



Accredited 'A' Grade by NAAC

ANNUAL QUALITY ASSURANCE REPORT
2020-21



INTERNAL QUALITY ASSURANCE CELL



YEARLY STATUS REPORT - 2020-2021

Part A	
Data of the Institution	
1.Name of the Institution	IFIM COLLEGE
• Name of the Head of the institution	DR. M. VISWANATHAIAH
• Designation	PRINCIPAL
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	08041432855
• Mobile no	9945333033
• Registered e-mail	principal@ifim.edu.in
• Alternate e-mail	director.clg@ifim.edu.in
• Address	# 8P & 9P KIADB, INDUSTRIAL AREA, ELECTRONICS CITY PHASE I
• City/Town	BENGALURU
• State/UT	KARNATAKA
• Pin Code	560100
2.Institutional status	
• Affiliated /Constituent	AFFILIATED
• Type of Institution	Co-education
• Location	Urban

• Financial Status	UGC 2f and 12(B)				
• Name of the Affiliating University	BANGALORE UNIVERSITY				
• Name of the IQAC Coordinator	DR. H.S. GITANJALI				
• Phone No.	08041432855				
• Alternate phone No.	08041432877				
• Mobile	9986503170				
• IQAC e-mail address	iqac@ifim.edu.in				
• Alternate Email address	gitanjali.hs@ifim.edu.in				
3.Website address (Web link of the AQAR (Previous Academic Year))	https://ifimcollege.com/downloads/AQAR-2019-2020.pdf				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://ifimcollege.com/downloads/5.0-academic-calendar-2020-21.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A	3.01	2016	16/09/2016	15/09/2021
Nil	Nil	Nil	2016	16/09/2021	31/12/2025
6.Date of Establishment of IQAC			15/12/2014		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
Nil	Nil	Nil	Nil	Nil	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		

9.No. of IQAC meetings held during the year	1	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	No File Uploaded	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
1) Presentation and display of the activities conducted by each department through charts and display boards		
2) Preparation for the UGC peer team visit for fresh autonomous status and the college is now recognized with Autonomous status for ten years		
3) Strong Feedback Mechanism - Online Feedback Mechanism		
4) Increase in the number of research papers		
5) Participation in ranking and Submission of Data to NIRF		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		

Plan of Action	Achievements/Outcomes
1. Vision, Framework & Benchmarking	Implementation of Quality Policy aligning with the vision and mission of the organization
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 5) Conduct of regular meetings with the faculty of various programs
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 9) Orientation and Foundation Courses
4. Departments, Committees, Clubs & Others	Monitoring & improvement: 1) Workload distribution 2) Streamlined the student support committee 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 7) Induction by IQAC to the new joiners (Teaching & Non

	Teaching)
5. Student Development	<p>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 10) Industrial Tours & Visits 11) Involvement of Student Council in conduct of various events</p>
6. Governance	1) Academic Audit ; Financial Audit; AdAcademic & ministrative Audit, ISO Audit
7. Signing MOU's	1) Signing MOU' for augmented programs
8. Others	1) Curricular Interventions like PEP, SIP, Mentoring, Research Incubation, IIP etc for the holistic development of the students. Monitoring and ensuring the smooth conduct of these interventions
13. Whether the AQAR was placed before statutory body?	Yes
<ul style="list-style-type: none"> Name of the statutory body 	

Name	Date of meeting(s)
GOVERNING COUNCIL	23/12/2020

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2020-21	31/03/2022

15. Multidisciplinary / interdisciplinary**16. Academic bank of credits (ABC):****17. Skill development:****18. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)****19. Focus on Outcome based education (OBE): Focus on Outcome based education (OBE):****20. Distance education/online education:****Extended Profile****1. Programme**

1.1 6

Number of courses offered by the institution across all programs during the year

File Description	Documents
Data Template	View File

2. Student

2.1 301

Number of students during the year

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2 272

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

File Description	Documents
Data Template	View File

2.3 300

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File

3.Academic

3.1 30

Number of full time teachers during the year

File Description	Documents
Data Template	No File Uploaded

3.2 3

Number of sanctioned posts during the year

Extended Profile

1. Programme

1.1	6
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	301
Number of students during the year	

File Description	Documents
Institutional Data in Prescribed Format	View File

2.2	272
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	300
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3. Academic

3.1	30
Number of full time teachers during the year	

File Description	Documents
Data Template	No File Uploaded

3.2	3
Number of sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	15
Total number of Classrooms and Seminar halls	
4.2	2542768
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	173
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

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, Role-plays, 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, assignments 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.

3. **Corporate 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.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

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

Being a affiliated college , IFIM follows the Academic Calendar issued by the University at the beginning of the academic year. It clearly delineates a schedule for teaching, examination, semester break and vacations, that is strictly followed by the college to ensure smooth and efficient functioning of its teaching and administrative processes. Within the same framework, the college also prepares its own calendar of events and activities before the commencement of the Academic Session and the same is communicated to all. For transparency of functioning, both the University and the college academic calendars are placed on the college website. All the aforementioned information is reinforced during the collegiate and departmental orientation of new students at the beginning of academic session. The Principal also conducts meetings with the Teacher-in-charge(s), faculty from individual Departments, and entire Staff including non-teaching to ensure smooth implementation of the activities as scheduled. For the purpose of conducting Continuous Internal Evaluation, teachers prepare their schedule of teaching, class tests and assignments in accordance with their allotted time table keeping the academic calendar and planned co-curricular activities of the college in mind. The students are informed well in advance about the deadline for assignment submissions, dates for class tests and presentations, as well as their final internal assessment marks. Criteria for assessment are also shared with the students. The institution's approach is reoriented to suit the learner's pace, ensuring the mitigation of any pressure on the students. Project work, field work and presentation components of the syllabus and assessment are arranged keeping in mind the pre-planned academic calendars. Mid-Semester break, a weeklong break offered by University of Bangalore , is utilized for the above mentioned field work, project work, excursions, industrial visits, etc. which form an integral part of CIE. This allows for students to recuperate and yet enhance their world views through innovative learning methodologies. IFIM calendar bears testament to the diverse arenas in which our students enthusiastically contribute and excel. It is equally important to carve a space for collegiate

events like the 'Sports Day', (college festival), ' (celebrating diversity through the cultural festival of Ethnic Eight Society) in the lives of our students as the qualitative impact of an inclusive and balanced education allows for all-round development of the students.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

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

Academic council/BoS of Affiliating University

Setting of question papers for UG/PG programs

Design and Development of Curriculum for Add on/ certificate/ Diploma Courses

Assessment /evaluation process of the affiliating University

D. Any 1 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	No File Uploaded

1.2 - Academic Flexibility

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

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

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	View File

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

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

4

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

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

194

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

Personality development

BA-semester-3

17

Science & Society

BA-semester-4

17

Environmental studies

BCA semester-1

0

Indian constitution Human right

BCA semester-2

0

Society,culture&diversity

BCA semester-3

23

Personality development

BCA semester-4

23

Banking&Finance

BCA semester-5

32

Computer application &information

BCA semester-6

32

Indian constitution and Human rights

BBA semester-1

151

Environment and public health

BBA semester-2

151

Science& Society

BBA semester-3

93

Personality development

BBA semester-4

93

Culture& Diversity

BBA semester-5

123

Creativity&Innovation

BBA semester-6

123

Indian constitution &human rights

B.Com semester-1

55

Environmental studies

B.Com semester-2

55

Science& Society

B.Com semester-3

72

Personality development & Leadership

B.Com semester-4

72

Culture, Diversity & Society

B.Com semester-5

56

Creativity & Innovation

B.Com semester-6

56

Communication skill

MBA semester-1

95

Innovation Management

MBA semester-2

95

Communication skill Micro finance

M.Com semester-1

0

psychology

M.Com semester-2

0

psychology

MBA&MCOM-sem-3

87

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

2

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

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

511

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

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

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	Nil
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	No File Uploaded
Any additional information	No File Uploaded

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

B. Feedback collected, analyzed and action has been taken

File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	Nil

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

301

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

117

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

Based on their performance in +2, we devise a plan for slow learners and the creation of specific coaching or tutorial sessions to bridge the gap between them and advanced learners. Tutors in the relevant UG and PG classes provide valuable assistance in classifying pupils with reports based on observation and class examinations.

- Orientation/Induction programs for freshers are organized by the institution at both the college and department levels. These sessions introduce the college's facilities as well as the extent of the courses being studied. Aside from that, there are sessions to instill a positive attitude and competitive spirit. This procedure serves as a foundation for tracking pupils' progress in the future.
- Bridge Courses are offered at the departmental level to help students advance to the next level of education. The undergraduate departments of B.Com, BBA, BA(JPE), and BCA, as well as the postgraduate departments of M.Com and MBA, arrange bridge courses for non-subject students at the start of the academic year to help them deal with the curriculum.

Strategies adopted for slow learners

- Remedial classes are held to help slow learners and improve their academic performance. This practice aids struggling students in improving topic understanding and catching up with their peers.
- Slow learners receive bilingual explanations and discussions after class hours for enhanced understanding by all topic faculty members.
- Simple and standard lecture notes/course materials, pre-reading and post-reading materials for teaching the course are all uploaded in the LMS for every student to access and prepare themselves before approaching their classes, which include both online and offline classes.

Strategies for the advanced learners

- Professional coaching classes are conducted in the college paving way for a professional future for young aspiring minds.
- Coaching is also given in Skill Development Programme like Communicative English, Aptitude & Arithmetic Skill Development, Pre-placement Training, and Guidance is provided for continuous employability to students.
- Advanced learners are encouraged to enroll in Coursera, MOOC Courses to excel with updated knowledge.
- Provision of additional learning and reference material is provided in the college through a powerhouse of Learning Resources Centre (Library) in the college.
- Assignment, Live Simulation Exercises, Case Studies, Role Play, and Student Research Conferences (Mind Power Students Conference - every year) on contemporary topics to enable them for Placement in organizations of international repute.
- Students are encouraged to participate and present papers in various Seminars/ Conferences/ Workshops/ Inter-Collegiate Competitions organized by other colleges. Students representing the college in various inter-collegiate meets are provided with the benefit of retest.

Participation by the students in the in-house competitions such as Debate, Group Discussion, Problem Solving - Decision-Making Exercises, and Quiz Programmes are also encouraged

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

Number of Students	Number of Teachers
793	30

File Description	Documents
Any additional information	No File Uploaded

2.3 - Teaching- Learning Process

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

Teaching-learning methods adopted by the faculty members include White Board, PPT Lecture Method, Interactive Method, Project-Based Learning, Computer-Assisted Learning, Experiential Learning etc.

The Teaching-learning activities are made effective through illustration, Case Study, Live Simulation and Special Lectures through Impartus so that the whole session is lively recorded and students who were unable to attend can retrieve it back through LMS. Lessons are taught through Power point presentations to make learning interesting besides oral presenting methods.

- White Board, PPT Lecture Method: This conventional method is commonly adopted by all the teachers. This method facilitates the teacher to interpret, explain and revise the content of a text only for better understanding of the subject by the learners.
- Interactive Method: The faculty members make learning interactive with students by motivating student participation in group discussion, role-play, subject quiz, news analysis, educational games, discussion and questions and answers on current affairs.
- ICT Enabled Teaching: ICT enabled teaching includes Wi-Fi enabled classrooms with LCD, Language Lab, E-learning resources. Virtual classroom links the guest lecture of eminent persons to develop their core knowledge in the

subject.

- The institution adopts modern pedagogy in line with emerging trends to enhance teaching-learning process. The institution has the essential equipments to support the faculty members and students.
- Online reference, lecture talks, motivational talks, educational videos, and web reference support the teaching-learning process. The institution possesses a high Wi-Fi on the campus to support the educational activities of the inmates.
- Case Study Analysis and Discussion: The case method is a participatory, discussion-based way of learning where students gain skills in critical thinking, communication, and group dynamics. IFIM College uses case studies in diverse fields of Commerce, Management, Accounting, Finance, Marketing, Human Resource Management, General Management and Economics.
- Group Learning Method: Group Learning allows the slow learners to develop problem solving, interpersonal, presentational and communication skills to confirm quality in learning with Peer Group. Under group learning, students comprising Fast, Average and Slow learners are divided into groups of 5 to 10 members. Group Discussion, Management Games, Group Projects or Assignments are conducted under group learning method.
- Project - Based Learning: Certain courses related to Commerce, Business Administration, Computer Applications, and Journalism demand project-based Learning. The faculty members are the guides to the students in the process of preparation of projects. BBA, BCA & BA&PG courses have project work in their final semester.
- Experiential learning: The faculty members foster learning environment by engaging in rich experiential content of teaching through experience, teaching through demonstration, Visual aids, Periodical Industrial visits, presenting research papers, Analysing case studies, and Participating and conducting quiz on theory topics. Advertising Management, Net Banking, Office Automation and Accounting Software are the Add on courses imparting experiential learning.

Summer Internship Project: Summer Internships are considered as an important career steppingstone at IFIM College. At the end of 2nd semester for PG courses and at the end of 4th semester of all the UG courses are divided into groups and are given with a IIP project to be completed during their summer vacation. The final

presentation and viva-voce is conducted at the end of the third semester. Summer internships teach valuable on-the-job skills and provide excellent networking opportunities to the students.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	Nil

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

In the present competitive environment, it is mandatory and the need of the hour for the students to learn and master the latest technologies to be corporate ready. As a consequence, faculty members are combining technology with traditional mode of instruction to engage students in long term learning.

College uses Information and Communication Technology (ICT) in education to support, enhance, and optimize the delivery of education.

The following tools are used by IFIM College:

1. Projectors: 13 projectors are available in different classrooms and labs
2. Desktop and Laptops: Arranged at Computer Lab and Faculty Cabins all over the campus.
3. Multipurpose printer is available for all the Faculty members which is available in the prominent place.
4. Seminar Rooms: Two seminar halls are equipped with all digital facilities.
5. Internal Air-conditioned Auditorium: It is digitally equipped with mike, projector, cameras, and computer system.
6. Online Classes through Impartus which is customized by the IFIM College.
7. Digital Library resources (NLIST, JGATE, EBSCO, etc.)

- Use of ICT By Faculty:

A. PowerPoint presentations: Faculty Members are encouraged to use power-point presentations in their teaching by using LCD's and

projectors. They are also equipped by digital library, online search engines and websites to prepare effective presentations.

B. Industry Connect: Seminar and Conference room are digitally equipped where guest lectures, expert talks and various competitions are regularly organized for students.

C. Video Conferencing: Students are counselled with the help of Zoom / Google meet applications.

D. Video Recorded Lecture:Recording of video lectures is made available to students for long term learning and future referencing.

E. Online Competitions: Various technical events and management events such as Poster making, Ad-mad show, Buzz-Manager, Project presentations, Business quiz, Debates, paper presentations etc. are being organized with the help of various Information Communication Tools.

G. Workshops: Faculty Members use various ICT tools for conducting workshops on latest methods such as SPSS, Programming languages, simulations etc.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

30

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	No File Uploaded
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	No File Uploaded

2.4 - Teacher Profile and Quality

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

3

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	No File Uploaded

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

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

11

File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File

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

2.4.3.1 - Total experience of full-time teachers

6

File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

There is a standard process of internal examination in the college.

The schedule of the internal examination is decided at the beginning of the semester, in the form of academic calendar which is prepared and strictly adhered to. According to the academic calendar, a faculty have to take, which may be in the form of Written test, Case Study presentation, Power-point presentation, Quiz, Assignments on subject or by other method, which the subject teacher decides.

They can observe their test copies. Record of obtained mark is written in register. If there is any difference or discrepancy in their marks, it can immediately be corrected.

The concerned subject teacher keeps the record of all internal exams, e.g., MSE and ESE and finally it is handed over to the Examination Committee. After computing the Internal Assessment Marks, it is entered in the University portal as per the instructions given by the varsity within the deadlines, as it is a confidential data.

Similarly, the assignment task is performed by all students. A student has to present his/her answer among other students. This method releases shyness of a student and develop the self confidence in him/her. This method is very useful for personality development of student also. After showing the answer sheet to students, the copy of the student is kept in Examination Committee.

There is a strict internal vigilance committee called the disciplinary committee which always observes a strict vigil

throughout the examination period. Internal Marks aids a student to excel to a higher performance and improve their CGPA. All students have to mandatorily attend the internal examination. Its marks are sent to the university to add in the semester mark-sheet.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

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

IFIM College has devised an efficient mechanism to deal with examination related grievances which is transparent in the pattern and conduction of Internal Examination and rectification of grievances is time bound. The college follows strictly the guidelines and rules issued by the affiliating university while conducting internals and semester-end examinations.

At Institute level:

At Institute level, an examination committee, comprising of a senior teacher as Convener and other teaching, is constituted to handle the issues regarding evaluation process.

The subject faculty distributes evaluated answer scripts to students, and any clarifications or grievances are addressed by the faculty. The internal marks are displayed on the notice board.

If any discrepancy like mistakes in question paper, mark allocation, correction is noticed by the students, the concerned faculty will resolve the discrepancy, and the necessary corrections will be made.

Parents are informed about their ward's performance informing the parents through personal voice call by the faculty incharge of particular class. Students are counselled by the faculty mentor, and remedial classes are conducted for students who have failed in the examinations.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

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

Describe Course Outcomes (COs) for all Programmes and mechanism of communication within a minimum of 200 characters and maximum of 200 words

The college has clearly stated learning outcomes of the Programs and Courses. The following mechanism is followed by the institution to communicate the learning outcomes to the faculty and students:

1. Hard Copy of Syllabi and Course Learning Outcomes along with the GLG's & LO's are available in the respective departments for ready reference to the faculty, students, and statutory bodies inspection. This is also uploaded in the LMS for student's reference.
2. The importance of the learning outcomes has been communicated to the faculty members in every IQAC meeting and College Committee meeting held by the Principal/Director.

Department of Commerce

Course Outcome

1. This programme provide well trained professionals for Industries, Insurance Companies, Transport Agencies, Banking sectors, Financial companies, Warehousing etc. to meet the well trained manpower requirements.
2. The graduates will get hands on experience in various aspects acquiring skills for Finance Jobs, Marketing Jobs, Logistic Jobs, Accounting Jobs in the middle level management.
3. It provides students with the knowledge and technical skills in the accounting and financial fields.
4. Also there are certification programmes which will simultaneously travel with the students every semester so

that along with the graduation, these certifications will enrich them to acquire skills required for their corporate exposure.

Course Specific Outcome

1. The students should possess the knowledge, skills, and attitudes during the end of the B.Com degree course.

By virtue of the training they can become a Manager, Accountant, Management Accountant, Bank Manager, Company Secretary, Professor by acquiring necessary upgradation of qualifications and expertise experiences etc.

Course Outcomes

- The student should have a thorough knowledge on the accounting practice prevailing in partnership forms and other allied aspects.
- On the successful completion of this subject the students acquire the knowledge about the various types of business organizations and office management.
- To enable the students to learn principles and concepts of Accountancy.
- The students are enabled with the knowledge in the practical applications of accounting.

Department of Management

Course Outcome

1. This programme provide well trained professionals from the Corporate, Industries, Insurance Companies, Banking sectors, Financial companies, etc. to meet the well trained manpower requirements.
2. The graduates will get hands on experience in various aspects acquiring skills for Marketing Jobs, Logistic Jobs, Management in the middle level management.

Course Specific Outcome

1. The students should possess the knowledge, skills, and attitudes during the end of the B.B.A degree course.
2. By virtue of the training they can become a Corporate Manager, Junior Manager, Assistant Manager, Bank Manager, Management Accountant, Company Secretary, by acquiring

necessary upgradation of qualifications and expertise experiences etc.

Course Outcomes

- The student should have a thorough knowledge on the accounting practice prevailing in corporate and other allied aspects.
- On the successful completion of this subject the students acquire the knowledge about the various types of business organizations and office management.
- To enable the students to learn principles and concepts of Management.
- The students are enabled with the knowledge in the practical applications of efficient Management.

Department of Journalism and Psychology

Course Outcomes

- It develops the fluency in the use of specific theories, tools, technologies, and graphical representations
- To develop their skills and abilities necessary for lifelong learning: critical and creative thinking, effective communication, conscientious information's gathering and processing, quantitative methodologies and ability to engage effectively in collaborative activities.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	View File

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

Our Institute is affiliated to Bangalore University, Karnataka State. We offer Undergraduate and Post Graduate programs. For all the programs, the institute followed the curriculum designed by our affiliated university. We have our own template of teaching plan which is prepared with "General Learning Goals (GLG)" and General Learning Outcomes (GLO). This GLGs and GLOs are based on the Pos, Cos. By preparing our teaching plan based on the GLGs and

GLOs, we are attaining our Pos and Cos.

After measuring attainment of POs and COs, it has been observed that the strength of the students as well as passing percentage of the students is increasing progressively. Besides, students' progression to the higher studies that is from Undergraduate to Postgraduate seems to be increasing consistently and rapidly in the last five years.

We took utmost care of measuring the level of attainment of POs and COs and followed formal as well as informal mechanism for the measurement of attainment of the outcomes. Even we take two Students Feedback at regular intervals after MSE and ESE from in this respect and try to take necessary steps accordingly.

Subsequently, the College took care of the attainment to measure the POs, PSOs and COs and implemented the mechanism as follows:

- All the subject teachers-maintained Work Diary in every academic year.
- Institute considered Students Feedback for the attainment of POs and COs.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil

2.6.3 - Pass percentage of Students during the year

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

199

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

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

<https://ifimcollege.com/downloads/student-satisfaction-survey-2020-2021.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

Nil

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	No File Uploaded

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

0

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	No File Uploaded

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

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

Nil

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The institution has created an Ecosystem for Innovations including the Research Incubation Center and other initiatives for the creation and transfer of knowledge. The Research Incubation program at IFIM College aims to equip students with critical thinking and problem-solving skills. This program will facilitate students to develop research-oriented thinking which will enable them to thrive and innovate in today's fast-changing business environment. The Research Incubation (RI) Program is applicable to both UG Programs (BBA, B. Com., BCA, and BA (JEP)) and PG programs (MBA and M.Com). The Research Incubation program is spread over 2 years in order to ensure good quality research. RI program for UG commences from the 3rd Semester and for PG programs it will commence from the 1st Semester.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

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

1

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	No File Uploaded

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

4

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

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

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

15

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

4

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

The college organizes a number of extension activities to promote the institute-neighborhood community to sensitize the students with respect to the needs of the community. The students of our college actively participate in social service activities leading to their holistic development. The college runs effectively National Service Scheme and Youth Red Cross. Through these units, the college undertakes various extension activities in the neighborhood community. Different programs include COVID Volunteering skills, World environment day poster making and slogan writing competition, Oath taking ceremony of usage of anti-tobacco products, etc. All these mentioned activities have a positive impact on the students and they developed student community relationships, leadership skills, and self-confidence of students. It also helped in fostering hidden personalities of students and converting recessive skills into dominant skills.

File Description	Documents
Paste link for additional information	https://ifimcollege.com/downloads/extension-activity-for-holistic-development-2020-2021.pdf
Upload any additional information	View File

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

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

nil

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	No File Uploaded

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

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

8

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year**3.4.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations such as Swachh Bharat, AIDs awareness, Gender issue etc. year wise during year**

1312

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration**3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year****3.5.1.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship year wise during the year**

2

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year**3.5.2.1 - Number of functional MoUs with Institutions of national, international importance, other universities, industries, corporate houses etc. year wise during the year**

Nil

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The teaching-learning experience in IFIM college has always been pleasant and enjoyable due to the following reasons:

Both the first and second floors have very well ventilated and spacious classrooms. Every class room in IFIM has been very uniquely named after freedom fighters and revolutionaries with an image and a write up about their contributions and the crucial part played by them in the freedom struggle. This is embossed on the door of every classroom. In this process students get to know the history of our freedom struggle.

Every class room is very well furnished with the required office furniture's and benches. All the classrooms have large white boards to facilitate the use of Marker Pens which is dust free and non-allergic. Every classroom is well-equipped with LCD projectors.

There is a facility to record the lecture sessions and make the recordings available for students and faculties to refer in future. This helps students to listen to the missed sessions during cases of long absence and prepare well for the classes and examinations.

Every department is provided with well-equipped laboratories for conducting practical sessions for their respective classes. Students are provided with dedicated computers and related equipments/accessories to facilitate seamless learning. Personal attention is given to every student whenever he/she has a clarification during any of the practical sessions.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ifimcollege.com/downloads/infrastructure-physical-facilities.pdf

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

Facilities for extra-curricular activities

The following facilities are available in the hostel campus.

Gymnasium

1. Weightlifting set
2. Separate physical fitness center for boys and girls.
3. Weight training facility

Outdoor Games

1. Mini Foot Ball Court
2. Volleyball Court
3. Basketball Court
4. Cricket

Indoor Games

1. Badminton Court
2. Table Tennis
3. Chess Board

Auditorium

The college has an auditorium which can accommodate 150 persons. It is equipped with woofer sound system, stage curtains and accessories. etc.

NSS

The NSS unit of the college has an office room with sufficient facilities to keep official documents. Communications skill development The Language Lab has 20 multimedia computers connected to a main server. The lab can be used to test and train listening and speaking skills in English.

Waiting rooms for boys and girls Waiting Hall for boys and girls is provided.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ifimcollege.com/downloads/adequate-facilities-for-cultural-activities-for-gym-sports-games.pdf

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

17

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	12. 4.1.3 Number of classrooms and seminar halls with ICT enabled facilities- https://ifimcollege.com/downloads/ICT-enabled-facilities.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

25,42,768

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	No File Uploaded
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

The Library & Research Facilities caters to the students' and faculty learning needs. (Learning Resource Centre) LRC has acquired LIBSOFT Library integrated software to manage access. Library Online Public Access Catalogue (OPAC) is available on Institute LAN & Web.

Full text E-documents are available in IFIM's Digital Library and the same are accessible from the student and faculties through Intranet & Internet login".

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	Nil

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

File Description	Documents
Upload any additional information	No File Uploaded
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals

during the year (INR in Lakhs)

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

1600000

File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

250

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

Institution has an IT policy, makes appropriate budgetary provision and updates its IT facilities including Wi-Fi facility

The college facilitates use of ICT resources mainly by making available the state-of the-art IT infrastructure in the college. This includes the following services and provisions.

* Round the clock Wi-Fi internet connectivity is provided in the college and hostel.

* Uninterrupted Power Supply (UPS) and Generator Power backup are available.

* Extended hours to access computers and net connectivity in the computer labs.

* Encouragement is given to the use of laptops by the students and faculty.

* Ceiling mounted LCD projector is available in class rooms and in common places like Auditorium, Seminar Hall.

* Additional staff are appointed in the computer lab to assist students and teachers.

* Net server for collaborative working and information sharing.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Number of Computers

173

File Description	Documents
Upload any additional information	View File
List of Computers	View File

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

File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	No File Uploaded

4.4 - Maintenance of Campus Infrastructure

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

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

25,42,768

File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File

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

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 cocurricular 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

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

74

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

2

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

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

B. 3 of the above

File Description	Documents
Link to Institutional website	https://ifimcollege.com/downloads/capacity-building.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

40

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

40

File Description	Documents
Any additional information	View File
Number of students benefited by guidance for competitive examinations and career counseling during the year (Data Template)	View File

5.1.5 - The Institution has a transparent

A. All of the above

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

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

31

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

90

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	View File

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

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

0

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

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

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

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

Student Council is an elected body that stands for providing equal opportunities for all students across the institutions of IFIM. The areas covered are planned in such a way that the existing day scholars along with the hostel and the alumni are reached on a constant basis. The representatives would be available for any trouble-shooting or as active support to the process of imparting holistic education and personality development.

The members of the student council would in turn get trained on how to systematize and organize themselves. This would be a win-win situation for both the members of the student council and the students who elected them.

The Alumni secretary would keep stock of the information and establish the connection which would help the institution in reaching them at any time. Similarly, the secretaries of all areas would be playing their part in getting things done in their areas in the interest of the students and the institution.

This system would assist the institution in the smooth conduction of itself in achieving its vision and mission.

The details of the office bearers are as follows.

General Secretary-Prabudh MishraBBA 2019-22

Alumni - Akshat Verma BBA 2019-22

Cultural - Ahongshangbam Aena BBA 2019-22

Placement- Sidhanth PaulBBA (2019-22)

Hostel - Kiran Sai BBA 2019-22

Sports - Tanuj SharmaBBA 2019-22

MRC - Oindri KunduBA(JPE) 2019-22

CSR- Vanshika BragtaBBA 2019-22

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

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

230

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

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

Yes, IFIM Alumni Association was formed under the KARNATAKA SOCIETIES REGISTRATION ACT on 13th of January 2015

IFIM ALUMNI ASSOCIATION

- Introduction:

Established in 2015, IFIM Alumni Association (IFIMAA) creates and maintains a lifelong connection between IFIM Institutions and their 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 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 upon 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 to 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.

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 sharing your personal stories and interests. The possibilities are unlimited

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

5.4.2 - Alumni contribution during the year A. ? 5Lakhs (INR in Lakhs)

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The institutional vision (to become the most sought after institution for quality education in India) and mission (to nurture holistic, socially responsible, and continuously employable professionals) are well reflected in all curricular, co-curricular and extracurricular interventions of the college. The unique interventions : Industry Interventions, Research Incubation, Social Immersion Program, Personality Enhancement Program, aim to pursue the mission of the college in their entirety and aims to nurture the students in the most wholesome manner.

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

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

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 under the 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.

Also, fair democratic elections are held for the student council every year to elect a student body that plays a critical role as an interface between Student interests and leadership.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

An integral part of College's aim to continually enhance its academic capabilities is to strive to ensure meticulous compliance to NIRF's ranking parameters and use them as guidelines and benchmarks.

A session for the NIRF Ranking for management was also held in May, 2021

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	https://ifimcollege.com/nirf.html
Upload any additional information	No File Uploaded

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

Centre for Development Education is the Apex Executive Council and the Principal is the head of the institution. The Principal oversees Academic Council and IQAC & Regulatory Council.

Academic Council Comprises four distinct wings:

a. Student Affairs and Services: CSR, Sports, NSS, Student Clubs, Co-curricular, Extra-curricular activities, Kanyathon

b. Research Innovation & Extension: Executive Development

Programs, Management Development Program, Research Scholars, Research Incubation

Academics: Department of Management (MBA& BBA); Department of Commerce (M.com, B.Com); Department of Arts (Department of BA-JPE); Department of Computer Application

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	No File Uploaded

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

B. Any 3 of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user inter faces	No File Uploaded
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

TEACHING: PF, Medical Insurance, Leave, Professional

Development, Interest-Free Loan, Work From Home Policy, Revised Maternity 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, Paternity leave, provision of snacks in regular and examination

days, etc

NON-TEACHING STAFF: PF, Medical Insurance, Leave, Professional

Development, Interest-Free Loan, Work From Home Policy, Revised Maternity 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, Paternity leave, provision of snacks in regular and examination

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

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

Nil

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

8

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

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

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

37

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

The college follows a transparent Appraisal system based on ECS Credits: which are allotted for teaching, research and institutional development and administration.

Appraisal for both teaching and non-teaching staff is an annual process. Appraisal was also conducted for the pandemic year 2020-21 and good increments were awarded to the employees.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

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

The 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.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

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

Nil

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

There is a 5-year strategic plan which considers all the priorities, goals, and desired action. Also, there is an Annual Operating Plan (AOP)/ Budget formulated on annual basis in line with 5 years Strategic Plan.

Apart from that EC meetings are held every month in which any urgent financial requirement could be discussed.

Also, Annual/ Monthly Cash flows are prepared, discussed, and monitored closely. Daily fund positions are monitored for utilization of fund in most optimal manner

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5 - Internal Quality Assurance System

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

The meetings of IQAC to discuss the initiatives and track the progress of implementation have been regularized.

- IQAC also conducted series of Faculty development programmes through the years in collaboration with other academic institutions and industry experts to enable faculty up skilling.

Conduct of Webinars/ seminars for career progression

Introduction of certificate courses for all UG and PG Programmes. Efforts to continuously strengthen the Curriculum Interventions like Research Incubation, Social Immersion Programme, Corporate Mentoring, Industry Immersion Programme and ensuring their conduct according to the calendar

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

1. Constitution of QPSB (Question Paper Setting Board) to look into issues related to Question Paper Setting, scheme and schedule of examination

2. Process is ongoing to conduct Academic Administrative Audit. The committee for the same has been formed.

3. There has been continuous evaluation of Certificate Courses and Curriculum Interventions to make them more robust and industry relevant.

4. IQAC, through discussions and recommendations, identifies need of improvement towards teaching learning and prepares a plan of action for upcoming sessio

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality

B. Any 3 of the above

**initiatives with other institution(s)
Participation in NIRF any other quality audit
recognized by state, national or international
agencies (ISO Certification, NBA)**

File Description	Documents
Paste web link of Annual reports of Institution	https://ifimcollege.com/aqar.html
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The goal of Gender Sensitization is to address issues in gender equality and encourage participants to pursue solutions. It aims at stopping discrimination and providing equal opportunities for education and employment to all each gender.

In our college fifty percent faculty members are women and the five out of six program heads are females.

Girl students are given equal opportunities for show casing their talent inside and outside the college.

Women Day is celebrated every year with great enthusiasm by the management.

IFIM College has a strong ethical work culture that is based on inclusivity. Equal opportunities are provided to all individuals irrespective of gender, race, caste, color, creed, language, religion, political or other opinion, national or social origin, property, birth, or other status.

Safety, security and well-being, along with gender equity and friendly working atmosphere are the priorities at IFIM College and that is evident by the following facilities -

(a) Safety and Security

- Well-trained and vigilant security guards stationed across the campus.
- Security checkpoints at all campus entries and exits.
- Strict implementation of Anti-Ragging, Anti-Smoking, and tobacco Free Campus.
- Awareness campaigns on women safety and gender sensitivity through street plays and other activities by NSS student volunteers.
- Separate hostels for men and women with dedicated wardens.
- The Institute is the preferred destination of parents for education of their female wards .

(b) Counseling

- Committee available for counseling of both males and females' students on issues like - i) Girls safety measure ii) Emotional support;

(c) Common Rooms:

- IFIM has allocated separate common rooms for men and women, which also facilitate meetings and discussions.
- Spacious and separate restrooms are also provided for males and females.

(d) Other Measures

Other measures of Gender Sensitization include -

- Orientation programs
- Extra- curricular activities
- Co-curricular activities.

Additional initiatives ensure active participation of students in co-curricular activities including sports , SIP, Kanyathon (a fund-raising marathon for the deprived girl children) etc.

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://ifimcollege.com/downloads/counseling-2020-2021.pdf

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

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

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

Waste management at IFIM

IFIM facilitates several techniques for the management of degradable and non-degradable waste. The primary focus is to reduce, reuse and recycle the waste. Every day the waste is collected in bins and disposed to a place where it can be converted into manure.

For solid waste management different bins have been placed at different departments. This ensures that solid waste segregated at the source. It is also ensured that the recycling of all these

components is done properly.

For the personal protection it has been advised to the garbage collection staff to use masks while handling the waste which would help in fighting the transmission of infection.

College adopts almost paperless concept by digitization of office procedures through electronic means via Mails, WhatsApp as group, etc. thus, reducing paper-based waste and reduce carbon dioxide emissions.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	View File

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: C. Any 2 of the above

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles
3. Pedestrian-friendly pathways
4. Ban on use of plastic
5. Landscaping

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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

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

D. Any 1 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

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

D. Any 1 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

IFIM College has always been at the forefront of sensitizing students to the cultural, regional, linguistic communal and socioeconomic diversities of the state and the nation. Our College always encourages the students to organise and participate in different programmes organised by college, inter-college, university and other Government or nongovernment organization to make them sensitize towards cultural, regional, linguistic, communal and socio economic diversities.

The college organizes various cultural programs to celebrate the cultural diversity of India. Students from various regional and cultural backgrounds participate in such programs and present their regional or cultural folk songs and dances. These cultural events are on different occasions like Independence Day, Republic Day, Azad Day etc.

Some of the major programmes organised by the college in this connection in the previous year are listed below.

Dates

Event Celebrated

No. of Participants

30.10.2020

Dandiya Evening

68

20.12.2020

Christmas

80

12.02.2021

Ethnic Day 267

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

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

IFIM undertakes different initiatives for sensitization of students and employees of the Institution to the constitutional obligations. On 26th Nov, Constitution Day was celebrated at college campus. Every year Republic Day is Celebrated on 26th Jan by organizing activities highlighting the importance of Indian Constitution. Similarly, Independence Day is also celebrated every year to highlight struggle of freedom and importance of Indian constitution. A subject titled Indian Constitution is taught to our students to sensitizethe students and to the constitutional obligations: values, rights, duties and responsibilities of citizens

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	Nil

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

File Description	Documents
Code of ethics policy document	No File Uploaded
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	No File Uploaded
Any other relevant information	View File

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

Date

Duration

Name of initiative

Celebration

Number of participants

15/08/20

2hrs

Flag hoisting followed by cultural programs

Independence Day

20

01/11/20

2 hrs

Speeches delivered on the Glory of Karnataka and the legacy it carries.

Karnataka Rajya Utsav

48

12/01/21

3 hrs

Webinar

National Youth day Celebration (Birth anniversary of Swami Vivekananda)

100

26/01/21

2 hrs

Flag hoisting followed by cultural programs

Republic Day

50

08/03/21

1hrs

Distribution of gifts and sweets to all women employees.

Women's Day

25

05/06/21

3 hrs

Poster making and slogan making

World Environment Day

22

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	View File

7.2 - Best Practices

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

1. Title of the Practice

Corporate Mentoring

2. Objectives of the Practice

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

3. The Context

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.

4. The Practice

The first thing taken up in mentorship program is identifying the mentee's purpose in life by framing the SOP (Statement of Purpose). Then the mentees will be grouped under different Industry Mentor based on their SOP. The entire intervention is divided into two terms of 3 months each. 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 the faculty mentors would individually and together review the mentees' progress and advise the mentees on corrective actions.

5. Evidence of Success

IFIM College's corporate mentoring program bridges the gap between what we learn in academics and what the corporates demand from the candidates. It's evident from the feedback received from the recruiters and our alumni that this intervention has been a great help for network building and learning workplace requisites and ethics.

6. Problems Encountered and Resources Required

The major role in Corporate Mentoring program is played by the industry mentors. The problem appears due to their busy schedules and at times it becomes very difficult to conduct the session on the calendar dates.

1. Title of the Practice

MGNCRE - SESREC - GOVERNMENT OF INDIA INITIATIVE

1. Objectives of the Practice

The objective of this practice is to constitute groups for

improving facilities in the community/adopted villages in the following areas to inculcate the practices of mentoring, social responsibility, swachhta and care for environment and resources". Groups will be working in the following different five areas.

1. Sanitation & hygiene
2. Energy management
3. Water management
4. Waste management
5. Greenery

1. The Context

There were few challenging issues in designing and implementing this practice which are as follows:

Orienting faculties in understanding the vision of SESREC

Steps Taken:

Faculty members of IFIM College have attended "Workshop on NEP 2020, Social Entrepreneurship, Swachhta and Rural Engagement for Higher Educational Institutions "organized by MGNCRE - dated 20.9.2020.

Encouraging Rural Entrepreneurship

Steps Taken:

1. In order to take the mission of building entrepreneurship among students of our Institution, Rural Entrepreneurship Development Cell has been constituted in the College and has been communicated to MGNCRE dated 21.9.2020
2. Online workshop on Rural Entrepreneurship was organized for students under REDC. The main objective of this workshop was to bring awareness among the students regarding Rural Entrepreneurship dated 20.10.2020

1. To inculcate among students "Be Good and Do Good:

Steps taken:

1. Workshop on Viveka Subhasitam has been organized for the students to get more inputs to take up the activities, dated 8.1.2021.

Students have to plan and implement activities individually or in teams from any one of the five SESREC Areas of *Sanitation & Hygiene/Waste Management/Water Management/Energy Management/Greenery*.

Outcome of this event was students learned the needs and basics of Social Entrepreneurship in terms of creating business models revolving around low-cost products and services to resolve social inequalities, to meet the socio-economic needs of the bottom of the pyramid population.

1. The Practice Describe the best practice and its uniqueness in the context of India higher education. What were the constraints/limitations, if any, faced? (in about 50 words)

In the context of Beat Covid -students provided volunteering service as a community work project for a period of 21 days.

Workshop was organized to create an awareness on COVID Volunteer Skill Enhancement among student community, dated 16.6.2021.

Students were oriented on how they can serve the society by volunteering in any of the following teams:

1. Hospital Management Team
2. Non-hospital management Team
3. Family related team
4. Sharing the medical information
5. Communication with Covid Patients.

5. Evidence of Success

a. MGNCRE - SESREC - Organized cluster level competition on "Be Good Do Good". Out of 180 business ideas presented from all over India, One business idea on Waste Management got selected for Regional Level Competition, which is an indication that our students sensitized to the social issues and would like to create social impact and learnt on crisis management.

b. Students were given an opportunity of volunteering in Beat Covid and the details of this community service are as follows:

- Duration = 21 days commenced from 21.6.2021 to 12.7.2021
- Report submission to MGNCRE on successful completion of 21 days activities
- 128 students have successfully completed this task and they were awarded with certificates

by MGNCRE.

- Also IFIM College and Faculty guides too were awarded with certificates.

1. Problems Encountered and Resources Required .

Beat Covid Community work was on virtual mode and had encountered some issues by hospital management team. Voluntary Community Service among students can be inculcated by entering into MOU with NGO's to set up a IFIM College Students service Cell for providing sustainable services to the community.

File Description	Documents
Best practices in the Institutional website	https://ifimcollege.com/downloads/institutional-website-practices.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

IFIM's pride - Kanyathon, the annual charity run came back for its 10th edition this year, with a lot of vigor, passion, and determination.

"Run for Her' has been Kanyathon's motto for a while now and we can say that we've successfully been able to do exactly that and more, this year too. Kanyathon continued with the tradition of raising funds to uplift the five villages in Kolar adopted by the IFIM Institutions under the Unnat Bharat Abhiyan Scheme as well as enhance Shiksha Adhaar and organize and implement Kanyathon Shiksha Kendra, an education platform to provide Computer literacy and written and spoken English.

The 2021 funds will be donated to CRY, our partner NGO that has been working towards creating happier and healthier childhoods for the last 40 years.

This year we continued our tradition of the 5K, 10K, and 3K runs but virtually across India because of pandemic and lockdown. We also introduced a Gaming event where groups of 5 could compete. Kanyathon health shots are our energetic and popular interactive session where influencers across India gave their valuable insights on health and fitness. Overall, we saw a surge of participation from our participants/ donors towards our initiative.

This edition had a virtual run and therefore we required online engagement for the participants and also which will be a crowd-puller and a reason for mass participation. For this, the role of the Influencer marketing team came into action.

For the first time, 'Health Shots' a series of online live sessions were organized where celebrities and famous influencers from health, fitness, yoga, nutrition, lifestyle, women achievers, and social activists took the live sessions. We had Aparna Pathak who introduced the concept of yogalates- a mix of yoga and Pilates, Uttam Raj who is a Zumba instructor and his session was so thrilling and energizing, Wanitha Ashok who specializes in body conditioning, Anupama Gopal who specializes in Pilates, Rachna Parmar who is a food blogger and fitness enthusiast, Dr. Bhumika Patel who is six-star world marathon majors' finisher, nutritionists Bhavya and Minacshi Pettukola, Dr. Madhulika from

Cosmo derma and many others were part of it.

We also had association with Indian Oil Corporation, Nestle-Koko Krunch, Unibic, Kosmoderma, Klenza, Farmveda, Cry Foundation, Kauvery Hospital, and our IFIM Alumni Association.

Kanyathon 2021 marathon and gaming was held virtually across India with high levels of energy and enthusiasm for a week. Certificate, and a Kanyathon T-shirt along with a goodie bag filled with more snacks, vouchers, and gifts.

IFIM students were involved in Kanyathon from day one. Initially, we had an idea of how it could pan out, based on what our seniors had told us. Little did we know how much we would learn from this process of planning and putting up a marathon. Every single one of us learned a variety of things, from patience to perseverance and sheer hustle.

One of our biggest learnings was to work with a variety of diverse people and teams. We learned how to navigate different opinions and work in an intense and challenging environment. When things got challenging, we would keep reminding ourselves of the purpose, which was to make girls' lives better. We were doing this to enable girls to get educated and change the world in their way. Hence, the tough times seemed worth it. The whole Kanyathon team became a family and it was exhilarating when Kanyathon 2021 was a grand success. At Kanyathon, we don't just create the funds, but we deploy the funds through our Social Immersion Program (SIP) also. We're the only ones to do so and that's our badge of pride that we carry, every single year.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

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, Role-plays, 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, assignments 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.

3. **Corporate 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.

File Description	Documents
Upload relevant supporting document	No File Uploaded
Link for Additional information	Nil

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

Being a affiliated college , IFIM follows the Academic Calendar issued by the University at the beginning of the academic year. It clearly delineates a schedule for teaching, examination, semester break and vacations, that is strictly followed by the college to ensure smooth and efficient functioning of its teaching and administrative processes. Within the same framework, the college also prepares its own calendar of events and activities before the commencement of the Academic Session and the same is communicated to all. For transparency of functioning, both the University and the college academic calendars are placed on the college website. All the

aforementioned information is reinforced during the collegiate and departmental orientation of new students at the beginning of academic session. The Principal also conducts meetings with the Teacher-in-charge(s), faculty from individual Departments, and entire Staff including non-teaching to ensure smooth implementation of the activities as scheduled. For the purpose of conducting Continuous Internal Evaluation, teachers prepare their schedule of teaching, class tests and assignments in accordance with their allotted time table keeping the academic calendar and planned co-curricular activities of the college in mind. The students are informed well in advance about the deadline for assignment submissions, dates for class tests and presentations, as well as their final internal assessment marks. Criteria for assessment are also shared with the students. The institution's approach is reoriented to suit the learner's pace, ensuring the mitigation of any pressure on the students. Project work, field work and presentation components of the syllabus and assessment are arranged keeping in mind the pre-planned academic calendars. Mid-Semester break, a weeklong break offered by University of Bangalore, is utilized for the above mentioned field work, project work, excursions, industrial visits, etc. which form an integral part of CIE. This allows for students to recuperate and yet enhance their world views through innovative learning methodologies. IFIM calendar bears testament to the diverse arenas in which our students enthusiastically contribute and excel. It is equally important to carve a space for collegiate events like the 'Sports Day', (college festival), ' (celebrating diversity through the cultural festival of Ethnic Eight Society) in the lives of our students as the qualitative impact of an inclusive and balanced education allows for all-round development of the students.

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	Nil

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

D. Any 1 of the above

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

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	No File Uploaded

1.2 - Academic Flexibility

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

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

6

File Description	Documents
Any additional information	No File Uploaded
Minutes of relevant Academic Council/ BOS meetings	No File Uploaded
Institutional data in prescribed format (Data Template)	View File

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

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

4

File Description	Documents
Any additional information	No File Uploaded
Brochure or any other document relating to Add on /Certificate programs	No File Uploaded
List of Add on /Certificate programs (Data Template)	View File

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

194

File Description	Documents
Any additional information	View File
Details of the students enrolled in Subjects related to certificate/Add-on programs	View File

1.3 - Curriculum Enrichment

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

Personality development

BA-semester-3

17

Science & Society

BA-semester-4

17

Environmental studies

BCA semester-1

0

Indian constitution Human right

BCA semester-2

0

Society,culture&diversity

BCA semester-3

23

Personality development

BCA semester-4

23

Banking&Finance

BCA semester-5

32

Computer application &information

BCA semester-6

32

Indian constitution and Human rights

BBA semester-1

151

Environment and public health

BBA semester-2

151

Science& Society

BBA semester-3

93

Personality development

BBA semester-4

93

Culture& Diversity

BBA semester-5

123

Creativity&Innovation

BBA semester-6

123

Indian constitution &human rights

B.Com semester-1

55

Environmental studies

B.Com semester-2

55

Science& Society

B.Com semester-3

72

Personality development &Leadership

B.Com semester-4

72

Culture, Diversity& Society

B.Com semester-5

56

Creativity& Innovation

B.Com semester-6

56

Communication skill

MBA semester-1

95

Innovation Management

MBA semester-2

95

Communication skill Micro finance

M.Com semester-1

0

psychology

M.Com semester-2

0

psychology

MBA&MCOM-sem-3

87

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

2

File Description	Documents
Any additional information	No File Uploaded
Programme / Curriculum/ Syllabus of the courses	No File Uploaded
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	No File Uploaded
MoU's with relevant organizations for these courses, if any	No File Uploaded
Institutional Data in Prescribed Format	View File

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

511

File Description	Documents
Any additional information	No File Uploaded
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

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

B. Any 3 of the above

File Description	Documents
URL for stakeholder feedback report	Nil
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	No File Uploaded
Any additional information	No File Uploaded

1.4.2 - Feedback process of the Institution may be classified as follows	B. Feedback collected, analyzed and action has been taken
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File Description	Documents
Upload any additional information	No File Uploaded
URL for feedback report	Nil

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

301

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	View File

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

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

117

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

Based on their performance in +2, we devise a plan for slow learners and the creation of specific coaching or tutorial sessions to bridge the gap between them and advanced learners. Tutors in the relevant UG and PG classes provide valuable

assistance in classifying pupils with reports based on observation and class examinations.

- Orientation/Induction programs for freshers are organized by the institution at both the college and department levels. These sessions introduce the college's facilities as well as the extent of the courses being studied. Aside from that, there are sessions to instill a positive attitude and competitive spirit. This procedure serves as a foundation for tracking pupils' progress in the future.
- Bridge Courses are offered at the departmental level to help students advance to the next level of education. The undergraduate departments of B.Com, BBA, BA(JPE), and BCA, as well as the postgraduate departments of M.Com and MBA, arrange bridge courses for non-subject students at the start of the academic year to help them deal with the curriculum.

Strategies adopted for slow learners

- Remedial classes are held to help slow learners and improve their academic performance. This practice aids struggling students in improving topic understanding and catching up with their peers.
- Slow learners receive bilingual explanations and discussions after class hours for enhanced understanding by all topic faculty members.
- Simple and standard lecture notes/course materials, pre-reading and post-reading materials for teaching the course are all uploaded in the LMS for every student to access and prepare themselves before approaching their classes, which include both online and offline classes.

Strategies for the advanced learners

- Professional coaching classes are conducted in the college paving way for a professional future for young aspiring minds.
- Coaching is also given in Skill Development Programme like Communicative English, Aptitude & Arithmetic Skill Development, Pre-placement Training, and Guidance is provided for continuous employability to students.
- Advanced learners are encouraged to enroll in Coursera, MOOC Courses to excel with updated knowledge.
- Provision of additional learning and reference material

is provided in the college through a powerhouse of Learning Resources Centre (Library) in the college.

- Assignment, Live Simulation Exercises, Case Studies, Role Play, and Student Research Conferences (Mind Power Students Conference - every year) on contemporary topics to enable them for Placement in organizations of international repute.
- Students are encouraged to participate and present papers in various Seminars/ Conferences/ Workshops/ Inter-Collegiate Competitions organized by other colleges. Students representing the college in various inter-collegiate meets are provided with the benefit of retest.

Participation by the students in the in-house competitions such as Debate, Group Discussion, Problem Solving - Decision-Making Exercises, and Quiz Programmes are also encouraged

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

Number of Students	Number of Teachers
793	30

File Description	Documents
Any additional information	No File Uploaded

2.3 - Teaching- Learning Process

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

Teaching-learning methods adopted by the faculty members include White Board, PPT Lecture Method, Interactive Method, Project-Based Learning, Computer-Assisted Learning, Experiential Learning etc.

The Teaching-learning activities are made effective through illustration, Case Study, Live Simulation and Special Lectures through Impartus so that the whole session is lively recorded

and students who were unable to attend can retrieve it back through LMS. Lessons are taught through Power point presentations to make learning interesting besides oral presenting methods.

- White Board, PPT Lecture Method: This conventional method is commonly adopted by all the teachers. This method facilitates the teacher to interpret, explain and revise the content of a text only for better understanding of the subject by the learners.
- Interactive Method: The faculty members make learning interactive with students by motivating student participation in group discussion, role-play, subject quiz, news analysis, educational games, discussion and questions and answers on current affairs.
- ICT Enabled Teaching: ICT enabled teaching includes Wi-Fi enabled classrooms with LCD, Language Lab, E-learning resources. Virtual classroom links the guest lecture of eminent persons to develop their core knowledge in the subject.
- The institution adopts modern pedagogy in line with emerging trends to enhance teaching-learning process. The institution has the essential equipments to support the faculty members and students.
- Online reference, lecture talks, motivational talks, educational videos, and web reference support the teaching-learning process. The institution possesses a high Wi-Fi on the campus to support the educational activities of the inmates.
- Case Study Analysis and Discussion: The case method is a participatory, discussion-based way of learning where students gain skills in critical thinking, communication, and group dynamics. IFIM College uses case studies in diverse fields of Commerce, Management, Accounting, Finance, Marketing, Human Resource Management, General Management and Economics.
- Group Learning Method: Group Learning allows the slow learners to develop problem solving, interpersonal, presentational and communication skills to confirm quality in learning with Peer Group. Under group learning, students comprising Fast, Average and Slow learners are divided into groups of 5 to 10 members. Group Discussion, Management Games, Group Projects or Assignments are conducted under group learning method.
- Project - Based Learning: Certain courses related to Commerce, Business Administration, Computer Applications,

and Journalism demand project-based Learning. The faculty members are the guides to the students in the process of preparation of projects. BBA, BCA & BA&PG courses have project work in their final semester.

- **Experiential learning:**The faculty members foster learning environment by engaging in rich experiential content of teaching through experience, teaching through demonstration, Visual aids, Periodical Industrial visits, presenting research papers, Analysing case studies, and Participating and conducting quiz on theory topics. Advertising Management, Net Banking, Office Automation and Accounting Software are the Add on courses imparting experiential learning.

Summer Internship Project: Summer Internships are considered as an important career steppingstone at IFIM College. At the end of 2nd semester for PG courses and at the end of 4th semester of all the UG courses are divided into groups and are given with a IIP project to be completed during their summer vacation. The final presentation and viva-voce is conducted at the end of the third semester. Summer internships teach valuable on-the-job skills and provide excellent networking opportunities to the students.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	Nil

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

In the present competitive environment, it is mandatory and the need of the hour for the students to learn and master the latest technologies to be corporate ready. As a consequence, faculty members are combining technology with traditional mode of instruction to engage students in long term learning.

College uses Information and Communication Technology (ICT) in education to support, enhance, and optimize the delivery of education.

The following tools are used by IFIM College:

1. Projectors: 13 projectors are available in different classrooms and labs
2. Desktop and Laptops: Arranged at Computer Lab and Faculty Cabins all over the campus.
3. Multipurpose printer is available for all the Faculty members which is available in the prominent place.
4. Seminar Rooms: Two seminar halls are equipped with all digital facilities.
5. Internal Air-conditioned Auditorium: It is digitally equipped with mike, projector, cameras, and computer system.
6. Online Classes through Impartus which is customized by the IFIM College.
7. Digital Library resources (NLIST, JGATE, EBSCO, etc.)

- Use of ICT By Faculty:

A. PowerPoint presentations: Faculty Members are encouraged to use power-point presentations in their teaching by using LCD's and projectors. They are also equipped by digital library, online search engines and websites to prepare effective presentations.

B. Industry Connect: Seminar and Conference room are digitally equipped where guest lectures, expert talks and various competitions are regularly organized for students.

C. Video Conferencing: Students are counselled with the help of Zoom / Google meet applications.

D. Video Recorded Lecture: Recording of video lectures is made available to students for long term learning and future referencing.

E. Online Competitions: Various technical events and management events such as Poster making, Ad-mad show, Buzz-Manager, Project presentations, Business quiz, Debates, paper presentations etc. are being organized with the help of various Information Communication Tools.

G. Workshops: Faculty Members use various ICT tools for conducting workshops on latest methods such as SPSS, Programming languages, simulations etc.

File Description	Documents
Upload any additional information	No File Uploaded
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

30

File Description	Documents
Upload, number of students enrolled and full time teachers on roll	No File Uploaded
Circulars pertaining to assigning mentors to mentees	No File Uploaded
Mentor/mentee ratio	No File Uploaded

2.4 - Teacher Profile and Quality

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

3

File Description	Documents
Full time teachers and sanctioned posts for year (Data Template)	View File
Any additional information	No File Uploaded
List of the faculty members authenticated by the Head of HEI	No File Uploaded

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

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

11	
File Description	Documents
Any additional information	No File Uploaded
List of number of full time teachers with Ph. D. / D.M. / M.Ch./ D.N.B Super specialty / D.Sc. / D.Litt. and number of full time teachers for year (Data Template)	View File
2.4.3 - Number of years of teaching experience of full time teachers in the same institution (Data for the latest completed academic year)	
2.4.3.1 - Total experience of full-time teachers	
6	
File Description	Documents
Any additional information	No File Uploaded
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File
2.5 - Evaluation Process and Reforms	
2.5.1 - Mechanism of internal assessment is transparent and robust in terms of frequency and mode. Write description within 200 words.	
<p>There is a standard process of internal examination in the college.</p> <p>The schedule of the internal examination is decided at the beginning of the semester, in the form of academic calendar which is prepared and strictly adhered to. According to the academic calendar, a faculty have to take, which may be in the form of Written test, Case Study presentation, Power-point presentation, Quiz, Assignments on subject or by other method, which the subject teacher decides.</p> <p>They can observe their test copies. Record of obtained mark is written in register. If there is any difference or discrepancy in their marks, it can immediately be corrected.</p> <p>The concerned subject teacher keeps the record of all internal</p>	

exams, e.g., MSE and ESE and finally it is handed over to the Examination Committee. After computing the Internal Assessment Marks, it is entered in the University portal as per the instructions given by the varsity within the deadlines, as it is a confidential data.

Similarly, the assignment task is performed by all students. A student has to present his/her answer among other students. This method releases shyness of a student and develop the self confidence in him/her. This method is very useful for personality development of student also. After showing the answer sheet to students, the copy of the student is kept in Examination Committee.

There is a strict internal vigilance committee called the disciplinary committee which always observes a strict vigil throughout the examination period. Internal Marks aids a student to excel to a higher performance and improve their CGPA. All students have to mandatorily attend the internal examination. Its marks are sent to the university to add in the semester mark-sheet.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

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

IFIM College has devised an efficient mechanism to deal with examination related grievances which is transparent in the pattern and conduction of Internal Examination and rectification of grievances is time bound. The college follows strictly the guidelines and rules issued by the affiliating university while conducting internals and semester-end examinations.

At Institute level:

At Institute level, an examination committee, comprising of a senior teacher as Convener and other teaching, is constituted to handle the issues regarding evaluation process.

The subject faculty distributes evaluated answer scripts to

students, and any clarifications or grievances are addressed by the faculty. The internal marks are displayed on the notice board.

If any discrepancy like mistakes in question paper, mark allocation, correction is noticed by the students, the concerned faculty will resolve the discrepancy, and the necessary corrections will be made.

Parents are informed about their ward's performance informing the parents through personal voice call by the faculty incharge of particular class. Students are counselled by the faculty mentor, and remedial classes are conducted for students who have failed in the examinations.

File Description	Documents
Any additional information	No File Uploaded
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

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

Describe Course Outcomes (COs) for all Programmes and mechanism of communication within a minimum of 200 characters and maximum of 200 words

The college has clearly stated learning outcomes of the Programs and Courses. The following mechanism is followed by the institution to communicate the learning outcomes to the faculty and students:

1. Hard Copy of Syllabi and Course Learning Outcomes along with the GLG's & LO's are available in the respective departments for ready reference to the faculty, students, and statutory bodies inspection. This is also uploaded in the LMS for student's reference.
2. The importance of the learning outcomes has been communicated to the faculty members in every IQAC meeting and College Committee meeting held by the Principal/Director.

Department of Commerce

Course Outcome

1. This programme provide well trained professionals for Industries, Insurance Companies, Transport Agencies, Banking sectors, Financial companies, Warehousing etc. to meet the well trained manpower requirements.
2. The graduates will get hands on experience in various aspects acquiring skills for Finance Jobs, Marketing Jobs, Logistic Jobs, Accounting Jobs in the middle level management.
3. It provides students with the knowledge and technical skills in the accounting and financial fields.
4. Also there are certification programmes which will simultaneously travel with the students every semester so that along with the graduation, these certifications will enrich them to acquire skills required for their corporate exposure.

Course Specific Outcome

1. The students should possess the knowledge, skills, and attitudes during the end of the B.Com degree course.

By virtue of the training they can become a Manager, Accountant, Management Accountant, Bank Manager, Company Secretary, Professor by acquiring necessary upgradation of qualifications and expertise experiences etc.

Course Outcomes

- The student should have a thorough knowledge on the accounting practice prevailing in partnership forms and other allied aspects.
- On the successful completion of this subject the students acquires the knowledge about the various types of business organizations and office management.
- To enable the students to learn principles and concepts of Accountancy.
- The students are enabled with the knowledge in the practical applications of accounting.

Department of Management

Course Outcome

1. This programme provide well trained professionals from

the Corporate, Industries, Insurance Companies, Banking sectors, Financial companies, etc. to meet the well trained manpower requirements.

2. The graduates will get hands on experience in various aspects acquiring skills for Marketing Jobs, Logistic Jobs, Management in the middle level management.

Course Specific Outcome

1. The students should possess the knowledge, skills, and attitudes during the end of the B.B.A degree course.
2. By virtue of the training they can become a Corporate Manager, Junior Manager, Assistant Manager, Bank Manager, Management Accountant, Company Secretary, by acquiring necessary upgradation of qualifications and expertise experiences etc.

Course Outcomes

- The student should have a thorough knowledge on the accounting practice prevailing in corporate and other allied aspects.
- On the successful completion of this subject the students acquire the knowledge about the various types of business organizations and office management.
- To enable the students to learn principles and concepts of Management.
- The students are enabled with the knowledge in the practical applications of efficient Management.

Department of Journalism and Psychology

Course Outcomes

- It develops the fluency in the use of specific theories, tools, technologies, and graphical representations
- To develop their skills and abilities necessary for lifelong learning: critical and creative thinking, effective communication, conscientious information's gathering and processing, quantitative methodologies and ability to engage effectively in collaborative activities.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	Nil
Upload COs for all Programmes (exemplars from Glossary)	View File

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

Our Institute is affiliated to Bangalore University, Karnataka State. We offer Undergraduate and Post Graduate programs. For all the programs, the institute followed the curriculum designed by our affiliated university. We have our own template of teaching plan which is prepared with "General Learning Goals (GLG)" and General Learning Outcomes (GLO). This GLGs and GLOs are based on the Pos, Cos. By preparing our teaching plan based on the GLGs and GLOs, we are attaining our Pos and Cos.

After measuring attainment of POs and COs, it has been observed that the strength of the students as well as passing percentage of the students is increasing progressively. Besides, students' progression to the higher studies that is from Undergraduate to Postgraduate seems to be increasing consistently and rapidly in the last five years.

We took utmost care of measuring the level of attainment of POs and COs and followed formal as well as informal mechanism for the measurement of attainment of the outcomes. Even we take two Students Feedback at regular intervals after MSE and ESE from in this respect and try to take necessary steps accordingly.

Subsequently, the College took care of the attainment to measure the POs, PSOs and COs and implemented the mechanism as follows:

- All the subject teachers-maintained Work Diary in every academic year.
- Institute considered Students Feedback for the attainment of POs and COs.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	Nil

2.6.3 - Pass percentage of Students during the year

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

199

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	No File Uploaded
Paste link for the annual report	Nil

2.7 - Student Satisfaction Survey

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

<https://ifimcollege.com/downloads/student-satisfaction-survey-2020-2021.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

Nil

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	No File Uploaded

3.1.2 - Number of teachers recognized as research guides (latest completed academic year)

3.1.2.1 - Number of teachers recognized as research guides

0

File Description	Documents
Any additional information	View File
Institutional data in prescribed format	No File Uploaded

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

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

Nil

File Description	Documents
List of research projects and funding details (Data Template)	View File
Any additional information	No File Uploaded
Supporting document from Funding Agency	No File Uploaded
Paste link to funding agency website	Nil

3.2 - Innovation Ecosystem

3.2.1 - Institution has created an ecosystem for innovations and has initiatives for creation and transfer of knowledge

The institution has created an Ecosystem for Innovations including the Research Incubation Center and other initiatives for the creation and transfer of knowledge. The Research Incubation program at IFIM College aims to equip students with critical thinking and problem-solving skills. This program will facilitate students to develop research-oriented thinking which will enable them to thrive and innovate in today's fast-changing business environment. The Research Incubation (RI) Program is applicable to both UG Programs (BBA, B. Com., BCA, and BA (JEP)) and PG programs (MBA and M.Com). The Research Incubation program is spread over 2 years in order to ensure good quality research. RI program for UG commences from the 3rd Semester and for PG programs it will commence from the 1st Semester.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	Nil

3.2.2 - Number of workshops/seminars conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship during the year

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

1

File Description	Documents
Report of the event	View File
Any additional information	No File Uploaded
List of workshops/seminars during last 5 years (Data Template)	No File Uploaded

3.3 - Research Publications and Awards

3.3.1 - Number of Ph.Ds registered per eligible teacher during the year

3.3.1.1 - How many Ph.Ds registered per eligible teacher within the year

4

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	No File Uploaded

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

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

15

File Description	Documents
Any additional information	No File Uploaded
List of research papers by title, author, department, name and year of publication (Data Template)	View File

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

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

4

File Description	Documents
Any additional information	No File Uploaded
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

The college organizes a number of extension activities to promote the institute-neighborhood community to sensitize the

students with respect to the needs of the community. The students of our college actively participate in social service activities leading to their holistic development. The college runs effectively National Service Scheme and Youth Red Cross. Through these units, the college undertakes various extension activities in the neighborhood community. Different programs include COVID Volunteering skills, World environment day poster making and slogan writing competition, Oath taking ceremony of usage of anti-tobacco products, etc. All these mentioned activities have a positive impact on the students and they developed student community relationships, leadership skills, and self-confidence of students. It also helped in fostering hidden personalities of students and converting recessive skills into dominant skills.

File Description	Documents
Paste link for additional information	https://ifimcollege.com/downloads/extension-activity-for-holistic-development-2020-2021.pdf
Upload any additional information	View File

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

3.4.2.1 - Total number of awards and recognition received for extension activities from Government/ Government recognized bodies year wise during the year

nil

File Description	Documents
Any additional information	No File Uploaded
Number of awards for extension activities in last 5 year (Data Template)	View File
e-copy of the award letters	No File Uploaded

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

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

8

File Description	Documents
Reports of the event organized	No File Uploaded
Any additional information	No File Uploaded
Number of extension and outreach Programmes conducted with industry, community etc for the during the year (Data Template)	View File

3.4.4 - Number of students participating in extension activities at 3.4.3. above during year

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

1312

File Description	Documents
Report of the event	No File Uploaded
Any additional information	No File Uploaded
Number of students participating in extension activities with Govt. or NGO etc (Data Template)	View File

3.5 - Collaboration

3.5.1 - Number of Collaborative activities for research, Faculty exchange, Student exchange/ internship during the year

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

2

File Description	Documents
e-copies of related Document	No File Uploaded
Any additional information	No File Uploaded
Details of Collaborative activities with institutions/industries for research, Faculty	View File

3.5.2 - Number of functional MoUs with institutions, other universities, industries, corporate houses etc. during the year

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

Nil

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	No File Uploaded
Any additional information	No File Uploaded
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The teaching-learning experience in IFIM college has always been pleasant and enjoyable due to the following reasons:

Both the first and second floors have very well ventilated and spacious classrooms. Every class room in IFIM has been very uniquely named after freedom fighters and revolutionaries with an image and a write up about their contributions and the crucial part played by them in the freedom struggle. This is embossed on the door of every classroom. In this process students get to know the history of our freedom struggle.

Every class room is very well furnished with the required

office furniture's and benches. All the classrooms have large white boards to facilitate the use of Marker Pens which is dust free and non-allergic. Every classroom is well-equipped with LCD projectors.

There is a facility to record the lecture sessions and make the recordings available for students and faculties to refer in future. This helps students to listen to the missed sessions during cases of long absence and prepare well for the classes and examinations.

Every department is provided with well-equipped laboratories for conducting practical sessions for their respective classes. Students are provided with dedicated computers and related equipments/accessories to facilitate seamless learning. Personal attention is given to every student whenever he/she has a clarification during any of the practical sessions.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ifimcollege.com/downloads/infrast ructure-physical-facilities.pdf

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

Facilities for extra-curricular activities

The following facilities are available in the hostel campus.

Gymnasium

1. Weightlifting set
2. Separate physical fitness center for boys and girls.
3. Weight training facility

Outdoor Games

1. Mini Foot Ball Court
2. Volleyball Court

3. Basketball Court

4. Cricket

Indoor Games

1. Badminton Court

2. Table Tennis

3. Chess Board

Auditorium

The college has an auditorium which can accommodate 150 persons. It is equipped with woofer sound system, stage curtains and accessories. etc.

NSS

The NSS unit of the college has an office room with sufficient facilities to keep official documents. Communications skill development The Language Lab has 20 multimedia computers connected to a main server. The lab can be used to test and train listening and speaking skills in English.

Waiting rooms for boys and girls Waiting Hall for boys and girls is provided.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://ifimcollege.com/downloads/adequat-efacilities-for-cultural-activities-for-gym-sports-games.pdf

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

17

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	12. 4.1.3 Number of classrooms and seminar halls with ICT enabled facilities- https://ifimcollege.com/downloads/ICT-enabled-facilities.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

25,42,768

File Description	Documents
Upload any additional information	No File Uploaded
Upload audited utilization statements	No File Uploaded
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

The Library & Research Facilities caters to the students' and faculty learning needs. (Learning Resource Centre) LRC has acquired LIBSOFT Library integrated software to manage access. Library Online Public Access Catalogue (OPAC) is available on Institute LAN & Web.

Full text E-documents are available in IFIM's Digital Library and the same are accessible from the student and faculties through Intranet & Internet login".

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	Nil
4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources	B. Any 3 of the above
File Description	Documents
Upload any additional information	No File Uploaded
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File
4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)	
4.2.3.1 - Annual expenditure of purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)	
1600000	
File Description	Documents
Any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File
4.2.4 - Number per day usage of library by teachers and students (foot falls and login data for online access) (Data for the latest completed academic year)	
4.2.4.1 - Number of teachers and students using library per day over last one year	
250	

File Description	Documents
Any additional information	View File
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

Institution has an IT policy, makes appropriate budgetary provision and updates its IT facilities including Wi-Fi facility

The college facilitates use of ICT resources mainly by making available the state-of-the-art IT infrastructure in the college. This includes the following services and provisions.

- * Round the clock Wi-Fi internet connectivity is provided in the college and hostel.
- * Uninterrupted Power Supply (UPS) and Generator Power backup are available.
- * Extended hours to access computers and net connectivity in the computer labs.
- * Encouragement is given to the use of laptops by the students and faculty.
- * Ceiling mounted LCD projector is available in class rooms and in common places like Auditorium, Seminar Hall.
- * Additional staff are appointed in the computer lab to assist students and teachers.
- * Net server for collaborative working and information sharing.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

4.3.2 - Number of Computers

173	
File Description	Documents
Upload any additional information	View File
List of Computers	View File
4.3.3 - Bandwidth of internet connection in the Institution	A. ? 50MBPS
File Description	Documents
Upload any additional Information	No File Uploaded
Details of available bandwidth of internet connection in the Institution	No File Uploaded
4.4 - Maintenance of Campus Infrastructure	
4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)	
4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)	
25,42,768	
File Description	Documents
Upload any additional information	No File Uploaded
Audited statements of accounts	No File Uploaded
Details about assigned budget and expenditure on physical facilities and academic support facilities (Data Templates)	View File
4.4.2 - There are established systems and procedures for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.	
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 cocurricular 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

File Description	Documents
Upload any additional information	View File
Paste link for additional information	Nil

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

74

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	No File Uploaded
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

5.1.2 - Number of students benefitted by scholarships, free ships etc. provided by the institution / non- government agencies during the year**5.1.2.1 - Total number of students benefited by scholarships, free ships, etc provided by the institution / non- government agencies during the year**

2

File Description	Documents
Upload any additional information	View File
Number of students benefited by scholarships and free ships institution / non- government agencies in last 5 years (Date Template)	View File

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

B. 3 of the above

File Description	Documents
Link to Institutional website	https://ifimcollege.com/downloads/capacity-building.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

40

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

40

File Description	Documents
Any additional information	View File
Number of students benefitted by guidance for competitive examinations and career counseling during the year (Data Template)	View File

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

A. All of the above

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	View File
Details of student grievances including sexual harassment and ragging cases	View File

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

31

File Description	Documents
Self-attested list of students placed	No File Uploaded
Upload any additional information	No File Uploaded
Details of student placement during the year (Data Template)	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

90

File Description	Documents
Upload supporting data for student/alumni	No File Uploaded
Any additional information	No File Uploaded
Details of student progression to higher education	View File

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

government examinations)

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

0

File Description	Documents
Upload supporting data for the same	No File Uploaded
Any additional information	No File Uploaded
Number of students qualifying in state/ national/ international level examinations during the year (Data Template)	View File

5.3 - Student Participation and Activities

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

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

0

File Description	Documents
e-copies of award letters and certificates	No File Uploaded
Any additional information	No File Uploaded
Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national/international level (During the year) (Data Template)	View File

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

Student Council is an elected body that stands for providing equal opportunities for all students across the institutions of

IFIM. The areas covered are planned in such a way that the existing day scholars along with the hostel and the alumni are reached on a constant basis. The representatives would be available for any trouble-shooting or as active support to the process of imparting holistic education and personality development.

The members of the student council would in turn get trained on how to systematize and organize themselves. This would be a win-win situation for both the members of the student council and the students who elected them.

The Alumni secretary would keep stock of the information and establish the connection which would help the institution in reaching them at any time. Similarly, the secretaries of all areas would be playing their part in getting things done in their areas in the interest of the students and the institution.

This system would assist the institution in the smooth conduction of itself in achieving its vision and mission.

The details of the office bearers are as follows.

General Secretary-Prabudh MishraBBA 2019-22

Alumni - Akshat Verma BBA 2019-22

Cultural - Ahongshangbam Aena BBA 2019-22

Placement- Sidhanth PaulBBA (2019-22)

Hostel - Kiran Sai BBA 2019-22

Sports - Tanuj SharmaBBA 2019-22

MRC - Oindri KunduBA(JPE) 2019-22

CSR- Vanshika BragtaBBA 2019-22

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

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

230

File Description	Documents
Report of the event	No File Uploaded
Upload any additional information	No File Uploaded
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

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

Yes, IFIM Alumni Association was formed under the KARNATAKA SOCIETIES REGISTRATION ACT on 13th of January 2015

IFIM ALUMNI ASSOCIATION

- Introduction:

Established in 2015, IFIM Alumni Association (IFIMAA) creates and maintains a lifelong connection between IFIM Institutions and their 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 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 upon 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 to 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.

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 sharing your

personal stories and interests. The possibilities are unlimited

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) A. ? 5Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The institutional vision (to become the most sought after institution for quality education in India) and mission (to nurture holistic, socially responsible, and continuously employable professionals) are well reflected in all curricular, co-curricular and extracurricular interventions of the college. The unique interventions : Industry Interventions, Research Incubation, Social Immersion Program, Personality Enhancement Program, aim to pursue the mission of the college in their entirety and aims to nurture the students in the most wholesome manner.

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

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

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 under the 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.

Also, fair democratic elections are held for the student council every year to elect a student body that plays a critical role as an interface between Student interests and leadership.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

An integral part of College's aim to continually enhance its academic capabilities is to strive to ensure meticulous compliance to NIRF's ranking parameters and use them as guidelines and benchmarks.

A session for the NIRF Ranking for management was also held in May, 2021

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	https://ifimcollege.com/nirf.html
Upload any additional information	No File Uploaded

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

Centre for Development Education is the Apex Executive Council and the Principal is the head of the institution. The Principal oversees Academic Council and IQAC & Regulatory Council.

Academic Council Comprises four distinct wings:

a. Student Affairs and Services: CSR, Sports, NSS, Student Clubs, Co-curricular, Extra-curricular activities, Kanyathon

b. Research Innovation & Extension: Executive Development Programs, Management Development Program, Research Scholars, Research Incubation

Academics: Department of Management (MBA& BBA); Department of Commerce (M.com, B.Com); Department of Arts (Department of BA-

JPE); Department of Computer Application

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the institution webpage	Nil
Upload any additional information	No File Uploaded

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination

B. Any 3 of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	No File Uploaded
Screen shots of user inter faces	No File Uploaded
Any additional information	No File Uploaded
Details of implementation of e-governance in areas of operation, Administration etc(Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

TEACHING: PF, Medical Insurance, Leave, Professional

Development, Interest-Free Loan, Work From Home Policy, Revised Maternity 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, Paternity leave, provision of snacks in regular and examination days, etc

NON-TEACHING STAFF: PF, Medical Insurance, Leave, Professional

Development, Interest-Free Loan, Work From Home Policy, Revised

Maternity 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, Paternity leave, provision of snacks in regular and examination

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

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

Nil

File Description	Documents
Upload any additional information	No File Uploaded
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

8

File Description	Documents
Reports of the Human Resource Development Centres (UGCASC or other relevant centres).	No File Uploaded
Reports of Academic Staff College or similar centers	No File Uploaded
Upload any additional information	No File Uploaded
Details of professional development / administrative training Programmes organized by the University for teaching and non teaching staff (Data Template)	View File

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

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

37

File Description	Documents
IQAC report summary	No File Uploaded
Reports of the Human Resource Development Centres (UGCASC or other relevant centers)	No File Uploaded
Upload any additional information	No File Uploaded
Details of teachers attending professional development programmes during the year (Data Template)	View File

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

The college follows a transparent Appraisal system based on ECS Credits: which are allotted for teaching, research and institutional development and administration.

Appraisal for both teaching and non-teaching staff is an annual process. Appraisal was also conducted for the pandemic year 2020-21 and good increments were awarded to the employees.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.4 - Financial Management and Resource Mobilization

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

The 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.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

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

Nil

File Description	Documents
Annual statements of accounts	No File Uploaded
Any additional information	No File Uploaded
Details of Funds / Grants received from of the non-government bodies, individuals, Philanthropers during the year (Data Template)	View File

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

There is a 5-year strategic plan which considers all the priorities, goals, and desired action. Also, there is an Annual Operating Plan (AOP)/ Budget formulated on annual basis in line with 5 years Strategic Plan.

Apart from that EC meetings are held every month in which any urgent financial requirement could be discussed.

Also, Annual/ Monthly Cash flows are prepared, discussed, and monitored closely. Daily fund positions are monitored for utilization of fund in most optimal manner

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5 - Internal Quality Assurance System

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

The meetings of IQAC to discuss the initiatives and track the progress of implementation have been regularized.

- IQAC also conducted series of Faculty development programmes through the years in collaboration with other academic

institutions and industry experts to enable faculty up skilling. Conduct of Webinars/ seminars for career progression

Introduction of certificate courses for all UG and PG Programmes. Efforts to continuously strengthen the Curriculum Interventions like Research Incubation, Social Immersion Programme, Corporate Mentoring, Industry Immersion Programme and ensuring their conduct according to the calendar

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

1. Constitution of QPSB (Question Paper Setting Board) to look into issues related to Question Paper Setting, scheme and schedule of examination
2. Process is ongoing to conduct Academic Administrative Audit. The committee for the same has been formed.
3. There has been continuous evaluation of Certificate Courses and Curriculum Interventions to make them more robust and industry relevant.
4. IQAC, through discussions and recommendations, identifies need of improvement towards teaching learning and prepares a plan of action for upcoming sessio

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for

B. Any 3 of the above

**improvements Collaborative quality initiatives with other institution(s)
Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)**

File Description	Documents
Paste web link of Annual reports of Institution	https://ifimcollege.com/aqar.html
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The goal of Gender Sensitization is to address issues in gender equality and encourage participants to pursue solutions. It aims at stopping discrimination and providing equal opportunities for education and employment to all each gender.

In our college fifty percent faculty members are women and the five out of six program heads are females.

Girl students are given equal opportunities for show casing their talent inside and outside the college.

Women Day is celebrated every year with great enthusiasm by the management.

IFIM College has a strong ethical work culture that is based on inclusivity. Equal opportunities are provided to all individuals irrespective of gender, race, caste, color, creed, language, religion, political or other opinion, national or social origin, property, birth, or other status.

Safety, security and well-being, along with gender equity and friendly working atmosphere are the priorities at IFIM College and that is evident by the following facilities -

(a) Safety and Security

- Well-trained and vigilant security guards stationed across the campus.
- Security checkpoints at all campus entries and exits.
- Strict implementation of Anti-Ragging, Anti-Smoking, and tobacco Free Campus.
- Awareness campaigns on women safety and gender sensitivity through street plays and other activities by NSS student volunteers.
- Separate hostels for men and women with dedicated wardens.
- The Institute is the preferred destination of parents for education of their female wards .

(b) Counseling

- Committee available for counseling of both males and females' students on issues like - i) Girls safety measure ii) Emotional support;

(c) Common Rooms:

- IFIM has allocated separate common rooms for men and women, which also facilitate meetings and discussions.
- Spacious and separate restrooms are also provided for males and females.

(d) Other Measures

Other measures of Gender Sensitization include -

- Orientation programs

- Extra- curricular activities
- Co-curricular activities.

Additional initiatives ensure active participation of students in co-curricular activities including sports , SIP, Kanyathon (a fund-raising marathon for the deprived girl children) etc.

File Description	Documents
Annual gender sensitization action plan	Nil
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://ifimcollege.com/downloads/counseling-2020-2021.pdf

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

D. Any 1 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	No File Uploaded

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

Waste management at IFIM

IFIM facilitates several techniques for the management of degradable and non-degradable waste. The primary focus is to reduce, reuse and recycle the waste. Every day the waste is collected in bins and disposed to a place where it can be

converted into manure.

For solid waste management different bins have been placed at different departments. This ensures that solid waste segregated at the source. It is also ensured that the recycling of all these components is done properly.

For the personal protection it has been advised to the garbage collection staff to use masks while handling the waste which would help in fighting the transmission of infection.

College adopts almost paperless concept by digitization of office procedures through electronic means via Mails,WhatsApp as group, etc. thus, reducing paper-based waste and reduce carbon dioxide emissions.

File Description	Documents
Relevant documents like agreements / MoUs with Government and other approved agencies	No File Uploaded
Geo tagged photographs of the facilities	View File

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

B. Any 3 of the above

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Any other relevant information	No File Uploaded

7.1.5 - Green campus initiatives include

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

1. Restricted entry of automobiles
2. Use of bicycles/ Battery-powered vehicles

C. Any 2 of the above

- 3. Pedestrian-friendly pathways**
4. Ban on use of plastic
5. Landscaping

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	No File Uploaded
Any other relevant documents	No File Uploaded

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

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

D. Any 1 of the above

File Description	Documents
Reports on environment and energy audits submitted by the auditing agency	No File Uploaded
Certification by the auditing agency	No File Uploaded
Certificates of the awards received	No File Uploaded
Any other relevant information	View File

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

D. Any 1 of the above

enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

File Description	Documents
Geo tagged photographs / videos of the facilities	View File
Policy documents and information brochures on the support to be provided	No File Uploaded
Details of the Software procured for providing the assistance	No File Uploaded
Any other relevant information	No File Uploaded

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

IFIM College has always been at the forefront of sensitizing students to the cultural, regional, linguistic communal and socioeconomic diversities of the state and the nation. Our College always encourages the students to organise and participate in different programmes organised by college, inter-college, university and other Government or nongovernment organization to make them sensitize towards cultural, regional, linguistic, communal and socio economic diversities.

The college organizes various cultural programs to celebrate the cultural diversity of India. Students from various regional and cultural backgrounds participate in such programs and present their regional or cultural folk songs and dances. These cultural events are on different occasions like Independence Day, Republic Day, Azad Day etc.

Some of the major programmes organised by the college in this connection in the previous year are listed below.

Dates

Event Celebrated

No. of Participants

30.10.2020

Dandiya Evening

68

20.12.2020

Christmas

80

12.02.2021

Ethnic Day 267

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	View File
Any other relevant information	View File

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

IFIM undertakes different initiatives for sensitization of students and employees of the Institution to the constitutional obligations. On 26th Nov, Constitution Day was celebrated at college campus. Every year Republic Day is Celebrated on 26th Jan by organizing activities highlighting the importance of Indian Constitution. Similarly, Independence Day is also celebrated every year to highlight struggle of freedom and importance of Indian constitution. A subject titled Indian Constitution is taught to our students to sensitizethe students and to the constitutional obligations: values, rights, duties and responsibilities of citizens

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	Nil
Any other relevant information	Nil

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

B. Any 3 of the above

File Description	Documents
Code of ethics policy document	No File Uploaded
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	No File Uploaded
Any other relevant information	View File

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

Date

Duration

Name of initiative

Celebration

Number of participants

15/08/20

2hrs

Flag hoisting followed by cultural programs

Independence Day

20

01/11/20

2 hrs

Speeches delivered on the Glory of Karnataka and the legacy it carries.

Karnataka Rajya Utsav

48

12/01/21

3 hrs

Webinar

National Youth day Celebration (Birth anniversary of Swami Vivekananda)

100

26/01/21

2 hrs

Flag hoisting followed by cultural programs

Republic Day

50

08/03/21

1hrs

Distribution of gifts and sweets to all women employees.

Women's Day

25

05/06/21

3 hrs

Poster making and slogan making

World Environment Day

22

File Description	Documents
Annual report of the celebrations and commemorative events for the last (During the year)	View File
Geo tagged photographs of some of the events	No File Uploaded
Any other relevant information	View File

7.2 - Best Practices

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

1. Title of the Practice

Corporate Mentoring

2. Objectives of the Practice

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

3. The Context

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.

4. The Practice

The first thing taken up in mentorship program is identifying the mentee's purpose in life by framing the SOP (Statement of Purpose). Then the mentees will be grouped under different Industry Mentor based on their SOP. The entire intervention is divided into two terms of 3 months each. 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 the faculty mentors would individually and together review the mentees' progress and advice the mentees on corrective actions.

5. Evidence of Success

IFIM College's corporate mentoring program bridges the gap between what we learn in academics and what the corporates demand from the candidates. Its evident from the feedback received from the recruiters and our alumni that this intervention has been a great help for network building and learning workplace requisites and ethics.

6. Problems Encountered and Resources Required

The major role in Corporate Mentoring program is played by the industry mentors. The problem appears due to their busy schedules and at times it becomes very difficult to conduct the session on the calendar dates.

1. Title of the Practice

MGNCRE - SESREC - GOVERNMENT OF INDIA INITIATIVE

1. Objectives of the Practice

The objective of this practice is to constitute groups for improving facilities in the community/adopted villages in the following areas to inculcate the practices of mentoring, social responsibility, swachhta and care for environment and resources". Groups will be working in the following different five areas.

1. Sanitation & hygiene
2. Energy management
3. Water management
4. Waste management
5. Greenery

1. The Context

There were few challenging issues in designing and implementing this practice which are as follows:

Orienting faculties in understanding the vision of SESREC

Steps Taken:

Faculty members of IFIM College have attended "Workshop on NEP 2020, Social Entrepreneurship, Swachhta and Rural Engagement for Higher Educational Institutions "organized by MGNCRE - dated 20.9.2020.

Encouraging Rural Entrepreneurship

Steps Taken:

1. In order to take the mission of building entrepreneurship among students of our Institution, Rural Entrepreneurship

Development Cell has been constituted in the College and has been communicated to MGNCRE dated 21.9.2020

2. Online workshop on Rural Entrepreneurship was organized for students under REDC. The main objective of this workshop was to bring awareness among the students regarding Rural Entrepreneurship dated 20.10.2020

1. To inculcate among students "Be Good and Do Good:

Steps taken:

1. Workshop on Viveka Subhasitam has been organized for the students to get more inputs to take up the activities, dated 8.1.2021.

Students have to plan and implement activities individually or in teams from any one of the five SESREC Areas of *Sanitation & Hygiene/Waste Management/Water Management/Energy Management/Greenery*.

Outcome of this event was students learned the needs and basics of Social Entrepreneurship in terms of creating business models revolving around low-cost products and services to resolve social inequalities, to meet the socio-economic needs of the bottom of the pyramid population.

1. The Practice Describe the best practice and its uniqueness in the context of India higher education. What were the constraints/limitations, if any, faced? (in about 50 words)

In the context of Beat Covid -students provided volunteering service as a community work project for a period of 21 days.

Workshop was organized to create an awareness on COVID Volunteer Skill Enhancement among student community, dated 16.6.2021.

Students were oriented on how they can serve the society by volunteering in any of the following teams:

1. Hospital Management Team

2. Non-hospital management Team
3. Family related team
4. Sharing the medical information
5. Communication with Covid Patients.

5. Evidence of Success

a. MGNCRE - SESREC - Organized cluster level competition on "Be Good Do Good". Out of 180 business ideas presented from all over India, One business idea on Waste Management got selected for Regional Level Competition, which is an indication that our students sensitized to the social issues and would like to create social impact and learnt on crisis management.

b. Students were given an opportunity of volunteering in Beat Covid and the details of this community service are as follows:

- Duration = 21 days commenced from 21.6.2021 to 12.7.2021
- Report submission to MGNCRE on successful completion of 21 days activities
- 128 students have successfully completed this task and they were awarded with certificates

by MGNCRE.

- Also IFIM College and Faculty guides too were awarded with certificates.

1. Problems Encountered and Resources Required .

Beat Covid Community work was on virtual mode and had encountered some issues by hospital management team. Voluntary Community Service among students can be inculcated by entering into MOU with NGO's to set up a IFIM College Students service Cell for providing sustainable services to the community.

File Description	Documents
Best practices in the Institutional website	https://ifimcollege.com/downloads/institutional-website-practices.pdf
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

IFIM's pride - Kanyathon, the annual charity run came back for its 10th edition this year, with a lot of vigor, passion, and determination.

"Run for Her' has been Kanyathon's motto for a while now and we can say that we've successfully been able to do exactly that and more, this year too. Kanyathon continued with the tradition of raising funds to uplift the five villages in Kolar adopted by the IFIM Institutions under the Unnat Bharat Abhiyan Scheme as well as enhance Shiksha Adhaar and organize and implement Kanyathon Shiksha Kendra, an education platform to provide Computer literacy and written and spoken English.

The 2021 funds will be donated to CRY, our partner NGO that has been working towards creating happier and healthier childhoods for the last 40 years.

This year we continued our tradition of the 5K, 10K, and 3K runs but virtually across India because of pandemic and lockdown. We also introduced a Gaming event where groups of 5 could compete. Kanyathon health shots are our energetic and popular interactive session where influencers across India gave their valuable insights on health and fitness. Overall, we saw a surge of participation from our participants/ donors towards our initiative.

This edition had a virtual run and therefore we required online engagement for the participants and also which will be a crowd-puller and a reason for mass participation. For this, the role

of the Influencer marketing team came into action.

For the first time, 'Health Shots' a series of online live sessions were organized where celebrities and famous influencers from health, fitness, yoga, nutrition, lifestyle, women achievers, and social activists took the live sessions. We had Aparna Pathak who introduced the concept of yogalates- a mix of yoga and Pilates, Uttam Raj who is a Zumba instructor and his session was so thrilling and energizing, Wanitha Ashok who specializes in body conditioning, Anupama Gopal who specializes in Pilates, Rachna Parmar who is a food blogger and fitness enthusiast, Dr. Bhumika Patel who is six-star world marathon majors' finisher, nutritionists Bhavya and Minacshi Pettukola, Dr. Madhulika from Cosmo derma and many others were part of it.

We also had association with Indian Oil Corporation, Nestle-Koko Krunch, Unibic, Kosmoderma, Klenza, Farmveda, Cry Foundation, Kauvery Hospital, and our IFIM Alumni Association.

Kanyathon 2021 marathon and gaming was held virtually across India with high levels of energy and enthusiasm for a week. Certificate, and a Kanyathon T-shirt along with a goodie bag filled with more snacks, vouchers, and gifts.

IFIM students were involved in Kanyathon from day one. Initially, we had an idea of how it could pan out, based on what our seniors had told us. Little did we know how much we would learn from this process of planning and putting up a marathon. Every single one of us learned a variety of things, from patience to perseverance and sheer hustle.

One of our biggest learnings was to work with a variety of diverse people and teams. We learned how to navigate different opinions and work in an intense and challenging environment. When things got challenging, we would keep reminding ourselves of the purpose, which was to make girls' lives better. We were doing this to enable girls to get educated and change the world in their way. Hence, the tough times seemed worth it. The whole Kanyathon team became a family and it was exhilarating when Kanyathon 2021 was a grand success. At Kanyathon, we don't just create the funds, but we deploy the funds through our Social Immersion Program (SIP) also. We're the only ones to do so and

that's our badge of pride that we carry, every single year.

File Description	Documents
Appropriate web in the Institutional website	No File Uploaded
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

- To encourage faculty members for more research publications in ABDC and Scopus Index Journals
- To encourage more joint research publications and paper presentations by the students and faculty members.
- To encourage collaborative research.
- Tie up with more professional and institutional bodies to enhance experiential learning.
- To obtain funded research projects
- To Organize more Workshops and National international level conferences/seminars.
- To introduce more certificate courses for all the UG and PG programs
- To set up Ph.D. Research Centre
- To apply for NIRF Ranking
- To enter into MOU with prestigious institutions for student and faculty exchange programs.