



Accredited 'A' Grade by NAAC

ANNUAL QUALITY ASSURANCE REPORT
2019-20



INTERNAL QUALITY ASSURANCE CELL



Yearly Status Report - 2019-2020

Part A

Data of the Institution

1. Name of the Institution		IFIM COLLEGE
Name of the head of the Institution		Dr. Vishwanathiah
Designation		Principal
Does the Institution function from own campus		Yes
Phone no/Alternate Phone no.		08041432855
Mobile no.		9945333033
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

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

3. Website Address	
Web-link of the AQAR: (Previous Academic Year)	_https://ifimcollege.com/downloads/AQAR-2018-2019.pdf
4. Whether Academic Calendar prepared during the year	Yes
if yes,whether it is uploaded in the institutional website: Weblink :	https://ifimcollege.com/downloads/4.0-Academic-Calendar-2019-20.pdf

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

6. Date of Establishment of IQAC	15-Dec-2014
---	--------------------

7. Internal Quality Assurance System

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
Industry internship	20-Oct-2020	90

Programme	30	
Industry internship Programme	20-Oct-2020 30	225
Website & Design Cell	19-Mar-2020 365	790
Covid Cell was set up	29-May-2020 365	790
Certificate Course - Advanced Excel & Word	23-Sep-2019 30	90
Orientation Programme & Foundation Course for the new batch (PG)	05-Sep-2019 30	29
Orientation Programme & Foundation Course for the new batch (UG)	10-Jul-2019 30	180
View File		

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	2020 0	0
No Files Uploaded !!!				

9. Whether composition of IQAC as per latest NAAC guidelines:	Yes
Upload latest notification of formation of IQAC	View File
10. Number of IQAC meetings held during the year :	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	View File
11. Whether IQAC received funding from any of the funding agency to support its activities during the year?	No

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

1) Grievance Tracker: (Areas 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 learning

3) Placement Interviews: The rate of rejection of students in final placement is monitored. Mock GDPI 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 involving them in College activities).

5)Regulatory Requirement : Statutory and Regulatory Bodies data fulfilment.

[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	Achivements/Outcomes
8. Others: Quality Enhancement	1) Curricular Interventions like PEP, SIP, Mentoring, Research Incubation, IIP etc for the holistic development of the students
7. Extension	1) Signing MOU' for augmented programs RI/ SIP, ACCA & CMA
6. Governance	1) Academic Audit ; Financial Audit; Administrative 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 driven clubs to improve organizational and management skills in students. 6) Student mobility & by suggesting measures for improving participation & wins in fests, competitions etc 7) More number of Social Immersion Projects 8) More number of workshops 9) Compulsory value added certificate courses
4. Monitoring the functioning of 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) Revised General Learning Goals & Learning Objectives 2) Inclusion of certificate courses for UG & PG 3) LMS for Students support & learning 4) QPSB for improvement in examination process 5) Online Classes 6) Online Examination 7) Online Webinars, Seminar, Guest Lecture etc 8) Tie up with coursera for certificate courses for students & faculty
2. Research & Innovation	Accelerate Research & Innovation in the college: 1) Faculty Cluster, 2) Increase in number of publications, 3) Pre/Post presentations by faculty members 4) 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.
View File	

14. Whether AQAR was placed before statutory body ?	Yes
--	-----

Name of Statutory Body	Meeting Date
Governing Council	22-Nov-2019

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning ?	No
--	----

16. Whether institutional data submitted to AISHE:	Yes
---	-----

Year of Submission	2019
--------------------	------

Date of Submission	30-Sep-2019
--------------------	-------------

17. Does the Institution have Management Information System ?	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/entreprene urship	Skill Development
Proficiency in IT tools	Nil	22/07/2019	13	IT Professional	Tool Development
PHP MYSQL	Nil	01/06/2020	15	Coding	Project Development
JAVA SERVELET \$ JSP	Nil	01/06/2020	20	Coding	Project development
ADVANCED EXCEL WORD	Nil	12/03/2019	20	Business tool	Analytics
Business Analytics using R	Nil	22/04/2020	6	Business tool	Analytics
Business Analytics using R	Nil	24/08/2020	6	Business tool	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
View File		

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	228	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	11/07/2019	193
PERSONALITY ENHANCEMENT PROGRAM	06/09/2019	35
RESEARCH INCUBATION	11/07/2019	193
RESEARCH INCUBATION	06/09/2019	35
INDUSTRY INTERNSHIP PROGRAM	11/07/2019	193
INDUSTRY INTERNSHIP PROGRAM	06/09/2019	35
SOCIAL IMMERSION PROGRAM	11/07/2019	193
SOCIAL IMMERSION PROGRAM	06/09/2019	35
FRENCH LANGUAGE	11/07/2019	25
MEDIA LAB	10/01/2020	55
View File		

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	INDUSTRY INTERNSHIP PROGRAAM	4
BBA	INDUSTRY INTERNSHIP PROGRAAM	55
BCA	Industry Internship Program	10
BCom	Industry Internship Program	27
MBA	Industry Internship Program	52
BA	Social Immersion Program	1
BBA	Social Immersion	2

	Program	
BCA	Social Immersion Program	1
BCom	Social Immersion Program	6
BBA	Project	19
View File		

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
<p>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.</p>

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
MBA	MBA	120	117	79
MCom	MCom	40	14	13

BA (Journalism)	BA(journalism)	40	42	17
BCA	BCA	60	50	25
BBA	BBA	180	272	96
BCom	BCom	100	120	73
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
2019	613	178	8	3	26

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
37	37	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)

The goal of Mentorship is to create young leaders and budding entrepreneurs by helping the mentees understand their 'Purpose in Life' before the mentee chooses his/her career path. The effectiveness of mentoring is recognized across the globe as a powerful tool of human resource development. IFIM Colleges corporate mentoring approach is a step towards the direction of tackling the quality of education as a new age management institution in India. 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. The focus of the mentorship is to help students develop a vision and mission for themselves for their personal and career achievements that they wish to target and also 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 Corporate Mentoring process starts with an workshop on Purposing where they learn how to develop a Purpose Map. After that the mentees are assigned to appropriate corporate and faculty mentors based on their purpose of life One corporate and one faculty mentor is assigned for every 10-12 mentees based on their preferences The tenure of mentoring is six months divided into two terms. In the first term the mentors' objective is to help finalise the "I will ..." statement. In the second term the mentor is expected to help the mentee in developing a career path aligned with the "I will ..." statement. The learning path must translate into choice of Majors/Minors, type of internship and first placement. It should also result in job winning skills that the student must learn to land their desired job. Both the corporate and faculty mentors would individually and together review the mentees progress and advice the mentees on corrective actions.

Number of students enrolled in the institution	Number of fulltime teachers	Mentor : Mentee Ratio
791	37	1 : 21

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
3	3	Nil	3	Nil

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	27/06/2020	Nil
BCom	C41	IV	27/06/2020	Nil
BCom	C41	VI	10/07/2020	13/11/2020
BBA	C26	II	27/06/2020	Nil
BBA	C26	IV	27/06/2020	Nil
BBA	C26	VI	10/07/2020	13/11/2020
BCA	SB7	II	27/06/2020	Nil
BCA	SB7	IV	27/06/2020	Nil
BCA	SB7	VI	10/07/2020	13/11/2020
BA (Journalism)	A81	II	27/06/2020	Nil

[View File](#)

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

Continuous learning and evaluation is a strategic measure taken by the educational institutions to assess the academic performance of the students on a incessant basis. Even in the Pandemic situations classes are taken virtually. Students are asked to give internal exam on digital platform. As a part of complete learning 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. It is also transparent and robust in terms of frequency and variety. Further it is needed to engage students who are less oriented academically in learning. 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 internals are conducted the same needs to be evaluated and marks uploaded by the respective faculty on ERP for students. • The orientation programs are

organized to make aware of the students about the institution's policy and processes. • Course Outline Preparation and uploading on LMS and same is validated by Program Head for each subject. • Academic Calendar is published with the dates of important events spread over the semester /year • All the important information like internal exam timetable, University Semester timetable, students achievement, events like guest lecture, conferences are displayed in workplace and also departments notice board. • Result Analysis Review Meeting: Result Analysis is done by the class tutors after every semester exam • Remedial Classes are conducted for slow learners and absentees based on their mid-semester exam performance. • More assignments are given for practice and additional experiments are given for slow learners in practical subjects

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, Starting and end date of UG and PG Programs, Dates of Internal exam and approximate date of University exam 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-2019-20-All-programs.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
CMD	MBA	MBA	50	50	100
COM	MCom	MCom	21	21	100
A81	BA (Journalism)	BA journalism	18	16	89
SB7	BCA	BCA	24	17	71
C26	BBA	BBA	85	75	88
C41	BCom	BCom	34	27	79

[View File](#)

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-Program-Feedback-2019-20.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	Total grant	Amount received
-----------------------	----------	---------------------	-------------	-----------------

		agency	sanctioned	during the year
Major Projects	0	Nil	0	0
Minor Projects	0	Nil	0	0
Projects sponsored by the University	0	Nil	0	0
View File				

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
View File				

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
View File					

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
0	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	6
International	M.Com	1	5.4
International	B.Com	2	0
International	BBA	4	3.9
International	BCA	1	5.3
View File			

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
MBA	5
M.Com	1
Languages	1
BA	1
BBA	2
B.Com	1
View File	

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
Traditional Versus Modern Education System: A Deep Dive	Gitanjali H S, Lakshmi.P	Journal of Xidian University	2020	0.9	Yes	19
Impact of GST on Micro, Small and Medium Enterprises (MSMEs)	Viswanathiah M, Lakshmi.P	High Technology Letters	2020	0.4	Yes	18
Digitalization of the Economy and its Impact on Macroeconomic Variables	Veena.N	High Technology Letters	2020	0.4	Yes	12
Addiction to TV series and its impact on students	Nagaratna M L	Journal of Xidian University	2020	0.9	Yes	16
GST's Effect on Start-Ups: TOPSIS Approach on Compliances, Cost and Tax	MuthuLakshmi.P	International Journal of Control and Automation	2020	0.2	Yes	17

Factors						
An Exploratory Study on the Purchasers Compartment Towards Public Mass Media	Seshachalam A Gitanjali H S	International Journal of Advanced Science and Technology	2020	0.1	Yes	16
Indian Stock market post demonetization: Risk and return analysis	Nagalakshmi.S	Journal of Xidian University	2020	0.9	Yes	25
'Ideal Host for Digital Marketing: A Multi Criterion Decision Model Approach'	Vandana Srivastava , Lakshmi.P	International Journal of Advanced Science and Technology	2020	0.1	Yes	11
Emoji is the Next Revolutionary Global Language	Gitanjali H S	Journal of Xidian University	2020	0.9	Yes	18
Green Financing Practices With Special Emphasis To Indian Banking Industry	Seshachalam .A Asif Ali	International Journal of Advanced Science and Technology	2020	0.1	Yes	22
View File						

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
Green Financing Practices With Special Emphasis To Indian	Seshachalam .A Asif Ali	International Journal of Advanced Science and Technology	2020	3	22	Yes

Banking Industry							
Emoji is the Next Revolutionary Global Language	Gitanjali H S	Journal of Xidian University	2020	16	18	Yes	
Ideal Host for Digital Marketing: A Multi Criterion Decision Model Approach'	Vandana Srivastava , Lakshmi.P	Journal of Xidian University	2020	3	11	Yes	
Indian Stock market post demonetization: Risk and return analysis	Nagalakshmi.S	Journal of Xidian University	2020	16	25	Yes	
An Exploratory Study on the Purchasers Comportments Towards Public Mass Media	Seshachalam A Gitanjali H S	International journal of Advanced Science and Technology	2020	3	16	Yes	
GST's Effect on Start-Ups: TOPSIS Approach on Compliances, Cost and Tax Factors	MuthuLakshmi.P	International Journal of Control and Automation	2020	5	17	Yes	
Addiction to TV series and its impact on students	Nagaratna M L	Journal of Xidian University	2020	16	16	Yes	
Digitalisation of the Economy and its Impact on	Veena.N	High Technology Letters	2020	10	12	Yes	

Macroeconomic Variables						
Impact of GST on Micro, Small and Medium Enterprises (MSMEs)	Viswanathiah M, Lakshmi.P	High Technology Letters	2020	10	18	Yes
Traditional Versus Modern Education System: A Deep Dive	Gitanjali H S, Lakshmi.P	Journal of Xidian University	2020	16	19	Yes
View File						

3.3.7 – Faculty participation in Seminars/Conferences and Symposia during the year :

Number of Faculty	International	National	State	Local
Attended/Seminars/Workshops	9	137	4	14
Presented papers	8	5	Nil	Nil
Resource persons	Nil	Nil	Nil	Nil
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
NSS Camp	NSS	2	50
Oath taking ceremony on non usage of tobacco	NSS	1	50
National Unity day Celebration	NSS	1	100
Dialogue on National Constitution Reading	NSS	1	50
Youth for Seva Camp	NSS	1	2
View File			

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
View File			

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
Nil	Nil	Nil	Nil	Nil
View File				

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	0	Nil	0
View File			

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	Saint Gasper High School	05/07/2019	15/07/2019	2
Project Work	Social Immersion Programme	No Hungry Child	04/08/2019	16/10/2019	8
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
750000	735523

4.1.2 – Details of augmentation in infrastructure facilities during the year

[View File](#)

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. Viswanthaih M	Statistics For Management	LMS	02/09/2019
Prof. Nagalakshmi S	Income Tax	LMS	01/07/2019
Dr. H S Gitanjali	Stock and Commodity Management	LMS	03/01/2020
Prof. Prabarkar	Banking Regulations operations	LMS	01/07/2019
Prof. Venkatesh R	E- Business	LMS	01/07/2019
Dr. Sanchitha Choudhury	Corporate Accounting	LMS	01/07/2019
Prof. Swarnika Dixit	Innovation Management	LMS	01/07/2019
Prof. Sridevi	Marketing Management	LMS	01/07/2019
Prof. Sinzy Silvester	Unix Shell Programming	LMS	03/01/2020

[View File](#)

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	130	3	0	0	0	4	36	160	5
Added	6	0	0	0	0	0	1	0	0
Total	136	3	0	0	0	4	37	160	5

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

160 MBPS/ GBPS

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	https://a.impartus.com/login/#/

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	11688223	8050000	8033507

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 and for booking formal mail should be sent to the Academic Coordinator and the Coordinator will send the approval. 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	Alumni	2	320000
Financial Support from Other Sources			
a) National	SC/ST Scholarship /Backward	69	1950832
b) International	ICCR	9	908260
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
Purposing Workshop	11/07/2019	17	IFIM COLLEGE

FOUNDATION COURSE	11/07/2019	227	IFIM COLLEGE
APTITUDE TRAINING	25/11/2019	37	IFIM COLLEGE
MENTORING	14/12/2019	75	IFIM COLLEGE
YOGA	21/07/2019	155	IFIM COLLEGE
REMEDIAL COACHING	10/10/2019	838	ALL UG PG DEPT.
Personel Counselling	20/01/2020	11	DEPT. OF PSYCHOLOGY
Soft Skill(PEP)	05/08/2019	249	IFIM College
View File			

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
2019	Career Counselling and Mentoring	112	Nil	Nil	Nil
View File					

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
1	1	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
Companies	491	21	Nil	Nil	Nil
View File					

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
2019	4	BA	BA(JPE)	AMITY University Mumbai, Manipal Institute of Communication, karnataka, Josephs	PG Public Relations, PG Masters in Media and Communications, PG Mass Communication

				College bangalore, AMITY Business School Noida	and Journalism, PG_MBA
2019	1	BCA	DEPT. OF COMPUTER APPLICATIONS	Jain University	MCA
View File					

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
Nil	Nil
View File	

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

Activity	Level	Number of Participants
Sports	COLLEGE LEVEL	177
Aura	COLLEGE LEVEL	115
CULTURAL	COLLEGE LEVEL	28
View File		

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/ International	Number of awards for Sports	Number of awards for Cultural	Student ID number	Name of the student
2019	Nil	National	Nil	Nil	Nil	Nil
View File						

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 institutions is an ISO-certified comprehensively functioning body comprising of students of all the branches of the institution- PGDM undergraduate and postgraduate program. We at IFIM have constituted this body to confirm and adhere to the regulations that shape the institution in the most fundamental sense. The student council body of IFIM is established with the motto to be the bridge between the students and the higher authorities. The council links all the aspects of the institution with the students and the faculties, thereby allowing smooth functioning of all aspects of the student life in the institution. The council is persistent and continues to work hard to make student's experience at IFIM something wonderful. The current student council committee comprises of President and Vice Presidents: 1. Mr. Tej D. Shriodkar - President 2. Ms. Sakshi Verma - VP Culturals 3. Ms. Priyanka Saraswat - VP Placements 4. Ms. Vandana Das - VP Sports (Female) 5. Mr. Soham S. Shriodkar - VP Sports (Male) 6. Ms. Saishwari D. Patil - VP CSR (Female) 7. Mr. Prajwal L.M. - VP CSR (Male) 8. Mr. M. Gautham Shankar - VP MRC 9. Mr. Srinivasan S - VP Hostel (Male) 10. Ms. Sringika Upadhyaya - VP Hostel (Female) 11. Ms. Suhasini S.G - VP Alumni Secretaries: 1. Ms. Aarati Sudhir E.K - General Secretary 2. Mr. M. Suryakumar - MRC Secretary 3. Ms. Apurva Kumari - CSR Secretary 4. Mr. Wasswa Davis - Sports Secretary 5. Ms. Shreya - Alumni

Secretary 6. Mr. Kishan Kumar Singh - Cultural Secretary 7. Mr. Prashast Tiwari - Placement Secretary 8. Mr. Nilesh Badak - Hostel Secretary The entire council came together to celebrate the Silver Jubilee of the institution from February 1st, 2020 to February 29th, 2020. Various events were conducted throughout the month like days with different themed clothing, a movie night at the college hostel, and pan- institutional treasure hunt, a lantern lighting and dinner night, and a thank a teacher day. Each colour had a different theme and activity like a day to thank all those who serve us, and anybody can draw activity, and the distribution of a different sweet each day. Following this, through the month of March, April, May, and June the council conducted various online events despite the lockdown. The MRC committee conducted an Instagram live with Sarvesh Shashi and Naved Qureshi on Health and Fitness during the lockdown and conducted a pan- institutional online photography competition. The CSR committee took up various initiatives like homemade mask making, kindness is a magic event, a Mother's Day event, and an event thanking all the frontline COVID-19 warriors named 'Thank You #WarriorsinWhite'. Meanwhile, the Placement committee also conducted a webinar on Data Science that shed light on the basics of data science and its career opportunities, and currently, the council continues to conduct various other events and also is facilitating the smooth transition from regular on-campus classes to online classes that has become the normal.

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-togethers 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) :

570000

5.4.4 – Meetings/activities organized by Alumni Association :

MILAN, Brunch Pe Charcha, The alumni of BBM BBA supported as a judge in mock GDP for students, 3 of our distinguished alumni were awarded on the 25th year founders day celebration.

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)

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 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 fulfil 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 which 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	<p>Admission of Students: Eligible students are admitted by conducting written test personal interview. IFIM College aims at getting best students to the campus through number of innovative strategies</p> <ol style="list-style-type: none">1. Ensuring All Marketing Touchpoints are monitored and Updated Our website with persuasive program/experience/about pages, interesting social media channels, clean Wikipedia page, reviews and ratings are monitored and updated regularly.2. Enhancing Face to Face Contacts A combination of college visits, alumni outreach is ensured.3. Influencing Parents IFIM College convinces parents and try to help them help student make the fateful decision.4. Creating Conversations Between prospective students and current students, between prospective students and faculty.5. Adopting Right Strategies A combination of phone calls, personalized letters and responsive emails, yield brochure and online landing pages are provided to prospective candidates6. Skype interviews: skype interviews for selection of outstation students is used as tool for admission process.
Industry Interaction / Collaboration	<p>Industry Interaction / Collaboration: Over the years, students are being benefitted from the internship for its practical edge and industry exposure. We provide opportunities for students with reputed brands which enable them to deep drive into the ground reality of real business. Pursuing internship also gives the students the extra edge to become more mature ad handle the official activities in a professional manner. This year our college has witnessed an overwhelming support by our students as well as industries. This year 80 UG students and 100 of PG students have done internship and accomplished themselves to industries and got the handful experience and also expectations of the industry from the students as well as from the</p>

educational institutions. 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 reciprocal relationship over the period between mentors and mentees. Group Discussions/Personal Interviews by external mentors from industries: Students are trained for what industry expects from them before they face the external world. Students are trained by industry experts from various top companies who share their experiences, professional ethics, skills that are needed at workplace, about their attire, subject knowledge and, they conduct group discussions and personal interviews prepare them to face the challenges.

Human Resource Management

Human Resource Management: HRM in IFIM has an integrated motive system for serving SSS (Students, System and Society). The Objective of HRM Practices in IFIM College is Placing the right Person (Solution) to the Right Job (Problem) for achieving the right objective at the right time. IFIM always recruit, select, and retain the best available talent to promote academic, professional, and administrative excellence. Value exchange practices among Employee - Employer - Customer and Society. HR's Mode of Oprendi: RECRUITMENT: 1. Based on need/want identification HR will work closely with the Leadership team (Director / Principal of respective Institutes) to source CVs of relevant candidates. 2. IFIM shall explore the following sources for Recruitment depending on the level and criticality of the position for which the hiring is being done. • On-line Advertisement • Advertisement in Newspaper • Advertisement in Publications(National International) • Advertisement is Association (International) • Reference of faculty members • Career page of IFIM website • Recruitment Agency 3. Encourage pooling of resume through mails to college Heads/IQAC/HR SELECTION: 1. Resume Screening based on

eligibility / talent requirement / needs wants of the college as per policy guidelines. 2. When vacant posts are filled, it will be done ensuring Equal Employment Opportunity for the candidates. IFIM rejects unfair discrimination, whether direct or indirect, on all listed grounds, including but not limited to religion, caste, gender, marital status, culture, language, sexual orientation, colour, ethnic or social origin and disability.

3. Selection and appointment are done through a scientific, professional, and transparent approach taking into consideration -

- a. The needs in the specific environment where the vacancy exists.
- b. The availability of candidates with the requisite knowledge, skills, attributes, qualifications and/or registrations, experience or, where appropriate, sufficient potential.
- c. Leadership team is responsible for taking the final call on appointments and must guard against any form of nepotism.
- d. All positions are filled either by means of internal job posting and in the absence of suitable candidates from within, by recruiting from external sources

The Selection Process for Staff shall consist of the following: -

- Written/Online Competency tests and/or Psychometric test.
- Interview by the respective Function Head(s). If this stage requires that the candidate be assessed by more than one expert, then the HR Department shall ensure that a panel be created.
- For staff being recruited for the Academic Office(s), interview with the Academic Head is also required to ascertain the suitability of the employee.
- Interview by the Head HR is required to assess the fitment of the candidate to the IFIM culture and understanding salary expectations.
- Final recruitment decision lies with the Function Head and Head-HR.

Pre-Offer Procedure When a candidate qualifies in the selection procedure, HR needs to write a mail within two days, conveying their intention to make an offer and request them to share the following documents:

1. Copy of the last employment letter
2. Copy of all previous experience letter(s)
3. Notice period details at the present employer

4. Last three months' salary slip 5. Details of two references Upon receiving and scrutinizing all documents and conducting reference check, HR Team will send offer letter to the candidate. Offer Letter The HR team shall ensure that offer letter is rolled out within three working days of finalization. Offer letter shall be rolled out only by the HR Team. Upon receiving and scrutinizing all documents and conducting reference check, HR Team will send Offer Letter to the Candidate. Upon receipt of signed Offer Letter, draft Employment Agreement will be shared with the Staff member. The Employee Agreement is typically executed on the date of joining. It is the responsibility of HR to keep in touch with the candidate and ensure that the candidate is engaged with the Institute. In case the candidate does not show adequate interest, or the interest level drops, HR team should inform the Director/ Function Head and work on a backup plan. HR's Smart KAIZEN Practices for employee engagement development: Employee of IFIM college either full time / parttime works with the spirit Inspired as a Family and with Igniting Minds and HR's Employee KAIZEN Practices at IFIM College are: 1. Employee Encouragement towards FDPs / Seminars / Conferences / Workshops 2. Employee Compensation Management practices as per Industry Standards 3. Employee Training and Development 4. Employee Research Development 5. Employee Work Culture Management 6. Employee Performance Management 7. Employee Work life Balance 8. Employee Health Management Programs 9. Employee Talent Retention Management 10. Employee Knowledge Management 11. Employee needs wants Management 12. Employee Relationship Management 13. Employee Management with (Students, Technology and System) 14. Employee Entertainment Management 15. Employee Engagement in CSR activities "Employees are one of the precious assets who bring values to organization"

Library, ICT and Physical Infrastructure / Instrumentation

Library, ICT and Physical Infrastructure / Instrumentation: The campus is completely wi-fi enabled internet connectivity round the clock, spread over 1.5 acres together with a

computer lab, student activity areas, multi-media facilitated classrooms with varying seating capacities equipped with LCD projectors, Impartus, speakers etc , three conference halls, a centrally air-conditioned auditorium, an amphitheatre, Infirmary and a cafeteria. Uninterrupted power supply (UPS) and Generator power backup are available. Extended hours to access computer and net connectivity in the computer labs. 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. Completely wi-fi enabled, the hostel has well furnished rooms. Facilities for indoor and outdoor sports like Football, Cricket, Table Tennis, Chess, Badminton and a well- equipped Gym are available at the hostel.

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 guide 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 in the form good research paper publication in high-quality peer reviewed journals, conference proceedings, 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 research area for faculty improvement is conducted. Research Incubation (RI) aims to equip students with critical thinking and

problem-solving skills. The program facilitates students to develop research-oriented thinking which will enable them to thrive and innovate in today's fast changing business environment. Students pursue the research incubation course in groups of three and are tagged to a faculty mentor, based on their specializations, and a research mentor. By the end of the course, students will be able to read research papers independently, conduct literature review, identify research gaps, collect primary/secondary data, perform data analysis and perform the interpretation of the data analysis. Students will be 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. Even during the COVID-19 pandemic, this curriculum intervention was uninterrupted through online guidance.

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 in a semester to adhere to the principle of 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 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 of external members who are subject experts from various

discipline scrutinize the papers of the Mid Semester Exams and the End Semester Exams. If the QPSB finds a requirement to change or upscale any of the questions the committee informs the same to the Principal who will resend the question paper to the respective faculty and notify the changes required/suggestion of the QPSB to the faculty and give them 2 days' time to resend the revised question paper after necessary corrections. ONLINE EXAMINATION IFIM College used the Mercer Mettl's platform for online assessment, which is a Robust Examination Platform with Advanced Proctoring Software. It facilitates secure Data Hosting on Amazon Web Services. The platform helps to easily configure Online Exam, Online Invigilation Proctoring and Automatic Grading. Students get the advantage of taking exam anytime anywhere, they can also get Real-time results. It uses Multi-factor authentication to ensure authenticity of the examinee and allows easy and smooth conduct of exams. The platform support various types of questions: The platform is also enabled with new age anti-cheating technology: Evaluation: For each course, a copy of the question paper along with, all the answer scripts are handed over to the faculty members for evaluation. After the evaluation, the same will be handed over to the exam committee. The marks will be informed to the students within 15 days of the exam

Teaching and Learning

Teaching and Learning: General Learning Goals Learning Objectives Assurance of Learning is revised for making the teaching more 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 learning objectives framed. Every individual faculty uploads the course materials on ERP through the Learning Management System (LMS) to support the students to perform well in the exams.

Curriculum Development

Curriculum Development: To enhance the employability and holistic development of the student, the University curriculum is augmented by 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 effective teaching learning process. The Case Study method of teaching has been made a mandatory pedagogy for both undergraduate and postgraduate programmes. Curricular interventions like PEP, SIP, IIP, E-Cell, Research Incubation, Mentoring, Value add-ons, certificate courses, workshops and extended curriculum for enhancing employability and holistic development of the students. The Coursera for Campus program was introduced by Coursera during the COVID-19 pandemic to enable universities and colleges with the following intentions. Provide current students with job-relevant learning and credentials Enable faculty to author and scale online programs for free Deliver lifelong learning to alumni, faculty, and staff

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

E-governance area	Details
<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>Management Information system is used very effectively and efficiently in administering the activities of the college with the help of information</p>

technology. The college is wifi enabled. All the 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.

Finance and Accounts

IFIM is a cashless campus. Technology is used at every level in the campus. Fee collected online payment to vendors is made through bank accounts and salaries to employees are credited to their account directly.

Student Admission and Support

Student Admission and Support: Implementation of e-governance in student admission and support 1. Online applications online admission selection process through accepting online essays skype interviews 2. College Administration Information Management System for student fee collection and managing student information of new students 3. Login Page 4. Student Admission Entry 5. Student Cancellation Transfer 6. All social media platforms- facebook, Twitter, Instagram are being used for creating IFIM College brand awareness

Examination

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 us anywhere using the official email id. For preparation of question paper MS Word is used by all faculties. The examination committee uses One Drive Cloud, MS Word MS Excel for conducting 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 workplace. Orientation sessions were conducted for new teachers wherein they were guided about the rules and regulations of the examination and details of supervision

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
2019	Nil	Nil	Nil	Nil
View File				

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)
2020	IIP workshop	NIL	06/03/2020	06/03/2020	15	Nil
2020	Workshop on Mentoring	NIL	05/03/2020	05/03/2020	22	Nil
2020	Workshop on Placement	NIL	03/03/2020	03/03/2020	23	Nil
2020	Workshop on Research Incubation	NIL	05/03/2020	05/03/2020	23	Nil
2020	Workshop on Social Immersion Programme	NIL	06/03/2020	06/03/2020	19	Nil
2020	Workshop on Gamific ation	NIL	09/03/2020	09/03/2020	19	Nil
2020	FDP on NAAC Assessment and Accred itation Framework	FDP on NAAC Assessment and Accred itation Framework	09/09/2020	09/09/2020	21	4
2020	Workshop on GLG, LOs and curricular interventi ons	NIL	29/06/2020	29/06/2020	17	Nil
2020	FDP on	NIL			7	Nil

	simulation		27/06/2020	27/06/2020		
2020	Workshop on Admission Process	NIL	03/03/2020	03/03/2020	24	4
View File						

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
Participated in One Week Online FDP on "Advanced Data Analysis Using Spreadsheet" conducted by Kristu Jayanti College	1	02/05/2020	09/05/2020	8
Participated in Three days National Level Online FDP on "A C T - Right Now, Covid-19 Its Implications" conducted by Jain (Deemed-To-Be-University)	1	29/04/2020	01/05/2020	3
Participated in Five days Online Digital FDP on "Python Programming" conducted by SkillRary in association with SSMRV College	1	27/04/2020	01/05/2020	7
Participated in One Week Online FDP on "Case Study Analysis in Teaching" conducted by St. Teresa's Degree College for Women, Bengaluru	1	27/04/2020	02/05/2020	7
One week	1	24/06/2020	29/06/2020	5

Short Term Course on Topic Nascent Research Methods, Challenges and various Analytical Tools and Techniques organized by Department of Humanities and				
7 days International Online FDP webinar by Sengunthar Arts Science College	1	17/06/2020	23/06/2020	7
7 days International Online FDP on Challenges in Restructuring the Innovative Teaching and Learning Techniques by Auxilium College, Vellore, Tamilnadu	1	02/06/2020	08/06/2020	7
Implications of Covid-19 on World Economy organised by RV Institute of Management, Bangalore.	1	20/05/2020	22/05/2020	3
FDP on "Research Methodology sharpening your skills in statistical Applications (SPSS 23)" organized by PSG Institute of Management, Coimbatore, Tamilnadu	1	19/09/2019	21/09/2019	3
Three day National Workshop on Pedagogical Skills for	1	06/12/2019	08/12/2019	3

Faculty in Outcome Based Education(JNTUA College of Engineering, Ananthapuramu)

[View File](#)

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

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

6.3.5 – Welfare schemes for

Teaching	Non-teaching	Students
PF, Medical Insurance, 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	PF, Medical Insurance, 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	Covid Cell, Counselling/ mentoring/ doctor on campus/ fitness

6.4 – Financial Management and Resource Mobilization

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

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 compliances 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
View File		

6.4.3 – Total corpus fund generated

14863273

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	NA	Yes	Internal auditor
Administrative	No	NA	Yes	Internal Auditor

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

Guest Lecture was organised 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 PG examinations. Inclusion of curricular interventions in all the programme for the holistic development of students. Introduced Value addons and Certificate Courses

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
2019	Certificate Course - Advanced Excel	18/03/2019	18/03/2019	18/04/2020	74
2020	FDP on IFRS	26/02/2020	26/02/2020	26/02/2020	25
2019	Certificate Course - SPSS	15/04/2019	15/04/2019	30/04/2020	56
2020	Applied for NIRF Ranking	30/11/2019	30/11/2019	30/11/2019	1659

[View File](#)

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	01/03/2020	01/03/2020	2212	4445
NSS CAMP	31/01/2020	06/02/2020	16	34

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
? Minimal use of paper is encouraged among the students and staff. ? Rainwater harvesting ? Recycling of water ? Segregation of waste ? Notice boards and placards to switch off lights and fans when not in use are placed at different places such as labs, classrooms, offices, and common areas on the campus. ? Hand Sanitizer Installation: Cut down on water used for sanitation purposes by installing hand sanitizers in bathrooms and other common areas. ? All the classrooms are designed in a way to absorb plenty of natural light as glass installed on the windows is soft tinted which minimizes the utilization of artificial light. The lights installed on the campus are either CFL or LED which saves a lot of energy. ? All the classrooms have a good ventilation system which reduces the need for air-conditioning. ? Regular maintenance of all the electric and electronic equipment is done to ensure minimum energy waste. ? Effective waste management. ? Good Daylight Design Infrastructure a)

7.1.3 – Differently abled (Divyangjan) friendliness

Item facilities	Yes/No	Number of beneficiaries
Physical facilities	Yes	Nil
Ramp/Rails	Yes	Nil
Provision for lift	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
2019	1	1	07/09/2019	2	Youth for Seva Camp	Social Service Social Service Social Service	2
2019	1	1	31/10/2019	1	Oath taking ceremony on Non-Usage of Tobacco	Social Service Social Service Social Service	50
2019	1	1	04/10/2019	1	Blood Donation Camp	Social Service Social Service Social Service	130
2019	1	1	04/10/2019	1	Eye checkup Camp	Health and Fitness	135
2019	1	1	04/10/2019	1	Dental Camp	Health and Fitness	100

[View File](#)

7.1.5 – Human Values and Professional Ethics Code of conduct (handbooks) for various stakeholders

Title	Date of publication	Follow up(max 100 words)
Student Handbook	11/07/2019	This handbook helps mentors to identify professional aspirations of students and help guide them to attain

		<p>their goals. 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 with code of conduct.</p>
Code of Conduct for Teaching	01/07/2019	<p>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 document is available in QMS. The Code of Conduct is applicable to all the employees including but not limited to faculty, 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</p>
Code of Conduct for Non-Teaching staff	01/07/2019	<p>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</p>

		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	11/07/2019	To create social awareness and make students socially responsible to society. To emphasise and understand the problems faced by people in society and to find solutions to problems and implement the plan
IIP Handbook	11/07/2019	This handbook is meant for Internship - for continuous employability. Bridging the gap between the academic and industry. The overall objective of the IIP is to provide a 'transitioning bridge' between theory and practice for students by enabling them to 'Learn by Doing'
RI Handbook	11/07/2019	Research Incubation handbook outlines the code of research, creating knowledge and intellectual property. Encourages responsible use of published material.
Corporate Mentoring Handbook	11/07/2019	This handbook helps mentors to identify professional aspirations of students and help guide them to attain their goals.
QMS	01/07/2019	Quality Management system. Repository for all the policies and relevant documents so that all can access it for the information purposes.

7.1.6 – Activities conducted for promotion of universal Values and Ethics

Activity	Duration From	Duration To	Number of participants
Student Conference - 'Mind	15/10/2019	15/10/2019	65

Power 2019'			
Annual Fest- AURA	11/09/2019	12/09/2019	115
Social Immersion Project in association with NGO	05/07/2019	15/07/2019	10
Corporate Mentoring	14/12/2019	30/06/2020	75
Orientation Program UG	11/07/2019	31/07/2019	193
Orientation Program PG	06/09/2019	20/09/2019	35
Alumni Meet 'MILAN'	17/12/2019	17/12/2019	59
Debate on impact of technology in Education System	13/09/2019	13/09/2019	36
Dialogue on National Constitution Reading	23/10/2019	23/10/2019	50
National Unity Day celebration	31/10/2019	31/10/2019	82
View File			

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

? Tree Plantation activity was done on 27th January 2020. ? Tobacco smoking, chewing of pan-masalas, and gatka is prohibited on the college campus. ? 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. Water-level Controller is also used in the overhead tank, so both electrical and wastage of water will be saved ? Waste Management: wet and dry waste are segregated, and they are effectively sent for further waste management. ? 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 together 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. Title of the Practice: Industry Internship Programme - 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 achieve the 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 the internship.

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-Best-Practices-2019-20.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

The IFIM Institutions Campus is spread over 2 acres of land with a campus strategically placed in Electronics City, Bangalore, one of India's largest Electronic industrial parks, IFIM College provides holistic education. The infrastructure consists of a computer lab, an integrated Wi-Fi enabled campus, student activity areas such as a lounge and snack bar, 21 classrooms of varying seating capacities, library, conference hall exclusively for Executive Development Programs, a centrally air-conditioned auditorium, an amphitheater, Placement office, admissions office, and an administration department. Various signboards are installed for indicating pathways to the library canteen, office, library, and classrooms. Digital signage has been installed at the reception and admission office to provide timely information to students and teachers in an effective manner. The IFIM hostel is situated near the main campus, and it has excellent boarding facilities for students. The hostel has a state-of-the-art gymnasium, open space for outdoor sports, and facilities for indoor sports. ? The commendable teacher-student ratio of 1: 15 ? Emphasis on experiential learning ? Research opportunities for students and faculty members ? Remedial classes at UG PG level ? Pedagogy focused on building the next generation of leaders, ? Teaching methodology geared to develop independent thinking ? Learning process powered by guest lectures by industrial experts ? Admirable academic ambiance ? Ensuring a clean and safe learning environment by implementing rigorous standards for sanitization and maintaining COVIDFREE Zone. 1. 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. 1. 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. The College has been ranked 12th among Top Colleges offering BBA by India Today, 4th rank in India and 3rd in South India by GHRDC, Top 20 Promising 'Media and Mass Communication Colleges in India. National Institutional Ranking Framework- <https://ifimcollege.com/nirf.html>

Provide the weblink of the institution

<https://ifimcollege.com/downloads/7.3.1-Institute-Distinctiveness-2019-20.pdf>

8.Future Plans of Actions for Next Academic Year

? To ensure all the faculties should have registered for PhD and to accelerate in completing the Ph.D. ? To produce research publications in Scopus Index Journals by the students as well as faculty members. ? To encourage collaborative research. ? 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 Organize more number of Workshops and National international level conferences / seminars. ? To introduce certificate courses for all the UG and PG programs ? To apply for college for potential with excellence. ? To conduct Academic and Administrative Audit ? To apply for rankings ? Preparation for NBA