubs to improve organizational and management skills in students. 6) Student mobility & by suggesting measures for improving participation & wins in the fests, competitions etc 7) More number of Social Immersion Projects 8) More number of workshops 9) Compulsory value-added certificate courses
4. Departments, Committees, Clubs	Monitoring & improvement: 1) Workload

	distribution 2) Organized student support committees 3) Students driven activities by clubs 4) Inter & Intra Collegiate active participation & wins by the students. 5) Individual departments are linked with respective clubs for their efficient and effective functioning under the monitoring of IQAC 6) Quality Audits by IQAC
3. Teaching Learning & Evaluation	Improving Teaching Learning & Evaluation: 1) New General Learning Goals & Learning Objectives 2) Inclusion of certificate courses 3) LMS for Students support & learning 4) QPSB for improvement in the examination process
2. Research & Innovation	Accelerate Research & Innovation in the college: 2) Faculty Cluster, 3) Increase in the number of publications, 4) Pre/Post presentations by faculty members 5) Involvement of students in research
1. Vision, Framework Benchmarking	Implementation of Quality Policy: 1) Benchmarking on Teaching Learning process on Institute with Potential for Excellence status.
<a href="#">View File</a>	

<b>14. Whether AQAR was placed before statutory body ?</b>	Yes				
<table border="1" style="width: 100%;"> <thead> <tr> <th style="width: 50%;">Name of Statutory Body</th> <th style="width: 50%;">Meeting Date</th> </tr> </thead> <tbody> <tr> <td>Governing Council</td> <td>28-Dec-2018</td> </tr> </tbody> </table>		Name of Statutory Body	Meeting Date	Governing Council	28-Dec-2018
Name of Statutory Body	Meeting Date				
Governing Council	28-Dec-2018				
<b>15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?</b>	No				
<b>16. Whether institutional data submitted to AISHE:</b>	Yes				
Year of Submission	2018				
Date of Submission	30-Sep-2018				
<b>17. Does the Institution have Management Information System ?</b>	Yes				
If yes, give a brief description and a list of modules currently operational (maximum 500 words)	IFIM has a strong MIS at various levels. Management Information System (MIS) has always been considered as one				

of the important tools and a key element for the smooth functioning of an organization. MIS is used in assisting management of the college in capturing, processing, storage and retrieval of relevant, upto date and demand driven data and information for planning, coordinating, controlling, directing, follow up on the daily activities of the teaching and nonteaching staff, payroll, human resource management, recruitment, promotions finance, students admission, students enrolment, course schedules, examinations, results, budgeting etc. and these are done with the help of ERP, LMS, facebook at the workplace using technology. At Student Level: All student related data such as their personal information, fee payment, exam records, hostel and library details are maintained and can be retrieved on demand. We have implemented ERP to the core in various activities such as, in tracking the day to day attendance which has helped us in increasing the attendance percentage of students. And also the progress of students which is eventually used to analyze and monitor the improvements or retrogression in students overtime. The implementation of ERP in the campus is with the intention to fully utilize and efficiently track all resources and help make appropriate decisions.

## Part B

### **CRITERION I – CURRICULAR ASPECTS**

#### **1.1 – Curriculum Planning and Implementation**

1.1.1 – Institution has the mechanism for well planned curriculum delivery and documentation. Explain in 500 words

A systematic mechanism has been developed to ensure and enhance the quality of teaching & learning. Learning is made more student-centric by laying stress on experiential learning with specific learning outcomes for all courses by making it more participatory and interactive through participatory activities like Group Discussion, Model making, Brainstorming, Field Survey / Fieldwork, Roleplays, Presentations, Academic debates etc. The curriculum of IFIM College is designed to inculcate confidence-based learning to ensure that learning takes place and mastery of a topic is achieved. To ensure this, we follow best learning practices by designing our curriculum aligned with our goals and implementing it through the usage of modern pedagogy tools like case studies, simulation exercises, flip classrooms, role plays, assignment etc., Following curricular interventions were also introduced to attain holistic development, making students socially responsible and continuously employable. 1. Personality Enhancement Program: It is a unique program exclusively offered at

IFIM College which focuses on developing confidence and high self-esteem, improving communication skills matching industry standards, inculcating winning practices, and eventually presenting themselves as dynamic leaders to the corporate world. 2. Social Immersion Project (SIP): It sensitizes students to the needs of the community and enables them to identify their social problems through research. They learn to design solutions for these social problems through a Techno-Economic Viability (TEV) study. IFIM has tied up with NGO's across India who work closely with students, such as World Vision India, Action Aid, Art of Living (AOL), Anti-Pollution Drive, Help Age India, Biocon Foundation, CARE India, CRY, Bachpan Bachao Andolan, etc to name a few. 3. Mentoring: It is a symbiotic and synergetic relationship with mutual benefits. The essence of mentoring is a sustained human relationship that helps young professionals at IFIM College gain from diversified experiences, wisdom and knowledge provided by industry leaders. Mentoring fosters a sense of bonding that builds the reciprocal relationship over the period between mentors and mentees. In brief, the mentorship program will help in the following ways: 1. Clarity of purpose in students' personal and career goals 2. The requisite skill set and the way to develop the same. 3. Develop a clear path to achieve the goal. 4. Set up milestones on the path to the goal. 4. Research Incubation: The Research Incubation program aims to equip students with critical thinking and problem-solving skills. Students will pursue the research incubation course in groups of three and will be assigned to a Faculty mentor, based on their specializations and a research mentor. By the end of the course, Students are expected to communicate at least one original research paper to a peer-reviewed research journal (with Scopus/Web of Science indexing) or an International Conference. 5. Internships: IFIM's unique Internship projects have been very well received by recruiters across industries for its unmatched exposure and valuable on-the-job learning. Pursuing an internship also gives the students the extra edge to become more mature and handle the official activities in a professional manner. Some of these also convert to placements.

#### 1.1.2 – Certificate/ Diploma Courses introduced during the academic year

Certificate	Diploma Courses	Dates of Introduction	Duration	Focus on employ ability/entrepreneurship	Skill Development
Advanced Excel	Nil	18/03/2019	30	Business Tools	Analytics
SPSS	Nil	15/04/2019	15	Business Tools	Statistical Analytics

### 1.2 – Academic Flexibility

#### 1.2.1 – New programmes/courses introduced during the academic year

Programme/Course	Programme Specialization	Dates of Introduction
Nil	NIL	Nil
<a href="#">View File</a>		

#### 1.2.2 – Programmes in which Choice Based Credit System (CBCS)/Elective course system implemented at the affiliated Colleges (if applicable) during the academic year.

Name of programmes adopting CBCS	Programme Specialization	Date of implementation of CBCS/Elective Course System
Nil	NIL	Nil

#### 1.2.3 – Students enrolled in Certificate/ Diploma Courses introduced during the year

Certificate	Diploma Course



Number of Students

130

Nil

**1.3 – Curriculum Enrichment**

## 1.3.1 – Value-added courses imparting transferable and life skills offered during the year

Value Added Courses	Date of Introduction	Number of Students Enrolled
Personality Enhancement Program	07/11/2018	321
Research Incubation	07/11/2018	321
Industry Internship Program	07/11/2018	321
Social immersion Program	07/11/2018	321
<a href="#">View File</a>		

## 1.3.2 – Field Projects / Internships under taken during the year

Project/Programme Title	Programme Specialization	No. of students enrolled for Field Projects / Internships
BA (Journalism)	Industry Internship Program	8
BBA	Industry Internship Program	51
BCA	Industry Internship Program	26
BCom	Industry Internship Program	27
MCom	Industry Internship Program	18
MBA	Industry Internship Program	34
BA (Journalism)	Social Immersion Program	27
BBA	Social Immersion Program	111
BCA	Social Immersion Program	29
BCom	Social Immersion Program	56
<a href="#">View File</a>		

**1.4 – Feedback System**

## 1.4.1 – Whether structured feedback received from all the stakeholders.

Students	Yes
Teachers	Yes
Employers	No
Alumni	Yes
Parents	Yes

## 1.4.2 – How the feedback obtained is being analyzed and utilized for overall development of the institution?

(maximum 500 words)

#### Feedback Obtained

The very objective of the student feedback is to enhance students learning, enhance the effectiveness of the course delivery and improve the teaching by the faculty. Feedback is taken twice in a semester for all courses being offered during the respective terms of all Programmes. The Feedback will be collected prior to Mid/End-semester exams. Course content, course delivery, interaction with students, course evaluation, course evaluation and learning by students are the core parameters constitute the feedback holistically and has 10-point rating scale. The feedback is taken through online by making the rating scale available online. Students can complete the form electronically over a set period. The completed forms will be analyzed based on the evaluation criteria and the weights given to the individual parameters and each faculty will be given a final score for each of the subjects he/ she teachers. Feedback analysis faculty-wise and class-wise will be sent to HODs by the Principal. In the feedback analysis, the average score of all the courses, (average of average) handled by a faculty will be computed. The HODs are required to share the result analysis of the faculty members of their respective departments and act wherever the average feedback score is below (Below 6) the prescribed level. By the end of the semester, a random sample of students of the class where the faculty has secured less feedback score will be asked to give another round of feedback to check the effectiveness of the measures taken. If the feedback does not improve despite the measures taken, the same will be reflected in their appraisals. Remedial classes will be arranged for those students who require additional support for learning and for students who were absent.

## CRITERION II – TEACHING- LEARNING AND EVALUATION

### 2.1 – Student Enrolment and Profile

#### 2.1.1 – Demand Ratio during the year

Name of the Programme	Programme Specialization	Number of seats available	Number of Application received	Students Enrolled
BCom	BCom	100	379	56
BBA	BBA	180	918	135
BCA	BCA	60	257	39
BA (Journalism)	BA(journalism)	40	126	17
MCom	MCom	40	145	22
MBA	MBA	60	355	52

[View File](#)

### 2.2 – Catering to Student Diversity

#### 2.2.1 – Student - Full time teacher ratio (current year data)

Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of fulltime teachers available in the institution teaching only UG courses	Number of fulltime teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018	258	74	13	4	19

### 2.3 – Teaching - Learning Process

2.3.1 – Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)

Number of Teachers on Roll	Number of teachers using ICT (LMS, e-Resources)	ICT Tools and resources available	Number of ICT enabled Classrooms	Number of smart classrooms	E-resources and techniques used
36	36	21	21	Nil	3

[View File of ICT Tools and resources](#)

[View File of E-resources and techniques used](#)

2.3.2 – Students mentoring system available in the institution? Give details. (maximum 500 words)

Mentorship: The mentorship program is designed to bridge the gap between corporate expectations and student expectations as well as skill sets. • The objective of the Mentoring Program at IFIM is to enable mentors to prepare their mentees for professional careers and assist with the development of their workplace skills. • The focus of the mentorship program is to help students develop a vision and mission for themselves for their personal and career achievements that they wish to target and to lay down a clear path as to how they are going to achieve the same. • In brief, the mentorship program should help lay down: 1. Clarity of purpose in students' personal and career goals 2. The requisite skill set and the way to develop the same 3. Develop a clear path to achieve the goal 4. Set up milestones on the path to the goal

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
647	36	1:18

**2.4 – Teacher Profile and Quality**

2.4.1 – Number of full time teachers appointed during the year

No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
Nil	Nil	Nil	10	2

2.4.2 – Honours and recognition received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognised bodies during the year )

Year of Award	Name of full time teachers receiving awards from state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies
Nil	NIL	Nil	NIL

[View File](#)

**2.5 – Evaluation Process and Reforms**

2.5.1 – Number of days from the date of semester-end/ year- end examination till the declaration of results during the year

Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year- end examination
BCom	C41	II	14/06/2019	21/12/2019
BCom	C41	IV	14/06/2019	28/08/2019
BCom	C41	VI	18/06/2019	23/07/2019
BBA	C26	II	14/06/2019	21/12/2019
BBA	C26	IV	14/06/2019	28/08/2019

BBA	C26	VI	18/06/2019	23/07/2019
BCA	SB7	II	13/06/2019	21/12/2019
BCA	SB7	IV	14/06/2019	28/08/2019
BCA	SB7	VI	13/06/2019	23/07/2019
BA (Journalism)	A81	II	19/06/2019	21/12/2019
<a href="#">View File</a>				

#### 2.5.2 – Reforms initiated on Continuous Internal Evaluation(CIE) system at the institutional level (250 words)

Continuous Internal Evaluation and Assessment of Learning is an integral part of the teaching and learning process. As a part of sound educational strategy, the institution adopts a Centralized Continuous Internal Evaluation (CIE) System to assess all aspects of a student's development on a continuous basis throughout the year. Faculty conducts Internal Assessment on a regular basis. Internal assessment includes midterm exam, end term exam Assignments, Case Study presentations, live projects, Internships, Research papers, fieldwork and class participation. Once the exam is conducted the same needs to be evaluated and marks uploaded by the respective faculty on ERP for students. 1 The orientation programmes at the beginning of the semester 2 Course Outline Preparation and uploading on LMS and same is validated by Program Head for each subject. 3 Academic Calendar is published with important dates of important events. 4 Display of important information on Workplace and Department Notice Board. 5 Result Analysis Review Meeting: Result Analysis is done by the class tutors after every semester exam 6 Students eligibility criteria of 75 attendance in each semester to appear for University Examination is implemented for all courses. 7 Remedial Classes are conducted for slow learners and absentees based on their mid-semester exam performance. 8 Representation in the Board of Studies: The senior faculty members appointed by the University act as the member of the Board of Studies

#### 2.5.3 – Academic calendar prepared and adhered for conduct of Examination and other related matters (250 words)

The Academic Calendar was prepared by the college office and was circulated to the Program heads, faculty, staff and students. The calendar includes registration dates, class start dates and end date, exam dates and signature events of the college.

### 2.6 – Student Performance and Learning Outcomes

#### 2.6.1 – Program outcomes, program specific outcomes and course outcomes for all programs offered by the institution are stated and displayed in website of the institution (to provide the weblink)

<https://ifimcollege.com/downloads/2.6.1-Program-Outcome-All-Programs-2018-19.pdf>

#### 2.6.2 – Pass percentage of students

Programme Code	Programme Name	Programme Specialization	Number of students appeared in the final year examination	Number of students passed in final year examination	Pass Percentage
C41	BCom	BCom	25	19	76
c26	BBA	BBA	31	30	97
SB7	BCA	BCA	17	11	64.70

A81	BA (Journalism)	BA journalism	8	8	100
COM	MCom	MCom	19	19	100
CMD	MBA	MBA	34	32	94
<a href="#">View File</a>					

## 2.7 – Student Satisfaction Survey

2.7.1 – Student Satisfaction Survey (SSS) on overall institutional performance (Institution may design the questionnaire) (results and details be provided as weblink)

<https://ifimcollege.com/downloads/2.7.1-End-of-the-program-feedback-analysis-2018-19.pdf>

## CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION

### 3.1 – Resource Mobilization for Research

3.1.1 – Research funds sanctioned and received from various agencies, industry and other organisations

Nature of the Project	Duration	Name of the funding agency	Total grant sanctioned	Amount received during the year
Projects sponsored by the University	0	0	0	0
Minor Projects	0	0	0	0
Major Projects	0	0	0	0
<a href="#">View File</a>				

### 3.2 – Innovation Ecosystem

3.2.1 – Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year

Title of workshop/seminar	Name of the Dept.	Date
Nil	Nil	

3.2.2 – Awards for Innovation won by Institution/Teachers/Research scholars/Students during the year

Title of the innovation	Name of Awardee	Awarding Agency	Date of award	Category
Nil	Nil	Nil	Nil	Nil
<a href="#">View File</a>				

3.2.3 – No. of Incubation centre created, start-ups incubated on campus during the year

Incubation Center	Name	Sponsored By	Name of the Start-up	Nature of Start-up	Date of Commencement
Nil	Nil	Nil	Nil	Nil	Nil
<a href="#">View File</a>					

### 3.3 – Research Publications and Awards

3.3.1 – Incentive to the teachers who receive recognition/awards

State	National	International
0	0	0

3.3.2 – Ph. Ds awarded during the year (applicable for PG College, Research Center)

Name of the Department	Number of PhD's Awarded
Nil	Nil

3.3.3 – Research Publications in the Journals notified on UGC website during the year

Type	Department	Number of Publication	Average Impact Factor (if any)
International	MBA	5	7.21
International	M.Com	1	7.21
International	B.Com	2	3.03
International	BBA	1	7.21
<a href="#">View File</a>			

3.3.4 – Books and Chapters in edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year

Department	Number of Publication
Languages	3
M.Com	4
MBA	1
<a href="#">View File</a>	

3.3.5 – Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or PubMed/ Indian Citation Index

Title of the Paper	Name of Author	Title of journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self citation
Investigating the Gender Influence on Technology Adoption Model (TAM) towards Smart Phones: Evidence from Emerging Economies	A.M.Sakkthivel N.Ramu	International Journal of Business Excellence (IJBEX)	2018	0	yes	26
<a href="#">View File</a>						

3.3.6 – h-Index of the Institutional Publications during the year. (based on Scopus/ Web of science)

Title of the Paper	Name of Author	Title of journal	Year of publication	h-index	Number of citations excluding self citation	Institutional affiliation as mentioned in the publication
Investigating	A.M.Sakk	Internat	2018	16	26	Yes

ating the Gender Influence on Technology Adoption Model (TAM) towards Smart Phones: Evidence from Emerging Economies	thivel N.Ramu	ional Journal of Business Excellence (IJBEX)			
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### 3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	3	10	31	3
Presented papers	8	1	Nill	Nill
Resource persons	Nill	Nill	Nill	Nill

[View File](#)

### 3.4 – Extension Activities

#### 3.4.1 – Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year

Title of the activities	Organising unit/agency/ collaborating agency	Number of teachers participated in such activities	Number of students participated in such activities
Corporate Volunteering Conclave 2.0	NSS/ Youth for Seva	2	4
Health Check-up at Government Home for mentally challenged	NSS/ Pacemakers 86 Trust	1	22
Retreat on Young Change Makers	NSS/ Youth for Seva	1	4
Sapling Planation	NSS/Adamya Chetana	1	55
Eye Checkup	YRC/ Dr.Agarwal's Eye Hospital	2	42

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#### 3.4.2 – Awards and recognition received for extension activities from Government and other recognized bodies during the year

Name of the activity	Award/Recognition	Awarding Bodies	Number of students Benefited

Nil	Nil	Nil	Nil
<a href="#">View File</a>			

3.4.3 – Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year

Name of the scheme	Organising unit/Agency/collaborating agency	Name of the activity	Number of teachers participated in such activities	Number of students participated in such activities
Traffic Awareness	YRC/ Bangalore City Traffic Police	Street Play and Human Chain Formation to create awareness against Helmetless Driving and Drunken Driving	5	55
Road Show	NSS/ NSS State Cell and Gandhi Bhavan	150th Birth Anniversary of Mahatma Gandhi	1	42
Drug Abuse	NSS/NSS State Cell and Bangalore City Police	Aarohan Steps, A Walk Against Drug Abuse...	1	60
Voting Awareness	ISR Wing of IFIM College	Creating Awareness of Voting	2	30
<a href="#">View File</a>				

### 3.5 – Collaborations

3.5.1 – Number of Collaborative activities for research, faculty exchange, student exchange during the year

Nature of activity	Participant	Source of financial support	Duration
Nil	Nil	Nil	0
<a href="#">View File</a>			

3.5.2 – Linkages with institutions/industries for internship, on-the- job training, project work, sharing of research facilities etc. during the year

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration From	Duration To	Participant
Project Work	Social Immersion Programme	R.K. Township Residency	02/07/2018	08/07/2018	3
Project Work	Social Immersion Programme	Vidyaranya	02/07/2018	10/07/2018	5
Project Work	Social Immersion	ST. Gaspar Educational	04/07/2018	10/07/2018	6



	Programme	Charitable Trust			
Project Work	Social Immersion Programme	ESTAH	02/07/2018	14/07/2018	6
Project Work	Social Immersion Programme	ESTAH	02/07/2018	14/07/2018	4
Project Work	Social Immersion Programme	ESTAH	02/07/2018	14/07/2018	9
Project Work	Social Immersion Programme	Mayasandra Grama Panchayathi Office	29/07/2018	08/08/2018	1
Project Work	Social Immersion Programme	ST. Gaspar Educational Charitable Trust	02/01/2019	21/01/2019	9
Project Work	Social Immersion Programme	Vision Rashavi	02/01/2019	17/01/2019	8
Project Work	Social Immersion Programme	SEVA IN ACTION	08/01/2019	18/01/2019	3

[View File](#)

3.5.3 – MoUs signed with institutions of national, international importance, other universities, industries, corporate houses etc. during the year

Organisation	Date of MoU signed	Purpose/Activities	Number of students/teachers participated under MoUs
Nil	Nil	Nil	Nil

[View File](#)

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

### **4.1 – Physical Facilities**

4.1.1 – Budget allocation, excluding salary for infrastructure augmentation during the year

Budget allocated for infrastructure augmentation	Budget utilized for infrastructure development
550000	530790

4.1.2 – Details of augmentation in infrastructure facilities during the year

Facilities	Existing or Newly Added
Campus Area	Existing
Class rooms	Newly Added
Laboratories	Existing
Seminar Halls	Existing
Classrooms with LCD facilities	Newly Added
Seminar halls with ICT facilities	Existing

Video Centre	Existing
Number of important equipments purchased (Greater than 1-0 lakh) during the current year	Newly Added
Value of the equipment purchased during the year (rs. in lakhs)	Newly Added
Others	Existing
Classrooms with Wi-Fi OR LAN	Newly Added
<a href="#">View File</a>	

#### 4.2 – Library as a Learning Resource

##### 4.2.1 – Library is automated {Integrated Library Management System (ILMS)}

Name of the ILMS software	Nature of automation (fully or partially)	Version	Year of automation
LIBSOFT-2010 WEB VERSION	Fully	2010	2010

##### 4.2.2 – Library Services

Library Service Type	Existing		Newly Added		Total	
Text Books	4654	1081085	549	153593	5203	1234678
Reference Books	460	97300	82	42237	542	139537
e-Books	125000	73700	Nill	35400	125000	109100
Journals	4	79037	Nill	31898	4	110935
e-Journals	6000	Nill	Nill	Nill	6000	Nill
Digital Database	2	942981	Nill	327469	2	1270450
CD & Video	98	Nill	Nill	Nill	98	Nill
Weeding (hard & soft)	Nill	Nill	Nill	Nill	Nill	Nill
Others(s pecify)	Nill	Nill	Nill	Nill	Nill	Nill
Library Automation	1	7000	Nill	7000	1	14000
<a href="#">View File</a>						

##### 4.2.3 – E-content developed by teachers such as: e-PG- Pathshala, CEC (under e-PG- Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc

Name of the Teacher	Name of the Module	Platform on which module is developed	Date of launching e-content
Dr. Ramu N	Financial Markets	LMS	17/07/2018

Prof. Nagalakshmi S	Financial Management	LMS	17/07/2018
Dr. H S Gitanjali	International Financial Reporting Standards	LMS	17/07/2018
Prof. Prabarkar	Financial Accounting	LMS	17/07/2018
Dr. Rajshree P	Optional English	LMS	17/07/2018
Dr. Sanchitha Choudhury	Corporate Administration	LMS	17/07/2018
Prof. Swarnika Dixit	Business Organization and Environment	LMS	17/07/2018
Prof. Vandana Srivastava	Human Resource Management	LMS	02/01/2019
Prof. Bhavesh Kumar	Problem Solving Techniques using Ci	LMS	17/07/2018
Prof. Nagarathna M L	Practical Psychology	LMS	17/07/2018
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#### 4.3 – IT Infrastructure

##### 4.3.1 – Technology Upgradation (overall)

Type	Total Computers	Computer Lab	Internet	Browsing centers	Computer Centers	Office	Departments	Available Bandwidth (MBPS/GBPS)	Others
Existing	126	3	0	0	0	4	31	130	5
Added	4	0	0	0	0	0	5	30	0
<b>Total</b>	<b>130</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>36</b>	<b>160</b>	<b>5</b>

##### 4.3.2 – Bandwidth available of internet connection in the Institution (Leased line)

160 MBPS/ GBPS
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##### 4.3.3 – Facility for e-content

Name of the e-content development facility	Provide the link of the videos and media centre and recording facility
Impartus	<a href="http://a.impartus.com/login/#/">http://a.impartus.com/login/#/</a>

#### 4.4 – Maintenance of Campus Infrastructure

##### 4.4.1 – Expenditure incurred on maintenance of physical facilities and academic support facilities, excluding salary component, during the year

Assigned Budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on maintenance of physical facilities
12000000	11463990	6050000	6038215

##### 4.4.2 – Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc. (maximum 500 words) (information to be available in

institutional Website, provide link)

All the infrastructure facilities such as classrooms, laboratories, library, common amenities like indoor and outdoor game facilities etc. are utilized optimally. Auditorium and Seminar halls are available for college programs. For booking Auditorium and Seminar halls formal mail should be sent to the Academic Coordinator and the Coordinator will then approve based on availability. The details of bookings are recorded in the softcopy for reference. Library: Library shall cater to the academic and co-curricular needs of the students and faculty members. Library shall help its users to locate, select and acquire the information needed. Faculty Members and Students can access the Library facilities and can borrow books, Magazines, periodicals, dissertations, research databases and other materials as per the rules for each category. E-Library facility is also available. Annual Stock taking of Library books has been conducted. Laboratory: The maintenance of the laboratory is managed by the Laboratory Assistant under the supervision of the Coordinator. They are required to maintain an inventory of the equipment and carry out Annual Stock checking and withdrawal/Scrap. Repairs and maintenance are handled as per the common policy of the college. General Maintenance: The office maintains register(s) to record the complaints related to AC, furniture, fixtures, plumbing, electrical work etc. Depending upon the nature of the complaints, the majority of them are resolved by the inhouse staff. If required, the experts from outside agencies are called. Each year, the IT support staff has to carry out preventive maintenance (such as servicing, cleaning, formatting, updating antivirus software etc) of the IT equipment. The problems faced by the department and staff members should be reported to the technical staff by mail and the complaints are solved.

<https://ifimcollege.com/downloads/4.4.2-Procedures-and-policies.pdf>

## CRITERION V – STUDENT SUPPORT AND PROGRESSION

### 5.1 – Student Support

#### 5.1.1 – Scholarships and Financial Support

	Name/Title of the scheme	Number of students	Amount in Rupees
Financial Support from institution	Nil	0	0
Financial Support from Other Sources			
a) National	SC/ST/BACKWARD	23	586810
b) International	ICCR	3	84193

[View File](#)

#### 5.1.2 – Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,

Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved
SOFT SKILLS(PEP)	16/07/2018	267	IFIM COLLEGE
PERSONAL COUNSELLING	24/07/2018	18	DEPT. OF PSYCHOLOGY
REMEDIAL COACHING	09/10/2018	633	ALL UG PG DEPT.
YOGA	21/07/2018	106	IFIM COLLEGE
MENTORING	22/12/2018	49	IFIM COLLEGE

FOUNDATION COURSE	11/07/2018	321	IFIM COLLEGE
PURPOSING WORKSHOP	11/07/2018	232	IFIM COLLEGE
<a href="#">View File</a>			

5.1.3 – Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year

Year	Name of the scheme	Number of benefited students for competitive examination	Number of benefited students by career counseling activities	Number of students who have passed in the comp. exam	Number of students placed
2018	CAREER COUNSELLING AND MENTORING	83	Nil	Nil	Nil
<a href="#">View File</a>					

5.1.4 – Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year

Total grievances received	Number of grievances redressed	Avg. number of days for grievance redressal
4	4	1

## 5.2 – Student Progression

5.2.1 – Details of campus placement during the year

On campus			Off campus		
Name of organizations visited	Number of students participated	Number of students placed	Name of organizations visited	Number of students participated	Number of students placed
COMPANY	294	16	NIL	Nil	Nil
<a href="#">View File</a>					

5.2.2 – Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of programme admitted to
2018	3	BBA	BBA	IFIM BUSINESS SCHOOL	PGDM
2018	5	BCA	DEPT. OF COMPUTER APPLICATIONS	THE OXFORD COLLEGE OF ENGINEERING, JAIN UNIVERSITY, GREAT LAKES UNIVERSITY, JYOTI NIVAS COLLEGE	MCA, PG IN DATA SCIENCE
2018	3	BA	BA	CHRIST	MASTER IN

				UNIVERSITY BANGALORE	PSHYCOLOGY, PG IN MEDIA STUDIES, MASTER IN TV FILM PRODUCTION
2018	6	BCOM	BCOM	JAIN COLLEGE, NATIONAL SCHOOL OF BUSINESS	CA,MBA, CMA,MCOM
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5.2.3 – Students qualifying in state/ national/ international level examinations during the year (eg:NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	Number of students selected/ qualifying
NET	1
<a href="#">View File</a>	

5.2.4 – Sports and cultural activities / competitions organised at the institution level during the year

Activity	Level	Number of Participants
CULTURAL	COLLEGE	20
TALENT HUNT	COLLEGE	50
SPORTS	COLLEGE	56
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### 5.3 – Student Participation and Activities

5.3.1 – Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one)

Year	Name of the award/medal	National/ Internaional	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2018	NIL	Nil	Nil	Nil	Nil	Nil
<a href="#">View File</a>						

5.3.2 – Activity of Student Council & representation of students on academic & administrative bodies/committees of the institution (maximum 500 words)

The student council of IFIM institution is an ISO certified comprehensively functioning body, comprising of students from all the branches of the institution. We at IFIM have constituted this body to conform and adhere to the regulations that shape the institution in the most fundamental sense. An institution is identified and defined by its students and for that to happen, the students must be empowered at every juncture of their journey in the institution. This is facilitated by a systematically built student network that enables every student to connect well with the authority. The student council body of IFIM is established on those principles - to bridge the gap between the hierarchies. The council links all the aspects of the institution with the students and the faculties, thereby allowing all the functionalities to run smoothly with bare minimum hindrances - but not something that cannot be looked after. The present student council committee comprises of President and Vice Presidents: 1. Mr. Pritiraj Brahma - President 2. Ms. Versha Jha - Vice President 3. Mr. Premsagar Battula- VP- Placements 4. Ms. Phani Vishwaja - VP-

Culturals 5. Mr. P. Venkatesh - VP- CSR(male) 6. Ms. Siva Sahitya - VP- CSR(female) 7. Mr. Archisman Banerjee- VP- Sports(male) 8. Ms. Pavitra. P- VP- Sports(female) 9. Mr. Soupayan Dutta - VP- MRC 10. Mr. Angshuman - VP- Hostel(male) 11. Ms. Chinta Rawali- VP - Hostel(female) 12. Mr. Sai Teja. K.V- VP- Alumni Secretaries: 1. Mr. Pruthviraj Kulkarni- General secretary 2. Ms. Simran Vasudev- Secretary- Alumni 3. Ms. Rashi Srivastav- Secretary- Cultural 4. Mr. Prajwal Hooli- Secretary- CSR 5. Mr. Kartik Singh P- Secretary- Sports 6. Mr. Goutham Ramesh- Secretary- MRC 7. Mr. Rishikesh Sahoo- Secretary- Hostel 8. Ms. Sathyashree- Secretary On 18th August 2018, the committee came together along with the CSR Secretary of the college and decided to start a donation drive to help the people affected by flood in Kodagu and Kerala. Moreover, volunteers were appointed, and collection booths were opened in various points in Electronic city. Col. Jasial too came forward to help the team. With his help, we could get direct contact of the Indian Navy and we could save more than 65 people who were stuck in their houses and move them to the rescue centres. The students collected relief materials like clothes, medicines, cleaning essentials, food packets, rice, oil., etc A parent sends us 300 new T-Shirts. The students of the team gathered money and with the collected amount they bought grocery things that were needed for the relief camps. All the collected materials were then sent to Kerala and Kodagu with the help of our ex-student, Mr. Aditya Ramachandran. Our placement committee members inform the students about the placement drive that happens in the college. The cultural secretary of the college and his team helps in organizing cultural events like Talent Hunt and 60 Seconds to Fame. The MRC along with the committee member organized a Film Festival on 19th 20th January 2019.

#### 5.4 – Alumni Engagement

5.4.1 – Whether the institution has registered Alumni Association?

Yes

Yes, IFIM Institutions has a registered Alumni Association. Weblink: <https://ifimcollege.com/aqar2018-19/IFIM20Alumni20Association.zip> IFIM ALUMNI ASSOCIATION • Introduction: Established in 2015, IFIM Alumni Association (IFIMAA) creates and maintains a life-long connection between IFIM Institutions and its alumni. Run by the President, Secretary, and Treasurer who are elected alumni members of the Association, the Alumni Association works to connect alumni, support students and the society as well as build an unforgettable Institute experience through a diversity of events, programs such as Master Classes and services, long after you graduate. With over 2,800 registered life members, IFIMAA has worked diligently to serve its alumni and alma mater, as well as a host of related constituencies. Our Objectives are as follows: ? To promote interaction amongst the Alumni members and improve engagement between the Alumni and IFIM Institutes. ? To promote professional, educational, cultural, social, and other activities at IFIM Institutes and encourage alumni to participate in the same ? To render assistance to students through merit and need-based grants, scholarships, sponsorship, placements, etc. ? To promote research and collaborative projects at IFIM Institutes and arrange a financial and technical collaboration with top research institutions/universities around the world. • How to Become a Life Member: A student is considered an alumnus on receiving his/her award (Degree/Diploma/Certificate) at the Convocation or any other event. The membership fee which is collected on the date of registration is Rs. 10,000 (including 18 GST) for all PG courses and Rs. 5,000 (including 18 GST) for all UG courses. • Why and How to Stay Connected with your Alma Matter: The mission of the Association is to foster strong bonds between alumni, students and the Institute, to keep alumni informed, and create a network enabling them to remain engaged with their alma mater and help shape their future. Keeping this in mind, IFIM Alumni Association also hosts the Annual Alumni meet every year called "MILAN" which is the biggest event that brings

alumni to come back to the institute to connect with the current students, faculty, staff, and management. Apart from this the association also organizes periodic alumni get-together called "Brunch Pe Charcha" at external venues to allow alumni members to meet each other often on an informal platform. IFIM Alumni Association also launched the 'Milan App' which is an exclusive platform designed to help connect and network with IFIM alumni across all institutions. You can reach out and get help ranging from getting referrals for jobs, advice for career moves, recommendations for services as well as share your personal stories and interests. The possibilities are unlimited.

5.4.2 – No. of enrolled Alumni:

407

5.4.3 – Alumni contribution during the year (in Rupees) :

50000

5.4.4 – Meetings/activities organized by Alumni Association :

MILAN, BRUNCH PE CHURCHA

## **CRITERION VI – GOVERNANCE, LEADERSHIP AND MANAGEMENT**

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

6.1.1 – Mention two practices of decentralization and participative management during the last year (maximum 500 words)

6.1.1 Mention two practices of decentralization and participative management during the last year (maximum 500 words) **DECENTRALIZATION** The Top Management of the college always encourages participatory management involving vertical and horizontal authorities on the principles of decentralization of functions with the delegation of authority. The college espouses participatory decision-making and management through a system developed and deployed by IQAC. A host of statutory and administrative Committees and Special Activity Committees are constituted to govern various administrative functions of the college. We have various clubs with the student's participation. The decision-making vests at appropriate levels for empowering faculty, students, and staff of the college. Both students and faculty members are allowed to express themselves and give suggestions to improve the performance of the institute. The college gives freedom to the faculty to make decisions as and when required. We understand that it creates an ambience of ownership for all stakeholders leading to a sense of responsibility and zeal to excel. The college has a mechanism for delegating authority and liberty for the operational functioning to work towards a decentralized governance system as under: **Principal:** The Management as well as the Governing Body delegates all the academic and operational decision-making power/authority, based on policy, to the Principal in order to fulfill the Vision, Mission, and Quality objectives of the Institute. **Faculty Level:** Faculty members convene various committees, special activities and conduct various programs as per their areas of interest competencies. They are encouraged to develop leadership skills by being in charge of various academic, co-curricular, and extracurricular activities. They are encouraged and motivated to devote time and contribute to various academic nonacademic activities and are rewarded in the form of Effort Credit System (ECS) credits. **Student Level:** Students are involved in the various activities and functioning of the college. The college has a student council that actively participates in organizing and conducting various events in the college. The activities of various clubs in the college are student-driven and monitored by a faculty. Students are also members of various committees of the college. **Participative Management:** The institute promotes a culture of participative management by involving the staff and students in various activities. All decisions of the



institution are governed by the management of facts, information, and objectives. The students and faculty drive the committees, special activity committees, and various clubs

6.1.2 – Does the institution have a Management Information System (MIS)?

Yes

## 6.2 – Strategy Development and Deployment

6.2.1 – Quality improvement strategies adopted by the institution for each of the following (with in 100 words each):

Strategy Type	Details
Admission of Students	The student selection process is divided into three stages- scrutiny of the application for determining eligibility, written test followed by a Personal Interview. Eligible students are admitted by conducting a written test Personal Interview. Interviews were conducted by respective departments.
Curriculum Development	Curriculum Development: To enhance the employability and holistic development of the student, the University curriculum is augmented by the introduction of Curricular interventions like PEP, SIP, IIP, Research Incubation, and Mentoring. Value add-ons like Certificate Courses, Guest Lectures, Workshops, Seminars, Conferences, etc. are provided for the knowledge enhancement and skill development of the students. Various pedagogical tools like Gamification, Simulation, Presentations, Role Plays, Group Discussion, Debate, Field Work, Assignments, Case Study, etc are incorporated for an effective teaching-learning process. The Case Study method of teaching has been made a mandatory pedagogy for both undergraduate and postgraduate programs.
Teaching and Learning	Teaching and Learning: General Learning Goals Learning Objectives Assurance of Learning is introduced for making the teaching effective. The faculty members adhere to the GLG's LO's in the preparation of their lesson plans. The learning outcomes are measured in terms of performance evaluation based on the defined learning objectives. Every individual faculty uploads the course materials on ERP through the Learning Management System (LMS) to support student learning.
Examination and Evaluation	Examination and Evaluation:

Examination: Mid Semester Examination  
 End Semester Examination. Remedial  
 classes for slow learners. IFIM College  
 has been conducting Internal  
 Examinations twice a semester to ensure  
 continuous internal evaluation. Mid  
 Semester Examination (MSE) is conducted  
 in the middle of the semester by  
 covering half of the syllabus  
 recommended by Bangalore University and  
 End Semester Examination at the end of  
 the semester covering full syllabus.  
 Analysis and Evaluation of Mid Semester  
 Examination (MSE) and End Semester  
 Examination (ESE) is done within one  
 week from the last day of MSE/ESE.

Feedback of the performances of  
 students in this examination is shared  
 with the students to help them perform  
 better at the university exams. The  
 marks obtained by students in the MSE  
 and ESE for a component of the internal  
 assessment marks submitted to the  
 University. Tutorials are provided to  
 students to perform better in exams.  
 The students who fail and score fewer  
 marks in the MSE are provided remedial  
 classes so that they can excel in the  
 next exams. A Question Paper Scrutiny  
 Board (QPSB), which comprises external  
 members who are subject experts from  
 various disciplines, scrutinizes the  
 question papers along with the scheme  
 of evaluation for both the Mid Semester  
 and the End Semester Examinations. If  
 the QPSB requires a change or upscale  
 in any of the questions in the question  
 papers, the committee informs the same  
 to the Principal who in turn would ask  
 the respective faculty to incorporate  
 the necessary changes and submit the  
 revised question paper within two days'  
 time. Evaluation: For each course, a  
 copy of the question paper, all the  
 answer scripts are handed over to the  
 faculty members for evaluation. After  
 the evaluation, the answer scripts are  
 handed over to the Examination  
 Committee. The marks are informed to  
 the students within 15 days of the  
 Exam.

Research and Development

Research and Development: Research  
 Incubation centre at IFIM aids in  
 exploring the world of research and  
 developing their academic credentials.  
 The main objective of this cell is to  
 showcase the importance of doing  
 research, ethical issues pertaining to

research and plagiarism related issues. The students are encouraged to explore and identify topics to work on the area of their interest and in line with future career aspirations. The students are supervised by relevant faculty thus reinforcing scholarly outcomes. Clusters of students work under the guidance of IFIM faculty based on the similarity of the research interests provided by students and the faculty. IFIM research incubation has produced world-class scholarly outcomes in the form of good research paper publication in high-quality peer-reviewed journals, conference proceedings, the conceptual base for further research discussions and reference for business decision making. Further, the research incubation cell endeavours to raise the bar by adding high-quality outcomes and patents. It also provides guidance to the students faculty members to publish papers in UGC approved Journals Scopus Indexed Journals. FDP on a research area for faculty improvement is conducted.

Library, ICT and Physical Infrastructure / Instrumentation

Library, ICT and Physical Infrastructure / Instrumentation: The campus is completely wi-fi enabled, spread over 1.5 acres together with a computer lab, student activity areas, multimedia facilitated classrooms varying seating capacities equipped with LCD projectors, Impartus, speakers etc, three conference halls, a centrally air-conditioned auditorium an amphitheatre, Infirmary and a cafeteria. The hostel is located in close proximity to the main campus. The commute between the hostel and the main campus is organized by a shuttle bus service managed by the institute. The hostel is completely wi-fi enabled and the rooms are well-furnished. Facilities for indoor and outdoor sports like Football, Cricket, Table Tennis, Chess, Badminton and a well-equipped Gym are available at the hostel.

Human Resource Management

180-degree Appraisal system. Well defined HR policies Faculty Development Programme, Training workshops are in the place for effective human resource management

Industry Interaction / Collaboration

Industry Interaction / Collaboration: Corporate Mentoring: Mentoring is a

symbiotic and synergetic relationship with mutual benefits. The essence of mentoring is a sustained human relationship that helps young professional at IFIM college to gain from diversified experiences, wisdom and knowledge provided by industry leaders. Mentoring fosters a sense of bonding that builds a reciprocal relationship over the period between mentors and mentees. Industry Internship Programme: Our unique internship projects have been very well received by recruiters across industries for unmatched exposure and valuable on-the-job learning. Over the years, students are benefitted from the internship for its practical edge and industry exposure. We provide opportunities for students with reputed brands which enable them to deep dive into the ground reality of real business. Pursuing an internship also gives the students the extra edge to become more mature and handle the official activities in a professional manner. This year we have rigorously implemented IIP in a large scale by sending all the students of UG and PG to industries to get practical exposure and matching their theoretical knowledge with their industrial exposure through the internship. This year through our college around 20 of the students have got internship through internship drive conducted in our college. Many reputed companies have visited our college and selected our students as interns for their company. Almost 65 of students of UG and PG have done their internship and successfully completed their internship by attending IIP Viva-Voce conducted by us. Group Discussions/Personal Interviews by external mentors from industries: Students are trained by industry experts from various top companies who share their experiences, professional ethics, skills that are needed at the workplace, about their attire, subject knowledge and, they conduct group discussions and personal interviews prepare them to face the challenges.

6.2.2 – Implementation of e-governance in areas of operations:

E-governance area	Details
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<p>Planning and Development</p>	<p>Planning and Development: We have implemented E-Governance in planning and development activities of the college. Information and communication technology (ICT) is used for strengthening, administration and management of the day to day activities of the college. We have used E-governance in the process of registration, admission, student information, classroom allocation, class recording, timetable preparation, transport, attendance, library, salary and expenses, examinations, performance, grades, hostels etc. We use ERP, LMS and academ for planning, data storing and for better decision making.</p>
<p>Administration</p>	<p>Administration: A management Information system is used very effectively and efficiently in administering the activities of the college with the help of information technology. The college is wifi enabled. All communication takes place through emails. ERP LMS is used for monitoring student's Attendance and their performance in the exams. Results of the internal tests are communicated through ERP. Impartus is used for making teaching learning available 24x7. The classroom teaching is monitored by recording the classroom sessions on Impartus.</p>
<p>Finance and Accounts</p>	<p>Finance and Accounts: IFIM is a cashless campus. Technology is used at every level in the campus. The fee collected online payment to vendors is made through bank accounts and salaries to employees are credited to their account directly</p>
<p>Student Admission and Support</p>	<p>Student Admission and Support: Implementation of e-governance in student admission and support 1. College Administration Information Management System for student fee collection and managing student information of new students 2. Login Page 3. Student Admission Entry 4. Student Cancellation and Transfer</p>
<p>Examination</p>	<p>Examination: All examination related documents are stored in one drive cloud (share point server). We have created a folder called examination and all examination related files are kept on the cloud so that it can be accessed by</p>

us anywhere using the official email id. For the preparation of question paper, MS Word is used by all faculties. The examination committee uses One Drive Cloud, MS Word MS Excel for conducting the examination. All exam related documents like Timetable, room allotment, student attendance, valuation sheets are prepared in MS Excel. Online zip is used for grouping file in zip format. All question papers are submitted to the examination committee for faculty through email. The exam related notifications are communicated to students faculty through the workplace.

### 6.3 – Faculty Empowerment Strategies

6.3.1 – Teachers provided with financial support to attend conferences / workshops and towards membership fee of professional bodies during the year

Year	Name of Teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2018	Dr.Rajashree Pandian	Faculty development Programme	IIMBX	1500
2018	Mr.Bhavesh Kumar	Faculty Development Programme	Ambedkar Institute of Technology	500
2018	Ms. Gitanjali	Faculty development program on Blended MOOCs - IIMBX	IIMBX	1500
2018	Mr. Prabakar	Faculty development program on Blended MOOCs - IIMBX	IIMBX	1500
2018	Ms. Usha Prabhu	Faculty development program on Blended MOOCs - IIMBXFaculty development program on Blended MOOCs - IIMBXFaculty development program on Blended MOOCs - IIMBX	IIMBX	1500
2018	Ms. Sridevi M	Faculty development	IIMBX	1500

		program on Blended MOOCs - IIMBX		
2018	Ms. Bovina	Workshop	CII-IWN	4019
2018	Asif Ali	Publication fees	SSMRV	3500
2018	Mr. Seshachalam	FDP	Primax Foundation	7000
2019	Dr. Rajashri	Faculty development programme	IIM Trichy	23600
<a href="#">View File</a>				

6.3.2 – Number of professional development / administrative training programmes organized by the College for teaching and non teaching staff during the year

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	From date	To Date	Number of participants (Teaching staff)	Number of participants (non-teaching staff)
2019	Workshop on Higher quality education	NA	06/03/2019	06/03/2019	14	2
2019	Workshop on Mentoring	NA	22/05/2019	22/05/2019	11	Nil
2019	Training on QMS process Policies	Training on QMS processes policies	22/05/2019	22/05/2019	14	3
2019	Training on LMS/ERP	Training on LMS/ERP	22/05/2019	22/05/2019	16	4
<a href="#">View File</a>						

6.3.3 – No. of teachers attending professional development programmes, viz., Orientation Programme, Refresher Course, Short Term Course, Faculty Development Programmes during the year

Title of the professional development programme	Number of teachers who attended	From Date	To date	Duration
ISO 9001-2015 Version Awareness workshop	1	08/08/2018	08/08/2018	1
Effective strategies to enhance to pedagogical skills	1	09/07/2018	09/07/2018	1

International conference on Transfiguration of India	1	24/01/2019	24/01/2019	1
FDP on MOOC conducted by IIM Bangalore	6	08/11/2018	08/11/2018	1
Symposium on cryptocurrency - A new paradigm in economics	1	08/03/2018	08/03/2018	1
Orientation on M.Com Project Deliberation	1	02/11/2019	02/11/2019	1
Awareness programme on revised Accreditation Framework RAF organized by UGC and NAAC	1	22/07/2018	22/07/2018	1
Orientation programme on Online PG Admission	1	07/01/2018	07/01/2018	1
One day symposium on Will online education replace traditional classroom teaching at PES University, Bangalore	1	10/08/2018	10/08/2018	1
FDP on Art of Effective Teaching at Sri Krishna Degree College, Bangalore	4	24/12/2018	24/12/2018	1
<a href="#">View File</a>				

6.3.4 – Faculty and Staff recruitment (no. for permanent recruitment):

Teaching		Non-teaching	
Permanent	Full Time	Permanent	Full Time
36	Nil	11	Nil

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
PF, Medical Insurance,	PF, Medical Insurance,	Counselling/ mentoring/



Leave, Professional Development, Interest Free Loan, Work Form Home Policy, Revised Materity Paternity Leaves, Workplace Security Policy, Alcohol And Drug Abuse Policy, Non Discrimination Policy, Employment Terms, Medical Insurance Scheme, Grievance Redressal Policy, Sabbatical Leave Policy, Recruitment Selection, Referral Programme, Domestic Travel Policy, Overseas Travel Policy, Laptop Usage Policy etc	Leave, Professional Development, Interest Free Loan, Work Form Home Policy, Revised Materity Paternity Leaves, Workplace Security Policy, Alcohol And Drug Abuse Policy, Non Discrimination Policy, Employment Terms, Medical Insurance Scheme, Grievance Redressal Policy, Sabbatical Leave Policy, Recruitment Selection, Referral Programme, Domestic Travel Policy, Overseas Travel Policy, Laptop Usage Policy etc	doctor on campus/ fitness
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#### 6.4 – Financial Management and Resource Mobilization

6.4.1 – Institution conducts internal and external financial audits regularly (with in 100 words each)

Internal Audit: Centre for Developmental Education believes in carrying out its daily activities based on a set of defined processes and policies. These processes and policies will have a defined process owner who will be responsible to carry out the activities as per the defined processes/policies. In case of any change in the processes or the policies, the same is approved in the executive council Meeting after discussion over the impact to be brought in with the change in the processes/policies. In Centre for Developmental Education, Quality audit is being carried on a bi annual basis internally based on the ISO 9001-2015 standards by a team of certified ISO auditors and trained Auditors. Once Internal Audit is successfully done, the gaps if any identified are noted and informed to the process owners and to the top management .The top management tries to understand the risk associated with the Non-conformance and directs the process owner to work towards the correction, corrective and preventive actions which need to be completed by the respective process owner within the timeline specified. The same is reverified by the Chief auditor post the timeline to close the Non-conformance raised. Also, There is an ISO Audit carried out by External Agencies annually conducted by BVCI. Once External Audit is successfully done, the gaps if any identified are noted and informed to us for corrective and preventive actions which need to be completed by the respective process owner within the timeline specified. They provide certificate for ISO compliance for one cycle which is valid for three year, however the external audit is carried out every year to measure continual improvement and compliance as the South Asian quality standard have a rule that the audit has to be carried out within 365 days after the completion of one audit . External Audit: The Centre for Developmental Education is a society registered under the Karnataka Society registration Act, 1960 and registered under Section 12A of Income Tax Act 1961. The society is required to get the books of accounts audited under the Income Tax act 1961. The society appoints a chartered accountant firm for carrying out the audit for a financial year under the Income Tax Act 1961. The audit is generally conducted twice in a year. Initially auditor start with Interim audit for the period of 9 Months ie. April to December. After the end of the financial year, they complete the full audit for the period of April to March. The Auditor draws the Audit Schedule and conducts Audit based on it. The Audit is carried out based on the Internal and External audit procedures which include analysis, vouching, verification, confirmation,

Meeting with internal and external parties and other methods. The Auditor provides Audit report in Form 10B and Form 10BB as per Income Tax Act 1961.

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

Name of the non government funding agencies /individuals	Funds/ Grnats received in Rs.	Purpose
Nil	0	Nil
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6.4.3 – Total corpus fund generated

12011798

## 6.5 – Internal Quality Assurance System

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

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	No	Nil	Yes	Internal Auditor
Administrative	No	Nil	Yes	Internal Auditor

6.5.2 – Activities and support from the Parent – Teacher Association (at least three)

Guest Lecture was organized Referred NGO for SIP projects Provided IIP in companies

6.5.3 – Development programmes for support staff (at least three)

Workshop on ERP Staff Development Programme on Quality Management System  
Training on proficiency in IT tools Training on Personality development

6.5.4 – Post Accreditation initiative(s) (mention at least three)

Examination centre for the Bangalore University UG examinations. Inclusion of curricular interventions in all the programme for the holistic development of students. Introduced Value add-ons and Certificate Courses Preparation for Autonomy

6.5.5 – Internal Quality Assurance System Details

a) Submission of Data for AISHE portal	Yes
b)Participation in NIRF	Yes
c)ISO certification	Yes
d)NBA or any other quality audit	No

6.5.6 – Number of Quality Initiatives undertaken during the year

Year	Name of quality initiative by IQAC	Date of conducting IQAC	Duration From	Duration To	Number of participants
2018	India Today MDRA Best colleges ranking for BBA program	15/12/2018	15/12/2018	15/12/2018	500

2018	Orientation Programme Foundation Course for the new batch (PG UG)	11/07/2018	11/07/2018	03/08/2018	281
2018	Students Research - Students Conference Theme- Mind Power	10/10/2018	10/10/2018	10/10/2018	103
2019	Times Annual BBA College Ranking Survey	31/05/2019	31/05/2019	31/05/2019	450
2019	IQAC induction to new joiners	22/05/2019	22/05/2019	22/05/2019	5
2019	Parents Satisfaction Survey (PG)	01/06/2019	01/06/2019	01/06/2019	48
2019	Parents Satisfaction Survey (UG)	01/06/2019	01/06/2019	01/06/2019	21
2019	Students Satisfaction Survey	01/06/2019	01/06/2019	01/06/2019	56
2019	Workshop on Higher quality education	06/03/2019	06/03/2019	06/03/2019	16
2019	Workshop on Mentoring	22/05/2019	22/05/2019	22/05/2019	11
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## CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

### 7.1 – Institutional Values and Social Responsibilities

7.1.1 – Gender Equity (Number of gender equity promotion programmes organized by the institution during the year)

Title of the programme	Period from	Period To	Number of Participants	
			Female	Male
Kanyathon	17/03/2019	17/03/2019	1199	1852
Street Play on Human Chain Formation for Safe Driving	20/07/2018	20/07/2018	28	32

Youth For Seva	25/01/2019	25/01/2019	2	2
Sapling Plantation	05/08/2018	05/08/2018	20	35
Aarohan( A Walk against Drug Abuse)	10/11/2018	10/11/2018	25	35

7.1.2 – Environmental Consciousness and Sustainability/Alternate Energy initiatives such as:

Percentage of power requirement of the University met by the renewable energy sources
? All electric and electronic equipment utilized in the campus is consistently maintained and repaired to guarantee minimum energy waste. ? The UPS batteries are kept up in good condition which decreases vitality for charging of batteries frequently. ? Minimal use of paper, rainwater harvesting, recycling of water, segregation of waste, and effective waste management. ? The college has switched to native plants, which need less water and maintenance. ? Indoor Air Quality and Ventilation ? Energy Efficiency. ? Infrastructure designed to capture the maximum of natural light and air ? Plenty of natural light and air to minimize the utilization of artificial light.

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	Nil
Ramp/Rails	Yes	Nil
Rest Rooms	Yes	Nil
Scribes for examination	Yes	Nil
Any other similar facility	Yes	Nil

7.1.4 – Inclusion and Situatedness

Year	Number of initiatives to address locational advantages and disadvantages	Number of initiatives taken to engage with and contribute to local community	Date	Duration	Name of initiative	Issues addressed	Number of participating students and staff
2018	1	1	01/09/2018	1	RALLY FOR RIVERS	ENVIRONMENT SAFETY	72
2018	1	1	01/09/2018	2	RETREAT ON YOUNG CHANGE MAKERS	SOCIAL SERVICE	4
2018	1	1	30/10/2018	1	KANNADA RAJYOTSAVA	ENGAGEMENT OF LOCAL COMMUNITY	55
2019	1	1	12/01/2019	1	HEALTH CHECK FOR MENTALLY	SOCIAL SERVICE	22

					CHALLENGE D PEOPLE		
2019	1	1	19/01/2019	2	IGNITE FILM FESTIVAL	ENGAGEMENT OF LOCAL PUBLIC, WIDE MEDIA PUBLICITY	150
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7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Students Hand Book	11/07/2018	The handbook gives comprehensive and detailed information about the college activities, student conduct, discipline, ethics, values, and other information which will benefit to achieve the desired result. The spirit of this document is to bring uniformity and seamless operational conduct in the college and to ensure that all the students adhere to the common code of conduct. This document describes in detail the expected code of conduct by students and establishes the monitoring mechanism at different levels to check the compliance to code of conduct. In line with the professionalism, the College expects all students of IFIM to maintain appropriate and presentable dress code is applicable to all students of the institution.
Code of Conduct for Teaching staff	02/07/2018	There is a common code of conduct policy document which describes in detail the expected code of conduct by students, faculty, and staff of IFIM Institutions. The Code of Conduct is applicable to all the employees

		including but not limited to faculty, staff, part-time and contractual employees of IFIM institution(s) unless specified otherwise. All faculties will have to mandatorily complete 40 hrs. a week. Employees are required to mark (via Biometric and Register entry) their attendance at the time of entry into and exit from IFIM Campus
Code of Conduct for Non-Teaching staff	02/07/2018	The purpose of the Staff Handbook is to acquaint the staff about the personnel policies and procedures, rules and regulations to be followed by staff, professional ethics, employee benefit plans, and facilities. The conduct policy document describes in detail the expected code of conduct by staff of IFIM College. All staff will work 40 hours per week, 5 days a week. Employees are required to mark (via Biometric and Register entry) their attendance at the time of entry into and exit from IFIM Campus.
SIP Handbook	11/07/2018	To create social awareness and make students socially responsible to society. To emphasize and understand the problems faced by people in society and to find solutions to problems and implement the plan
IIP Handbook	11/07/2018	This handbook is meant for Internship to bring in continuous employability among the students. Bridging the gap between the academic and industry. This is a valuable compendium for students to get through the final placement.

RI Handbook	05/09/2018	Research Incubation handbook outlines the code of research, creating knowledge and intellectual property. Encourages responsible use of published material.
Corporate Mentoring Handbook	05/09/2018	This handbook helps mentors to identify professional aspirations of students and help guide them to attain their goals

#### 7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
SOCIAL IMMERSION PROJECT IN ASSOCIATION WITH NGOs	02/07/2018	14/07/2018	295
ORIENTATION -UG	11/07/2018	03/08/2018	267
ORIENTATION - PG	05/09/2018	18/09/2018	54
NATIONAL LEVEL STUDENT CONFERENCE- MIND POWER	10/10/2018	10/10/2018	103
ALUMNI MEET -MILAN	25/11/2018	25/11/2018	63
150TH BIRTH ANNIVERSARY OF MAHATAMA GANDHI	02/10/2018	02/10/2018	42
INTERNATIONAL CONFERENCE- FUSION 2019	15/02/2019	15/02/2019	120
GRADUATION DAY	01/06/2019	01/06/2019	112
CORPORATE MENTORING	22/12/2018	30/06/2019	59

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#### 7.1.7 – Initiatives taken by the institution to make the campus eco-friendly (at least five)

? Plants have been put in place making up about 50 percent of campus into green campus ground. ? Notices are placed in all classrooms, laboratories and offices instructing turn off apparatuses that are not in use. ? Energy conserving lights like CFL and LED are used on the campus. LED lights which are used on campus can save up to 3000 watts. ? All windows are installed with light shade glass which allows adequate sunlight into the rooms, thereby resulting in energy savings. ? In the laboratories, the Computers are switched on as per need under the supervision of lab instructor who also ensures, along with the students, that computers are switched off immediately after use. ? Staff and students are instructed to turn off monitors lights, ACs, Fans Projectors when not in use. Minimal use of paper, rainwater harvesting, recycling of water, segregation of waste, and effective waste management Water Conservation: ?

Rainwater Harvesting: Rainwater harvesting is the utmost priority in the institution. Rainwater is collected at every block and is fed into a rainwater harvesting tank to preserve the groundwater table. ? Periodic check-up of plumbing lines is undertaken to ensure minimal loss of water due to leakage. ? Water-level Controller: It is used in the overhead tank, so both electrical and wastage of water will be saved E-waste Management ? The different types of e-waste generated in the Institute like damaged C.D.s, C.P.U.s., Hard Disk Drives, Monitors, Keyboards, Cables, Cartridges, etc. are collected and handed over to an external e-waste recycling agency.

## 7.2 – Best Practices

### 7.2.1 – Describe at least two institutional best practices

1. Social Immersion Program-SIP SIP sensitizes students to the needs of a community and enables them to identify their social problems through research. Students learn to design solutions for these social problems through a Techno Economic Viability (TEV) study, thereby enabling sustainable social positive and measurable impact - all this by completely immersing into the community. IFIM has established a CSR Centre known as the V.B. Padode Centre for Sustainability. The SIP initiative falls under the umbrella of this Centre 2. Industry Internship Program - IIP The objective of the IIP is to provide a 'transitioning bridge' between theory and practice for students by enabling them to 'learn by doing'. The IIP is aligned to the General Learning Goals (GLGs) that aim to achieving. College's mission of nurturing holistic, socially responsible and continuously employable individuals. The GLGs and their specific learning objectives (LOs) are inbuilt into the evaluation process as measurable goals to track the students' performance over the two months of internship. 3. International Internship IFIM College provides a global platform to students to secure international internship opportunities. In the competitive state of today's job market, having global work experience under your belt is one of the very best things you can do for your prospective career. Inter-cultural communication and global work experience is a vital part of the modern professional world. Interning abroad is about learning beyond local work exposure. When you leave the comforts of your home and immerse yourself in a totally new environment, you broaden your horizons and learn to adopt to a multicultural environment. This global experience will pay off enormously during final job placement. While the developmental rewards of interning abroad are nearly insurmountable, the ultimate goal of an internship abroad is to generally help you in obtaining a job in the future in your field of choice. Your international internship experience will illustrate that you are passionate, driven, and not afraid to step outside your comfort zone, all qualities that will take you far in the professional world  
<https://ifimcollege.com/international-internship.html>

Upload details of two best practices successfully implemented by the institution as per NAAC format in your institution website, provide the link

<https://ifimcollege.com/downloads/7.2.1-Two-Best-Practices-18-19.pdf>

## 7.3 – Institutional Distinctiveness

### 7.3.1 – Provide the details of the performance of the institution in one area distinctive to its vision, priority and thrust in not more than 500 words

. Research Incubation Centre The institute is more focused on research and development. There is a provision of Research Incubation Centre which has been build up to provide resources to develop research-centric student-faculty teams. The objective of this program is to impart problem-solving skills. Students learn business research methodology, receive faculty mentoring, and gain practitioner input to develop projects that result in publishable research



papers or case studies. To develop research-based thinking and enhance the research output, the institute conducts annual conferences exclusively for the students and annual international conferences with participants from across the borders. Research workshops and special sessions will be organized to develop familiarity with the research tools and techniques. 2. Corporate Mentoring: The objective of the Mentoring Program at IFIM is to enable mentors to prepare their mentees for professional careers and assist with the development of their workplace skills. Mentorship helps mentees improve their skills and position themselves to advance their careers. Corporate mentors guide students in goal setting and realization of their professional aspirations. 3. Participation in National Ranking The NIRF is a methodology that was created by the MHRD to rank institutes of higher studies The IFIM College ensures that we work harder each year to provide quality education to students. The college participated in a national ranking system National Institutional Ranking Framework. <https://ifimcollege.com/nirf.html> The college participated in a national ranking system 9 Ranked 11th among top 120 colleges offering BBA in India-India Today Survey2019.

Provide the weblink of the institution

<https://ifimcollege.com/downloads/7.3.1-Institute-Distinctiveness-2018-19.pdf>

### **8.Future Plans of Actions for Next Academic Year**

? To increase students participation in National and International events and competitions ? To involve students in research activities ? To ensure all the faculties should have registered for PhD ? To produce research publications in reputed journals by the faculty members. ? To ensure that the maximum number of presentation publication in International National conferences of repute. ? Tie-up with more professional and institutional bodies enhancing experiential learning. ? To obtain funded research-projects ? To increase collaboration with leading industries and provide consultancy ? To develop strengthen the Research Incubation Cell ? To organize a more number of Workshops and National international level conferences/seminars. ? To apply for autonomous status.