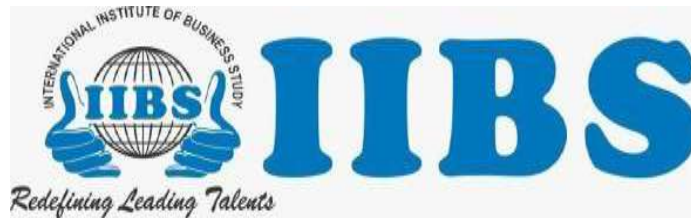




POST GRADUATE DIPLOMA IN MANAGEMENT (PGDM)

SELF ASSESSMENT REPORT (SAR)



INTERNATIONAL INSTITUTE OF BUSINESS STUDY
75 Muthugadahalli, Jala Hobli, Begur, Bengaluru, Karnataka 562157

SELF ASSESSMENT REPORT

[Assessment Period-2020 To 2024]

NBA SAR FOR POST GRADUATE COURSE

As per July-2017

Application ID : 9011-20-03-2024

Program Name: POST GRADUATE DIPLOMA IN MANAGEMENT



INTERNATIONAL INSTITUTE OF BUSINESS STUDY
75 Muthugadahalli, Jala Hobli, Near International Airport
Bengaluru, Karnataka 562157

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PART- A: Institutional Information

1. Name and Address of the Institution:

INTERNATIONAL INSTITUTE OF BUSINESS STUDY
75, Muthugadahalli, Jala Hobli, Near International Airport
Bengaluru, Karnataka 562157.

2. Name and Address of the Affiliating University, if applicable: (N/A)

3. Year of establishment of the Institution: 2016

4. Type of the Institution:

Institute of National Importance	
University	
Deemed University	
Autonomous	
Affiliated Institution	
AICTE Approved PGDM Institutions	√
Any other (Please specify) Provide Details:	

Note: In case of Autonomous and Deemed University, mention the year of grant of status by the authority

5. Ownership Status:

Central Government	
State Government	
Government Aided	
Self-financing	√
Trust	
Society	√
Section 8 Company	
Any Other (Please specify) Provide Details:	

6. Vision of the Institution:

“To inculcate ethical values and provide innovative, holistic learning experiences that nurture individuals into well-rounded human beings, thereby equipping them to become influential global leaders”.

7. Mission of the Institution:

1. To encourage the students with modern education to bring economic emancipation and social transformation.
2. To provide the resources and opportunities to create global leaders.
3. To provide a holistic approach to prepare the students to grow personally, professionally, socially and emotionally and to make them complete human beings.
4. To redefine the student's talents to make them successful entrepreneurs and responsible citizens.
5. To develop great human beings with values and ethics.

8. Details of all the programs offered by the institution:

Sl. No.	Program Name	Year of Start	Intake at the start of the program	Increase in intake, if any (from the start)	Year of increase	AICTE Approval	Accreditation Status*
1	PGDM (POST GRADUATE DIPLOMA IN MANAGEMENT)	2016	60	180	2021	YES	Applying first time
2	PGDM (MANAGEMENT)	2023	180	-	-	YES	Not eligible for accreditation

9. Programs to be considered for Accreditation vide this application.

S. No.	Program Name	Current Year Sanctioned Intake	Current year admitted nos.
1	PGDM (POST GRADUATE DIPLOMA IN MANAGEMENT)	180	180

10. Contact Information of the Head of the Institution and NBA coordinator, if designated:

- i. Name: Dr. TRIPURANENI JAGGAIAH
Designation: DIRECTOR
Mobile No: 9620062082
Email id: principal@iibsonline.com
- ii. NBA coordinator, if designated Name: Dr. M. KETHAN
Designation: Principal
Mobile No: 9502733317
Email id: dr.mkethan@iibsonline.com

PART- B

Criteria Summary

Criteria No.	Criteria	Mark/Weightage	Self-Assessment
1	Vision, Mission & Program Educational Objectives	50	50
2	Governance, Leadership & Financial Resources	100	95
3	Program Outcomes & Course Outcomes	100	94
4	Curriculum & Learning Process	125	119
5	Student Quality and Performance	100	88
6	Faculty Attributes and Contributions	250	219
7	Industry & International Connect	100	90
8	Infrastructure	75	74
9	Alumni Performance and Connect	50	50
10	Continuous Improvement	50	48
Total		1000	927

CRITERION 1	Vision, Mission & Program Educational Objectives	50
SELF ASSESSMENT MARKS		50

1.1 Vision and Mission statements (5) (5)

“To inculcate ethical values and provide innovative, holistic learning experiences that nurture individuals into well-rounded human beings, thereby equipping them to become influential global leaders.”

Core Values

- **Ethical Integrity**
- **Innovation**
- **Holistic Learning**
- **Nurturing Individual Growth**
- **Well-Roundedness**
- **Global Leadership**

1. **Inculcate Ethical Values:** This emphasizes the importance of instilling ethical principles and moral values in individuals. The IIBS aims to go beyond academic achievements and focuses on developing a strong sense of ethics, integrity, and social responsibility among our students.
2. **Provide Innovative, Holistic Learning Experiences:** Our institution is committed to deliver education that goes beyond traditional methods. "Innovation" suggests a commitment to staying current with educational trends and employing creative teaching and learning methods. "Holistic" implies a well-rounded approach that considers not only academic knowledge but also personal development, emotional intelligence, and practical skills.
3. **Nurture Individuals into Well-Rounded Human Beings:** The goal of IIBS is to foster the overall development of our students. This includes intellectual growth, emotional well-being, physical health, and social skills. IIBS aims to produce graduates who are not only academically proficient but also capable, adaptable, and balanced individuals.
4. **Equipping them to become Influential Global Leaders:** The ultimate objective is to prepare our students for leadership roles on a global scale. This involves providing the skills, knowledge, and mindset necessary for our graduates to make a positive impact on a broader stage.
 - a. "Influential global leaders" suggests that the IIBS institution envisions its alumni contribution significantly to various fields on an international level.

It reflects our commitment to education that goes beyond traditional academic pursuits. It emphasizes the importance of ethics, innovation, and holistic development, with the aim of producing individuals who can positively influence and lead on a global scale. The educational philosophy of IIBS is to prioritize not only academic excellence but also the development of character and leadership skills in students.

MISSION

- To encourage the students with modern education to bring economic emancipation and social transformation.
- To provide the resources and opportunities to create global leaders.
- To provide a holistic approach to prepare the students to grow personally, professionally, socially and emotionally and to make them complete human being.
- To redefine the student's talents to make them successful entrepreneurs and responsible citizens.
- To develop great human beings with values and ethics.

1. To encourage the students with modern education to bring economic emancipation and social transformation:

IIBS is committed to providing a contemporary and relevant education. The term "modern education" implies an emphasis on up-to-date knowledge and skills that are applicable in the current economic and social context. The goal of IIBS is not just academic achievement but also to empower students to play a role in bringing about positive changes in both the economic and social spheres. Economic emancipation refers to freeing individuals from economic constraints, possibly by imparting skills that enhance employability or promote entrepreneurship. Social transformation indicates a desire to contribute to positive changes in society.

2. To provide the resources and opportunities to create global leaders.

IIBS offers more than just academic instruction to the students. It indicates a focus on providing resources and opportunities beyond the classroom that contribute to the development of leadership skills. The term "global leaders" suggests an intention to prepare students for leadership roles on an international scale. This may involve exposure to global perspectives, international experiences, and leadership development programs, aiming to produce the graduates of IIBS capable of navigating the complexities of a globalized world.

3. To provide a holistic approach to prepare the students to grow personally, professionally, socially, and emotionally and to make them a complete human being:

IIBS emphasizes a comprehensive and well-rounded education. The term "holistic approach" indicates a commitment to addressing various dimensions of our student's development. Beyond academic and professional growth, our institution aims to foster personal, social, and emotional development. The goal of IIBS is to produce individuals who are not only successful in their careers but also well-adjusted and emotionally intelligent, contributing to their overall well-being.

4. To redefine the student's talents to make them successful entrepreneurs and responsible citizens:

IIBS is committed to identifying and developing each student's unique talents. Our focus on entrepreneurship indicates a desire to instill an entrepreneurial mindset, potentially fostering innovation and the ability to create and manage businesses. Simultaneously, our Institute emphasis on responsible citizenship highlights the institution's aim to produce graduates who are not only successful in their individual pursuits but also contribute positively to their communities and society at large.

5. To develop great human beings with values and ethics:

Our institution aims to go beyond academic achievements and skill acquisition to cultivate values and ethics in our students. The term "great human beings" suggests an aspiration to develop individuals who contribute positively to humanity, embodying ethical principles and social responsibility.

Our mission statements collectively portray a commitment by the International Institute of Business Study to provide a contemporary and comprehensive education, that goes beyond traditional academic boundaries. The IIBS aims at shaping students into not only successful professionals but also socially responsible, ethically grounded, and well-rounded individuals capable of contributing to the broader economic and social contexts.

1.2 PEOs statements (5) (5)

The purpose of program education objective's (PEOs) to groom students into proficient professional managers & entrepreneurs with an ability to learn and acclimatize themselves to the national and global corporate environment, a direction towards achieving maintaining high ethical standards. Competence to work effectively and efficiently both individually and in a team. We at IIBS, align the curriculum implementation and teaching-learning pedagogy as per the PEO's mentioned in IIBS syllabus using Bloom's Taxonomy, Rubrics, CO-PO mapping and measuring, etc.,.

After few years of graduation, the graduates will:

PEO 1	Work effectively in diverse teams, demonstrating strong interpersonal skills and the ability to collaborate to achieve common goals as a member or to lead a team.
PEO 2	Achieve career advancement in the chosen field, taking different roles as a professional in multidisciplinary environment and provide sustainable solutions for the upliftment of society.
PEO 3	Engage in lifelong learning and pursue higher Study and carryout research to understand the development in management and allied areas.

1.3 Dissemination among stakeholders (10) (10)

The Vision, Mission and PEOs of the Institution have critical importance and its dissemination among all the stakeholders serves multiple vital purposes contributing to the overall communication, transparency, and credibility of the International Institute of Business Study.

This proactive communication serves as a cornerstone for fostering a shared understanding, building a sense of community, and aligning the stakeholders to be involved towards common goals.

Management: The dissemination of Vision, Mission and PEO's have helped in ensuring that management decisions are in line with the Institute's Mission, PEO's and long-term Vision.

Governing Board Members: It enabled the board members to provide strategic oversight and guidance in accordance with the long-term vision of the IIBS and helped them to hold the institution accountable for achieving its stated objectives and mission.

Faculty: It guides the faculty in curriculum development, ensuring that courses align with the educational objectives and mission of IIBS, has also enhanced the faculty's understanding of the institute's teaching philosophy, fostering a cohesive and purpose-driven approach in education.

Support Staff: It creates a sense of unity among support staff by helping them understand how their roles contribute to the broader mission and objectives of IIBS. It gives motivation and job satisfaction as support staff can see the bigger picture of their contributions to the success of IIBS.

Students: It stated the clear expectations for students regarding the educational experience, values, and skills they are expected to acquire during their academic journey.

Employers: It demonstrates how IIBS aligns with industry needs, making it easier for employers to identify potential talent also offers them insights into the educational objectives, allowing them to assess the quality and relevance of the education provided by IIBS.

Industry: This helped to create collaboration opportunities between IIBS and industry by showcasing shared values, goals, and the production of PGDM graduates with industry-relevant skills. Encouraged the industry to actively participate in achieving educational objectives by providing input, support, and potential collaborations.

Alumni: It fostered alumni loyalty and support by showcasing the continued success and impact of IIBS which created a sense of pride as an alumnus.

Funding Agencies: It demonstrated to funding agencies how IIBS goals align with the priorities, increasing the likelihood of securing grants /funding and helped establishing the accountability for the use of resources by showcasing how funding contributed to achieving the educational Objectives. The efforts to disseminate the Vision and Mission and PEOs of the Institution have been and are carried out in the following ways.

Print Media	Electronic Media	Display Board

Institution Prospectus	Institution Website	Chairman's Boardroom	Faculty Rooms
Student Handbook	Display Monitors at Campus	Director's Cabin	Entry at Ground Floor
Alumni Newsletter		Library & Computer Lab	Principal's Cabin
College Magazine		First & Second Floor	Classrooms

Institution Prospectus	• All Applicants of PGDM, Parents, Alumni.
Student Handbook	• All PGDM Students and parents.
Alumni Newsletter	• For all stakeholders.
College Magazine	• Students and all Employees of the Institution.
Placement Brochure	• Employers.
Institution website	• For all Stakeholders.
Display Monitors at Campus	• Students, Faculties, Non Teaching Staff and all Visitors.
Recruitment Flyers	• All Employers.
Display Boards on Prime Locations	• Students, Parents, Employees, Management, Governing board members and all visitors.

- Institution's Prospectus is given to all applicants of PGDM, parents, alumni to convey the Vision & Mission, Aims & Objectives of the Institution.
- Student Handbook is given to all students at the beginning in the orientation program and the institution orients the students and parents about the Vision and Mission and PEO's at the beginning of the academic year so that they are clearly informed about the Vision, Mission Statements and PEO's of the Institution.
- Alumni Newsletter is published on the website of IIBS for all stakeholders.

- College Magazine helps to convey the Vision, Mission and PEO's and all activities, programs of Institution to students and employees (Teaching, Non-Teaching) of the Institution.
- Placement Brochure is circulated among the companies to highlight the essence of Vision and Mission for corporates, parents, and students.
- Publication of Vision and Mission on Institution Website helps all stakeholders to know about the Institution and its aims and activities.
- Display Monitors on Campus used for conveying the Vision Mission and PEO's to students, Teaching, Non-teaching Staff and visitors.
- Recruitment Flyers are sent to the recruiters for official invitation emails by the placement team which helps them to know the Vision and Mission of the Institute.
- Vision, Mission and PEO's are Displayed on Boards on Prime Locations and classrooms.

1.4 Formulation process (15) (15)

IIBS established its vision and mission statements through a consultative process involving the stakeholders (students, alumni, parents, professional bodies, faculty, industry, and management) considering the scope for growth of the Institute and future societal requirements.

Formulating vision and mission statements was a pivotal process that shaped the identity, direction, and purpose of our Institution. Vision and Mission statements serve as beacons, guiding the collective efforts of stakeholders toward a common vision of success. In the context of IIBS, the crafting of these statements involves a dynamic and inclusive approach, bringing together faculty, administrators, students, alumni, and industry partners to co-create a Vision and Mission statements that defines the institution's essence.

For IIBS, the significance of these statements lies in their ability to guide strategic decision-making, foster a shared sense of purpose among faculty and students, attract like-minded collaborators, and distinguish the institution in a competitive educational landscape. Well-crafted vision and mission statements align individuals and resources toward common goals, creating a cohesive and impactful organizational culture.

The Collaborative Approach of Formulation

The process of formulating vision and mission statements at IIBS was inherently collaborative. Recognizing that a diverse range of perspectives enriches the outcome, the institution engaged in workshops, brainstorming sessions, and design thinking exercises. Students, alumni, parents, professional bodies, faculty, industry, and management all the stakeholders actively participated in

shaping these statements, ensuring that their expertise contributes to the academic and institutional identity.

This collaborative approach not only captured the collective wisdom of the community but also fostered a sense of ownership among stakeholders. Faculty members, with their deep understanding of educational dynamics, played a crucial role in articulating values, refining language, and ensuring that the statements authentically represent the essence of IIBS.

The Formulation Process

The journey to articulate the vision and mission of IIBS Institute began with forming a Vision, Mission and PEO's Formulation Committee.

VISION, MISSION and PEO's Formulation Committee	
Name of the Faculty	Designation
Dr. Tripuraneni Jaggaiah	Director of IIBS
Dr. Samiya Mubeen	Co-Ordinator
Mr. N.S.R.Murthy	Member
Mr. Kuldeep Sharma	Member

Step 1: Identifying Core Values:

This formulating committee delved into a comprehensive discussion to identify the core values that will serve as the foundation for IIBS. These values included Ethical Integrity, Innovation, Holistic Learning, Nurturing Individual growth, Well-Roundedness and global leadership. Through consensus-building exercises, the committee refined these values, creating a shared understanding of the principles that would guide the institution.

Step 2: Determining the Vision, Mission and PEO's Statements:

After identifying the core values of IIBS, the Formulating committee determined the tentative Vision Mission and PEO's Statements.

Board of Study Meeting 2020 (09-03-2020)**Following are the members of BOS.**

SL.NO	NAME	DESIGNATION IN THE COMMITTEE
1	Dr. Tripuraneni Jaggaiah	Chairperson
2	Dr. Samiya Mubeen	Principal (Member)
3	Prof. Padmini	External expert
4	Dr. Chakrapani Gopal	External expert
5	Dr. Mahesh Pavan	External expert
6	Dr. Chetan Bajaj	Industry expert
7	S.V. Jatti	Industry expert
8	Mr. Ravi Kumar VR	Industry expert
9	Mr. Raghvendra	Industry expert
10	Mr. Ashwini Gautam	Industry expert
11	Mr. Dandu Vamsi Krishna	Alumni
12	Mrs. Kusum Kumari	Alumni
13	Mr. Anurag Sharma	Student
14	Mr. Anshuman Gohain	Student
15	Dr. Suganaya	Internal expert
16	Dr. Chaitra	Internal expert
17	Dr. Krishna Kumari	Internal expert
18	Dr. Anil Kumar	Internal expert

Step 3: Presentation and Discussion of the Vision and mission statements and PEO's

Following Vision and Mission and program Educational Objectives were presented in the BOS Meeting.

VISION:

- Vision 1: To develop global leaders by Innovative Management Education to perform globally.
- Vision 2: To be innovative and acquire holistic learning experiences empowering individuals to embrace a dynamic and ever-evolving business world, fostering creativity and adaptability.
- Vision 3: To attain global leadership qualities, preparing students to navigate diverse cultures and complexities with a broader perspective.
- Vision 4: To develop the students as Global citizens, Entrepreneurial mindset & Leadership excellence by providing Innovation, research & high-quality management Education.
- Vision 5: To nurture skills, a well-rounded human being, emphasizing the development of character, emotional intelligence, and a sense of social responsibility.

MISSION:

- 1.To provide learning opportunities to uplift under privileged students.
- 2.To encourage the students with modern education to bring economic emancipation and social transformation.
- 3.To provide the resources and opportunities to create global leaders.
- 4.To provide holistic approach to prepare the students to grow personally, professionally, socially and emotionally to make complete human being.
- 5.To redefine the student's talents to make them successful entrepreneurs and responsible citizens.
- 6.To create great human beings with values and ethics.

PROGRAM EDUCATIONAL OBJECTIVES:

1. Provides excellent academic environment that ensure students can exhibit high levels of critical thinking, creativity, accountability, teamwork, and leadership in careers
2. Employ entrepreneurial and long-term learning traits to achieve professional success.
3. Exhibit a high degree of skills required to comprehend the global business environment and to assimilate updated information.
4. To uphold moral, ethical, and social norms in both personal and professional lives

Academic Council Meeting: 12/3/2020

Following are the members of the Academic Council:

SL.NO	NAME	DESIGNATION IN THE COMMITTEE
1	Dr. Tripuraneni Jaggaiah	Chairperson
2	Dr. Samiya Mubeen	Principal (Member)
3	Prof. Padmini	External expert
4	Dr. Chakrapani Gopal	External expert
5	Dr. Mahesh Pavan	External expert
6	Dr. Chetan Bajaj	Industry expert
7	Mr. S.V. Jatti	Industry expert
8	Mr. Dandu Vamsi Krishna	Alumni
9	Mrs. Kusum Kumari	Alumni
10	Dr. Suganaya	Internal expert
11	Dr. Chaitra	Internal expert
12	Dr. Krishna Kumari	Internal expert
13	Dr. Anil Kumar	Internal expert

Step 3: Feedback and Refinement:

The Academic Council meeting members provided their feedback and suggestions on the Vision, Mission Statements and Program Educational Objectives for refinement.

Following Feedback & Suggestions were given:

1. Modified and shortlisted two Vision Statements and suggested to redefine it.

“To cultivate ethical values entrepreneurial mindset that nurture individuals into well-rounded human beings, thereby equipping them to become influential global leaders.”

“To cultivate ethical values and provide innovative, holistic learning experiences that nurture individuals into well-rounded human beings, thereby equipping them to become influential global leaders.”

2. First mission statement should be cancelled, the verb “create” should be replaced with the word “develop” for sixth mission statement. Remaining mission statements will be finalized after finalization of the Vision statement.
3. Program Educational Objectives should be refined completely.

Governing Council Meeting 2020 16/3/2020 (Meeting No. 1)

Meeting held on March 16, 2020.

The primary objective of this agenda was to assess and ensure alignment between the vision, mission statements and PEO's and the overall strategic goals of our organization. This review was helpful to provide an opportunity for the Board to engage in a thoughtful discussion, offer insights, and contribute to the refinement of the Vision, Mission and PEO's guiding principles.

Sl. No	Name of the Member	Designation
1	Dr. Jay Prakash	Chairman (Chairperson)
2	Mrs. Gunjan	Trustee Member
3	Dr. Tripuraneni Jaggaiah	Director (Member)
4	Dr. Samiya Mubeen	Principal (Member)
4	Mr. Maheswar Reddy	Member
5	Prof. NSR Murthy	Member
6	Prof. Kuldeep Sharma	Member
7	Prof. H Prabhakar	COE (Member)
8	Prof. Chaitra V H	Member
9	Dr. Chetan Bajaj	Member
10	Mr. S.V. Jatti	Member
11	Mr. Ravi Kumar VR	Member

12	Mr. Raghvendra	Member
13	Mr. Ashwini Gautam	Member

Step 4: Approving the Vision Statement

The two Vision statements were modified in the previous BOS Meeting. Stakeholders suggested redefine the two statements and develop the Vision Statement. The following Vision statement has been presented in the meeting.

“To inculcate ethical values and provide innovative, holistic learning experiences that nurture individuals into well-rounded human beings, thereby equipping them to become influential global leaders.”

This statement was reviewed and discussed. After a long thoughtful discussion, the Governing Council meeting committee approved the above final Vision statement.

Step 5: Approving the Mission Statement

The Mission statements were redefined as per the feedback and suggestions given by stakeholders in BOS meeting dated on 13th Feb 2019. This involved articulating the purpose, goals, and distinctive features of IIBS Institute. The mission statement emerged as a concise declaration that communicates the institute's commitment to education, research, and societal impact.

- M1. To encourage the students with modern education to bring economic emancipation and social transformation.
- M2. To provide the resources and opportunities to create global leaders.
- M3. To provide a holistic approach to prepare the students to grow personally, professionally, socially and emotionally and to make them a complete human being.
- M4. To redefine the student's talents to make them successful entrepreneurs and responsible citizens.
- M5. To develop great human beings with values and ethics.

The Mission statements were reviewed and refined to reflect the institution's commitment to excellence, innovation, and inclusivity with the alignment of Vision statement.

Step 6: Approving the Program Educational Objectives:

Program Educational Objectives were completely reframed as per the inputs given by the stakeholders. Following PEO's were presented to Governing Council Committee

A few years after graduation, the graduates will:

PEO1. Work effectively in diverse teams, demonstrating strong interpersonal skills and the ability to collaborate to achieve common goals as a member or to lead a team.

PEO 2: Achieve career advancement in the chosen field, taking different roles as a professional in multidisciplinary environment and provide sustainable solutions for the upliftment of society.

PEO 3: Engage in lifelong learning and pursue higher Study and carryout research to understand the development in management and allied areas.

The governing council committee finalized and approved the above institution's vision, mission, and program educational objectives, ensuring alignment with its core values and strategic direction.

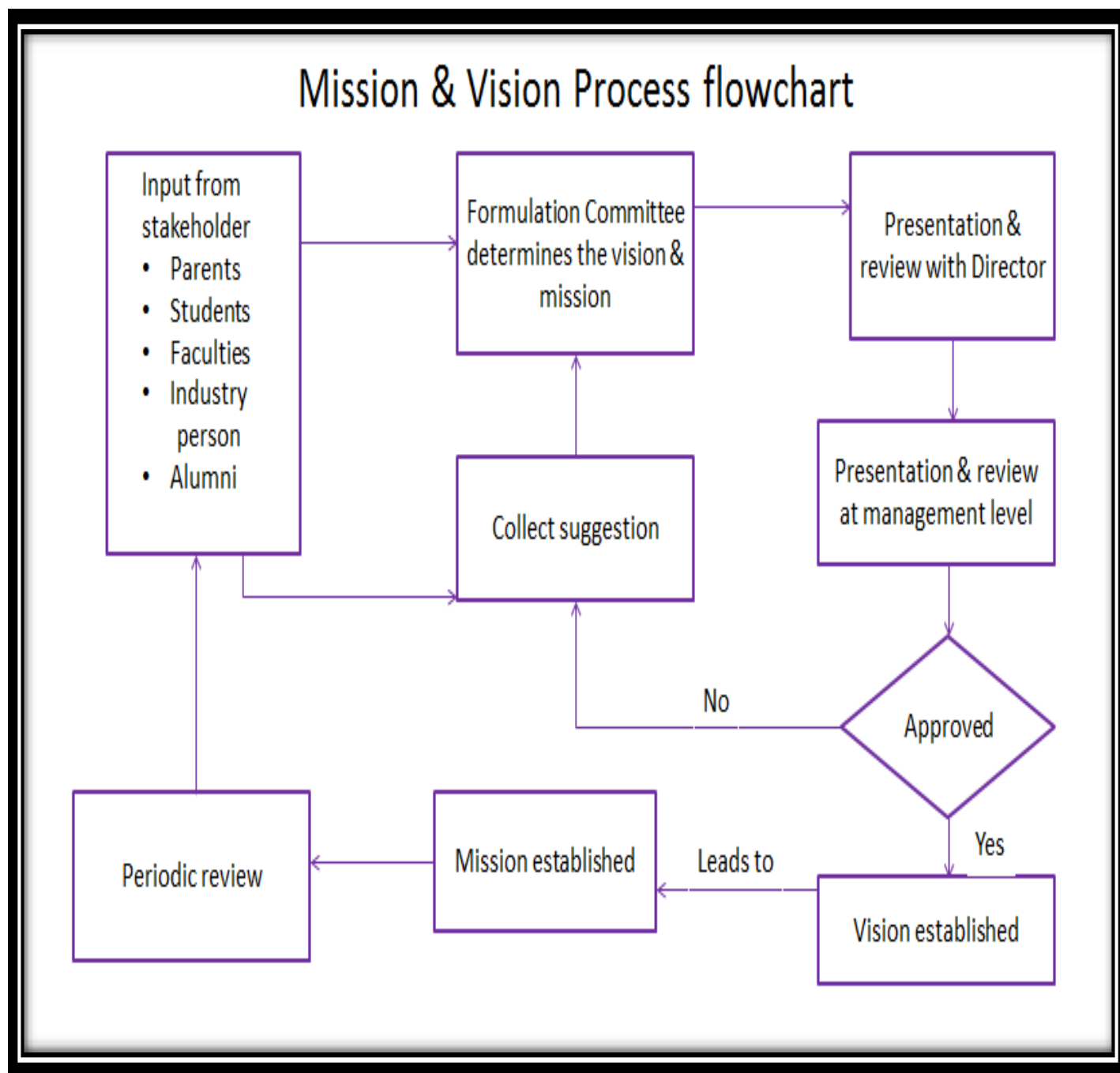


Figure 1.4.1 Formulation Process of Vision and Mission

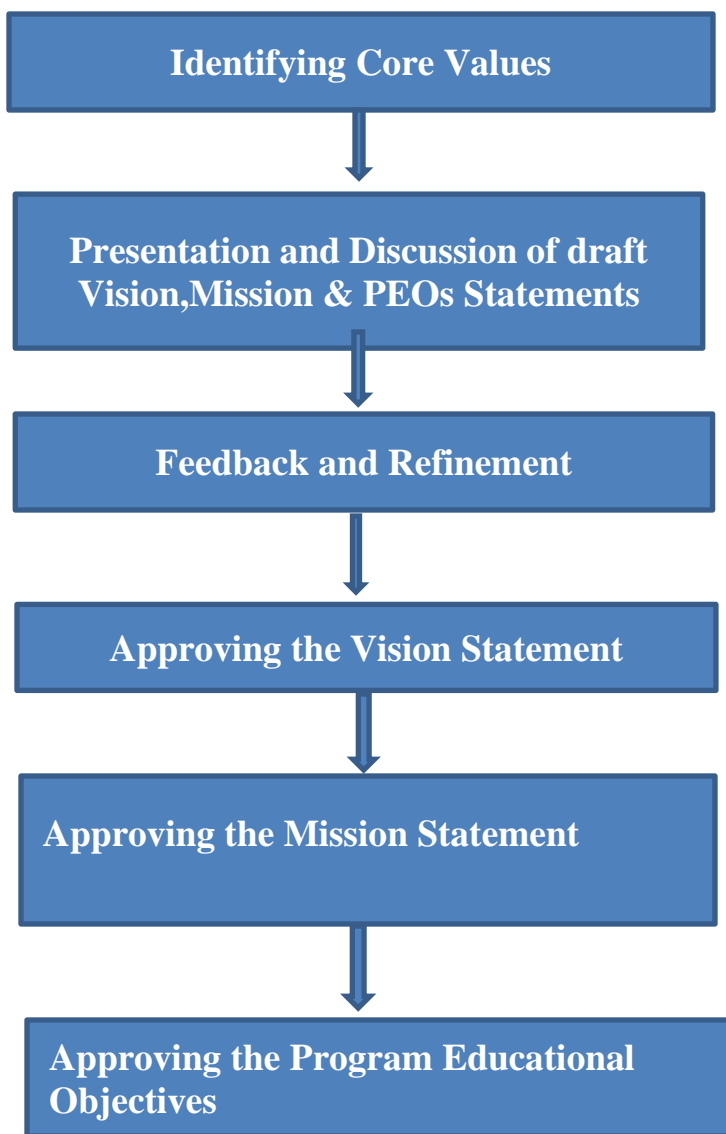


Figure 1.4.2 Formulation Process of Program Educational Objectives

1.5 Consistency of PEOs with the mission (15) (15)

Program Educational Objectives Statements (PEOs)

After few years of graduation, the graduates will:

Academic Year 2020-2024	
PEO 1	Work effectively in diverse teams, demonstrating strong interpersonal skills and the ability to collaborate to achieve common goals as a member or to lead a team.
PEO 2	Achieve career advancement in the chosen field, taking different roles as a professional in multidisciplinary environment and provide sustainable solutions for the upliftment of society.
PEO 3	Engage in lifelong learning and pursue higher Study and carryout research to understand the development in management and allied areas.

Mission

Mission Statements	
M1	To encourage the students with modern education to bring economic emancipation and social transformation.
M2	To provide the resources and opportunities to create global leaders.
M3	To provide a holistic approach to prepare the students to grow personally, professionally, socially and emotionally and to make them a complete human being.
M4	To redefine the student's talents to make them successful entrepreneurs and responsible citizens.
M5	To develop great human beings with values and ethics.

Consistency of PEO's with Mission Elements

	M1	M2	M3	M4	M5
PEO ₁	High	High	High	High	Moderate
PEO ₂	High	High	High	High	Moderate
PEO ₃	High	High	High	High	Moderate

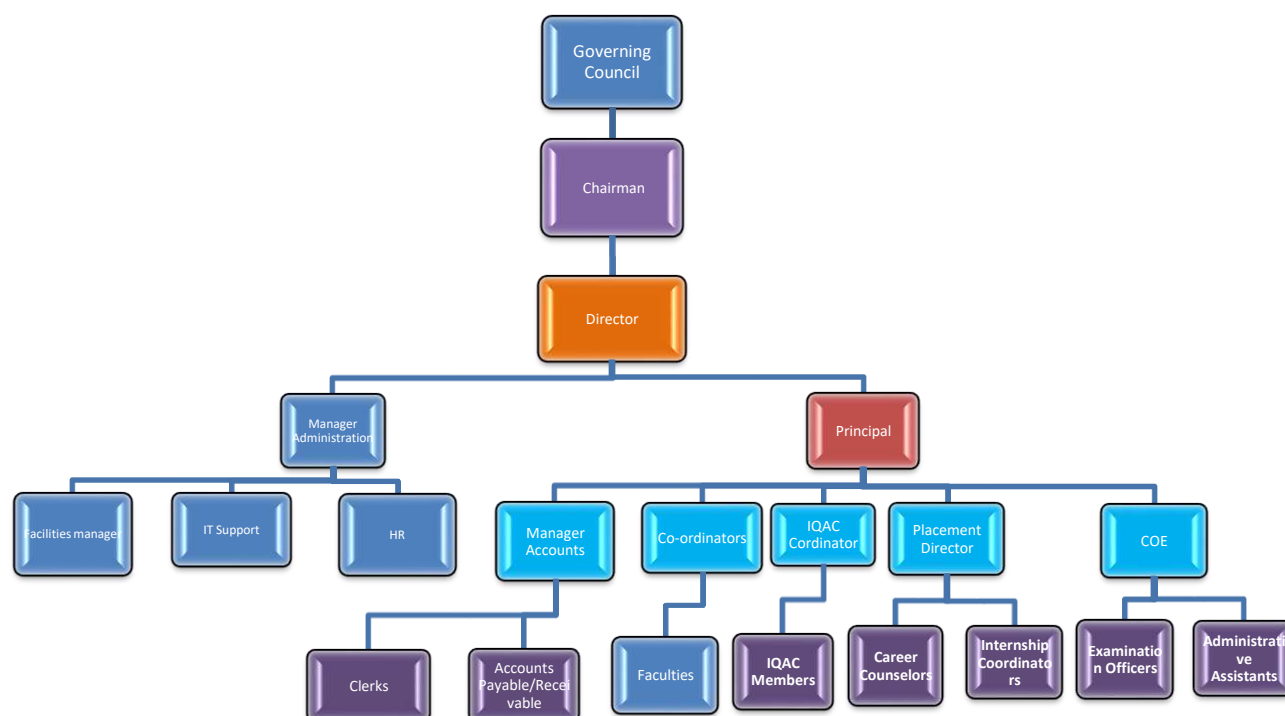
Justification:

1. **PEO1** has a high correlation with the first Mission element (M1) i.e. demonstrating strong interpersonal skills & ability to achieve common goals as a member or a leader of a drivers team. PEO1 states that IIBS prepares students to work effectively to bring economic emancipation and social transformation by encouraging the students with modern education.
2. **PEO1** also has a high correlation with the second Mission element (M2) i.e. IIBS providing the resources and opportunities to create a global leader by demonstrating strong interpersonal skills & developing the ability to achieve common goals and work effectively in a divers team as a global leaders.
3. **PEO1** has a high correlation with the third Mission element (M3), since IIBS is demonstrating strong interpersonal skills of students to work them effectively in a diverse team; students are prepared to grow personally, professionally, socially and emotionally to make complete human being
4. **PEO1** has a high correlation with the fourth Mission element (M4) i.e. IIBS is shaping the talent of the students by demonstrating strong interpersonal skills & developing the ability to achieve common goals and work effectively in a divers team to make them a successful entrepreneurs and responsible citizens.
5. **PEO1** has a moderate correlation with the fifth Mission element (M5) i.e to create great human beings with values and ethics since the values and ethics proposition is not explicitly stated in PEO1 the correlation is referred to as moderate.
6. **PEO2** has a high correlation with the first Mission election (M1) i.e. achieving career advancement, working as a professional with different roles in a multidisciplinary environment is an encouraging

student with modern education. PEO 2 also states that IIBS provides sustainable solutions for the upliftment of society to bring economic emancipation and social transformation by encouraging the students with modern education.

7. **PEO2** also has a high correlation with the second Mission element (M2) i.e. IIBS is providing the students the opportunities of achieving career advancement to create a global leaders.
8. **PEO2** also has a high correlation with the second Mission element (M3) i.e. Achieving career advancement, working in multidisciplinary environment and providing sustainable solutions for the upliftment of society is the holistic approach of IIBS to grow personally, professionally socially and emotionally to the students
9. **PEO2** has a high correlation with the fourth Mission element (M4) i.e. IIBS is shaping the talent of the students by giving them opportunity for career advancement and different roles in multidisciplinary environment
10. **PEO2** has a moderate correlation with the fifth Mission element (M5) i.e to create great human beings with values and ethics since the values and ethics proposition is not explicitly stated in PEO2 the correlation is referred to as moderate.
11. **PEO3** has a high correlation with the first Mission element (M1) i.e lifelong learnings, pursuing higher Study and carryout research these are the key elements of modern education to understand the development in management and allied areas which will bring social transformation.
12. **PEO3** also has a high correlation with the second Mission element (M2) i.e. IIBS is engaging the students in learnings & research to understand the development in management through Internship and Industrial visits to provide the resources and the opportunities to create the global leaders.
13. **PEO3** has a high correlation with the third Mission element (M3), i.e. lifelong learnings, pursuing higher Study and providing a research opportunity to students; so that they are prepared to grow personally, professionally, socially and emotionally to make complete human being
14. **PEO3** has a high correlation with the fourth Mission element (M4) i.e. to become successful entrepreneurs and responsible citizens lifelong learnings, higher Study and research are the important key elements.
15. **PEO3** has a moderate correlation with the fifth Mission element (M5) i.e. to create great human beings with values and ethics since the values and ethics proposition is not explicitly stated in PEO2 the correlation is referred to as moderate.

CRITERION 2	Governance, Leadership & Financial Resources	100
SELF ASSESSMENT MARKS		95



2.1 Governance and Leadership (60)

The Governing Council is the supreme body of the institution and collectively bears the responsibility of supervising the activities of the institution, charting its future course, and cultivating an environment conducive to realizing the institutional Vision and Mission. The governance policies embody exemplary practices that yield benefits for all stakeholders, characterized by:

1. Demonstrating strong leadership and management skills across all organizational levels.
2. Ensuring transparency coupled with integrity throughout the institution's operations.
3. Establishing processes that uphold quality in teaching, learning, and assessment, reinforced by thorough checks and audits.
4. Actively promoting a culture of multi-disciplinary research within the institution.
5. Providing focused and effective services for training and placement, aligning with industry needs.
6. Facilitating the development of robust entrepreneurship ecosystems within the institution.
7. Implementing strong support systems to ensure the progression and active participation of students.
8. Maintaining robust and transparent financial systems, subject to both internal and external audits.
9. Implementing processes to meet the stringent requirements of accreditation.
10. Establishing a structured process for gathering feedback from stakeholders and taking proactive follow-up actions.
11. Promoting robust interaction between the institution and industries to enhance overall outcomes.

12. Encouraging and supporting programs for the continuous development of faculty and staff.

2.1.1. Governance Structure and Policies (30)

2.1.1.1. Governing Structure (10) (10)

The Governing Council is responsible for making pivotal policy decisions concerning academic processes, placements, research, infrastructural development, and other pertinent activities. Each member of the Governing Council plays a crucial role in the decision-making processes related to teaching and non-teaching categories.

Under the oversight of the Directors, various departments (Academic and non-academic) operate, including the Director Academic, Director Administration & Admissions, and Director Placements.

The Governing Council members assume responsibility for the Council of Bodies, a structure overseeing all intellectual activities. This council is further divided into two categories: 1) Academic Council and 2) Board of Study.

Both the Academic Council and Board of Study make significant decisions and approvals related to the introduction of new academic courses, the establishment of additional teaching and administrative positions, policies fostering a robust research culture, industry collaborations, knowledge exchange initiatives, consultancy, and extension activities within the institute. They also deliberate on the integration of information and communication technology into the teaching and learning processes at IIBS.

Governing council Members:

The Governing Council of IIBS consists of accomplished individuals with expertise in both industry and academia. This diverse composition includes successful leaders from various industries, bringing extensive experience and insights to guide the management in maintaining a current and innovative academic environment.

Furthermore, seasoned academicians, hailing from esteemed institutions and industry, contribute to ensuring that IIBS's educational offerings not only align with the best practices in India but also meet international standards. The collaborative efforts of industry leaders and academicians within the Governing Council underscore IIBS's commitment to achieving excellence in education on a global scale.

Sl. No	Name of the Member	Present Position	Designation
1	Dr. Jay Prakash	Chairman IIBS	Chairman
2	Dr. Gunjan Kumari	Secretary IIBS	Member
3	Dr. Magesh	AICTE Nominee	Member
4	Dr. Tripuraneni Jaggaiah	Director IIBS	Member
5	Mr. Maheswara Reddy	Executive Director IIBS	Member
6	Dr. M. Kethan	Principal	Member-Secretary
7	Mr. Amarjeet Gowtham	Admission Director	Member

8	Mr. Kuldeep Sharma	Director Placement	Member
9	Mr. Ashwani Gowtham	Director Deloitte India Pvt Ltd.	Member

The Governing Council convenes bi-annually, once prior to the commencement of the academic year and as needed on other occasions. The Chairman and the Director deliver a comprehensive presentation to the Board, highlighting the institution's overall performance during the previous academic year. The presentation covers aspects such as enrolments, academic initiatives, placements, regulatory matters, student engagement, faculty appointments and accomplishments, administrative activities, and more.

Functions of the Governing Council

1. The Governing Council stands as the highest administrative authority within the Institution.
2. Formed in accordance with AICTE norms, the Board ensures adherence to regulatory guidelines.
3. Operating with ambition, the Board translates aspirations into concrete outcomes through a robust governance framework.
4. Endorses and approves the institution's mission, strategic vision, and long-term business academic plans.
5. Establishes and monitors systems for financial and operational controls, ensuring accountability and risk assessment management.
6. Monitors institutional performance against approved plans and benchmarks it against peer institutions.
7. Provides strategic direction for the implementation of future academic plans and research activities.
8. Engages in comprehensive oversight, ensuring the alignment of activities with the mission and vision of the organization.
9. Approves budget allocations for key areas, including admissions, academics, placements, regulatory compliance, student activities, faculty development, research, infrastructure, and administration.
10. Ensures that all decisions and plans align with the interests of various stakeholders, fostering a collaborative and inclusive approach.
11. Holds regular meetings, at least twice a year or as needed, reflecting a commitment to active governance and timely decision-making.
12. Commits to achieving the institution's mission, fostering an environment conducive to academic excellence and holistic development.
13. Adapts strategies and plans to dynamic educational landscapes, ensuring the institution remains at the forefront of advancements.
14. Approves budgets with a strategic focus, balancing short-term needs with long-term sustainability and growth.
15. Encourages a culture of continuous improvement, where feedback mechanisms and performance evaluations contribute to ongoing enhancement.

Powers of Chairman of the Governing Council

1. The Chairman provides leadership to the Governing Council, ensuring its effectiveness in steering the institution toward its mission and vision.
2. Takes responsibility for fostering strong connections between the institution and its stakeholders, promoting engagement and collaboration.
3. Intimates the date of the Governing Council meeting to the Director, initiating the process for meeting arrangements.
4. If the Principal-cum-Member Secretary fails to arrange a meeting, the Chairman has the authority to call for a Governing Council meeting, ensuring timely discussions on critical matters.
5. In the event of a tie during a vote on any decision, the Chairman's decision becomes final, providing a decisive role in breaking deadlocks.
6. Ensures that decisions made during Governing Council meetings are effectively implemented by the Member Secretary, maintaining a seamless translation of decisions into actions.
7. Takes on the responsibility of ensuring the proper functioning of the Governing Council, aligning its activities with the overarching vision and mission of the Institution.
8. Aligns all Governing Council activities with the mission and vision of the Institution, emphasizing a cohesive approach toward institutional development.
9. Ensures effective communication within the Governing Council and with other stakeholders, fostering transparency and understanding.
10. Conducts periodic evaluations of the Governing Council's performance, promoting a culture of continuous improvement and adaptability.
11. Establishes and reinforces accountability mechanisms, ensuring that every member of the Governing Council is actively contributing to the institution's goals.
12. Facilitates strategic planning sessions within the Governing Council, encouraging forward-thinking discussions that contribute to the institution's growth and development.
13. Actively integrates feedback from stakeholders into Governing Council discussions and decision-making processes, enhancing the institution's responsiveness to external inputs.
14. Upholds governance principles and ethical standards, fostering a culture of integrity and responsible decision-making within the Governing Council.

Powers and Functions of Member Secretary of the Governing Council

- a. As the Member Secretary, the Principal is responsible for executing the decisions made by the Governing Council, translating them into actionable plans and initiatives.
- b. Takes charge of correspondence on behalf of the Governing Council, ensuring that communications related to decisions are accurately conveyed and confirmed by the Chairman and attending members.
- c. Exercises powers and functions as assigned by the Governing Council, providing active oversight in the implementation of policies, strategies, and decisions.
- d. Adapts to the dynamic needs of the institution, ensuring that decisions and actions align with the evolving landscape of education and stakeholder expectations.
- e. Keeps the Governing Council informed through regular reporting, providing updates on the progress of decision implementation, potential challenges, and opportunities for improvement.

- f. Initiates discussions and consultations, engaging with staff and the academic council to gather insights and perspectives on proposals related to the institution's future development.
- g. Ensures that decision-making processes are inclusive, incorporating feedback and input from key stakeholders to enhance the quality and relevance of decisions.
- h. Aligns all activities and initiatives with the core objectives of the institution, emphasizing a unified approach toward achieving its mission and vision.
- i. Promotes transparent communication within the institution, fostering an environment where stakeholders are well-informed about decisions and the rationale behind them.
- j. Manages efficient and effective correspondence related to Governing Council decisions, facilitating a streamlined flow of information within the institution.
- k. Participates in the evaluation of the institution's performance, contributing valuable insights to enhance governance and decision-making processes.
- l. Drives a culture of continuous improvement within the institution, seeking ways to optimize processes and outcomes based on feedback and lessons learned.
- m. Demonstrates educational leadership, ensuring that decisions support the institution's commitment to academic excellence and the holistic development of students.
- n. Works collaboratively with the Governing Council in allocating resources effectively, optimizing the use of funds to support key priorities and initiatives.
- o. Engages in visionary planning, anticipating future challenges and opportunities, and presenting strategic proposals to the Governing Council for consideration.

Copy of the minutes of the meeting of Governing Council held (Signed letter head of college containing overview minutes, members attended, etc.)

Academic Council

The Academic Council, a vital component of our governance structure, holds the responsibility for establishing, regulating, and upholding the standards of teaching, research, extension, and examinations at IIBS.

The Academic Council is composed of key stakeholders, including the Director acting as a Academic Chairperson.

The Academic Council convenes annually before program commencement, with additional meetings scheduled as needed. These gatherings serve as platforms for comprehensive discussions on academic matters.

IIBS Academic Council

- 1. Foster excellence in teaching, research, and related activities within the Institute, with a focus on enhancing academic standards, instructional methodologies, and evaluation processes.
- 2. Review and provide recommendations to the Governing Council based on proposals from the Board of Study for the conferment of PG diploma.

3. Address matters of general academic interest, whether initiated independently or referred by the Board of Study, Governing Council, or Director. Take appropriate actions to enhance the overall academic environment.
4. Approve course/subject syllabi submitted by the Board of Study and Departments, ensuring alignment with academic standards. Oversee the formulation and implementation of examination procedures in accordance with established ordinances.
5. Deliberate on and approve eligibility criteria for student admissions across various programs offered by different Faculties/Departments. Leverage industry and alumni input to identify and invite relevant industry leaders for expert perspectives beneficial to students.
6. Approve the Academic Calendar, ensuring effective coordination and planning of academic activities throughout the year.
7. Report on or provide recommendations for any matters referred by the Director or Governing Council, contributing to inform decision-making and strategic planning.
8. Collaborate with industry and alumni representatives to identify and engage industry leaders who can contribute expert insights. Facilitate interactions to enhance the practical relevance of academic programs.
9. Ensure that all decisions and actions align with the core objectives of the Institute, emphasizing academic excellence, relevance, and the holistic development of students.
10. Embrace a culture of continuous improvement, proactively identifying opportunities to enhance teaching methodologies, research activities, and overall academic standards.
11. Exhibit flexibility and adaptability to changing educational landscapes, incorporating emerging teaching methodologies and industry practices into academic processes.
12. Uphold principles of transparent governance, fostering clear communication and accountability in all academic matters.
13. Respond dynamically to academic challenges, ensuring swift and effective resolution while maintaining the quality and integrity of academic programs.
14. Engage in strategic planning to anticipate future academic trends and align programs with the evolving needs of students and industries.
15. Empower faculty and departments by providing them with the necessary tools and support to excel in their academic endeavors.

IIBS Academic Council

Sl. No	Name of the Member	Present Positions	Designation
1	Dr. Tripuraneni Jaggaiah	Director	Chairperson
2	Dr. Nirmala	BCU BOS Chairperson External Member	Member
3	Dr. M. Kethan	Principal	Member Secretary
4	Dr. Gurunath Naidu	Professor of Management	Internal Member
5	Dr. Balaji Naik	Associate Professor	Internal Member
6	Dr. Samiya	Associate Professor	Internal Member
7	Mr. Saketh Kumar	Alumini	Member (Alumni)
8	Mr. Vamshi Krishnamraju Dandu	Area Head Project Sales Andra Telangana JSW	Member (Alumni)
9	Dr. Nagaraja G. N	Professor Agri-Business Management	Internal Member
10	Dr. Chaitra V H	Assistant Professor of Management Presidency University	External Member
10	Dr. Krishna Kumari	Associate Professor of Management Indus Business School Bangalore	External Member

2.1.1.2. Service Rules (10) (10)

Every member of the staff shall agree to abide by all the conditions herein stated and also such conditions as may be stipulated from time to time by the competent authority.

Every member of the staff shall employ himself honestly, efficiently and diligently under the orders and instructions of the Director or other officers under whom he shall, from time to time, be placed. He shall discharge all duties pertaining to the office and perform in such a manner which may be required of him or which are necessary to be done in his capacity as aforesaid. Every member of the staff shall devote his/her duty time of the said employment and shall not, either directly or indirectly, carry on or be concerned /involved in any trade, business or canvassing / private consulting work, private tuition or the like of a remunerative kind or of an honorary nature without the specific written permission of the Director. Notwithstanding anything contained above, whenever any consultation work for any private firm or institution is undertaken by the college, and such members of the staff as are required will be commissioned by the College from time to time. Any staff member, on appointment, except on contract, shall be on probation

for a period of one year. If the performance is satisfactory the position will be confirmed or the performance is not satisfactory, probation period will not be extended and the services will be terminated.

All the teaching staff recruited as per AICTE norms & guidelines will be followed and eligible faculties shall be paid AICTE pay scale and other allowances as per college norms.

SELECTION & APPOINTMENT POLICY

Selection of staff is one of the most strategic and significant determinants of whether an Institution will succeed or fail. It is vital to ensure that the following policy is implemented throughout the Institution.

The Selection and Appointment Policy is based on the following principles: We recruit the best talent available based STRICTLY on merit. Where possible we promote from within the Institution to provide career opportunities for our existing staff, who possess requisite qualification/experience. We do not employ direct relatives of current employees in the same department, unless prior written permission is obtained from the authorities concerned.

We do not re-hire staff who have been terminated with a cause by the Institution succumb to any pressure that can result in compromising the quality of staff to be hired. All appointments of employees will be made in writing by the Appointing Authority for different cadres and classification of employees. Appointment of employees shall be made by the Appointing Authority on the basis of the choice of applicants made. Recruitment of employees shall be made from one or more of the following sources:

Direct recruitment from outside through open advertisement in the print media and social media platforms and employee job portals prescribing qualifications, experience, etc., subject to the guidelines issued from time to time.

Promotion of existing employees from the lower cadres as per Promotion Policy. From any other source as determined by the Appointing Authority. Each staff should serve for at least a minimum

period of one academic year or as per the conditions terms and mentioned in his/her

Appointment Order.



IIBS INTERNATIONAL INSTITUTE OF BUSINESS STUDY

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Bangalore - 562157. Karnataka

TRUST OFFICE :
119, KHB Main Road,
Kankanagar, R.T.Nagar, Post,
Bengaluru, Karnataka 560032

IIBS/HR/185/2024

Date: 12 March, 2024

Dr. Bokkusam Charlith
S/o Vittal BK,
No 312, Palkalal nagar,
Palavakkam – TN
9884742413

Re: Your appointment in our institute as Associate Professor.

We have pleasure in offering you in our **International Institute of Business Studies** as an **Associate Professor**. Please note that the employment terms contained in this letter are **subjected** to such conditions and service rules etc, as may be determined by the management of the Institution from time to time.

1. Appointment

- a. Your date of appointment is with immediate effect from the date of joining not later than **12th March 2024**, or if necessary we may request you join earlier with due consent from your selves.
- b. You will be on probation for a period of one year from the date of your joining. If in the opinion of the management, you are found suitable; your services may be confirmed earlier.
- c. You will be governed by the terms and conditions of service applicable as and when changes are made.

2. Compensation

- a. You will be on the institute scale with total emolument of **Rs 100,000/-** per month You will be paid Basic salary and other allowances will be suitably fixed as per Institute's prevalent policy
- b. You will avail the Group Insurance Scheme & other benefits as applicable, as per the policies of the Institute.

3. Retirement

- a. The retirement age is 60 years



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4. Responsibilities

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all the tasks assigned to you and ensure results.
- b. You shall ensure that you will comply with all the policies of the organization. Consequently, you are required to understand the scope and the intent of the policies and comply with the same. You shall also ensure to update yourself with the change or update policies, which the organization may effect from time to time and comply with the same.
- c. It also becomes your responsibility to bring the notice of the management, any such violations to the policies, committed by any member in the organization.
- d. You may be required to undertake travel on behalf of the organization for which you will be reimbursed travel expenses.

5. Leave

- a. You shall be eligible to such leave as is admissible under the leave policy Of the organization from time to time.

6. Conflict of Interest

- a. You are required to engage yourself exclusively in the worked assigned by the institute and shall not take up any other part time or full time employment with any other organization
- b. You shall not engage in any activity directly or indirectly that will affect in interests of the organization directly or indirectly.

7. Confidentiality

- a. As a member of the organization, you may gain access to such information that may be considered "confidential" by the organization. Therefore, you shall not divulge any confidential information to anyone outside the organization or to anyone inside who is not entitled to such information.

8. General

- a. We trust that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for removal from service without notice. Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.



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9. Notice Period

- This contract is terminable without reasons, by either party giving three months' notice. This organization reserves right to pay or recover the salary in lieu of the notice period.
- The organization may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons.
- Teaching Faculty members will not be relieved in between the semester, they should complete the semester responsibly.

10. On Separation

- On acceptance of separation notice, you shall ensure to handover all the materials of the organization in your possession that includes library books, presentation materials, data, literature, drawings, and documents belonging to the organization. You shall not make or retain any copies of these items.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of the letter of appointment. We look forward to your contribution to your growth and this organization and a successful career with us.

Redefining Leading Talents
Yours truly,

[Dr. Jay Prakash]
Chairman

I agree to accept employment on the terms and conditions mentioned in the above letter:

Name: **Dr. Bokkusam Charith**
Place: Bengaluru

Signature:
Date:

2.1.1.3. Policies (5) (5)

Internal Quality Assurance System

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities.

IQAC at IIBS works towards being an effective and efficient internal coordinating and monitoring mechanism for the institution. It plays a vital role in enhancing the quality of the institution and is an assurance mechanism, suggesting quality enhancement measures to be adopted.

The role and functions of the IQAC of the college are:

- Developing and implementing quality benchmarks in the academic and administrative processes of the institution • Ensuring proper documentation and maintenance of records related to academic and administrative Activities
- Facilitating feedback mechanisms to enhance the overall quality of academic and administrative practices
- Conducting periodic reviews and evaluations of the performance of various departments, teaching and non-teaching staff, and other stakeholders
- Organizing faculty development programs and workshops to enhance teaching and research skills • Developing and implementing policies and strategies to promote research and extension activities in the institution
- Establishing linkages with other institutions of higher education and industries for collaborative research and academic exchange programs
- Ensuring compliance with the regulatory bodies and accreditation agencies • Preparing the institution for the assessment and accreditation process

In the last five years, the IQAC met regularly with a periodicity of once every semester. These meetings were attended by members of the faculty, administrative staff, as well as external experts who were invited to provide their valuable inputs during these meetings, some of the major decisions that were taken are implement FEC (Feedback, Evaluate and criterion) model to initiate consistent action for achieving the academic and administrative quality assurance.

The role played by the external members was crucial in providing an impartial perspective on the functioning of the institution and assisting in identifying the areas that needed attention towards Participative Learning Hence, radical changes have been made in pedagogy. Students are involved in role- play, case Study and puzzle solving are some of the techniques used by several departments. Trouble shooting, Brainstorming sessions, Panel discussions and Management games are the tactics employed by the staff of Management Study to make their wards industry-ready to expose the present students to possible extent for better placement.

Student representatives also played an important role in providing feedback on the quality of education provided and the measures taken to improve the same in Skill Based Education with the introduction of MOOCs, Add on Programs, Industry Interactive Session / Workshops, Industrial visits which provides infinite opportunities for students. The institution quickly embraced these opportunities for knowledge and skill enhancement of students.

Promoting Research Culture to set clear research goals and communicate the same effectively to faculty through benchmarking, Faculty members to attend various international and national level conferences, seminars, workshops and panel discussions. With the intention of developing a culture of research, the institution has allocated significant resources for training and support in research related activities. By organizing various training programs related to applying for research Non Govt funded projects, FDPs on research methodologies, maintaining research quality, workshops. This has motivated faculty to inquire, explore and get their research works published in reputed UGC-CARE list, Scopus indexed journals and web of science.

Quality assurance initiatives of the institution include:

1. Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented
2. Academic and Administrative Audit (AAA) and follow-up action taken
3. Collaborative quality initiatives with other institution(s)
4. Participation in NIRF and other recognized rankings
5. Any other quality audit/accreditation recognized by state, national or international agencies such as NBA etc.

Sl. No.	CATEGORY	NAME OF THE MEMBER
1	Chairperson	Dr. Tripuraneni Jaggaiah, Director - IIBS
2	MEMBERS FROM TEACHING STAFF	Dr. Manjushri Yadav, Assistant Professor
		Mr. Dhanush, M N Assistant Professor
		Mrs. Mani Krishna, Assistant Professor

		Mr. Mehabub Basha, Assistant Professor
		Ms. Mangala V. Reddy, Assistant Professor
		Dr. Balaji, Assistant Professor
		Ms. Archana, Assistant Professor
		Mr. Manjunath, Assistant Professor
		Mr. Shrinidhi, Assistant Professor
		Mr. Ashok Matcha, Assistant Professor
3	MANAGEMENT REPRESENTATIVE	Dr. Jay Prakash Chairman-IIBS
4	ADMINISTRATIVE OFFICER	Mr. Krishna Yadav Administrative office - IIBS
5	SOCIETY REPRESENTATIVE	Mr. Nagaraj, A.
6	ALUMNI REPRESENTATIVE	Tanmay Channe, Member from Alumni
7	STUDENT REPRESENTATIVE	Syed Kasim Baba, PGDM II Year Student
8	INDUSTRY REPRESENTATIVE	Mr. Prasad Babu, M
9	IQAC COORDINATOR	Dr. M. Kethan



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Kanaka Nagar, R.T. Nagar,
Bangalore - 560 032. Karnataka

INTERNAL QUALITY ASSURANCE CELL NOTIFICATION FOR THE FORMATION OF IQAC

The Director is pleased to constitute IQAC Committee on 4/06/2022 for the period of 2 years as per the Latest UGC Guidelines

The Details of New Committee is as Follows

S.L NO	CATEGORY	NAME OF THE MEMBER
01	CHAIRPERSON	Dr.Tripuraneni Jaggaiah Director -IIBS
02	MEMBERS FROM TEACHING STAFF	Dr.Manjushri Yadav Assistant Professor
		Mr.Dhanush Assistant Professor
		Mrs.Mani Krishna Assistant Professor
		Mr.Mehabub basha Assistant Professor
		Ms.Mangala v.Reddy Assistant Professor
		Dr.Balaji Associate Professor
		Ms.Archana Assistant Professor
		Mr.Manjunath Assistant Professor
		Mr.Shrinidhi Assistant Professor
		Mr.Ashok Matcha Assistant Professor
03	MEMBERS FROM MANAGEMENT	Dr.Jay Prakash Chairman -IIBS
04	ADMINISTRATIVE OFFICER	Mr.Krishna Yadav Administrative Officer -IIBS
05	MEMBERS FROM SOCIETY	Mr.NAGARAJ .A MEMBER-Muthugadahalli Grama Panchayat
06	MEMBERS FROM THE ALUMNI	Tanmay Channe Member from Alumni
07	MEMBERS FROM THE STUDENT	Syed Kasim Baba PGDM II Year Student
08	MEMBERS FROM THE INDUSTRY	Mr. Prasad Babu .M Sr.Manager CAPGEMINI
09	IQAC COORDINATOR	Dr.M. Kethan Associate Professor


Dr.M.kethan
IQAC -Coordinator


Dr.Tripuraneni Jaggaiah
IQAC -Chairman

Mobile : 99864 15333, E-mail : admission@iibsonline.com, Website : www.iibsonline.com

Examination Policy:

The Examination Process serves as the central nervous system of the institution, and its policies are determined by the Examination Committee, headed by the Academic Chairperson and Director. This committee oversees all functions related to examinations and evaluations. The scope of activities includes:

- 1) Organizing examinations promptly and efficiently, ensuring strict supervision and preventing any form of malpractice at every level.
- 2) Declaring results promptly while upholding the highest standards of quality throughout the examination process. This encompasses the meticulous setting and assessment of papers to result declaration, conducted with maximum vigilance and confidence.
- 3) Ensuring the seamless operation of all activities falling under the purview of the examination department, promoting efficiency and effectiveness.
- 4) Providing exemplary services to students, teachers, and the larger society, with a dedicated focus on enhancing the overall quality of education.
- 5) Implementing continuous improvement initiatives in examination processes, adapting to best practices, and embracing technological advancements to enhance efficiency.
- 6) Developing and executing strategic plans aimed at continual enhancements in the examination process, including the adoption of innovative assessment methods.
- 7) Integrating technological solutions to streamline examination processes, ensuring accuracy, security, and accessibility.
- 8) Adopting a student-centric approach in the examination process, prioritizing fairness, transparency, and accessibility for all students.
- 9) Actively seeking and incorporating feedback from stakeholders, including students and faculty, to improve the overall examination experience.
- 10) Providing opportunities for the professional development of examination staff, ensuring they stay abreast of evolving trends and best practices.
- 11) Developing and implementing robust contingency plans to address unforeseen circumstances, ensuring the smooth continuation of examination activities.
- 12) Implementing heightened security measures to safeguard the integrity and confidentiality of examination processes and results.

Examination Planning:

1. Develop a comprehensive time schedule for examinations and result declaration at the commencement of each term, ensuring timely notification.
2. Maintain an adequate database of individuals responsible for setting and examining papers, facilitating efficient coordination with the Board of Exams.
3. Oversee the organized execution of examinations, tutorials, and tests, including the moderation, tabulation, and timely declaration of results.
4. Undertake proactive measures and innovations in examination processes, fostering a culture of continuous improvement.
5. Outline the fundamental processes involved in examinations, including setting norms for paper creation and assessment.
6. Formulate a broad schedule for examinations, paper assessment, and result declaration.
7. Develop a course of action based on constructive feedback from faculty members to enhance examination procedures.
8. Investigate and take disciplinary measures in response to malpractices and lapses by candidates, ensuring the integrity of the examination system.

Carrying out the Examination Process:

1. Display the examination schedule and result declaration dates at the beginning of each term, promptly notifying students and faculty.
2. Secure two sets of question papers in sealed envelopes, ensuring confidentiality and integrity throughout the examination process.
3. Create necessary duplicates of the question paper, maintaining the required number of copies for examination distribution.
4. Procure the essential examination stationery needed for the smooth conduct of exams, ensuring preparedness and efficiency.
5. Organize stringent vigilance measures during exams to prevent any use of unfair means by students, teachers, invigilators, supervisors, etc.
6. Make necessary arrangements for the assessment of answer sheets, ensuring a systematic and secure evaluation process.
7. Compile and declare examination results in a timely manner, adhering to the predetermined schedule.
8. Maintain comprehensive records of the examination process, including question papers, answer sheets, and results, for documentation and reference purposes.
9. Undertake any additional duties and responsibilities assigned periodically to contribute to the efficient functioning of the examination process.

Logistical Coordination:

1. Efficiently coordinate with faculty, paper setters, and examiners to ensure the seamless organization of examinations and related activities.
2. Establish and communicate the broad examination process outline, providing clarity to all stakeholders involved.
3. Set guidelines for paper creation and assessment, maintaining consistency and fairness in the examination process.

Continuous Improvement and Evaluation:

1. Continuously evaluate and experiment with examination reforms, incorporating innovative practices for enhanced effectiveness.
2. Regularly review and refine the examination process's broad schedule, adapting to the evolving needs of the educational landscape.
3. Establish a schedule for the timely declaration of results, taking into account feedback and optimizing the examination timeline.
4. Proactively assess and respond to challenges and opportunities in the examination system, fostering a culture of adaptability and improvement.
5. Implement measures to enhance the transparency and fairness of the examination system, aligning with best practices in the field.
6. Foster collaboration with faculty and other stakeholders to gather insights and suggestions for ongoing enhancement of the examination process.

Data Management and Reporting:

1. Effectively manage and update databases of paper setters, examiners, and other relevant information, ensuring accessibility and accuracy.
2. Provide necessary data to the Board of Exams as required, facilitating informed decision-making.
3. Develop comprehensive reports on examination activities, including the performance of students and any notable trends or issues.
4. Utilize data analytics to identify areas for improvement and streamline examination processes.

Monitoring the Examination:

1. Monitor the implementation of policies and processes outlined by the Examination Committee, ensuring adherence and effectiveness.
2. Ensure the adequacy and quality of assessment methods, maintaining standards and fairness throughout the evaluation process.
3. Provide constructive feedback and recommend necessary changes to enhance the overall assessment scheme of IIBS, fostering a culture of continuous improvement.
4. Monitor the efficiency of examination processes and suggest improvements to adapt to evolving educational dynamics.

5. Engage with stakeholders, including faculty and students, to gather insights and perspectives on the examination process for ongoing enhancement.

Examination Committee:

Sr. No.	Name	Designation	Position
1	Dr.Tripuraneni Jaggaiah	Director	Chairperson
2	Rajesh A V	COE	Member Secretary
3	Mr. Shrinidhi V S	Assistant Professor	Member
4	Ms. Velagapudi Mani Krishna	Assistant Professor	Member
5	Dr Balaji Nayak	Assistant Professor	Member
6	Ms. Akriti Gupta	Assistant Professor	Member
7	Amalanishant N	Student	Member
8	Anjali Karwa	Student	Member

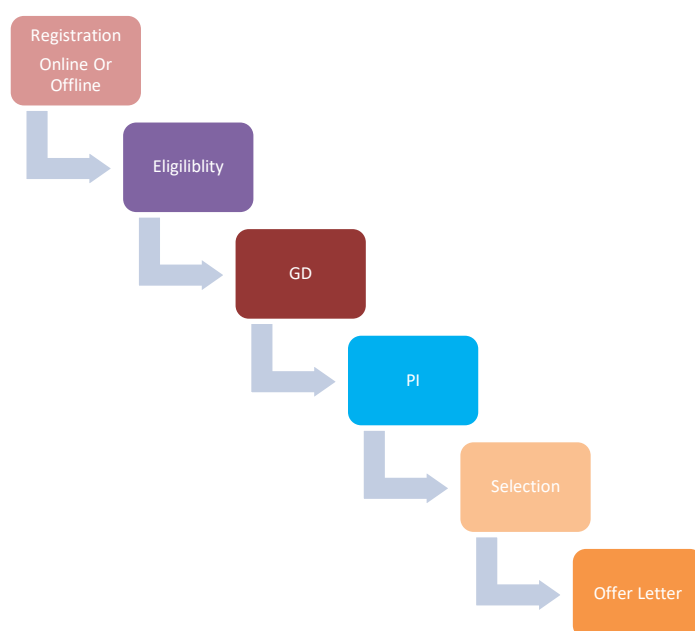
Admission Committee:**Admission Committee Responsibility:**

The Admission Committee at IIBS holds the responsibility for the admission process across all four programs offered by the institute. This involves the careful evaluation of applications, adhering to admission norms and policies. The committee also serves as an essential source of information for potential applicants, guiding them through the admissions process.

IIBS Admission Process:

The initiation of the admission process at IIBS aligns with the prescribed dates in accordance with AICTE guidelines. The selection process is intricately linked to career trajectories and the demands of recruiters. Prospective candidates have the option to register online or in-person at the institution. Upon receiving the application form, the admission office dispatches the prospectus

to the candidate via mail or courier.



Eligibility Criteria for Shortlisting:

Competitive Exam Performance:

- Attainment of a competitive score in CAT/XAT/MAT and other qualifying exams, achieving a percentile above the specified threshold, along with a minimum of 50% marks or equivalent to 5.0 CGPA in graduation from a recognized university.

Academic Background Criteria:

- Demonstrated academic excellence in 10+2+3/4 graduation.

Shortlisting and GD-PI Session:

Eligible candidates proceed to the GD-PI session. Shortlisted candidates are notified *via* email, and the GD-PI sessions take place in various cities across India to identify top talent. The evaluation during GD-PI encompasses communication skills, personal impact, teamwork, openness, content knowledge, attitude, and behavioural traits. The institute's panel members meticulously assess group discussions and conduct personal interviews.

Final Weightage in Selection:

The selection process incorporates the following weightage:

- Written Test
- Academics
- GD
- PI

Admission Offer Communication:

Successful candidates are offered admission, and the communication is conveyed through email.
Additional Points:

- The admission process is initiated in adherence to AICTE guidelines, emphasizing transparency and fairness.
 - Candidates have the flexibility to choose between online registration and in-person application submission.
 - GD-PI sessions are strategically conducted across multiple cities to attract a diverse pool of talent.
-
- The final weightage provides a holistic assessment, considering written test performance, academic achievements, GD-PI outcomes, and work experience.
 - Communication with candidates is facilitated through efficient email correspondence, ensuring clarity and timely updates.

Sr. No.	Name	Designation	Position
1	Dr. M. Kethan	Principal	Chairperson
2	Mr. Shrinidhi V S	Assistant Professor	Member
3	Mr. Manjunath V	Assistant Professor	Member
4	Dr. Arun Kumar A	Assistant Professor	Member
5	Dr. Manjushri Janardan Yadav	Assistant Professor	Member
6	Mrs. Mangala V Reddy	Assistant Professor	Member
7	Dr. Uma Devi	Assistant Professor	Member
8	Ms .Hemangini Rai	Assistant Professor	Member

Placement & Corporate Relations

At IIBS, placement stands out as a crucial undertaking. The Placement Committee plays a pivotal role in facilitating connections between esteemed employers nationwide and the students at IIBS. Under the leadership of a chairperson, the Placement Committee includes area heads from various departments and student representatives. The committee's reporting structure is aligned with the Academic Council.

Additional Points:

1. The Placement Committee strategically engages with a diverse network of employers across India to foster valuable partnerships for student placements.
2. Comprising area heads from different departments and student members, the committee ensures holistic representation and diverse perspectives in the placement process.
3. The committee emphasizes collaborative decision-making, leveraging insights from both academic leaders and students to enhance the overall placement strategy.

4. Tailoring placement strategies to the specific needs and expectations of both employers and students, ensuring a customized and effective placement process.
5. The Placement Committee remains attuned to market trends and industry demands, adapting placement strategies to align with the evolving professional landscape.
6. Maintaining transparent communication channels, the committee ensures that both students and employers are well-informed about the placement process, expectations, and opportunities.
7. Actively pursuing continuous improvement initiatives, the committee explores innovative practices to elevate the quality and effectiveness of the placement process.
8. Employing data-driven approaches, the committee analyses placement trends and outcomes, enabling informed decision-making and strategic planning.

Placement & Corporate Relations Committee

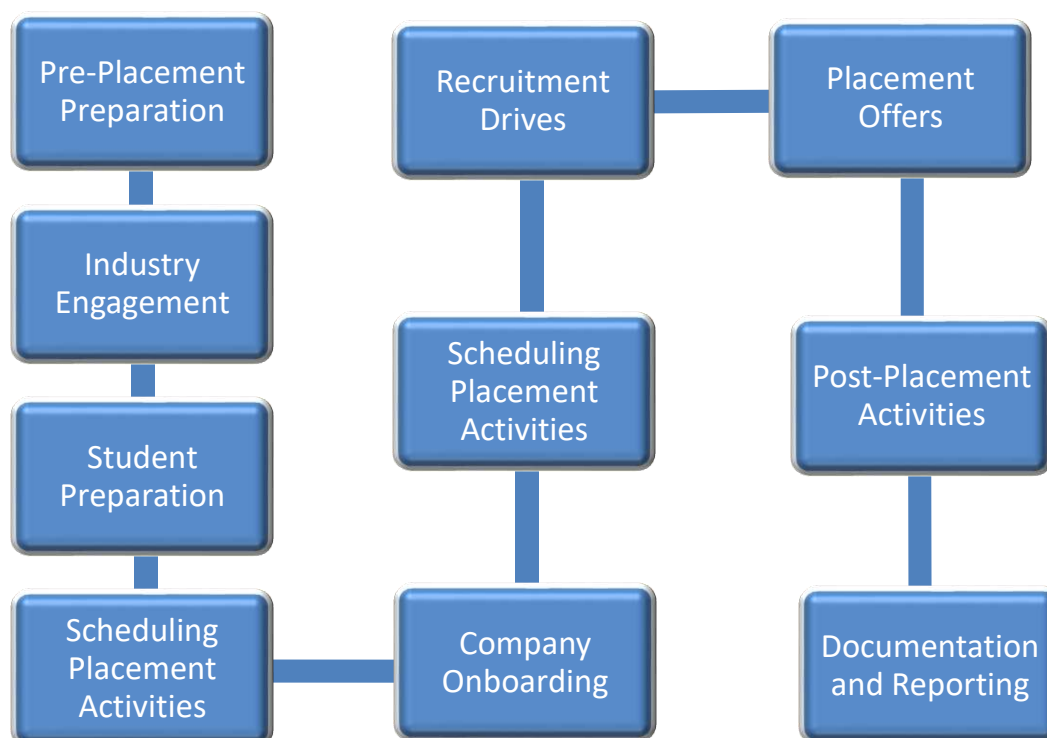
Sr. No.	Name	Designation	Position
1	Dr. M. Kethan	Principal	Chairperson
2	Mr. Kuladeep Sharma	Director(Placement)	Member Secretary
3	Dr.K.Venkataramana	Assistant Professor	Member
4	Dr. Arun Kumar A	Assistant Professor	Member
5	Mrs. Mangala V reddy	Assistant Professor	Member
6	Mr. Rajesh A.V	Assistant Professor	Member
7	Mr. Channe Tanmay	Student (Alumni)	Member
8	Mr. Aniketh Sarkar	Student (Alumni)	Member
9	Mr. Anjali Karwa	Student (Alumni)	Member
10	Mr. Manoj M	Student (Alumni)	Member
11	Ms. Archana Duggishetty	Student	Member
12	Mr. Anil Jaiswal	Student	Member

13	Ms. A Vyshnavi	Student	Member
14	Mr. Dampetla Aravind Yadav	Student	Member

Placement Process – Planning & Scheduling

The placement process in a college plays a pivotal role in shaping the career trajectories of students. Planning and scheduling this process are crucial for ensuring a smooth transition from academics to the professional world. Here's a comprehensive guide of conducting the placement process in our college.

The detailed process:



PLACEMENT CELL WORKFLOW

1. Pre-Placement Preparation:
 - Industry Analysis: Understand the current trends and requirements in the job market to align the curriculum with industry needs.
 - Skill Enhancement Programs: Conduct workshops, seminars, and skill development programs to enhance students' employability.
2. Industry Engagement:
 - Build Corporate Relationships: Strengthen ties with companies through networking events, industry visits, and collaborations.
 - Industry Expert Sessions: Organize guest lectures and sessions with industry experts to provide insights into market expectations.
3. Student Preparation:

- Resume Building Workshops: Conduct sessions to help students create impactful resumes.
- Mock Interviews: Arrange mock interview sessions to prepare students for real-world job interviews.
- 4. Scheduling Placement Activities:
 - Placement Calendar: Develop a comprehensive calendar outlining the entire placement process, including dates for company presentations, pre-placement talks, and recruitment drives.
- Internship Placements: Schedule internships strategically to expose students to practical industry experiences.
- 5. Company Onboarding:
 - Invitations: Send formal invitations to companies inviting them to participate in the placement process.
 - Pre-Placement Talks: Organize sessions where companies can present their profiles, job roles, and expectations to students.
- 6. Recruitment Drives:
 - Registration and Screening: Facilitate the registration process for interested students and conduct initial screening.
 - Written Tests and Group Discussions: Schedule written tests and group discussions as per the company's requirements.
- 7. Interviews:
 - Technical and HR Rounds: Plan and coordinate technical and HR interview rounds efficiently.
 - Video Conferencing Facilities: Provide facilities for virtual interviews, especially if companies are not physically present.
- 8. Placement Offers:
 - Offer Acceptance Window: Establish a timeline for students to accept or decline job offers.
 - Negotiation Support: Provide guidance to students in negotiating job offers.
- 9. Post-Placement Activities:
 - Feedback Sessions: Conduct feedback sessions with both students and recruiters to continuously improve the placement process.
 - Alumni Connect: Encourage companies to stay connected with placed students for mentorship and networking.
- 10. Documentation and Reporting:
 - Placement Reports: Maintain comprehensive records of placements, including company profiles, job roles, and compensation details.
 - Statistical Analysis: Analyse placement data to identify trends and areas for improvement.

Information Technology (IT) Policy

International Institute of Business Study is a completely IT enabled Campus covering all the corners with wi-fi and all necessary IT equipment. All classrooms are installed with Projector for

teaching support along with a separate router for every classroom for the access of internet the students. Students can access all the journals and online information sitting anywhere in the campus.

Institute is having TATA tele lease wi-fi as the vendor of wi-fi with 100 MBPS connected to the IT server room and distributed to all over the campus through routers linked to the Classrooms, Library and common areas also. By this, both the students and faculty members can easily avail the internet connection facility at all the corners of the campus.

All the computers in the computer lab are supported up to 50Mbps LAN and 1000-user capacity of LAN and Wi-fi system. The desktops are running on Linux (Ubuntu), windows 7 and windows 10 (home/pro) operating system. All the Desktop's are having office 2016/2010 (Lifetime License) installed. The college provides all Updated open-source software to the students.

IT lab is equipped with software such as Tally, Visual Basic and frequently updated (Lifetime License) A backup is taken for all the systems frequently when required by the IT department. LAN and Network connections are also monitored by the IT consultant all times.

IIBS has acquired the latest version of ERP-Herizen for all the academic and administrative requirements

The ERP is accessed by both the staff and students to cross check the various data sets. The Parents also have access to the ERP which allows them to check the progress reports of their children

The ILMS installed in the library is Easylib 6.4a with cloud computing version Could Version 6.4a and this is used for the automation of fall library documents which includes Books, Journals, dissertation projects of students, etc.

The college classrooms are enabled with ICT technology and the projectors a installed in the classrooms and Board rooms for classes and meetings. 02 seminar halls are equipped with Multimedia systems and one of the seminar hall is having the smart board feature

Institute is having 80 Desktops/Workstations (1 Computer labs and 1 Digital Library) and a total of 150 laptops are given to the students in the current year for the study and research purpose. Our Computer Labs are having adequate plumber of desktops for student learning and information resources.

There are 84 CCTVs installed in the campus for security reasons. The CCTV server room is connected to the wi-fi system to support the access for live feeding. The IT server room, Projectors in the classrooms and routers are connected to the efficient UPS (Uninterruptable Power Supply) system which has power backup for 4 hours.

The College has employed a full time Systems Administrator. The College has one high

configuration server to allow fast transmission of data to the various intra and interconnect systems. These servers are Edge R50 server.

IT Committee:

S.L No	Name	Designation	Position
1	Dr. M. Kethan	Principal	Chairperson
2	Mr Ramesh	IT - Head	Member Secretary
3	Ms Akriti Gupta	Assistant Professor	Member
4	Mr Matcha Ashok	Assistant Professor	Member
5	Mr Manjunath	Assistant Professor	Member
6	Mr Dhanush M N	Assistant Professor	Member

Library Policy

The library is full automated with Wi-Fi enabled and has seating capacity of 120 students. The Easylib automation software with cloud computing version is being used for the automation of the library documents which includes Books, Journals, and dissertation projects of students,

The software signed friendly and designed for effective management for all aspects. The software is designed to handle the collection of both hard and softcopy for all the library the software runs on the inside operating system and hence it is an exceed copies of the documents. The software 10 systems are installed for the digital library purpose and e-access

The college library is the Learning Resource Centre for teaching and learning activities. The library is maintained by a well-qualified Chief Librarian supported by two assistant librarians. Our college library expands its collection of print and electronic materials, providing necessary and sufficient support for the students' academic and research needs. Both the reference and stack sections of the College library have an open access system.

The fundamental purpose of an academic library is to give resources and research assistance to the institution's students and faculty members. The library provides specific course-related resources such as textbook copies, reference books, collection of previous year question papers, article readings, journals and so on. For students per campus and off campus, access to academic library and digital resources provides a peaceful study environment.

The principal chairs the Library Advisory Committee. The librarian is supported by the principal and the members. It discusses the expanding demands of the library's current and future needs apart from the other issues. The committee has made useful constructive ideas and undertaken

several actions during its meetings in order to make the library more user-friendly

Library audit is conducted annually by the library audit committee constituted with department heads. A few of the library advisory committee recommendations are:

- Dellnet facility renewal and effective utilization to meet learner needs. The OPAC module allows the user to search by entering the
- Preferred terms for the information retrieval. Providing a bulletin board where employees, students, and other vital information can be displayed.

The committee establishes rules for purchasing books, journals, and software for the library

The committee ensures that staff and students make the best use of library resources, and it takes corrective action in response to issues made by students and employees through feedback.

- Purchasing new books and renewing subscriptions to periodicals
- Barcode facility as initiated for all the books.

Features of library are

- ❖ Circulation and reference section
- ❖ SC-ST book banks
- ❖ Periodicals Section
- ❖ Competitive examination book section
- ❖ The library has a link with the College website.
- ❖ Library is automated with EasyLib (Cloud Computing version) automation software.
- ❖ Computers are available in the library for student/staff access
- ❖ Library is equipped with reprography facilities

Library Committee:

The IIBS Library stands as the central hub and core of the institute, playing a crucial role in supporting teaching, learning activities, and individual research endeavors. It serves as a primary resource for staying updated on the latest developments in various fields and offers information

support for research and consultancy. Simultaneously, for students, the library serves as a vital source for both course curriculum and personal development. The IIBS Library focuses primarily on knowledge resources related to management and allied subjects, operating within a fully automated environment with an emphasis on web-based and electronic information delivery.

Committee Purpose and Responsibilities:

- The committee acts as a key interpreter of the library's requirements, ensuring a clear understanding of the diverse needs of the academic community.
- It assesses compliance needs and collaborates on creating a comprehensive plan to meet regulatory requirements, ensuring the library operates within established standards.
- Offering advice and support to the librarian, the committee plays a pivotal role in important decision-making processes that impact users, such as changes in working hours, alterations in membership rules, and borrowing privileges.
- A key focus of the committee is to enhance users' understanding of the library's role, fostering a better appreciation for the resources and services available.
- The committee evaluates the financial support required by the library, aligning it with established library standards and ensuring optimal resource allocation.

Library Committee:

S.L No	Name	Designation	Position
1	Dr M Kethan	Principal	Chairperson
2	Mr. Umesh P	Librarian	Member Secretary
3	Dr Arun Kumar A	Assistant Professor	Member
4	Mr. Rajesh A. V	Assistant Professor	Member
5	Mr. Manjunath	Assistant Professor	Member
6	Mr. Dhanush M N	Assistant Professor	Member
7	Mr. Saurav Joshi	Student	Student
8	Mr. Tarun Saini	Student	Student
9	Mr. Namita Gupta	Student	Student

Research and Development Committee:

The Research and Development Committee at IIBS plays a pivotal role in formulating

comprehensive guidelines related to research and publication. This committee is actively engaged in multi-disciplinary research projects, covering areas such as Strategy, General Management, Entrepreneurship, and Innovation. It fosters research initiatives through collaborative efforts between academia and industry, aiming to advance education, research, and outreach in key domains. The committee serves as a bridge, facilitating the exchange of knowledge and insights between the academic and corporate realms.

Committee Responsibilities and Activities:

- The committee is responsible for crafting overarching guidelines that govern research and publication activities at IIBS.
- Engaging in research projects spanning various disciplines, including Strategy, General Management, Entrepreneurship, and Innovation, the committee contributes to the holistic development of knowledge.
- Fostering collaboration between industry and academia, the committee actively seeks opportunities to synergize efforts, advancing research, education, and outreach initiatives.
- Serving as a forum for the exchange of business knowledge, the committee facilitates meaningful dialogues between academic experts and corporate professionals.
- The committee organizes research-focused events, including seminars, conferences, and development programs. These initiatives delve into critical areas such as Strategy, Finance and Economics, Information Systems, Marketing, and Operations Management.

Research & Development Committee:

S.L No	Name	Designation	Position
1	Dr M Kethan	Principal	Chairperson
2	Dr Arun Kumar A	Assistant Professor	Member
3	Dr Samiya Mubeen	Assistant Professor	Member
4	Dr G N Nagaraja	Professor	Member
5	Dr Balaji Nayak	Assistant Professor	Member

Disciplinary Committee:

The Disciplinary Committee will ensure compliance of Code of Discipline and Conduct for students and will suggest suitable action in case of its violation. In case of matters concerning the campus, the Disciplinary Committee is empowered to take decisions.

The following are the roles and responsibilities of Disciplinary Committee:

- Maintain transparency, non-bias opinion and confidentiality.
- Conduct awareness among students about the roles and responsibilities of the Committee

- Review and finalize all meeting minutes for circulation and documentation purpose
- To maintain the self-disciplined environment in the campus and encouraging good and healthy Practices.
- To ensure all the rules and regulations has been adhered to.

Sr. No.	Name	Designation	Position
1	Dr. Tripuraneni Jaggaiah	Director	Chairperson
2	Dr. M. Kethan	Principal	Member Secretary
3	Mr. Rajesh A V	Assistant Professor	Member
4	Dr. N. Gurunatha Naidu	Professor	Member
5	Dr G N Nagaraja	Professor	Member

Student Welfare Committee:

Our Student Welfare Committee understands the importance of providing more than just academic support to our students. We strive to create a supportive environment for our students that contributes to their overall wellbeing and career growth. Our goals are to promote student well-being, create an inclusive and supportive campus environment, and develop structures and programs that address students' non- academic needs. We also strive to provide guidance and support to our students, including providing them with the necessary equipment and materials, as well as helping them adjust to the new environment of living and learning. In the midst of the pandemic, we have taken several steps to support our students. We have shifted academic processes and events, as well as industry interactions online, to ensure a smooth transition. Additionally, we have established an RT- PCR testing facility on-campus and partnered with Healthcare Facilitators.

Financial Support: Helped students who were having financial issues by extending the deadline for paying fees.

Options for flexible fee payment include the ability for qualifying students to pay post-placement fees.

Scholarships: Awarded scholarships to worthy candidates in accordance with predetermined standards listed on the school's website.

Medical Assistance: Guaranteed prompt medical attention for students experiencing health problems, with doctors on campus around-the-clock. Facilitated hospital admissions in an emergency while informing parents and guardians.

Infrastructure Assistance: support for generators to guarantee a steady supply of electricity. amenities for recreation, such as a pool.

Safety and Health Measures: Medical centres having doctors on call around-the-clock. relationships with medical facilities to handle requirements.

Participation of Students: Sports facilities and workout regimens to encourage a healthy way of living. Services for student counselling and mentoring that address both academic and personal needs.

Student Input and Engagement: The Student Welfare Committee actively involves students in the development of the school by giving them a forum to express their ideas and views.

IIBS is dedicated to upholding a strong student welfare policy that complies with NBA standards and creates an atmosphere where students may succeed academically and personally.

Student's Welfare Committee:

Sr. No.	Name	Designation	Position
1	Dr. Tripuraneni Jaggaiah	Director	Chairperson
2	Dr Manjushri Janardan Yadav	Assistant Professor	Member Secretary
3	Dr Rubeena Khaliq	Assistant Professor	Member
4	Dr Arun Kumar A	Assistant Professor	Member
5	Saurav Joshi	President- Student Council	Member
6	Tarun Saini	Student	Member
7	Archana Duggishetty	Student	Member
8	Namita Gupta	Student	Member

Counselling & Mentoring Committee:

Understanding that students' needs are always changing, IIBS is committed to creating a mentoring culture that goes beyond conventional ideas. Our dedication to fostering a mentoring culture is intended to improve our students' competency and capacities while guaranteeing their overall growth.

Important Elements of the Mentoring Culture:

At IIBS, our mentoring culture is defined by an ongoing emphasis on:

- Mentoring Readiness: Fostering a proactive attitude of preparedness for mentoring across the organization.

- b) Promoting an attitude that sees mentoring as an essential part of both academic and personal development.
- c) Numerous Mentoring Possibilities: Provide accessible and varied mentorship options to meet the requirements of each individual. Creating a complete support structure for students by incorporating mentoring into many facets of their lives.
- d) Growth Support Mechanism: creating a strong support system to guarantee people's ongoing development. creating an atmosphere in which mentorship acts as a spur to achievement.
- e) Mentoring Accountability: Our mentoring approach is based on accountability and involves mutual ownership, accountability, and intention. Important facets of responsibility consist of:
- f) Elucidating Anticipations: laying out exactly what is expected of mentors and mentees.
- g) Determining Duties and Positions: describing the obligations that mentors and mentees have to one another in a mentoring relationship.
- h) Tracking Development and Assessing Outcomes: monitoring mentees' development on a regular basis and evaluating the efficiency of the mentoring process.
- i) Getting Input: establishing channels for mentor and mentee input in order to improve the mentoring relationship.
- j) Examining Performance in Academics and the Whole: examining and evaluating academic and general performance on a regular basis.
- k) Finding the Strong Points and Weak Points: determining a person's areas of strength and those that need help.
- l) Developing Communication Abilities: improving pupils' communication abilities via focused mentorship.
- m) Knowledge of Current Issues: making certain that pupils are knowledgeable about modern and current concerns.

Mentoring's goals are:

The mission of IIBS is to establish a vibrant mentoring culture that satisfies NBA standards and cultivates a learning environment where students view mentoring as an essential component of their education and personal development. This excellent mentorship strategy demonstrates our commitment to providing top-notch instruction and supporting the growth of our students.

Counseling & Mentoring Committee:

Sr. No.	Name	Designation	Position
1	Dr. Tripuraneni Jaggaiah	Director	Chairperson

2	Dr Manjushri Janardan Yadav	Assistant Professor	Member Secretary
3	Dr Rubeena Khaliq	Assistant Professor	Member
4	Dr Arun Kumar A	Assistant Professor	Member
5	Saurav Joshi	President- Student Council	Member
6	Tarun Saini	Student	Member
7	Archana Duggishetty	Student	Member
8	Namita Gupta	Student	Member

Hostel Policy

1. Admission and Occupancy:

- Residents must adhere to the occupancy regulations set by the hostel administration.
- Accommodation allocation is based on availability and is subject to the discretion of the hostel management.

2. Code of Conduct:

- Residents are expected to conduct themselves in a manner that upholds the dignity and reputation of the hostel and the institution.
- Any form of disruptive behavior, including but not limited to substance abuse, harassment, vandalism, or violence, will not be tolerated.
- Respect for fellow residents, staff, and visitors is mandatory at all times.

3. Safety and Security:

- The hostel provides round-the-clock security personnel to ensure the safety of residents and their belongings.
- Residents are required to cooperate with security protocols, including identity verification and adherence to entry and exit procedures.
- Emergency contact numbers and evacuation procedures are prominently displayed for residents' reference.

4. Room Maintenance:

- Residents are responsible for maintaining cleanliness and orderliness in their assigned rooms and common areas.
- Any damages to hostel property must be reported immediately to the hostel management for repair or replacement.
- Residents are prohibited from making alterations to the hostel infrastructure without prior approval from the administration.

5. Attendance and Curfew:

- Residents must adhere to the hostel's attendance policy, which may include nightly sign-ins or biometric attendance records.

- Curfew timings are strictly enforced, and residents are required to return to the hostel before the designated curfew hour. Exceptions may be granted for academic or emergency reasons with prior approval.
- 6. **Guest and Visitor Policy:**
 - Residents are permitted to host guests in designated areas of the hostel during specified visiting hours.
 - Prior approval from the hostel administration is required for overnight guests, and residents are responsible for the conduct of their guests during their stay.
 - Visitors must register with the hostel reception and provide valid identification upon arrival.
- 7. **Health and Wellness:**
 - Residents are encouraged to prioritize their physical and mental well-being and seek assistance from hostel staff or designated counsellors as needed.
 - Medical emergencies should be reported promptly to hostel authorities, and residents must comply with health and safety protocols prescribed by the hostel medical facilities.
- 8. **Disciplinary Action:**
 - Violations of hostel policies and regulations may result in disciplinary action, including warnings, fines, suspension of privileges, or expulsion from the hostel.
 - Residents have the right to appeal disciplinary decisions through established grievance procedures outlined by the hostel administration.
- 9. **Feedback and Suggestions:**
 - The hostel welcomes feedback and suggestions from residents to improve services and amenities.
 - A suggestion box or online portal is available for residents to submit their feedback anonymously or directly to hostel management.
- 10. **Acknowledgment:**
 - By signing the hostel admission form, residents acknowledge their understanding and acceptance of the hostel policies and agree to abide by them during their stay.

This hostel policy is designed to create a conducive living environment that fosters academic success, personal growth, and community engagement for postgraduate students residing in the hostel.

Administration Policy:

The Administrative Department holds a pivotal role in ensuring the day-to-day operations of any organization, laying the groundwork for seamless and efficient functioning to realize the goals of IIBS. This department engages in a range of essential activities that necessitate adept multitasking and collaborative teamwork. It oversees both internal and external operations, interfaces with management, and engages in strategic planning tailored to the organization's requirements.

The IIBS Administrative Department bears the overall responsibility for strategizing, forecasting, coordinating, organizing, monitoring, and executing the streamlined functioning of IIBS. This entails a comprehensive approach to operational management, encompassing both administrative and logistical aspects to foster an environment conducive to achieving organizational objectives. At IIBS, our administrative team, under the proficient leadership of Mr. Krishna Yadav, plays a pivotal role in ensuring the seamless functioning of various aspects that contribute to the holistic experience of our students and the efficient operation of the institute.

Key Responsibilities:

- ❖ Maintenance of Campus:
 - Regular upkeep and maintenance to create a conducive learning environment.
- ❖ Discipline of Personnel:
 - Enforcing discipline to foster a positive and professional atmosphere.
- ❖ Work Services:
 - Overseeing and optimizing various services to enhance efficiency.
- ❖ Project Management:
 - Managing and supervising projects for continuous improvement.
- ❖ Infrastructure Management:
 - Electrical, civil, and water supply management for uninterrupted services.
- ❖ Security:
 - Ensuring a secure environment through robust security measures.
- ❖ Contracts and Procurement:
 - Handling legal aspects, contracts, and procurement for various needs.
- ❖ Accommodation and Facilities:
 - Managing classroom infrastructure, hostels, mess, auditoriums, and medical facilities.
- ❖ Housekeeping:
 - Maintaining cleanliness and hygiene across the campus.
- ❖ Transportation and Communication:
 - Managing transportation services and IT communication systems.
- ❖ Liaison with External Entities:
 - Building and maintaining relationships with government departments and private organizations.
- ❖ Environmental Sustainability:
 - Ensuring adherence to environmental, sanitation, and hygiene standards.
- ❖ Mail and Courier Management:
 - Efficient receipt and dispatch of mails and couriers.
- ❖ Event Management Support:
 - Providing support for the successful execution of events.

Team Structure: Our dynamic administrative team consists of Mr. Krishna Yadav at the helm, supported by dedicated individuals:

- Mr. Jashwanth
- Mr. Hariprasad
- Warden Bhimappa, Zarina, and Tangarani
- Supervisors Anandappa (Housekeeping)
- Saleem (Security)
- Tangarani (Nursing)
- Shivadas Kale (Stationery)

A few of the areas of responsibilities that the admin department look after are:

Administration Committee:

Sr. No.	Name	Designation	Position
1	Dr. Tripuraneni Jaggaiah	Director	Chairperson
2	Dr. M Kethan	Principal	Member Secretary
3	Mr.Krishna Yadav	Admin Head	Member
4	Mr.Jaswant Singh	Supervisor	Member
5	Mr.Hari Prasad	Supervisor	Member

2.1.1 Strategic Plan (5) (5)**Introduction:**

The International Institute of Business Study (IIBS) acknowledges the need for a comprehensive strategic plan to navigate the evolving landscape of business education. In alignment with its mission, vision, and core values, IIBS aims to enhance academic excellence, foster innovation, and deepen stakeholder engagement over the next five years. This strategic plan outlines key objectives and initiatives to ensure sustainable growth and relevance in the dynamic business environment.

Mission:

The mission of the International Institute of Business Study (IIBS) is to provide world-class business education that nurtures ethical leaders, fosters innovation, and promotes global citizenship. Through rigorous academic programs and experiential learning, IIBS prepares students to excel in diverse professional settings.

Vision:

“To inculcate ethical values and provide innovative, holistic learning experiences that nurture individuals into well-rounded human beings, thereby equipping them to become influential global leaders.”

Core Values:

Continuous Improvement: Striving for excellence through ongoing learning and adaptation.

Innovation: Embracing creativity and entrepreneurship to address complex challenges.

Stakeholder Involvement: Engaging with students, faculty, alumni, industry partners, and the community to foster collaboration and mutual growth.

Ethics: Upholding the highest standards of integrity, honesty, and social responsibility.

Humanism: Promoting respect for human dignity, diversity, and inclusivity in all endeavors.

Strategic Directions:**Quality and Continuous Improvement:**

Enhance curriculum relevance and rigor through regular reviews and updates.

Implement mechanisms for faculty development and performance evaluation to ensure teaching excellence.

Solicit feedback from students and stakeholders to identify areas for improvement and innovation.

Innovation in Teaching and Learning:

Integrate cutting-edge technologies and pedagogical approaches to enhance student engagement and learning outcomes.

Develop interdisciplinary programs and experiential learning opportunities to foster creativity, critical thinking, and problem-solving skills.

Establish partnerships with industry leaders to co-create curriculum and provide real-world insights.

Growth and Expansion:

Expand program offerings to cater to emerging market demands and student preferences.

Explore opportunities for international collaboration and student exchange programs to diversify the student body and globalize the learning experience.

Invest in infrastructure and facilities to accommodate growing enrollment and support research initiatives.

Community Engagement:

Strengthen ties with local businesses, government agencies, and non-profit organizations through mutually beneficial partnerships and outreach programs.

Provide consulting services and executive education programs to address the needs of the regional business community.

Encourage student involvement in community service and social impact projects to instill a sense of civic responsibility and leadership.

Strategic Objectives:

Distinction & Identity: Position IIBS as a distinctive brand synonymous with academic excellence, innovation, and ethical leadership.

Academic Excellence: Ensure the highest standards of teaching, research, and student support services to foster a culture of excellence.

Student Focus: Prioritize student success and well-being through personalized learning experiences, mentorship programs, and career development initiatives.

Globalization: Expand international partnerships and collaborations to promote cross-cultural understanding and prepare students for global citizenship.

Financial Health & Resources: Optimize resource allocation and revenue generation strategies to support long-term sustainability and growth.

SWOT Analysis for International Institute of Business Study (IIBS)

Strengths:

Restructured curriculum aligning with industry needs, including required internships at the undergraduate level.

Convenient main campus location within 20 minutes of a metropolitan city, enhancing accessibility.

Flexible learning formats including campus courses, online, and hybrid options to cater to diverse student needs.

Integrative Capstone Learning Experiences promoting practical application of knowledge.

Newly developed program in Operations & Global Supply Chain Management reflecting industry best practices.

Motivating, supportive leadership fostering a collaborative work environment.

Strong connections with the business community facilitating networking and experiential learning opportunities.

Variety of delivery methods, majors, concentrations, and athletic offerings enriching student experience.

Well-established alumni network contributing to institutional reputation and student support.

Weaknesses:

Absence of 100% online degree offerings limits accessibility for remote learners.

Limited brand recognition in the business community may impact recruitment and partnerships.

Insufficient full-time staff to address the diverse needs of stakeholders effectively.

Funding constraints for research support and faculty professional development may hinder academic innovation.

Lack of public transportation in the surrounding area inconveniences students, particularly those residing on campus.

Small college campus size may restrict expansion opportunities and facilities.

Opportunities:

Expansion of online education offerings to reach a broader student base and accommodate remote learners.

Strategic marketing initiatives to enhance brand visibility and attract prospective students and industry partners.

Increased investment in research support and faculty development to drive academic excellence and innovation.

Collaborative partnerships with local businesses and organizations to create internship and employment opportunities for students.

Infrastructure development and facility enhancements to improve the student experience and support growth initiatives.

Threats:

Intense competition from other institutions offering similar business education programs may impact enrollment.

Economic uncertainties or fluctuations in funding could affect the institution's financial sustainability.

Rapid technological advancements necessitate continuous updates to curriculum and teaching methodologies to remain relevant.

Changes in government regulations or accreditation standards may pose compliance challenges.

Negative publicity or reputation issues could undermine institutional credibility and attractiveness to stakeholders.

The Strategic Planning Committee at the International Institute of Business Study (IIBS) has identified key strategic directions to address current weaknesses, leverage strengths, and capitalize on new opportunities. These directions aim to enhance quality, promote innovation, foster growth, and strengthen community engagement within the institution.

Short and Long-term goals inclusive of Actions Plans

Developing Motivated and Energized Faculty	
Timeline	Plan of Action (Activities)
Short Term - 2 Years	<ul style="list-style-type: none"> • Initiation program for recently enlisted educators. • Enhancing teaching-learning resources. • Assigning educators to different faculty development/training initiatives. • Coordinating FDPs and training sessions for educators within the institution. • Procurement of software to support research endeavors. • Development of manuals for educators and departments to streamline academic activities. • Encouraging faculty to pursue consultancy engagements. • Providing guidance on Career Advancement Schemes (CAS).
Mid Term – 5 Years	<ul style="list-style-type: none"> • Autonomy in curriculum design and pedagogical advancements. • Enhancing teaching-learning amenities.
Long Term – 10 Years	<ul style="list-style-type: none"> • Enhancing the facilities for teaching and learning

Teaching, Learning and Education Technology	
Timeline	Plan of Action (Activities)
Short Term - 2 Years	<ul style="list-style-type: none"> • Establishing a recording studio for E-Content creation. • Producing 10% of educational content in electronic format. • Equipping 40% of classrooms with smart technology. • Incorporating one skill-based course per program. • Allocating 10% of internships for teaching and learning purposes. • Assessing the achievement of Course Outcomes (CO), Program Outcomes (PO), and Program Specific Outcomes (PSO). • Integrating ERP into teaching, learning, and evaluation processes.
Mid Term – 5 Years	<ul style="list-style-type: none"> • Establishing connections and fostering collaborations among educational institutions. • Developing 20% of educational content in electronic format. • Equipping 60% of classrooms with smart technology. • Integrating three skill-based courses into each program. • Allocating 20% of internships for teaching and learning purposes. • Evaluating and ensuring the attainment of Course Outcomes (CO), Program Outcomes (PO), and Program Specific Outcomes (PSO).

Long Term – 10 Years	<ul style="list-style-type: none"> • Enhancing the collaboration among educational institutions. • Generating 40% of educational content in electronic format. • Ensuring all classrooms are equipped with smart technology. • Integrating five skill-based courses into each program. • Allocating 30% of internships for teaching and learning activities. • Assessing the achievement of Course Outcomes (CO), Program Outcomes (PO), and Program Specific Outcomes (PSO). • Evaluating and reviewing the attainment of CO, PO, and PSO.
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Research Development and Innovation	
Timeline	Plan of Action (Activities)
Short Term - 2 Years	<ul style="list-style-type: none"> • Securing research funds totaling Rs. 50 Lakhs. • Publishing 50 research papers listed in UGC CARE, Scopus, and Web of Science databases. • Facilitating 5 student research paper publications. • Contributing 30 book chapters. • Conducting Research Methodology & IPR Workshops for 20% of students. • Organizing Faculty Development Programs (FDPs) on Emerging Research Areas. • Providing awareness about funding opportunities from State, National, and International agencies. • Educating students and faculty about emerging research areas. • Encouraging Collaborative and Interdisciplinary Research among faculty members. • Sending teachers to research organizations for collaborative projects. • Offering Seed Money grants of Rs. 5 Lakhs for students and faculty.
Mid Term – 5 Years	<ul style="list-style-type: none"> • Securing research funding of Rs.1 Crore. • Publishing 150 research papers listed in UGC CARE, Scopus, and Web of Science databases. • Facilitating 10 student research paper publications. • Contributing 70 book chapters. • Conducting Research Methodology & IPR Workshops for 50% of students. • Organizing Faculty Development Programs (FDPs) on Emerging Research Areas, with one FDP per teacher annually. • Establishing linkages and collaborations with reputable Higher Educational Institutions for interdisciplinary research. • Providing awareness about emerging research areas among students and faculty. • Encouraging student/faculty exchanges at the State/National level. • Establishing a central instrumentation facility. • Sending teachers to research organizations for collaborative

	<p>projects.</p> <ul style="list-style-type: none"> • Offering Seed Money grants of Rs.10 Lakhs for students and faculty.
Long Term – 10 Years	<ul style="list-style-type: none"> • Securing research funding amounting to Rs.2 Crore. • Publishing 400 research papers listed in UGC CARE, Scopus, and Web of Science databases. • Facilitating 20 student research paper publications. • Contributing 200 book chapters. • Conducting Research Methodology & IPR Workshops for 80% of students. • Organizing Faculty Development Programs (FDPs) on Emerging Research Areas, with two FDPs per teacher annually. • Promoting Faculty and Student Exchange programs at the National and International levels. • Providing awareness about emerging research areas among students and faculty. • Offering Seed Money grants of Rs.15 Lakhs for students and faculty. • Sending teachers to research organizations for collaborative projects. • Pursuing patent registrations.

Industry-Academic Partnership	
Timeline	Plan of Action (Activities)
Short Term - 2 Years	<ul style="list-style-type: none"> • Enhancing field and industry visits for students. • Facilitating student internships in various industries. • Facilitating interactions between students and faculty through invited talks by industry experts. • Organizing seminars and workshops in collaboration with industry partners.

Mid Term – 5 Years	<ul style="list-style-type: none"> •Utilizing CSR funds to finance research infrastructure within the institution. •Tailoring the curriculum to align with industry needs with the assistance of industry experts. •Providing on-the-job training through internships. •Conducting collaborative research in partnership with industry. •Arranging placements for teachers in industry for training purposes.
Long Term – 10 Years	<ul style="list-style-type: none"> •Utilizing CSR funds to support research infrastructure within the institution. •Serving as a link between the industry and society. •Establishing collaborative partnerships with the industry. •Arranging for teachers to undergo training in industry settings.

Institution's Placement Plan for Students	
Timeline	Plan of Action (Activities)
Short Term - 2 Years	<ul style="list-style-type: none"> •Hosting personality development and self-enhancement programs. •Implementing skill-based and job-oriented courses. •Forming partnerships with placement agencies and industries. •Targeting a placement rate of 60%.
Mid Term – 5 Years	<ul style="list-style-type: none"> •Targeting a placement rate of 80%.
Long Term – 10 Years	<ul style="list-style-type: none"> •Targeting a placement rate of 100%.

Achieving the Target for Accreditation	
Timeline	Plan of Action (Activities)
Short Term - 2 Years	<ul style="list-style-type: none"> • Striving to attain NBA accreditation.
Mid Term – 5 Years	<ul style="list-style-type: none"> • Pursuing NBA accreditation. • Aspiring to be ranked among the top colleges in NIRF rankings.
Long Term – 10 Years	<ul style="list-style-type: none"> • To maintain the NBA grade and NIRF Ranking.

Timeline	Plan of Action (Activities)
Short Term - 2 Years	<ul style="list-style-type: none"> • Establishing a Start-up center and registering students in the club. • Conducting induction workshops for incoming students. • Arranging lectures by entrepreneurs. • Identifying mentors from the local ecosystem. • Raising awareness about Intellectual Property Rights (IPR).
Mid Term – 5 Years	<ul style="list-style-type: none"> • Motivating students to engage in E-summits, hackathons, and other startup and innovation-related exposure programs. • Engaging alumni in college startups. • Facilitating industry interaction for knowledge and technology exchange. • Registering five startups.
Long Term – 10 Years	<ul style="list-style-type: none"> • Registering 20 Start-Ups.

Incubation and Start-	
Alumni Engagement/ Activities plan	
Timeline	Plan of Action (Activities)
Short Term - 2 Years	<ul style="list-style-type: none"> • Biennial Program (Gathering) • Inspiring Talks and alumni backing for startups and incubation. • Alumni aid in training, student placement, and infrastructural enhancement. • Entrepreneur & Government Official Meet Program (Alumni) • Alumni representation on social media platforms. • Mandating lifelong registration policy. • Incorporating alumni feedback for curriculum enhancement.
Mid Term – 5 Years	<ul style="list-style-type: none"> • Workshops on skill development/training conducted by alumni from various fields. • National Conference on the Value of Education in the modern world. • Alumni funding for non-academic contributions. • Establishment of an office for the Alumni Association.
Long Term – 10 Years	<ul style="list-style-type: none"> • Establishing a fund corpus for student welfare.

Basic Infrastructure Development plan	
Timeline	Plan of Action (Activities)
Short Term - 2 Years	<ul style="list-style-type: none"> •Enhancing 40% of smart classrooms with interactive panels. •Establishing a recording studio. •Gradually upgrading computer systems. •Implementing CCTV surveillance across 30% of campus area. •Establishing a digital library. •Improving Internet facilities. •Achieving 80% coverage with drip irrigation. •Sourcing 30% of energy consumption from renewable sources.
Mid Term – 5 Years	<ul style="list-style-type: none"> •Enhancing sports infrastructure. •Improving 60% of smart classrooms with interactive panels. •Establishing a Robotics Laboratory. •Acquiring advanced research instruments. •Gradually upgrading computer systems. •Achieving 100% coverage with drip irrigation. •Sourcing 45% of energy consumption from renewable sources. •Implementing CCTV surveillance across 45% of campus area. •Updating laboratory instruments. •Enhancing the digital library. •Enhancing green coverage.
Long Term – 10 Years	<ul style="list-style-type: none"> •Enhancing the college playground, specifically the basketball court. •Constructing an administrative block. •Fully upgrading smart classrooms with interactive panels. •Gradually upgrading computer systems. •Implementing CCTV surveillance across the entire campus area. •Establishing a Central Instrumentation facility. •Upgrading the digital library. •Increasing energy consumption from renewable sources to 60%. •Expanding green coverage on campus.

Skill Development of Non-teaching Staff	
Timeline	Plan of Action (Activities)
Short Term - 2 Years	• Training in Soft Skills, Personality Development, IT skills, Laboratory maintenance, Library maintenance.
Mid Term – 5 Years	• Frequent skill enhancement programs.
Long Term – 10 Years	• Frequent skill enhancement programs.

Any Other Initiatives for the Student's and Institutional Growth	
Timeline	Plan of Action (Activities)
Short Term - 2 Years	<ul style="list-style-type: none"> • Courses focusing on family values and ethics, as well as programs promoting lifelong learning. • Establishment of clusters to advocate for multi-disciplinary and interdisciplinary education, encompassing Indian languages, art, culture, etc.
Mid Term – 5 Years	<ul style="list-style-type: none"> • Executing the cluster initiative. • Offering paid internships for students. • Establishing transportation services for students. • Enhancing greenery across the campus. • Forming partnerships with other higher education institutions and universities.
Long Term – 10 Years	<ul style="list-style-type: none"> • Creation of virtual learning environments. • Collaboration with renowned international universities.

Implementation of Strategic Plan

1. Faculty Development:

- Initiation Program: Introduce a structured orientation program to familiarize new faculty with institutional policies and practices.
- Teaching Resources: Invest in materials, technology, and infrastructure to enhance teaching quality and effectiveness.
- Training Initiatives: Assign faculty members to relevant professional development opportunities to enhance their skills and knowledge.
- Training Sessions Coordination: Organize and schedule regular training sessions and workshops to address faculty development needs.
- Research Software Procurement: Purchase software tools to support faculty research efforts and enhance productivity.
- Academic Manuals Development: Create manuals outlining academic procedures and guidelines for

faculty reference and consistency.

- Faculty Consultancy Encouragement: Promote and support faculty engagement in consultancy projects to leverage their expertise.
- Career Advancement Guidance: Provide guidance and support to faculty members on career advancement pathways within the institution.

2.Teaching, Learning, and Tech:

- Recording Studio Establishment: Set up a studio to create high-quality educational content for online and blended learning.
- E-Content Production: Develop electronic educational materials to supplement traditional teaching methods.
- Smart Classroom Equipage: Upgrade classrooms with interactive technology to enhance teaching and learning experiences.
- Skill-Based Course Integration: Incorporate practical, skill-based courses into the curriculum to prepare students for the workforce.
- Internship Allocation: Allocate internships to allow students to gain practical experience related to their field of study.
- Course Outcomes Assessment: Evaluate the achievement of course outcomes to ensure alignment with educational goals.
- ERP Integration: Implement an Enterprise Resource Planning system to streamline administrative processes and improve efficiency.

3.Research Development:

- Research Funding Acquisition: Secure funds to support faculty and student research projects.
- Publication and Contribution: Publish research papers, contribute book chapters, and encourage student involvement in research.
- Workshops and Awareness Programs: Conduct workshops and awareness sessions to enhance research skills and promote emerging areas.
- Collaborative Research Promotion: Foster partnerships and collaborations with other institutions and organizations to facilitate interdisciplinary research.
- Seed Grants Offer: Provide seed money grants to support initial research endeavors and encourage innovation.

4.Industry-Academic Partnership:

- Industry Interaction Facilitation: Arrange industry visits, internships, and guest lectures to expose students to real-world applications of their Study.

- **Curriculum Alignment:** Align the curriculum with industry needs to ensure graduates possess relevant skills and knowledge.
- **CSR Fund Utilization:** Use Corporate Social Responsibility funds to support research infrastructure and community projects.
- **Collaborative Research Conduct:** Engage in joint research projects with industry partners to address real-world challenges and opportunities.
- **Training Opportunities:** Facilitate on-the-job training and skill development programs in collaboration with industry partners.

5.Placement Plan:

- **Personality Development Programs:** Conduct workshops and seminars to enhance students' soft skills and employability.
- **Skill-Based Courses Implementation:** Introduce courses designed to equip students with job-specific skills and knowledge.
- **Partnership Establishment:** Forge partnerships with placement agencies and industries to facilitate student placements.

Placement Rate Targeting: Set targets for placement rates to ensure a high percentage of students secure employment upon graduation

Strategic Plan Monitoring Committee

SL No	Name	Designation
1	Dr. Tripuraneni Jaggaiah	Director
2	Dr. M. Kethan	Principal
3	Dr .Arun Kumar	Faculty Member

2.1.2. Faculty Empowerment (15)

2.1.2.1. Faculty development policies (5) (5)

The Institution provides a platform for the faculty development activities by sponsoring the faculty for:

- ❖ Attending Training Programs (in-house as well as external) Attending conferences for participating, paper presentation (national as well as international level)
- ❖ Pursuing higher Study like Post Graduation, Ph.D in any Indian Government University/IISc/IIT
- ❖ Pursuing short-term courses, certificate courses, etc
- ❖ For publishing books, articles in journals, professional newsletters, etc.,

- ❖ Promoting research and consultancy activities,
- ❖ Promoting innovative projects, funded projects, patents, etc.
- ❖ Faculty exchange programs
- ❖ Promoting product development activities

Appointment Process

A candidate is appointed to a post at the Institution provided the post is in accordance with the existing AICTE norms. This does not include the staff appointed on a deputation / adhoc / on-Contract/temporary basis.

The pay scales of the teaching staff shall be fixed by the Selection Committee as per the scales ordained by the AICTE from time to time.

Annual increment according to the scale applicable to the employee shall be granted after every year of service if the work and the conduct of the employee are reported to be satisfactory as per the Appraisal Report. Annual Increment is granted based on their performance, qualification, experience as assessed by the Performance appraisal system as well as fulfilling the required norms / criteria of the Institution.

Promotion Policy

Promotion to a higher level of service shall be made subject to availability of posts. Eligibility of staff on the basis /criteria of merit / efficiency / the commitment / dedication of the staff to the all-round development / improvement of the corporate ambience of the Institution. Seniority and a minimum 85 percent in appraisal system will be the deciding factors for promotions.

Additionally, Research activities / Consultancy Value / Professional Standing / Student Club activities and the additional revenue generated for the Department will also be the part of the Promotion criteria.

Performance Appraisal Policy

Annual Appraisal of every employee is conducted in the month of December the Appraisal Form / Confidential Report is a report on the performance of the employee with regard to work, conduct, initiative, deficiencies, etc. Deficiencies should be brought to the notice of the employee at the appraisal meetings itself. The appraisal report is the basis for deciding annual increment, special increments, promotion or even withholding increment or disciplinary action.

Half-yearly appraisal of the teaching faculty is generally filled up and for the newly joined staff a review at the end of the three-month period is taken.

Faculty Performance Appraisal System:

The faculty performance appraisal system is based on the following parameters:

- Qualification of the staff;
- Experience
- Pass Percentage (which also includes the number of distinctions obtained, First class holders) of the classes handled by them

- Students' Attendance in the class;
- Evaluation of the teachers by the students;
- Self-developmental activities such as Additional qualification acquired, Training or Staff Development program attended (In-house, External training), Participation in National Conference / International Conference, Paper presentation in National Conference / International Conference;
- Developmental Programs conducted by the Staff as Resource faculty in any Continuing Education Program / Training Program, Obtained any funded research project (Internal / External), Consultancy services;
- Research activities undergone;
- Industry Institution Interaction activities;
- Publication in referred journals (i.e. in National / International referred Journals/UGC peer list);
- Publication of Books, Article in Magazines, Article in Professional newsletters, etc.,;
- Student Developmental activities such as the Extent of participation in establishing Product development lab and exposing the students in out-of-the-syllabus areas, Counseling and guidance services, Promoting students in attending Seminars, Conferences for paper presentation, Any training program conducted for students on soft skills, Remedial measures to improve the students who failed, or extra classes taken for difficult subjects.
- Professional Standings (Member of any Professional body, Any program conducted by the Professional body in the Campus)
- Administrative assignments at Institution level / Department level
- Other activities such as Sports and cultural activities, Honors and Awards received, Attendance, etc.,

The Performance Based Appraisal System (PBAS) stipulated by the Institution is followed and each faculty member has to enter his self-appraisal score, which will be verified by the respective Coordinators and the appraisal committee members.

The following will be the panel members for conducting the annual appraisal meetings –

PROGRAM COORDINATOR

Principal

Director

The principal will mark the appraisal scores.

For Non-teaching Technical and Admin Staff, a Peer Review Committee will be formed for each Department with the following, to evaluate the staff's performance with the subordinates.

Director

Executive Director

Principal

HR

This Committee will give overall confirmation on the evaluation and submitted to the chairman. The increments will be effective from January month.

Incentive for Research / Publication of Books

Cash incentive for publishing in referred National / International journals is paid as a one-time payment in a particular academic year as given below:

<u>PUBLICATION IN INTERNATIONAL JOURNALS (for eg. Publication in Journals such as UGC listed high impact factor, etc.,)</u>	
Main Author	Rs. 5,000/- per publication
Co-Author	Rs. 2,000/- per publication

<u>PUBLICATION IN NATIONAL JOURNALS (for eg. Publication in Journals such as UGC listed</u>	
Main Author	Rs. 2,000/- per publication
Co-Author	Rs. 1,000/- per publication

<u>PUBLICATION of Books</u>	
Main Author	Rs. 5,000/- per publication
Co-Author (Staff / Student)	Rs. 2,000/- per publication

Note:

All such publications should bear the name of the Department and the Institution to become eligible for the above incentive.

Patent and IPR arising out of the research conducted in the Institution will rest with the Institution. No member of faculty / Staff shall use any course material for any purpose other than what has specifically been provided for by the Institution and shall at all times keep in strict confidence any information / documents / records in relation to research work that is either being done or has been completed at the Institution or at any other place so authorized by the Institution and shall not disclose the same without prior specific approval of the Institution. In the event of any breach of confidentiality, the respective member of the faculty / staff shall be liable to pay damages for the same as quantified by the Institution.

The Coordinator for externally-funded projects will be eligible for an appropriate special incentive, as a consolidated amount for projects valued up to Rs.10 lakhs. For projects above Rs.10 lakhs, an appropriate monthly allowance will be given based on the nature of the project.

Similarly, patents filed / grants obtained under TBI will also qualify for special one- time incentives

depending on the value.

For conducting any certification course and any training course after College Hours and on Holidays
– 60 (for Institution): 40 (for the faculty)

Recognition of Service:

The services of the faculty are recognized based on the performance, dedication, involvement in R & D activities and outstanding achievement.

Awards given to the teaching staff are as follows:

- a) Best Teaching
- b) Producing 100% results
- c) 100% attendance
- d) Publishing books
- e) Publishing Articles in referred Journals.
- f) Encouragement award for acquiring additional qualifications
- g) Achievement awards for obtaining funded projects
- h) Award for doing Innovative projects
- i) Incentive for each research publication in referred National /International journal as a Main Author / Co-Author.
- j) Award for promoting research activity.
- k) Incentive for conducting value-added training programs / courses / Faculty Development Programs and summer / Winter Workshops.

Awards for Non-teaching staff:

- a) Best Technical staff
- b) Best Administrative staff
- c) Best Supporting staff
- d) 100% Attendance Award
- e) Well maintained Lab Award
- f) Zero Defect Lab Award

General Awards for Teaching and Non-Teaching staff:

- a) Sports Award.
 - Best Sportsman Award
 - Best Department Award for the department excelling in all aspects.

Consultancy:

Faculty, who are doing the consultancy activities will be paid Consultancy charges at the

following rates:

With Institution support - 70:30 (i.e. 70% of the Consultancy revenue to the Institution and 30% to the faculty concerned)

Without Institution support – 30:70 (i.e. 30% of the Consultancy revenue to the Institution and 70% to the faculty concerned)

2.1.2.2. Decentralization, delegation of power and Collective decision making (10) (10)

IIBS recognizes the importance of participatory management and power of decentralization in day-to-day operations. This is accomplished through establishing an effective organizational structure that helps in enhancing student's overall holistic development through curriculum development and also through participation in extra-curricular, co-curricular, and administrative activities. Chairman of the institution holds a major position. Governing council stands at the apex level after chairman. Executive Director and Director Reports to Governing Council. Academic director is in charge of all the academics activities, he/she receives updates about different departments through the institution's Academic Director. Principal PG. All heads of the departments, Controller of examinations, placements department, and Academic superintendent operate within the purview of Principal's instructions. Faculty members of various departments report to their respective department heads in terms of communicating their work progress as well as to get a roadmap on academic operations. The librarian reports to Academic Director of the institution. Administrative manager of the institution reports to Executive Director on the nature of work assigned as per the department. Reception, Hostel and canteen, Office staff, maintenance, security staff, drivers and IT departments come within the purview of administrative department. Various committees have been formed for the smooth functioning of the institution. The institution's strategic perspective plan is designed and executed in the direction of realizing its vision and mission. A detailed employee manual consisting of various policies related to employment was designed and implemented in the process of realizing the vision and mission of the organization. The strategic plan of the institute focusses on the overall development of student and the institution as well. The perspective plans are designed and implemented in line with the vision and mission of the institution and helps in improving the quality of education. The strategic plan deployment is evident through

Decentralization:

The Institution's administration is well structured and operates in a decentralized manner by delegating functions to various Committees. The Head of the Department in consultation with the members of the Staff identifies class coordinators to monitor the performance of the students. Teachers are delegated administrative functions to facilitate decentralization of administration.

Participative management:

Director nominates all faculty, students and non-teaching staff as members of various committees for

effective results. Committees such as Finance Committee, Academic Council, Academic Planning & Infrastructure Development Committee, Examination cell, Research and Development Cell, Training and placement Committee, Library Committee, Disciplinary Committee, Anti-Ragging Committee, Prevention of Sexual harassment (POSH) committee and Grievance Redressal Cell etc. are successfully established in the institution. Academic Director monitors the functioning of the above Committees/Cell. Each of the cells meet regularly and ensure effective functioning. The committees also provide an opportunity for the staff and students to participate in decision making.

Principal:

Principal is the head of the institution and is responsible for overall performance of the institution both academic and administrative. He acts as a bridge between management and employees in realizing institutional goals and objectives.

IQAC Coordinator:

IQAC Coordinator is responsible for Initiating various mechanisms and activities for improving quality standards in curriculum delivery. IQAC cell initiates and promotes the culture of better delivery of curricular aspects.

Placement department:

The placement department assists the students in their career planning and provides information that helps students to give direction to their aspirations and interests. Placement department also helps in career counselling and arranges training sessions such as group discussions, mock interviews, experiences shared by industry people and eminent personalities, helping the students to understand their potentialities with the help of aptitude tests, personality tests etc. The placement department is supported by full time placement director and placement officer that focusses on placing the students in good organizations. This department also invites companies for campus placements and facilitates the entire process of campus recruitment.

The faculty overseeing each department/Function holds the authority to formulate budgets and make financial decisions for the maintenance and improvement of their respective areas. The Director/Registrar consolidates the budgets prepared by individual departments after thorough scrutiny and grants approval. Any procurement proposal or matters with a financial impact are submitted by the department in charge to the Director for approval. Once approved, the faculty in-charge ensures the implementation of the approval. The detailed departmental budget is maintained by the respective department.

The leaders and process owners at IIBS possess decision-making authority, including financial powers, enabling them to utilize funds in line with approved departmental budgets.

Director has the Authority to approve and execute budgets up to 2 lakhs consulting the chairman in financial year. Expenditure covers areas such as Academics, Library, Computer Centre, Infrastructure development, and other support facilities. The principal and the head of the departments can approve expenses up to 10 thousand and 5 thousand respectively.

Details of Monitoring Performance Done by the BOG.

The Board of Governors (BOG) at the International Institute of Business study (IIBS) plays a crucial role in overseeing the institution's performance and ensuring its continued success. The monitoring committee meets every year end to review the performance and plan the course of action for the future.

BOG Monitoring committee.

SL No	Name	Designation
1	Dr. Jay Prakash	Chairman
2	Dr .Tripuraneni Jaggaiah	Director
3	Dr .M .Kethan	Principal

Monitoring Academic Performance:

- The BOG reviews key academic metrics such as student enrollment numbers, graduation rates, student satisfaction surveys, and academic program accreditation.
- They assess the quality of academic programs, faculty performance, and research output.

Monitoring Financial Performance:

- The BOG monitors the university's financial health by reviewing budget reports, financial statements, and audit findings.
- They ensure proper allocation of resources, adherence to budgetary constraints, and sustainable financial practices.

Monitoring Strategic Objectives:

- The BOG evaluates the university's progress towards its strategic goals and initiatives outlined in its strategic plan.
- They assess whether the university is achieving its mission and vision and making progress towards long-term objectives.

Compliance and Risk Management:

The BOG ensures compliance with legal, regulatory, and ethical standards, as well as risk management practices.
This includes:

- Ensuring compliance with applicable laws and regulations.

- Identifying and managing risks related to finances, operations, and reputation.
- Upholding ethical standards and promoting integrity across the institution.

2.1.3. Effective Governance Indicators (15)

IIBS boasts an efficient and transparent grievance redressal mechanism that attends to concerns raised by faculty, staff, and students. The Grievance Redressal Committee diligently manages and resolves reported grievances. The Grievance Cell at IIBS College is instrumental in promoting a harmonious and supportive environment, ensuring that concerns are addressed promptly and impartially.

At IIBS College, our commitment to fostering a positive working environment includes providing a mechanism for addressing faculty and staff grievances. We believe in resolving issues informally whenever possible. However, if informal procedures prove unsuccessful in reaching a satisfactory resolution, the formal grievance process may be initiated.

A grievance, in this context, refers to any complaint made by a faculty or staff member that has not been resolved informally. All faculty and staff members reserve the right to file a grievance. In the event of termination or suspension, a faculty or staff member has the option to file a grievance related to the suspension or termination.

Scope of Grievances:

Issues concerning terms and conditions of employment, especially those with institute-wide implications, fall under the jurisdiction of the Academic Council. The Grievance Committee is entrusted with the responsibility of conducting an independent and impartial review of all grievances. Their role extends to making decisions and recommendations to the Director based on the information presented.

Decision and Finality:

The Director's decision, following the Grievance Committee's review, stands as a final and binding resolution for the grievance. We are committed to ensuring a fair and just process that upholds the principles of transparency and integrity.

Transparent Review Process:

Our Grievance Committee operates with a commitment to transparency, ensuring a thorough and unbiased examination of all grievances. The process is designed to provide a fair platform for faculty and staff to voice their concerns and seek resolution.

Resolution and Continuous Improvement:

The primary aim of the grievance resolution process is to effectively address concerns, contributing to a positive and productive work environment. Feedback from the grievance process serves as a valuable source for continuous improvement in the institution's policies and practices.

Empowering Faculty and Staff:

The grievance resolution process empowers faculty and staff by offering a formal avenue to express concerns, ensuring their voices are heard, and their grievances are taken seriously. We believe in cultivating an inclusive and supportive community.

At IIBS College, we recognize that a well-defined and responsive grievance resolution process is essential for maintaining a harmonious and conducive workplace environment. Our commitment is to uphold the rights and well-being of our faculty and staff, fostering a culture of respect, open communication, and continuous improvement.

2.1.3.1 Grievance Redressal Mechanism (2) (2)**Grievance Redressal Committee/Internal Complaint Committee**

Faculty & Staff Grievance and Complaints

Sr. No.	Name	Designation	Position
1	Dr. Tripuraneni Jaggaiah	Director	Chairperson
2	Dr G N Nagaraja	Professor	Member
3	Dr. M. Kethan	Principal	Member
4	Dr. T. Uma Devi	Associate Professor	Member
5	Mr. Munianjanappa	Independent Lawyer	Member

Student Grievance and Complaints:**Student's Grievance Committee:**

At the International Institute of Business Study (IIBS), the well-being and satisfaction of the students is prioritized. The Student Grievance Committee plays a crucial role in addressing concerns that do not fall under the purview of the Anti-Ragging Committee or the SC/ST Committee. IIBS's commitment to an efficient grievance redressal process is outlined as follows:

How to File a Grievance: Students or employees can file a complaint through the IIBS Grievance Portal.

Grievance Redressal Process:

1. Submission and Analysis: Upon receiving a complaint, the committee thoroughly Study and analyzes the grievance, ensuring a comprehensive understanding.
2. Recommendations: The committee submits its recommendations to the Director within 15 days from the date of the application or complaint.
3. Timely Resolution: IIBS is committed to addressing and resolving grievances promptly, with a maximum timeframe of 30 days from the date of receipt.
4. Policy Decision: In cases requiring policy decisions, the Director may refer the matter to the Chairman of the Governing Body for guidance.

Composition of the Committee: To ensure impartiality and thorough restitution, the Student Grievance Redressal Committee comprises both staff members and students. This diverse composition aims to foster a fair and unbiased resolution process.

Sr. No.	Name	Designation	Position
1	Dr Kethan M	Principal	Chairperson
2	Dr Nityanand Patil	Assistant Professor	Member
3	Dr G N Nagaraja	Assistant Professor	Member
4	Dr T. Uma Devi	Assistant Professor	Member
5	Mr. Shrinidhi V S	Student Council Member	Member
6	Archana	Student Member	Member
7	Mridul Jain	Student Member	Member
8	Komal Sharma	Student Member	Member

Ombudsperson for Redressal of Grievances:

SC/ST Committee:

As per the Provisions laid down by the Scheduled Castes and the Scheduled Tribes (Prevention of Atrocities) Act, 1989, Act No. 33 OF 1989, dated 11/09/1989) & the Notification No. GSR – 316 (E) by Ministry of Welfare, New Delhi dated 31/03/1995 and as per the UGC Directives to be adhered and followed by the Educational Institutions in this regard, following shall be the SC-ST Welfare Committee of IIBS.

The SC/ST Committee at IIBS plays a crucial role in ensuring the welfare and empowerment of individuals belonging to Scheduled Castes (SC) and Scheduled Tribes (ST). The committee is

committed to fostering an inclusive and supportive environment. Below are the key functions of the SC/ST Committee:

1. Ensure that individuals from SC/ST communities are treated with dignity and respect, fostering an inclusive campus environment.
 2. Provide a platform for SC/ST students and employees to address grievances related to discrimination, harassment, or any other concerns.
 3. Organize awareness programs to educate the campus community about the history, culture, and challenges faced by individuals from SC/ST backgrounds.
 4. Facilitate and promote access to scholarship programs and financial assistance schemes for SC/ST students pursuing education at IIBS.
 5. Encourage and support the active participation of SC/ST individuals in various academic, cultural, and extracurricular activities.
 6. Regularly monitor the campus environment to ensure that it remains free from discrimination and report any instances to the appropriate authorities.
 7. Organize and celebrate cultural events, festivals, and important occasions related to SC/ST communities to promote diversity and understanding.
 8. Advocate for policies and practices within the institute that promote equal opportunities and eliminate discrimination against individuals from SC/ST backgrounds.
 9. Implement empowerment initiatives, including skill development programs, career guidance, and leadership training, to enhance the capabilities of SC/ST individuals.
- ii. The SC/ST Committee at IIBS is committed to creating an environment that respects diversity, ensures equal opportunities, and empowers individuals from SC/ST communities to thrive academically and personally.

Sr. No.	Name	Designation	Position
1	Dr Tripuraneni Jaggaiah	Director	Chairperson
2	Dr M. Kethan	Principal	Member Secretary
3	Dr Samiya Mubeen	Assistant Professor	Member
4	Mr. Matcha Ashok	Assistant Professor	Member
5	Dr Balaji Nayak	Assistant Professor	Member
6	Ms. Trupti Suryawanshi	Assistant Professor	Member

8	Rahul H K	Student Member	Member
9	Lagadu Giribabu	Student Member	Member

Anti-Ragging Policy:

IIBS, is committed to maintaining a safe and inclusive environment that fosters learning and personal growth. The Anti-Ragging Committee has been established to ensure the well-being of every student and to prevent any form of ragging within the institute. Our policy adheres to the directives of the Honorable Supreme Court and the regulations set forth by AICTE/UGC.

Policy of the Anti-Ragging Committee:

1. Prohibition:
 - Ragging in any form, whether physical or psychological, is strictly prohibited within the premises of the institution or any of its affiliated locations.
2. Stringent Actions:
 - Any individual found guilty of ragging will face disciplinary actions as per institution's regulations, which may include suspension, expulsion, or legal action.
3. Responsibility:
 - Every member of the institution's community, including faculty, staff, and students, bears the responsibility to prevent and report ragging incidents.
4. Compliance:
 - All students are expected to comply with the Anti-Ragging policy, and non-compliance will be dealt with seriously.
5. Promotion of Healthy Environment:

- Actively promote a healthy and inclusive environment that respects the dignity and well-being of every individual.

Functions of the Anti-Ragging Committee:

1. Conduct regular awareness programs to educate students about the consequences of ragging.
2. Disseminate information on AICTE/UGC regulations and the Supreme Court directives related to ragging.
3. Implement preventive measures to create a culture of mutual respect and cooperation among students.
4. Organize orientation programs for freshers to familiarize them with the institute's policies and promote a friendly atmosphere.
5. Adopt a zero-tolerance policy towards any form of ragging, ensuring strict disciplinary action against those found guilty.
6. Establish a confidential reporting mechanism that allows students to report incidents of ragging without fear of reprisal.
7. Encourage faculty, staff, and students to promptly report any suspected ragging activities.
8. Ensure prompt and impartial investigations into reported incidents.
9. Take immediate action against individuals or groups involved in ragging, including suspension and expulsion if necessary.
10. Provide counselling and support services to victims of ragging to address any psychological or emotional trauma.
11. Facilitate the reintegration of victims into the academic community.
12. Conduct regular audits and reviews of the effectiveness of anti-ragging measures.
13. Make necessary adjustments to the policy based on feedback and changing circumstances.
14. The Anti-Ragging Committee at IIBS is dedicated to ensuring a secure and nurturing educational environment, upholding the principles of respect, integrity, and camaraderie.

Awareness about consequences of Ragging Punishments:

Anti-Ragging Punishments at IIBS

At IIBS, the safety and well-being of our students is prioritized. To maintain a zero-tolerance approach towards ragging, the institution enforces a range of strict punishments for those found guilty. The nature and gravity of the offence determine the appropriate disciplinary action. The possible punishments for ragging at IIBS include, but are not limited to:

- Students found guilty of ragging may face the cancellation of their admission to the institution.
- Offenders may be suspended from attending classes for a specified period.

- Scholarships, fellowships, and other benefits may be withheld or withdrawn.
- Students may be debarred from appearing in any test, examination, or evaluation process.
- Results of the involved students may be withheld as part of the disciplinary action.
- Offenders may be barred from representing the institution in any regional, national, or international events, meets, tournaments, youth festivals, etc.
- Students involved in ragging may face suspension or expulsion from the hostel.
- Depending on the severity, students may be rusticated from the institution for a period ranging from 1 to 4 semesters.
- In extreme cases, expulsion from the institution may occur, accompanied by debarring from admission to any other institution.
- When the individuals involved in ragging cannot be identified, the institution may resort to collective punishment as a deterrent. This involves applying pressure on the community to discourage potential raggers.

These punishments are in line with the institution's commitment to creating a safe and conducive learning environment. We emphasize the importance of fostering a culture of respect, integrity, and compassion among all members of the IIBS community.

Legal punishment for ragging:

Ragging is a serious offense, and in many countries, including India, there are legal provisions to address and penalize individuals involved in ragging activities. In India, the Supreme Court has defined ragging as a criminal offense and has directed educational institutions to take strict measures to prevent and combat it. The legal punishment for ragging in India is governed by the University Grants Commission (UGC) Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009, and the Anti-Ragging Act.

1. Lodging FIR against offender.
2. Rigorous Imprisonment for up to 3 years (under the existing laws).
3. Fine up to Rs 2, 50,000/

Action taken by IIBS to create awareness and prevent ragging:

- During the induction and orientation programs, special sessions are dedicated to creating awareness about the institute's policies on ragging.
- The Director addresses the students, emphasizing the zero-tolerance policy and the severe consequences of engaging in ragging activities.
- The Student Handbook, distributed to all students, includes detailed information on anti-ragging policies and the consequences of violating these policies.
- Regular newsletters, such as 'Spoorthy', are circulated, reinforcing the vision, mission, and anti-ragging policies. These newsletters are also sent to alumni, further extending the reach of awareness.
- Vision and mission statements, along with anti-ragging guidelines, are communicated to students through emails and newsletters, ensuring regular reinforcement of the institute's stance on ragging.

Anti-Ragging Committee members:

Sr. No.	Name	Designation	Position
1	Dr Kethan	Principal	Chairperson
2	Dr Samiya	Faculty	Member
3	Mr. Matcha Ashok	Assistant Professor	Member
4	Mrs Archana M	Assistant Professor	Member
5	Ms Trupti Suryawanshi	Assistant Professor	Member
7	Mr.Channe Tanmay	Student Member	Member
8	Mr.Anurag Mishra	Student Member	Member

Anti-Sexual Harassment Committee:

Anti-Sexual Harassment Committee: IIBS has established an Anti-Sexual Harassment Committee (ASHC) with the primary objectives of fostering a harassment-free environment within the institute and addressing any complaints related to sexual harassment. The committee is committed to

developing mechanisms for the prevention and resolution of cases involving sexual harassment and other forms of gender-based violence within the institution.

Applicability: This policy is applicable to all students, staff, and faculty members associated with IIBS. Individuals who experience discrimination or sexual harassment, as well as third parties witnessing such incidents, are encouraged to report their concerns promptly.

Definition of Sexual Harassment: As per Supreme Court guidelines, sexual harassment is defined as any ‘unwelcome’ sexually determined behavior, whether direct or implied. This includes but is not limited to: a). Physical contact and advances; b). Requests or demands for sexual favors; c.) Sexually colored remarks; d). Display of explicit material; e). Any other unwelcome physical, verbal, or non-verbal conduct of a sexual nature.

Committee Responsibilities: The Anti-Sexual Harassment Committee at IIBS is entrusted with the following responsibilities:

- Providing conciliation to facilitate resolution between the complainant and the respondent.
- Conducting a thorough inquiry within the stipulated time frame of 90 days, as prescribed by the law.
- Preparing comprehensive inquiry and settlement reports and submitting them to the Director.
- Ensuring confidentiality throughout conciliation proceedings, inquiries, and record-keeping.
- Maintaining easy accessibility for individuals filing complaints.

Reporting: Any individual who experiences or witnesses sexual harassment can address a written complaint to a member of the Anti-Sexual Harassment Committee. The committee is committed to handling each case with sensitivity, confidentiality, and a focus on resolving the matter in a timely and fair manner.

Sr. No.	Name	Designation	Position
1	Dr Tripuraneni Jaggaiah	Director	Chairperson
2	Dr. N. Gurunatha Naidu	Professor	Member Secretary
3	Dr G N Nagaraja	Professor	Member
4	Chandrakala	Assistant Professor	Member
5	Prof. Mangala V Reddy	Assistant Professor	Member
6	Dr. Samiya Mubeen	Assistant Professor	Member
7	Dr. Rubeena Khaliq	Assistant Professor	Member
8	Munianjannappa	External Member	External Member
9	Sravan Kumar Manda	Student	Member

Any staff having any specific grievance concerned with their Academic / Administration activity can address his problem to the Department of HR in writing through the concerned Department Head. Their grievances are routed through to the ED/Principal/Director. Genuine grievances of the staff will be considered and remedial measures taken by the authorities.

Suggestion System:

The staff members are encouraged to post any suggestion pertaining to improvement in institutional matters and issues. These suggestions can be submitted in writing to the ED/Principal/Director in a sealed envelope. If any staff does not want his name to be identified, he can do so in order to protect his identity.

Women's Grievances Redressal Cell:

This Cell is meant to address the grievances encountered by women staff in the work place. The Chairperson of the Cell will be appointed by the Institution.

Objectives:

- (a) Create awareness on equal opportunity for women, which will ultimately lead to an improved attitude and admirable behavior.
- b) Bring about attitudinal and behavioral changes in the teenage female youth of the Institution.
- (c) Provide a working/living harassment-free atmosphere by identifying the responsibility on the persons concerned for ensuring equal treatment of women and acknowledgement of women participation in all areas.
- (d) Conduct programs for ladies to empower them financially, emotionally, mentally and physically.
- (e) Deal appropriately with reported cases of sexual harassment, abuse or discrimination.
- (f) Initiate action against particular grievances in respect of unfair treatment due to gender bias.

Appeals and Review

The staff member of the College is welcome to submit their appeals or grievances if any to the ED/Principal/Director/Management for review and Redressal on any of the above

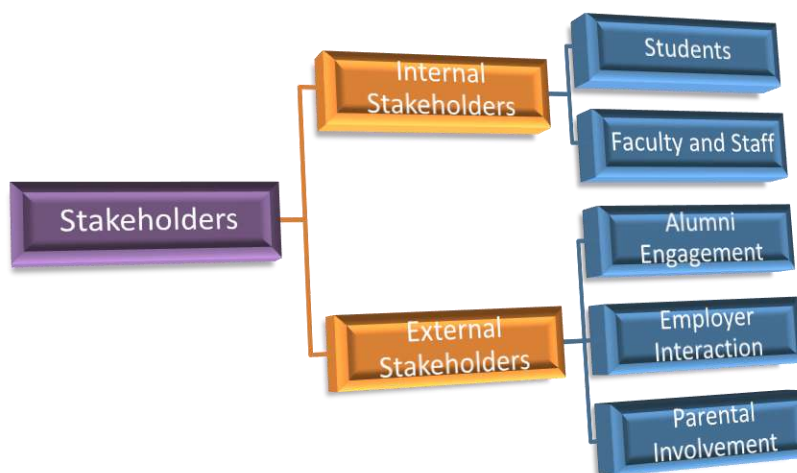
The decision of Principal/Director will be final on all such appeal and review.

No	Name	Designation	Position
1	Dr. Samiya Mubeen	Assistant Professor	Coordinator
2	Mrs. Alka Gupta Saraf	Assistant Professor	Member
3	Ms. Akriti Gupta	Assistant Professor	Member
4	Mrs. Mangala V Reddy	Assistant Professor	Member

5	Dr Uma Devi	Associate Professor	Member
6	Mrs. Archana	Assistant Professor	Member
7	Mrs. Trupti Suryawanshi	Assistant Professor	Member

2.1.3.1. Transparency (5) (5)

International Institute of Business Study (IIBS) is committed to transparency and excellence in education. This Self-Study Report (SSR) outlines the institute's efforts in ensuring openness and adherence to its vision and mission.



1. Induction and Orientation Program:
 - IIBS conducts an inclusive induction and orientation program, fostering student familiarity with the institute's vision and mission.
 - The program includes interactive sessions to ensure a holistic understanding of IIBS's core values.
2. Director's Address:
 - Regular addresses by the Director at the beginning of each term reinforce the institute's vision and mission, emphasizing their significance in the academic journey.
3. Student's Handbook:
 - A comprehensive Student's Handbook is provided, prominently featuring the institute's vision, mission, and core objectives for easy reference.

Faculty and Staff:

1. Staff Orientation Program:
 - New faculty and staff undergo a detailed orientation program that emphasizes the institute's vision and mission, ensuring alignment with institutional values.
2. Employee Handbook:

- An Employee Handbook is provided to all faculty and staff, outlining IIBS's vision and mission, serving as a reference guide for professional conduct.
- 3. Attendance Register:
 - Maintenance of an attendance register is a routine process, promoting a culture of accountability and adherence to the institute's principles.

External Stakeholders:

1. Alumni Engagement:
 - Periodic dissemination of the institute's vision and mission during alumni meets ensures ongoing engagement and alignment with the institute's objectives.
2. Employer Interaction:
 - Placement brochures featuring the institute's vision and mission are provided to employers, ensuring visibility during corporate interactions.
3. Parental Involvement:
 - Parental involvement during induction programs is a key strategy to sensitize them to the institute's vision, mission, and PEOs.

General Transparency Measures:

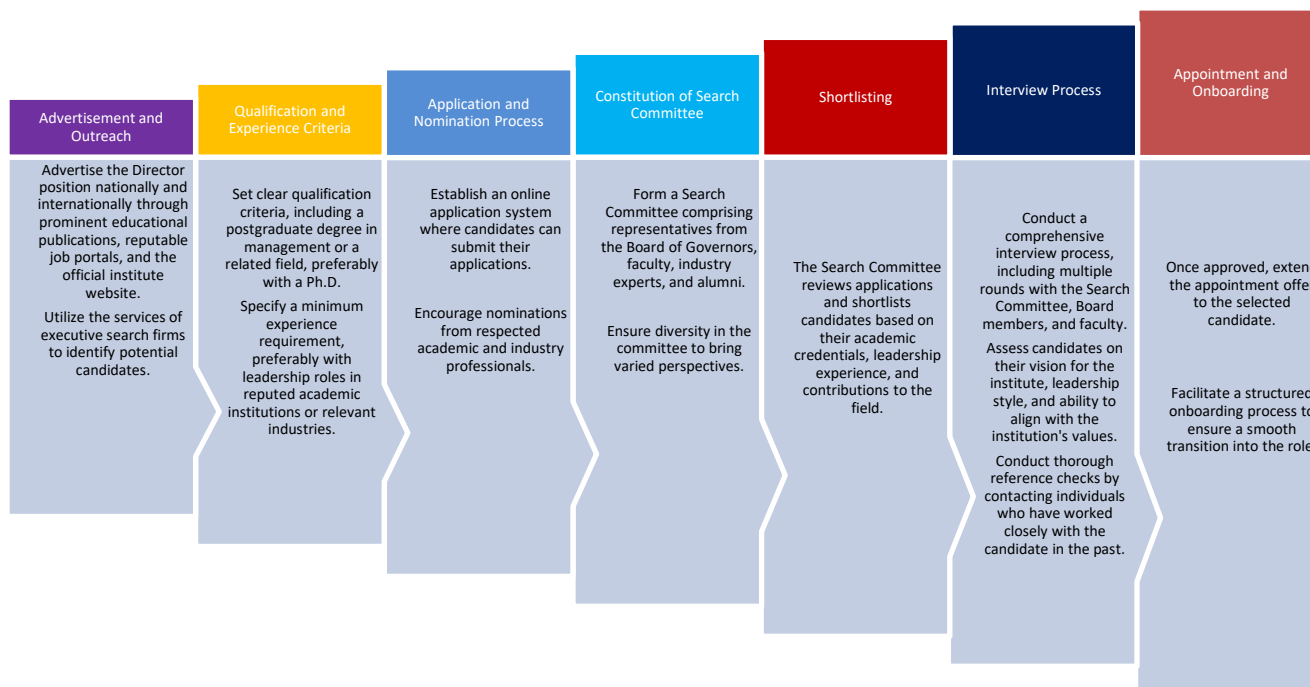
1. Online Information:
 - All relevant information, including policies, rules, and processes, is available on the institute's website, promoting transparency.
2. Manuals and Brochures:
 - Copies of policies/manuals are shared with faculty, staff, and students during onboarding, ensuring clarity on rules and regulations.
3. Anti-Ragging Policies:
 - Anti-ragging policies are prominently displayed on websites and across campus through visible banners.
4. Orientation Workshops:
 - Workshops during orientation programs educate stakeholders about rules, regulations, and policies, fostering a culture of compliance.
5. Admission Information:
 - Clear information on admission policies and procedures is disseminated through the institute's website, ensuring transparency.

IIBS's commitment to transparency is evident through these initiatives, creating an environment where stakeholders are well-informed (all stakeholders are issued manuals) and aligned with the institute's vision and mission.

2.1.3.3 Leader and Faculty selection process (5) (5)

At the Indian Institute of Business Study (IIBS), a transparent faculty selection process is implemented to ensure the recruitment of high-quality educators, fostering excellence in teaching and learning.

Leader selection process



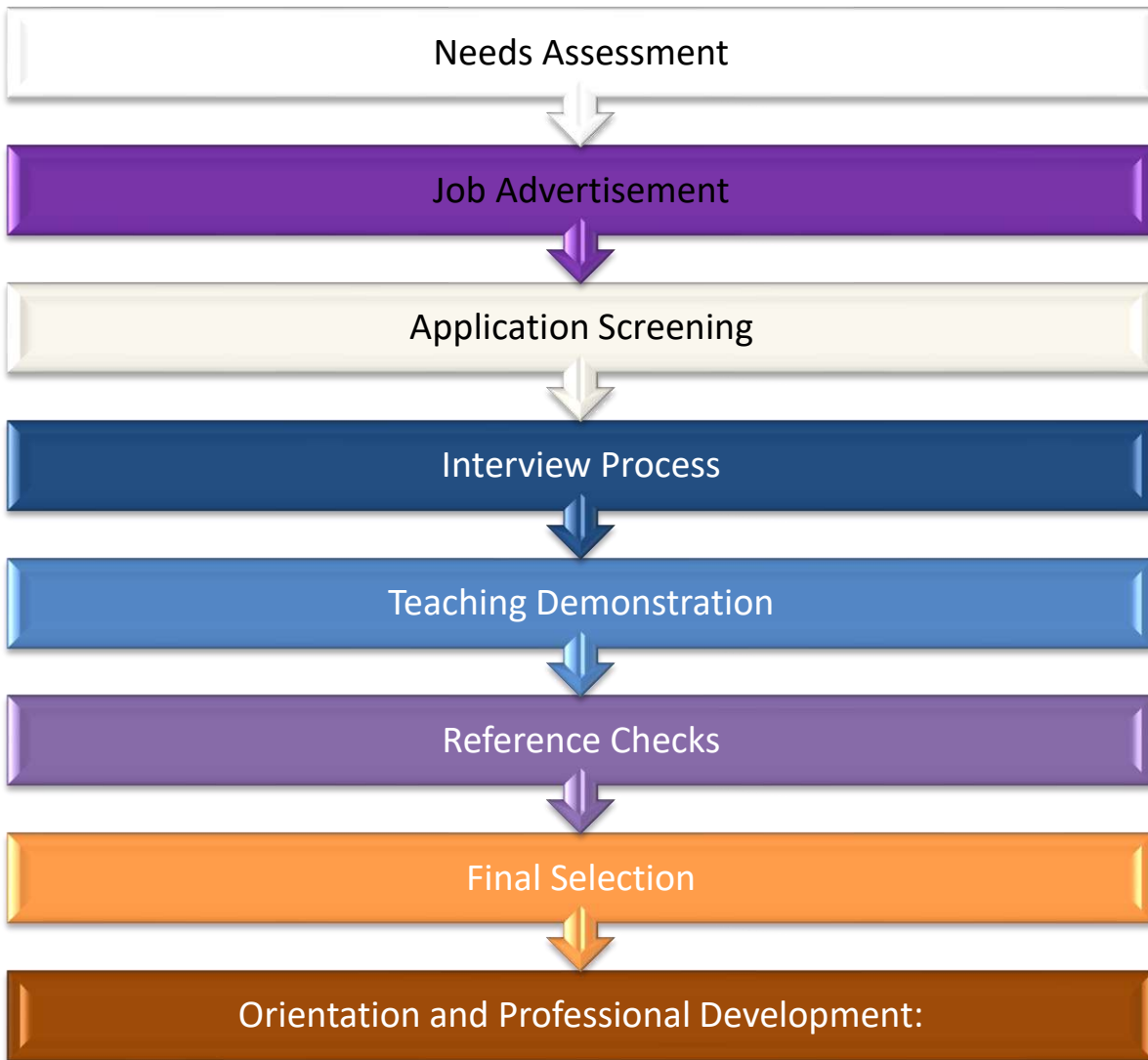
Faculty selection process

The institution adheres to AICTE norms for faculty recruitment, including positions such as Professor, Associate Professor, and Assistant Professor. The recruitment information is widely publicized through newspapers, as well as on the institute's website. Additionally, employee references and associates are utilized for broader outreach.

The approval of the Board is required for the selection of the Director and Program Heads, and Department heads play a crucial role in approving faculty appointments. When appointing faculty members, the institution considers factors such as teaching experience, industry exposure, and other relevant credentials. Demo classes are mandatory for faculty positions, and candidates are required to bring educational credentials, experience certificates, and pay slips for verification. Following successful interviews, the HR department conducts reference checks, background verification, and document verification before extending the appointment letter.

Joining formalities include the submission of relevant documents specified by HR department. Employees typically undergo a probationary period of six months, subject to management discretion based on the situation. Throughout this period, employee performance is closely monitored.

Faculty selection Process



Selection Process:

1. Needs Assessment:
 - Identify the academic and industry expertise required based on the PGDM program's curriculum.
 - Assess the specific skills and qualifications needed for each faculty position.
2. Job Advertisement:
 - Create a detailed job advertisement specifying the roles, responsibilities, and qualifications required.
 - Promote the job opening through various channels, including academic websites, professional networks, and social media.
3. Application Screening:
 - Review applications to ensure they meet the minimum qualifications and experience requirements.
 - Shortlist candidates based on their academic achievements, teaching experience, and industry exposure.
- Evaluate the candidate's industry connections, practical experience, and the ability to bridge academic and industry perspectives.

- Consider the candidate's research background, publications, and contributions to their field. Look for a balance between practical industry experience and scholarly activities.
- 4. Interview Process:
 - Conduct a preliminary interview to assess the candidate's communication skills, teaching philosophy, and understanding of the subject matter.
 - Assess the candidate's ability to integrate real-world examples into teaching and adapt to a dynamic educational environment.
- 5. Teaching Demonstration:
 - Request short teaching demonstrations to evaluate the candidate's teaching style, classroom management, and ability to engage students.
 - Assess the use of innovative teaching methodologies and technologies.
- 6. Peer Review:
 - Involve current faculty members in the interview process to get their perspective on the candidate's compatibility with the department and teaching philosophy.
 - Encourage peer feedback on the candidate's potential contribution to the college's academic community.
- 7. Reference Checks:
 - Conduct thorough reference checks to verify the candidate's qualifications, teaching effectiveness, and professional conduct.
 - Contact previous employers, colleagues, and mentors for insights.
- 8. Diversity and Inclusivity:
 - Encourage diversity during the faculty selection process, considering candidates from various backgrounds and experiences.
 - Ensure a fair and unbiased selection process.
- 9. Final Selection:
 - Based on the assessments, select candidates who align with the institution's mission, values, and commitment to academic excellence.
 - Communicate clearly with the selected candidates regarding their roles, responsibilities, and expectations.
- 10. Orientation and Professional Development:
 - Provide comprehensive orientation for new faculty members.
 - Offer ongoing professional development opportunities to enhance teaching skills and stay updated on industry trends.

SELECTION & APPOINTMENT POLICY

Selection of staff is one of the most strategic and significant determinants of whether an Institution will succeed or fail. It is vital to ensure that the following policy is implemented throughout the Institution.

The Selection and Appointment Policy is based on the following principles:

We recruit the best talent available based STRICTLY on merit.

Where possible we promote from within the Institution to provide career opportunities for our existing

staff, who possess requisite qualifications / experience.

We do not employ direct relatives of current employees in the same department, unless prior written permission is obtained from the authorities concerned.

We do not re-hire staff who have been terminated with a cause by the Institution succumb to any pressure that can result in compromising the quality of staff to be hired.

1. SELECTION / APPOINTMENT

1.1. All appointments of employees will be made in writing by the Appointing Authority for different cadres and classification of employees.

1.2. Appointment of employees shall be made by the Appointing Authority on the basis of the choice of applicants made

1.3. Recruitment of employees shall be made from one or more of the following sources:

(a) Direct recruitment from outside through open advertisement in the press prescribing qualifications,

Experience etc., subject to the guidelines issued from time to time.

(b) Promotion of existing employees from the lower cadres as per Promotion Policy.

(c) From any other source as determined by the Appointing Authority.

1.4. Each faculty member should serve for a minimum period of at least one academic year or as per the conditions terms and mentioned in his Appointment Order.

1.5 Minimum Qualification for each Teaching Post:

1. Assistant Professor: (A.P – I)

Qualification	Experience
First Class Degree either in Bachelors and in Master Degree in MBA / M.Com./MCA/MSc/MA English M Phil. PhD.	0 – 5 years

2. Assistant Professor (Senior Scale): (A.P – II)

Qualification	Experience
First Class Degree either in Bachelors or in Master Degree in MBA /MA/M.Sc/. M.Com./MCA & M Phil. Ph.D.	5 years
First Class M.Phil. with MBA / M.Com./MCA	7 years

Ph.D. in With MBA / M.Com./MCA	0 – 5 years
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3. Assistant Professor (Selection Grade):(A.P III)

Qualification	Experience
First Class Master Degree MSc/MA English /MBA / M.Com./MCA & M Phil. Ph.D.	10 years
Ph.D. in MBA / M.Com./ MCA/MA	Fresh
First Class M Phil. (MBA / M.Com./MCA/MA)	12 years
Ph. D. in M.Phil. (MBA / M.Com/ MCA/MA),	5 years

4. Associate Professor:

Qualification	Experience
Ph.D. Degree with first class Master's Degree in MBA / M.Com./MCA/MA/MSc/MA English /	5 years
First Class Master Degree in MBA / M.Com./MCA/MA + Ph.D. Registration / Completion of Course Work and Publication of 1 International Journal	15 years
Ph.D. Degree with first class Master's Degree in MBA / M.Com./MCA/MA English	12 years

5. Professor:

Qualification	Experience
Ph.D. Degree with first class Master's MBA / M.Com./MCA/MSc/MA English /	10 years of teaching / research / industry experience out of which 5 years as Associate Professor.
Ph.D. Degree with first class Master's Degree in MBA/ M.Com. / MCA	17 years' experience

6. Adjunct Faculty:

Qualification	Experience
	<ul style="list-style-type: none"> ➤ 10 – 15 years of experience from industry / organization satisfying the following norms – ➤ Teaching and research organizations of State / Central Government Institutions / Universities; ➤ Central and State Public Sector Undertakings
Candidate for Adjunct Faculty from industry should have	➤ (PSUs);
Relevant professional qualification (as applicable to regular faculty)	➤ Reputed Industries;
	<ul style="list-style-type: none"> ➤ Civil Servants (IAS / IPS / officials from Central and Provincial Services) and professionals and officials from professional councils; ➤ NRIs and PIOs working with reputed overseas academic, research and industrial organizations or having a demonstrated interest in Indian issues.

Counting of Experience for appointment / promotion:

Experience	Weightage
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Teaching experience in Universities / Management Institutions / Reputed Industries / Overseas Experience	Actual experience (100%)
Teaching experience in UG & PG / Arts & Management College / Private Institutes / Schools / General Industry	Half of the Actual experience (50%) – however in certain meritorious cases, 100% weightage was given as last year
Part time / Visiting Employment	One-fourth of the Actual Experience (25%)

For the purpose of calculation of experience, documentary evidence such as Appointment Order / Relieving Order and Experience Certificate is mandatory. Principal / HR Department will decide on the actual experience taking into account the proof submitted. Only completed year of service will be taken into account for the purpose of salary fixation – if a person has 6.10 years' experience, it will be construed as 6 years' experience only. However in certain cases, the 10 month experience was considered as one full year and full weightage would be given for Industry / other teaching experience.

Selection of Teaching and Non-Teaching Employees:

(a) Mode of Selection of Regular Faculty:

Direct recruitment to all cadres is based strictly on merit. In all the cases, the following procedures are followed-

- (i) At the end of each semester, the Coordinator review the staff position in their departments and prepare a manpower requirement list.
- (ii) The manpower requirement list is presented to the Director/ Principal
- (iii) The Director/ Principal discusses the requirement in the faculty's meeting and finalize the decision, taking into account the increase in in-take / new course / staff leaving, etc.
- (iv) The manpower requirement list is forwarded to the Management Team for approval. After the approval, advertisements are released in the leading newspapers and online portals.
- (v) The applications received are duly scrutinized.
- (vi) Letters of intimation are sent to the Staff Selection Committee members for attending the Selection process.
- (vii) Shortlisted applicants are intimated to attend the interview on a specified date and time.

- (viii) The choice is made by the Selection Committee after interviewing the eligible candidates for a considerable period of time. A test may be conducted, if required.
- (ix) The Selection Committee finalizes the selection of candidates,
- (x) The selected candidates will be given the Offer of Appointment by the Department of HRD, subject to the submission of the candidate's degree certificate in the original.
- (xi) Candidates sign the duplicate copy of the Offer of Appointment and submit their degree original certificate as a token of acceptance of the offer.
- (xii) Upon joining, the selected candidates are issued with the Appointment Order and are requested to fill in the Joining Report which is signed by their respective Coordinator, Department of HR and the Director/Principal in the prescribed format along with the following enclosures:
 - (a) Certificate of physical fitness;
 - (b) Relieving letter from the previous employer, if any.
 - (c) Evidence of date of birth / proof of age.
 - (d) Highest original certificate of qualification and experience, with one set of the copies of these certificates, duly attested.
 - (e) Publication copies / copies of participation certificates.
 - (f) Three copies of the candidate's color photograph.
 - (g) Aadhaar Card Copy / PAN Card Copy / Residence Proof; (h) Highest Original Degree Certificate, if not submitted earlier.
 - (i) Any other documents specified by the Director/Principal.

Note: Evidence of Date of Birth / Proof of Age: Every employee at the time of reporting to duty should give a certificate / declaration of the date of birth supported by any one of the following:

- (a) Certified extract from Register of Births and Deaths;
- (b) School Leaving Certificate / Matriculation Certificate;
- (c) PAN Card / Aadhar Card; and
- (d) Passport

The age of the employee, verified with reference to any of the above shall be the sole evidence of the age of the employee for all purposes including appointment and retirement.

- (xiii) The applications of other candidates, who could not be selected due to lack of vacancies, will be filed separately as "Wait Listed".

As and when required and depending on emergency / exigency situations, ad hoc appointments are made on contract basis for specified periods.

(b) Composition of Selection Committee:

1. Every Selection Committee shall consist of the following members:

For appointment of Professors:

- Chairman
- Director
- Principal
- HR Officer
- External Expert

For appointment of Associate Professor and, Assistant Professor

- Chairman
- Director
- Principal
- HR Officer
- External Expert

2. The meetings of the Selection Committees shall be convened by the Chairman of the Selection Committee as and when necessary.

(c) Mode of Selection of Technical / Non-Teaching staff:

All positions are advertised in the press / on-line portals. After the applications received, the eligible scrutiny candidates are shortlisted and intimated to appear for the Selection Committee consists of the following.

- Chairman
- Director
- Principal
- HR Officer
- External Expert

POST SELECTION PROCESS

Procedure:

The selected candidate who received the Offer letter should report for duty to the Director/Principal on the specified date, as mentioned in the offer letter.

The Joining Report and the Letter of Undertaking (if required) have to be filled up by the staff.

PAN Card / Aadhaar Card / Proof of Residence details should be furnished by the staff member and a copy of the same to be submitted at the time of joining.

Each staff member is required to open a Bank account with the Bank for the purpose of crediting their monthly salary. The ATM Card is also issued to the staff members for collecting their salary.

The Appointment Order will be issued by the Department to the newly-joined staff who has to execute the service contract if required.

The coordinator will brief the newly joined staff about the department formalities and the workload.

Email ID will be created for the staff by the ERP Team within a week's time.

Identity Card will be provided for each staff.

Library utilization form needs to be filled up by the newly joined faculty and they will be provided with a Library ID Card for utilizing the library resources

Induction program will be organized by the Department on the subsequent week to explain the rules and regulations of the Institution. The Induction kit will also be provided with all details.

Visiting cards for the senior staff will be provided in the specified format in the subsequent week.

Records of Service – Staff Personal File

A Staff Personal File for keeping the record of service of staff shall be maintained by Human Resources (HR) Department in respect of each employee of the Institution.

The Personal File will also contain the correct address, the date of appointment, consolidated pay / the scale of pay on which he was appointed, the increments given from time to time, leave availed of, transfer, promotions, suspensions, punishments, dismissal, etc., The file shall be opened immediately when an employee reports for duty.

Any change in the address should be intimated immediately by the employee.

All activities of an employee in his official position shall be recorded in this file, which will be maintained by the Department.

Identity Card

Every employee shall be given an identity card, appropriate to his classification and shall wear it while on duty and on being required to do so, show it to the person authorized by the Chairman. The ID card should be worn with the lanyard by all the staff during the working hours and during the travel time in the Institution bus.

The Identity Card shall carry the Photo of the employee, Name, Employee No., Designation, Department, Date of Birth, Blood Group, Contact No., and Residential Address. The said identity card shall be issued duly signed by the authority concerned.

If the employee loses the identity card, the Institution shall provide him with another ID card on payment of the requisite fee of Rs.200.

When an employee ceases to be in employment of the Institution, he shall surrender his/ her ID card to the Department before his/her accounts are settled.

Committee Composition:

The Selection Committee for the Leadership Team at IIBS is composed of the following members:

SL No	Name	Designation
1	Dr. Jay Prakash	Chairman
2	Dr Tripuraneni Jaggaiah	Director
3	Dr M Kethan	Principal
4	Dr. Mahesh Pavan	External Member

Procedure:**The Human Resources Department advertises.**

the vacant positions for the Leadership Team in accordance with the institution's recruitment policies. Applications are received and screened by the HR Department to ensure they meet the required qualifications and experience criteria outlined in the job description.

Shortlisting:

The HR Department shortlists candidates based on their qualifications, experience, and suitability for the positions. Shortlisted candidates are notified and invited for an interview with the Selection Committee.

Interview Process:

The Selection Committee conducts interviews with the shortlisted candidates.

Each candidate is assessed based on predetermined criteria, including leadership skills, academic background, professional experience, vision for the institution, and alignment with IIBS values.

During the interview, candidates may be asked questions related to their leadership style, strategic thinking, problem-solving abilities, and their plans for advancing the institution's goals.

Final Selection:

After thorough deliberation and evaluation, the Selection Committee finalizes the selection of candidates for the Leadership Team positions.

The chosen candidates are informed of their selection and offered the respective positions.

2.1.3.4 Stability of the academic leaders (3) (2)

Sl. No	Name	Photo	Designation	Date of Appointment	Tenure
1	Dr Tripuraneni Jaggaiah		Director	3/5/2017	6 Years (Till date)
2	Dr. Samiya Mubeen		Coordinator	06/09/2017	6 Years (Till date)
3	Prof Kuldip Sharma		Placement Director	23/7/2008	16 Years (Till date)
4	Dr. M Kethan		Principal	7/5/2022	2 Years (Till date)
6.	Mr. Umesh P		Librarian	16/08/2008	16 Years (Till date)

2.2. Financial Resources (40)**2.2.1. Budget Allocation, Utilization, and Public Accounting at Institute level (40)**

Financial Year	Fee Received PGDM	Grant Received from Govt.	Other Sources (Specify) Bank Interest & Old Debts	Total Income
2023-2024	7,10,93,323	-	10,35,067	53,26,89,481
2022-2023	3,21,08,323	-	15,84,640	30,44,44,230
2021-2022	1,27,24,396	-	15,01,412	32,72,45,940

2.2.1.1 Adequacy of budget allocation (15) (14)

IIBS has a steadfast commitment to fostering the overall development of students, faculty, and staff, aligning with the institute's mission. Emphasis is placed on delivering high-quality education supported by smart technology and robust knowledge resources. The management consistently advocates for the grooming of socially responsible business leaders without compromising on educational standards.

Budgetary allocations for various departments are meticulously evaluated, with funds earmarked well in advance for respective activities. Over the past four years, significant provisions have been made for infrastructure enhancements, staff salaries, library expansions, research endeavors, academic conferences, computer lab upgrades, and maintenance and repair initiatives. Key budgetary provisions include the expansion of hostel facilities, restroom amenities, reading rooms, and admission office improvements.

These budget allocations underscore the management's prioritization of institutional development and upkeep, ensuring that IIBS maintains its standards of excellence in all aspects of its operations.

2.2.1 Summary of Budget and the actual expenditure incurred (for the stand-alone Management Institute / Management department of an institute)

Income						
Financial Year	Total Fee Received	Fee Received PGDM	Fee Received NON-PGDM	Grant Received from Govt.	Other Sources(Specify) Bank Interest & Old Debts	Total Income
2021-22	16,28,72,264	1,27,24,396	15,01,47,868	-	15,01,412	32,72,45,940
2022-23	22,87,74,365	6,30,65,177	16,57,09,188	-	5,76,156	45,81,24,886
2023-24(Provisional)	46,89,14,627	24,09,95,700	22,79,18,927	-	12,30,058	93,90,59,312

Head of expenditure	Item of expenditure	Budgeted in CFY 2023-2024	Budgeted in CFY m1 2022-2023	Budgeted in CFY m2 2021-2022	Actual Expenses in CFY m1 2022-2023	Actual Expenses in CFY m2 2021-2022
Capital Expenditure	Infrastrucuture	27,49,227	1,62,784	86,502	9,16,409	54,261
Capital Expenditure	Library	3,41,824	69,038	8,851	1,13,941	23,013
Capital Expenditure	Vehicles	-	-	7,139	-	-
Capital Expenditure	Computer Labs and Software	39,43,053	5,43,479	13,669	13,14,351	1,81,160
Capital Expenditure	Other Specify Capital Items,	1,26,03,384	60,85,119	30,21,591	42,01,128	20,28,373
Other Expenses	Teaching and Non-Teaching staff Salary	2,90,22,582	1,07,13,314	41,28,354	96,74,194	35,71,105
College - Campus Expenses	Rent - College Building & Ground	2,52,530	4,75,465	3,82,182	84,177	1,58,488
College - Campus Expenses	University Expenses	24,25,882	11,69,113	-	8,08,627	3,89,704
Hostel & Student Related Expenses	Rent - Hostel Building	54,32,448	23,88,544	8,70,146	18,10,816	7,96,181
Hostel & Student Related Expenses	Student Uniforms	19,70,525	8,90,452	1,37,451	6,56,842	2,96,817
Hostel & Student Related Expenses	Recreational Activities	10,65,447	32,147	2,591	3,55,149	10,716
Hostel & Student Related Expenses	Student Welfare	13,08,464	44,523	13,669	4,36,155	14,841
Hostel & Student Related Expenses	Conference & Seminar	31,839	2,752	7,698	10,613	917
Hostel & Student Related Expenses	Training & Development	1,30,833	1,07,988	40,671	43,611	35,996
Other Expenses	Electricity Charges	9,02,052	5,70,611	2,32,593	3,00,684	1,90,204
Other Expenses	House Keeping	1,00,714	30,833	14,526	33,571	10,278
Other Expenses	Office Expenses	21,83,535	8,17,877	3,13,592	7,27,845	2,72,626
Other Expenses	Printing & Stationery	19,43,469	5,24,474	1,54,399	6,47,823	1,74,825
Other Expenses	Repairs & Maintenance	27,03,239	8,16,495	3,69,945	9,01,080	2,72,165
Other Expenses	Telephone & Internet	11,79,609	1,95,967	1,73,566	3,93,203	65,322
Other Expenses	Water Charges	24,155	8,568	3,064	8,052	2,856
Total		7,03,14,811	2,56,49,541	99,82,198	2,34,38,270	85,49,847

2.2.1.2 Utilization of allocated funds (15) (12)

At IIBS, budget allocations are widely distributed across key areas to support infrastructure development, student training, faculty enhancement, and research activities. A significant portion is directed towards modernizing classrooms, laboratories, and academic spaces, ensuring a conducive learning environment. Funds are also allocated for student training programs, including workshops, seminars, and industry visits to enhance employability. Faculty development initiatives and research support receive considerable attention, promoting continuous learning and scholarly pursuits among staff. Additionally, investments in library and IT infrastructure upgrades enhance academic resources and teaching methodologies. Resources are also dedicated to student-centric activities like placement assistance, sports, and cultural events, enriching the overall student experience. This prudent allocation underscores IIBS's commitment to academic excellence and holistic development.



S.no	Financial year	Budget Allocation Rs.	Actual Expenses Rs.	Adequacy
1	2023-24	7,03,14,811	-	NA
2	2022-23	2,56,49,541	2,34,38,270	Adequate
3	2021-22	99,82,198	85,49,847	Adequate

2.2.1.1. Availability of the audited statements on the institution's website **(10)** **(10)**

Audited statements uploaded in website

www.iibsonline.com

CRITERION 3	Program Outcomes & Course Outcomes	100
SELF ASSESMENT MARKS		94

3.1.A The Program Outcomes

After successful completion of the program, the graduates will be able to :

PO 1	Apply knowledge of management theories and practices to solve business problems.
PO 2	Foster Analytical and critical thinking abilities for data-based decision making.
PO 3	Ability to develop value-based leadership ability.
PO 4	Ability to understand, analyze and communicate global ,economic ,legal and ethical aspects of business.
PO 5	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.
PO 6	Exhibit proficiency in applying advanced quantitative and qualitative research methodologies, allowing them to critically evaluate data, make evidence-based decisions, and contribute to the continuous improvement of organizational processes.
PO 7	Demonstrate expertise in resolving business problems that may arise due to the advancement of the management concepts and engage in lifelong learning.
PO 8	Build proficiency in utilizing modern business technologies and tools, understanding their impact on business operations, and leveraging them for strategic advantage

PROGRAM SPECIFIC OUTCOMES (PSO)

After successful completion of the program the graduates will be able to:

PSO1	Apply the fundamental understanding of management sciences in order to tackle the challenging business issues.
PSO2	Instill the capacity for acquiring multidimensional knowledge via experiential learning, research, analysis, problem solving abilities through case studies, projects, industrial training and apply necessary tools to solve the problems
PSO3	Demonstrate the practice of professional ethics and standards for societal and environmental well-being.

3.1. Attainment of Program Outcomes (PO's) (50)

Course Code	Title	P O1	P O2	P O3	P O4	P O5	P O6	P O7	P O8	P O9	PS O	PS O	PS O
											1	2	3
PGDC101	MANAGERIAL ECONOMICS (MICRO)	3	3	2	1	2	1	3	3	2	3	3	3

PGDC102	ORGANIZATIONAL BEHAVIOUR	3	3	2	3	2	1	2	3	2	3	3	3
PGDC103	FINANCIAL STATEMENTS , ANALYSIS & REPORTING	3	3	2	1	3	1	2	1	2	3	3	3
PGDC104	BUSINESS STATISTICS & ANALYTICS FOR DECISION	3	3	2	1	2	1	2	2	2	3	3	3
PGDC105	OPERATIONS MANAGEMENT	3	3	2	1	2	1	2	2	2	3	3	3
PGDC106	BUSINESS COMMUNICATION	3	2	2	3	2	1	2	2	2	3	3	3
PGDC201	HUMAN RESOURCE MANAGEMENT	3	3	2	3	2	1	2	3	2	3	3	3
PGDC202	MARKETING MANAGEMENT	3	3	2	3	3	2	3	3	2	3	3	3
PGDC203	CORPORATE FINANCE	3	3	2	1	3	1	2	1	2	3	3	3
PGDC204	MANAGERIAL ECONOMICS (MACRO)	3	3	2	1	2	1	3	3	2	3	3	3
PGDC205	QUANTITATIVE TECHNIQUES	3	3	2	1	2	1	2	2	2	3	3	3
PGDC206	COMPUTER APPLICATIONS FOR BUSINESS	3	2	2	1	2	1	2	2	3	3	3	3
PGDC301	BUSINESS RESEARCH METHODS	3	3	3	3	3	3	3	3	3	3	3	3
PGDC302	INDIAN FINANCIAL SYSTEM & FINANCIAL MARKETS	3	3	2	1	3	1	2	1	2	3	3	3
PGDC303	ORGANISATIONAL CHANGE & DEVELOPMENT	3	3	2	3	2	1	2	3	2	3	3	3

PGDC304	ENTREPRENEURSHIP	3	3	2	1	2	1	2	2	2	3	3	3
PGDC305	LEGAL & BUSINESS ENVIRONMENT	3	2	2	1	2	1	2	2	3	3	3	3
PGDC306	CORPORATE STRATEGY & SOCIAL RESPONSIBILITY	3	2	2	1	2	1	2	2	3	3	3	3
PGDFN411	MANAGING BANKS & FINANCIAL INSTITUTIONS	3	3	2	1	3	1	2	1	2	3	3	3
PGDFN412	INVESTMENT ANALYSIS & PORTFOLIO MANAGEMENT	3	3	2	1	3	1	2	1	2	3	3	3
PGDFN413	CORPORATE ANALYSIS AND VALUATION	3	3	2	1	3	1	2	1	2	3	3	3
PGDFN414	PROJECT APPRAISAL PLANNING AND CONTROL	3	3	2	1	3	1	2	1	2	3	3	3
PGDFN415	BEHAVIOURAL FINANCE	3	3	2	1	3	1	2	1	2	3	3	3
PGDFN416	CORPORATE TAXATION AND FINANCIAL PLANNING	3	3	2	1	3	1	2	1	2	3	3	3
PGDMK421	DIGITAL MARKETING	3	3	2	3	3	2	3	3	2	3	3	3
PGDMK422	INTEGRATED MARKETING COMMUNICATION	3	3	2	3	3	2	3	3	2	3	3	3
PGDMK423	CONSUMER BEHAVIOUR	3	3	2	3	3	2	3	3	2	3	3	3
PGDMK424	SERVICES MARKETING	3	3	2	3	3	2	3	3	2	3	3	3
PGDMK425	RETAIL MANAGEMENT	3	3	2	3	3	2	3	3	2	3	3	3
PGDMK426	STRATEGIC BRAND	3	3	2	3	3	2	3	3	2	3	3	3

	MANAGEMENT												
PGDHR431	PERFORMANCE MANAGEMENT SYSTEM	3	3	2	3	2	1	2	3	2	3	3	3
PGDHR432	ORGANISATIONAL DEVELOPMENT & CHANGE MANAGEMENT	3	3	2	3	2	1	2	3	2	3	3	3
PGDHR433	TALENT & KNOWLEDGE MANAGEMENT	3	3	2	3	2	1	2	3	2	3	3	3
PGDHR434	EMPLOYEE RELATIONS	3	3	2	3	2	1	2	3	2	3	3	3
PGDHR435	COMPENSATION MANAGEMENT	3	3	2	3	2	1	2	3	2	3	3	3
PGDHR436	MANPOWER PLANNING & RECRUITMENT SELECTION	3	3	2	3	2	1	2	3	2	3	3	3
PGDBA441	BUSINESS INTELLIGENCE	3	3	2	1	2	3	2	1	3	3	3	3
PGDBA442	PREDICTIVE ANALYTICS USING R	3	3	2	1	2	3	2	1	3	3	3	3
PGDBA443	DATA WAREHOUSING & DATA MINING	3	3	2	1	2	3	2	1	3	3	3	3
PGDFN511	CORPORATE TAXATION FOR MANAGERS	3	3	2	1	3	1	2	1	2	3	3	3
PGDFN512	INTERNATIONAL FINANCIAL MANAGEMENT	3	3	2	1	3	1	2	1	2	3	3	3
PGDFN513	GLOBAL CAPITAL MARKETS	3	3	2	1	3	1	2	1	2	3	3	3
PGDFN514	MERGERS ACQUISITION & RESTRUCTURING	3	3	2	1	3	1	2	1	2	3	3	3

PGDFN515	FINANCIAL ENGINEERING	3	3	2	1	3	1	2	1	2	3	3	3
PGDFN516	DERIVATIVE MANAGEMENT	3	3	2	1	3	1	2	1	2	3	3	3
PGDFN517	FINANCIAL MODELLING	3	3	2	1	3	1	2	1	2	3	3	3
PGDMK521	B2B MARKETING	3	3	2	3	3	2	3	3	2	3	3	3
PGDMK522	MARKET RESEARCH	3	3	2	3	3	2	3	3	2	3	3	3
PGDMK523	INTERNATIONAL MARKETING	3	3	2	3	3	2	3	3	2	3	3	3
PGDMK524	CUSTOMER RELATIONSHIP MANAGEMENT	3	3	2	3	3	2	3	3	2	3	3	3
PGDMK525	PRODUCT & BRAND MANAGEMENT	3	3	2	3	3	2	3	3	2	3	3	3
PGDMK526	SALES & DISTRIBUTION MANAGEMENT	3	3	2	3	3	2	3	3	2	3	3	3
PGDMK527	RURAL MARKETING	3	3	2	3	3	2	3	3	2	3	3	3
PGDHR531	SHRM	3	3	2	3	2	1	2	3	2	3	3	3
PGDHR532	INDUSTRIAL RELATIONS & COLLECTIVE BARGAINING	3	3	2	3	2	1	2	3	2	3	3	3
PGDHR533	TRAINING & DEVELOPMENT	3	3	2	3	2	1	2	3	2	3	3	3
PGDHR534	SOCIAL MEDIA & HRM	3	3	2	3	2	1	2	3	2	3	3	3
PGDHR535	INTERNATIONAL HUMAN RESOURCE MANAGEMENT	3	3	2	3	2	1	2	3	2	3	3	3
PGDHR536	HR METRICS & ANALYTICS	3	3	2	3	2	1	2	3	2	3	3	3

PGDHR5 37	CROSS CULTURE& FUNCTIONAL MANAGEMENT	3	3	2	3	2	1	2	3	2	3	3	3
PGDBA5 41	BIG DATA ANALYTICS	3	3	2	1	2	3	2	1	3	3	3	3
PGDBA5 42	DATA VISUALISATION USING TABLEAU	3	3	2	1	2	3	2	1	3	3	3	3
PGDBA5 43	EMERGING TECHNOLOGIES IN ANALYTICS	3	3	2	1	2	3	2	1	3	3	3	3

3.1.1. Course Outcomes (COs) (5) (5)

Subject: Managerial Economics (Micro); Course Code: PGDC101; Batch: 2022-24; Academic Year 2022-23

CO1: Acquire conceptual knowledge of basics of economics and economic principles.
 CO2: Understand the demand determinants which influence the decisions taken by corporate.
 CO3: Comprehend the concepts related to demand and supply elasticity.
 CO4: Analyse the various market structure related to the price determination in each stream of market structure.
 CO5: Equip with the knowledge of factor pricing, factor market and various theories of interest and investment decisions.

Subject: QUANTITATIVE TECHNIQUES; Course Code: PGDC205; Batch: 2022-24; Academic Year 2022-23

CO1. Describe the basic tools of Operations research in solving the management problems using mathematical approach for decision making and utilize linear programming methods and various types of OR models for decision making.
 CO2. Explain and utilize transportation model and various methods for finding initial feasible solution for decision making.
 CO3 : Apply the knowledge and skills on decision in assignment problem solving .
 CO4. Analyse and apply the knowledge and skills on decision and queuing theory in problem solving and decision making.
 CO5: Assess the strengths and limitations of different OR models and methods, selecting and adapting appropriate techniques to address specific management challenges effectively.

Subject: Corporate Strategy & Social Responsibility; Course Code: PGDC304; Batch: 2022-24; Academic Year 2022-23

CO1: Understand the key components of strategic vision and mission statements, including company goals, philosophy, and strategic hierarchy.

CO2: Explain the concept of corporate strategy and its significance in guiding organizational decisions and actions.

CO3: Utilize strategic frameworks, such as the balanced scorecard and CSR theories, to develop actionable strategies aligned with organizational goals and objectives.

CO4: Analyze the impact of corporate social responsibility (CSR) on organizational performance and stakeholder relationships, critically evaluating current trends and opportunities in CSR.

CO5: Create comprehensive strategic plans that integrate strategic vision, objectives, and strategies into a cohesive framework aligned with organizational goals, values, and stakeholder expectations.

Subject: Sales & Distribution Management; PGDMK405; Batch: 2022-24; Academic Year 2023-24

CO1. Understand the fundamentals of how consumer behavior influences sales and distribution strategies. Summarize the factors affecting purchasing decisions and post-purchase behavior.

CO2. Apply knowledge to develop effective sales strategies for diverse products and markets and utilize segmentation and targeting principles in designing sales approaches.

CO3. Analyze and optimize distribution channels for enhanced product availability.

CO4. Evaluate the advantages and disadvantages of various distribution strategies.

CO5. Evaluate the effectiveness of customer relationship management and customer retention strategies.

Subject: Business Intelligence; PGDBA 431 ; Batch: 2022-24; Academic Year 2023-24

CO1. Define the concept of Business Intelligence. Recall key components and technologies associated with Business Intelligence.

CO2. Explain the significance of Business Intelligence in modern business environments.

CO3 : Design and implement a data warehouse architecture. Utilize data modelling techniques for effective storage and retrieval of business data..

CO4. Apply statistical and analytical methods to extract meaningful insights from business data. Evaluate and choose appropriate ETL tools for specific business scenarios.

CO5: Assess the impact of BI on organizational decision-making and strategy. Evaluate the effectiveness of data governance in a BI context.

Subject: Performance Management System; PGDHR 421 , Batch: 2022-24; Academic Year 2023-24

CO1. Explain the objectives and benefits of performance management systems. Summarize the characteristics of traditional and modern performance management practices.

CO2. Apply knowledge of performance management principles to design effective performance appraisal processes. Implement feedback mechanisms and coaching strategies in performance management..

CO3 : Analyze performance data to assess individual and team performance objectively. Identify performance-related challenges and issues within an organizational context.

CO4. Evaluate the effectiveness of performance management systems in achieving organizational goals.

CO5. Assess the impact of performance feedback and coaching on employee development.

Subject: DIGITAL MARKETING ; PGDMK411 ; Batch: 2022-24; Academic Year 2023-24

CO1. Explain consumer behavior in the digital space. Summarize the factors influencing online purchasing decisions.

CO2. Apply skills in designing and implementing integrated digital marketing campaigns. Implement strategies for leveraging social media for brand promotion.

CO3 : Analyze the role of various digital channels in an integrated campaign. Evaluate the impact of social media on brand promotion.

CO4. Evaluate the effectiveness of SEO techniques in improving online visibility. Assess the importance of SEO in digital marketing.

CO5. Create and utilize analytics tools to measure digital marketing campaign performance.

Subject: Agribusiness Environment and Policy ; PGDABM 441 ; Batch: 2022-24; Academic Year 2023-24

CO1. Explain the environmental factors influencing agribusiness. Summarize the impact of climate,

geography, and natural resources on agricultural practices.

CO2. Apply economic principles to analyze factors affecting agribusiness operations. Utilize market forces and pricing mechanisms in agricultural contexts.

CO3 : Analyze the impact of regulatory frameworks on agribusiness practices. Evaluate economic factors and their role in agricultural operations.

CO4. Evaluate the implications of global and local policies on agribusiness. Assess sustainability challenges and strategies in agribusiness.

CO5: Create strategies for navigating the agribusiness environment. Design approaches for risk management, innovation, and strategic planning in agribusiness.

Subject: Supply Chain and Logistics Management; PGDOM 451, Batch: 2022-24; Academic Year 2023-24

CO1. Summarize the importance of aligning supply chain strategies with organizational goals.

CO2. Apply logistics planning and optimization techniques.

CO3 : Evaluate the impact of logistics planning on overall supply chain performance..

CO4. Evaluate inventory management strategies using demand forecasting.

CO5: Design strategies for reducing environmental impact and improving overall sustainability.

Subject: MANAGING BANKS & FINANCIAL INSTITUTIONS; PGDFN 401 ; Batch: 2022-24; Academic Year 2023-24

CO1. Understand the basic functions and roles of banks and financial institutions.

CO2. Explain the significance of banks and financial institutions in the economy. Summarize the functions of different types of financial institutions.

CO3: Analyze the impact of regulatory changes on the operations of financial institutions. Evaluate

the financial performance of banks using relevant analytical tools.

CO4. Evaluate the implications of technological advancements on financial service delivery. Critically assess the alignment of business strategies with market trends.

CO5: Develop customer-centric approaches to enhance relationships in the financial sector. Create

strategies for leveraging technology to improve customer experience.

Subject: RETAIL MARKETING; PGDMK512; Batch: 2022-24; Academic Year 2023-24

Course Outcomes:

CO1.Explain how consumer behaviour impacts retail strategies..

CO2. Apply knowledge to develop effective retail strategies for different types of retail businesses.

CO3 Analyse the impact of pricing, assortment, and store atmosphere on retail management.

CO4. Evaluate inventory management and assortment planning techniques..

CO5.Evaluate the effectiveness of customer service strategies in improving the shopping experience.

Subject: Agribusiness Analytics and Informatics; PGDABM 541; Batch: 2022-24; Academic Year 2023-24

CO1: Understand the significance of Agri Informatics in modern agriculture and evaluate the role of various agriculture information systems.
 CO2: Prepare contingent crop planning using Farm Management Systems and integrate smartphone apps and e-agriculture concepts into agricultural practices.
 CO3: Evaluate the characteristics and applications of Artificial Neural Networks (ANN) in agriculture.
 CO4: Apply AI and robotics technologies in agricultural scenarios.
 CO5: Develop and use R for statistical computing in agriculture.

Subject: CORPORATE TAXATION FOR MANAGERS; PGDFN 504; Batch: 2022-24; Academic Year 2023-24

CO1: Acquire the basic concept of Corporate Valuation and approaches.
 CO2: Build the analytical ability to solve and interpret Discounted Cash flow Approach, Free Cash Flow to Equity (FCFE) model, valuation of Bond, Valuation of Equity shares
 CO3: Analyse conceptual knowledge on the relative valuation.
 CO4: Evaluate the knowledge on methods of Cost and Benefit of a merger, exchange ratio in mergers in M&A and Restructuring.
 CO5: Demonstrate the concept of Value Based Management and Approaches.

Subject: Operations Research Applications; PGDOM551; Batch: 2022-24; Academic Year 2023-24

CO1: Interpret the results of optimization models and algorithms, understanding their implications for decision-making and resource allocation in complex organizational settings.
 CO2: Apply advanced optimization techniques to formulate and solve real-world problems across different industries and functional areas, considering constraints, objectives, and decision variables.
 CO3: Analyze the structure and properties of optimization problems, identifying key elements such as objective functions, decision variables, and constraints.
 CO4: Critically evaluate the validity and reliability of optimization models and solutions, considering factors such as model assumptions, data quality, and solution robustness.
 CO5: Evaluate the performance of optimization algorithms and solution techniques, comparing their efficiency, accuracy, and scalability in addressing different problem types and sizes.

Subject: Future Trends in Business Analysis; Batch: 2022-24; Academic Year 2023-24

CO1: Understand the foundational principles of business analysis and its importance in organizational decision-making.
 CO2: Understand the significance of future trends in shaping the future of BA practices and organizational strategies.
 CO3: Apply BA techniques to identify and analyse current and emerging trends in various industries, using real-world data and case studies.
 CO4: Evaluate the effectiveness of different BA techniques and tools in predicting and leveraging future trends, considering factors such as accuracy, efficiency, and scalability.
 CO5: Design innovative solutions and approaches for incorporating future trends into BA practices to drive organizational growth, innovation, and competitiveness.

Subject: Training and Development; PGDHR523 ; Batch: 2022-24; Academic Year 2023-24

CO1. Demonstrate a comprehensive understanding of the fundamental concepts, principles, and processes associated with Training and Development.
 CO2. Conduct a thorough training needs assessment in an organizational setting, identifying areas for improvement and aligning training programs with organizational objectives.
 CO3. Design and develop training programs using appropriate instructional design principles and methodologies, ensuring alignment with organizational goals and objectives.
 CO4. Evaluate and apply various approaches and techniques for training and developing human resources within an organizational context, considering the diverse needs and learning styles of individuals.

CO5.Demonstrate proficiency in utilizing tools and techniques for the evaluation of training effectiveness, including but not limited to pre and post-assessments, feedback mechanisms, and performance metrics.

3.1.2: CO-PO matrices of courses selected in 3.1.1(5) (5)

Subject: Managerial Economics (Micro); Course Code: PGDC101; Batch: 2022-24; Academic Year 2020-21											
POs	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PSO1	PSO2	PSO 3
CO1	2	3	2	1	2	3	2	2	3	2	2
CO2	2	3	2	1	2	3	2	2	3	2	2
CO3	3	3	2	1	2	3	2	2	3	2	2
CO4	3	3	2	1	2	3	2	2	3	2	2
CO5	2	3	2	1	3	3	3	2	3	2	2
Subject: QUANTITATIVE TECHNIQUES; Course Code: PGDC205; Batch: 2022-24; Academic Year 2022-23											
POs	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PSO 1	PSO 2	PS O3
CO1	3	3	2	1	2	3	2	2	3	2	2
CO2	3	3	2	1	2	3	2	2	3	2	2
CO3	2	2	2	1	3	2	2	1	3	2	2
CO4	3	2	2	1	3	2	2	2	3	2	2
CO5	2	2	2	3	3	2	3	2	3	2	2
Subject: Corporate Strategy & Social Responsibility; Course Code: PGDC304; Batch: 2022-24; Academic Year 2022-23											
POs	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PSO1	PSO2	PS O3
CO1	3	2	2	1	3	1	3	2	3	2	2
CO2	3	3	3	1	3	2	2	2	3	2	2
CO3	2	1	1	1	3	1	2	3	3	2	2
CO4	3	2	1	1	2	1	1	2	3	2	2
CO5	3	1	1	1	2	1	3	3	3	2	2
Subject: Sales & Distribution Management; Course Code: PGDMK405; Batch: 2022-24; Academic Year 2022-23											
POs	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PSO1	PSO2	PS O3
CO1	3	3	2	1	2	2	1	3	3	2	2
CO2	3	3	2	1	2	2	2	3	3	2	2
CO3	3	3	2	1	3	3	2	2	3	2	2
CO4	3	2	2	3	3	3	2	1	3	2	2

CO5	3	3	2	1	2	3	2	3	3	2	2
Subject: Business Intelligence; PGDBA 431; Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	3	2	2	2	2	2	3	2	2
CO 3	3	3	3	2	2	2	2	2	3	2	2
CO 4	3	3	2	3	2	3	2	2	3	2	2
CO 5	3	3	2	2	3	2	2	2	3	2	2
Subject: Performance Management System; PGDHR 421 , Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	3	2	2	2	2	2	3	2	2
CO 3	3	3	3	2	2	2	2	2	3	2	2
CO 4	3	3	2	3	2	3	2	2	3	2	2
CO 5	3	3	2	2	3	2	2	2	3	2	2
Subject: DIGITAL MARKETING ; PGDMK411 ; Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	3	2	2	2	2	2	3	2	2
CO 3	3	3	3	2	2	2	2	2	3	2	2
CO 4	3	3	2	3	2	3	2	2	3	2	2
CO 5	3	3	2	2	3	2	2	2	3	2	2
Subject: Agribusiness Environment and Policy ; PGDABM 441 ; Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	3	2	2	2	2	2	3	2	2
CO 3	3	3	2	2	2	2	2	2	3	2	2
CO 4	3	3	2	3	2	3	2	2	3	2	2
CO 5	3	3	2	2	3	2	2	2	3	2	2

5											
Subject: Supply Chain and Logistics Management; PGDOM 451, Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	3	2	2	2	2	2	3	2	2
CO 3	3	3	2	2	2	2	2	2	3	2	2
CO 4	3	3	2	3	2	3	2	2	3	2	2
CO 5	3	3	2	2	3	2	2	2	3	2	2
Subject: MANAGING BANKS & FINANCIAL INSTITUTIONS ; PGDFN 401 ; Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	3	2	2	2	2	2	3	2	2
CO 3	3	3	2	2	2	2	2	2	3	2	2
CO 4	3	3	2	3	2	3	2	2	3	2	2
CO 5	3	3	2	2	3	2	2	2	3	2	2
Subject: RETAIL MARKETING; PGDMK512; Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	3	2	2	2	2	2	3	2	2
CO 3	3	3	2	2	2	2	2	2	3	2	2
CO 4	3	3	2	3	2	3	2	2	3	2	2
CO 5	3	3	2	2	3	2	2	2	3	2	2
Subject: Agribusiness Analytics and Informatics; PGDABM 541; Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	3	2	2	2	2	2	3	2	2
CO 3	3	3	2	2	2	2	2	2	3	2	2
CO 4	3	3	2	3	2	3	2	2	3	2	2
CO 5	3	3	2	2	3	2	2	2	3	2	2

5											
CO 6	3	3	2	2	2	2	2	2	3	2	2
Subject: CORPORATE TAXATION FOR MANAGERS; PGDFN 504 ; Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	2	2	2	2	2	2	3	2	2
CO 3	3	3	2	2	2	2	2	2	3	2	2
CO 4	3	3	2	2	2	2	2	2	3	2	2
CO 5	3	3	2	2	2	2	2	2	3	2	2
Subject: Operations Research Applications; PGDOM551; Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	3	2	2	2	2	2	3	2	2
CO 3	3	3	3	2	2	2	2	2	3	2	2
CO 4	3	3	2	2	2	2	2	2	3	2	2
CO 5	3	3	2	2	2	2	2	2	3	2	2
Subject: Future Trends in Business Analysis; Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	3	2	2	2	2	2	3	2	2
CO 3	3	3	2	2	2	2	2	2	3	2	2
CO 4	3	3	2	3	2	3	2	2	3	2	2
CO 5	3	3	2	2	2	2	2	2	3	2	2
Subject: Training and Development ; PGDHR523 ; Batch: 2022-24; Academic Year 2023-24											
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3
CO 1	3	3	2	2	2	2	2	2	3	2	2
CO 2	3	3	3	2	2	2	2	2	3	2	2
CO 3	3	3	3	2	2	2	2	2	3	2	2

CO 4	3	3	2	3	2	3	2	2	3	2	2
CO 5	3	3	2	2	3	2	2	2	3	2	2

3.1.3: Program level Course-PO/PSOs matrix of ALL courses including first year courses (10) (10)

Course Code	Title	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PS O 1	PS O 2	PS O 3
PGDC101	MANAGERIAL ECONOMICS (MICRO)	3	3	3	2.4	2.6	2.4	2.4	3	3	3	2.2
PGDC102	ORGANIZATIONAL BEHAVIOUR	3	3	3	3	2.4	2.4	3	2.4	2.4	2.4	2.4
PGDC103	FINANCIAL STATEMENTS , ANALYSIS & REPORTING	3	3	3	2.6	1.7	1.7	2.6	1.7	3	1.7	1.7
PGDC104	BUSINESS STATISTICS & ANALYTICS FOR DECISION	3	3	3	2.4	2.1	2.1	3	2.1	3	2.1	2.1
PGDC105	OPERATIONS MANAGEMENT	3	3	3	2.2	2.1	2.1	3	2.1	3	2.1	2.1
PGDC106	BUSINESS COMMUNICATION	3	3	3	2.4	2.2	2.2	3	2.2	3	2.2	2.2
PGDC201	HUMAN RESOURCE MANAGEMENT	3	3	3	2.4	2	2	3	2	3	2	2
PGDC202	MARKETING MANAGEMENT	3	3	3	2	2	2	3	2	3	2	2
PGDC203	CORPORATE FINANCE	3	3	3	2.2	2	2	3	2	3	2	2
PGDC204	MANAGERIAL ECONOMICS (MACRO)	3	3	3	2.4	2	2	3	2	3	2	2
PGDC205	QUANTITATIVE TECHNIQUES	3	3	3	2	2	2	3	2	3	2	2
PGDC206	COMPUTER APPLICATIONS FOR BUSINESS	3	3	3	2	2	2	3	2	3	2	2
PGDC301	BUSINESS RESEARCH METHODS	3	3	3	2	2	2	3	2	3	2	2

PGDC302	INDIAN FINANCIAL SYSTEM & FINANCIAL MARKETS	3	3	3	2	2	2	3	2	3	2	2
PGDC303	ORGANISATIONAL CHANGE & DEVELOPMENT	3	3	3	2	2	2	3	2	3	2	2
PGDC304	ENTREPRENEURSHIP	3	3	3	2	2	2	3	2	3	2	2
PGDC305	LEGAL & BUSINESS ENVIRONMENT	3	3	3	2	2	2	3	2	3	2	2
PGDC306	CORPORATE STRATEGY & SOCIAL RESPONSIBILITY	3	3	3	2	2	2	3	2	3	2	2
PGDFN401	MANAGING BANKS & FINANCIAL INSTITUTIONS	3	2.5	2.2	2.6	2.4	2.1	3	2.6	3	3	3
PGDFN402	INVESTMENT ANALYSIS & PORTFOLIO MANAGEMENT	3	2.8	2.8	2.8	2	2.9	2.9	2.1	2.9	2.9	2.9
PGDFN403	CORPORATE ANALYSIS AND VALUATION	3	3	1.7	1.5	1.7	1.7	3	2.7	3	3	3
PGDFN404	PROJECT APPRAISAL AND FINANCE	3	3	2.57	2.35	2.35	3	3	2.35	3	3	3
PGDMK411	DIGITAL AND SOCIAL MEDIA MARKETING	2.7	2.2	1.8	2.2	2.8	2.8	2.8	2.4	2.2	2.8	2.8
PGDMK412	CONSUMER BEHAVIOR	3	3	2.8	3	2.2	3	3	3	3	3	3
PGDMK413	SALES & DISTRIBUTION MARKETING	3	3	3	3	2.6	3	3	3	3	3	3
PGDMK414	SERVICES MARKETING	3	3	3	3	2.8	3	3	3	3	3	3
PGDHR421	PERFORMANCE MANAGEMENT SYSTEM	3	2.8	3	2.8	3	3	3	2.8	2.8	3	3
PGDHR422	EMPLOYEE RELATIONS	2.7	3	3	3	2.8	3	3	3	3	2.5	3
PGDHR423	MANPOWER PLANNING & RECRUITMENT SELECTION	3	2.5	2.5	3	3	3	3	3	3	3	3

PGDHR424	COMPENSATION MANAGEMENT	3	2.79	3	3	3	2.58	3	3	2.79	3	3
PGDBA431	BUSINESS ANALYTICS & INTELLIGENCE	3	3	3	2.6	2.4	3	3	3	3	3	3
PGDBA442	DATAANALYTICS USING R	3	3	3	2.8	2.8	3	3	3	3	3	3
PGDBA443	BUSINESS DATA MINING WITH SQL	3	2.88	3	2.7	3	3	3	3	3	2	3
PGDBA434	DESIGN THINKING	2.88	2.52	2.16	2.24	2.2	2	2.88	2	3	3	2
PGDABM441	AGRIBUSINESS ENVIRONMENT AND POLICY	3	3	2.79	3	3	3	2.79	3	3	3	3
PGDABM442	AGRI SUPPLY CHAIN AND RETAIL MANAGEMENT	3	3	2.7	2.7	3	2.77	3	2.78	3	3	3
PGDABM443	FOOD TECH AND PROCESSING MANAGEMENT	3	3	2.2	2.2	2	3	3	2.21	3	3	3
PGDABM444	AGRICULTURAL FINANCE BANKING AND MANAGEMENT	3	3	3	2.7	2.3	2.1	3	3	3	3	3
PGDOM451	SUPPLY CHAIN & LOGISTICS MANAGEMENT	3	2.4	2.4	2.4	2.5	2.4	3	2.4	3	2.4	3
PGDOM452	QUALITY MANAGEMENT SYSTEMS	2.4	2.4	2.4	2.2	2.1	2.6	2.4	2.4	2.4	2.4	2.7
PGDOM453	ADVANCED PRODUCTION SYSTEMS	3	2.9	2.7	2.4	2.6	2.1	2.9	2.7	3	2.7	2.1
PGDOM454	OR APPLICATIONS	3	2.8	2.4	2.2	2.2	3	2.8	2.2	3	3	2
PGDC401	ASSESSMENT FOR INTERNSHIP EVALUATION	3	3	3	3	3	3	3	3	3	3	3
	AVG	3	2.9	2.8	2.4	2.4	2.4	2.9	2.6	2.9	2.6	2.5

3.2. Course Outcomes (40)

3.2.1. Describe the assessment tools and processes used to gather the data upon which the

evaluation of Course Outcome is based (10) (10)

The Institute tries to adhere to the Academic Calendar planned in accordance with AICTE guidelines. The academic calendar includes schedule of Curricular, Co-Curricular and Extra Curricular activities in line with the COs and POs/PSOs, which are communicated to Faculty Members for its execution and to students for organization and participation. Course outcomes are structured with Blooms Taxonomy action verbs (prescribed by AICTE). Every CO is well framed as per 5 to 6 cognitive abilities, indicating the learning outcome of each course and it is properly designed according to the needs and requirements of program.

At IIBS, our educational journey is enriched with a diverse range of activities and programs to ensure holistic development and a well-rounded education:

1. **Management Orientation Module:** We begin with a comprehensive orientation program to prepare students for their academic journey.
2. **Classroom Sessions and Guest Lectures:** Our schedule is packed with engaging classroom sessions, tutorials and insightful guest lectures, ensuring students receive a well-rounded education.
3. **Comprehensive Evaluations:** We assess students progress through internal exams, SIP (Summer Internship Program) guidance sessions, and viva-voice examinations.
4. **Industry Exposure: Industrial** visits offer firsthand insights into real-world practices, helping students to bridge the gap between theory and practice.
5. **Seminars and Workshops:** Regularly conducting of seminars and workshops keep students updated with latest trends and developments the latest industry trends and developments.
6. **Entrepreneurship Development Cell:** We nurture entrepreneurship **Skills** through various activities, viz.. which fostering the spirit of innovation and enterprise. Or entrepreneurship
7. **IIBS Finishing School Certification Programs:** Our specialized programs equip students with additional skill sets to excel in their careers. Our Specialized Certification programs helps students to acquire cutting edge skills which will be require by industry
8. **Placement Grooming:** We prepare students for the corporate world through dedicated grooming activities, ensuring they are job-ready. The students will be trained as per the industries hiring process and ensuring that students will be well trained and grab an placement opportunities in first instance.
9. **Institute Social Responsibility (ISR):** Our commitment to social responsibility is evident through various initiatives aimed at giving back to the community.
10. **Institute Patents (IIBS IP):** We encourage innovation and research through our institute patents program.
11. **Partnership Programs:** Collaborative efforts with industry partners and alumni promote a vibrant learning ecosystem.
12. **Annual Sports Week:** We believe in the importance of physical well-being and host an exciting sports week.
13. **Intra & Inter College Fests:** Cultural exchange and talent showcases are at the heart of our intra and inter-college fests.

14. **Clubs & Forums:** Our clubs and forums provide platforms for students to pursue their interests and develop leadership skills.
15. **Graduation Day:** We celebrate the culmination of our students' academic journey with a grand graduation ceremony.

- ✓ Management Orientation Module,
- ✓ Schedule of classroom sessions, Guest Lecture's & Sessions. Activities
- ✓ Course related Comprehensive Concurrent Evaluations (Internal Exam, SIP guidance session & Viva-Voce).
- ✓ Guest Sessions, Mentorship Program, Seminars, Workshops.
- ✓ Industry Visit.
- ✓ Conference
- ✓ Entrepreneurship Development Cell activities.
- ✓ IIBS finishing School Certification Programs
- ✓ Placement: Grooming activities.
- ✓ ISR (Institute Social Responsibility), IIBS IP (Institute Patents) Curricular
- ✓ Partnership Program, Convergence-Alumni Meet.
- ✓ Annual Sports week, Intra & Inter College Fest, Clubs & forums.
- ✓ Graduation day

The assessment and evaluation process at our institution is designed to provide a comprehensive understanding of a student's abilities and skills. Here's a breakdown of how we evaluate our students:-

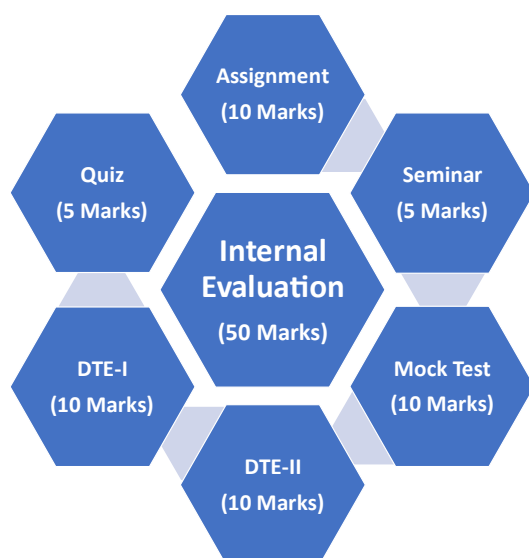
Continuous Evaluation Components:-

- **Case-Studies:** These help students to identify and solve real-world problems in management, enhancing their decision-making skills.
- **Assignments:** Given individually or in groups, assignments include exercises, problem-solving, term papers, and case analysis.
- **Seminars and Presentations:** Students are assigned topics and expected to defend their work, followed by a Q&A session.
- **Mini Projects:** Students undertake projects with defined objectives and learning outcomes, with faculty guidance.
- **Quiz:** Unannounced quizzes assess students' conceptual understanding and encourage active participation.
- **During the Trimester Examination:** Two mid-trimester exams test domain knowledge and last 2 hours each.
- **Case Studies Discussion and Analysis:** The case method involves studying and analyzing real-world management problems, encouraging decision-making skills. A minimum of 5 cases per course is mandatory, but faculty may increase this number if needed.
- **Evaluation Feedback:** Continuous and timely feedback is provided to students. Answer scripts are shared, and faculty offer clarification where needed. Performance in evaluation components is discussed in class, including details like the highest, lowest, and average scores.

- **Comprehensive Evaluation:** At the end of each trimester, a comprehensive evaluation covering the entire syllabus is conducted, lasting for 3 hours. This examination ensures a holistic assessment of students' understanding of the course material.
- **Comprehensive Assessment Criteria:**
 - **Comprehension of Concepts:** Students' ability to understand and grasp course concepts.
 - **Application of Concepts:** The skill to apply learned concepts in practical scenarios.
 - **Creativity and Originality:** Encouraging innovative thinking and problem-solving.
 - **Decision-Making Ability:** Evaluating students' capacity to make informed decisions.
 - **Documentation and Data Handling:** Assessing their proficiency in organizing and handling data.
 - **Self Expression:** Encouraging students to articulate their thoughts effectively.
 - **Leadership and Class Participation:** Recognizing leadership qualities and active engagement.

Our evaluation process is designed to nurture not just academic excellence but also the development of practical skills and critical thinking, preparing students for success in the dynamic world of management.

Internal Evaluation Components:-



DTE Question Paper Format:


IIBS INTERNATIONAL INSTITUTE OF BUSINESS STUDY

 BENGALURU CAMPUS :
 # 75, Muthugeshwari, Jala Hobli,
 Bangalore North Taluk, Bangalore Urban District,
 Bangalore - 562157, Karnataka

(Managed by Smt. B. Devi Educational and Charitable Trust)

 TRUST OFFICE :
 # 113, KHB Main Road,
 Kankarbagar, R.T.Nagar, Post,
 Bangalore, Karnataka 560032

I/II/III/IV/V/VI PGDM DTE Exam 2022-24
Course: ----- (Course Code-----)
Time: 2 Hr
Max. Marks: 50

	Section - A Attempt any Three questions, each question carries five marks.	Marks	CO	BL
1		05		
2		05		
3		05		
4		05		
	Section - B Any Two questions, each carries TEN marks			
5		10		
6		10		
7		10		
	Section - C Case Study - Compulsory			
8		15		

TEE Question paper Format:

 IIBS INTERNATIONAL INSTITUTE OF BUSINESS STUDY <small>(Managed by IIBS & IIBS Educational and Charitable Trust)</small>				
1/II/III/IV/V/VI PGDM TEE Exam 2022-24 Course: _____ (Course Code: _____)				
Time: 2.30 Hr		Max. Marks: 60		
	Section - A Answer any THREE questions; each question carries FIVE marks.	Marks	CO	BL
1		05		
2		05		
3		05		
4		05		
	Section - B Answer any THREE questions. Each question carries TEN marks.			
5		10		
6		10		
7		10		
8		10		
	Section - C Case Study - Compulsory			
09		15		

WRITTEN ASSIGNMENT RUBRICS

Criteria	Inadequate=D (Below Standard)	Adequate=C (Meets Standard)	Above Average=B (Exceeds Standard)	Exemplary=A (Far Exceeds Standard)
Organization	Writing lacks logical organization. It shows some coherence but ideas lack unity. Serious errors.	Writing is coherent and logically organized. Some points remain misplaced and stray from the topic. Transitions evident but not used throughout essay.	Writing is coherent and logically organized with transitions used between ideas and paragraphs to create coherence. Overall unity of ideas is present.	Writing shows high degree of attention to logic and reasoning of points. Unity clearly leads the reader to the conclusion and stirs thought regarding the topic.
Level of Content	Shows some thinking and reasoning but most ideas are underdeveloped and unoriginal.	Content indicates thinking and reasoning applied with original thought on	Content indicates original thinking and develops ideas with sufficient and firm	Content indicates synthesis of ideas, in-depth analysis and evidences original thought and support for the topic.

		a few ideas.	evidence.	
Development	Main points lack detailed development. Ideas are vague with little evidence of critical thinking.	Main points are present with limited detail and development. Some critical thinking is present.	Main points well developed with quality supporting details and quantity. Critical thinking is weaved into points	Main points well developed with high quality and quantity support. Reveals high degree of critical thinking.
Grammar & Mechanics	Spelling, punctuation, and grammatical errors create distraction, making reading difficult; fragments, comma splices, run-ons evident. Errors are frequent.	Most spelling, punctuation, and grammar correct allowing reader to progress though essay. Some errors remain.	Essay has few spelling, punctuation, and grammatical errors allowing reader to follow ideas clearly. Very few fragments or run-ons.	Essay is free of distracting spelling, punctuation, and grammatical errors; absent of fragments, comma splices, and run-ons.
Style	Mostly in elementary form with little or no variety in sentence structure, diction, rhetorical devices or emphasis.	Approaches college level usage of some variety in sentence patterns, diction, and rhetorical devices.	Attains college level style; tone is appropriate and rhetorical devices used to enhance content; sentence variety used effectively.	Shows outstanding style going beyond usual college level; rhetorical devices and tone used effectively; creative use of sentence structure and coordination
Format	Fails to follow format and assignment requirements; incorrect margins, spacing and indentation;	Meets format and assignment requirements; generally correct margins, spacing, and	Meets format and assignment requirements; margins, spacing, and indentations are correct;	Meets all formal and assignment requirements and evidences attention to detail; all margins, spacing and indentations are correct; essay is

	neatness of essay needs attention.	indentations; essay is neat but may have some assembly errors.	essay is neat and correctly assembled.	neat and correctly assembled with professional look.
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Rubrics for Quiz :

	The consolidated responses reflect which level of understanding and application of the concepts?			
	$\geq 80\%$	$\geq 60\%$ and $< 80\%$	$> 50\%$ and $< 60\%$	$< 50\%$
Quiz	Complete	Substantial	Fair	Luck

Rubrics for Mock Test:

Levels of Attainment	Questions/Problems
$< 30\%$	Incorrect answer; Relationships or terms not covered in answer, or are covered inaccurately; Subjective, opinion based analysis; Answer is hard to understand; not well written.
$\geq 40\%$ and $< 50\%$	Answer is not entirely correct; Answer misses specific relationships or terms needed to fully answer the question; Underlying logic of answer is not really accurate; Answer has elements of subjective, Opinion-based answers; Answer is hard to understand at times.
$\geq 50\%$ and $< 60\%$	A partially correct answer; Answer misses specific relationships or terms needed to fully answer the question; Underlying logic of answer is not really accurate; Answer has elements of subjective, opinion-based answers; Answer is hard to understand at times.
$\geq 60\%$ and $< 70\%$	A partially correct answer; Answer misses specific relationships or terms needed to fully answer the question; Underlying logic of answer is not really accurate; Answer is based on objective analysis; Answer is well written and easy to understand.
$\geq 70\%$ and $< 80\%$	A partially correct answer; Answer misses specific relationships or terms needed to fully answer the question; Answer is based on objective analysis; Answer is well written and easy to understand.
$> 80\%$	An effective answer that completely answers the question(s); All terms and relationships identified and integrated into answer(s); Answer based on objective analysis; Answer is well written and easy to understand.

Rubrics for Summer Internship Project:**Rubrics for summer internship evaluation:****Rubric #1:**

		Excellent	Acceptable	Unacceptable
a	Industry Orientation	Extensive knowledge of all departments, processes, products & work culture of the company	Moderate knowledge of departments, processes, products & work culture of the company	Minimal knowledge of departments, processes, products & work culture of the company
b	Identify problem domain	Detailed and extensive explanation of the purpose and need of	Moderate explanation of the purpose and need of the project	Minimal explanation of the purpose and need of the project

		the project		
c	Requirement analysis and feasibility of the proposed work	Technical, operational and economic aspects of the proposed work are properly analysed	Technical, operational and economic aspects of the proposed work are moderately analysed	Technical, operational and economic aspects of the proposed work are not properly analysed
d	Study of the existing systems	Detailed and extensive explanation of the specifications and the limitations of the existing systems	Moderate explanation of the specifications and the limitations of the existing systems	Minimal explanation of the specifications and the limitations of the existing systems
e	Objectives of the proposed work	All objectives of the proposed work are well defined	Some objectives of the proposed work are well defined	Objectives of the proposed work are either not identified or not well defined
f	Methodology of the proposed work	Steps to be followed to solve the defined problem are clearly specified	Steps to be followed to solve the defined problem are moderately specified	Steps to be followed to solve the defined problem are not properly specified

Rubric #2:

		Excellent	Acceptable	Unacceptable
a	Design methodology	<ul style="list-style-type: none"> • Division of problem into modules • Selection of good computing framework • Appropriate design methodology properly defined 	<ul style="list-style-type: none"> • Partial division of problem into modules • Inappropriate selection of computing framework • Design methodology not properly defined 	Modular approach not adopted and design methodology not defined
b	Planning of project work and team structure	<ul style="list-style-type: none"> • Time frame properly specified and being followed • Appropriate distribution of project work 	<ul style="list-style-type: none"> • Time frame properly specified, but not being followed • Un-even distribution of project work 	<ul style="list-style-type: none"> • Time frame not properly specified • In-appropriate distribution of project work
c	Formatting of Mid-term Report	Project report is according to the specified format	Project report is not fully according to the specified format	Project report not prepared according to the specified format
d	Description of technical details	Appropriate description of the technical requirements of the project till mid-term	In-sufficient description of the technical requirements of the project till mid-term	Poor description of the technical requirements of the project till mid-term
e	Appropriate coverage of work	Objectives achieved as per time frame	Insufficient achievement of objectives as per time frame	Objectives not achieved as per time frame

Rubric #3:

		Excellent	Acceptable	Unacceptable
A	Project Execution	<ul style="list-style-type: none"> • All defined objectives are achieved • Each module working well and properly demonstrated • All modules of project are well integrated and system working is satisfactory 	<ul style="list-style-type: none"> • Some of the defined objectives are achieved • Modules are working well in isolation and properly demonstrated • Modules of project are not properly integrated 	<ul style="list-style-type: none"> • Defined objectives are not achieved • Modules are not in proper working form that further leads to failure of integrated system
b	Presentation	<ul style="list-style-type: none"> • Contents of presentations are appropriate and well delivered • Proper eye contact with audience and clear voice with good spoken language 	<ul style="list-style-type: none"> • Contents of presentations are not appropriate • Eye contact with few people and cleat voice with good spoken language 	<ul style="list-style-type: none"> • Contents of presentations are not appropriate and not well delivered • Poor delivery of presentation

Rubric #4:

		Excellent	Acceptable	Unacceptable
a	Formatting of project report	Project report is according to the specified format	Project report is not fully according to the specified format	Project report not prepared according to the specified format
b	Description of concepts and technical details	<ul style="list-style-type: none"> • Complete explanation of the key concepts • Strong description of the technical requirements of the project 	<ul style="list-style-type: none"> • Explanation of the key concepts with little relevant literature • In-sufficient description of the technical requirements of the project 	<ul style="list-style-type: none"> • Inapproiate explanation of the key concepts • Poor description of the technical requirements of the project
c	Conclusions and Discussion	<ul style="list-style-type: none"> • Results are presented in very appropriate manner • Project work is well summarised and concluded • Future extensions in the project are well specified 	<ul style="list-style-type: none"> • Results are presented in good manner • Project work is not well summarised and concluded • Future extensions in the project are specified 	<ul style="list-style-type: none"> • Results are not presented properly • Project work is not summarised and concluded • Future extensions in the project are not specified
d	Blog	Blog well maintained on daily basis	Blog maintained but not complete	Blog not maintained

Rubrics for Seminar:

Evaluate the student's research presentation employing the following range-scored criteria (best is on right)					
	Inadequate	Average	Admirable	Outstanding	
Knowledge and Content	1	2	3	4	Score
Organization of presentation	Hard to follow; sequence of information jumpy	Most of information presented in sequence	Information presented in logical sequence; easy to follow	Information presented as interesting story in logical, easy to follow sequence	
Background content	Material not clearly related to topic OR background dominated seminar	Material sufficient for clear understanding but not clearly presented	Material sufficient for clear understanding AND effectively presented	Material sufficient for clear understanding AND exceptionally presented	
Methods	Methods too brief or insufficient for adequate understanding OR too detailed	Sufficient for understanding but not clearly presented	Sufficient for understanding AND effectively presented	Sufficient for understanding AND exceptionally presented	
Results (figures, graphs, tables, etc.)	Some figures hard to read	Majority of figures clear	Most figures clear	All figures clear	
	Some in inappropriate format	Majority appropriately formatted	Most appropriately formatted	All appropriately formatted	
	Some explanations lacking	Reasonably explained	Well explained	Exceptionally explained	
Contribution of work	Significance not mentioned or just hinted	Significance mentioned	Significance explained	Significance exceptionally well explained	

Criteria	1	2	3	4 - 5
Content & Organization	Poorly organized presentation which audience cannot easily follow.	Presentation has no logical sequence of information, content is disorganized, irrelevant, or inaccurate without any facts and figures.	Logical sequence of information allows the audience to follow presentation from introduction to conclusion, with less organized supporting information/data.	Information presented in logical, interesting and sequential manner from introduction to conclusion with organized supporting information/data.
Communication	Presenter reads slides, mumbles, speaks too quietly, has little to no eye contact, and has many non-word or filler interjections (um, uhh, ahh, well, so, etc.)	Presenter's pace is too slow or fast, jumps around, voice is low or unclear, multiple interjections distract audience, or fails to elaborate on key points.	Presenter clearly and effectively communicates key ideas, speaking and pace comfortable for audience.	Presenter clearly and effectively communicates ideas and engages the audience, concisely highlighting the key points.
Visual Aids	Presentation has spelling and grammatical errors, visual aids are irrelevant, or difficult to interpret.	Limited visual aids support presentation	Presentation has relevant visual aids that provide evidence to support assertions and recommendations.	Clear and creative visual aids enhance the presentation, reinforce key points, and engage the audience.

Question and Answers	Presenter does not have an accurate grasp of information and cannot intelligently answer questions relating to the topic and not to the point in answering and simply bluffing.	Basic knowledge of topics demonstrated, but elaboration is minimal or presenter fails to answer questions.	Presenter demonstrates in-depth knowledge on topic, is at ease with material, answers questions thoroughly, solid evidences with proper data sources.	Presenter demonstrates expertise on topic through clear and concise explanation, elaboration, question and answer, and key points delivery. Credible, in-depth, and accurate analysis with evidences that support presentation. Answering the Questions humbly and showing curiosity to know more.
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3.2.2: Calculation of CO Attainment (30) (27)

Each CO along with cognitive abilities are mapped to the PO's/PSOs with a level of emphasis correlated as: High (3), Medium (2) and Low (1). After measuring all the values, the average attainment level is calculated with the help of prescribed formula.

To find the attainment value of each course, internal assessment marks and external Trimester term end examination marks of each student for all the TRIMESTERS has been considered.

The formula to calculate the course attainment level is based on internal and external Trimester term end scores. The percentages of students who score more than 40 % marks in the internal and external final assessment are considered to set attainment levels for every course. This attainment level of each course will be varied in every year and different for different courses.

Formula to compute Course Outcome:

$(CO)_{101} = 50\% (\text{Attainment level of External Exam}) + 50\% (\text{Attainment level of Internal Evaluation}).$

CO attainment levels are set considering the revised syllabus of 2020 pattern with introduction of new courses and new specializations.

Levels	Scale of course attainment
Level 1	40% students scoring more than 40 % marks in the final examination
Level 2 (Target Level)	50% students scoring more than 40 % marks in the final examination
Level 3	60% students scoring more than 40 % marks in the final examination

- ✓ The attainments of each COs are computed by setting the benchmark as 50 % marks scored in each course as the target performance.
- ✓ Examinations (external and internal), curriculum assessment pattern (CBCS), Co-curricular events, sports and cultural events, research activities .C2C activities are focused on attainment of course outcomes and programme outcomes.
- ✓ The attainment of the PO & PSO is computed as average of attainment of the COs that are mapped to the given PO & PSO.
- ✓ The CO's attainment levels are analysed, and accordingly corrective measures are taken into consideration and action plans are prepared.

Measuring the course outcomes attained through Trimester Examination

TRI MES TER	COUR SE CODE	COURSE TITLE	CO ATTAINM ENT LEVEL	TARGET LEVEL (2) ACHIEVED (Y/N)	REMEDIAL MEASURES
TRI 1	PGDC 101	MANAGERIAL ECONOMICS (MICRO)	2.9	Y	Maintain & raise the level of performance
	PGDC 102	ORGANIZATIONAL BEHAVIOUR	2.9	Y	

	PGDC 103	FINANCIAL STATEMENTS , ANALYSIS & REPORTING	1.8	N	Assignments, personal coaching & counselling ,extra classes
	PGDC 104	BUSINESS STATISTICS & ANALYTICS FOR DECISION	2.8	Y	Maintain & raise the level of performance
	PGDC 105	OPERATIONS MANAGEMENT	2.8	Y	
	PGDC 106	BUSINESS COMMUNICATION	2.9	Y	
TRI MES TER	COUR SE CODE	COURSE TITLE	CO ATTAINM ENT LEVEL	TARGET LEVEL (2) ACHIEVED (Y/N)	REMEDIAL MEASURES
TRI 2	PGDC 201	HUMAN RESOURCE MANAGEMENT	2.9	Y	Maintain & raise the level of performance
	PGDC 202	MARKETING MANAGEMENT	2.8	Y	
	PGDC 203	CORPORATE FINANCE	1.9	N	Assignments, personal coaching & counselling ,extra classes
	PGDC 204	MANAGERIAL ECONOMICS (MACRO)	2.9	Y	Maintain & raise the level of performance
	PGDC 205	QUANTITATIVE TECHNIQUES	2.9	Y	
	PGDC 206	COMPUTER APPLICATIONS FOR BUSINESS	2.9	Y	
TRI MES TER	COUR SE CODE	COURSE TITLE	CO ATTAINM ENT LEVEL	TARGET LEVEL (2) ACHIEVED (Y/N)	REMEDIAL MEASURES
TRI 3	PGDC 301	BUSINESS RESEARCH METHODS	2.4	Y	Maintain & raise the level of performance
	PGDC 302	INDIAN FINANCIAL SYSTEM & FINANCIAL MARKETS	2.9	Y	
	PGDC 303	ORGANISATIONAL CHANGE & DEVELOPMENT	2.7	Y	
	PGDC 304	ENTREPRENEURSHIP	2.9	Y	
	PGDC 305	LEGAL & BUSINESS ENVIRONMENT	1.6	N	Assignments, personal coaching & counselling ,extra classes
	PGDC 306	CORPORATE STRATEGY & SOCIAL RESPONSIBILITY	2.8	Y	Maintain & raise the level of performance
TRI	COUR	COURSE TITLE	CO	TARGET	REMEDIAL

MES TER	SE CODE		ATTAINM ENT LEVEL	LEVEL (2) ACHIEVED (Y/N)	MEASURES
	FINANCE SPL				
TRI 4	PGDF N401	MANAGING BANKS & FINANCIAL INSTITUTIONS	2.7	Y	Maintain & raise the level of performance
	PGDF N402	INVESTMENT ANALYSIS & PORTFOLIO MANAGEMENT	2.9	Y	
	PGDF N403	CORPORATE ANALYSIS AND VALUATION	2.8	Y	
	PGDF N404	PROJECT APPRAISAL AND FINANCE	2.8	Y	
	MARKETING SPL				
TRI 4	PGDM K411	DIGITAL AND SOCIAL MEDIA MARKETING	2.7	Y	Maintain & raise the level of performance
	PGDM K412	CONSUMER BEHAVIOR	2.75	Y	
	PGDM K413	SALES & DISTRIBUTION MARKETING	2.85	Y	
	PGDM K414	SERVICES MARKETING	2.8	Y	
	HR SPL				
TRI 4	PGDH R421	PERFORMANCE MANAGEMENT SYSTEM	2.85	Y	Maintain & raise the level of performance
	PGDH R422	EMPLOYEE RELATIONS	2.85	Y	
	PGDH R423	MANPOWER PLANNING & RECRUITMENT SELECTION	2.75	Y	
	PGDH R424	COMPENSATION MANAGEMENT	2.9	Y	
	BA SPL				
TRI 4	PGDB A431	BUSINESS ANALYTICS & INTELLIGENCE	2.9	Y	Maintain & raise the level of performance
	PGDB A442	DATA ANALYTICS USING R	2.9	Y	
	PGDB A443	BUSINESS DATA MINING WITH SQL	2.7	Y	
	PGDB A434	DESIGN THINKING	2.85	Y	
	ABM SPL				
TRI 4	PGDA BM44 1	AGRIBUSINESS ENVIRONMENT AND POLICY	2.9	Y	Maintain & raise the level of performance
	PGDA	AGRI SUPPLY CHAIN	2.7	Y	

	BM44 2	AND RETAIL MANAGEMENT			
	PGDA BM44 3	FOOD TECH AND PROCESSING MANAGEMENT	2.8	Y	
	PGDA BM44 4	AGRICULTURAL FINANCE BANKING AND MANAGEMENT	2.8	Y	
	OM SPL				
	PGDO M451	SUPPLY CHAIN & LOGISTICS MANAGEMENT	2.75	Y	
	PGDO M452	QUALITY MANAGEMENT SYSTEMS	2.75	Y	
	PGDO M453	ADVANCED PRODUCTION SYSTEMS	2.7	Y	
TRI 4	PGDO M454	OR APPLICATIONS	2.65	Y	Maintain & raise the level of performance

3.3. Attainment of program outcomes and Program Specific Outcomes (40)

3.3.1. Describe the assessment tools and processes used to gather the data upon which the evaluation of Program Outcome is based (10) (10)

The Institute has followed the as per the guidelines of NBA, POs, PSO's & CO's have been defined for the PGDM syllabus (2020 pattern) prescribed by AICTE for calculating the attainment of CO and PO. Program Specific Outcomes (PSOs) are suggested and drafted by faculty members after exhaustive brainstorming session and then finalized by Program Assessment Committee (PAC). PO's and PSO's are communicated to students at the time of admission counselling, through information brochure, institute website and at the time of Organizing various curricular and co-curricular activities. Course Outcomes (COs), published in PGDM syllabus (2020 pattern) prescribed by AICTE, are mapped to PO's and PSO's. Then Comprehensive Concurrent Evaluations (CCE) are framed by respective course teacher by aligning to CO's and is communicated to students, well in advance in their classroom sessions along with mode of conduction, assessment parameters, score, and frequency.

Table 3.3.1C Assessment Tools, Process with Frequency: POs and PSOs

Methods of Assessment: POs & PSOs		Mode	Tools	Frequency
Direct Assessment (Weightage: 80%)	Course Assessments	Internal: Theory	Class Test, Assignments, Case Study, Quiz, GDs, Presentations, Group activities, Internal Exams (Basket is mentioned in AICTE 2020 pattern)	Twice in TRIMESTER Classroom Sessions.
		Internal: Viva Voce	SIP (Student internship project)	Once at the End of TRIMESTER
		External: Theory	End TRIMESTER	Once at the End of TRIMESTER
		External: Viva Voce	SIP	Once at the End of TRIMESTER
		PROJECT	1st Review & 2nd Review	6 th Trimester presentation.
Indirect Assessment (Weightage: 20 %)	Feedback	Alumni Survey	Questionnaire	Once at the end of academic year/ at Alumni meet
		Employers	Questionnaire	Once at the end of academic year and at the time of recruitment process.
		Parents	Questionnaire	Once in academic year: Parents meet
		Graduating Students (TRIMESTER 6)	Questionnaire	Once at the End of PGDM Program
		Management Representative	Questionnaire	Once at the end of academic year.
		Faculty member of IBS	Questionnaire	Once at the end of academic year.

Quality / relevance of Assessment Tools and Processes

- I. Attainment of POs/PSOs is done by adapting following evaluation process:
 - a. IIBS Exam Evaluations and Internal Assessments are evident tool to distinguish the institute's academic performance and to gauge attainment of CO's linked with PO's/PSO's.
 - b. DTE (During the Trimester end) score and end TRIMESTER results are referred as direct method and all feedbacks are referred as indirect method for measuring attainment of PO's & PSO's.
 - c. The PO's and PSO's are achieved through a curriculum that offers a number of courses. Each course has defined course outcomes that are linked to the PO's and a set of performance criteria that are used to provide quantitative measurement of how well COs are achieved.
 - d. The attainment of COs provides direct quantitative evidence that PO's and PSO's are attained.
- II. PO Attainment Level: $PO = 80\% \text{ (AVG attainment level by Direct Method By CO attainment level)} + 20\% \text{ (AVG attainment level by Indirect Method - through Feedback from (Students / Alumni / Employers / Parents/ Faculty / Management))}$.
 - a. Direct assessment: The performance of the students in the examinations (Internal and External) during the TRIMESTER in each course was used to compute the level of attainment of the POs and PSOs.
 - b. Indirect assessment: Indirect feedback was collected from the students, parents, alumni, employers, faculty members and management representatives in all the aspects of education, based on this feedback POs & PSOs level has been calculated.
 - c. Indirect feedback is collected w.r.t. program outcomes and program specific outcomes. The feedback was collected via circulating a questionnaire with combination of close end and open-end questions. Feedback is collected with 3-point rating scale, with the option of Best, Good and Average. Feedback from all the stakeholders regarding the POs/PSOs, were properly analysed and considered for the calculation of indirect attainment level.
 - d. With the help of prescribed formula, the average attainment level is calculated and hence the value is attained.
 - e. In Addition to this, student performances are been timely assessed through in-house activities (Co-curricular, Extra Curricular, Placement, Sports, Cultural, and Research etc.) for the final attainment of POs & PSOs.

3.3.2 Pos & PSOs attainment levels (30) (27)

Course Code	Title	P O1	P O2	P O3	P O4	P O5	P O6	P O7	P O8	PS O1	PS O2	PS O3
PGDC101	Managerial Economics (Micro)	3.0	3.0	3.0	2.4	2.6	2.4	2.4	3.0	3.0	3.0	2.2
PGDC102	Organizational Behaviour	3.0	3.0	3.0	3.0	2.4	2.4	3.0	2.4	2.4	2.4	2.4
PGDC103	Financial Statements , Analysis & Reporting	3.0	3.0	3.0	2.6	1.7	1.7	2.6	1.7	3.0	1.7	1.7
PGDC104	Business Statistics & Analytics For Decision	3.0	3.0	3.0	2.4	2.1	2.1	3.0	2.1	3.0	2.1	2.1
PGDC105	Operations Management	3.0	3.0	3.0	2.2	2.1	2.1	3.0	2.1	3.0	2.1	2.1
PGDC106	Business Communication	3.0	3.0	3.0	2.4	2.2	2.2	3.0	2.2	3.0	2.2	2.2
PGDC201	Human Resource Management	3.0	3.0	3.0	2.4	2.0	2.0	3.0	2.0	3.0	2.0	2.0

PGDC202	Marketing Management	3.0	3.0	3.0	2.0	2.0	2.0	3.0	2.0	3.0	2.0	2.0
PGDC203	Corporate Finance	3.0	3.0	3.0	2.2	2.0	2.0	3.0	2.0	3.0	2.0	2.0
PGDC204	Managerial Economics (Macro)	3.0	3.0	3.0	2.4	2.0	2.0	3.0	2.0	3.0	2.0	2.0
PGDC205	Quantitative Techniques	3.0	3.0	3.0	2.0	2.0	2.0	3.0	2.0	3.0	2.0	2.0
PGDC206	Computer Applications For Business	3.0	3.0	3.0	2.0	2.0	2.0	3.0	2.0	3.0	2.0	2.0
PGDC301	Business Research Methods	3.0	3.0	3.0	2.0	2.0	2.0	3.0	2.0	3.0	2.0	2.0
PGDC302	Indian Financial System & Financial Markets	3.0	3.0	3.0	2.0	2.0	2.0	3.0	2.0	3.0	2.0	2.0
PGDC303	Organisational Change & Development	3.0	3.0	3.0	2.0	2.0	2.0	3.0	2.0	3.0	2.0	2.0
PGDC304	Entrepreneurship	3.0	3.0	3.0	2.0	2.0	2.0	3.0	2.0	3.0	2.0	2.0
PGDC305	Legal & Business Environment	3.0	3.0	3.0	2.0	2.0	2.0	3.0	2.0	3.0	2.0	2.0
PGDC306	Corporate Strategy & Social Responsibility	3.0	3.0	3.0	2.0	2.0	2.0	3.0	2.0	3.0	2.0	2.0
PGDFN4 01	Managing Banks & Financial Institutions	3	2.5	2.2	2.6	2.4	2.1	3	2.6	3	3	3
PGDFN4 02	Investment Analysis & Portfolio Management	3	2.8	2.8	2.8	2	2.9	2.9	2.1	2.9	2.9	2.9
PGDFN4 03	Corporate Analysis And Valuation	3	3	1.7	1.5	1.7	1.7	3	2.7	3	3	3
PGDFN4 04	Project Appraisal And Finance	3	3	2.5 7	2.3 5	2.3 5	3	3	2.3 5	3	3	3
PGDMK4 11	Digital And Social Media Marketing	2.7	2.2	1.8	2.2	2.8	2.8	2.8	2.4	2.2	2.8	2.8
PGDMK4 12	Consumer Behavior	3	3	2.8	3	2.2	3	3	3	3	3	3
PGDMK4 13	Sales & Distribution Marketing	3	3	3	3	2.6	3	3	3	3	3	3
PGDMK4 14	Services Marketing	3	3	3	3	2.8	3	3	3	3	3	3
PGDHR4 21	Performance Management System	3	2.8	3	2.8	3	3	3	2.8	2.8	3	3
PGDHR4 22	Employee Relations	2.7	3	3	3	2.8	3	3	3	3	2.5	3
PGDHR4 23	Manpower Planning & Recruitment Selection	3	2.5	2.5	3	3	3	3	3	3	3	3
PGDHR4 24	Compensation Management	3	2.7 9	3	3	3	2.5 8	3	3	2.7 9	3	3
PGDBA4 31	Business Analytics & Intelligence	3	3	3	2.6	2.4	3	3	3	3	3	3
PGDBA4 42	Dataanalytics Using R	3	3	3	2.8	2.8	3	3	3	3	3	3
PGDBA4 43	Business Data Mining With Sql	3	2.8 8	3	2.7	3	3	3	3	3	2	3
PGDBA4 34	Design Thinking	2.8 8	2.5 2	2.1 6	2.2 4	2.2	2	2.8 8	2	3	3	2
PGDAB M441	Agribusiness Environment And Policy	3	3	2.7 9	3	3	3	2.7 9	3	3	3	3

PGDAB M442	Agri Supply Chain And Retail Management	3	3	2.7	2.7	3	2.7 7	3	2.7 8	3	3	3
PGDAB M443	Food Tech And Processing Management	3	3	2.2	2.2	2	3	3	2.2 1	3	3	3
PGDAB M444	Agricultural Finance Banking And Management	3	3	3	2.7	2.3	2.1	3	3	3	3	3
PGDOM4 51	Supply Chain & Logistics Management	3	2.4	2.4	2.4	2.5	2.4	3	2.4	3	2.4	3
PGDOM4 52	Quality Management Systems	2.4	2.4	2.4	2.2	2.1	2.6	2.4	2.4	2.4	2.4	2.7
PGDOM4 53	Advanced Production Systems	3	2.9	2.7	2.4	2.6	2.1	2.9	2.7	3	2.7	2.1
PGDOM4 54	Or Applications	3	2.8	2.4	2.2	2.2	3	2.8	2.2	3	3	2
PGDC401	Assessment For Internship Evaluation	3	3	3	3	3	3	3	3	3	3	3
	AVG	3.0	2.9	2.8	2.4	2.4	2.4	2.9	2.6	2.9	2.6	2.5

PSOs/ PSOs	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO 2	PSO3
Average PO's	3.0	2.9	2.8	2.4	2.4	2.4	2.9	2.6	2.9	2.6	2.5
Average Indirect Feedback	2.6	2.5	2.5	2.9	2.96	2.4	2.7	3	2.94	2.8	2.8

PO's/PSOs		PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO 8	PSO1	PS O2	PSO3
Calcula tions as per weightag es	80 % Averag e attain ment COs	2.375 442	2.316 093	2.234 791	1.959 553	1.951 634	1.953 136	2.352 014	2.1 04	2.352 917	2.0 56	1.976 263
	20% Averag e attain ment Feedba ck /Surve y	0.52 0	0.500	0.500	0.580	0.592	0.480	0.540	0.6 00	0.588	0.5 60	0.560
Overall POs/PSOs Attainment: 2022-24)		2.895	2.816	2.735	2.540	2.544	2.433	2.892	2.7 04	2.941	2.6 16	2.536
Average Attainment POs & PSOs (2022-24)		2.895	2.816	2.735	2.540	2.544	2.433	2.892	2.7 04	2.941	2.6 16	2.536

Target Set is previous batch attainment levels: 2022-24	2.88	2.79	2.64	2.54	2.48	2.48	2.82	2.6 2	2.94	2.6 1	2.52
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CRITERION 4	Curriculum & Learning Process	125
SELF ASSESSMENT MARKS		119

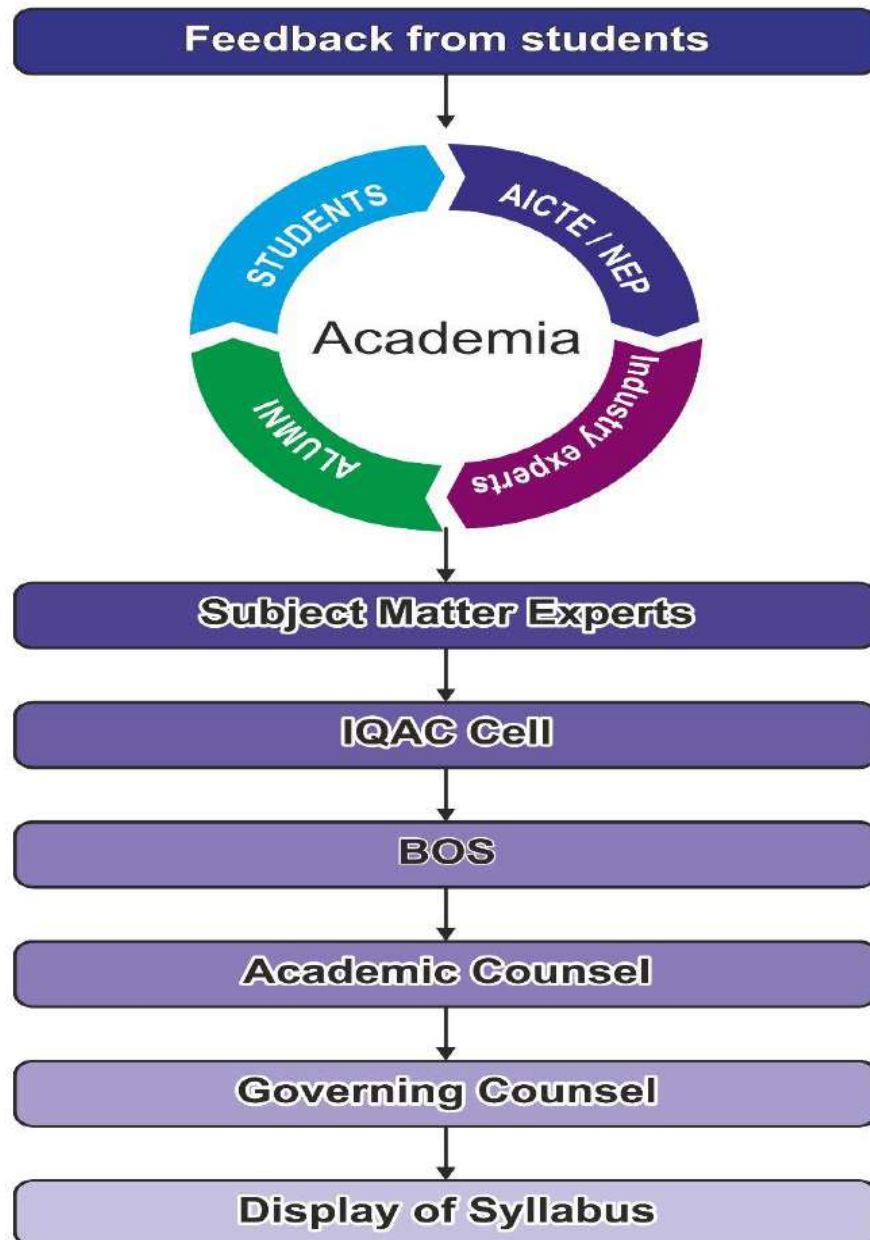
4.1 CURRICULUM (50)

4.1.1. State the process for designing the program curriculum (10) (10)

(Describe the process that periodically documents and demonstrates how the program curriculum is evolved or give the process of gap analysis, whichever is applicable, considering POs)

IIBS has been providing the Post Graduate Diploma in Management (PGDM) program from 2016 onwards as per the AICTE guidelines and norms with CBCS. The PGDM program is designed by keeping the needs of the industry in mind. This implies that the curriculum and structure of the PGDM program are tailored to address the current and evolving requirements of the business world. PGDM program in total consist of 6 trimesters, where each academic year will have 3 trimesters. IIBS incorporates successful strategies and methodologies used by some of the top-tier business schools into its program. The design of the PGDM program has been carefully formulated and indicates a deliberate effort to create a curriculum that is relevant, up-to-date, and aligned with the best practices in the industry. The program undergoes periodical curricular revisions through BOS and Academic Council. This reflects a commitment to staying current with industry trends and continuously improving the educational content to provide students with the most relevant and valuable knowledge and skills. The PGDM program is described as highly successful, indicating positive outcomes for students. Moreover, the program has gained strong acceptance in the industry, suggesting that graduates are well-received by employers and that the skills and knowledge imparted by the program align with industry expectations.

Curriculum Design Process

CURRICULUM DESIGN PROCESS**Process:**

The Institute has been reviewing and updating the curriculum both to ensure enough instructional content material and to satisfy the rising enterprise wishes. The PGDM curriculum is revised on the premise of inputs accrued from exclusive assets.

Sources of Information for Curriculum Revision

- The Academic Council gets inputs from BOS.
- BOS comprises industry experts, alumni and from leading academicians and faculty members of prestigious management institutions.

- Obtaining stakeholders feedback that is relevant to curriculum revision has been the placement activity. The industry expert's comments after completion of placement exercises are significant pointers to identify gaps in management learning and to take appropriate actions for curriculum modification from the perspective of industry relevance of the PGDM program.
- AICTE norms on model curriculum for PGDM program are an important guiding principle factor for curriculum revamp.
- An Internal Review Committee deals with the task of preparation for curriculum revision under the guidance of Academic Counsel.

Board of Study (BOS)

The Board of Study holds paramount importance as a key academic body responsible for the design and development of curriculum. Comprising representatives from the academic chairperson, specialization heads, and faculties, the Board of Study brings together diverse perspectives for effective decision-making. Serves as the authoritative body for the design and development of the curriculum, ensuring relevance and alignment with academic standards. Ensures inclusive representation from various academic facets, promoting a holistic approach to curriculum development. Engages in continuous review and enhancement of the curriculum, adapting to emerging trends and industry requirements to maintain program relevance.

Board of Study, through its collaborative and inclusive approach, plays a pivotal role in shaping and advancing the academic landscape of the institution, emphasizing the ongoing development and relevance of educational programs.

1. Develop comprehensive syllabus for various departmental courses, submitting them to the Academic Council for approval and subsequent publication.
2. Regularly update and revise syllabus content to align with industry standards, submitting proposed changes to the Academic Council for approval.
3. Consider recommendations from Area Heads and faculties regarding program-related matters and provide suitable recommendations to the Academic Council.
4. Convene at least once a year for Board of Study meetings, fostering collaborative discussions on curriculum, program development, and academic regulations.
5. Ensure strict adherence to all norms and regulations governing programs, fostering a culture of compliance within the academic framework.
6. Periodically review existing regulations related to programs and recommend modifications to the Academic Council to enhance the effectiveness of academic structures.
7. Evaluate academic performances, offering recommendations to the Academic Council regarding results declaration, degree awards, and improvements in Summer Internship and Placement

outcomes.

8. Recommend the recognition of outstanding achievements through stipends, scholarships, medals, and prizes, contributing to the acknowledgment of academic excellence.
9. Collaborate in formulating a general timetable for the program and finalize the academic calendar for Academic Council approval.
10. Establish sub-committees to monitor curriculum implementation, assess program effectiveness, and provide guidance on evaluation processes.
11. Conduct a minimum of one meeting per trimester, communicating resolutions to the Chairman of the Academic Council, and maintain comprehensive records in the office of the Academic Chairperson.
12. Undertake any additional responsibilities or functions assigned by the Director, contributing to the overall strategic direction and success of the academic programs.
13. Emphasize quality assurance in curriculum development and implementation, ensuring that programs meet the highest educational standards.
14. Foster transparent communication within the Board of Study, promoting a collaborative and informed decision-making environment.
15. Continuously monitor the impact of the academic curriculum through sub-committees, ensuring relevance, and adapting to emerging educational trends.



Academic Council Meeting

Academic Council

- The Academic Council of the Institution reviewed the proposals and approved the curriculum, with modifications as considered necessary.
- The Academic council consists of experts from Academia, Industry and Alumni, Retired Senior Administrative and Entrepreneurs.

Governing Council

Process of Gap Analysis by subject experts and development of the curriculum

There are two processes of gap analysis.

- (1) Examining gaps at the level of expectations on the program by stakeholders
- (2) Gaps in the attainment of PO already ascertained at the program level.

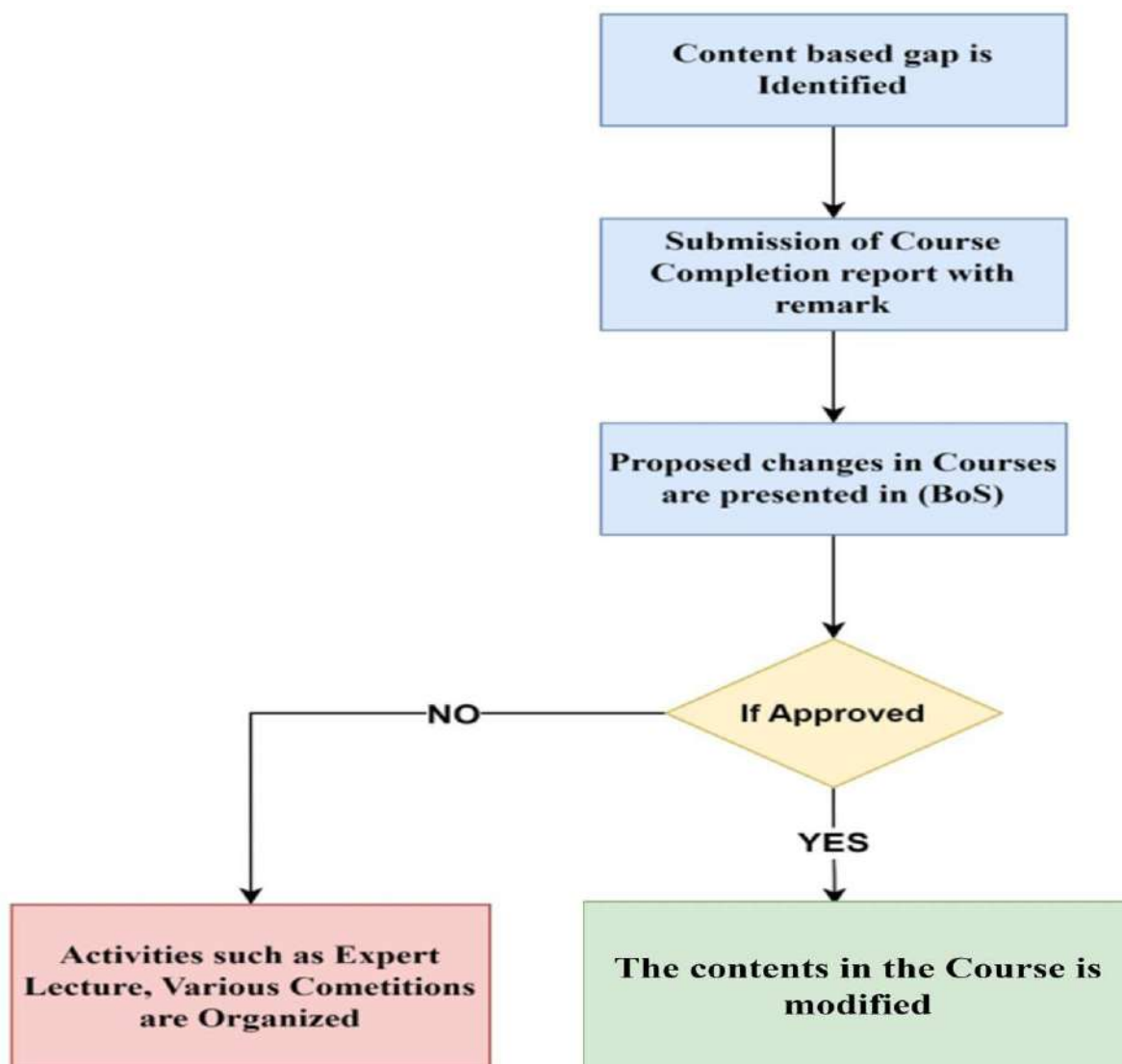
The first level gaps –gaps within the program are identified through the following methods.

- The feedback from companies where our students are placed.
- Feedback from the Alumni on the curriculum
- Feedback from experts participating in the curriculum development as part of the subject wise Expert Committee and/or as members of the Academic Council
- Benchmarking the curriculum with selected B Schools and model curriculum by AICTE
- Feedback from the faculty and students.

All such feedback is presented and discussed in the Academic Council and the curriculum updated with the gaps attended to.

The second gap analysis is against the attainment of POs of the program. This is done after calculating the PO attainment level at the program level. If there are gaps, proposals to deal with them are prepared by the Director Academic seeking the support of IQAC and senior faculty members and, thereafter modifications introduced in the teaching, learning and assessment processes. Some of the steps taken to loop the gap in the attainment of POs are;

- Providing additional study materials both printed and electronic materials including videos.
- Expert lectures by people from the Industry
- Organizing additional Industry visits
- Additional case Study
- Providing live project tasks/opportunities wherever possible
- Additional training wherever necessary
- Orientation and FDP will be organized

B. Process to Identify Gaps in the Curriculum.

Flowchart for Process used to identify and bridge the gaps in Curriculum.

Flowchart for Process used to identify and bridge the gaps in Curriculum

By integrating these actions, the program hopes to boost the proficiency of students in quantitative and qualitative research methodologies to ensure that the attainment target of 2.5 is achieved for PO6 in the future batches.

PO/PSO	2019-2021	2020-2022	2021-2023	2022-2024
PO1	2.816373	2.872	2.88	2.895
PO2	2.851015	2.78	2.79	2.816

PO3	2.518929	2.534	2.64	2.735
PO4	2.389558	2.428	2.54	2.54
PO5	2.288651	2.344	2.48	2.544
PO6	2.310914	2.406	2.48	2.433
PO7	2.60023	2.746	2.82	2.892
PO8	2.280793	2.306	2.62	2.704
PSO1	2.698165	2.918	2.94	2.941
PSO2	2.497583	2.47	2.61	2.616
PSO3	2.229271	2.348	2.52	2.536

- PO6: Here, the score initially increased but then dropped slightly in 2022-2024 to 2.433. While there has been general improvement since 2019-2021, this suggests a need for targeted actions to address the recent decline.
- PSO2: The score dropped slightly in 2020-2022 but then increased again over the next years to 2.616, indicating an overall upward trend.

Action taken to bridge the gap

➤ Introduction of new courses in autonomous curriculum

- Business Analytics
- Operations Management
- Agribusiness Management
- Core business research methods paper
- Core business ethics paper
- Summer Internship Project, Dissertation

The gaps were identified, and the following activities were undertaken to bridge the gap

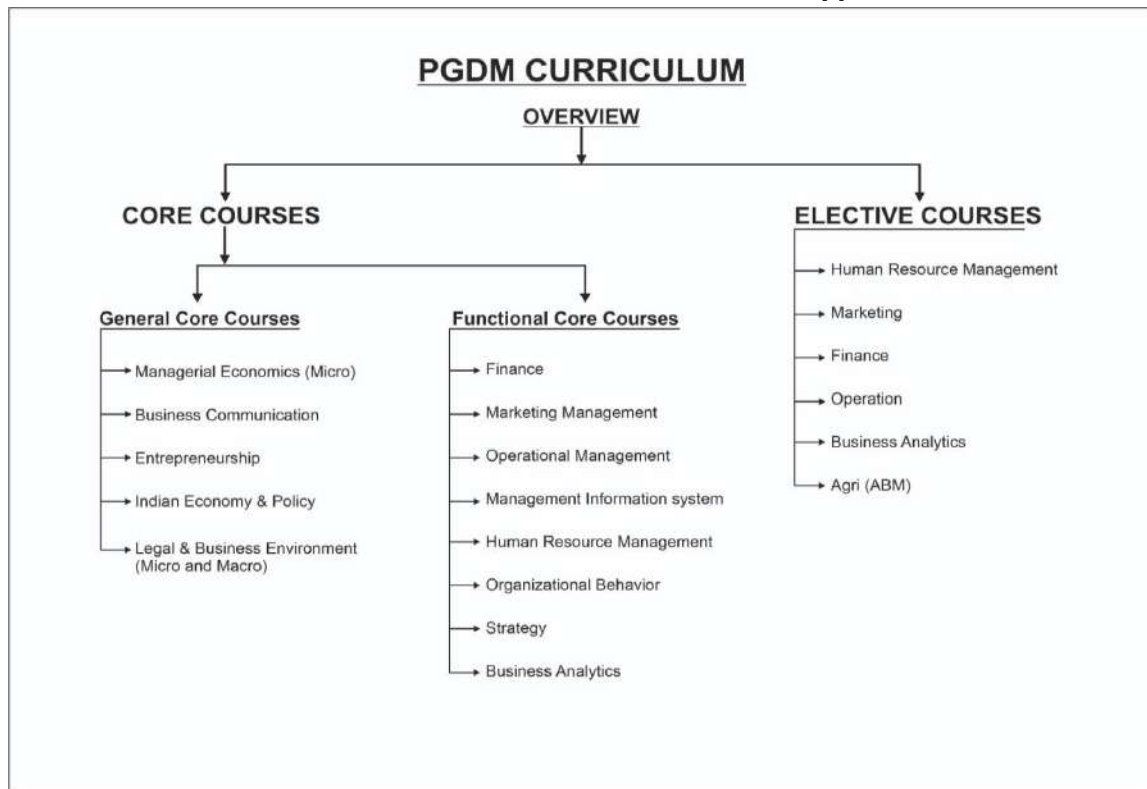
- Expert Lectures
- Industrial Visits
- Live Projects
- IIBS finishing school certification (56)
- Co-curricular activities

S. No	Value added activity/ session	Target audience	Date- Month- Year	Faculty in charge	Resource person	No. of Beneficiaries	Relevance to POs
1	Certification course in Excel	1 st Trimester	28/8/21 to 25/11/21	Mr. Rajesh AV	Mr. Niranjana Sr. Consultant, CSC Academy, Devanahalli	144	PO2 & PO6
2	Visit to Art of Living	4 th Trimester	5/2/2021	Dr. Samiya Mubeen	-	35	PO3 & PSO3
3	A workshop on career opportunities in Mutual funds industry and tricks to crack interviews in placement season	5 th Trimester	10/11/2021	Mr. Rajesh AV	Mr. Pradeep A.M. Relationship Manager, N.J. Invest Pvt. Ltd., Bangalore	49	PO7, PSO2 & PSO1
4	Certification course in Advanced Excel	2 nd Trimester	23/12/21 to 28/3/22	Ms. Lakshamma T	Mr. Narappa Reddy Assistant Professor	144	PO2 & PO6
5	Certification Course in Tally ERP	3 rd Trimester	20/4/22 to 1/7/22	Mr. Rajasekhar	Mr. Karthik Prakash	144	PO1 & PO6

					Assistant Professor St. Francis College, Bangalore		
6	Certification Course in SAP FICO	4 th Trimester	11/11/21 to 1/2/22	Mr. Rambabu A	Mr. Veeresh Kumar A Sr. Consultant Wipro	8	PO1 & PO6
7	Organized Budget Analysis	2 nd Trimester	3/2/2022	Dr. M.Kethan	Mr. Muneer Akbar & Associates, Bellary	50	PSO2 & PO4
8	Certification Course in Digital Marketing	5 th Trimester	20/4/22 to 1/7/22	Mr. Rajasekhar	Mr. Kiran Koppada SEO Specialist, Bangalore	14	PO2 & PO8
9	Certification Course in Power BI	6 th Trimester	7/7/22 to 29/8/22	Mr. Rambabu A	Mr. Sudheer Kumar Reddy Consultant, Besant Technologies Pvt Ltd	11	PO2 & PO6
10	Organized Case study analysis	6 th Trimester	28/7/22	Dr. Balaji Nak	-	48	PSO2 & PO4
11	Organized CEO Interaction	4 & 6 th Trimester	31/8/22	Mr. Mahabub Basha	Mr. Naveen Kumar, CEO, Growth Consultant, Bangalore	51	PO3 & PSO3
12	Organized Mentoring Session	2 nd Trimester	11/2/2023	Ms. Lakshmamma T	Mr. Vamshi Krishna Raju, City Head Marketing, JSW	49	PO3, PO7 & PSO3
13	Student Development Program on SPSS	4 th Trimester	9/10/23 to 13/10/23	Dr. Kethan	Dr. Mohammad Rafee New College, Chennai	30	PO6 & PSO2
14	Guest Lecture on Restrictions to Nutrient use in Organic Farming, Certification & Export Procedure	2 nd Trimester	20/3/24	Dr. Arun Kumar and Mrs. Mangala Reddy	Mr. Anil Kumar Gajaga Krishnappa Manager – Projects, ICCOA, Bangalore	75	PO7 & PSO1

Courses Alignment

All the courses are mapped to one of the areas as mentioned in the diagram below. Core courses are mandatory for all students. From the electives, students can choose as per their interest.



4.1.2 State the components of the curriculum (15) (15)

Comparison of credits with AICTE PGDM model curriculum

Course components	AICTE model curriculum –		IIBS - PGDM	
	Major Focus	Credits	Major Focus	Credits
Core Courses	First-year (I and II semesters)*	54 credits of core courses	General Management	57
Program Electives	Second-year (III and IV semesters)	42 credits of electives	Electives with six streams <ul style="list-style-type: none"> • Finance • Marketing • Human Resources • Agribusiness Management • Business Analytics • Operations Management 	42
General Elective				

Hands-on-Postings				
Summer Internship	Internship/ Field work	06 credits	Based on the elective streams	3
Dissertation			Based on the elective streams	6
Total		102		108

* No focus on any area of specialization

Table No. – 4.1.2

Course Component	Curriculum Content (% of total number of credits of the program)	Total number of contact hours	Total number of credits
Program Core	66.66	741	57
Program Electives	66.66	546	42
Internships	3	39	3
Final Dissertation		80	6
Total number of Credits			108

Program Curriculum Grouping Based On Course Components 2022-24

Course Component	Curriculum Content (% of total number of credits of the program)	Total number of contact hours	Total number of credits
Program Core	66.66	741	57
Program Electives	66.66	546	42
Internships	3	39	3
Final Dissertation		80	6
Total number of Credits			108

Program Curriculum Grouping Based On Course Components 2021-23

Course Component	Curriculum Content (% of total number of credits of the program)	Total number of contact hours	Total number of credits
Program Core	66.66	741	54
Program Electives	66.66	546	42

Internships	3	39	3
Final Dissertation		80	6
Total number of Credits			105

Program Curriculum Grouping Based On Course Components 2020-22

4.1.3 Transaction of the Curriculum (10) (10)

Course Code	Course Title	Total No of contact hours				No. of Credits
		Lecture (L)	Tutorial (T) *	Practical (P)*	Contact Hours	
Trimester – I						
PGDC101	Managerial Economics (Micro)	2	2	0	39	3
PGDC102	Organizational Behavior	2	2	0	39	3
PGDC103	Financial Statements, Analytics & Reporting	2	2	0	39	3
PGDC104	Business Statistics & Analytics for Decision	2	2	0	39	3
PGDC105	Operations Management	2	2	0	39	3
PGDC106	Business Communication	2	2	0	39	3
Trimester – II						
PGDC201	Human Resources Management	2	2	0	39	3
PGDC202	Marketing Management	2	2	0	39	3
PGDC203	Corporate Finance	2	2	0	39	3
PGDC204	Managerial Economics (Macro), Indian Economy & Policy	2	2	0	39	3

PGDC205	Quantitative Techniques	2	2	0	39	3
PGDC206	Computer Applications for Business	2	2	0	39	3
Trimester – III						
PGDC301	Business Research Methods	2	2	0	39	3
PGDC302	Indian Financial System & Financial Markets	2	2	0	39	3
PGDC303	Organizational Change & Development	2	2	0	39	3
PGDC304	Entrepreneurship	2	2	0	39	3
PGDC305	Legal & Business Environment	2	2	0	39	3
PGDC306	Corporate Strategy & Social Responsibility	2	2	0	39	3
Trimester – IV						
	Internship Project	3	0	0	39	3
Trimester - IV (Elective Subjects)						
FINANCE						
PGDFN 401	Managing Banks & Financial Institutions	2	2	0	39	3
PGDFN 402	Investment Analysis & Portfolio Management	2	2	0	39	3
PGDFN 403	Corporate Analysis & Valuation	2	2	0	39	3
PGDFN 404	*Project Appraisal & Finance	2	2	0	39	3
MARKETING						
PGDMK 411	Digital & Social Media Marketing	2	2	0	39	3
PGDMK 412	Consumer Behaviour	2	2	0	39	3
PGDMK 413	Sales & Distribution Management	2	2	0	39	3
PGDMK 414	*Services Marketing	2	2	0	39	3

HUMAN RESOURCES						
PGDHR 421	Performance Management Systems	2	2	0	39	3
PGDHR 422	Employee Relations	2	2	0	39	3
PGDHR 423	Manpower Planning, Recruitment & Selection	2	2	0	39	3
PGDHR 424	*Compensation Management	2	2	0	39	3
BUSINESS ANALYTICS						
PGDBA 431	Business Analytics & Business Intelligence	2	2	0	39	3
PGDBA 432	Data Analytics using R	2	2	0	39	3
PGDBA 433	Business Data Mining	2	2	0	39	3
PGDBA 434	*Design Thinking	2	2	0	39	3
AGRI BUSINESS MANAGEMENT						
PGDABM 441	Agri Business Environment & Policy	2	2	0	39	3
PGDABM 442	Agri Supply Chain & Retail Management	2	2	0	39	3
PGDABM 443	Food Technology & Processing Management	2	2	0	39	3
PGDABM 444	*Agricultural Finance & Banking Management	2	2	0	39	3
PRODUCTION AND OPERATIONS MANAGEMENT						
PGDOM 451	Supply Chain & Logistics Management	2	2	0	39	3
PGDOM 452	Quality Management System	2	2	0	39	3
PGDOM 453	Advanced Production Systems	2	2	0	39	3

PGDOM 454	Operations Management	2	2	0	39	3
Trimester - V (Elective Subjects)						
PGDC 502	International Business	2	2	0	39	3
FINANCE						
PGDFN 501	International Financial Management	2	2	0	39	3
PGDFN 502	Derivatives Management	2	2	0	39	3
PGDFN 503	Behavioral Finance	2	2	0	39	3
PGDFN 504	Corporate Taxation for Managers	2	2	0	39	3
MARKETING						
PGDMK 511	B2B Marketing	2	2	0	39	3
PGDMK 512	Retail Marketing	2	2	0	39	3
PGDMK 513	International Marketing	2	2	0	39	3
PGDMK 514	*Product & Brand Management	2	2	0	39	3
HUMAN RESOURCES						
PGDHR 521	Team Dynamics at Work	2	2	0	39	3
PGDHR 522	HR Metrics & Analytics	2	2	0	39	3
PGDHR 523	International HR Management	2	2	0	39	3
PGDHR 524	Strategic HRM	2	2	0	39	3
BUSINESS ANALYTICS						
PGDBA 531	Big Data Analytics	2	0	2	39	3
PGDBA 532	Data Visualization for Managers with Tableau	2	0	2	39	3
PGDBA 533	*Future Trends in Business Analytics	2	0	2	39	3

PGDBA 534	Data Analysis using Python and its libraries	2	0	2	39	3
AGRI BUSINESS MANAGEMENT						
PGDABM 541	Organic food production and certification management	2	2	0	39	3
PGDABM 542	Risk management in Agri commodity marketing	2	2	0	39	3
PGDABM 543	Rural and agricultural marketing	2	2	0	39	3
PGDABM 544	*International Agri business Management	2	2	0	39	3
PRODUCTION AND OPERATIONS MANAGEMENT						
PGDOM 551	Advanced Operations Research	2	2	0	39	3
PGDOM 552	Behavioral Operations Management	2	2	0	39	3
PGDOM 553	Supply Chain Analytics	2	0	2	39	3
PGDOM 554	Advanced Quality Metrics	2	0	2	39	3
Trimester - VI (Elective Subjects)						
PGDP 601	Dissertation and Viva Voce Examination					06

#Seminars, project works may be considered as practical

Note: 1 lecture is equal one credit, 1 tutorial ½ credit and 1 practical ½ credit

4.1.4 Overall quality and level of program curriculum (15) (13)

IIBS introduced new courses in its curriculum based on the feedback received from various internal and external stakeholders. The futuristic approach is used to inculcate the most sought after competencies among

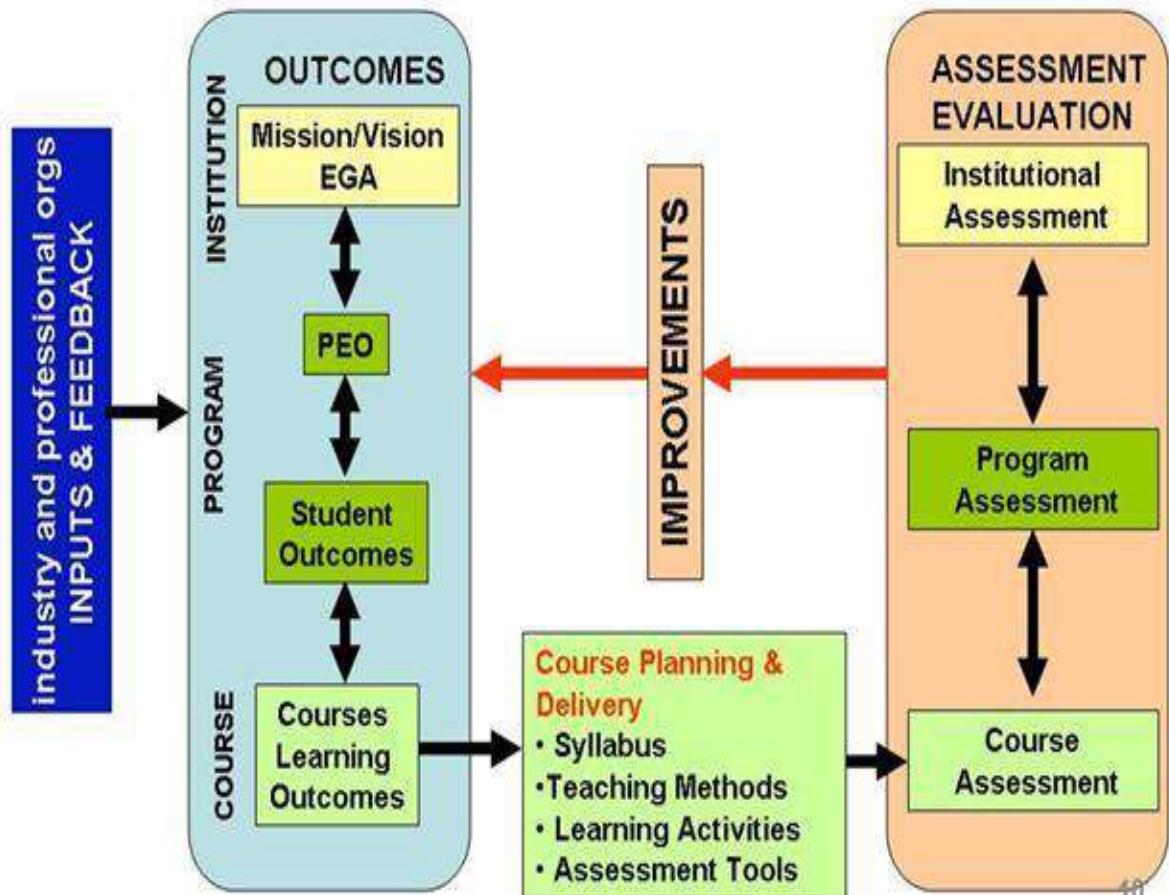
the graduates. IIBS focuses on the following aspects:

- Outcome Based Education (OBE)
- Elective Streams
- Internships
- Collaborative Learning
- Digital Literacy

Outcome Based Education (OBE)

IIBS follows Outcome-Based Education (OBE) which is a student-centric teaching and learning methodology in which the course delivery, assessment are planned to achieve stated objectives and outcomes. It focuses on measuring student performance i.e. outcomes at different levels.

Framework for Outcome Based Education



Elective Streams

IIBS also offers discipline-specific electives in six different streams they are Finance, Marketing, Human Resources, Business Analytics, Agribusiness Management and Operations Management. These courses seek to enhance innovation capabilities among students and aid in value creation in the respective areas. Elective courses are offered based on the interest of the students which will become their specialization stream of the program. The students choose his/her elective stream based on their interest, willingness, and career path.

Internship

Students are placed in reputed organizations to undergo summer internship for 6 weeks in their chosen elective stream at the end of their first year of the PGDM program. The objective is to help the students understand how organizations operate in a competitive environment. Summer internship complements the student's classroom learning with direct, on-the-job experience in addressing managerial challenges by working with successful professionals and experts in the field.

Collaborative Learning

Collaborative learning fosters student learning because it is active, it values the diverse learning preferences that students bring to the classroom, and it acknowledges that learning is a social process that occurs in relationship with others. IIBS offers finishing school certification courses with industry experts. To get international exposure purpose IIBS conducting various boot camps. IIBS exchange programmes are an

opportunity to broaden the knowledge base, gain new perspectives, and build an extensive professional network.

IIBS Finishing School Certification Programmes

Trimester – I and II

- Corporate Communication Skills (IFSCP 1)
- Corporate Etiquette for Business Leaders (IFSCP 2)
- Advanced Excel (IFSCP 3)
- Mind Control & Leadership Development (IFSCP 4)
- Entrepreneurship Development and facilities in India (IFSCP 5)
- Utpad Prakshepan (IFSCP 6)
- Six Sigma (IFSCP 7)

Trimester – III and IV Certification Program in Finance:

Specialization 1. SAP – FICO (IFSCP 8)

Specialization 2. Power BI (IFSCP 9)

Specialization 3. Tableau (IFSCP 10)

Specialization 4. Tally (IFSCP 11)

Specialization 5. Asset management (IFSCP 12)

Specialization 6. Indian Databases CMIE (IFSCP 13)

Marketing:

Specialization 1. Graphics Design, Visual Content Creation and Editing Certification: (IFSCP 8)

Specialization 2. Social Media Marketing Certification (IFSCP 9)

Specialization 3. Web Analytics Certification (IFSCP 10)

Specialization 4. Google Analytics & Google Ad Words Certification (IFSCP 11) Specialization 5. Lead Management and Prospecting Certification (IFSCP 12)

Human Resource Management:

Specialization 1. Employee and Employer branding (IFSCP 8)

Specialization 2. Human resource Information Systems Certification & Digital HR (IFSCP 9)

Specialization 3. HR Metrics and Dash boarding (IFSCP 10)

Specialization 4. HR life Cycle – Talent Management (IFSCP 11)

Specialization 5. Compensation and Reward Management (IFSCP 12)

Specialization 6. Labour Law and Industrial Relations (IFSCP 13)

Business Analytics:

Specialization 1. Predictive Analytics with R package (IFSCP 8)

Specialization 2. Machine Learning with Scikit-Learn (IFSCP 9)

Specialization 3. Visualizing Data with Python and Tableau (IFSCP 10)

Specialization 4. Data Mining with SQL (IFSCP 11)

Specialization 5. Bibliometric Analytics (IFSCP 12)

Data Science:

Specialization 1. Big data Analysis with PySpark & Hadoop (IFSCP 8)

Specialization 2. Artificial Intelligence with Open CV (IFSCP 9)

Specialization 3. Predictive Analytics with R package (IFSCP 10)

Specialization 4. Visualizing Data with Python and Tableau (IFSCP 11)

Specialization 5. Data Mining with SQL (IFSCP 12)

Agri-Business Management:

Specialization 1. R programming for Seed Germination analysis & forecasting (IFSCP 8)

Specialization 2. SPSS for Agriculture commodity forecasting (IFSCP 9)

Specialization 3. Agripreneurship Development. (IFSCP 10)

Specialization 4. Organic Farming, hydroponics & integrated farming system (IFSCP 11)

Specialization 5. Artificial Intelligence in agriculture and allied sectors (IFSCP 12)

Specialization 6. Agricultural Marketing Rules, regulations and Legislations (APMC Acts) (IFSCP 13)

Productions and Operations Management:

Specialization 1. Inventory management (IFSCP 8)

Specialization 2. Advanced Excel – MS Solver (IFSCP 9)

Specialization 3. Lean Six Sigma (IFSCP 10)

Specialization 4. Chat GPT in production optimization (IFSCP 11)

Specialization 5. Manufacturing Execution systems (IFSCP 12)

Specialization 6. Supply Chain Analytics (IFSCP 13)

Logistics & Supply Chain Management:

Specialization 1. Port Management (IFSCP 8)

Specialization 2. Lean Six Sigma (IFSCP 9)

Specialization 3. Supply Chain Analytics (IFSCP 10)

Specialization 4. International Logistics and Trade (IFSCP 11)

Entrepreneurship and Startup:

Specialization 1. New Venture Creation & Technology Entrepreneurship (IFSCP 8)

Specialization 2. Entrepreneurial Finance & Marketing (IFSCP 9)

Specialization 3. Startup Operations and Scalability (IFSCP 10)

Specialization 4. Entrepreneurial Strategy and Legal framework (IFSCP 11)



International Boot Camp



Finishing school certification courses



Student Exchange Program with VEMU Institute of Technology, Chittoor

Digital literacy

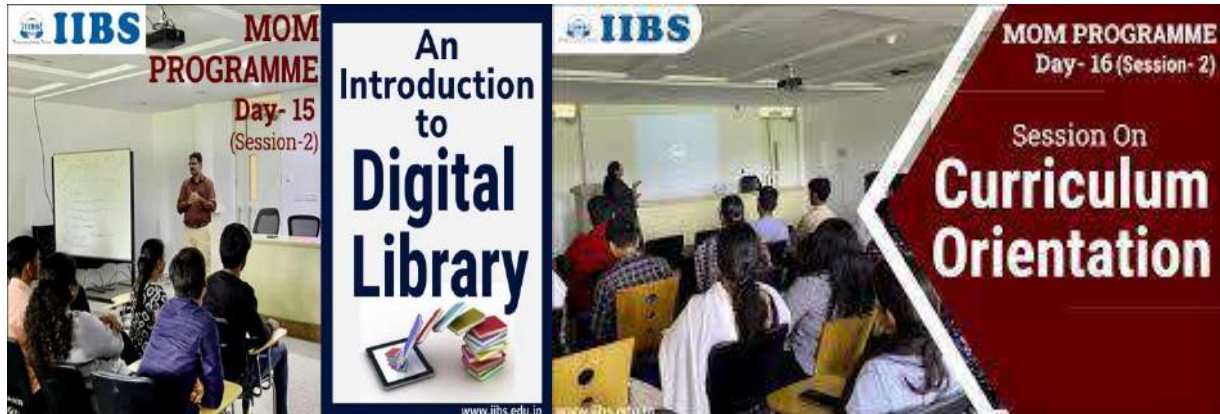
Digital literacy provides an understanding of the technologies that we encounter every day, and how history can inform the technology decisions executives' face today. IIBS offers various digital literacy skills courses like Business Analytics, Digital Marketing, Strategic Thinking and Design Skills etc. It also helps to familiarize the concepts that underpin modern digital programming, empowering managers to engage with engineers credibly and confidently. It helps the managers to identify, recruit, and nurture the technical talent they will need to succeed in today's highly competitive job market.

The overall development of the curriculum is as per the industry requirements/ inputs/ expectations. The courses specially designed to develop professional skills are induction program and Management Orientation Month:

This program helps the new students to adjust and feel comfortable in the new environment, inculcate in them the ethos and culture of the institution, help them build bonds with other students and faculty members, and expose them to a sense of larger purpose and self- exploration. Orientation is given about a complete session on career prospects in each specialization from the industry will be organized before choosing a specialization.

MOM program objective is to bring all the students from different disciplines and skill sets to one basic

management platform, from there they will be in a position to move on to a path of enrichment of knowledge, acquisition of skills and fine tenement of attitude that takes them to their destinations. Whereas the bridge course aims to bridge the gap between subjects studied at the graduation level and the subjects they would be studying in this PGDM program i.e. to reduce the gap in Accounting, Finance, Marketing, Operations Management, Statistics, and English Communication of the students from different educational backgrounds and to help them identify their potential areas for self-development.



Industry immersion program (IMP):

IMP is held regularly to acquaint students with the basic know-how of corporate functioning, expectations, and requirements from potential employees and is offered to improve employability. Some of the topics covered in the industry immersion program are corporate talks, mock interviews, emotional intelligence, body language, and professional etiquette, presentation skills, public speaking, and journey from college to industry. Emphasis is laid on improving written and oral communication, managerial competency through this program.



Entrepreneurship Program:

To inculcate entrepreneurship skills in students IIBS offers Entrepreneurship subject as a core paper in 3rd Trimester and conducted various workshops, guest lectures and business plan presentations for innovative, creative and motivated students who aspire to become entrepreneurs by setting up their own business

enterprises.

S. No	Nature of the Course	Date	No. of Participants	PO Mapping
1	Is Startup India boosting entrepreneurship	4 th January 2021	39	PO3, PO4 & PO7
2	Entrepreneurship Development strategies for achieving and sustaining growth	21 st May 2021	28	PO3, PO4 & PO7
3	Business Plan presentation	7 th September 2022	27	PO3, PO4 & PO7
4	Entrepreneurship Development	14 th July 2022	35	PO3, PO4 & PO7
5	Awaken the Entrepreneur in You	28 th March 2023	22	PO3, PO4 & PO7
6	Entrepreneurship Awareness Program	9 th December 2023	39	PO3, PO4 & PO7



- Projects/MOOCs/ Experiential Learning Programs are a regular feature at IIBS



- Industrial Visits, Workshops, Community Development programs (outreach programs) are some of the Learning by Doing Initiatives already in practice at IIBS.

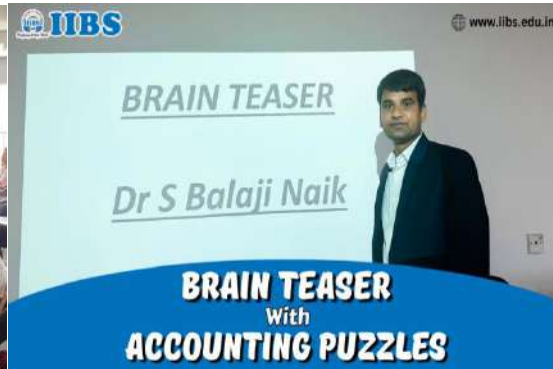


Community Visits



Industrial Visits

- The students 'clubs are actively involved in organizing various activities from time to time like debates, quizzes, expert talks, business plan competitions, etc.



- Research Club activities to promote and foster a culture of research among students. The students along with faculty members at SRFMS have also published research papers as a department initiative to encourage research.
- The volunteers of the NSS Club visit actively participation in Blood Donation camps, Swatch bharath abhiyan, Health checkup etc. and learn basic management concepts like Team Work, Planning and Decision Making.



- Table 4.3 shows the details on the additional competency certificate courses offered at IBS such as Advance Excel, Tally ERP, SAP FICO, Sales & Distribution, Digital Marketing, Power BI, Tableau and SPSS etc.

S. No	Value added activity/ session	Target audience	Date-Month-Year	Faculty in charge	Resource person and address	No. of Beneficiaries
1	Certification course in Excel	1 st Trimester	28/8/21 to 25/11/21	Mr. Rajesh AV	Mr. Niranjan CSC Academy, Devanahalli	40
2	Certification course in Advanced Excel	2 nd Trimester	23/12/21 to 28/3/22	Mr. Lakshma mma T	Mr. Narappa Reddy	50
3	Certification Course in Tally ERP	3 rd Trimester	20/4/22 to 1/7/22	Mr. Rajasekhar	Mr. Karthik Prakash St. Francis College, Bangalore	46
4	Certification Course in SAP FICO	4 th Trimester	11/11/21 to 1/2/22	Mr. Rambabu A	Mr. Veeresh Kumar A NPS College, Bangalore	42
5	Certification Course in Digital Marketing	5 th Trimester	20/4/22 to 1/7/22	Mr. Rajasekhar	Mr. Kiran Koppada SEO Specialist	50

6	Certification Course in Power BI	6 th Trimester	7/7/22 to 29/8/22	Mr. Rambabu A	Mr. Sudheer Kumar Reddy Besant Technologies Pvt Ltd	47
7	Student Development Program on SPSS	4 th Trimester	9/10/23 to 13/10/23	Dr. Kethan	Dr. Mohammad Rafee New College, Chennai	30



4.2.1 Describe Processes followed to improve the quality of Teaching & Learning. (20) (20)

Excellence and innovation stand out as explicitly declared 'values' within the IIBS philosophy. Consequently, the institute actively pursues methods to consistently enhance the standards of teaching and learning. The institution's vision underscores placing students at the core of its aspirations and an effort, acknowledging that faculty plays a pivotal role in its performance, growth, and vibrancy. This acknowledgment drives a particular focus on enhancing faculty competencies.

A. Academic Calendar

The Program Bulletin contains the curriculum details for the 1 to 6 trimesters and is distributed to all students upon their enrollment in the program. The Academic Calendar guides the implementation of the curriculum, and this plan is meticulously followed. Each faculty member creates a lesson plan, shares it with students and the IQAC office, and adheres to it during teaching.

Classroom instruction employs a diverse range of effective methods, including case discussions, audiovisual presentations, role plays, games, simulations, field visits, and live projects, alongside traditional modes. The emphasis is on preparing students for the competitive business world.

Practical sessions, live projects, and workshops are incorporated whenever feasible.

A. Adherence to Academic Calendar

The PGDM Coordinator is responsible for developing the Academic Calendar for the upcoming year, which, after receiving approval from the Academic Director, is distributed to both students and faculty members. The roadmap for executing the institute's academic activities is outlined in the Students' Handbook. The Academic Calendar is released well in advance of the academic year and is an integral part of the Students' Handbook. It serves as a comprehensive guide for monitoring all academic activities, and any proposed changes are rarely allowed. In the event that a modification is deemed necessary, it undergoes a thorough review and requires approval from Academic Council. The Head of department oversees the tracking of activities and provides regular reports to the chairperson academic council. A sample overview of the data tracking for the 2023-24 academic year is detailed below.

PGDM 2023-25 BATCH-ACADEMIC CALENDAR		
ACADEMIC YEAR 2023-24		
Management Orientation Module (MOM) JULY 2023	Commencement of MOM	Thursday, 20 July 2023
	End of MOM	12 Aug 2023
	Valedictory of MOM	14 Aug 2023
	Independence Day Celebration	15 Aug 2023
TRIMESTER - I		
	Commencement of classes	16 Aug 2023
Schedule of Continuous Assessment & Evaluation	Continuous Assessment - DTE (C1)	11 Sept : 14 Sept 2023
	C1 Results	21 Sept 2023
	Continuous Assessment - DTE (C2)	9 Oct : 16 Oct 2023
	C2 Results	8 Oct 2023
	During Term Assessment (DTA)	10 Oct 2023
	Last Working Day of Trimester 1	7 Oct 2023
Extra-Curricular Activities	Industrial Visit	5 Aug 2023
	Industrial Visit	1 Sept 2023
Cocurricular Activities	Teacher's Day Celebration	5 Sept 2023
	Onam Celebration	26 Aug 2023
	IIBS - Ethnos (Ethnic Day)	18 Sept 2023
Schedule of Term End Examination	Term End Examination (C3)	9 Oct : 14 Oct 2023
	C3 Results	2 Nov 2023
	Marks Card Issue	11 Nov 2023

TRIMESTER - II		
Orientation	Industry Immersion Module (IIM)	18 Oct 2023
	Commencement of classes	10 Oct 2023
	End of classes (for IIM)	31 Oct 2023
	Industry Immersion Module (IIM)	02 Nov : 29 Dec 2023
	Reopening of classes	01 Jan 2024
Schedule of Continuous Assessment & Evaluation	Continuous Assessment - DTE (C1)	10 Jan :12 Jan 2024
	C1 Results	22 Jan 2024
	Continuous Assessment - DTE (C2)	12 Feb 2024:14 Feb 2024
	C2 Results	20 Feb 2024
	During Term Assessment (DTA)	21 Feb 2024
	Last Working Day of Trimester 2	16 March 2024
Extra-Curricular Activities	Industrial Visit	04 Jan 2024
	National Conference	27 Jan 2024
	Industrial Visit	07 March 2024
Cocurricular Activities	Surface 2023	28 Oct 2023
	DJ Night	30 Dec 2023
	Yuva Annual Sports Meet	13 Jan 2024
	Adsophos (Intercollegiate Fest)	23 Feb 2024
Schedule of Term End Examination	Term End Examination (C3)	18 March :23 March 2024
	C3 Results	02 April 2024
	Marks Card Issue	19 April 2024

TRIMESTER - III		
Orientation	Specialisation & Career Orientation Program (SCOP)	25 March :26 March 2024
	Commencement of classes	27 March 2024
Schedule of Continuous Assessment & Evaluation	Continuous Assessment - DTE (C1)	07 May : 09 May 2024
	C1 Results	15 May 2024
	Continuous Assessment - DTE (C2)	18 June : 20 June 2024
	C2 Results	24 June 2024
	During Term Assessment (DTA)	25 June 2024
	Last Working Day of Trimester 3	22 June 2024
Extra-Curricular Activities	Industrial Visit	05 April 2024
	Industrial Visit	03 May 2024
	International Conference	25 May 2024
	International Conference	07 June 2024
Cocurricular Activities	Inter-Collegiate Sports Meet	18 May 2023
Schedule of Term End Examination	Term End Examination (C3)	24 June :29 June 2024
	C3 Results	15 July 2024
	Marks Card Issue	18 July 2024
	Internship Program	01 July : 30 Sept 2024

ACADEMIC YEAR 2024-25		
TRIMESTER - IV		
Orientation Program	Placement Orientation Program & Placement Process (POPPP)	01 Oct :5 Oct 2024
	Commencement of classes	07 Oct 2024
Schedule of Continuous Assessment & Evaluation	Submission of Internship Project Report	14 Oct 2024
	Viva Examination	19 Oct 2024
	Continuous Assessment - DTE (C1)	04 Nov :13 Nov 2024
	C1 Results	16 Nov 2024
	Continuous Assessment - DTE (C2)	02 Dec :11 Dec 2024
	C2 Results	16 Dec 2024
	During Term Assessment (DTA)	17 Dec 2024
	Last Working Day of Trimester 4	20 Dec 2024
Schedule of Term End Examination	Term End Examination (C3)	23 Dec :10 Jan 2025
	C3 Results	27 Jan 2025
	Marks Card Issue	31 Jan 2025

TRIMESTER - V		
	Commencement of classes	13 Jan 2025
Schedule of Continuous Assessment & Evaluation	Continuous Assessment - DTE (C1)	10-Feb: 19 Feb 2025
	C1 Results	25 Feb 2025
	Continuous Assessment - DTE (C2)	10 March:19 March 2025
	C2 Results	25 March 2025
	During Term Assessment (DTA)	27 March 2025
	Last Working Day of Trimester 5	29 March 2025
Schedule of Term End Examination	Term End Examination (C3)	31 March:19 April 2025
	C3 Results	03 May 2025
	Marks Card Issue	06 May 2025

TRIMESTER - VI		
Schedule of Continuous Assessment & Evaluation	Dissertation	21 April : 21 June 2025
	Project Report Submission	23 June 2025
	Viva Examination	01 July 2025
	Placement Reporting & Review (PR)	21 June :11 July 2025
	Convocation	12 July 2025

B. Improving instructional methods and using pedagogical initiatives

Improving institutional methods and implementing pedagogical initiatives are fundamental for enhancing the quality and effectiveness of education. It involves continually evaluating and updating teaching methodologies, curricula, and learning environments to meet the evolving needs of students and society. Pedagogical initiatives, such as student-centered learning approaches and integrating technology into instruction, provide frameworks for engaging students actively and fostering critical thinking skills. Additionally, investing in educator professional development ensures that teachers are equipped with the necessary knowledge and skills to implement innovative teaching strategies

successfully. Ultimately, by embracing innovation and adopting effective pedagogical practices, institutions can create learning experiences that empower students to thrive in an ever-changing world.

Some of the assessment tools used are:

- **Case study discussion**

The case method of learning is one of the most used pedagogical approaches at various business schools in India and World. Faculty members at IIBS use case Study to deliver some of the topics in their respective courses. Faculties are also encouraged to write cases and use it in the class room. Cases are drawn from various published sources. Learning through the case method helps the students to understand real-life situations. Few mentioned below for reference.



S. No	Title of the Case
1	Sustainable Supply Chain Solutions
2	XYZ Marketing Solutions
3	Retail Marketing in Urban India
4	Transforming Agri Retail Marketing in Rural India
5	Coca- Colas Failure in Thailand Market
6	Product and Brand Management in the Indian Market
7	International Marketing Expansion
8	International Marketing Expansion for "GlobalTech Solutions"
9	Mumbai Nutan Tiffin carriers Ltd. MNTCL
10	Dalmia Consumer Care
11	<i>"Unveiling Insights: A Case Study on Hypothesis Testing in Marketing Strategies"</i>
12	<i>"Sampling Distribution Insights: A Case Study on Quality Control in Manufacturing"</i>
13	<i>"Unveiling Patterns: A Case Study on Basic Data Analysis in Retail Analytics"</i>
14	Value Creation in Tech Gadgets Industry
15	Motivation in a High -Tech
16	Enhancing Employee Engagement at XYZ Corporation

17	"Optimizing the Chain: A Case Study on Supply Chain Management at ABC Electronics"
18	"Balancing Act: A Case Study on Inventory Management at XYZ Retailers"
19	"Streamlining Operations: A Case Study on Production Planning at ABC Manufacturing"
20	Revitalizing Financial Health : A cash flow Management Case Study of XYZ Tech Solutions
21	"Navigating Profitability: A Case Study of ABC Consulting Firm"
22	"Unlocking Financial Performance: A Case Study on Income Statement Analysis at XYZ Corporation"
23	Market Structure Analysis- The Widget Industry
24	The smartphone Industry Dynamics
25	Elasticity of Demand in the Coffee Market

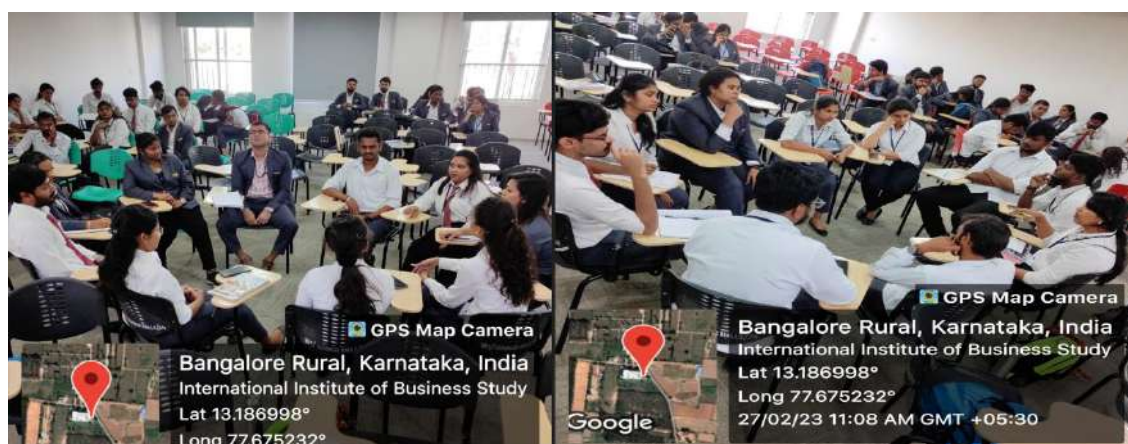
- Business plan analysis**

Business plan presentation provides students a platform for refining ideas, foster entrepreneurship and to provide an integrative learning experience.



- Group presentations**

A group discussion is a systematic oral communication activity wherein all the participants interact with each other for exchange of ideas and thoughts to fulfill a purpose. Purpose can be to arrive at a solution, exchange information, provide views, or create an agreement.



- Brain storming sessions**

This is a systematic process, which encourages participants to be actively involved by contributing ideas in a noncritical or non-evaluative environment. Structured brainstorming sessions are undertaken by organizations

to find a solution to problems that persist in a work environment. Many successful organizations use structured brainstorming as a key tool when it comes to [decision-making](#).



- **Budget session analysis**

Budget analysis refers to analyzing the components of budget that is budgeted expenditure and revenue.



- **Mock interviews**

A mock interview is a practice interview that enables the interviewee to craft suitable responses, practice non-verbal communication, and get comfortable with the interview environment. The mock interview was planned to imitate any interview situation, including in-person and general aptitude so that the counselor has more information, they will be better able to change the questions to suit the actual interviews that they may encounter in corporate.



- **Learning from Peer Groups**

Team based learning provides lot of scope for learning in the peer group. We at IIBS in few courses the faculty encourages the students to go for peer learning. Evaluation is being done at individual level while learning happens at group level



We at IIBS believe in hands on experience in the assurance of learning process. Keeping in view of it courses like IT for Managers; Financial Modeling etc. students do exercises using the MS Excel etc. in addition to exercises and case Study in various courses.

- **Role Plays**

Role Play has been incorporated in business training curricula. For example, sales teams that continually engage in role-playing are more likely to outperform their non-role-playing competitors. To teach courses like communication students are paired and provided a situation to enact a role play based on the 7C's principles of communication. Role play build confidence, develop listening skills, creative problem solving.



C. List of events/ activities organized by the institute as pedagogical initiatives.

In addition to the assessment tools used by the faculty, the institute organizes many events/ activities as planned in the academic calendar:

- Guest lectures by industry experts**

These sessions provide students with the opportunity to interact directly with individuals who have practical experience in their respective fields. By sharing their expertise, industry experts enrich students' understanding of theoretical concepts and current industry trends. Guest lectures also inspire students by showcasing potential career paths and highlighting the importance of lifelong learning and professional development.



- Learning from Movies and Videos:**

Some of the faculty members use movies and videos collected from different sources as a part of their course delivery to make the students understand the concepts in a very lucid manner.

Learning from Movies

S.No	Movie Name	Subject
1	Guru	Capital Markets and Instruments
2	Life of Pie	Basics of Management
3	Chak De India	Strategic Management
4	Bahubali	Operations Management

5	Munnabhai MBBS	Business Ethics , Internpersonal Skills
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Table 4.2.2 learning from movies

Learning from Videos

S.No	Video	Source	Subject
1	OLA- Indias New Generation Entrepreneurs	Bloomberg and Inc	Entrepreneurship
2	Ordinary Heros of Taj Hotel by Dr. Rohit Deshpande	Tedex England	Business Ethics and Corporate Governance
3	Mumbai Dabbawalas- Dr. Pavan Agarwal	TedXSSN	Strategy, Motivation, Operations and Entrepreneurhsip
4	Stock Exchanges – A History	You - tube	Capital Markets and Management of Financial Services
5	Moving the Tata Group Beyond India- Interview	Stanford University	International Business

Table 4.2.3 learning from videos

- ICT tools involved in academic activities:**

Information and Communication Technology (ICT) tools have become integral to academic activities at our institute, transforming the teaching and learning landscape. These tools encompass a wide range of technologies, from basic software applications to sophisticated online platforms, all designed to enhance the educational experience.



- Raising awareness for students to social needs**

The institute reinforces the core philosophy of developing ethical business leaders. This is reflected in the various co-curricular and extra –curricular activities like (NGO) that are designed to create awareness among the students towards social issues.



• Boot camps:

The institute organizes 3 days off site Boot camp meant to enhance team sprits, learn management principles through management games and create a strong sense of bonding among the batch.



• Book Review Session (BRS)

Book Review Session objective is to inculcate the reading habit among the students and horn their reading and communication skills. The sessions provide an opportunity to students to learn about the book's content(s). Reviewers should consider the value of the book related to the business field which must facilitate in augmenting the student's business comprehension and add value to their business knowledge. Students are graded based on their presentation.



• Summer Internship Projects

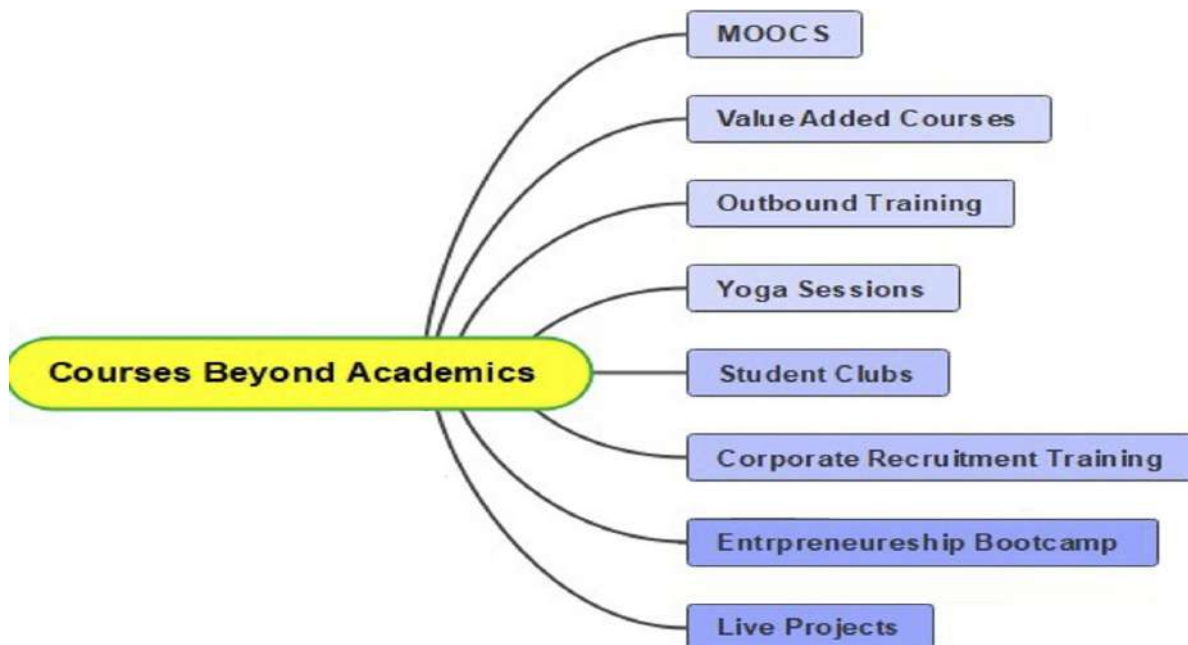
Summer internship is pivotal in understanding the practical scenario. It offers an important opportunity to

work closely with professionals in the industry and to develop knowledge, competencies and experience related directly to the career goals. The SIP starts after the completion of the 3rd trimester for 8 weeks. Students are advised to prepare the project report under the supervision of a guide and a faculty mentor, as it adds value to the project and has an emphasis in evaluation. During internship the topic taken for the study can be related to an organization. It can also be a comparative study between organizations. A project should preferably be conducted in the organization where the student is employed. Based on the vivavoce performance, students are graded for Summer Internship Project.



D. Courses beyond Academics

While academics are an essential part, the following courses are also conducted which are beyond academics to improve the specialized skills of students.



- **MOOCS**

MOOCs offer a flexible and affordable way for students to acquire new skills and knowledge from experts around the world, without having to attend physical classes. Here are some potential advantages and considerations to keep in mind when offering.

Advantages

- Access to high quality content
- Flexibility in learning
- Cost effective



- **Value Added Courses**

The objective of the institute in offering value-added courses to students is to provide them with additional skills and knowledge that can complement their core curriculum and make them more competitive in the job market.

By offering value-added courses, we can help students:

- To develop specialized skills that is in high demand in the job market.
- To enhance their employability
- To stay updated with industry standards



- **Outbound Training**

The institute makes this mandatory activity for the student to give them hands-on experiential learning that complements their academic knowledge. Outbound training programs typically involve a series of team-building activities and adventures learning program that take place outside the classroom and challenge students to work together to achieve specific goals.



- **Yoga Sessions**

We are offering yoga sessions to PGDM students as a great way to promote their physical and mental health. It is a wonderful initiative as yoga can help students to manage their stress, improve focus, and boost overall well-being.



- **Students Clubs**

This is an end-to-end activity carried out by the students, giving them a platform to express leadership, and decision-making, problem-solving, creative thinking and communication skills. This will be a value addition to their resume. Blogs, Newsletters, Quiz, Activities, Panel discussions, and case Study are part of these club activities.

These academic club activities allow the students to develop leadership, social responsibility and employment experience. They learn to work with each other and the work is delegated between them and they are responsible for the work allocated to them and take ownership of the same.



- **Corporate Recruitment Training**

The primary objective of our institute in offering corporate recruitment training program for PGDM students is to prepare them for successful entry into the corporate world. The training programs are designed to equip students with the skills and knowledge required to excel in a competitive job market, and to help them secure rewarding career opportunities.



- **Entrepreneurship Boot Camp**

The objective of an entrepreneurship boot camp for PGDM students is to provide them with the skills, knowledge, and tools they need to start and manage their own businesses successfully.

The boot camp typically includes a range of activities and workshops that focus on topics such as idea generation, market analysis, product development, financial planning, marketing, and sales. By participating in these activities, students can learn how to develop a business plan, create a marketing strategy, identify potential funding sources, and build a strong team to support their venture.

The entrepreneurship boot camp also provides students with an opportunity to network with other aspiring entrepreneurs, successful business owners, and industry experts who can offer advice and mentorship. This can help students gain valuable insights into the challenges and opportunities of entrepreneurship and develop the confidence and skills they need to succeed.



- **Live Projects**

Live projects are part of courses beyond the academics and these live projects are an essential part of a PGDM program. They provide students with practical experience, skill development, industry exposure, networking opportunities, and resume building. Therefore, students take live projects seriously and make the most of these opportunities.



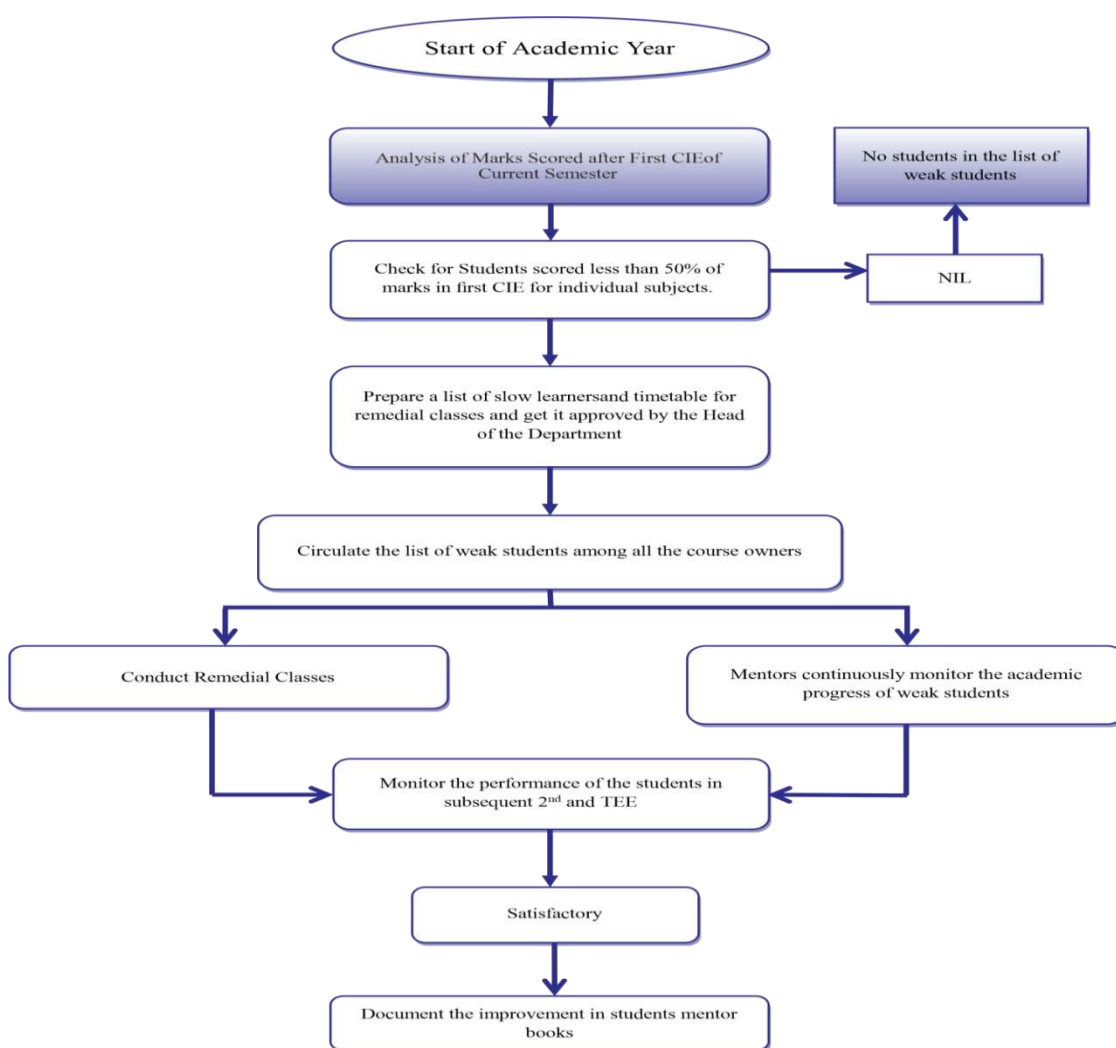
C. Methodologies to support weak students and encourage bright students

All the students who are admitted in the PGDM program are not same. They differ in their academic background skills, talents, interests, etc. Hence the PGDM has the strategy to identify the potential of each student and try to supplement them with suitable pedagogy to bring out the best in them. The students are assigned faculty mentors who regularly monitor the performance of their mentees to understand their personal and professional challenges and guide them in overcoming them. The class coordinators along with subject faculty assess the progress of the students after every Internal Assessment test and parents are intimated of the same through the ERP.

The process to identify the bright students and slow learners is given below:

• Process to Identify Weak Students

Slow learners are identified based on their performance in first CIE and participation in class room discussion. Students who have scored less than 50% of the marks in the first CIE are identified as a slow learners and Department schedules remedial classes to interact with the students and to motivate them to do well in 2nd and Term end exams. Faculties highlight students about important concepts in their respective courses and assist students to improve their learning levels by issuing various instructional materials like orientation, hand notes, assignments, question bank and tutorial etc. Attempts are made by the faculty to give personal attention to these students, where in each faculty is assigned with 20 students for mentoring and parents teachers meeting is scheduled as and when necessary.



Process to Identify Academically smart Students

The course faculty identifies the academically smart students in their respective courses based on the performance of the student in the class participation, Internal Assessment tests, Assignments,

Seminars and presentations, and semester end examinations. The students who score above 60% overall are grouped as academically smart students and provided the following guidance by the department to encourage them to excel.

Actions taken to encourage Academically smart /Meritorious students.

- The identified students are encouraged to participate in co-curricular activities to build their overall personality.
- They are provided with additional reading and reference material to improve their academic performance.
- They are encouraged to publish papers and participate in seminars and workshops.
- They are encouraged to take up certification courses and are also offered certification courses.
- They are given additional library support in the form of extra books.
- They are made class representatives and encouraged to support some slow learners which give them confidence and improves their skill and knowledge in the field.
- Extra assignments and challenging tasks are given by the faculty to bright students to prepare them to score well in the external exams.





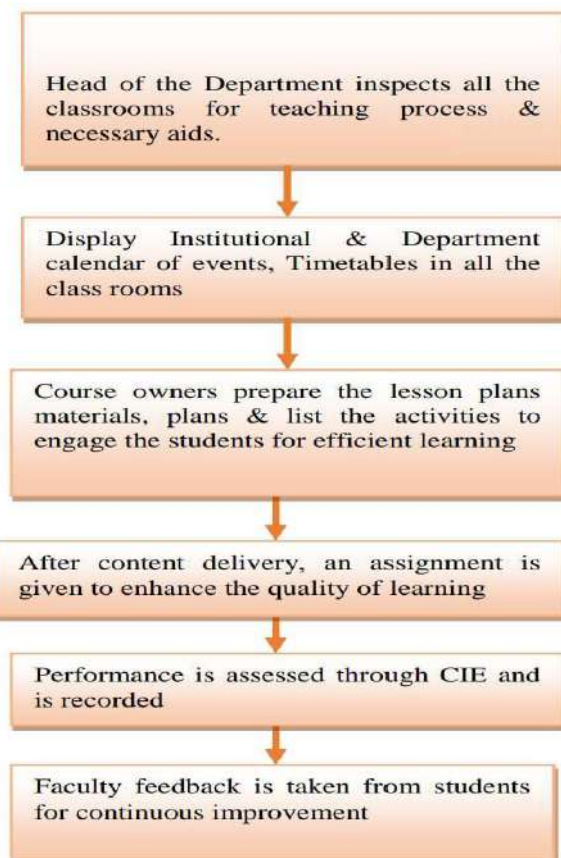


Quality of Classroom Teaching

The class room teaching process is continuously monitored by the HOD in assistance with the senior faculty. In order to ensure quality in class room teaching, Institutional and Departmental calendar of events along with Time table is displayed in all the classes. Faculty makes use of online courses like Coursera, MOOCs, etc. Enhance and share knowledge with students. Question banks covering frequently appearing questions in previous year question papers and challenging questions are prepared & issued to the students. Also, timely assignments and CIE are conducted to check the learning levels of students.

The teaching learning process comprises of a multitude of teaching aids and methods depending on the course requirements. The faculty members make use of ICT like LCD Projectors, Wireless keyboard and mouse, etc., for teaching. Faculty share the Academic study and reference material on its ERP platform Accelerator that provides the convenience of 24/7 availability for the students.

Classroom Teaching



Classroom Ambience	<p>The PGDM Department has the state of art infrastructure. There are 12 big spacious class rooms and along with the 2 seminar halls are provided with revolving chairs which facilitates interaction between the students and faculty. It encourages brainstorming and discussions during the class and gives opportunity to every student to participate in the discussions and be an active learner. These classrooms are equipped with LCD Projectors and speakers, White boards with marker pens, and are very well ventilated which is ideal for long hours of lectures, seminars, group discussions, and extended hours of academic pursuit. Wi-Fi to give students a better learning facility.</p>
Student Engagement	<p>The faculty use the following methods to keep the students attentive, interactive, and engaged:</p> <ul style="list-style-type: none"> • Interactive Classroom • Group Discussion • Presentation • Role Play • Case Analysis • Flip class • Games • Quiz



E. Student feedback of teaching learning process and actions taken

Teaching evaluation process: Feedback system

Faculty evaluation encompasses a comprehensive assessment of various facets of the teaching-learning process. Students provide feedback on aspects such as subject knowledge, teaching proficiency, lesson planning, query resolution, communication skills, and overall effectiveness of the class. Faculty members share weekly academic tracker reports with the Coordinator.

NAME OF THE FACULTY	Dr. KSaketh Reddy
Employee Id	1203
Designation	Assistant Professor
Date Of Submission	20 th January 2024

CHECK LIST

SNO	PARTICULARS	STATUS OF COMPLETION(YES/NO)	REVIEW COMMENT BY AVH
1	No of classes taken in a Week	2 (PGDM 5thTri)	
2	Are the portions are covered as per the course plan?	yes	
3	Attendance Document	yes	
4	Any special assignments are allotted for Fast /Slow learners	no	
5	Course Files Submission Status	No	
6	Extended activities planned in a subject (based on the requirement)	No	
7	Status of syllabus completion (Current UNIT NO & PERCENTAGE OF COMPLETION)	PGDM 5 th Tri – IM – Module 1 – 15%	
8	Expected Date of Syllabus Completion as per the lesson plan	30/03/2024	

Subject Wise Topics Covered in a Week

SNO	Subject Name	Classes Allocated	Classes Conducted	Topics Covered
01	IM	2	2	Syllabus, introduction, nature, scope, challenges

Details of Extra Sessions Conducted (If any)

SNO	Subject Name	Date of the session	Prgm/Section	Topics Covered
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To ensure quality in class room teaching students feedback is recorded every month and all the students are required to fill an online feedback-form. The comments are analyzed by the HOD and are discussed with the faculty concerned individually. Suggestions for improvement in teaching performance are given if required and faculty give their explanation for students getting less than 90% feedback.

Frequency

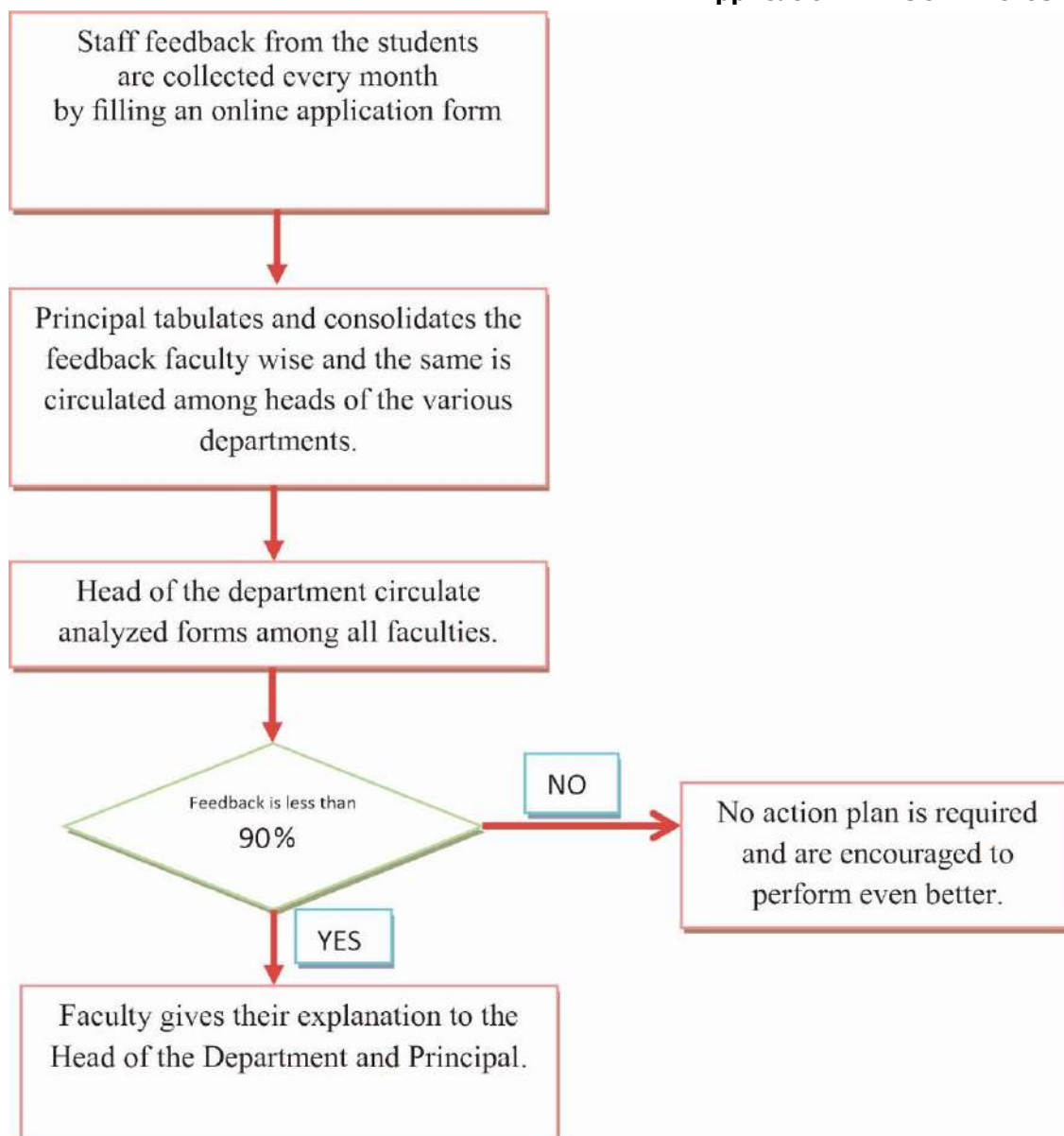
- Feedback about respective faculty handling the subjects is taken from students every month for all the theory and practical classes.

Analysis

- Feedback is tabulated by the Principal in consultation with the Head of the Department.

Action taken

- The analyzed forms are made available to respective faculty.
- If feedback is < 90%, Faculty members receive counseling from the Principal, accompanied by opportunities for improvement. Mentorship from senior faculty members supports faculty development program, with constructive feedback provided for enhancement.



Student Feedback Sample Report




Name	Dr. Balaji Naik
Age	
Qualification	
Experience	
Academic	
Corporate	
Date of demo	12-02-2024
Time of demo	
Session	
Area / Topic	Corporate Taxation
Students' Feedback Assessment	
Designation expected	
Salary expected	

A. Students' Feedback Report: 100 Points Weightage

Parameters	a		b		c		No. of students	Parameter Points
1. Communication Skill	5	50	5	40	0	0	10	9.0
2. Teaching Speed	10	100	0	0	0	0	10	10.0
3. Response to Queries	10	100	0	0	0	0	10	10.0
4. Helpfulness	6	60	4	32	0	0	10	9.2
5. How relevant was the content discussed by the speaker?	7	70	3	24	0	0	10	9.4
6. Ensuring Discipline inside the Classroom	10	100	0	0	0	0	10	10.0
7. Lecture Content	10	100	0	0	0	0	10	10.0
8. Use of Examples, Cases Models Etc.,	10	100	0	0	0	0	10	10.0
9. How do you rank the above faculty	7	70	3	24	0	0	10	9.4
Total								87.0

Overall Assessment:

97


Dr. T Jaggaiah
Principal & Academic Director

Student Feedback Sample Questions

- 1) Communication skills
 - a) Excellent
 - b) Good
 - c) Average
- 2) Teaching Skills
 - a) Just Right
 - b) Too slow
 - c) Too fast
- 3) Response to Queries
 - a) Clarified during the session
 - b) Some Queries left unclarified
 - c) Most Queries left unclarified
- 4) Helpfulness
 - a) Extremely helpful
 - b) Helpful
 - c) Not all Helpful
- 5) How Relevant
 - a) Excellent
 - b) Good
 - c) average
- 6) Lecture content
 - a) Informative & Interesting
 - b) Informative & not interesting
 - c) Interesting and not informative
- 7) Use of examples cases models etc..
 - a) Frequently
 - b) Sometimes
 - c) Rarely
- 8) How do you rank the above faculty?
 - a) Excellent
 - b) Good
 - c) Average
- 9) How relevant was the content discussed by the speaker?
 - a) Excellent
 - b) Good
 - c) Average
- 10) Ensuring discipline in the classroom
 - a) Excellent
 - b) Good
 - c) Average

11) Additional Remarks if any

4.2.2. Quality of continued assessment evaluation process (40) (36)

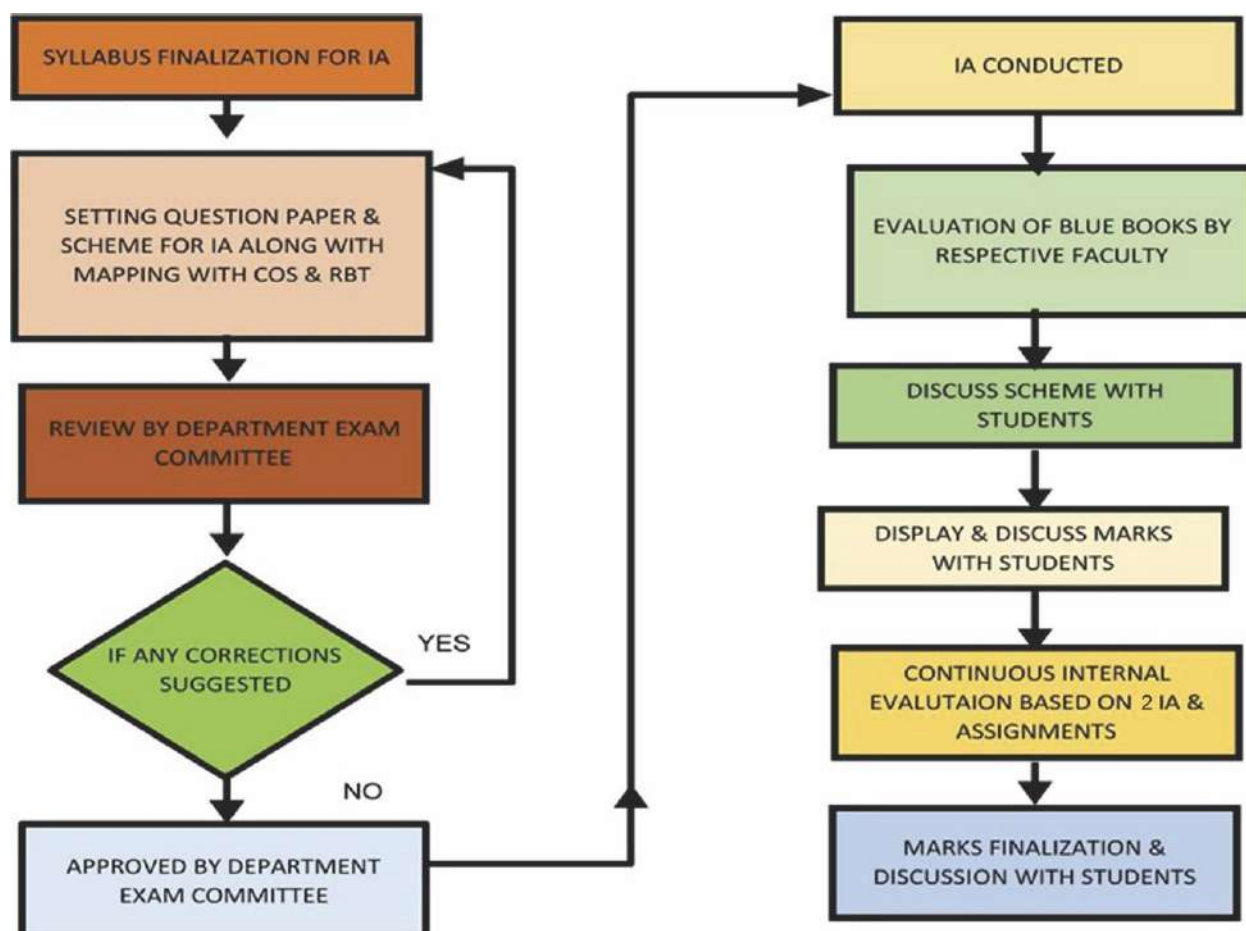
The PGDM evaluation process consists of a TEE - Trimester End Exam which has 60% weightage and CIE- Continuous Internal Evaluation which has weightage of 40%. The institution has a structure for CIE in line with the guidelines which have 20 marks out of 40 for internal evaluation tests and 20 marks for a mix of assignments, mock tests, seminars, quizzes. The internal marks of 20 are decided based on the average of two internal assessment tests.

A. Process for internal semester question paper setting, evaluation and effective process implementation

Continuous assessment of students is done based on their class attendance, class participation and performance in assignment, seminars, mock test, quizzes and internal assessment tests. Two mandatory CIE tests are conducted at predefined intervals. Allocation of modules may vary based on syllabus completion for the respective subject. Following process is followed for execution of internal assessment tests in the department:

- Syllabus finalization for CIE: Syllabus is finalized for CIE based on the portions covered. Allocation of modules for each CIE varies based on syllabus completion for the respective subject and the logical grouping of topics. Two mandatory Internal Assessment tests are conducted at predefined intervals. First two modules of the syllabus are covered in the first CIE Test, the III, IV and V modules are covered under the second CIE test.
- Setting and finalization of Question Paper: The subject faculty concerned set the question paper in line with the syllabus. It is ensured that the degree of difficulty of questions is at the same level or higher than the end Trimester question paper. Each question is mapped to the course outcome and Bloom's Taxonomy level. The scheme for the question paper is prepared by the concerned faculty. The question paper and the scheme are scrutinized by the department examination committee. Corrections are suggested, if required and incorporated by the subject faculty and the revised question paper is submitted to the department CIE coordinator at least five days before the start of CIE.

The process of Continuous Internal Assessment is described below



- Timetable preparation for the CIE: Timetable for CIE is prepared by the department CIE coordinator in line with the academic calendar. The same is approved by the Coordinator and displayed at least one week before the start of CIE.
- Preparation of room allotment for CIE: The department CIE coordinator allots the rooms as per the USN Registration No's. The same is reviewed by the committee at least one week before the start of the CIE.
- Allotment of invigilation duty for CIE: The department CIE coordinator with suggestions of Principal assigns the invigilation duty all the faculty members and the same is shared with faculty members at least one day before the start of CIE.
- Conducting Internal Assessment: The invigilators collect the blue books as per the allotment from the department CIE coordinator, acknowledge the same and reach the identified room at least 10 minutes before the start of CIE. The CIE coordinator distributes the question papers to

the respective rooms before the start of CIE. The Dos and Don'ts to be followed for CIE are displayed on the notice board of the department and are strictly followed by the faculty and students. Once the prescribed time of CIE is complete, the blue books are collected from the students, arranged in the order of as per USN Reg. No's, and returned to the department CIE coordinator from where concerned faculty collects the same for the valuation.

- Valuation: The valuation must be completed within a week from the last day of CIE by the respective faculty handling the subject. Further, the scheme of question paper is discussed in the class with all the students. This helps students in understanding what exactly answer needs to be and how it must be written in the exam. The marks are entered in the shared Google Spreadsheet by the respective faculty. The department CIE coordinator is responsible to analyze the same and declare the result of CIE. Same marks will be displayed in class notice boards.
- Counseling of students by mentors: Academically smart and weak students are identified with the help of faculty handling the subject. Academically smart students are encouraged to do better whereas the weaker ones are counseled by the respective student's Mentor. Doubt clearing sessions are conducted based on the individual student's need. Weak students are identified based on CIE marks and given Remedial CIE classes.

Sample CIE result analysis of IV trimester students

S. No.	SRN	NAME	CIE 1	CIE 2	ASSIGNMENT	SEMINAR	QUIZ	MOCK TEST	Total
1	2019PGDM006	K Nagesh	6	10	3	2	5	1	23
2	2019PGDM013	Sweta Mukherjee	8	8	5	9	3	4	32
3	2019PGDM026	Ankit Kumar Singh	7	10	5	7	3	3	29
4	2019PGDM028	Subhakanta Sahoo	8	8	5	9	5	4	28
5	2019PGDM036	Kinjal Jaiswal	9	10	4	10	4	3	32
6	2019PGDM042	Akshay Awasthi	7	8	5	9	3	1	29
7	2019PGDM047	Shaik Rahul Babu	8	8	3	7	4	1	29

B. Process to ensure questions from outcomes/learning levels perspective (10)

The subject faculty of respective subject is responsible to set the question paper for the internal assessment exams and the end Trimester question paper. All the questions are mapped to the course outcome and Bloom's Taxonomy level. The Bloom's level in each question paper varies from 1 to 5 (Remember, Understand, Apply, Analyze, Evaluate etc.). The courses relating to problem solving incorporate bloom's level 3, 4 & 5, whereas theoretical courses cover a Bloom's level of 1, 2, 3 & 4. It is ensured that about 20% questions correspond to RBL 4 & 5. As it is a PG

Course, the respective faculties setting the question paper are advised to avoid multiple RBL 1 question. To improve the quality of students learning, mandatory case study question is given. Further the questions have sub sections pertaining to multiple modules to ensure the student doesn't skip studying a module of the syllabus.

Each internal test covers a minimum of two course outcomes which are in turn linked to program outcomes. All the exam paper questions are distributed uniformly across the COs mapping to the concerned modules. Across the two internal assessments, it is ensured that all the COs pertaining to the course are thoroughly tested. The question paper is further submitted and scrutinized by the department examination committee. Corrections are suggested, if required and incorporated by the subject faculty.

C. Evidence of COs coverage in class test / mid-term tests

Each CIE question is mentioned along with the related course outcome and bloom's level taxonomy in the question paper. The internal marks, after the evaluation is analyzed to measure course attainment. The percentage of the course outcome obtained is analyzed and other activities like assignment/quiz are conducted if there is any lag in course outcome attainment.

Sample CIE Question paper for International Marketing



I/II/III/IV/V/VI PGDM DTE Exam 2020-21

Course: International marketing (PGDMK513)

Time: 2 Hr

Max. Marks: 50

Section – A		Marks	CO	BL
Attempt any Three questions, each question carries six.				
1	What are the major differences between domestic and international marketing strategies?	06	1	1
2	What are the basic principles of international marketing?	06	2	2
3	Can you recall the key components of the international marketing environment?	06	1	1
4	What is the significance of market research in understanding foreign consumer behavior?	06	2	1
Section – B				
Any Two questions, each carries TEN marks				
5	Can you recall the key components of the international marketing environment?	10	1	3
6	How would you explain the concept of cultural sensitivity in international marketing?	10	1	4
7	Can you summarize the impact of political factors on international marketing decisions?	10	2	4
Section – C				
Case Study - Compulsory				
8	Scenario: Your company specializes in trendy clothing and accessories targeted towards young adults. With a strong presence in the domestic market, you are now exploring opportunities for international expansion. After conducting preliminary research, you have identified two potential markets for entry: Japan and Brazil. Both countries have growing fashion industries and a sizable population of fashion-conscious consumers. However, they differ significantly in terms of cultural, legal, and political environments. Questions: 1. Using the EPRG framework, analyze and recommend an orientation strategy for entering the Japanese and Brazilian markets. Justify your choice for each market.	12	1	6

2. Outline the key differences between domestic and international marketing that your company needs to consider when expanding into these new markets.			
--	--	--	--

D. Quality of Assignment and its relevance to Cos

Assignments, seminars, mock tests and quiz are integral part of teaching learning process at the Department of PGDM. Two assignments, minimum one seminar and minimum one quiz are given to students for each course every trimester. Every assignment and seminars is in line with Bloom's level taxonomy and helps in attaining the related course outcome. Whereas assignments are submitted to concerned faculty, seminars, mock test and quiz are done in front of the class for knowledge sharing. All the assignments, seminars, mock test and quiz are evaluated based on pre-defined rubrics.

Maximum marks assigned for different assignments

Sl No	Particular	Nature	Maximum Marks
1	Assignment	Compulsory	5
2	Seminar	Compulsory	5
3	Mock test	Compulsory	5
4	Quiz	Compulsory	5

Rubrics for Assignment

Criteria	Inadequate=D (Below Standard)	Adequate=C (Meets Standard)	Above Average=B (Exceeds Standard)	Exemplary=A (Far Exceeds Standard)
Organization	Writing lacks logical organization. It shows some coherence but ideas lack unity. Serious errors.	Writing is coherent and logically organized. Some points remain misplaced and stray from the topic. Transitions evident but not used throughout essay.	Writing is coherent and logically organized with transitions used between ideas and paragraphs to create coherence. Overall unity of ideas is present.	Writing shows high degree of attention to logic and reasoning of points. Unity clearly leads the reader to the conclusion and stirs thought regarding the topic.
Level of Content	Shows some thinking and reasoning but most ideas are underdeveloped and unoriginal.	Content indicates thinking and reasoning applied with original thought on a few ideas.	Content indicates original thinking and develops ideas with sufficient and firm evidence.	Content indicates synthesis of ideas, in-depth analysis and evidences original thought and support for the topic.
Development	Main points lack detailed development. Ideas are vague with little evidence of critical thinking.	Main points are present with limited detail and development. Some critical thinking is present.	Main points well developed with quality supporting details and quantity. Critical thinking is weaved into points.	Main points well developed with high quality and quantity support. Reveals high degree of critical thinking.
Grammar & Mechanics	Spelling, punctuation, and grammatical errors create distraction, making reading difficult; fragments, comma splices, run-ons evident. Errors are frequent.	Most spelling, punctuation, and grammar correct allowing reader to progress though essay. Some errors remain.	Essay has few spelling, punctuation, and grammatical errors allowing reader to follow ideas clearly. Very few fragments or run-ons.	Essay is free of distracting spelling, punctuation, and grammatical errors; absent of fragments, comma splices, and run-ons.
Style	Mostly in elementary form with little or no variety in sentence structure, diction, rhetorical devices or emphasis.	Approaches college level usage of some variety in sentence patterns, diction, and rhetorical devices.	Attains college level style; tone is appropriate and rhetorical devices used to enhance content; sentence variety used effectively.	Shows outstanding style going beyond usual college level; rhetorical devices and tone used effectively; creative use of sentence structure and coordination.
Format	Fails to follow format and assignment requirements; incorrect margins, spacing and indentation; neatness of essay needs attention.	Meets format and assignment requirements; generally correct margins, spacing, and indentations; essay is neat but may have some assembly errors.	Meets format and assignment requirements; margins, spacing, and indentations are correct; essay is neat and correctly assembled.	Meets all formal and assignment requirements and evidences attention to detail; all margins, spacing and indentations are correct; essay is neat and correctly assembled with professional look.

Rubrics for Seminars

Evaluate the student's research presentation employing the following range-scored criteria (best is on right)					
	Inadequate	Average	Admirable	Outstanding	
Knowledge and Content	1	2	3	4	Score
Organization of presentation	Hard to follow; sequence of information jumpy	Most of information presented in sequence	Information presented in logical sequence; easy to follow	Information presented as interesting story in logical, easy to follow sequence	
Background content	Material not clearly related to topic OR background dominated seminar	Material sufficient for clear understanding but not clearly presented	Material sufficient for clear understanding AND effectively presented	Material sufficient for clear understanding AND exceptionally presented	
Methods	Methods too brief or insufficient for adequate understanding OR too detailed	Sufficient for understanding but not clearly presented	Sufficient for understanding AND effectively presented	Sufficient for understanding AND exceptionally presented	
Results (figures, graphs, tables, etc.)	Some figures hard to read	Majority of figures clear	Most figures clear	All figures clear	
	Some in inappropriate format	Majority appropriately formatted	Most appropriately formatted	All appropriately formatted	
	Some explanations lacking	Reasonably explained	Well explained	Exceptionally explained	
Contribution of work	Significance not mentioned or just hinted	Significance mentioned	Significance explained	Significance exceptionally well explained	

Rubrics for mock test

Criteria	Levels of achievement					
	<30%	>=40% and <50%	>=50% and <60%	>=60% and <70%	>=70% and <80%	>80%
Questions/Problems	Incorrect answer; Relationships or terms not covered in answer, or are covered inaccurately; Subjective, opinion based analysis; Answer is hard to understand; not well written.	Answer is not entirely correct; Answer misses specific relationships or terms needed to fully answer the question; Underlying logic of answer is not really accurate; Answer has	A partially correct answer; Answer misses specific relationships or terms needed to fully answer the question; Underlying logic of answer is not really accurate;	A partially correct answer; Answer misses specific relationships or terms needed to fully answer the question; Underlying logic of answer is not really accurate; Answer is	A partially correct answer; Answer misses specific relationships or terms needed to fully answer the question; Answer is based on objective analysis; Answer is	An effective answer that completely answers the question(s); All terms and relationships identified and integrated into answer(s); Answer based on objective analysis; Answer is well written

		elements of subjective, Opinion-based answers; Answer is hard to understand at Times.	Answer has elements of subjective, opinion-based answers; Answer is hard to understand at Times.	based on objective analysis; Answer is well written and easy to Understand.	well written and easy to Understand.	and easy to Understand.
--	--	---	--	---	--------------------------------------	-------------------------

Rubrics for Quiz:

		The consolidated responses reflect which level of understanding and application of the concepts?			
		$\geq 80\%$	$\geq 60\%$ and $< 80\%$	$> 50\%$ and $< 60\%$	$< 50\%$
Quiz		Excellent	Very Good	Good	Fair

4.2.3 Quality of Students Reports/ Dissertation (15) (15)**1. Internship Project Work Internship (Organization Study):**

The objective of organization study is to expose the students to understand the working culture of the organization and apply theoretical concepts in real life situation at the workplace for various functions of the organization.

The Organization study shall be for a period of 8 weeks immediately after the completion of 3rd trimester Examinations but before the commencement of the 4th trimester classes. The student shall seek the guidance of the internal guide on a continuous basis.

A. Identification of projects and allocation methodology to faculty members

- Circulation of notice: A notice duly signed by Coordinator and Principal is circulated among the students regarding the dates of commencement and conclusion of organization study.
- Briefing students regarding the guidelines of organization study: all students of 3rd trimester are briefed regarding the guidelines of organization study by the coordinator and the faculty guide.
- Placement of students in various companies for organization study: With the help of training and placement office and the department placement coordinator, students are placed in various companies for the organization study. Students may select a company of their own choice as well for completing organization study.
- Allocation of internal faculty guide: Each student is allocated an internal faculty guide to provide regular guidance for completion of work in a satisfactory and timely manner.

A. Types and relevance of the reports and their contribution towards attainment of POs

PO Statement	Organization Study Correlation	Justification
PO1: Apply knowledge of management theories and practices to solve business problems.	High	<ul style="list-style-type: none"> • Allows the students to directly interact with the staff of a business and acquire knowledge about their business model • Provides the students access to various departments to study on financial statement, strategy documents, policies & organisation structure of a business
PO 2: Foster Analytical and critical thinking abilities for data-based decision making.	Medium	<ul style="list-style-type: none"> • Students have less involvement in decision making and leadership.
PO 3: Ability to develop value-based leadership ability.	Medium	<ul style="list-style-type: none"> • Students will develop the value based leadership skills in organization
PO 4: Ability to understand, analyze and communicate global, economic ,legal and ethical aspects of business.	High	<ul style="list-style-type: none"> • Students learn to communication with staff in the organisation • Students grasp knowledge of report writing.
PO 5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.	Medium	<ul style="list-style-type: none"> • Students have less involvement in the achievement of organization goals.
PO 6: Exhibit proficiency in applying advanced quantitative and qualitative research methodologies, allowing them to critically evaluate data, make evidence-based decisions, and contribute to the continuous improvement of	Medium	<ul style="list-style-type: none"> • Students research about the status of the company, financial statements provided and secondary data from website/ social media.

organizational processes.		
PO 7: Demonstrate expertise in resolving business problems that may arise due to the advancement of the management concepts and engage in lifelong learning.	Medium	<ul style="list-style-type: none"> Students have less involvement in the expertise in resolving business problems
PO 8: Build proficiency in utilizing modern business technologies and tools, understanding their impact on business operations, and leveraging them for strategic advantage	Medium	<ul style="list-style-type: none"> Stay updated on emerging technologies relevant to your industry (e.g., AI, Digital Marketing). Understand the specific tools and platforms associated with each technology. Develop strategies for managing organizational change associated with technology adoption.

Activity flow of Organization Study:

- Start work and identification of external guide: After finishing second semester exams, students start working in the company where an external guide is allotted to them for guidance regarding the organization profile, analysis of financial statements, McKinsey's 7s, business canvas model and Porter's model with reference to the organization under study.

C. Process for monitoring and Evaluation

- Weekly evaluation of work by internal faculty guide: The work completed by the student is evaluated by the internal guide on a weekly basis. Correction and suggestions are recommended by the internal faculty guide which is incorporated by the student.

ANNEXURE NO :- 2**WEEKLY REPORTS****INTERNSHIP REPORT WORK DIARY****PGDM Batch 2021-23****Week 1 to 3** : From 18-07-2022 to 08-08-2022

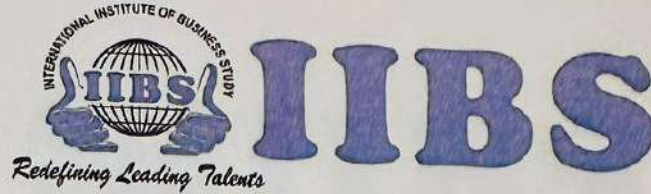
Section of the Guidelines	Brief Particulars of the work Completed	Problems encountered	Solutions	Remarks, if any
PART-I Industry profile:	Meeting day to day task	Cold Calling	Marketing Tactics	Convincing skills played a major role
PART-II Company Profile:	Focused on expansion	Competition	Unique Approach	More focused on quality
PART-III Organization Hierarchy:	BDE i.e. Business development executive	Miscommunication	Reducing miscommunication	Building Communication

Name of the Student	PGDM Registration No.	Signature of the Student
TANMAY CHANNE	21 PGDM 008	

Signature of the Faculty :

Guide

Name of the Faculty Guide : Prof. Susmitha TP



INTERNSHIP REPORT WORK DIARY
PGDM Batch 2021-23

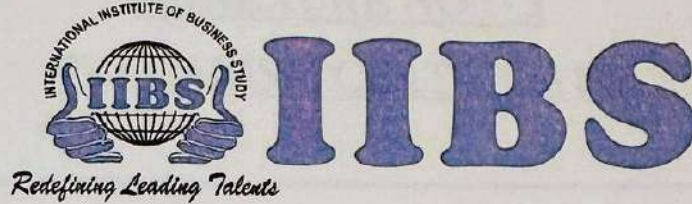
Week 4 to 6 : From 09-08-2022 to 30-08-2022

Section of the Guidelines	Brief Particulars of the work Completed	Problems encountered	Solutions	Remarks, if any
PART IV Study Of Functional Departments:	Handling team	Hiring Interns	Retention of present interns	Hurdles in chain marketing has to be reduced
PART V SWOC Analysis:	S- Product price W- High competition O - New to Market C - Competitors	S- Hiring many Interns W- Low retention O - Lockdown C - Salary credition	Building strengths and reducing errors	Lower Conversation

Name of the Student	PGDM Registration No.	Signature of the Student
TANMAY CHANNE	21 PGDM 008	

Signature of the Faculty :

Guide
Name of the Faculty Guide : Prof .Susmitha TP

**INTERNSHIP REPORT WORK DIARY****PGDM Batch 2021-23****Week 7 to 9 : From 31-08-2022 to 21-09-2022**

Section of the Guidelines	Brief Particulars of the work Completed	Problems encountered	Solutions	Remarks, if any
PART- VI: Findings And Conclusions	Stress free work environment	Lack of communication	Building Communication	Development of fields that are lacking potential

Name of the Student	PGDM Registration No.	Signature of the Student
TANMAY CHANNE	21 PGDM 008	

Signature of the Faculty : **Guide****Name of the Faculty Guide : Prof .Susmitha TP**

- Completion of Organization Study and submission of report: after working for eight weeks in the company and incorporating all corrections suggested by the internal faculty guide, the student must submit the final report. Students shall submit two hard copy of the report to the college with hard bound colour of royal blue and a soft copy in PDF file (Un-editable Format).

Plagiarism Report on internship

PLAGARISM CERTIFICATE

plagarism-1.pdf

ORIGINALITY REPORT

15%

SIMILARITY INDEX

5%

INTERNET SOURCES

3%

PUBLICATIONS

7%

STUDENT PAPERS

PRIMARY SOURCES

1**www.indiatoday.in**

Internet Source

3%**2****www.tatvasoft.com**

Internet Source

2%**3****www.shrm.org**

Internet Source

2%**4****www.futuremarketinsights.com**

Internet Source

2%**5****egor.jiji.ng**

Internet Source

2%**6****Submitted to Oral Roberts University**

Student Paper

1%**7****www.trivie.com**

Internet Source

1%**8****Submitted to Westminster International University in Tashkent**

Student Paper

1%**9****teqip.iiti.ac.in**

Internet Source

1%

Tarun_Internship_Report_1.pdf

ORIGINALITY REPORT

8%

SIMILARITY INDEX

7%

INTERNET SOURCES

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PUBLICATIONS

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STUDENT PAPERS

PRIMARY SOURCES

1

www.essay48.com

Internet Source

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2

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Internet Source

1%

3

Submitted to University of Bedfordshire

Student Paper

1%

4

Submitted to Indian Institute of Technology,
Madras

Student Paper

1%

5

Submitted to Pathfinder Enterprises

Student Paper

<1%

6

Submitted to University of Wales, Bangor

Student Paper

<1%

7

Submitted to Regent Independent School and
Sixth Form College

Student Paper

<1%

8

Submitted to Roehampton University

Student Paper

<1%

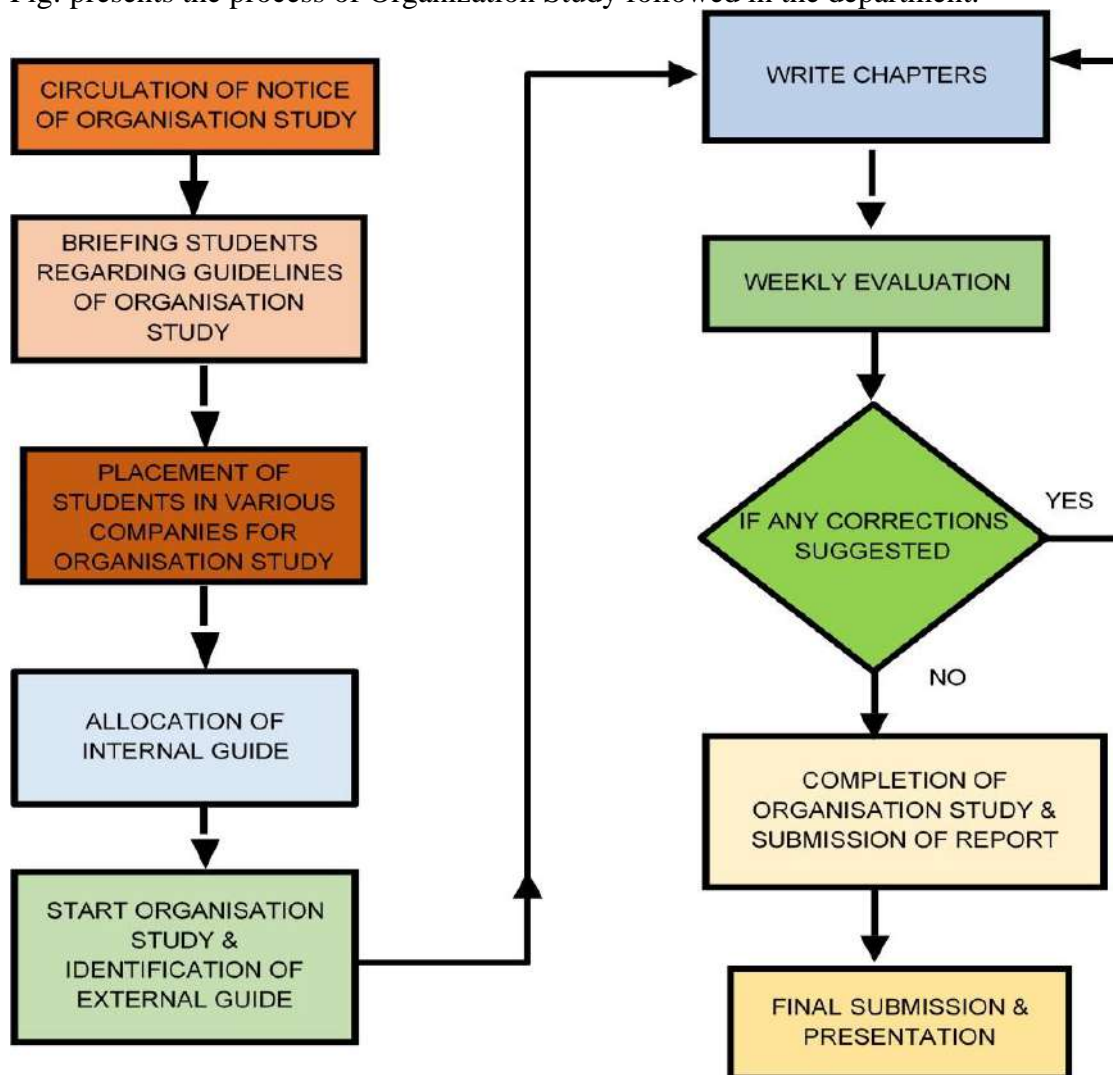
9

Submitted to Jose Rizal University

D. Process to assess internship performance:

- **Final Viva-Voce and Presentation:** The *viva – voce* examination is conducted by the respective Senior Professor and an external evaluator drawn from industry. In case of non-availability of industry professional, a senior professor or a faculty with more than 10 years of experience may be invited to conduct the *viva-voce* examination. Organization study carries 100 marks consisting of 70 marks for Organisation study report (evaluated by internal guide) and 30 marks for viva- voce examination. Minimum passing marks of the Organization study is 50% in each of the components such as Internal Marks, report evaluation and *viva-voce* examination.

Fig: presents the process of Organization Study followed in the department.



E. Quality of Organization Study Report:

The quality of the report is tested thoroughly by both the internal and external reviewers applying the following rubrics provided below:

Rubrics for organization study

S. No	Evaluation Criteria	Marks
1	IIP Proposal Contents	10
2	Report Contents	10
3	Introduction	10
4	Methodology	10
5	Findings and Discussions	10
6	Conclusions and Recommendations	10
7	Industry Guide Evaluation form submission	10
8	<i>Viva-voce</i>	30
9	Total Marks	100

Table: Sample Evaluation sheet:

SLNo	Register No.	Name	titles	IIP Proposal Contents (10 Marks)	Report Contents (10 Marks)	Introduction (10 Marks)	Methodology (10 Marks)	Findings and Discussions (10 Marks)	Conclusions and Recommendations (10 Marks)	Industry Guide Evaluation form submission (10 Marks)	Viva(30)	Total (100 Marks)
1												
2												
3												
4												
5												

Internship guide allocation for PGDM 2021-23 batch

Sl. No.	Registration Number	Students Name	Guide Details
1	21PGDM001	Anjali Karwa	Dr Anil Kumar R
2	21PGDM002	Bandela Gangadhar	
3	21PGDM003	Bathula Leela Ram	
4	21PGDM004	Bhukya Navadheer	
5	21PGDM005	Bogi Dileep Kumar	
6	21PGDM006	Chakilam Sudhishna	
7	21PGDM007	Chakka Harsha Vardhan	Prof Susmitha TP
8	21PGDM008	Channe Tanmay	

9	21PGDM009	Chennupalli Pavan Teja Reddy	
10	21PGDM010	Cherukupalli Mrudu Manasa	
11	21PGDM011	Chippada Jahnasri	
12	21PGDM012	Chunchu Srikanth	
13	21PGDM013	Damodara Kavya Priya	Dr Shahid Raza
14	21PGDM014	Debu Kar	
15	21PGDM015	Dilip Kumar	
16	21PGDM016	Induru Girishma	
17	21PGDM017	Jonathan Anthony Lobo	
18	21PGDM018	Kambala Naga Siva Sankar Reddy	
19	21PGDM019	Kanaganti Praveen	Dr Venkateswarlu K
20	21PGDM020	Kandikatla Jaya Sri	
21	21PGDM021	Katreddy Lakshmi Parvathi	
22	21PGDM022	Kobagapu Veda Priya	
23	21PGDM023	Kodamanchili Pavan	
24	21PGDM024	M C Deepthi	
25	21PGDM025	Mamatha	Dr Kethan Manyam
26	21PGDM026	Mandava Yaraswi	
27	21PGDM027	Manoj M	
28	21PGDM028	Marrikunta Kartheek Reddy	
29	21PGDM029	Nadhamuni Venkata Rajesh	
30	21PGDM030	Neelam Shiva Rama Krishna	
31	21PGDM031	Nikhil G	Prof Narayan Prasad
32	21PGDM032	Nikita Karmakar	
33	21PGDM033	Nimma Sahithi	
34	21PGDM034	Palani Venkata Kumar	
35	21PGDM035	Perumalla Bhanu Prakash	
36	21PGDM036	Ramanathula Naveen	
37	21PGDM037	Rollu Jaya Prakash Goud	Prof Sibananda Das
38	21PGDM038	Sakshi Rani	
39	21PGDM039	Saurav Joshi	
40	21PGDM040	Shaik Mohammad Firoz	
41	21PGDM041	Sheik Imran	
42	21PGDM042	SKVV Satya Rishitha	
43	21PGDM043	Somisetty Sudharshan	Dr Samiya Mubeen
44	21PGDM044	Subham Dutta	
45	21PGDM045	Tarun Saini	
46	21PGDM046	Tunga Divya	
47	21PGDM047	Unnati Singh	
48	21PGDM048	Vuggina Vijaya Raju	

Sample Internship Certificate



CERTIFICATE OF COMPLETION

**Hirect**

This Certificate of Internship is presented to

Mr. Vijaya Raju Vuggina

for successfully completing his tenure with Hirect as a

Business Development - Intern

from 17 August 2022 to 17 October 2022

His contribution to the company during this time has been extremely valuable.

Wishing good luck for future endeavors.

Shantanu Pandey

Sr. Vice President - Business Development
Hirect India

Dr. Ramani Ganesh

Director - Human Resources Hirect
India





Ref. No.

ADD ED INDIA

S-200, Greater Kailash Part-II,
New Delhi-110048 (INDIA)
Mobile : 9958886555, 9810011967
E-mail : add.ed.queries@gmail.com

Dated ...18/10/22...

Dear Sir/ Madam,

This is to certify that Mr. Tarun Saini has successfully completed three months internship with ADD-ED India.

During the internship he was found to be diligent, hardworking and always rose to the occasion when given a new task. He has demonstrated his skills with self-motivation to learn new skills. He completed all targets on time.

We wish him all the best for his future endeavors.

Yours Sincerely,

Smridhi Gambhir,

(Co- Founder)

Team ADD-ED

For ADD ED

Partner

II. Dissertation Project work

Dissertation Work:

The objective of Dissertation work is to expose the students to understand the research paper, working of the organization/company / industry and take up an in-depth study of an issue / problem in the area of specialization.

The Dissertation project work shall be for a period of 8 weeks immediately after the completion of 5th trimester Examinations but 6th trimester is the entire about Dissertation Work. By keeping the business trend in the present scenario, IIBS has given an option to the students to select the research problem either from business organization or they can carry out the project on freelance basis subject to the approval by internal faculty guide. It is the total responsibility of the internal faculty guide to monitor the freelance project. In case, business problem selected from a Company, no students shall work on the same problem in the same organization. The student shall seek the guidance of the internal faculty guide on a continuous basis.

A. Identification of projects and allocation methodology to faculty members

- Circulation of notice: A notice duly signed by coordinator and Principal is circulated among the students regarding the dates of commencement and conclusion of the Dissertation project work.
- Briefing students regarding the guidelines of Dissertation project work: All students of 5th trimester are briefed regarding the guidelines of Dissertation project work by the coordinator in the presence of all the faculty guide members and principal.
- Placement of students in various companies for Dissertation project work: With the help of training and placement office and the department placement coordinator, students are placed in various companies for the Dissertation project work. Students may select a company of their own choice as well for completion of Dissertation project work.
- Allocation of internal faculty guide: Each student is allocated an internal faculty guide for their Dissertation project work as per the specialization. Internal faculty Guide must provide students with regular guidance for completion of work in a satisfactory and timely manner.
- Identification of project title: Students are encouraged to identify project titles based on their specialization, area of interests and suggestions of internal faculty guide. Internal faculty Guides suggest projects based on complexity of the problem and identification of weak, average, and bright students. Students are required to follow the given schedule to identify the topic of research and project title before commencement of project.

Schedule to be followed before commencement of Dissertation project.

Activity	Timeline	Remarks
Commencement of Dissertation	First week	Student individually identifies an organization or identifies a problem for study, based on interest
Submission of Synopsis for Approval	Second week	Student discusses regarding project title, problem statement and research design with internal guide
Synopsis for Approval	Third Week	Student is required to present the synopsis with detailed execution plan to the internal faculty guide and coordinator will review and may: <ul style="list-style-type: none"> a) Approve the synopsis. b) Approve the synopsis with modification, or c) Reject for fresh synopsis
Introduction	Fourth week	Writing the introduction requires careful consideration, as it sets the tone for the entire document and provides a glimpse into the research and its significance. research by offering a brief overview of the general field or topic. This helps readers understand the broader context within which your dissertation operates.
Review of literature and Research design	Fifth week	The review of literature aims to provide a comprehensive understanding of the existing body of knowledge related to your research topic. Organize the review chronologically, thematically, or methodologically, depending on the

		nature of your research.
Dissertation Progress Report -1	Sixth week	Student has to submit the progress report 01 to the faculty guide and same will be added into dissertation report in annexure
Profile of the Selected Organization and Respondents	Seventh week	Provide a brief history and overview of the selected organization. Include details such as its establishment, mission, vision, and core values. Clearly outline the criteria used to select respondents. This may include factors such as job roles, departments, or specific expertise relevant to the research.
Data Analysis and Interpretation	Eight week	It Involves quantitative data, describe the statistical methods applied. This might include descriptive statistics, inferential statistics (e.g., t-tests, ANOVA), regression analysis, or other relevant techniques. Present descriptive statistics such as means, standard deviations, and frequencies. Use tables, charts, or graphs to provide a clear overview of the main characteristics of your data.
Dissertation Progress Report -2	Ninth week	Student has to submit the progress report 02 to the faculty guide and same will be added into dissertation report in annexure
Findings, conclusions and Recommendations/ Suggestion	Tenth week	It is crucial as it presents the culmination of your research and offers insights for future work. Present your findings in a structured manner, grouping them according to the research questions or objectives you established earlier. Begin the conclusion section with a concise summary of your main findings. Recap the key outcomes of your research. Offer practical recommendations/ suggestion

		are based on findings. Consider how your research can inform decision-making or actions in real-world settings.
Bibliography and Annexures	Eleventh Week	Students learn the essential components for providing proper attribution to sources and including supplementary materials. Alphabetically list all the sources you cited in your dissertation. Follow the citation style specified by your academic institution (e.g., APA, MLA)
End of Dissertation	Twelfth week	The approval status is submitted to coordinator who will officially give concurrence for, start writing the report based upon the inputs on internal faculty guide and Correction of the report will be suggested by the internal faculty guide to student.
Submission of softcopy of dissertation along with originality check (Plagiarism)		Plagiarism should be less than 25%
Submission of Dissertation Report (hardcopy 2 and softcopy CD)		Submitting the hardcopy and softcopy in the uneditable format after the approval from internal faculty guide
Commencement of Dissertation Viva Voce		Panels of external experts will come to campus and conduct <i>viva-voce</i> , where students need to present their dissertation work in front of external experts

*Synopsis is a three-page document to be submitted to the coordinator with signature of the internal faculty guide and the student for project work approval. The student also, need to submit the fill registration form along with synopsis. The sample format has shown below



Registration Form

1. Name of the Student :
2. Name of the Organization:
3. Name and details of Co Guide in the Organization
4. Proposed dissertation area : HR/Marketing/Finance/BA/ABM/OM
5. Proposed dissertation topic :
6. Write a brief note on your topic: (Minimum 100 words)

Student's Signature:

Approved or Disapproved	If it is disapproved, the reasons for revision
-------------------------	--

.....

Faculty Guide's Signature with date



Format of Synopsis

- The synopsis should have minimum of 250 words
- The first page carries the Name of the student, Registration Number, and Title of dissertation.
- The subsequent pages should contain:
 - Title of the study
 - Need for the Study
 - Statement of the problem
 - Objectives
 - Sampling
 - Sources of Data
 - Tools for data collection
 - Plan of Analysis

The synopsis should be neatly typewritten in A4 Size paper with 1 inch margin on all the sides.

This has to be signed by the student and internal Faculty Guide

C. Process of Monitoring and Evaluation of Project Work

- Weekly evaluation of work by internal faculty guide: The work completed by the student is evaluated by the internal guide on weekly basis. Corrections and suggestions are recommended by the internal guide which is incorporated by the student, the Dissertation Progress Report – 1 and 2 need to submit to the internal faculty guide on weekly basis.

Annexure 1

PROGRESS REPORT

Sl. No.	Particulars	
1	Name of the Student	Anjali karwa
2	Registration Number	21PGDM001
3	Name of College Guide	Dr. K.Saketh Reddy
4	Name and contact no of the Co-Guide/External Guide (Corporate)	Gangadhar Naidu 7760410212
5	Title of the Dissertation	"Empowering educators: A Study of Teacher's Development and Student's Outcome at Cuemath"
6	Name and Address of the Company/Organization where dissertation undertaken with Date of starting Dissertation	644, srinivagilu Main road kormangala 4 th block koramangala, bengaluru, Karnataka 560095, 25september 2023
7	Progress report : A brief note reflecting ,Number of meeting with Guides, places visited, libraries visited, books referred, meeting with persons, activities taken up, preparations done for collection and analysis of data etc.,)	During project completion, I conducted regular communication with my research guide and company guide, under the guidance of them I have fixed my research title and objectives.

Date: 18/10/2023

Signature of the Candidate

Anjali karwa,

K. Saketh Reddy

Signature of the College Guide

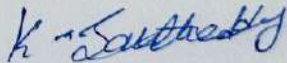
Annexure 2

PROGRESS REPORT

Sl. No.	Particulars	
1	Name of the Student	Anjali karwa
2	Registration Number	21PGDM001
3	Name of College Guide	Dr. k.Saketh Reddy
4	Name and contact no of the Co-Guide/External Guide (Corporate)	Gangadhar Naidu 7760410212
5	Title of the Dissertation	"Empowering educators: A Study of Teacher's Development and Student's Outcome at Cuemath"
6	Name and Address of the Company/Organization where dissertation undertaken with Date of starting Dissertation	644, srinivagilu Main road kormangala 4 th block koramangala, bengaluru, Karnataka 560095, 25september 2023
7	Progress report : A brief note reflecting ,Number of meeting with Guides, places visited, libraries visited, books referred, meeting with persons, activities taken up, preparations done for collection and analysis of data etc.,)	During project completion, I conducted meetings with my research guide and maintained communication with my company guide, enhancing my understanding of the research paper progress.

Date: 18/10/2023

Signature of the Candidate Anjali Karwa


 Signature of the College Guide

Annexure 3

PROGRESS REPORT

Sl. No.	Particulars	
1	Name of the Student	Anjali karwa
2	Registration Number	21PGDM001
3	Name of College Guide	Dr. k.Saketh Reddy
4	Name and contact no of the Co-Guide/External Guide (Corporate)	Gangadhar Naidu 7760410212
5	Title of the Dissertation	"Empowering educators: A Study of Teacher's Development and Student's Outcome at Cuemath"
6	Name and Address of the Company/Organization where dissertation undertaken with Date of starting Dissertation	644, srinivagilu Main road kormangala 4 th block koramangala, bengaluru, Karnataka 560095, 25september 2023
7	Progress report : A brief note reflecting ,Number of meeting with Guides, places visited, libraries visited, books referred, meeting with persons, activities taken up, preparations done for collection and analysis of data etc.,)	During project completion, I conducted regular meetings with my research guide and maintained communication with my company guide, enhancing my understanding of business dynamics. Additionally, I meticulously reviewed research papers, conducted surveys, and analyzed data to derive meaningful results.

Date: 18/10/2023

Signature of the Candidate

Anjali karwa

Dr. k.Saketh Reddy

Signature of the College Guide

- Enhancing student's project report: Faculty members guide the students to enhance the quality of their reports by:

Chapter	CONTENTS	% of Total Length
1	Introduction	15%
2	Review of literature and Research design	10%
3	Profile of the Selected Organization and Respondents	20%
4	Data Analysis and Interpretation	40%
5	Findings, Conclusions and Recommendations	15%
6	Bibliography	
	Annexures	

- Completion of Project Work and submission of report to internal guide: After working for eight weeks in the company and incorporating all corrections suggested by the internal guide, the student must submit the final report to the internal guide.
- Plagiarism: Plagiarism is considered as academically fraudulent, and an offence against University academic discipline. The University considers plagiarism to be a major offence, and subject to the corrective procedures. It is compulsory for the student to get the plagiarism check done before submission of the project report. Plagiarism of up to 25% is allowed in the project work and report should consist 75% of original content/work. Plagiarism is checked with the help of software Turnitin available with all faculty members.

plag_check_final_year_report.pdf

ORIGINALITY REPORT

17%

SIMILARITY INDEX

16%

INTERNET SOURCES

2%

PUBLICATIONS

9%

STUDENT PAPERS

PRIMARY SOURCES

1

extrudesign.com

Internet Source

5%

2

Submitted to ctu

Student Paper

1%

3

dokumen.tips

Internet Source

1%

4

ijamtes.org

Internet Source

1%

5

www.livemint.com

Internet Source

1%

6

www.slideshare.net

Internet Source

<1%

7

aomrc.org.uk

Internet Source

<1%

8

Submitted to Université Internationale de
Rabat

Student Paper

<1%

9

media.proquest.com

Internet Source

<1%

ORIGINALITY REPORT			
21 %	19 %	2 %	11 %
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS
PRIMARY SOURCES			
1	businessnowllc.com Internet Source		1 %
2	www.investopedia.com Internet Source		1 %
3	en.wikipedia.org Internet Source		1 %
4	www.coursehero.com Internet Source		1 %
5	www.slideshare.net Internet Source		1 %
6	dspace.bracu.ac.bd Internet Source		1 %
7	Adarsha packaging Internet Source		1 %
8	Submitted to Aligarh Muslim University, Aligarh Student Paper		2 %
9	fxinvestpal.wordpress.com Internet Source		1 %

saurav_s_Plagiarism.docx

ORIGINALITY REPORT

5%	3%	0%	3%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

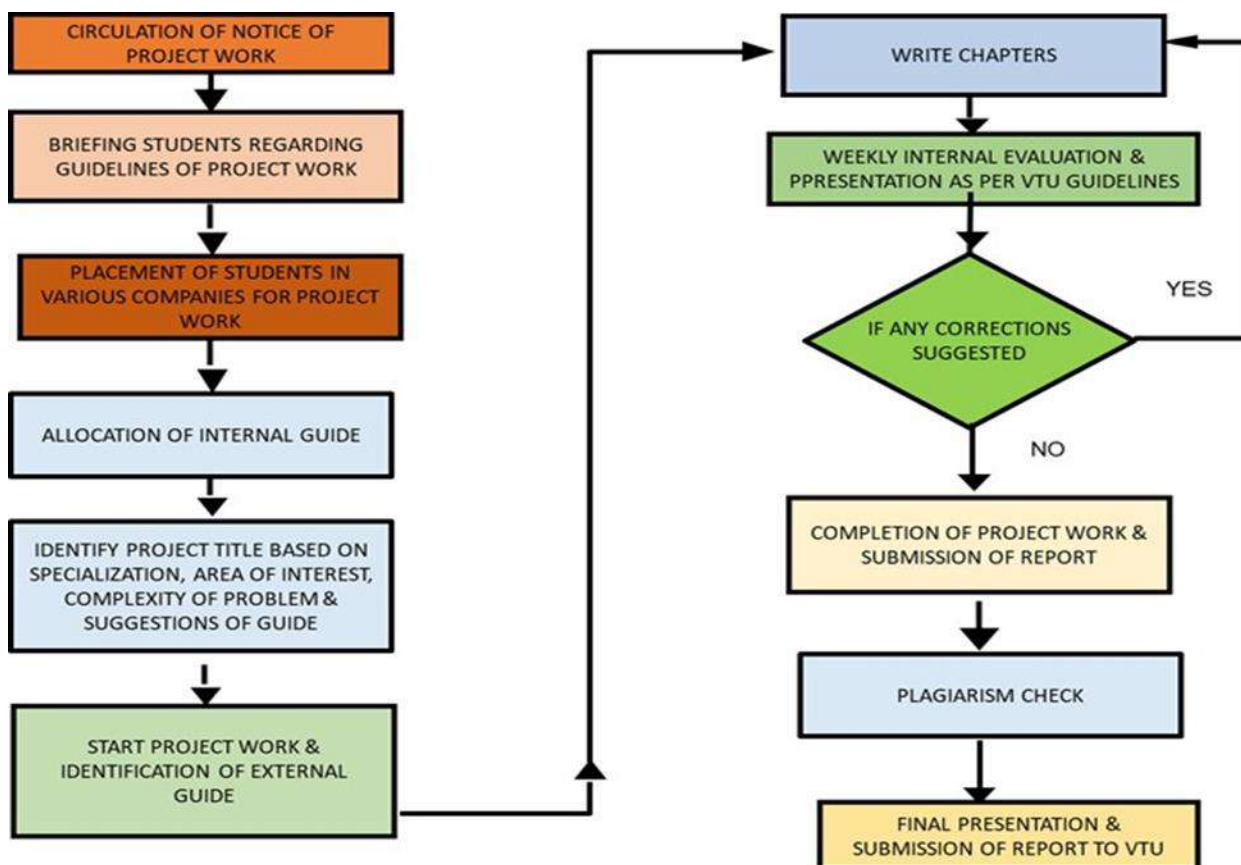
PRIMARY SOURCES

1	directory.trainingindustry.com Internet Source	1%
2	Submitted to Taylor's Education Group Student Paper	1%
3	Submitted to Royal Holloway and Bedford New College Student Paper	1%
4	www.india-briefing.com Internet Source	1%
5	Submitted to University of Central Oklahoma Student Paper	<1%
6	Submitted to University of Wollongong Student Paper	<1%
7	Submitted to Nottingham Trent University Student Paper	<1%
8	www.architecturaldigest.com Internet Source	<1%
9	Submitted to Bryant College Student Paper	<1%

- **Evaluation:** Internal evaluation will be done by the internal guide. External valuation shall be done by a faculty member of other institute drawn from various affiliated institute with minimum of 10-year experience.

D. Process to assess individual Project Work Performance:

- **Final Viva Voce and Presentation:** The *viva –voce examination* will be conducted by the coordinator , principal and an expert drawn from the affiliated institutes with minimum of 10 years of experience as appointed by the University. Project work carries 200 marks for internal marks by the internal faculty guide, average of 100 marks from both internal and external evaluation and 50 marks for viva-voce examination. Minimum passing marks of the Project work is 50% in each of the components such as Internal Marks, report evaluation and viva-voce examination.
- Submission of final report to the College: Students should submit the Project Report in electronic data form only, in PDF file (Un-editable Format) to the College. The college in turn shall submit all the CD's of their students along with a consolidated master list as per specialization containing USN, Name of the student, and Title of the Report to COE) one week before the commencement of the Theory Examinations or as per the notification issued by the Principal
- Publication of Research Findings: Students are expected to present their research findings in Seminars/ Conferences/ Technical/ Management Fests or publish their research work in Journals in association with their internal faculty Guide.

Presents The Process Of Dissertation Project Work Follow**E Quality of Dissertation:**

The quality of the report is tested thoroughly by both the internal and external reviewers applying the following rubrics provided below:

Table: Rubrics for Dissertation Project Work

S. No.	Aspects	Max Marks
1	Introduction	20
2	Review of Literature & Research Design	40
3	Data Analysis & Interpretation	80
4	Findings Conclusions	40
5	Summary of findings, suggestions	20
6	Viva	50
	Total	250

Table 4.2.3.13: Sample

Evaluation sheet of Dissertation Project Work

Sl. No	Reg No.	Name of the Students	Title of Project	Introduction (20)	Review of Literature & Research Design (40)	Data Analysis & Interpretation (80)	Findings Conclusions (40)	Recommendations (20)	Viva(50)	Total (250)

PGDM 2021 BATCH : 6th Dissertation Project Internal faculty List based upon the specialization

SL. No.	Registration Number	Students Name	Faculty Guide
Specialization : Marketing			
1	21PGDM001	Anjali Karwa	Prof. Saketh Reddy
2	21PGDM008	Channe Tanmay	
3	21PGDM010	Cherukupalli Mrudu Manasa	
4	21PGDM015	Dilip Kumar	
5	21PGDM017	Jonathan Anthony Lobo	
6	21PGDM018	K. Naga Siva Sankar Reddy	
7	21PGDM023	Kodamanchili Pavan	Prof. Soumya Suresh
8	21PGDM026	Mandava Yasarwi	
9	21PGDM027	Manoj M	
10	21PGDM032	Nikita Karmakar	
11	21PGDM034	Palani Venkata Kumar	
12	21PGDM038	Sakshi Rani	Mr. Manjunatha. V
13	21PGDM044	Subham Dutta	
14	21PGDM045	Tarun Saini	
15	21PGDM048	Vuggina Vijaya Raju	
Specialization : Agri Business Management			
1	21PGDM004	Bhukya Navadheer	Dr. Nagaraja
2	21PGDM005	Bogi Dileep Kumar	
3	21PGDM006	Chakilam Sudhishna	
4	21PGDM007	Chakka Harsha Vardhan	
5	21PGDM009	Chennupalli Pavan Teja Reddy	
6	21PGDM012	Chunchu Srikanth	
7	21PGDM013	Damodara Kavya Priya	Prof. Managala. V. Reddy
8	21PGDM019	Kanaganti Praveen	
9	21PGDM020	Kandikatla Jaya Sri	
10	21PGDM021	Katreddy Lakshmi Parvathi	
11	21PGDM024	M C Deepthi	
12	21PGDM025	Mamatha	
13	21PGDM033	Nimma Sahithi	Prof. Archana. YC
14	21PGDM035	Perumalla Bhanu Prakash	

15	21PGDM037	Rollu Jaya Prakash Goud	
16	21PGDM043	Somisetty Sudharshan	
17	21PGDM046	Tunga Divya	
Specialization : Finance			
1	21PGDM002	Bandela Gangadhar	Dr. Samiya Mubeen
2	21PGDM003	Bathula Leela Ram	
3	21PGDM014	Debu Kar	
4	21PGDM028	Marrikunta Kartheek Reddy	
5	21PGDM030	Neelam Shiva Rama Krishna	Prof. Sushmita
6	21PGDM031	Nikhil G	
7	21PGDM039	Saurav Joshi	
8	21PGDM040	Shaik Mohammad Firoz	
Specialization : Human Resource			
1	21PGDM011	Chippada Jahnasri	Dr. Uma Devi
2	21PGDM016	Induru Girishma	
3	21PGDM036	Ramanathula Naveen	
4	21PGDM041	Sheik Imran	Prof. Alka Gupta
5	21PGDM042	SKVV Satya Rishitha	
6	21PGDM047	Unnati Singh	
Specialization : Business Analytics			
1	21PGDM022	Kobagapu Veda Priya	Prof. Supriya
2	21PGDM029	Nadhamuni Venkata Rajesh	

List of Students with Title of Project

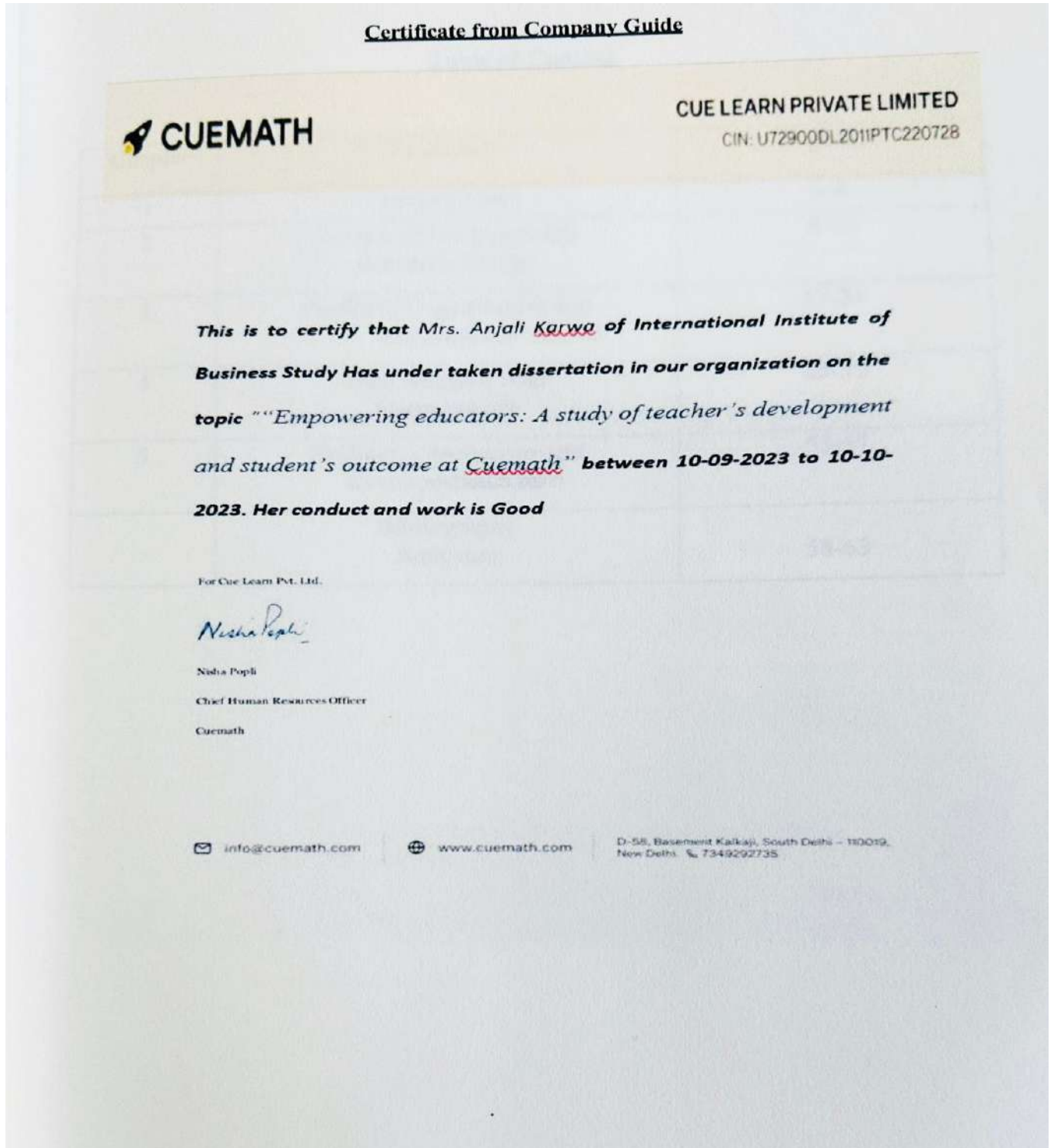
Sl. No	Reg No.	Name of the Students	Title of Project
1	21PGDM002	Anjali Karwa	"Empowering Educators: A Study of Teacher's Development and Student's Outcome at Cuemath"
2	21PGDM003	Bandela Gangadhar	A Study On The Mergers And Acquisition Of Indian Banking
			System With Special Reference To State Bank Of India
3	21PGDM004	Bathula Leela Ram	A Study On Financial Statement Analysis Towards Sri Satyabagi Plastics

4	21PGDM005	Bhukya Navadheer	A study on "customers perception and satisfaction towards indiamart "
5	21PGDM006	Bogi Dileep Kumar	A detailed study on the marketing strategies and customer acquisition in edusiksha consultancy
6	21PGDM007	Chakilam Sudhishna	An Evaluation of Rice Processing Industry in Warangal district of Telangana - A Case Study
7	21PGDM008	Chakka Harsha Vardhan	A Study on performance appraisal system
8	21PGDM009	Channe Tanmay	A comprehensive study on consumer online shopping behavior in unbond crews Bengaluru
9	21PGDM010	Chennupalli Pavan Teja Reddy	Consumer behavior for dry fruits in Bengaluru city
10	21PGDM011	Cherukupalli Mrudu Manasa	As study on performance appraisal system
11	21PGDM012	Chippada Jahnasri	Enhancing workplace efficiency: Cuemath strategies for advancing diversity and inclusion
			initiatives in Human Resources
12	21PGDM013	Chunchu Srikanth	A Study On Marketing Strategies In Kotak Mahindra Bank Bangalore
13	21PGDM014	Damodara Kavya Priya	Analysis On Consumer Brand Preference On Soft Drinks
14	21PGDM015	Debu Kar	A Study Of Mutual Fund As An Investment Avenue At Tradebull Security Pvt. Ltd.
15	21PGDM016	Dilip Kumar	A study on performance appraisal system
16	21PGDM017	Induru Girishma	A study on recruitment selection process with special reference to Gen work health private ltd
17	21PGDM018	Jonathan Anthony Lobo	A Study On Online Consumer Decision
18	21PGDM019	Kambala Naga Siva Sankar Reddy	A Study on online consumer decision making process of prototyze with reference to emerging fashion trends
19	21PGDM020	Kanaganti Praveen	Reference to emerging fashion trends

20	21PGDM021	Kandikatla Jaya Sri	"A study on effectiveness of recruitment and
			selection in mythree infratech pvt ltd"
21	21PGDM022	Katreddy Lakshmi Parvathi	A study on performance appraisal system
22	21PGDM023	Kobagapu Veda Priya	A study on customer life Tim value anyalsis in Mich Bizz service
23	21PGDM024	Kodamanchili Pavan	A study on real estate in todays business market in future perspective
24	21PGDM025	M C Deepthi	"The impact of research and development at NAMDHARI SEEDS"
25	21PGDM026	Mamatha	A study on "enhancing dealers satisfaction in the fertilizer company".
26	21PGDM027	Mandava Yasaswi	A study consumer perception towards 7 up zero sugar
27	21PGDM028	Manoj M	A Study of Production Planning and Control Activities in Aquarelle India private limited
28	21PGDM029	Marrikunta Kartheek Reddy	A study on Evaluation of financial performance towards Adarsha packaging Pvt Ltd
29	21PGDM030	Nadhamuni Venkata Rajesh	A study on Data quality analysis in Aarvee Associates Architects Engineers and Consultants Pvt. Ltd
30	21PGDM031	Neelam Shiva Rama Krishna	A study on capital budgeting
31	21PGDM032	Nikhil G	A Study on analysis of recent mergers and acquisitions
32	21PGDM033	Nikita Karmakar	A discrete data of mass data dumb into companies and utilization of resources by employees at Sobha ltd
33	21PGDM034	Nimma Sahithi	A study on climate proofing of watershed project
34	21PGDM035	Palani Venkata Kumar	A study on elevating customer service in upgrad
35	21PGDM036	Perumalla Bhanu Prakash	A Study on Shrimp Culture

36	21PGDM037	Ramanathula Naveen	A comprehensive study on stress management
37	21PGDM038	Rollu Jaya Prakash Goud	A study on analysis of marketing strategies of NoBroker solutions technologies private limited
38	21PGDM039	Sakshi Rani	A study on marketing strategies with reference to Dunzo
39	21PGDM040	Saurav Joshi	Exit Strategies In Private Equity: A Comparative Analysis Of Ipos Vs.
			Mergers And Acquisitions
40	21PGDM041	Shaik Mohammed Firoz	A project report on income tax planning with respect to individual assessee
41	21PGDM042	Sheik Imran	"A Study On The Impact Of Stress Management &Coping Up Strategies "
42	21PGDM043	SKVV Satya Rishitha	A study on intra organization relationships on organization effectiveness
43	21PGDM044	Subham Dutta	A study on real estate markets experiencing un predictable growth and changes
44	21PGDM045	Tarun Saini	A study on understanding customer satisfaction and service quality in urban company, a marketing research study in Delhi NCR
45	21PGDM046	Tunga Divya	A study on understanding customer satisfaction and service quality in Urban company: A marketing research study in Delhi NCR
46	21PGDM047	Unnati Singh	A Study On Effectiveness Of Maintaining Customer
			Relationship At Kotak Mahindra Bank
47	21PGDM050	Vuggina Vijaya Raju	A Comparative Study of Hirect Platform and Their Impact on Customer Satisfaction

Sample of certificate of completion Dissertation Project Work



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Date:26/09/2023

TO WHOM IT MAY CONCERN

This is to certify that Mr. MARRIKUNTA KARTHEEK REDDY is a Bonafide student of international institute of business study, has successfully completed Dissertation project, from (24/07/2023 to 25/09/23), he was sincere and had taken keen interest in completing his Dissertation. We wish him all the best, good luck and success in his future endeavours.



Corresponding Address #32/1, 2nd Floor, 2nd Main, Ashwini Layout, (Intermediate Ring Road) Ejipura, Bangalore - 560 047
 Tel : 080-41308123, 41303180. TeleFax : 080-41217342 Email: appl@adarshapackaging.com



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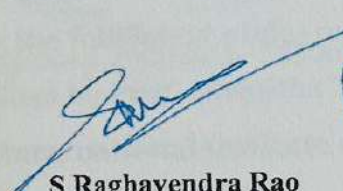
October 17, 2023

To whomever it may concern:

This is to certify that **Mr. Saurav Joshi** of International Institute of Business Study has undertaken dissertation in our organization on the topic "Exit Strategies in Private Equity: A comparative analysis of **IPOs Vs Mergers and Acquisitions** between August 01, 2023 and September 30, 2023.

His Conduct and Work is Very Good.

For Global Automation India Private Limited,


S Raghavendra Rao
Authorized Signatory



Criterion 5	Student Quality and Performance	100
SELF ASSESMENT MARKS		88

The International Institute of Business Study (IIBS) is committed to promoting gender equity and fostering a safe and inclusive environment for all its students. The institute has implemented several measures to achieve these goals. IIBS enforces a comprehensive campus code of conduct that explicitly prohibits any form of harassment or discrimination based on gender or any other identity. This code of conduct serves as a guiding principle for students, faculty, and staff, emphasizing the importance of respect, equality, and non-discrimination. IIBS also focuses on continuous improvement of students in academic and career growth through the mentoring system.

Table 5.1 Student Intake

Item	CAY	CAYm1	CAYm2	CAYm3	CAYm4
	2023-2024	2022 - 2023	2021 - 2022	2020 - 2021	2019 - 2020
Approved Intake	180	180	120	120	120
Number of Students Admitted	180	153	53	27	56

CAY=Current Academic Year

CAYm1: Current Academic Year minus 1

CAYm2: Current Academic Year minus 2 = Last Year Graduate (LYG)

CAYm3: Current Academic Year minus 3 = Last Year Graduate minus 1 (LYGm1)

CAYm4: Current Academic Year minus 4 = Last Year Graduate minus 2 (LYGm2)

Year of Entry	No of Students admitted	Number of Students who have completed	
		I Year	II Year
CAY (2023-2024)	180		
CAYm1 (2022-2023)	153	150	
CAYm2 (2021-2022)	53	50	46
CAYm3 (2020-2021)	27	27	27
CAYm4 (2019-2020)	56	56	56

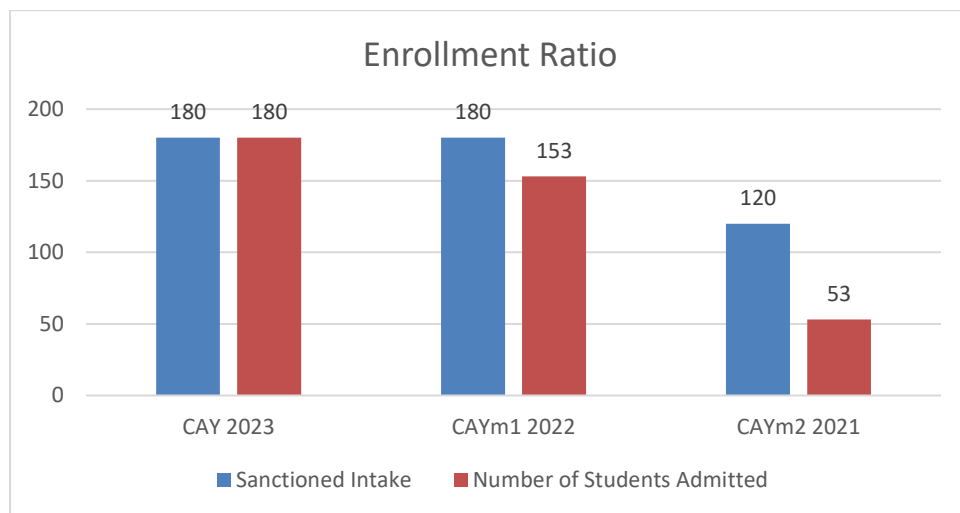
Table 5.2 Success Rate**5.1 ENROLMENT RATIO (ADMISSIONS) (20) (16)**

The enrolment ratio of the institute is given in table 5.3. It is observed that the enrolment ratio against the sanctioned seats is 80.42% for the institute average of three years.

Table 5.3 Number of Students admitted as per intake sanctioned by AICTE

Enrolment Ratio= Number of students admitted/ Sanctioned intake

Item	CAY 2023- 2024	CAYm1 2022- 2023	CAYm2 2021- 2022
Sanctioned Intake	180	180	120
Number of Students Admitted	180	153	53
Students admitted over last three (%)	100.00	85.00	44.17
Average Enrolment Ratio	80.42 %		



Graph No. 5.1 Percentage of Students admitted

5.2 SUCCESS RATE (students clearing in minimum time) (10) (9.6)

SI=Number of students completing program in minimum duration / Number of students admitted

Average SI = Mean of Success Index (SI) for past three batches

Success rate = $10 \times \text{Average SI}$

CAY=Current Academic Year

CAYm1: Current Academic Year minus 1

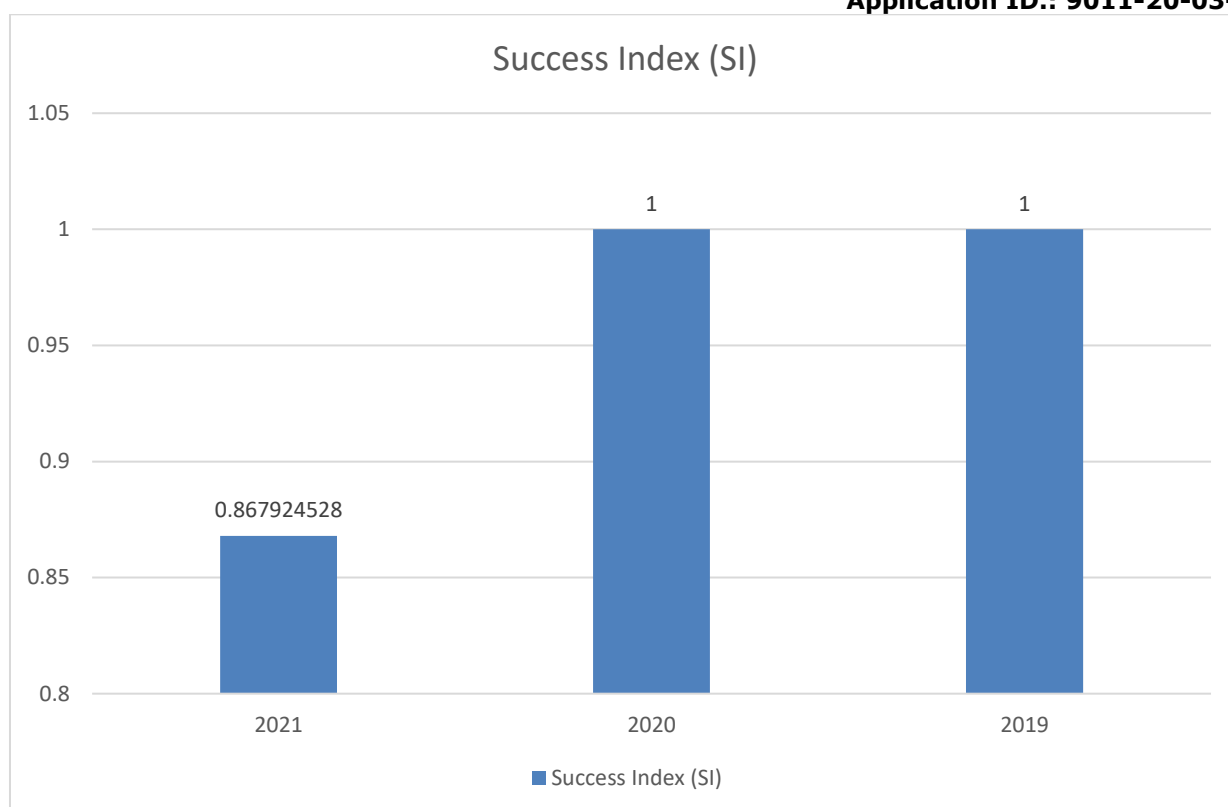
CAYm2: Current Academic Year minus 2 = Last Year Graduate (LYG)

CAYm3: Current Academic Year minus 3 = Last Year Graduate minus 1 (LYGm1)

CAYm4: Current Academic Year minus 4 = Last Year Graduate minus 2 (LYGm2)

Item	LYG 2021- 2022	LYGm1 2020- 2021	LYGm2 2019- 2020
Number of students admitted (N)	53	27	56
Number of students who have graduated within the stipulated period of a program	46	27	56
Success Index (SI)	0.87	1	1
Average SI	0.96		
Success Rate	9.6		

Table 5.4 Success Rate



5.3 Academic Performance (Percentage marks scored) (10) (7.75)

Academic Performance = Average API (Academic Performance Index)

API = ((Mean of final Year Grade Point Average of all successful Students on a 10-point scale) or (Mean of the percentage of marks of all successful students in final year/10)) x (number of successful students/number of students appeared in the examination)

Successful students are those who have passed in all final year courses.

Table 5.5 Academic Performance

Academic Performance	CAYm1 2021- 2022	CAYm2 2020- 2021	CAYm3 2019- 2020
Mean of final Year Grade Point Average of all successful Students on a 10-point scale (X)	7.95	9.00	6.93
Total no. of successful students (Y)	46	27	56
Total no. of students appeared in the examination (Z)	50	27	56
API = $x * (Y/Z)$	7.31	9.00	6.93
Average API = $(AP1 + AP2 + AP3)/3$	7.75		

5.4.1 PLACEMENT (30) (25.13)

Assessment Points = $30 \times$ average placement.

N is the total no. of students admitted in first year

Item	CAYm2 2021 -2022	CAYm3 2020 - 2021	CAYm4 2019 -2020
Total Number of students admitted in first Year of the program (N)	53	27	56
No. of students placed in companies or Government Sector (x)	43	22	41
No. of students pursuing Ph.D. / Higher Study (y)	0	0	0
No. of students turned entrepreneur (In the areas related to management discipline) (z)	0	3	1
$x + y + (z * 1.2) =$	43	25.6	42.2
Placement Index : $(x + y + (z * 1.2)) / N$	0.81	0.95	0.75
Average placement= $(P1 + P2 + P3) / 3$	0.84		
Assessment Points = $30 \times$ average placement	25.13		

Table 5.6 Placement, Higher Study and Entrepreneurship

5.4.2 Quality of Placement (10) (10)

Item	2021 - 2023	2020 - 2022	2019 - 2021
	Management Stream (M1)	Management Stream (M2)	Management Stream (M3)
No. of students placed	43	22	41
Median Salary for Placement	6L	4.95L	3.3L
Highest Salary	51L	48.6 L	14L

Placement data with the name of the program and the assessment year:2019 – 2021

Programs Name and Assessment Year				
Sl. No.	Name of the student Placed	Enrollment No.	Name of the Employer	Appointment letter Reference No. with date

1	Chennu Teja Reddy	19PGDM009	Jaro Education	4 November,2020
2	Imon Mukerjee	19PGDM015	Jaro Education	4 November,2020
3	Sweta Mukherjee	19PGDM046	Jaro Education	4 November,2020
4	Vartika Funde	19PGDM054	Property Pistol	31 october,2020
5	Lingam Kishore Kumar	19PGDM022	Nobroker	30 December,2020
6	Nadar Janet Maria Johnson Stephen	19PGDM027	Jaro Education	20 November,2020
7	Chykam Lakshmi Prasanna	19PGDM011	Pentagon Space	27 January,2021
8	Daizy Gogoi	19PGDM012	Pentagon Space	27 January,2021
9	Md. Izhar	19PGDM026	Pentagon Space	27 January,2021
10	Manisha Nayak	19PGDM024	Pentagon Space	27 January,2021
11	Akshay Awasthi	19PGDM002	Property Pistol	5 Feburary,2021
12	Danda Sai Charan	19PGDM013	Property Pistol	5 Feburary,2021
13	Penugonda Daya Nagakrishnapavan	19PGDM031	Property Pistol	5 Feburary,2021
14	Subhakanta Sahoo	19PGDM044	Property Pistol	5 Feburary,2021
15	Sagar Prakash Babu	19PGDM036	Uniworks Design Pvt Ltd	3 Feburary,2021
16	Nikita Jaiswal	19PGDM028	Uniworks Design Pvt Ltd	3 Feburary ,2021
17	Ankit Kumar Singh	19PGDM004	Property Pistol	11 February ,2021
18	Pramod Gouda	19PGDM032	Investo Xpert	20 Feburary,2021
19	K Nagesh	19PGDM017	Carwale	28 Feburary,2021
21	Anshuman Gohain	19PGDM005	Sonarome	1 March,2021
22	Kasani Naga Yaswanth	19PGDM018	Sonarome	1 March,2021
23	Sopan Shekhar Sangamnerkar	19PGDM043	Sonarome	1 March,2021
24	Prasmita Mohanty	19PGDM033	Squareyard	12 March,2021
25	Tirumalasetti Rajesh	19PGDM051	Squareyard	12 March,2021
26	Md. Tarique Shadab	19PGDM	Pentagon Space	27-Mar-21
27	Balaka Praveen Kumar Reddy	19PGDM	Squareyard	2 March, 2021
28	Pritish Behera	19PGDM034	Sonarome	16 March,2021
29	Shreyashi Deb	19PGDM041	Talchemist	18 March,2021
30	Amit Kumar	19PGDM003	Squareyards	2 March,2021
31	Shreya Verma	19PGDM040	Pentagon Space	20 April,2021
32	Jaweria Afroz	19PGDM016	Apex	7 May,2021
33	Ayushi Kapoor	19PGDM006	Talchemist	12 May,2021
34	Kinjal Jaiswal	19PGDM019	Experis IT Pvt Ltd	17 May,2021
35	Mallela Indraja	19PGDM023	Wipro	28 May,2021

36	Haritha Jannu	19PGDM014	Broadridge	1 June,2021
37	Yasam Hari Haranath	19PGDM056	Broadridge	5 June,2021
38	Kumar Sanu	19PGDM020	Nobroker	20 July,2021
39	Pandey Abhishek Dinesh Bhai	19PGDM029	Dreamgains Financial Pvt Ltd	8 September,2021
40	Shaik Rahul Babu	19PGDM038	Dreamgains Financial Pvt Ltd	8 September,2021
41	Abhishek Jena	19PGDM001	Tata Capital	14 September,2021

2020 - 2022

Programs Name and Assessment Year				
Sl. No.	Name of the student Placed	Enrollment No.	Name of the Employer	Appointment letter Reference No. with date
1.	Aakash Verma	1-43608879344	Uplers	10 February,2022
2.	Kajal Kumari	1-43610638510	RTB Demand	28 December ,2021
3.	Kiladi Vinay Kumar	1-43607241916	Extramarks	1 May,2022
4.	Kratika Jain	1-43622259374	Brady Company India Pvt. Ltd	28 July,2022
5.	Nalagonda Mounika	1-43607261736	Property Pistol	29 October,2021
6.	Neha Bharti	1-43607241874	Property Pistol	26 October ,2021
7.	Nitish Dobriyal	1-43607241876	Incred	1 February,2022
8.	R Anirudh	1-43607241878	Ripplr	1 March,2022
9.	Ritica Kumari	1-43607241880	Securenow Insurance Broker Pvt Ltd	8 November,2021
10.	Rituparna Patel	1-43607241902	Retail9 Ventures	12 January,2022
11.	Sakshi Bhadani	1-43607241904	Extramarks	24 January,2022
12.	Thilbertta Dorine P	1-43607241910	Prism Point Technologies	12 June,2022
13.	Vishal Yadav	1-43607241912	Ripplr	1 March,2022
14.	Addala Saiteja	1-43610638456	Colive	25-Jan-22
15.	Byreddy Dhanush Reddy	1-43610638460	Settl	5-Jan-22
16.	Chinnapolu Anil Kumar	1-43610638502	Settl	5-Jan-22
17.	Jaajitha C	1-43610638504	People Education	28 July,2022
18.	Kala Vinay	1-43610638506	People Education	28 July,2022
19.	Minal Dhote	1-43610638508	People Education	28 July,2022
20.	Saket Kumar	1-43610638510	Seedwill	3 February,2022

21.	Srimanta Saha	1-43610638532	Seedwill	3 Feburary,2022
22.	Thota Arun	1-43607241916	Seedwill	3 Feburary,2022

2021 - 2023

Sl. No.	Name of the student Placed	Enrollment No.	Name of the Employer	Appointment letter Reference No. with date
1.	Chunchu Srikanth	1-43608793862	Indiamart Intermesh	25-Aug-23
2.	Bhukya Navadheer	1-43607995820	IndiaMart	25-Aug-23
3.	Chakilam Sudhishna	1-43607995835	Satyukt Analytics Pvt Ltd	November 8,2023
4.	Divya Tunga	1-43610467662	Kotak Mahindra Bank	9-Jan-23
5.	Mamatha	1-43608816678	Varun Beverages	12 July,2023
6.	Katreddy Lakshmi Parvathi	1-43607060206	Internz Learn	18 August,2023
7.	Rollu Jayaprakash Goud	1-43607060208	No Broker	2 December,2023
8.	Kavya Priya	1-43608793864	Varun Beverages	12 July,2023
9.	Chakka Harshavardhan	1-43607975874	Corizo	29 August,2023
10.	Dileep Kumar Bogi	1-43607995835	Berger Paints	8 July,2023
11.	Perumalla Bhanu Prakash	1-43607187528	Seedwill	21 September, 2023
12.	Chennupalli Pavan Teja Reddy	1-43608793796	Kotak Mahindra Bank	9 January ,2023
13.	Kanaganti praveen	1-43608793798	IndiaMart	12 August ,2023
14.	M.C Deepthi	1-43608816676	Satyukt Analytics Pvt Ltd	November ,2023
15.	Kandikatla Jaya Sri	1-43607060204	Mindtree Infra tech Pvt Ltd	22 June,2022
16.	Nikita Karmakar	1-43607060206	Shobha Developers	14th April,2023
17.	Kambala Naga Siva Sankar Reddy	1-43607873836	SquareYards, Settl	4 August ,2023
18.	M. Ysaswi	1-43607873838	Varun Beverages	17 July,2023
19.	Tanmay Channe	1-43608793794	Campalin	20 August ,2023
20.	Venkat Kumar Palani	1-43608793796	Upgrad, India Insure,	2 November,2023
21.	Subham Dutta	1-43610467638	Seedwill	3 October,2023
22.	Debu kar	1-43608793866	Mad about Sports	12 August ,2023
23.	Nikhil G	1-43607923376	Stockwise Capital	30 October, 2023
24.	Sheik Imran	1-43607923378	India Mart	15 September,2023
25.	Girishma Induru	1-43608793871	Corizo	29 August,2023
26.	Ramanathula Naveen	1-43607873834	Internz Learn	18 August ,2023

27.	Unnati Singh	1-43610467664	Settl	5 August ,2023
28.	Chippada Jahnasri	1-43608793800	Housiey	2 December, 2023
29.	Vedhapriya Kobagapu	1-43607060208	Modesto Technology	27 November,2023
30.	Pavan Kodamanchili	1-43608816674	Seedwill	21 September, 2023
31.	Mrudu Manasa Cherukupalli	1-43608793798	Federal Bank	21-Oct-23
32.	Tarun Saini	1-43608793800	Federal Bank	21-Oct-23
33.	Anjali Karwa	1-43607995814	Settl	17 November, 2023
34.	Geethika	1-44550295654	CGI	27 November,2023
35.	C Silpa	1-44550295658	Tech Mahindra	9 March, 2023
36.	Ravi teja	1-44550295656	Capgemini	20 September, 2022
37.	Vuggina Vijaya Raju	1-44085194104	People Education	20 March, 2024
38.	Sakshi Rani	1-43607187534	People Education	20 March, 2024
39.	Manoj M	1-43608816695	People Education	20 March, 2024
40.	Jonathan Lobo	1-43607873834	People Education	20 March, 2024
41.	Saurav Joshi	1-43607187536	Seedwill	21 September, 2023
42.	B Leela Ram	1-43607995818	Seedwill	21 September, 2023
43.	Nadamuni Venkata Rajesh	1-43608816699	Seedwill	21 September, 2023

Entrepreneurship Details

Sl. No.	Name of the student Entrepreneur	Enrollment No.	Company Details	GST / TIN
2019				
1	Lakki Setti Raviteja	19PGDM021	Team NG Company (True Value Cars)	27AADCT2306G2ZM
2020				
1	Abhishek Kasaudhan	1-43610638454	Bade Dukaan	10CHUPP1714K1Z7
2	Bhavana K L	1-43610638458		
3	Durgesh Prasad Das	1-43610638504	Kirana Wala	11AAOFT0706E1ZN

5.5 Student Diversity (5) (5)

(Diversity may include Experience, Gender diversity, Qualification, Geographic diversity (within

state, outside state, outside country))

Sanctioned Intake	Gender		No. of Students Admitted							Total
			Within State	Outside State	Other Country	Management Stream	Other Streams	Fresher	Experienced*	
180	M	105	6	99	0	46	59	104	1	180
	F	75	5	70	0	29	46	75	0	
180	M	105	7	98	0	47	58	104	1	153
	F	49	0	49	0	27	22	49	0	
120	M	33	1	29	0	18	15	33	1	53
	F	20	0	18	0	6	14	20	2	
120	M	16	0	16	0	13	3	16	0	27
	F	11	2	9	0	6	5	11	0	

5.6.1 Students' participation in Professional societies/chapters and organizing management events (10) (10)

To facilitate and support the 360-degree development of students, International Institute of Business Study offers various platforms through multiple academic and extra-curricular events where students bring forth their talents and prove their managerial skills. Students are encouraged to participate in intra- and inter-college events.

At IIBS, wide range of events including management fest such as MOM-preneur, SURFACE, Sports, Boot Camps, Alumni Association, Guest Lectures and Industrial Visits are organized by the students. When organizing these events students will clearly demonstrate their leadership skills, effective communication, time management and team work.

Surface is the flagship event management and cultural fest organised annually at the College level with management events on Finance, Marketing, Human Resource, Agribusiness Management and other off-stage events.

With all the above-mentioned programmes, the skills of the students in organising, leadership, networking, using technology, negotiation, time management, and crisis management are honed. Professional Bodies: All India Management Association (AIMA), ASSOCHAM, Association of IIBS clubs. Our students regularly attend programs and also participate in various

events and competitions organised by them. IIBS students have participated in various management events hosted by Sindhi college, Presidency college and Acharya College and have represented the college in events like Best Manager, Mad ads, Collage making and Tug of war.

Student's participation in Professional Societies and Chapters: -

The Institute is
Professional Bodies



ALL INDIA MANAGEMENT ASSOCIATION

also proud to be associated with
and Societies. The list is as below –

1. Centre for Entrepreneurship Development of Karnataka
2. All India Management Association (AIMA)
3. The Associated Chambers of Commerce & Industry of India (ASSOCHAM)
4. IIBS clubs (activities, programs for 3 years)

1. Centre for Entrepreneurship Development of Karnataka

CEDOK has been spearheading entrepreneurship movement throughout the state with a belief that entrepreneurs need not necessarily be born; but they can be trained and developed through well-conceived and well directed activities. It is now widely recognised that education can be a very effective instrument to bring out latent resources and capabilities of people.

2. All India Management Association (AIMA)

AIMA is the national apex body of the management profession in India. AIMA is a not for profit, non-lobbying organization, working closely with Industry, Government, Academia and students to further the cause of the management profession in India. The Institute has recently got the membership from AIMA and is looking forward for conducting various events with them.

3. The Associated Chambers of Commerce & Industry of India (ASSOCHAM)

The Associated Chambers of Commerce & Industry of India (ASSOCHAM) is the country's oldest apex chamber. It brings in actionable insights to strengthen the Indian ecosystem, leveraging its network of more than 4,50,000 members, of which MSMEs represent a large segment. With a strong presence in states, and key cities globally, ASSOCHAM also has more

than 400 associations, federations and regional chambers in its fold.



Students Participation in External Events

At IIBS, Students are encouraged and motivated to participate in external events organized by other colleges/ institutions which aims at enhancing their confidence, presentation skills, self-motivation and team building spirit. It also helps students to be focused and target oriented to achieve their goal by managing timelines and adhering to the roles and responsibilities.

Year	Name of the Event	Organizer	No of Students Participated
2021-22	Inter Collegiate Fest	Ramaiah Institute of Management	6
	Inter Collegiate Fest	Atria Institute of Technology	4
	Inter Collegiate Fest	Global Institute of Management Science	5

Students Participation in IIBS Events

At IIBS, various opportunities are provided to students since the day one of their journey in the college. The Institution provides with well planned Management Orientation Program which contains bundle of activities related to the management subjects so that they get the feel of corporate culture in the campus.

1. Management Orientation Module

One of the main aspirations of an PGDM student is to become a well-to-do professional in corporate world. IIBS has acknowledged September as Management Orientation Module (MOM) and the main focus of this initiation is to make student reach their goal. Corporate world expects every professional to possess certain qualities so as to fulfil the tasks allocated to them by their employer. This program helps them achieve perfection in execution of their plans which intern ensures the success of the individual in the organization. The main aim of this initiative is to bring people from different platforms to the vital discipline of management. This will bring them to path of acquiring knowledge, tuning their skills and having a attitude to reach their goals.

Objectives

1. Molding student to get knowledge about PGDM program.
2. Providing students an opportunity to identify themselves among others.
3. Familiarizing students an environment of growth & prosperity.
4. To provide an opportunity to identify themselves among others
5. To enhance their confidence to communicate with others
6. To shred their inhibition in a congenial environment

7. To identify & explore the capabilities by utilizing their potentials
8. To realize themselves about their level when compared to the expected levels of the corporate world.
9. To bridge the gap through finalized path of success for their achievement.
10. To develop human relationship with a group dynamism.

Details of MOM Activity Yearwise

Sl. No.	Date of Event	Title of the Session / Activity	No of Students	PO
2021-2022				
1.	12/7/2021	Ice-breaking Session	50	PO2,
2.		Corporate Etiquette	50	PO5 & PO8
3.	13-07-2021	Knowledge Paradise	53	
4.		Financial Acumen	53	
5.	14-07-2021	Yoga	53	
6.		Market Study Briefing	53	
7.	15-07-2021	Entrepreneur Development	53	
8.		Sports Activity	53	
9.	16-07-2021	Investo Progress	53	
10.	16-07-2021	Excellopruden	53	
11.	17-07-2021	HR Mind Spa	53	
12.	19-07-2021	Business Plan	53	
13.	20-07-2021	Shreded Inhibo	53	
14.	21-07-2021	Campus to Corporate	53	
15.		Product & Brand Marketing	53	
16.	22-07-2021	Group Discussion	53	
2022-2023				
1.	11/8/2022	Ice-breaking session	153	PO2,
2.		Enhancing Managerial Skills	153	PO5 & PO8
3.		Product & Brand Market	153	
4.		Shreded Inhibo	153	
5.	12/8/2022	Corporate Etiquette	153	
6.		Orientation for Market Study	153	
7.		Briefing on Business Plan Development	153	
8.	16-08-2022	Financial Acumen	153	
9.		Entrepreneur Development	153	
10.		Industrial Disputes	153	
11.		Investo Progress	153	
12.	17-08-2022	Research Techniques	153	
13.		Idea Seller	153	
14.		Industrial Visit to EMMVEE SOLAR PLANT	153	

15.	23-08-2022	Solution Craft	153	
16.		HR mind Spa	153	
17.	24-08-2022	Presentations on Market Study	153	
18.		Business Plan Presentations	153	
19.	25-08-2022	Learnings from Bhagavad-Gita	153	
20.		Yoga Session		
21.	27-08-2022	Sports Activity		
2023-2024				
1.	20-07-2023	Ice-breaking Session - Introduction	180	PO2,
2.		Knowledge Paradise	180	PO5 & PO8
3.	21-07-2023	Crazy Ads	170	
4.		Guest Lecture on Women Empowerment	165	
5.	24-07-2023	Integrated Farming System	180	
6.		Johari window	180	
7.	27-07-2023	MOM-preneurs (Stalls)	180	
8.	28-07-2023	Retail Renaissance - Mall ka Kamaal	180	
9.	2/8/2023	Land to Fork	180	
10.	3/8/2023	Business Tycoons	180	
11.	4/8/2023	Industrial Visit to Indus Vegpro Pvt. Ltd.	80	
12.	4/8/2023	Sports Activity	100	
13.	10/8/2023	Visit to Pyramid Valley	180	
14.	11/8/2023	Learnings from Bhagavad-Gita	180	
15.		Zumba Activity	180	
16.	12/8/2023	Excellopruden	180	





Photos showing the activities conducted during MOM Program

2. ALP-Adventure Learning Programme

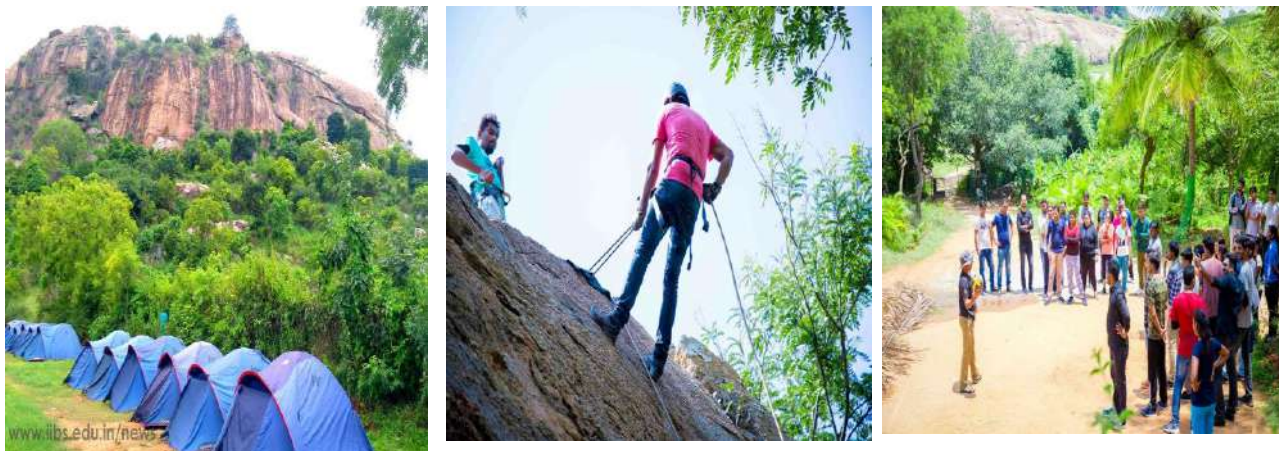
IIBS-ALP-Adventure Learning Programme

IIBS' Adventure Learning Programs promote adventure-based pragmatic activities. Many of such adventure programs have been rock-climbing, trekking in terrain, exploring wilderness, and so on. They are intended to build a stronger sense of unity as well as promoting a broad spectrum of essential life skills.

IIBS distinguishes itself as an institution for practical & well-rounded learning. Adventure Learning Programme to help develop our students in the following areas i.e. Trust, Support, Planning, Delegation, Leadership, Communication, Problem Solving, Time Management, Building Relationships, Creativity & Innovation. It might be bit un-orthodox to advocate the concept of Adventure Learning in Business School. Modern workplace requires an individual to portrait self-determination, problem solving ability, restraint, team working and poise and an adventures activity develops it in a person. This also helps PGDM aspirant to have a dynamic personality to face global corporate world. Therefore, it becomes essential for a management student to be introduced to adventure programs that offer ample scope for developing distinctive management ethos, personality traits, and cross-cultural demands of corporate world.

They are intended to build a stronger sense of unity as well as promoting a broad spectrum of essential life skills, such as:

- Communication
- Increased group effectiveness and awareness
- Individual awareness.
- Goal setting, planning and strategizing.
- Decision-making skills.
- Leadership
- Trust
- Respect for others
- And more



Photos showing activities conducted during Adventure Learning Program

3. IIBS SURFACE

IIBS encourages every management student to showcase their talent and IIBS Surface is one of THE EVENTS to do so. IIBS' SURFACE is an annual cultural fest that encourages students to showcase their unique & creative talent.

Not only the students get to showcase their talent but learn to plan and execute the cultural events and various programs in given span of time. Students generally follow their academic curriculum IIBS Surface gives them fresh breath of air. Students get to express their innate talent in front of their peer group as well as invitees from academic & corporate world.

Surface is a smart way to let students learn their capabilities as team player and do wonders to their self-confidence while they are having fun. The experience and confidence that they gain from these kind of events helps them to take a big leap into corporate world.

Yearwise SURFACE Events

Sl. No.	Date of Event	Title of surface events	No of Students	PO
2021-2022				
1.	Jul-22	Business Plan	35	PO5 & PO8
2.		HR Event		
3.		Finance Event		
4.		Marketing Event		
5.		Dance		
6.		Singing		
7.		Fashion Show		

8.		Mehendi		
9.		Rangoli		
10.		Collage		
2022-2023				
1.	Nov-22	Business Plan	120	PO5 & PO8
2.		Agri Events		
3.		HR Event		
4.		Finance Event		
5.		Marketing Event		
6.		Photography		
7.		Mehandi		
8.		Face Painting		
9.		Pencil Art		
10.		Rangoli		
11.		Collage		
12.		Pencil Sketch		
13.		Vegetable Carving		
14.		Short-film making		
2023-2024				
1.	Oct-23	Business Plan	150	PO5 & PO8
2.		Agri Events		
3.		HR Event		
4.		Finance Event		
5.		Marketing Event		
6.		Photography		
7.		Mehandi		
8.		Face Painting		
9.		Pencil Art		
10.		Rangoli		PO5 & PO8
11.		Collage		
12.		Pencil Sketch		
13.		Vegetable Carving		
14.		Short-film making		



Photo: Displaying Students participation during Surface

4. Industrial Visit

As a part of Institute program and an exposure towards the industry and corporate world students at IBS visit industries on a yearly basis.

IIBS is known for its practical approach towards the learning and development of students. Industrial Visit focuses on preparing the students to learn about the day-to-day workings of a particular industry and understand its operational issues. The visit also helps the students to keep update regarding the current management practices followed by the organizations and acquire traits that the industry demands from them. Following is the list of industries/companies/organization/Government bodies visited by the students of IBS (PGDM Programme).



Photo: Displaying Students participation in Industrial visit to UNIBIC

Students Participation in IIBS Club Activities: -**1. Institute Social Responsibility**

Sl. No.	Date of Event	Title of the event	PO
1.	15-10-2022	Rotaract Club Volunteering	PO3
2.	05-07-2023	Tree plantation	
3.	10-10-2023	Blood Donation Camp	
4.	19-12-2023	Networking cum Donation Drive	

2. Agri Club

Sl. No.	Date of Event	Title of the event	PO
1.	25-08-2022	World Honey Day	PO4
2.	26-08-2022	Visit to Agri Tech at BIEC	
3.	22-09-2022	Visit to BAMUL	
4.	27-09-2022	Workshop on Hydroponics	
5.	28-10-2022	Workshop on Data driven decision for sale optimizing and forecasting	
6.	20-03-2024	Guest Lecture on Organic Certification	

3. Marketing Club:

Sl. No.	Date of Event	Title of the event	PO
1.	23-09-2022	Marketing Mela – Vertrieb Fiesta	PO3 & PO6
2.	24-12-2022	Market Visit	
3.	11-02-2023	Mad Ads	
4.	06-10-2023	Brand Rebuilding Activity	

4. Cultural Club:

Sl. No.	Date of Event	Title of the event	PO
1.	28-08-2023	Onam Celebration	PO3
2.	18-09-2023	Ganesh Chaturthi	
3.	17-10-2023	Ethnos	
4.	19-10-2023	Navaratri	
5.	24-12-2023	Christmas	
6.	27-12-2023	Carpe Noctem	

5. Sports Club:

Year	Item	PO
2020-2021	Yuva annual sports meet	PO3
2021-2022	Yuva annual sports meet	
	Cricket tournament	
2022-2023	Yuva Annual Sports Meet	
	Cricket Tournament	
2023-2024	Yuva Annual Sport Meet	

6. Research Club:

Sl. No.	Date of Event	Title of the event	PO
1.	10-07-2022	“PESQUISA” Student Seminar	PO6

2.	13-08-2022	Debate	
3.	28-10-2022	Project Evaluation techniques	
4.	04-11-2022	Student Magazine	

7. Finance Club:

Sl. No.	Date of Event	Title of the event	PO
1.	14-07-2022	Stock trading	PO6
2.	29-08-2022	SEBI Visit	
3.	17-09-2022	Portfolio analysis	

8. Entrepreneurship Club:

Sl. No.	Date of Event	Title of the event	PO
1.	10-11-2022	Canva Model	PO6
2.	08-12-2022	Business Plan design	



Photo courtesy: IIBS Gallery – displaying Student Seminar*Photo courtesy: IIBS Gallery – displaying Winning moment of Student Seminar**Photo courtesy: IIBS Gallery – displaying Students participated in the student seminar*

Students Participation in Vigilance Day (2022) Quiz:

Central Vigilance Commission observes Vigilance Awareness Week during the week in which 31st October, the birthday of late Sardar Vallabhbhai Patel falls. This year, Vigilance Awareness Week is being observed from 31st October to 6th November, 2022 with the following theme: **“भ्रष्टाचार मुक्त भारत - विकसित भारत” / “Corruption free India for a developed Nation”**. The purpose of Vigilance Awareness Week is to generate awareness in the public at large about the ill effects of corruption.

- Integrity Pledge for Citizen

As part of the Vigilance Week, ICAR-NIVEDI, Government of India conducted an Interactive Program with PGDM students of International Institute of Business Study, Bengaluru on 07th

November 2022. They also conducted quiz on general awareness, where 6 teams each comprising of 3 students actively participated in the event.



Photos displaying students participation in Vigilance Week

5.6.2 Students' publications (05) (04)

Name of the Student	Title	Details
Publication in IIBS Website		
Syed Khasim Baba	Role of Drones Technology in Agriculture	Posted On 03/03/2023
		https://www.iibs.edu.in/news/role-of-drones-technology-in-agriculture-mba-in-business-analytics-bangalore-859
Syed Khasim Baba	Role of Artificial Intelligence (AI) in Agriculture	Posted on 24/01/2023
		https://www.iibs.edu.in/news/role-of-artificial-intelligence-ai-in-agriculture-mba-in-data-analytics-in-bangalore-828
Shubham Thube	India leading International Year of Millets 2023	Posted on 14/01/2023
		https://www.iibs.edu.in/news/india-leading-international-year-of-millets-2023-mba-bangalore-823
Shubham Thube	Refugia strategy: An effective way to overcome Bt cotton resistance problem in cotton bollworm	Posted on 10/12/2022
		https://www.iibs.edu.in/news/refugia-strategy-an-effective-way-to-overcome-bt-cotton-resistance-problem-in-cotton-bollworm-mba--bangalore-807
Syed Khasim Baba	Apiculture: Effective way of increasing Honey from Bee hives	Posted on 04/11/2022
		https://www.iibs.edu.in/news/apiculture-effective-way-of-increasing-honey-from-bee-hives--mba-in-hr-colleges-in-bangalore-782

Vemesetty Abhay	Why is Vertical Farming Important for Our Future Food System?	Posted on 03/11/2022
		https://www.iibs.edu.in/news/why-is-vertical-farming-important-for-our-future-food-system-top-mba-colleges-in-bangalore-781
Ms. Sudhishna	Indian Processed Food Industry: Importance and Challenges	Posted on 04/04/2023
		https://www.iibs.edu.in/news/indian-processed-food-industry-importance-and-challenges-top-10-mba-colleges-in-bangalore-891

Publication as Book Chapters:

Sl. No.	Name of the Authors	Title of Paper	Name of Book	ISBN / ISSN	Publisher
1	Tarun Saini and Manjunatha V	A Study on Understanding Customer Satisfaction and Service Quality in Urban Company: A Market Research Study in Delhi NCR	Contemporary Research on Management and Technology	978-81-963044-1-6, July 2023	Shri Research Paper Publication
2	Sakshi Rani and Manjunatha V	A Study on Marketing Strategies with reference to Dunzo	Contemporary Research on Management and Technology	978-81-963044-1-6, July 2023	Shri Research Paper Publication

3	Mamatha and Mangala V Reddy	Study on Enhancing Dealers' Satisfaction in the Fertilizer Company at Chlorophyll Organics	Contemporary Research on Management and Technology	978-81-963044-1-6, July 2023	Shri Research Paper Publication
4	Dr. Samiya Mubeen and Debu Kar	A Study of Mutual Fund as an Investment Avenue at Tradebull Security Pvt. Ltd.	Contemporary Research on Management and Technology	978-81-963044-1-6, July 2023	Shri Research Paper Publication

CRITERION 6	Faculty Attributes and Contributions	250
SELF ASSESMENT MARKS		219

Please provide details for the faculty of the department, cumulative information for all the shifts for all academic years starting from current year in above format.

Kindly refer Annexure – I: Faculty Details

6.1. Student-Faculty Ratio (SFR) (10) (10)

Table 6.1.1 Student-Faculty Ratio (SFR)

Description	CAY (2023-24)	CAY 1 (2022-23)	CAY2 (2021-22)
Total Number of Students in the Department (S)	360	300	240
No. of Faculty in the Department (F)	23	21	19
Student Faculty Ratio (SFR)	15.65217391	14.28571429	12.63157895
Average SFR	14.18982238		
Year	CAY (2023-24)	CAYm1(2022-23)	CAYm2 (2021-22)
p1.1 (Students in 1 st Year Sanctioned Intake)	180	180	120
p1.2 (Students in 2 nd Year Sanctioned Intake)	180	120	120
PG1 (Sanctioned Intake)	360	300	240
Total No. of Students in the Department (S) Actual Admission	332	200	75
pm.1	175	153	53
pm.2	153	53	27
PGm	pm.1+pm.2	pm.1+pm.2	pm.1+pm.2
	328	206	80
Total No. of Students in the Department (S)	PG1 + ...PGm=S1	PG1+... + PGm=S2	PG1+... + PGm=S3
No. of Faculty in the Department (F)	23	21	19
Student Faculty Ratio (SFR)	SFR1=S/F	SFR2=S/F	SFR3=S/F
	15.65217391	14.28571429	12.63157895
Average SFR	SFR=(SFR1+SFR2+SFR3)/3		

	14.18982238		
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6.1.1. Provide the information about the regular and contractual faculty as per the format mentioned below:

Table 6.1.1 Details of the regular and contractual faculty

Academic Year	Total Number of Regular Faculty in the Department	Total Number of Contractual Faculty in the Department
CAY (2023-24)	23	5
CAYm1 (2022-23)	21	3
CAYm2 (2021-22)	19	2

6.2. Faculty Cadre Proportion (20) (20)

Year	Professor		Associate Professor		Assistant Professor	
	Required F1 (RF1)	Available (AF1)	Required F1 (RF2)	Available (AF2)	Required F1 (RF3)	Available (AF3)
CAY (2023-24)	2	3	4	6	12	14
CAYm1 (2022-23)	2	2	3	6	10	13
CAYm2 (2021-22)	1	2	3	6	8	11
Average Numbers	1.67	2.33	3.33	6	10	12.67

Cadre Ratio Marks = 29.81

6.3. Faculty Qualification (20) (15)

	X	Y	F	$FQ=2.0 \times [(10X + 4Y)/F]$
CAY (2023-24)	12	11	24	13.5
CAYm1 (2022-23)	8	13	20	13.2
CAYm2 (2021-22)	9	10	16	16.25
Average Assessment				14.31666667

6.4. Faculty Retention (20) (15)

6.5 -Details of the faculty Retention

Description	CAY (2023-24)	CAY m1 (2022-23)	CAY2 m2 (2021-22)
No of Faculty Retained	15	17	17
Total No of Faculty	23	21	19
% of Faculty Retained	63.63		

6.5. Faculty Initiatives on Teaching and Learning (15) (15)

A good teaching method in college should use different approaches to keep students interested and improve their learning. Interactive lectures that include discussions and immediate feedback can be paired with monthly articles on the college website to keep students updated on new developments in their field.

Reviewing and studying scholarly articles helps students think critically about information. Using online platforms like flipped Classroom makes it easy for teachers and students to communicate and share resources.

Bringing in expert speakers for talks gives students real-world knowledge and insights. Completing certification courses allows students to gain specialized skills and qualifications. National and international trips, including adventurous and hands-on experiences, help students understand different cultures and environments.

Boot camps offer intensive, practical learning experiences, while market surveys and case Study encourage analytical thinking and problem-solving skills. Participating in group discussions (GD) and role-playing exercises improves communication and teamwork skills. Combining these methods creates a thorough and engaging learning environment for students.

IIBS uses various teaching and learning methods beyond traditional lectures to address students'

unique needs and learning styles. These methods aim to create a more well-rounded and practical approach to education, helping students gain theoretical knowledge while also developing hands-on skills and real-world experience.

Interactive lectures combine discussions, group activities, and multimedia presentations to engage students and help them better understand the material. Students' publications in journals, newsletters, and other formats encourage achievement and enhance their research and writing skills.

Project reports involve real-world problem-solving, promoting critical thinking and collaboration. Internships give students practical work experience and professional networking opportunities. Faculty-student exchange programs offer new perspectives and exposure to different academic settings.

Add-on courses allow students to explore subjects outside their major, broadening their knowledge base. Bridge courses help students transition between educational levels and disciplines, providing foundational knowledge for advanced Study.

Placement training prepares students for job interviews and recruitment, with both external and internal faculty offering industry insights and coaching. Industrial visits show students real-world business operations, bridging the gap between classroom learning and industry.

Adventurous visits engage students in outdoor activities, fostering leadership and problem-solving skills. Experiential visits to museums, galleries, or historical sites, meditating centres, enrich students' cultural appreciation and broaden their educational experience.

Corporate and alumni mentoring offers guidance and advice from professionals and former students who have navigated similar paths. Faculty mentoring provides students with academic advice, research opportunities, and career guidance.

Marketing surveys give students insights into consumer behaviour and trends, while writing articles for the college website enhances their research and communication skills. Reviewing academic articles helps students develop critical thinking and analysis skills.

Google Classes and other online platforms provide flexible learning options. Expert talks from industry leaders inspire and educate students, while finishing certificate courses allow students to specialize in a skill or area.

International visits expose students to different cultures and broaden their horizons. Boot camps offer intensive cultural learning, hands-on training in specific skills over a short period

Case Study allow students to analyze real-world situations and apply theoretical concepts to find solutions. This method encourages problem-solving skills. Together, these diverse teaching and learning methods help students build a well-rounded skill set, preparing them for successful careers and lifelong learning through engagement, collaboration, and practical application.

For all the courses an innovative course planner is being prepared based on Bloom's Taxonomy.

1. Question Bank is being prepared for all the courses based on the important concepts of respective courses.
2. Handouts on the concepts are elaborately prepared for the reference of students. All these are kept for reference in the library in multiple copies and with the Director, Dean and COE.
3. Use of ICT is being done in the form of presentations & videos. DTEL resources are being prepared by course teachers and uploaded on intranet.
4. All the material prepared is being uploaded on the intranet for the reference of students. Faculties of same interest areas do collaborative brainstorming for the updating of these materials from time to time.
5. Students are being given assignments, class projects based on latest happenings for the respective subjects based on its demand and need.
6. Case based teaching is taken up for the better understanding of students for the concepts of management.

Details of Intranet Links on which the Material is available		
S. No	Material	Internet Link
1	Course Planner	
2	Question Bank	
3	DTEL	https://jgateplus.com/
4	Handouts	

	2023-24									
S.No	Trimester	Total No. of Courses	No. of Course s using DTEL	No. of Course s using YouTube	No. of Course s using Market Survey/ Field Survey	No. of Course s using Group Activity	No. of Course s using Role Play	No. of Course s using Group Discussion	No. of Course s using Google Class Room	No. of Course s using Peer Learning
1	Trisem 1	9	9	1	0	3	1	2	2	1
2	Trisem 2	9	9	2	1	4	2	2	3	2
3	Trisem 3	9	8	1	1	2	2	1	2	1
4	Trisem 4	9	7	2	1	3	1	2	2	1
5	Trisem 5	9	5	2	1	2	1	2	3	2
6	Trisem 6	4	2	1	0	2	2	1	2	1

	2022-23									
S.No	Trisemester	Total No.of Courses	No. of Course s using DTEL	No. of Course s using Youtube	No. of Course s using Market Survey/ Field Survey	No. of Course s using Group Activity	No. of Course s using Role Play	No. of Course s using Group Discussion	No. of Course s using Google Class Room	No. of Course s using Peer Learning
1	Trisem 1	8	8	1	0	2	1	1	2	0
2	Trisem 2	8	8	2	1	3	1	1	1	1
3	Trisem 3	8	7	1	1	1	1	1	2	1
4	Trisem 4	8	6	2	1	2	1	1	1	0
5	Trisem 5	8	4	2	1	1	0	1	2	1
6	Trisem 6	3	2	1	0	1	0	0	1	0

	2021-22									
S.No	Trisemester	Total No.of Courses	No. of Course s using DTEL	No. of Course s using Youtube	No. of Course s using Market Survey/ Field Survey	No. of Course s using Group Activity	No. of Course s using Role Play	No. of Course s using Group Discussion	No. of Course s using Google Class Room	No. of Course s using Peer Learning
1	Trisem 1	7	7	1	0	2	0	3	2	1
2	Trisem 2	7	6	2	1	3	2	3	3	0
3	Trisem 3	7	5	3	1	2	1	2	1	1
4	Trisem 4	5	5	2	1	3	1	3	2	0
5	Trisem 5	4	4	3	1	2	1	2	3	2
6	Trisem 6	2	3	2	0	2	1	1	2	0

6.6 Management Development Program (05) (04)

Company	No of days / Duration	No.of Candidates Attended
Neovia logistic services. 1A - 1st Floor, Whitefield Road, Sonnenhali Village, Rd Number 2, EPIP Zone, Whitefield, Bengaluru, Karnataka 560066	5	15
Sri Babu Raju Ram Fuel Station	5	17
Survey No 45/5, Guvalakanahalli, Ajjavara Kolar, Karnataka - 562101 India		

	5	27
<u>Lakshya Construction</u> <u>992 block 33 vivekanada colony ragiguddha JP nagar 2nd phase</u> <u>Bangalore 560076, Bengaluru, Karnataka 560068</u>		
Kennedia Blu Café D Floor, Vasant Complex Kaveri Nagar, R.T. Nagar Bangalore-560032 · +91 9004981349 · info@kennediablucfe.com.	5	15
Art home Advertisers Sri Lakshmi nilayam, Plot - 5, Rd Number 11, SV Nagar, Nagaram, Hyderabad, Secunderabad, Telangana 500083	5	18
G K Entertainments Pvt.Ltd Ayyappa Society Madhapur Road, Ayyappa Society-Madhapur, Hyderabad - 500081	5	31
Mega Power Systems Residency, #341,3rd Floor,Tirumala, 1st Main Rd, Talacauvery Layout, Byatarayanapura, Bengaluru, Karnataka 560092	5	22
TechBoost Up 29,3rd Floor, GVR Plaza, Bellary Rd, Hebbal, Bengaluru - 560024	5	25

6.6. Faculty Performance, Appraisal and Development System (15) (15)

FACULTY PERFORMANCE: Faculty performance is assessed through Student Feedback, which is taken twice in a Trimester, one mid Trimester and one at the end of the semester. The format for Student feedback is Attached.

FACULTY APPRAISAL:

Faculty performance is appraised at the end of each Academic Year. The evaluation format consists of 4 parts, namely- Academic Appraisal, Subjective Appraisal, Over and Above weightage, and Appraisal Evaluation Summary.

Academic Appraisal gathers descriptive data on Teaching Learning, Publications, and Knowledge enhancement programs attended (like workshops, conferences and seminars), Sponsored Research, Consultancy, understanding of Outcome Based Education, Student-Faculty interaction, Use of ICT, Best Practices, Content beyond syllabus etc. This data is provided by the Faculty.

Subjective appraisal is filled by the Director for areas like Punctuality, Timely completion of responsibility, Best Practice implemented, Communication Skills, Usefulness to the Institute, Understanding of OBE etc.

Over and Above weightage provides additional points to the Faculty for achievements like publication in indexed Journals, Ph.D. awarded, Publication of Books, and Membership of Professional Societies. Appraisal Evaluation Summary captures the quantitative data for Academic Appraisal points. This is filled by the Faculty members and validated by the Director. The Total score is communicated to the Faculty member, so that he/ she can identify the areas for improvement.

The Faculty Quarterly Evaluation serves as a comprehensive structure to evaluate faculty performance across multiple areas, encouraging continuous improvement and academic excellence throughout the academic year. It consists of key parameters including Teaching, Research, Consultancy, Innovation, Entrepreneurship, Mentoring, and other additional activities, each contributing to the overall evaluation.

Teaching excellence is a basis of faculty evaluation, with faculty members expected to achieve a success rate of over 95% in their respective subjects each trimester. This ensures effective delivery of course material and complete understanding among students, accounting for 10 marks in the evaluation.

Research performance is another critical aspect, requiring faculty members to publish a minimum of two research papers annually in recognized journals indexed in Scopus and UGC-CARE list. This demonstrates scholarly contributions and advances academic knowledge, contributing 20 marks to the evaluation.

In the domain of Consultancy, faculty members are encouraged to engage in consulting activities, aiming to generate a specified amount annually or alternatively by contributing to academic literature through book chapters or publications. This aspect carries a weightage of 10 marks.

Innovation is emphasized as faculty members are encouraged to demonstrate their creativity by earning a certain amount through innovative projects or by submitting patents annually, contributing 10 marks to the evaluation.

Entrepreneurship is actively promoted, with faculty members collaborating with students to launch ventures, earning a specified amount or establishing new businesses annually. Entrepreneurship also carries a weightage of 10 marks.

Additionally, faculty members are encouraged to participate in various activities such as mentoring students, teaching MOOCs, delivering technology talks, and attending FDPs and MDPs. These activities contribute significantly to faculty and student development, accounting for 40 marks in the

evaluation.

The Faculty Quarterly Evaluation provides a structured framework to assess faculty performance comprehensively. By evaluating performance across various dimensions, it makes sure continuous improvement and enhances an environment good for academic excellence and growth. It motivates faculty members to excel in teaching, research, consultancy, innovation, entrepreneurship, and other activities, thereby enhancing the overall quality of education and contributing to the advancement of knowledge and skills within the academic community.

Year	Letter of Appreciation	Letter of Improvement Letter
2023-24	5	2
2022-23	2	2
2021-22	4	1

IIBS		Faculty Quarterly Evaluation			Year : 2023	
Name of the Faculty:			Dept: Management			
Four times in a year: 1. In April for Jan-Mar qtr. 2. In July for April-June qtr. 3. In October for July-Sept qtr. 4. In January'24 for Oct – Dec qtr.						
Faculty deliverables will be changed every academic year. The weightage may change based on specific activities allotted to a staff.						
Activity (Type)	Weights	Targets	Target details	Description to be provided	Supporting document to be provided	
Core	60	Refer latest Goals document, weekly reports and Latest staff meeting minutes				
Teaching (I)	10	90%UG 95%PG	SEE Results ^ 95% / 90%	All subjects / Lab. T//Semester #students	Results sheet signed by the Principal	
Research (RP)	20	1paper + Grants	1 research paper accepted in UGC Listed journals+ 1 project or 5 proposals submitted to various agencies.	Paper Title, Journal name , all authors name and affiliation Title, Sponsoring Agency, Principal investigator and co investigators, duration of the project grant.	Copy of published paper with page numbers and volume details of the journal signed by Principal. Letter of sponsoring agency and amount received by IIBS attested by Principal	
Consultancy (C)	10	1.00 / 2books / Chapter	Rs. 1.00 Lakhs received by IIBS or 2 book/ Chapter publications	Type of work, company name, name and affiliation of people involved.	Amount received by IIBS form the company attested by the Principal.	
Innovation (I)	10	0.50 / Patents	Rs. 0.50 lakhs earnings received by IIBS or 2 patents submitted.	Title, Patent ID, mechanism of revenue generation name / USN of students and faculty involved.	Document of revenue generation and amount received & patent submission by IIBS, attested by Principal	
Entrepreneurship (E)	10	1.00	Rs. 1 Lakhs earnings received by IIBS or 2 start-ups initiated.	Name of the company and date of inception, Type of product or services, Revenue till date, name/USN of students and faculty involved	Registration and Revenue detail of company, and amount received by IIBS attested by HoD	
Noncore Target	40	Refer latest Goals document, weekly reports and Latest staff meeting minutes				
Knowledge Upgrade (K)	10			Mega Proj./App. or I&E Proj./Start-up - 7.5 MOOC, Tech-talk, FDP, ext. events - 2.5	As applicable	
Support (S) (to org., dept., students)	30			1.Mentoring outcome -20 2.NAAC / NBA/Institutional ranking - 10 Others-5 : e-resources, flip-classroom, slow/fast-learners, IQAC, admission, guidance, resource, coordination, conformance, discipline, teamwork.	1.PG-100% achievement and 50% above 8L placement and UG- 100% achievement in placement/ higher education 2.As applicable	

Faculty Signature

External Auditors Signature

Director Signature

IIBS Faculty Quarterly Evaluation		Year : 2023				
Faculty Name: Dr. Tripuraneni Jaggaiah		Dept: Management				
Activity	Description	DOC Y/N	Remarks by External Auditors	Grade by External Auditors	Max Score	Annual Score
Key Additional outcomes (Which are not already covered in page2 and 3) Principal to grade from MAX of the activity if it is in the prescribed categories else grade as A,B or C						
Strengths of Faculty (to be filled by the Principal /HOD)						

6.7. Visiting / Adjunct Faculty (10) (10)

S.NO	Guest Faculty Name	Industry Name	Qualification
1	Mr. Chinta R K	Fintech	MBA
2	Prof. Koppada Kiran	IT	MBA., (Ph.D.)
3	Mr. Venkat	IT	MCA, MBA
4	Dr. Mahesh Pavan S	Infrastructure Program Manager; Mphasis India Ltd, Bengaluru	MBA., Ph.D.
5	Mr. Nirajan	IT	M.Com, MBA
6	Dr. Chakrapani Gopal	Consultant, Bengaluru	MBA; Ph.D.

7	Dr. Santosh Kumar V	ISBR Business School; Bengaluru	MBA., M.Phil., Ph.D.
8	Mrs. Tejaswini Siddaraju	Assistant Professor, Triveni Institute of Commerce and Management	M.Com., MBA., (Ph.D.)
9	Ms. Suma Anne Gowda	Manager AI- INFORMATION TECHNOLOGIES P LTD., Bangalore-	MBA
10	Mr. Bhupesh Kumar	ACCA	MBA
11	Dr. Chethan Bajaj	Managing Director APEX TECHNOLOGIES PRIVATE LTD, Bengaluru	Ph.D., IIM Bengaluru, M.Com (Delhi School of Economics)
12	Mrs. Neelima Bajaj	Managing Director APEX TECHNOLOGIES PRIVATE LTD	MBA, Ph.D.
13	Venkata Murali Krishna	SAP HCM Key Delivery Manager, CBIT- LTIMNdtree, Bengaluru	M.Sc. (CS), IGNOU Central University, New Delhi
14	Prof. Padmini	Director, ALLIED TECHNOLOGICAL LABORATORIES PVT. LTD	MBA, Ph.D.

6.8. Academic Research (70)

Faculty Paper Publications (50)

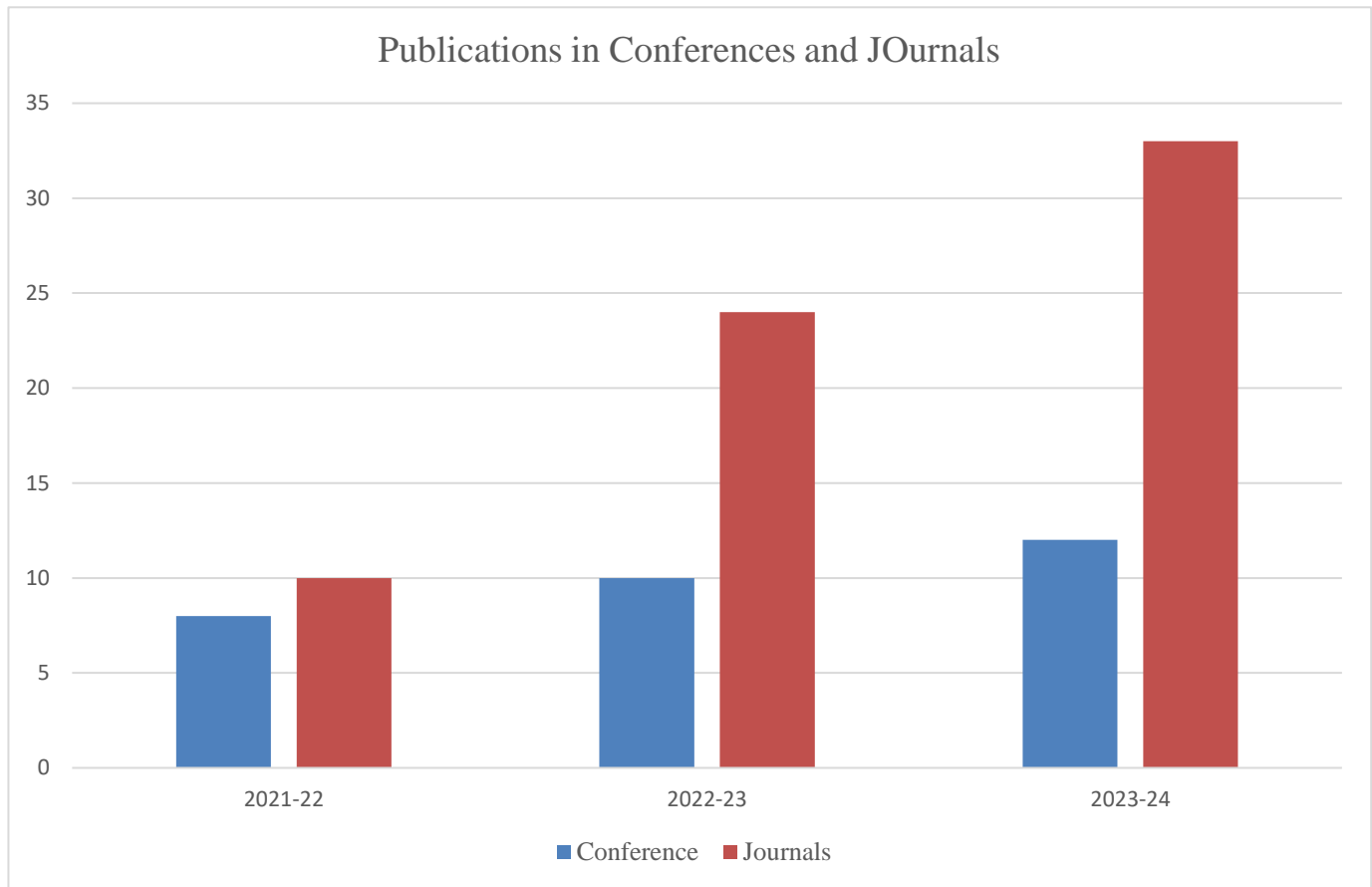
List of Ph.D. received during the period (20) (15)

Details of Publications in Conferences and Journals

Year	Conference	Journals
2021-22	8	10
2022-23	10	24

2023-24	12	33
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Please change the O in the word Journals to small font in the graph below.



DETAILS OF BOOK PUBLICATION BY FACULTY MEMBERS

Name of the Authors	Title of the Book	Publisher Name	Year of Publication	DOI	ISBN/ISSN	URL	Citation
		2022					
Matcha Ashok	Environment and Ecology - Edition 2022	Notion Press	2022		978-1639201013	https://www.amazon.in/Environment-Ecology-Destination-Competitive-Examinations/dp/1639201017/ref=sr_1_4?crid=T8HNNQG FHJJD&dtb=ey/2IjoMSJ9bzCg2_pApByE32-U2CgixKNyYHregC_sKhulFwysFxbGjHj071QN20LucGBJIEps.navy4f_TdgE4cN_dni_Tej6PvV13ociZnPNTTrvQ&dib_tag=se&keywords=ashok+matcha+books+ups&qid=1715063914&srefix=ashok+matcha+%2Caps%2C264&sr=8-4	
Ashok Matcha	Advancements in Science and Technology	GK Publications (P) LTD., Haryana	2022		978-93-92837-75-3		
M. Kethan, S. Mahabub Basha, Dr. Tripuraneni Jaggaiah	Emerging Trends in Business and Technology	Aarhat Publication and Aarhat Journals	2022		978-93-91199-24-1		
4. M. Kethan, S. Mahabub Basha, Dr. Tripuraneni Jaggaiah	Management Dynamics and Applications	IIP PUBLICATIONS	2022		978-1685762971	https://www.amazon.in/dp/1685762972/ref=nyv_title_dp	
1. Dr. Tripuraneni Jaggaiah, 2. Dr. M Kethan; 3. Mr. Mahabub Basha	Enhancing Innovative Practices Industry 5.0 - The New Revolution	LAP LAMBERT Academic Publishing	2022		978-620-5-52775-7		
Matcha Ashok	Advancements of Science & Technology	GK Publishers	2022		978-9392837753	https://www.amazon.in/Advancements-Science-Technology-GKP-Access/dp/9392837753/ref=sr_1_floar0_1?crid=T8HNNQG FHJJD&dtb=ey/2IjoMSJ9.U53piGbNJTxx3-9NMvZCObbPhy-O_2NYqY8g-uz3E4DmsMyc0gFpsV4FrXw2LvtfebdMKZlhdzYGZX7K3E_Y-BAX9HYzri9e2c7tnE_kltZxmvccDAw0nW0AKO14mBJvY3yRqFAnqdP9rMFC&dtb_tag=se&keywords=ashok+matcha+books+ups&qid=1715063914&srefix=ashok+matcha+%2Caps%2C264&sr=8-1_floar0	
		2023					
Dr S Balaji Naik	Advanced Financial Management	Wisdom Indian Publications Bengaluru	2023		978-81-962564-1-9		Prasanth Kumar, Dr., Begum, Dr., Naik, Dr., & Kanad, Dr. (2023). Advanced financial management. Wisdom india publications.
Matcha Ashok	Environment and Ecology - Edition 2023	Notion Press	2023		979-8889517696	Matcha.dp/B0BTSJ65XM/ref=sr_1_2?crid=T8HNNQG FHJJD&dtb=ey/2IjoMSJ9bzCg2_pApByE32-U2CgixKNyYHregC_sKhulFwysFxbGjHj071QN20LucGBJIEps.navy4f_TdgE4cN_dni_Tej6PvV13ociZnPNTTrvQ&dib_tag=se&keywords=ashok+matcha+books+ups&qid=1715063914&srefix=ashok+matcha+%2Caps%2C264&sr=8-4	
Dr K Saketh Reddy	International Marketing	RED UNICORN PUBLISHING PVT. LTD.	2023		978-81-963677-3-2		
Mahabub Basha s	Contemporary Research on Managment and Technology	SHRI RESEARCH PUBLICATION	2023		978-81-963044-1-6		
		2024					
Dr. Manjushri Janardan Yadav	Human Resource Management- Theory and Concept	RK Publication	2024	https://doi.org/10.5281/zenodo.10612942	978-81-970169-8-1		Dr. Kanika Gupta, Dr. Ranjith Kumar Varre, Dr. Swati Aggarwal, Dr. Manjushri Janardan Yadav 2024
Dr. Manjushri Janardan Yadav	Professional Ethics	RK Publication	2024	https://doi.org/10.5281/zenodo.10897776	978-881-971820-4-4		Tunguri Suchitra, Dr. R. Karthi, Dr. Manjushri Janardan Yadav, Dr. Ranjit Kumar Varre Professional Ethics RK Publication

PATENT PUBLISHED

Name of the Inventor	Application Number	Patent No	Number of Inventor	Patent Title
Dr. Manjushri Janardan Yadav	202311088176	202311088176	4	An Empirical Examination of Cashless Payment Systems in Business Transaction
Dr. Manjushri Janardan Yadav	202321089212	202321089212	3	Machine Learning -Based Evaluation and Enhancing Critical Thinking in Academic Institutions
Dr. Manjushri Janardan Yadav	202411009637	202411009637	9	The Impact of Socially Responsible Human Resource Management Practices on Organisational Behaviour for the Environment
Mangala V Reddy	202341086425	202341086425	3	A New Era in Agriculture: Large Scale Crop Production Prediction Using Time Series Transformers
Archana Y C	202341088178	202341088178	4	Enhancing Cybersecurity in leveraging machine learning models for detecting distributed Denial of service attacks in agriculture 4.0
Shrinidhi V S	202341081686	202341018686	1	Cultural and Enviromental Aspects influence lateral preference
Dr.K.Saketh Reddy	202441011245	202441011245	4	Human Resource Analytics Platform for Employee Performance Enhancement
Dr.K.Saketh Reddy	6297185	6297185	5	Camera for Healthcare management
Dr. T. Uma Devi	202441023411	202441023411	1	An innovative HR practices on monitoring employees behaviour
Dr S Balaji Naik	202341081686	202341018686	2	Cultural and Enviromental Aspects influence lateral preference
Dr . M Kethan		6277522	4	Capsule for Housing Electro-Medical Equipment for Radio diagnosis,
Dr . M Kethan		202341003934	5	Banking Reforms in India : Public SectorBanks
Dr . M Kethan				Rural Digital Marketing Strategies and Challenges for Micro and Small Scale Industries: A Post COVID-19 Scenario

FACULTY CHAPTER PUBLICATION

Name of the Authors	Title of the Book	Title of the Book Chapter	Publisher Name	Volume and Issue	Page No	DOI	ISBN/ISSN	URL
2021								
Krishna Kumari; Deepika M Rajpal	Emerging Technologies in Business Innovation and Sustainability	Trash to Cash - An Entrepreneur's Perspective towards Sustainable Waste Management	LAP LAMBERT Academic Publishing; Mauritius	2021			978-620-3-30713-9	
Prof. Kuldeep Sharma	The Covid-19 Pause Uncommon Tales of Common Folks	The COVID SAGA	GiantStep, Bengaluru, India - 560090	2021			978-93-5407-359-5	
Dr.Tripuraneni Jaggaiah	Emerging Technologies in Business Innovation and Sustainability	Impact of E-Commerce on Event Management in Eventshigh Company: A Study	LAP LAMBERT Academic Publishing; Mauritius	2021			978-620-3-30713-9	
2022								
Dr.Tripuraneni Jaggaiah; Mr.Ashok Matcha	Enhancing Innovative Practices Industry 5.0 - The New Revolution	Effectiveness of Employee Engagement Activities During COVID-19 With Reference to IT Company Employees in Bengaluru	LAP LAMBERT Academic Publishing; Europe	2022			978-620-5-52775-7	
Dr Jaggaiah.T; Dr.T.Balaji; Dr.A.Rambabu	Enhancing Innovative Practices Industry 5.0 - The New Revolution	Factors Influencing the Purchase Willingness towards Electric Cars in the South Delhi Region	LAP LAMBERT Academic Publishing; Europe	2022			978-620-5-52775-7	
2023								
Lakshamma.T	IOSR Journal of Computer Engineering	A Simplified Approach in Sorting Method: Bubble Sort, Selection Sort and Merge Sort	IOSR Journal of Computer Engineering (IOSR-JCE)	Vol 25, Issue 6 2023	64-71	10.9790/0661-2506026471	ISSN- 2278-0661	https://www.iosrjournals.org/
Mahabub Basha	Meta Heuristic Algorithms for Advanced Distributed Systems	Enhancing Business Development, Ethics, and Governance with the Adoption of Distributed Systems	IGI Global		193-209	https://doi.org/10.1002/9781394188093.ch12		
Mangala V Reddy	Contemporary Research of Management and Technology	Study on Enhancing Dealers' Satisfaction in the Fertilizer company at Chorophyll organics	Shri Research Paper Publication	July 2023	164-171		ISBN-978-81-966344-1-6	
Archana Y C	Contemporary Research of Management and Technology	Study on Enhancing Dealers' Satisfaction in the Fertilizer company at Chorophyll organics	Shri Research Paper Publication	July 2023	164-171		ISBN-978-81-966344-1-6	
Nagaraja G. N	Contemporary Research of Management and Technology	Study on Enhancing Dealers' Satisfaction in the Fertilizer company at Chorophyll organics	Shri Research Paper Publication	July 2023	164-171		ISBN-978-81-966344-1-6	

Mahabub Basha S	Impact of artificial intelligence on marketing	Formosa Publisher	2022	https://journal.formosapublisher.org/index.php/eajmr	2828-1519	https://journal.formosapublisher.org/index.php/eajmr/article/view/3112	https://scholar.google.com/scholar?oi=bibs&hl=en&cites=4676377170552106878
Mahabub Basha S	An empirical study on customer satisfaction towards organized Retail outlets in Bengaluru city, Karnataka	Academy of Marketing Studies Journal	2022		1528-2678	https://www.proquest.com/openview/956eb98ca8acc829abc9b4ee6d26381a/1?pq-origsite=gscholar&cbl=38744	https://scholar.google.com/scholar?oi=bibs&hl=en&cites=6273875379791330727
Mangala V Reddy	Economic and environmental Assessment of IPM technology in Redgram cultivation in Karnataka	International Journal of Research and analytical Reviews	2022	http://dx.doi.org/10.13140/RG.2.2.13491.71208	2348-1269	https://www.researchgate.net/publication/365198448_Economic_and_Environmental_Assessment_of_IPM_Technology_in_Redgram_cultivation_in	
Mahabub Basha S	An Empirical Study On Socioeconomic Factors Affecting Producer's Participation In Commodity Markets In India	Journal of Positive School Psychology	2022		2717-7564	https://journalppw.com/index.php/jpsp	https://scholar.google.com/scholar?oi=bibs&hl=en&cites=3764047134268751191
Mahabub Basha S	A Study on the Factor Affecting Employee Retention in Information Technology Sector	Journal of contemporary issues in business and government	2022	https://www.cibgp.com/article_19132_1913436529e696112632e826db75b2d8.pdf	1323-6903	https://www.cibgp.com/article_19132_1913436529e696112632e826db75b2d8.pdf	
Nagaraja G. N	Economic and environmental Assessment of IPM technology in Redgram cultivation in Karnataka	International Journal of Research and analytical Reviews	2022	http://dx.doi.org/10.13140/RG.2.2.13491.71208	2348-1269	https://www.researchgate.net/publication/365198448_Economic_and_Environmental_Assessment_of_IPM_Technology_in_Redgram_cultivation_in	
Mahabub Basha Shaik, M Kethan, T Jaggaiah	Financial Literacy and Investment Behaviour of IT Professional in India	East Asian Journal of Multidisciplinary Research	2022	https://doi.org/10.55927/eajmr.v1i5.514	2828-1519	https://journal.formosapublisher.org/index.php/eajmr/index	
Prof. Mahabub Basha S, Dr. M. Kethan	An Empirical Study On Socioeconomic Factors Affecting Producer's Participation In Commodity Markets In India	Journal of Positive School Psychology	2022		2896-2906	http://journalppw.com	
Dr. Jaggaiah, Dr. M. Kethan, S. Mahabub Basha	A Study of Emotional Intelligence and Quality of Life among Doctors in Pandemic Covid 19	International Journal of Early Childhood Special Education (INT-JECSE)	2022		1308-5581-14		
M. Kethan, Mahabub Basha S	Relationship of Ethical Sales Behaviour with Customer Loyalty, Trust and Commitment: A Study with Special Reference to Retail Store in Mysore City	East Asian Journal of Multidisciplinary Research (EAJMR)	2022	https://doi.org/10.55927/eajmr.v1i7.874	1365-1376	https://journal.formosapublisher.org/index.php/eajmr/index	
Prof. Mahabub Basha S, Dr. M. Kethan	Covid-19 Pandemic and the Digital Revolution in Academia and Higher Education: an Empirical Study	Journal Eduvest - Journal of Universal Studies	2022	https://doi.org/10.59188/eduvest.v2i8.553	2775-3735		
Mahabub Basha, M. Kethan, T. Jaggaiah	Financial Literacy and Investment Behaviour of IT Professional With Reference To Bangalore City	Ilomata International Journal of Management	2022		2714-8963		
Dr. Rajasulochana, Dr. M. Kethan	Service Quality In SBI: An Assessment Of Customer Satisfaction On E-Banking Services	Journal of Positive School Psychology	2022		4585-4590	http://journalppw.com	
Dr. M Kethan, Dr. Mohammed Khizerulla, S Chandra Sekhar and Dr. Mahabub Basha S	A study on issues and challenges on production of handloom sector with special reference to rayalaseema and costal region of Andhra Pradesh	International Journal of Applied Research	2022	https://doi.org/10.22271/allresearch.2022.v8.i6b.9823	2394-7500	https://www.allresearchjournal.com/	
Mahabub Basha, Manyam Kethan, Venkateswarlu Karumuri, Shouvik Kumar Guha, Anita Gehlot, Durgaprasad Gangodkar	Revolutions of Blockchain Technology in the Field of Cryptocurrencies	IEEE	2022				
Mahabub Basha, M. Kethan.	Impact of Task Performance on Job Satisfaction of Information Technology Employees in Bengaluru City	The Review of Contemporary Scientific and Academic Studies	2022		2583-1380	https://doi.org/10.55454/rcsas.2.6.2022.007	

LIST OF FACULTY MEMBERS AWARDED Ph. D. DURING ASSESSMENT YEARS

Sl. No	Name of the Faculty	University	Title of Thesis	Awarded year
1	Dr. Krishna Kumari	CMR University, Bengaluru	A Study on Risk Reward Pattern of Conventional Investment Products Versus P2P Investments.	2020-21
2	Dr. Chaitra V H	University of Mysore, Mysore	Influence of Institutional Image on Talent Attraction and Retention in Business Schools in Bengaluru	2021-22
3	Dr. Anil Kumar R	Bharathiar University, Coimbatore, T,N	A Study on Work Life Balance in TNRTC Employees	2022-23
4	Dr. K. Saketh Reddy	Dayananda Sagar University, Bengaluru	Impact of Covid-19 Pandemic on Consumer Behaviour (A Study on Shopping Malls in Bangalore)	2023-24

FACULTY CONFERENCE PARTICIPATED /PRESENTED

Name of the Authors	Name of the Conference	Title of the Paper	Presented/Participated	Date	Place
Mahabub Basha	5th International Conference on Contemporary Computing and Informatic	Artificial Intelligence Application for Effective Customer Relationship Management	Participated	14-12-2022	Uttar Pradesh
Dr S Balaji Naik	Emerging Trends in Business & Technology	E-Governance In India: A Study Of E-Governance Models Of States Of Kamataka & Haryana And Union Territory,	Participated and Presented	27-05-2023	Bengaluru
Dr.K.Saketh Reddy	International Conference of Marketing	Sustainability or Technology: What drives retail consumers in the digital era	Presented	14-04-2023	IIMBG, Bodh Gaya
Dr.K.Saketh Reddy	Two Day National Conference on Changing Dynamics of Economic and Financial Sector: Issues and Challenges for Sustainable Development		Participated and Presented	04-03-2023	Bhubaneswar
Dr.K.Saketh Reddy	A Two Day International Conference on Strategic Advances and Developments in Commerce and Management for Sustainable Future Business		Participated	10-02-2023	Bengaluru
Mahabub Basha	International Conference On Innovative Computing And Communication	Machine Learning Analysis on Predicting Credit Card Forgery	Participated	1-8-23	DELHI
Dhanush MN	Dual Transaction of Net Zero Carbon and Digital Transformation	Adapting to change: work from home policies in IT sector	presented	16-02-2024	Bangalore
Mangala V Reddy	Dual Transaction of Net Zero Carbon and Digital Transformation	And Environmental Responsibility In The Automotive Industry	Participated and Presented	16-02-2024	Bangalore
Dr S Balaji Naik	Financial Sector Reforms in India	Stock Market Volatility : A Study of Indina Stock Market	Participated and Presented	19-20 Jan 2024	Kalaburagi
Dr S Balaji Naik	Dual Transition of Net Zero Carbon and Digital Transformation	The Impact of E-Finance: Innovations, and Future Challenges in India	Participated and Presented	16-17 Feb 2024	BCU, Bengaluru
Dr Nityanand Patil	Financial Sector Reforms in India	The Capital Market Driver of Growth during Amrit Kaal	Participated and Presented	19-20 Jan 2024	Kalaburagi

FACULTY PAPER PUBLICATIONS

Name of the Authors	Title of the Paper	Publisher Name/Journal Name	Year of Publication	DOI	ISBN/ISSN	URL	Citation
	2021						
Drakshayni, Anil Kumar K R	A Study on Inborn Marketing and Cosyomer Acquisiyon in Digital Marketing at Intepat	International Journal of Humanities, Law and Social Sciece	2021	https://sites.google.com/site/wwwkanpurhistorianorg/websites-builder	2348-8301		
Krishna Kumari, Dr Delli Babu	A Study on Investor Awareness towards Commodity Market with Reference to JRG Securities, Ahmedabad	Journal Of education: Rabindra Bharathu University	2021	https://rbu.ac.in/home/page/103	0972-7175		
	2022						
BIRI Hajira	An Emprical Study on factors affecting Employee Retention in Selected it Companies in Bangalore City	IJFANS International Journal of Food Nutnthional Sciences	2022	https://www.ijfans.org/g/	2320-7876	https://www.ijfans.org/uploads/paper/d0306893988e4b9fe9010e871ad7b87e.pdf	
BIBI Hajira & Anupama V K	Crash of Demonetization on FMCG: A Study in Bengahuru	Shodhsamhita	2022	http://14.139.120.91:8082/xmlui/handle/123456789/163	2277-7067	https://www.worldwidejournals.com/paripex/article/crash-of-demonetization-on-fast-moving-consumer-goods-a-study-in-	
Dr. Venkateswarlu Karumuri	A Study on E Commerce Service Influencing Purchasing Decision: An evidence from Visakhapatnam City	Manager:The British Journal of Administrative Management	2022	https://tbjam.org/	1746-1278	https://scholar.google.com/citations?view_op=view_citation&nhl=en&user=cKW_hrlAAA_AAJ&sortby=pubdate&citati_on_for_view=cKW_hrlAAA	
Managala V Reddy & Archana Y C	Economic and Enviromental Assessment of IPM Technology in Redgram cultivation in Kamataka	International Journal of Research and Analytical reviews	2022	https://ijrar.org/?gclid=Cj0KCQjwr8zBhC uARIsAOEAXZuyY8JBfQtYLzPQC6n3R0BDXjkWHs-tORq2r32WB6JtITX qk0AaiYYFEALw_wc B	2349-5138		
Dr. T Balaji & Dr A Rambabu	A Study on India Orgin Products Impact and Consumer Buying Behaviour towards Lifestyle Products: A Case Study in Bangalore *	Shodsamhuta	2022	http://14.139.120.91:8082/xmlui/handle/123456789/163	2277-7067	https://www.researchgate.net/publication/365198448_Econo mic_and_Environmental_Assessment_of_IPM_Technolog y_in_Redgram_cultivation_i n_Bengaluru_City_Karnataka	
S Mahubub Basha & M Kethan	Covid -19 Pandemic and Digital Revolution in Academia and Higher Education: An Empirical Study	Eduvest- Journal of Universal Studies	2022	https://eduvest.greenvest.co.id/index.php/edv	2775-3727	https://eduvest.greenvest.co.i d/index.php/edv/article/view/253	
Mr. Mahabub Basha S & Dr. M Kethan	Impact of Task Performance on Job Satisfaction Techonology Employees in Bangalururu City	The Review of Contemporary Scientific and Academic Studies	2022	https://thercsas.com/	2583-1380	https://thercsas.com/wp-content/uploads/2022/06/rcsa s.2.6.007.pdf	
M Kethan, Jaggaiah, Mahabub Basha S & Venkateswarlu Karumuri	An Emperical Study on Consumer Satisfaction towards Organized Retail Outlets in Bengaluru City, Karnataka	Academy of Marketing Studies Journal	2022	https://www.abacademies.org/journals/academy-of-marketing-studies-journal-home.html	1528-2678	https://www.abacademies.org/articles/an-empirical-study-on-customer-satisfaction-towards-organized-retail-outlets-in-bengaluru-city-karnataka-15109.html	
						https://www.researchgate.net/profile/Mrs-Sekhar/publication/364754050_A_study_on_issues_and_challenges_on_production_of_handloom_sector_with_special_reference_to_ravalaseema_and_costal_region_of_Andhra_Pradesh/links/635d6fd496e83c26eb64dcdd/A-study-on-issues-and-challenges-on-production-of-handloom-sector-with-special-reference-to-ravalaseema-and-costal-region-of-Andhra-Pradesh.pdf	
Dr. M Kethan, & Dr. Mahabub Basha S	A Study on Issues and challenges on Production of handloom Sector with Special Reference to Rayalaseema and costal Region of Andhra Pradesh	International Journal of Applied Research	2022	https://www.allresearchjournal.com/	2394-5869		
Dr. M Kethan & Mr. Mahabub Basha S	A study on impact of television advertaisment on purchase decisions of consumer durable goods in Bangalore city	Journal of the Asiatic Society of Mumbai	2022	https://www.asiaticsociety.org.in/journal/	0972-0766		
M Kethan & Mahabub Basha S	Relationship of Ethical Sales Behaviour with customer Loyalty trust and commitment: A study with Special reference to Retail Store in Mysore	East Asian Journal Of Multidisciplinary Research	2022	https://journal.formosapublisher.org/index.php/eajmr/index	1365-1376	https://scholar.google.com/citations?view_op=view_citatio_n&nhl=en&user=Jz5HMw8AA_AAJ&citation_for_view=Jz5H Mw8AAAAIKIAHUIdN6JC	
Mahabub Basha S	An Empirical Study on Customer Experience and Customer Engagement Towards Electric Bikes with Reference to Bangalore city	Journal of Positive School Psychology	2022	https://journalppw.com/index.php/jpsp	1323-6903	https://scholar.google.com/citations?view_op=view_citatio_n&nhl=en&user=Jz5HMw8AA_AAJ&citation_for_view=Jz5H Mw8AAAAIMXXK_kRpJIUC	
Prof. Archana Y C	Economic and environmental Assessment of IPM technology in Redgram cultivation in Kamataka	International Journal of Research and analytical Reviews	2022	http://dx.doi.org/10.13140/RG.2.2.13491.71208	2348-1269	https://www.researchgate.net/publication/365198448_Econo mic_and_Environmental_Ass esament_of_IPM_Technolog y_in_Redgram_cultivation_in	
Mahabub Basha S	Financial Literacy and Investment Behaviour of IT Professional With Reference To Bangalore City	Ilomata International Journal of Management	2022	https://ilomata.org/index.php/ijm/article/view/487	2714-8971	https://ilomata.org/index.php/ijm/article/view/487	https://scholar.google.com/scholar?oi=bibs&hl=en&cites=11041449626372845992

6.9. Sponsored Research (20) (05)

Project Title	Funding Agency	Amount	Duration
A Study on the Level of Customer Satisfaction Towards Services Provided by the Mega Power Systems in Bengaluru Urban	Mega Power Systems, Bangalore	65000	2 months
The impact of key factors Affecting buying behaviour of residential apartments in Lakshya constructions Bengaluru	Lakshya Constructions, Bangalore	110000	2 Months
A study on Customer Relationship and effective management of resources in IOCL retail with reference to Babu Raja Ram Fuel station	Shri Babu Raju Ram Fuel Station, Bangalore	240000	2 Months
Marketing Strategy development and Brand Building for Kennadia Blu Cafe	Kennadia Blu Café, Bangalore	200000	2 months
Strategies to Increase The Net Sales Revenue at Kennadia Blu Cafe Pvt. Ltd	Kennadia Blu Café, Bangalore	150000	1 month

6.10. Consultancy/Testing/Training (25) (25)

Title of the project	Consulting	Funding Agency	Amount (in Lakhs)	Duration
A Report on performance enhancement and optimization of marketing campaigns of TechBoost up Pvt. Ltd.	Digital Marketing	TechBoost up Pvt. Ltd. Bangalore	8.7	1 year
A Report on strategy building to enhance the sales with automated robot technology upgradation at Source for Swasth Pvt. Ltd.	Marketing	Source for Swasth Pvt. Bangalore	4.6	1 year

A Report on Adopted Online Marketing Strategies for Newly opened Kennedia Blu Café Ltd.	offline / Online Marketing & PR	Kennedia Blu Café Ltd. Bangalore	1.3	1 year
A Report on Branding Strategies for OTT Platform for G K Entertainments Pvt. Ltd.	Marketing / Branding	G K Entertainments Pvt. Ltd. Hyderabad	12.5	1 year

6.11. Faculty as consultant of the industries (10) (10)

Company	Type of Consultancy	No. of faculties involved	Type of Industry	Status
TechBoost up Pvt. Ltd. Bangalore	Management Consultancy	1	IT	completed
Mega Power Systems Pvt. Ltd. Bangalore	Management Consultancy	1	Retail Outlet	completed
Lakshya Constructions Pvt. Ltd. Bangalore	Management Consultancy	1	Infrastructure	completed
Shri Babu Raju Ram Fuel Station (IOCL) Bangalore	Management Consultancy	1	Oil and Gas / Retail	completed
Virat Crane Industries Ltd. Vijayawada	Management Consultancy	1	FMCG	completed
Art Home Advertisers Hyderabad	Management Consultancy	1	Media and Entertainment	completed
Deloitte Bangalore	Management consultancy	1	software	completed
Infosys Bangalore	Management consultancy	1	software	completed

6.12. Preparation of teaching Cases (10) (10)

International Institute of Business Study, believes in nurturing students' knowledge and skills through different pedagogy. It is our continuous endeavor to develop and promote our students' learning and critical thinking skills primarily through the Case study teaching methodology. Case methodology is considered as one of the most prominent and effective teaching tool across all premium management Institutions. Case Study refers to assigned situations in which students observe, analyze records, implement, conclude, summarize, or recommend. Our faculty adopt the different management case Study in the areas of Marketing, Finance, Human Resources and general management, etc., which are available on various open sources. Our Faculties have developed and published case Study in focused areas of management. These Case Study have been included and extensively used to acquaint students with management concepts and strategies. It is regular practice of the institute to promote the research and innovative advance teaching. The case Study developed by the faculty members are relevant to the topics prescribed in the curriculum. Relevant questions are developed at the end of each case study and presentation of the case will be given in the class for the betterment of the students.

CRITERION 7	INDUSTRY AND INTERNATIONAL CONNECT	100
SELF ASSESMENT MARKS		90

7.1. Industry Connect (60)

IIBS has integrated with industries for conducting many activities like executive education, guest lectures by industry professionals, summer training, field visits/Industrial visits, internships and jobs. Specifically, there is a common, mutually agreed goal which governs the direction of mutual action that the corporate and IIBS will undertake together. The faculties get exposure to the cutting-edge technologies implemented and used in the industries, whereas the industries benefit from the research orientation of the faculties of IIBS who provides a research perspective to the industry through this joint projects and management development programmes that helps the corporate and their staff to increase effectiveness and efficiency.

All the activities which the corporate and the IIBS will undertake in service of common goal. Involvement of industry professionals in various academic bodies/boards like Board of Study and Academic Advisory Board involvement of industry experts in BOS gave us the insights about what should be included in the syllabus for the PGDM students according to the present corporate requirements and prevailing market trends and the Advisory Board of IIBS is constituted with an outlook to deliver the best academic standards in a professional dedicated way which creates, nurtures world class managers. The Board would constitute of Intellectuals, Academicians, Industrialists members of honour and repute from all disciplines and domains to give a fresh outlook and perspective into academics to deliver world class education.

7.1.1. Initiatives related to industry interaction including industry internship / summer training/study tours/ guest lectures (15) (15)

IIBS has tied up with many industries by signing Memorandum of Understandings (MoUs) for timely provision of industry internship/summer training as well as placements. IIBS has been regularly invited and arranged guest lectures to share the knowledge of industry experts with the students of PGDM where students can have one to one interaction with the speakers and get the clarifications on various grounds.

IIBS has also incorporated processes to enhance industry participation through guest talks, governing body meeting, advisory body meeting, alumni meet, participation during teaching, learning evaluation

process, industry conferences, industrial visits, etc. The companies that have interface with the institute interact with the students familiarizing the concepts and their applicability. Through such interaction, future career opportunities and trends are made aware to the students.

A. Industry Internship Program (IIP):

The students at IIBS are put through the paces of corporate life from day one in the campus. In order to enhance their learning, there are multiple interfaces available through IIBS itself. The most important of these is the Industry Internship Program (IIP) which is approximately of 12 weeks in duration.

An Industry Internship Program with a corporate is an ideal ground for students to test their learning in the first year of PGDM program. They are expected to take up On the Job Training (OJT) and work on the project that affords significant learning for them as well as add value to the corporate entity that they are working for.

The Industry Internship Program is part of the curriculum and the student has to be in constant touch with mentors, i.e. faculty mentors in the college campus and corporate mentors in the work place.

IIBS Tied up with many Industries by signing MoUs with various Industries for internship as well as Placement are mentioned below:

Internships provide numerous benefits for both students and the companies and colleges involved

- Real-world Experience
- Skill Development
- Networking Opportunities
- Resume Building
- Exploration of Career Paths
- Personal Growth
- Potential for Employment
- Feedback and Evaluation
- College-Corporate Collaboration
- Contribution to the Company

Name of the Company	Terms/Purpose of MoUs	Duration	MoU Signed on
Internshala	<ul style="list-style-type: none"> • To create student accounts for all the students of IIBS • To provide weekly updates of Internships • To provide online resume maker to all the students of IIBS • To safeguard students' data as per Internshala privacy policy • To inform college when students get selected for internship. 	1 Year	18.07.2019

	<ul style="list-style-type: none"> To provide an additional discount of 10% discount on all Internshala training of Students of IIBS. Provide college with Internshala logo and brand name to be used in college's communications (internal and external) and on its website to recognize Internshala as the internship and training partner and any other purpose limited to the scope of the agreement. 		
Zolo Stays Property Solutions Pvt. Ltd., HSR Layout, Bengaluru, India	<ul style="list-style-type: none"> Entrepreneurial Skill Development, Internships, Outcome Based Training, Placement and related services 	1 year	03-05-2020
Mahindra Green yard Pvt. Ltd. Navi, Mumbai, Maharashtra, India	<ul style="list-style-type: none"> Entrepreneurial Skill Development, Internships, Outcome Based Training, Placement and related services 	1 year	27-05-2020
Shriram Life Insurance Company Ltd. Hyderabad, Telangana, India	<ul style="list-style-type: none"> Entrepreneurial Skill Development, Internships, Outcome Based Training, Placement and related services 	1 year	22-06-2020
Star Fing Pvt. Ltd. Bengaluru, Karnataka India	<ul style="list-style-type: none"> Entrepreneurial Skill Development, Internships, Outcome Based Training, Placement and related services 	1 year	26-06-2020
9 Occasions Private Limited, New Delhi, India	<ul style="list-style-type: none"> Entrepreneurial Skill Development, Internships, Outcome Based Training, Placement and related services 	1 Year	26-07-2020
Anokhi Inc.	<ul style="list-style-type: none"> Co-operation and collaboration in content and app Distribution 	1 Year	18-12-2020
Tonlouse Business School, France	<ul style="list-style-type: none"> Cooperation for online summer courses, Joint Summer and Winter schools 	3 years	08-04-2021
Edu- Skill Harvest Institute, Bengaluru	<ul style="list-style-type: none"> For organization of workshops on Entrepreneurial Development in students 	3 years	19-10-2022
Sapthagiri Enterprises	<ul style="list-style-type: none"> Mutual understanding for training and placement To provide add on Tally prime with GST and Advanced Excel 	1 Year	23-06-2023
Sapthagiri Enterprises	<ul style="list-style-type: none"> Mutual understanding for training and placement To provide add on Tally prime with GST and Advanced Excel 	1 Year	20-09-2023

Sapthagiri Enterprises	<ul style="list-style-type: none"> Mutual understanding for training and placement To provide add on Microsoft Power BI training Agreement 	1 Year	10-01-2024
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Following are the list corporates and number of students undergone internship in respective company:

Academic Year: 2021-2022

Sl. No	Name of the Company	No. of Students
01	Mythri Builders, Bangalore	01
02	Campalin Bangalore	03
03	Modern Architects for Rural India, Hyderabad	01
04	Star Fing, Bangalore	02
05	Kotak Mahindra Bangalore	01
06	Genworks Health Private Limited, Bangalore	02
07	Cuemath Private Limited, Bangalore	03
08	Kissan Parivar, Bangalore	02
09	SunTeachnology Integrators Private Limited, Bangalore	01
10	Vihasta Software Solutions Private Limited, Bangalore	01
11	Sky Walls Interiors, Vizag	01
12	Hirect, Bangalore	01
13	Rajapalayam Mills Limited, Rajapalayam, Tamil Nadu	01
14	Health Care Global Enterprises Limited, Bangalore	01
15	Macronix Screening Services Private Limited, Bangalore	04
16	Rastriya Ispat Nigam Limited, Vizag	01
17	Trade Bulls Securities Private Limited, Bangalore	02
18	Sunitha Impex Private Limited, Bangalore	01
19	Agrinnov Technologies Private Limited, Bangalore	01
20	Muthoot Fincorp Limited, Bangalore	01
21	Spencer's Retail Limited, Vizag	01
22	Teachnook, Bangalore	01

23	Keltech Energies Limited, Bangalore	02
24	Dognition, Bangalore	01
25	Smarter Homes Technologies Private Limited, Bangalore	02
26	Dream Mithra Private Limited, Bangalore	01
27	ADD Edu Teach Private Limited, Hariyana	01
28	Cleaetax Private Limited, Bangalore	01
29	Secure Now Insurance Broker Private Limited, Bangalore	01
30	Team lease Education Foundation, Vadodara	01
31	PIN Click Property Management Pvt Limited, Bangalore	01
32	Ramanand Core Investment Company Pvt. Limited, vizag	01
33	Kesavarapu Ranganayakulu & Co Chartered Accountancy	01

Table: 7.1 List of corporates recruited the students for Industry Internship program in the year 2020-2021

Academic Year: 2022-2023

Sl. No	Name of the Company	No. of Students
1	IMMENSSPHERE, HSR layout Bangalore	05
2	Metrix Lab, Cyber Pearl, Madhapur, Hyderabad	01
3	Aditya Goenka, Goenka Kachave LLP	04
4	Unacademy-Sorting Hat Technologies Pvt.Ltd	01
5	TEACHNOOK Edu Teach, HSR Layout, Bangalore	01
6	ADAMA India Private Limited, Sameerpet, Hyderabad	01
7	Cult Fit HealthCare Private Limited, HSR Layout, Bangalore	03
8	The Indian Hotels Company Limited, Mumbai	01
9	Ohmium Operations Private Limited, Bangalore	01
10	Bash Software Labs	01
11	MMF Infotech Technologies Private Limited, Indore	01
12	College Tips EdTech. Media Private Limited, Bhopal	01
13	The Affordable Organic Store Hyderabad	01

14	HayStack Marketing Services Private Limited, Indira Nagar	01
15	Fanplay Games and Media Private Limited	02
16	DEXTERITY Edu Teach, Bangalore	07
17	Cozy living, Bangalore	01
18	ENKEI Wheels India Limited, Pune	01
19	SPAR Hypermarket, Bangalore	01
20	Vox Building Products Private Limited, Bangalore	01
21	Intent Farm- Walnut Folks groups, Bangalore	01
22	LernX Private Limited, Bangalore	01
23	Acmegrade Private Limited, Bangalore	04
24	Launzy Bangalore	01
25	SKLR Edu tech Private Limited, Bangalore	03
26	Vio LernX Private Limited, Rajasthan State	01
27	Pattabhi Agro Foods Private Limited, Kakinada	01
28	Muthoot Housing Finance, Kerala	01
29	World Vegetable Center, Pantancheruvu, Hyderabad	01
30	Oyedesi its My choice, Jayanagar, Bangalore	01
31	Density Exchange Bangalore	01
32	ILIFE India Bangalore	01
33	Valfin Advisory India Private Limited, Hyderabad	01
34	Bridge And Roof Co. (India) Ltd, Kolkata	01
35	FAMORE Solutions Private Limited, Bangalore	01
36	63IDEAS Infolabs Private Limited, Bangalore	02
37	Bulls & Bears Advisory Bangalore	01
38	Tech Analogy Private limited, Gurugram	01
39	Innoviar Solutions Private Limited	01
40	Clearsharp Technologies Private Limited, Bangalore	02
41	Dados Technologies Private Limited, Mumbai	01
42	A & S Co. Bangalore	01

43	Innobits Solutions Private Limited, Bangalore	01
44	Career Craft Management Private Limited, Guntur	01
45	Aloft, Bangalore	01
46	Arconix	01
47	Advanta Enterprise Limited, Hyderabad	01
48	QA Solvers Private Limited, Hyderabad	01
49	SWAL Corporation Limited, Bangalore	02
50	MMRFC, Bangalore	01
51	ITC Limited- Paper Division, Bhadrachalam, Telangana State	01
52	Smart Homes Technologies Private Limited, Bangalore	01
53	Digitible Private Limited, Bangalore	01

Table: 7.2 List of corporates recruited the students for Industry Internship program in the year 2022-2023

Academic Year: 2023-2024

Sl. No	Name of the Company	No.of. Students
01	Star Fing, Bangalore	23
02	Internz Valley, Bangalore	52
03	Vrendraar IT Solutions Private Limited	14
04	ThinkLance EDTEachnology, Bangalore	17
05	Smart ED, Bangalore	04
06	NoBroker Technologies Solutions Private Limited	02
07	GMR Hyderabad	01
08	Social Bing, Pune	01
09	Neo Sales Bangalore	01
10	Plasmid, Bangalore	02
11	Swadesi Earthing, Pune	02
12	Bharathi Seeds Private Limited	02
13	Acclaim Motors Private Limited, Bangalore	01
14	iSqaure Soft, Bangalore	02

15	AVA Intern EDUTECH Private Limited, Bangalore	01
16	Sahni Auto Private Limited, Vijayawada, AP State	01
17	Peel-Works, Mumbai	05
18	TradeShala, Bangalore	02
18	ADAMA Agriculture Company, AP State	01
19	Lotus Business Solutions - LBS	02
20	Code EdTeach Private Limited, Bangalore	01
21	Shiksha, Bangalore	01
22	HSL, Gandhi gram, Visakhapatnam, AP State	02
23	Scalar By Interview Bit, Bangalore	01
24	VIRGO Communications & Exhibition Pvt.Ltd	04
25	JODO Ambassador, Bangalore	01
26	DECATHLON Sports India, Bangalore	01
27	GAO Tek Inc, Bangalore	01
28	Angle One, Bangalore	02
29	Margin Sentiment Advisory Private Limited, Bangalore	01
30	Sri Sathya Agri Biotech Private Limited	01
31	HITEACHI Astemo India Pvt.Ltd, Bangalore	01
32	Bunny Bash India, Bangalore	01
33	Frogmen Immigration Services India Pvt. Limited, Cochin	01
34	Academor, Bangalore	01
35	63 IDEAS Infolabs Private Limited, Bangalore	01
36	Bulls & Bear Advisory, Bangalore	02
37	Synthetic Packers Private Limited, Bangalore	01
38	Basanth Assawa and Associates, Bagalkot	01
39	GRID Studio, Telangana	01
40	Waycool Foods and Products Private Limited, Chennai	01
41	Aspire Agri India Private Limited	01
42	Tropical Ecology Private Limited, Hyderabad	01

Table: 7.3 List of corporates recruited the students for Industry Internship program in the year 2023-2024

B. Study Tours / Industry Visits:

IIBS continuously encourages industry interaction with a wide cross section of companies in the industry. Industrial visit offers the students to understand the environment of companies, process and procedure of different companies.

Following are list of companies visited by IIBS students:

Academic Year-2021-22

Sl. No	Name of the Industry	Industry Sector	Place of Visit	No. of Std's
1	Akshaya Patra	NGO	Bengaluru	47
2	AMS Manufacturing Systems	Manufacturing	Bengaluru	45
3	Krishi Mela	Agriculture	GKVK-Bangalore	46
4	Yuken India	Manufacture	Kolar	43
5	Century Ply Ltd	Wood factory	Bangalore	43
6	UNIBICS Cookies Company	Biscuits	Bangalore	45

Academic Year-2022-23

Sl. No	Name of the Industry	Industry Sector	Place of Visit	No. of Std's
1	Akshaya Patra	NGO	Bangalore	140
2	AMS Manufacturing Systems	Manufacture	Bangalore	130
3	Krishi Mela	Agri-expo	Bangalore	130
4	Yuken India	Manufacture	Kolar	140
5	Emmvee Power Pvt. Ltd.	Solar energy	Bangalore	142
6	Grover Zampa Vineyards	Wine Industry	Bangalore	130
7	Indus Veg Pro	Vegetable	Chikkaballapura	126
8	BAMUL	Milk	Bangalore	132
9	SEBI	SEBI	Bangalore	103
10	IFAB	Flower auctions	Bangalore	95
11	KSIC	Silk Industry	Mysuru	139
12	Agri-Tech Expo	Agriculture	Bangalore	54

Academic Year-2023-24

Sl. No	Name of the Industry	Industry Sector	Place of Visit	No. of Std's
1	IFAB	Flower auctions	Bangalore	175
2	VegPro	Food Processing Industry	Chikkaballapura, Bangalore	112
3	Integrated Food Park	Food Processing Industry	Thumkur	124
4	Unibics	Food Processing Industry	Bangalore	154
5	ID Fresh	Food Processing Industry	Bangalore	162
6	Indian Sweet House	Food Processing Industry	Bangalore	145
7	Emmvee Power Pvt Ltd	Solar Energy	Bangalore	126

C. Guest Lectures:

IIBS regularly invites industry professionals to interact with students. These interactions offer students an opportunity to develop and exhibit their organization skills, communication skills, analytical abilities, and awareness of corporate culture and understand the current problems faced by the industry. Following are list of guest lectures conducted by IIBS year wise.

List of Guest Lectures held in the AY 2021-2022

Sl. No	Date	Name of the Guest	Designation/Company	Topic	POs
1	23.07.2021	Mr. Avinash Reddy	Green Step Technologies Pvt.Ltd	Career Guidance Session	PO5
		Business Consultant			PSO3
2	23.07.2021	Mr. Nigel Monteiro	Smart Pensions UK Limited	Career Guidance Session	PO5
		Finance Analyst			PSO3
3	23.07.2021	Mrs. Sudha JM	Societe Generale	Career Guidance Session	PO5
		HR-Operations			PSO3
4	23.02.2022	Mr. Sunil, CEO	Green Step Technologies Pvt.Ltd	Connected Corporate - Career Counselling	PO4 PS01
5	20.09.2021	Dr. B.C. Rao	Kennametal India Pvt. Ltd.	Corporate Guidance by Leadership	PO4
		CEO and MD,			PO5
6	11.05.2022	Mr. Paniraj Murthy, CEO and Director	Next Step Logistics Management Pvt. Ltd.	Guest lecture on Job Opportunities	PO7 PSO3
7	21.05.2021	Mr. T. S. Gulhati, Chairman,	Sonarome Pvt. Ltd.	Entrepreneurship Development Strategies for Achieving and Sustaining Growth a	
					PO2
					PO3
					PO8

				Session in IIBS Bangalore	PSO2
8	14-09-2021	Mr. Sajoeapen	Hindustan Unilever	Workshop on how Hindustan Unilever change its structure to be market leader	
		HR Manager			PO3
					PSO2
9	24-07-2021	Mr. Mangesh Gawande, CEO	Placement Orientation Programme	QDigi Services. Ltd	PO4
					PO5
					PSO2

Table 7.4 List of guest lectures held in the AY 2020-2021

List of Guest Lectures held in the AY 2022-2023

Sl. No	Date	Name of the Guest	Designation/Company	Topic	POs
1	12/1/2022	Mr. R. Mohammed Irfan	Founder of Skill Drivers	Corporate Mentoring Session on “Public Speaking is Easy” for IIBS- PGDM students	PO3
					PO7
					PSO3
2	7/12/2022	Mr. Pavan Kumar AG	(Staff SDET, NET SKOPE, EX-Navi, Nutanix Calm Acq, Akamai, IBM Labs)	Corporate Mentoring session on career in Business Analytics	PO3
					PO7
					PSO3
3	4/03/2022	Dr. Satya Sidhartha Panda	Certified Skill trainer, Bangalore	Guest Lecture on Career Aspects	PO5
					PSO3
4	17-11-2022	Mr N Vaghul, Chairman	ICICI, Bangalore	Panel discussion on BFSI (Banking, Financial Services, and Insurance) Industries work Culture from ICICI Bank.	PO7
					PSO2
5	10/11/2022	Mr. Pradeep A.M.	N.J. Invest Pvt. Ltd. Bangalore	A workshop on career opportunities in Mutual funds industry and tricks to crack interviews in placement season	PO7
					PSO2
					PSO1
6	31.08.2022	Mr. Naveen Kumar	Growth Consultant	CEO Interaction	PO3
		CEO			PSO3
7	01.02.2023	Mr. Krishna Raju	Automation Anywhere	Corporate Talks – Interactive Session	PO5
		Manager			PSO1
8	28.01.2023	Dr. D S Yadav	The Fertilizer Association of India	The Fertilizer Orientation Proragmme	PO7
					PSO1
9	24.01.2023	Mr. Raghavendra	Toyota Motors In Saudi Arabia	Guest Lecture on TQM	PO7
		MD			PSO1
10	11.02.2023	Mr. Vamshi Krishna Raju, City Head Marketing	JSW, Bangalore	Mentoring Session	PO3
					PO7
					PSO3

11	25.08.2022	Mr. Havyas K S	Beegle Agri-Tech	Online Workshop on Hydroponics	PO7
		CEO			PSO1
12	28.03.2023	Mr. Narappa Reddy H	Edu Skill Harvest Institute, Yoga to Health	Workshop on Entrepreneurship – Awaken the Entrepreneur in You.	PO2
		Founder			PO3
					PO8
					PSO2
13	31.08.2022	Mr. Manu P Kulkarni	Citroen Bangalore	Workshop on Career Opportunities in Automobile sector for Placement season 2023	PO4
		HR Manager			PO5
					PSO3
14	25.08.2022	Dr. KT Vijaya Kumar	GKVK, Bangalore	Guest talk on Conservating Honey Bee.	PO7
		Agricultural Scientist and Bee expert			PSO1
15	10.09.2022	Dr. Shubhra Chakraborty, MBBS, MBA	Founder & CEO – Branding & Marketing consultant	A workshop on Personal Branding and Cracking your Placement.	PO4
					PSO1

Table 7.5 List of guest lectures held in the AY 2022-2023

List of Guest Lectures held in the AY 2023-2024

Sl. No	Date	Name of the Guest	Designation/Company	Topic	POs
1	20.03.2024	Mr. Anil Kumar Gajaga Krishnappa	ICCOA, Bangalore	Guest Lecture on Restrictions to Nutrient use in Organic Farming, Certification & Export Procedure	PO7
		Manager – Projects			PSO1
2	30-11-2023	Ms. Sheela, Corporate Trainer	Director, National institute of Eloquent Training, Bangalore	Workshop On Entrepreneurship	PO2
					PO3
					PO8
					PSO2
3	30-11-2023	Mr. Hemanshu Mota, Edge Learning Activity,	NIMF, Bangalore	Investors Awareness program	PO7
					PSO1
4	19-08-2023	Mr. Shareni,	Express Bees, Bangalore	Webinar on Employability and Advancement in logistics & supply chain management	PO7
		Strategic Head Business Development,			PSO1
5	19-08-2023	Mr. Vinay Chintamani, Branch Manager, Sharekhan	Chintamani, Branch Manager, Sharekhan	Investing in Stock Market - Latest trends	PO3
					PO7
					PSO3
6	18-10-2023	Dr. Muralidhar Reddy, Associate Professor	Cambridge Institute of Technology	Workshop on Innovation & entrepreneurship	PO2
					PO3
					PO8
					PSO2

7	8/10/2023	Ms.Suma Anne Gowda	Linked India Pvt Ltd, Bangalore,	Self-branding and Positive Thinking	PO4
					PO5
					PSO3
8	9/5/2024	Mr. Koteswar Rao	Barcode Bioscience Pvt Ltd, Bangalore	Online Workshop on emerging DNA technologies forge pathways for new business ventures in modern era	PO7
		Team Leader – Global Operations			PSO2

Table 7.6 List of guest lectures held in the AY 2023-2024

7.1.2.	Participation of Industry professionals in curriculum development, projects, assignments as examiners, in summer projects	15
Self Assessment Marks		15

A. Participation of Industry Professionals in Curriculum Development:

The participation of industry professionals in the Board of Study (BoS) in Management Education can bring several benefits

- Industry Relevance
- Practical Orientation
- Employability Enhancement
- Networking Opportunities
- Quality Assurance
- Fostering Partnerships
- Promoting Innovation
- Career Guidance and Counselling

IIBS conducts Academic Advisory Board meeting every year and invite the industry professionals for their valuable suggestions to develop strong curriculum.

PGDM Syllabus - PGDM adding new specialization of Agri Business Management (ABM) and Operation Management for 2021batch and 2022 batch Addition or Deletion of subjects based on analysis of the broad program structure and its objectives. Review of the Contents of the syllabus by the board. Modification of the syllabus in line with the industry requirements (Closing the Gap).

A list Academic Advisory Board Meeting members from the industry and their designation is provided in the following tables

List of Academic Advisory Board Members for AY 2021-2022

Sl. No	Industry Professional Name	Designation/Company
1	Mr. S.V. Jatti	CEO - Indus towers OKM Head
2	Dr. Chetan Bajaj	Dean - Firebird Institute of Research in Management, Chettipalayam, Coimbatore.

Table 7.7 List of AAB Members for AY 2021-2022

List of Academic Advisory Board Members for AY 2022-2023

Sl. No	Industry Professional Name	Designation/Company
1	Mr. S.V. Jatti	CEO - Indus towers OKM Head
2	Dr. Chetan Bajaj	Dean - Firebird Institute of Research in Management, Chettipalayam, Coimbatore.

Table 7.8 List of AAB Members for AY 2022-2023

List of Academic Advisory Board Members for AY 2023-2024

Sl. No	Industry Professional Name	Designation/Company
1	Mr. S.V. Jatti	CEO - Indus towers OKM Head
2	Mr. Ravi Kumar VR	Manager- Agro India
3	Mr. Raghavendra	Managing Director - Toyota in Saudi Arabia (ALJ)
4	Ashwani Gautam	Associate Director, Deloitte India, Data & Analytics Evangelist

Table 7.9 List of AAB Members for AY 2023-2024

Industry professionals as BOS Members for A.Y. 2021-2022

Sl. No	Industry Professional Name	Designation/Company
1	Mr. S.V. Jatti	CEO - Indus towers OKM Head
2	Dr. Chetan Bajaj	Dean - Firebird Institute of Research in Management, Chettipalayam, Coimbatore.

3	Mr. Sashivardhana K.K	Senior Bank Manager
		Bank of India
4	CA. Ajay B Chowdary	Director – Finance at Simpliance Technologies Pvt Limited, Bangalore
5	Dr. Mahesh Pavan	Project Manager, ogilvey, WPP
6	Mr. Vivek Jayaprakash	Senior Implementation Analyst
		Deloitte USA
7	Mr. Sourirajan Ranganathan	Director – Strategy
		Sharda Group

Table 7.10 List of BOS Members for AY 2021-2022

Industry professionals as BOS Members for A.Y. 2022-2023

Sl. No	Industry Professional Name	Designation/Company
1	Mr. S.V. Jatti	CEO - Indus towers OKM Head
2	Dr. Chetan Bajaj	Dean - Firebird Institute of Research in Management, Chettipalayam, Coimbatore.
3	Mr. Sashivardhana K. K	Senior Bank Manager
		Bank of India.
4	CA. Ajay B Chowdary	Director – Finance at Simpliance Technologies Pvt Limited, Bangalore
5	Dr. Mahesh Pavan	Project Manager, ogilvey, WPP
6	Mr. Jayaprakash	Senior Implementation Analyst
		Deloitte USA
7	Mr. Sourirajan Ranganathan	Director – Strategy
		Sharda Group

Table 7.11 List of BOS Members for AY 2022-2023

Industry professionals as BOS Members for A.Y. 2023-2024

Sl. No	Industry Professional Name	Designation/Company
1	Mr. S.V. Jatti	CEO - Indus towers OKM Head
2	Dr. Chetan Bajaj	Dean - Firebird Institute of Research in Management, Chettipalayam, Coimbatore.
3	Mr. Sashivardhana K.K	Senior Bank Manager
		Bank of India
4	CA. Ajay B Chowdary	Director – Finance at Simpliance Technologies Pvt Limited, Bangalore

5	Dr. Mahesh Pavan	Project Manager, ogilvey, WPP
6	Mr. Jayaprakash	Senior Implementation Analyst Deloitte USA
7	Mr. Sourirajan Ranganathan	Director – Strategy Sharda Group

Table 7.12 List of BOS Members for AY 2023-2024

B. Industry Professionals as examiners in Summer Projects

As a part of involving more industrial members in the course development and evaluation, we at IIBS involves an industrial member as a part of Industry internship project /Summer Project viva voce panel and ensure that student learnings will match with industry expectations. The details of Industry members engaged in last three years are as below:

List of Industry members engaged in A.Y. 2021-2022

Sl. No	Name of the Industry Member	Name of the Company	Student Roll No.
1	Mr. S.V. Jatti	CEO - Indus towers OKM Head	20PGDM001-10
2	Dr. Chetan Bajaj	Dean - Firebird Institute of Research in Management, Chettipalayam, Coimbatore.	20PGDM011-20
3	Mr. Sashivardhana K. K	Senior Bank Manager Bank of India, carryinfo@gmail.com	20PGDM021-30
4	CA. Ajay B Chowdary	Director – Finance at Simpliance Technologies Pvt Limited, Bangalore	20PGDM030-50
5	Dr. Mahesh Pavan	Project Manager, ogilvey, WPP	20PGDM050-70
6	Mr. Jayaprakash	Senior Implementation Analyst Deloitte USA	20PGDM070-100
7	Mr. Sourirajan Ranganathan	Director – Strategy Sharda Group	20PGDM0100-123

Table 7.13 List of Industry members engaged in A.Y. 2021-2022

List of Industry members engaged in A.Y. 2022-2023

Sl. No	Name of the Industry Member	Name of the Company	Student Roll No.
1	Mr. S.V. Jatti	CEO - Indus towers OKM Head	1PGDM001-20
2	Dr. Chetan Bajaj	Dean - Firebird Institute of Research in Management, Chettipalayam, Coimbatore.	1PGDM020-30
3	Mr. Sashivardhana K. K	Senior Bank Manager	1PGDM030-40

		Bank of India	
4	CA. Ajay B Chowdary	Director – Finance at Simpliance Technologies Pvt Limited, Bangalore	1PGDM040-50
5	Dr. Mahesh Pavan	Project Manager, ogilvey, WPP	1PGDM050-60
6	Mr. Jayaprakash	Senior Implementation Analyst Deloitte USA	1PGDM060-70
7	Mr. Sourirajan Ranganathan	Director – Strategy Sharda Group	1PGDM080-100

Table 7.14 List of Industry members engaged in A.Y. 2022-2023

List of Industry members engaged in A.Y. 2023-2024

Sl. No	Name of the Industry Member	Name of the Company
1	Mr. S.V. Jatti	CEO - Indus towers OKM Head
2	Dr. Chetan Bajaj	Dean - Firebird Institute of Research in Management, Chettipalayam, Coimbatore.
3	Mr. Sashivardhana K.K,	Senior Bank Manager Bank of India
4	CA. Ajay B Chowdary	Director – Finance at Simpliance Technologies Pvt Limited, Bangalore
5	Dr. Mahesh Pavan	Project Manager, ogilvey, WPP
6	Mr. Jayaprakash	Senior Implementation Analyst Deloitte USA
7	Mr. Sourirajan Ranganathan	Director – Strategy Sharda Group

Table 7.15 List of Industry members engaged in A.Y. 2023-2024

C. Industry Professionals as examiners in Term End Viva-Voce

As a part of evaluation, the students of PGDM must undergo a term end viva-voce in each trimester to ensure their learnings in that current trimester for which there will be a panel of two consisting of an internal faculty and an industrial member would be present to assess the learnings of students in different subjects they were taught during that trimester. The following are the details of the industry

professionals who have taken part as an external member:

Industry participation in Project Evaluation of IIBS are mentioned below:

Year	Name of the Evaluator	Organization
2021-2022	Mr. Raghu Kumar H.S. Vice President	ICICI Bank
	Mr. Dileep, Manager	Kotak Life Insurance
2022-2023	Mr. Raghu Kumar H.S. Vice President	ICICI Bank
	Mr. Dileep, Manager	Kotak Life Insurance
2023-2024	Sindhu Mukkamala, HR Business Partner	HR Practices and Solutions HR Business Partner Talent Acquisition
	Mr. Jay Prakash, Senior Implementation Analyst	Deloitte USI
	Ravikumar R	Agro India

Industry members in Academic Council of IIBS are mentioned below

Year	Name of the Industry Member	Designation/Name of the Company
2021-2022	Mr. S.V. Jatti	CEO - Indus Towers OKM Head
	Dr. Chetan Bajaj	Dean - Firebird Institute of Research in Management, Chettipalayam, Coimbatore.
2022-2023	Mr. Sashivardhana K. K	Senior Bank Manager
		Bank of India
	CA. Ajay B Chowdary	Director – Finance at Simpliance Technologies Pvt Limited, Bangalore
2023-2024	Dr. Mahesh Pavan	Project Manager, ogilvey, WPP
	Mr. Jayaprakash	Senior Implementation Analyst
		Deloitte USA
	Mr. Sourirajan Ranganathan	Director – Strategy
		Sharda Group

Final trimester Projects

The following is the list of companies that participated in Project Internships in VI trimester PGDM Program for various batches. Final semester project is individual project done by the student by selecting a company and spending 12 weeks in the company. Normally these projects are based on real time issues of the company. At the end of the projects a student will be submitting project report with suggestion to the company, department and for final evaluation.

Year wise list of summer projects done by IIBS Students: Internal guide and Industry Guide

Academic Year: 2021-2022

Sl. No.	Roll No. of student	Name of the Student	Title of Project
1	20PGDM001	Aakash Verma	A Study on Marketing and Sales Promotion Strategy at Puja Bricks Private Limited
2	20PGDM003	Addala Sai Teja	A Study on Backup Support for Small Grocery Retailers through E Commerce Platform in India
3	20PGDM004	Bhavana K L	Startup Building BADIDUKKAN
4	20PGDM005	Byreddy Dhanush Reddy	A Study On “Promotional Strategies for Electric Vehicles in Bangalore” (Two Wheelers and Four Wheelers)
5	20PGDM006	Chinnapolu Anil Kumar	A Study on Impact of Covid-19 Fast Food in Kolkata
6	20PGDM007	Durgesh Prasad Das	A Study on Market Potential of Tata AIG Insurance
7	20PGDM008	Jaajitha C	A Study on Issues and Implications of Online Food Ordering
8	20PGDM009	John Neslin Sam J S	“A study on Employee Engagement strategies on acoustic industry”
9	20PGDM010	Kajal Kumari	A Study on Employee Job Satisfaction
10	20PGDM011	Kala Vinay	A Study on Employee Perspective about Effectiveness of E Employee Engagement Activities with Reference to Benchire Company
11	20PGDM012	Kiladi Vinay Kumar	A Comparative Study on Consumer Preference towards Cafe Coffee Day and Star Bucks In India
12	20PGDM013	Kotha NV Saikumar	A Study on Strategies used by Byju’s in Bangalore
13	20PGDM014	Kratika Jain	A Study on Evaluating Viable Business Models as Market Entry Strategy
14	20PGDM015	Minal Dhote	A Study on Financial Performance of Arcatron Mobility Private Limited
15	20PGDM016	Nalgonda Mounika	A Study on Crypto Currency and Analysis of Growth of Ethereum and its Future
16	20PGDM017	Neha Bharti	A Study on Customer Churn Analysis
17	20PGDM018	Nitish Dobriyal	A Study on Discounting Bill Facility – Credit on Incred Bangalore
18	20PGDM019	R Anirudh	A Study on Measuring and Analyzing of Accounts Payable and Receivables

19	20PGDM020	Ritika Kumari	A Study on Promotional Techniques of Aditya Birla Sunlife Insurance
20	20PGDM021	Rituparna Patel	A Study on Advantages of Landing Page in Digital Marketing
21	20PGDM022	Saket Kumar	Macro-Economic Factors and Its Impact on Capital Market Movements: A Study of Nifty-50
22	20PGDM023	Sakshi Bhadani	Share Price Pattern in Selected FMCG Sector in Bangalore
23	20PGDM024	Srimanta Saha	A Study on Impact of Digital Marketing on Tea Consumer Behaviour Kanan Devan Hills Plantation Company Private Limited
24	20PGDM025	Thilbertta Dorine P	A Study on Employee Engagement Strategies on Health Care Industry
25	20PGDM026	Thota Arun	A Comparative Study on Consumer Behaviour towards Online and Offline Grocery Buying
26	20PGDM027	Vishal Yadav	A Study on Measuring and Analyzing of Tax Literacy in Clear Tax in Bangalore

Academic Year- 2022-23

Sl.No.	Roll No. Of student	Name of the Student	Title of Project
1	21PGDM001	Anjali Karwa	"Empowering Educators: A Study of Teacher's Development and Student's Outcome at Cuemath"
2	21PGDM002	Bandela Gangadhar	A study on mergers and acquisition of Indian banking system with reference to State Bank of India
3	21PGDM003	Bathula Leela Ram	A study on financial statement analysis
4	21PGDM004	Bhukya Navadheer	A study on "customers perception and satisfaction towards indiamart "
5	21PGDM005	Bogi Dileep Kumar	A detailed study on the marketing strategies and customer acquisition in edusiksha consultancy
6	21PGDM006	Chakilam Sudhishna	An Evaluation of Rice Processing Industry in Warangal district of Telangana - A Case Study
7	21PGDM007	Chakka Harsha Vardhan	A Study on Performance Appraisal System
8	21PGDM008	Channe Tanmay	A Comprehensive Study on Consumer online shopping Behaviour in Unbound Crews, Bangalore
9	21PGDM009	Chennupalli Pavan Teja Reddy	Consumer behaviour for dry fruits in Bangalore city
10	21PGDM010	Cherukupalli Mrudu Manasa	A Study on Performance Appraisal System
11	21PGDM011	Chippada Jahnasri	Enhancing workplace efficiency: Cuemath strategies for advancing diversity and inclusion

			initiatives in Human Resources
12	21PGDM012	Chunchu Srikanth	A Study on Marketing Strategies in Kotak Mahindra bank, Bangalore
13	21PGDM013	Damodara Kavya Priya	Analysis on consumer brand preference on soft drinks
14	21PGDM014	Debu Kar	A study of mutual fund as an investment avenue at Trade Bull security Pvt. Ltd.
15	21PGDM015	Dilip Kumar	A Study on Performance Appraisal System
16	21PGDM016	Induru Girishma	A study on recruitment and selection process with special reference to Genworks Health Pvt Ltd
17	21PGDM017	Jonathan Anthony Lobo	A Study on Online Consumer Decision
18	21PGDM018	Kambala Naga Siva Sankar Reddy	A Study on online consumer decision making process of prototype with reference to emerging fashion trends
19	21PGDM019	Kanaganti Praveen	Reference to emerging fashion trends
20	21PGDM020	Kandikatla Jaya Sri	"A Study on Effectiveness of recruitment and selection in Mythree Infratech Pvt ltd"
21	21PGDM021	Katreddy Lakshmi Parvathi	A Study on Performance Appraisal System
22	21PGDM022	Kobagapu Veda Priya	A study on customer life Tim value analyses in Mich Bizz service
23	21PGDM023	Kodamanchili Pavan	A Study on Real estate In today's Business Market And it's future Prospects
24	21PGDM024	M C Deepthi	"The impact of research and development at NAMDHARI SEEDS"
25	21PGDM025	Mamatha	A Study on "Enhancing Dealers' Satisfaction in the fertilizer company".
26	21PGDM026	Mandava Ysaswi	A Study Consumer Perception towards 7 up zero sugar
27	21PGDM027	Manoj M	A Study of Production Planning and Control Activities in Aquarelle India private limited
28	21PGDM028	Marrikunta Kartheek Reddy	A study on Evaluation of financial performance towards Adarsha packaging Pvt Ltd
29	21PGDM029	Nadhamuni Venkata Rajesh	A study on Data quality analysis in Aarvee Associates Architects Engineers and Consultants Pvt. Ltd
30	21PGDM030	Neelam Shiva Rama Krishna	A study on capital budgeting
31	21PGDM031	Nikhil G	A Study on analysis of recent mergers and acquisitions
32	21PGDM032	Nikita Karmakar	A Discrete data of mass data Dumbs into companies and utilization of resources by employees at Sobha Limited.
33	21PGDM033	Nimma Sahithi	A Study on Climate Proofing of Watershed project
34	21PGDM034	Palani Venkata Kumar	A study on elevating customer service in upgrad
35	21PGDM035	Perumalla Bhanu Prakash	A Study on Shrimp Culture
36	21PGDM036	Ramanathula Naveen	A Comprehensive Study on Stress Management

37	21PGDM037	Rollu Jaya Prakash Goud	A study on analysis of marketing strategies of No Broker solutions technologies private limited
38	21PGDM038	Sakshi Rani	A study on marketing strategies with reference to Dunzo
39	21PGDM039	Saurav Joshi	Exit strategies in private equity: A Comparative analysis of IPOS vs. Mergers and acquisitions
40	21PGDM040	Shaik Mohammad Firoz	A project report on Income Tax Planning with Respect to Individual Assesses
41	21PGDM041	Sheik Imran	"A Study on The Impact of Stress Management &Coping Up Strategies "
42	21PGDM042	SKVV Satya Rishitha	"A Study on Intra Organization Relationships on Organizational Effectiveness"
43	21PGDM043	Somishetty Sudharshan	Enhancement of raw materials procurement efficiency - A case study on supplies to Swastik Masalas Pvt Ltd in Andhra Pradesh and Karnataka
44	21PGDM044	Subham Dutta	A Study on Real Estate Market Experiencing Unpredictable Growth and Changes
45	21PGDM045	Tarun Saini	A study on understanding customer satisfaction and service quality in Urban company: A marketing research study in Delhi NCR
46	21PGDM046	Tunga Divya	A Study on Effectiveness of Maintaining Customer Relationship At Kotak Mahindra Bank
47	21PGDM047	Unnati Singh	A study on elevating customer service in upgrad
48	21PGDM048	Vuggina Vijaya Raju	A Comparative Study of Hirect Platform and Their Impact on Customer Satisfaction

7.1.3. Initiatives related to industry including executive education, industry sponsored labs, and industry sponsorship of student activities (15) (15)

Sl.No.	Faculty Name	Industry / Institute	Name of the Programme and Date	Subject of Session	Date of participation
1	Dr. N. Gurunatha Naidu	Andhra Pradesh Human Resource Development Institute (Govt. Of Andhra Pradesh)	3 Days DoPT Govt. of Indian Training Program on "Communication and Presentation Skills"	<ul style="list-style-type: none"> Communication Skills for success in Social and official Life, Case Study, group activity Team Spirit at work places Mentoring and Counselling case study, group activity. 	10 th & 12 th Oct, 2023
2		Andhra Pradesh	3 Days DoPT Govt. of Indian	<ul style="list-style-type: none"> The Definition and types of Leadership 	17 th To 19 th Oct 2023

	Dr. N. Gurunatha Naidu	Human Resource Development Institute (Govt. Of Andhra Pradesh)	Training Program on “Improving leadership and Governance in Public System”	<ul style="list-style-type: none"> · Servant Leadership (How a public servant leads in governance) · Why leadership fails and consequences, · Training and Development/skills enhancement especially in govt servants skills. 	
3	Dr.N. Gurunath Naidu	Infosys, Chennai Campus	One day in-person event on Emerging Trends in ICT along with creating on Awareness at Chennai Infosys Campus on 15-03-2024	<ul style="list-style-type: none"> · IOT: Network of interconnected physical devices, sensors and objects that can connect and exchange data over the internet or other communication network. · AI: Creating systems or Machine that can perform tasks that typically requires human intelligence, such as understanding natural language, recognizing patterns, making decisions, and learning from experience. 	15 March 2024.
4	Dr.CM.Surendra Reddy	Deloitte USI Bangalore	3 days certification Course on Identity Access management and Privilege Access Management using Delinea Secret Server	<ul style="list-style-type: none"> · Identities behaviours in IT landscape. · Privilege User Management · Password and Servers Management · User elevation in PAM · Provisioning and Deprovisioning of the different servers/user with Different workstation like Windows/Unix/Mac 	20-Mar-24
5	Dr. Kethan M	Techboost Up, Bangalore	Consultancy Services	<ul style="list-style-type: none"> · To Support Social Media Marketing · To provide Digital Banner creation by the students · To create YouTube Marketing by Students · To develop Website design and Development by IT domain Students. · To Support Graphic designing and Advertising. · 	16.12.2022
6	Prof.Basha			<ul style="list-style-type: none"> · Paid-up Capital 	29.12.2022

		Source for Swasth Technologies	Consultancy Services	<ul style="list-style-type: none"> Short Term Borrowings Trade Payables Current Investments Cash and Bank Balances 	
7	Prof.Basha	IOCL, Bangalore	Consultancy Services	<ul style="list-style-type: none"> Brand Promotion Market strategies in Rural Areas Tie-ups with Nearby Schools and College Buses Management 	05.05.2023
8	Dr.T. Jaggaiah	KBC, Bangalore	Consultancy Services	<ul style="list-style-type: none"> To Support Brand promotion from KBC To provide Digital Banner creation by the students To create posters and Banners To higher suitable employment support Free MDPs for KBC employees 	05.04.2024
9	Dr. Kethan & Dr. Saketh Reddy	Virat Crane Industry Pvt Ltd, Vijayawada	Consultancy Services	<ul style="list-style-type: none"> Brand Promotion Digital Marketing Support Upskilling Employees 	20.02.2024
10	Dr. Kethan M	GK Entertainment, Hyderabad	Consultancy Services	<ul style="list-style-type: none"> Brand Promotion Digital Marketing Strategies Preparing Market Segmentation 	17.01.2024

7.1.4. Involvement of industry professional as members of various academic bodies/board (15) (15)

The following professionals are involved in the Board of Study and Academic Council:

Industry professionals as BOS Members for A.Y. 2021-2022

Sl. No	Industry Professional Name	Designation/Company
1	Mr. S.V. Jatti	CEO - Indus towers OKM Head
2	Mr. Ravi Kumar VR	Manager - Agro India
3	Ashwani Gautam	Associate Director - Deloitte
4	Mr. Raghavendra	Managing Director – Toyota Saudi Arabia – ALJ

Table 7.16 List of BOS Members for AY 2021-2022

Industry professionals as BOS Members for A.Y. 2022-2023

Sl. No	Industry Professional Name	Designation/Company
1	Mr. S.V. Jatti	CEO - Indus towers OKM Head
2	Mr. Ravi Kumar VR	Manager – Agro India
3	Ashwani Gautam	Associate Director - Deloitte
4	Mr. Raghavendra	Managing Director – Toyota Saudi Arabia – ALJ

Table 7.17 List of BOS Members for AY 2022-2023

Industry professionals as BOS Members for A.Y. 2023-2024

Sl. No	Industry Professional Name	Designation/Company
1	Mr. S.V. Jatti	CEO – Indus towers OKM Head
2	Mr. Ravi Kumar VR	Manager - Agro India
3	Ashwani Gautam	Associate Director - Deloitte
4	Mr. Raghavendra	Managing Director – Tayota Saudi Arabia – ALJ

Table 7.18 List of BOS Members for AY 2023-2024

Composition of IQAC

The Director is pleased to constitute IQAC committee on 04.06.2022 for the period of 2 years as per the latest UGC Guidelines

Sl. No.	Category	Name of the Member
1	Chairperson	Dr. Tripuraneni Jaggaiah, Director - IIBS
		Dr. Manjushri Yadav, Assistant Professor
		Dr. Dhanush, Assistant Professor
		Ms. Mani Krishna, Assistant Professor
		Mr. Mehabub Basha, Assistant Professor
		Ms. Mangala V Reddy, Assistant Professor
2	Members from Teaching Staff	Dr. Balaji, Associate Professor

		Ms. Archana, Assistant Professor
		Mr. Manjunath, Assistant Professor
		Mr. Shrinidhi, Assistant Professor
		Mr. Ashok Matcha, Assistant Professor
3	Members from Management	Dr. Jay Prakash, Chairman - IIBS
4	Administrative Officer	Mr. Krishna Yadav, Admin Officer – IIBS
5	Member from Society	Mr. Nagaraj A, Muthugadahalli Grama Panchayat
6	Members from the Alumni	Mr. Tanmay Channe, Member from Alumni
7	Members from the Student	Mr. Syed Kasim Baba, PGDM II Years Student
8	Members from the Industry	Mr. Prasad Babu M, Sr. Manager Capgemini
9	IQAC Coordinator	Dr. M. Kethan, Associate Professor

Academic Advisory Board:

The Advisory Board of IIBS is constituted with an outlook to deliver the best academic standards in a professional dedicated way which creates, nurtures world class managers.

The Board would constitute of Intellectuals, Academicians, Industrialists members of honour and repute from all disciplines and domains to give a fresh outlook and perspective into academics to deliver world class education.

SN	NAME	DESIGNATION	COMPANY
1	Mr. Srinivas Ganga	CMO	Amara Raja Batteries Ltd.
2	Mr. Vivek M. Dipali	Product Development	Oracle India Pvt. Ltd
3	Dr. Lalna Sangolkar	Medical practioner & Public Relation	Core Team of IIBS Mgt
4	Mr. Hirendra Badhiye	Vice President-HR	Northern Operating Services Pvt. Ltd
5	Amit Kumar Gupta	Head Material Management	Havells India Limited
6	Mr. Sunil Kumar	CEO & Product Director	Greene Step
7	Mr. Abhishek Mandal	Co-Founder & COO	Petoo.in
8	Mrs. Meena Kumari	Academic Consultant	British Conciliate
9	Mr. Ritesh Manwatkar	Consultancy & amamp; Management	Accenture India
10	Mr. Manish Kumar	CEO	Enaviya Information Technologies Pvt. Ltd

7.2 International Connect (40) (30)

International Students, Student Immersion Programs, Faculty Exchange Programs and Collaborative Research Projects. These would also include online initiatives to engage with

international academic communities.

IIBS international wing is called Center for International Study, under this wing all international collaborations, partnership, tie-ups, student exchange programs take place.

We have had many MOUs with various foreign universities from 2021, across different countries.

Sl. No	Collaborative Universities	Types of Collaboration
1	Khalifa University, Abu Dhabi	Student-Faculty
2	Abu Dhabi University, Abu Dhabi	Multi-institutional
3	Gulf University, Doha	Intra-departmental
4	University of Dubai, Dubai	Industry-Academia
5	Toulouse Business School, Toulouse, France	Inter-university

International Students:

we have not admitted any international students in the PGDM program from 2021 to 2024.

Student Immersion Programs and Faculty Exchange Program:

As part of international tours, we have programs related to faculty Exchange program and Student immersion program.

PGDM Students participated in International Trip are mentioned below:

**STUDENT LIST APPROVED FOR INTERNATIONAL TOUR AND INTERNATIONAL
STUDENT EXCHANGE PROGRAMME**



INTERNATIONAL INSTITUTE OF BUSINESS STUDY
#75, Muthugadahalli, Jala Hobli, Bangalore North, Bangalore-562 157 (Near International Airport)

**STUDENT LIST APPROVED FOR INTERNATIONAL TOUR AND
INTERNATIONAL STUDENT EXCHANGE PROGRAMME**

S.NO	NAME OF THE STUDENT	SIGNATURE
1	Channe Tanmay	
2	Chennupalli Pavan Teja Reddy	
3	Chunchu Srikanth	
4	Damodara Kavya Priya	
5	K Naga Siva Sankar Reddy	
6	Kobagappu Veda Priya	
7	MC Deepthi	
8	Mamatha	
9	Manoj M	
10	Rollu Jaya Prakash Goud	
11	Saurav Joshi	
12	Shaik Mohammed Firoz	
13	Tarun Saini	
14	Unnati Singh	

DIRECTOR
INTERNATIONAL INSTITUTE
OF BUSINESS STUDY
#75 Muthugadahalli, Jala Hobli,
Bengaluru North - 562157

**STUDENTS ATTENDED INTERNATIONAL TOUR AND STUDENT EXCHANGE
PROGRAMME**



INTERNATIONAL INSTITUTE OF BUSINESS STUDY
#75, Muthugadahalli, Jala Hobli, Bangalore North, Bangalore-562 157 (Near International Airport)

**STUDENT LIST APPROVED FOR INTERNATIONAL TOUR AND
INTERNATIONAL STUDENT EXCHANGE PROGRAMME**

Sl.NO	NAME OF THE STUDENT	SIGNATURE
1	Channe Tanmay	
2	Chennupalli Pavan Teja Reddy	
3	Chunchu Srikanth	
4	Damodara Kavya Priya	
5	K Naga Siva Sankar Reddy	
6	Kobagappu Veda Priya	
7	MC Deepthi	
8	Mamatha	
9	Manoj M	
10	Rollu Jaya Prakash Goud	
11	Saurav Joshi	
12	Shaik Mohammed Firoz	
13	Tarun Saini	
14	Unnati Singh	

DIRECTOR
INTERNATIONAL INSTITUTE
OF BUSINESS STUDY
#75 Muthugadahalli, Jala Hobli,
Bengaluru North - 562157

**FACULTIES ATTENDED INTERNATIONAL TOUR AND FACULTY EXCHANGE
PROGRAMME**



INTERNATIONAL INSTITUTE OF BUSINESS STUDY
#75, Muthugadahalli, Jala Hobli, Bangalore North, Bangalore-562 157 (Near International Airport)

FACULTIES ATTENDED INTERNATIONAL TOUR AND FACULTY EXCHANGE PROGRAMME

No.	NAME OF THE STUDENT	SIGNATURE
1	Dr. Tripuraneni Jaggaiah	
2	Mr. Kuldeep Sharma	
3	Mr. Rajesh. A V	
4	Mrs. Sushmitha	

DIRECTOR
INTERNATIONAL INSTITUTE
OF BUSINESS STUDY
#75 Muthugadahalli, Jala Hobli,
Bangalore North - 562157

International trip to Dubai



International Boot Camps:

1. Italian Boot Camp



IIBS International Institute of Business Study
#75, Muthugadahalli, Bangalore North Jala Hobli,
Near International Airport, Bangalore-562157

Italian Boot Camp

PGDM
06.12.2022
**Venue: Seminar Hall 1,
IIBS Airport Campus**

CHIEF PATRONS
Prof. Kuldeep Sharma (Director)
Dr. Samiya Mubeen (Principal-PGDM)

EVENT COORDINATOR
Prof. Narappa Reddy (Faculty Coordinator)

10:00am

Nitesh Reddy N
Designation: UX Designer
Company Name: Neural Jam, Milan Italy

2. Japanese Boot Camp:



Sl. No	Date	Name of the Guest	Designation/Company	Topic
1	31.10.2023	John hook Lee	Professor- POSCO	Workshop on Enterpreunership and Innovation
2	13.02.204	Dr. Kumara Raja	University of Teknikal, Malaysia	Guest talk on Recent Trends in ERP and AI.
3	22.03.2024	Mr. Manjeet Pahari	Associate Consultant	Online Guest talk on Risk and Reporting.
			TCS, Netherlands	

CRITERION 8	Infrastructure	75
	Self-Assessment Marks	74

8.1. Classrooms & Learning facilities (25) (25)

Table No. 8.1 - Infrastructure Details

Sr. No	Details	Available	Area (Each in sq.m.)	Facilities
1	Class Rooms	18	66.1-77.5 Sq. M	Desktop Computer
2	Tutorial Rooms	3	36.3-38.8 Sq. M	Overhead Projector with Remote
3	Seminar Hall	2	308 Sq. M	Local Area Network (LAN),
4	Computer Labs	1	117 Sq. M	Notice Board,
5	Computer Center	1	163.3 Sq. M	Audio and Video Facility,
6	Library with Reading Room	1	119 Sq. M	Access to Library Database.
7	Language Laboratory	1	67 Sq. M	
8	Director Office	1	37.21 Sq. M	
9	Principal Office	1	37.21 Sq. M	
10	Reception	1	220 Sq. M	
11	Board Room	1	43 Sq. M	
12	Office	1	183.94 Sq. M	
13	Examination Control Room	1	36 Sq. M	
14	HOD Room	2	10.3-14.5 Sq. M	
15	Department Office	2	20.6-24 Sq. M	
16	Faculty Cabin	1	134 Sq. M	
17	Placement cell	1	45.8 Sq. M	
18	Central Store	1	33 Sq. M	
19	Maintenance	1	12.08 Sq. M	
20	House Keeping	1	20 Sq. M	
21	Pantry for Staff	1	15 Sq. M	
22	Security Room	1	11 Sq. M	
23	Boys Common Room	1	76.6 Sq. M	
24	Girls Common Room	1	81 Sq. M	
25	Toilets	6	350 Sq. M	
26	Stationary & Repographic Room	1	16 Sq. M	
27	First Aid Room	1	16 Sq. M	

28	Cafeteria	2	268 Sq. M	
29	Sports Club	1	47 Sq. M	
30	Corridors		653 Sq. M	
31	Other Common area		669 Sq. M	



Photo No. 8.1 & 8.2 ICT Equipped Classrooms



Class Room:

Today's Learners, become tomorrow's leaders". IIBS comprises 18 Classrooms with well furnished, good ventilated, spacious classrooms equipped with LCD projectors for conducting

theory classes and addition with a writing white board. The ICT classrooms have the provision of Multimedia learning, Wi-Fi connectivity and internet access is provided.

Seminar Hall's:

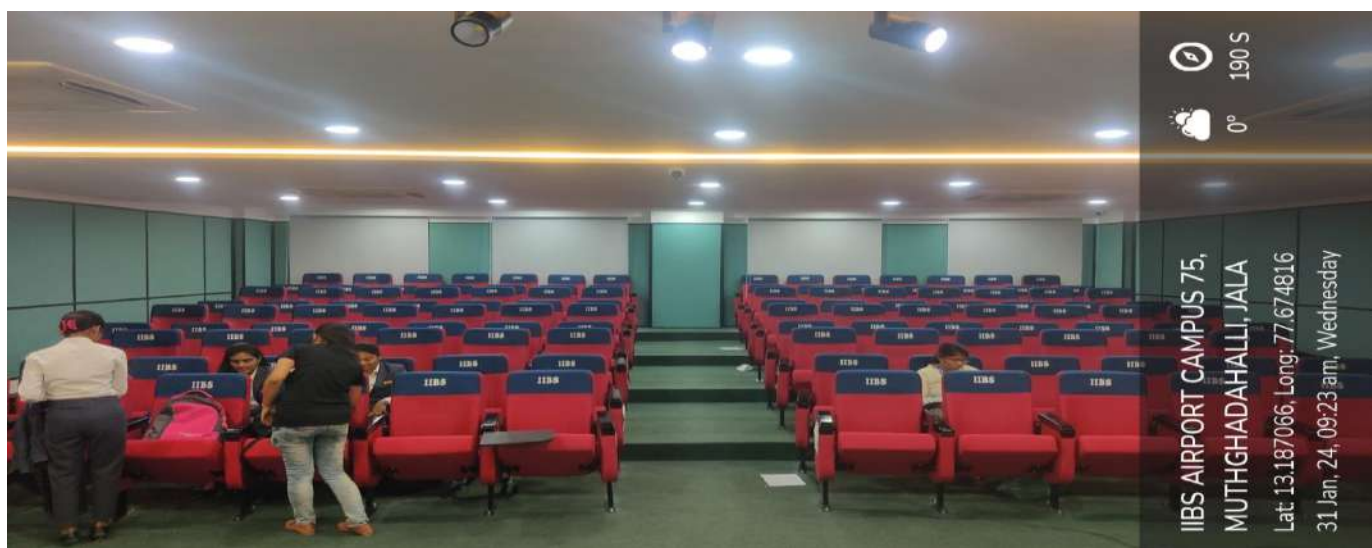


Photo No. 8.3 ICT Equipped Seminar Hall.

Seminar hall is enabled with ICT facility and well-equipped Audio Systems, Interactive touch board for all the practical classes. This hall is regularly used for the various Internal / National / International Seminars and Workshops.

8.1. B Availability of E-Learning facilities, utilization; initiative to ensure students learning (15):

Table No. 8.2 - Availability of E-Learning facilities & Utilization of Students .

Sr. No.	E-learning Facilities	Utilization of Students
1	SAP Fico Model	Interactive Querying, Financial performance of Indian Companies
2	Easylib Automation software	Easylib Automation software with barcode technology Library record Management Books Circulation generating reports.
3	Tally - ERP Edit Log	End to end ERP integration, Accounting, GST and Taxation.
4	English Cloud Language Lab Software	To enhance writing, Communication, to improve vocabulary, voice modulation and soft skill.
5	ERP-	Teaching learning planning, Notes, Question Banks, Case Study and Study materials.
6	Heraizen Software.	
7	Computer Lab software's	JAVA, TABLEAU, POWER-BI, SQL, PHYTHON, C++ etc.

8.2 Library: (20) (20)

The library has the well-stocked resources accessible from 8.30am to 5.30pm. As the heart of any institute library plays vital role in enhancing the student knowledge as well as the enriching faculty members.

A library endowed with the books and periodicals having rich, latest and updated information which forms the backbone of any educational institute.

Institute's library extends support to the

educational & research programs of the institute through providing physical & intellectual information. Library is divided in Reference Section, Journal Section, and Digital library section. The library has very unique collection of

various Textbooks, Reference

Books, General Books, Rare books, Print Journals, e-journal and CD's.

8.2. A Availability of relevant learning resources including e-resources and Digital Library(15)



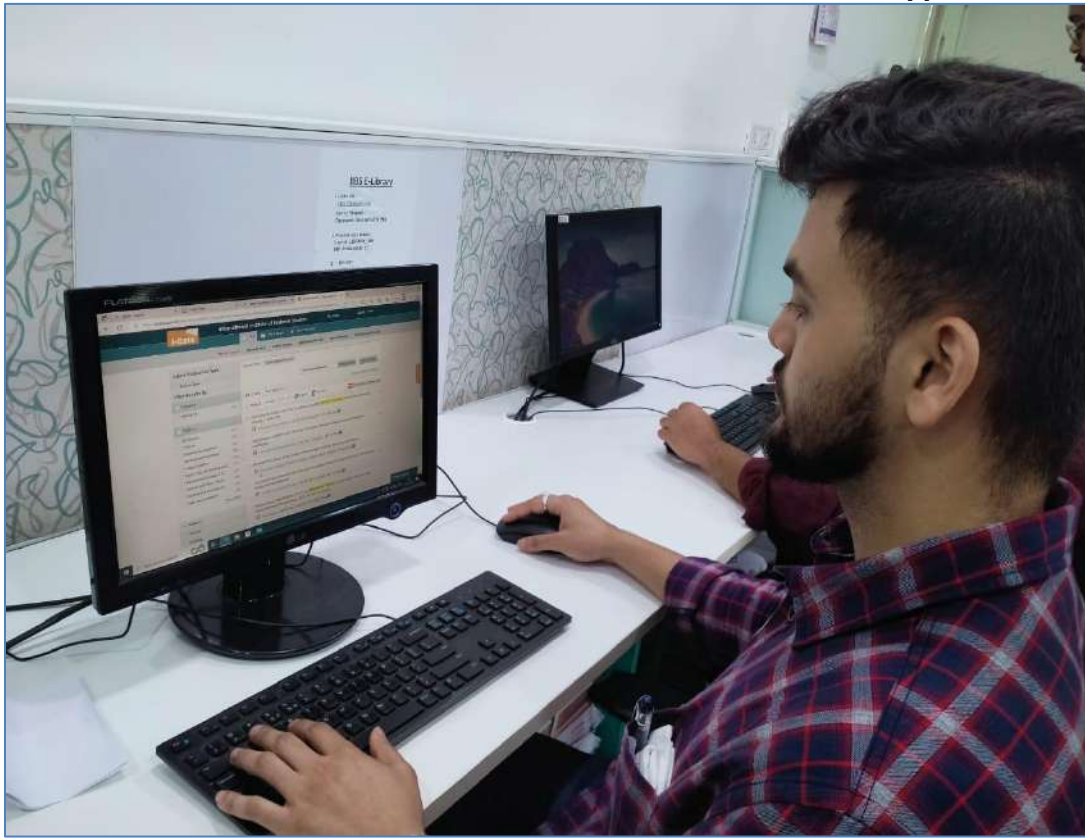


Photo No. 8.4 Library



Table No. 8.3 - Brief Information about IIB S Library:

Sr. No.	Details	Information
1	Website:	
		iibs.easylib.net
2	Library mail ID:	library.nc@iibsonline.com
3	IIBS Library - WEB OPAC Link -	
		iibs.easylib.net
4	Area Library & Reading Room	119 Sq. M
5	Seating Capacity	90
6	Total No. of Titles	500
7	Total No. of Volumes	6000
8	Total No. of Donated Books	40
9	Total No of e-Books	10000 Plus
10	Total No. of Journals	25
11	Total no of e-journals	10000 Plus,
		J-gate http://jgateplus.com
		User ID: iiobosuser
		Password: iiobouser539142902
12	Total No. of CDs	20
13	E Resources	J-Gate and DELNET
14	National Digital Library	Membership access to all
15	E-research Platform	Easylib automation software.
		Cloud Version 6.4a
16	IIMB	Institutional Associate Membership
	Library Automation with Barcode	Easylib Automation software
17	Technology	
		Library Orientation ,
18	Activities	Current Awareness Services,
		Selective Dissemination Services
19	Library Advisory	Functioning
	Committee	

8.2. B Accessibility to students (5)

Table No. 8.4 -E-Resources Available At IIBS, Bangalore:

Sr. No.	Publisher	URL
1	J-Gate	J-gate http://jgateplus.com User ID:iiobosuser Password: iiobouser539142902
2	DELNET	www.delnet.in login: Kniibsbkn PW:iibs9798
3	NDL	https://ndl.iitkgp.ac.in Registration No.:INKANC5CYY6KZYV
E-Books		
1	EBSCoHost-Net Library [10000 Titles]	search.ebscohost.com User ID: iibsc Password: Library@2023
2	World e-Books Library [Now available through NDLI only]	https://ndl.iitkgp.ac.in/ https://ndl.iitkgp.ac.in Registration No.: INKANC5CYY6KZYV

8.3. IT Infrastructure and Learning Management System (30) (29)

Computer Lab:

Institute has advanced & well equipped computer labs with latest configuration of PC's with total seating capacity of 60 students in Computer lab. The labs are well supported with latest software version and strong anti- virus software support to invasion of viruses. System Admin are available to assist students. The Lab is operating on the 300MBPS dedicated Lease line internet connection. The institute has all supportive equipment's such as scanners, printers, speakers, Laptop, LCD projector etc. The lab also has a language lab for improving the accent, voice modulation, diction with proper construction of simple and complex sentences.



Photo No. 8.8 Computer lab

Language Lab:

The International Institute of Business Study has state-of-the-art audio-visual equipment to aid in imparting language skills. The English Cloud software is effectively utilized by students and faculty members for various self-enhancement and soft skill development activities.

This Laboratory proves beneficial for the students who want to learn English Language. College provides audio-visual training in the language lab. It aims to build confidence among students for interactions and presentations in English. The basic purpose of the lab is to provide students a platform to enhance English language skills, communication skills and to practice soft skills.



Photo No. 8.9 Language lab

8.3. A. Availability of composite hardware, software, network resources and services required for the existence, operation and management of an institution's IT environment (15)

Table No. 8.5 - IT Infrastructure

Description	Total Quantity	Specifications
		Hp I3& Core, Dell systems
		I3 4 GB RAM
Desktop-, HP & DELL SYSTEMS		
	59	
		Core i3 11-Generation Intel, RAM 8 GB1x8 DDR 4 , 2.5 inch 1 TB, 7200 RPM
		SATA HDD, 18.5 LED Monitor,USB.
		1-Lenovo AMD 8 GB RAM 1TB, 15 inches
Laptop- Lenovo, HP	300+	display, Win 10, = 01
		2- HP 245 8gb 256 Sdd ,
		3- HP 245 8gb 1tb , Hard Disk
Internet Band width in Mbps:	300mbps	Lease line from BBNL
Printers available	18	Laser Printer -Canon & HP

		Colour Printer 3 - HP & Cannon
External USB HDD	1	Xerox Machine 1 -Cannon
		Xerox Machine 1 - Cannon
		1-TB = 01
External USB HDD	1	
External USB DVD Drive	1	1 tb WD
LED Android TV (42 Inches)	4	LG
LCD Projectors	26	Dell
Xerox Machines	3	Cannon
Sony Handy camera with	1	Sony
Tripod, Sony DSLR camera	1	Sony
PA Sound System	4	4-Cordless Mike (Studio Master)
		Thumb Vantage, ESSL
Biometric machine	2	Face Recognition Device.
Bar Code Scanner & Documents Scanner		
Bar Code Scanner & Documents Scanner	1	
CCTV Surveillance Security Systems	90	Hik Vision
Web Cam		
	12	Logitech
Smart Interactive Board	2	Senses Lite 85” Interactive Flat Panel

Table No. 8.5 - IT Infrastructure

Internet Band width in Mbps:	300mbs	Lease line from BBNL
Printers available	18	Laser Printer -Canon & HP
External USB HDD	01	Colour Printer 3 - HP & Cannon
		Xerox Machine 1 -Cannon
		Xerox Machine 1 - Cannon
		1-TB = 01
External USB HDD External USB DVD Drive	01 01	1 tb WD
LED Android	4	LG

TV (42 Inches)		
LCD Projectors	26	Dell
Xerox Machines	3	Cannon
Sony Handy camera with Tripod, Sony DSLR camera	1 1	Sony Sony
PA Sound System	4	4-Cordless Mike (Studio Master)
Biometric machine Bar Code Scanner & Documents Scanner	2	Thumb Vantage, ESSL Face Recognition Device.
Bar Code Scanner & Documents Scanner	1	
CCTV Surveillance Security Systems	90	Hik Vision
Web Cam	12	Logitech
Smart Interactive Board	1	Senses Lite 85” Interactive Flat Panel

Table No. 8.6 - List of Software's available

Sr. No.	Description	Specification
1	Microsoft Windows	Windows 10
2	Heraizen Software	Version 13.2 Perpetual License with all modules
3	Easylib Automation software	Version 6.4a
4	Tally - ERP Edit Log	Series 3, Version 9.0.
5	English Cloud Language Lab	Client server based Software

	Software	
6	ERP-Heraizen Software.	Teaching learning planning, coordination, Attendance, Marks, Mentoring and feedback purposes
7	Saral Salary Paypack	For all teaching and non-teaching Staff for Salary Processing.

LAN facility: LAN facility for departments, where 300 Mbps are installed.

Wi-Fi facility: IT department extends the complete support to the students. Wi-Fi is made available by setting and installing the Wi-Fi zones at various locations at Hostels and Green lawn area. Staff and Students can access this facility on their Laptops by registering their laptops. The institute has currently state-of-the-art TP-Link Wi-Fi router to provide the Wi-Fi internet access through Wi-Fi zones.

- 8.3. B. Availability of LMS related core functionalities like sharing of Learning resources, Assessment and external learning linkages, 24/7 learning support, Discussion forums and learning engagement (15)

Table No. 8.7 - Details of Software's used at Institute for various Functions.

Software	Purpose	Users
Easylib Automation software	Easylib Automation software with barcode technology Library record Management Books Circulation generating Reports.	Staff and Students
English Cloud Software in Language Lab	To enhance writing, Communication, to improve vocabulary, voice modulation and soft skill.	Students

SAP Fico Model	Interactive Querying, financial performance of Indian companies	Students
ERP-Heraizen Software.	Teaching learning planning, coordination, Attendance, Marks, Mentoring and Feedback purposes.	Staff and Students
Computer Lab software's	JAVA, TABLEAU, POWER-BI, SQL, PHYTHON, C++ etc.	Staff and Students

Other Facilities at IIBS:

Hostel Facilities:

Boys Hostel:

The hostel facility is provided to the students who request for the facilities. There are total 90 rooms in the boy's hostel which include one TV room, 'reading room, one Visitor room, two rooms for office and one Guest room. There is a hot water facility for the hostel Students. Students and staffs can take meals in the boys hostel mess.

Photo No. 8.15 Boys Hostel Room



Girls Hostel:

There are total 60 rooms in the Girls hostel which include two Guest rooms and one Warden's residence room. All the rooms are self-contained. Rest of the rooms is available for hostel admission. The total capacity of Girls hostel is 120 students. There is seven aqua guards for water purification in the hostel. There is mess in girl's hostel. All students have to take their meals in the mess only.



Photo No. 8.16 Girls Hostel Room

Table No. 8.8- Hostel Facilities

	Boys hostel	Girls Hostel
Hostel Capacity	180	120
Two Seater Room	90	60
Facility for each Student	Cot, Study table, Chair Computer point, , Steel Cupboard, Mattress	Cot, Study table, Chair Computer point, Mattress
Common facilities	<ul style="list-style-type: none"> • Water Supply 24 hrs • Water Purifier , • Wi Fi, Parking, Lift, Fire System • Generator Supply, • 1 Guest Room • Canteen 368 Capacity • Nearby bank ATM • 24 Hrs availability of Rector with Supportive staff. 	<ul style="list-style-type: none"> • Water Supply 24hrs. • Water Cooler With Purifier each floor, • Wi Fi , Parking, Lift, Fire System • Generator Supply, • 1 Guest Room • Canteen 368 Capacity • Nearby bank ATM • 24 Hrs availability of Warden with supportive Staff • Lady Security Guard.

Sports facility:

Sports help to build character and teach the importance of discipline in Life. Sports Facilities in the institute is well equipped with sports facilities for the students, which includes indoor as well as out- door, such as Cricket, Table Tennis, Chess, and Carom. The ground for Cricket, Volleyball, Basketball and Football is spacious and well maintained.

Indoor Sports Facilities (05)

Indoor Games: a) Badminton b) Table-tennis, c) Chess d) Carom.

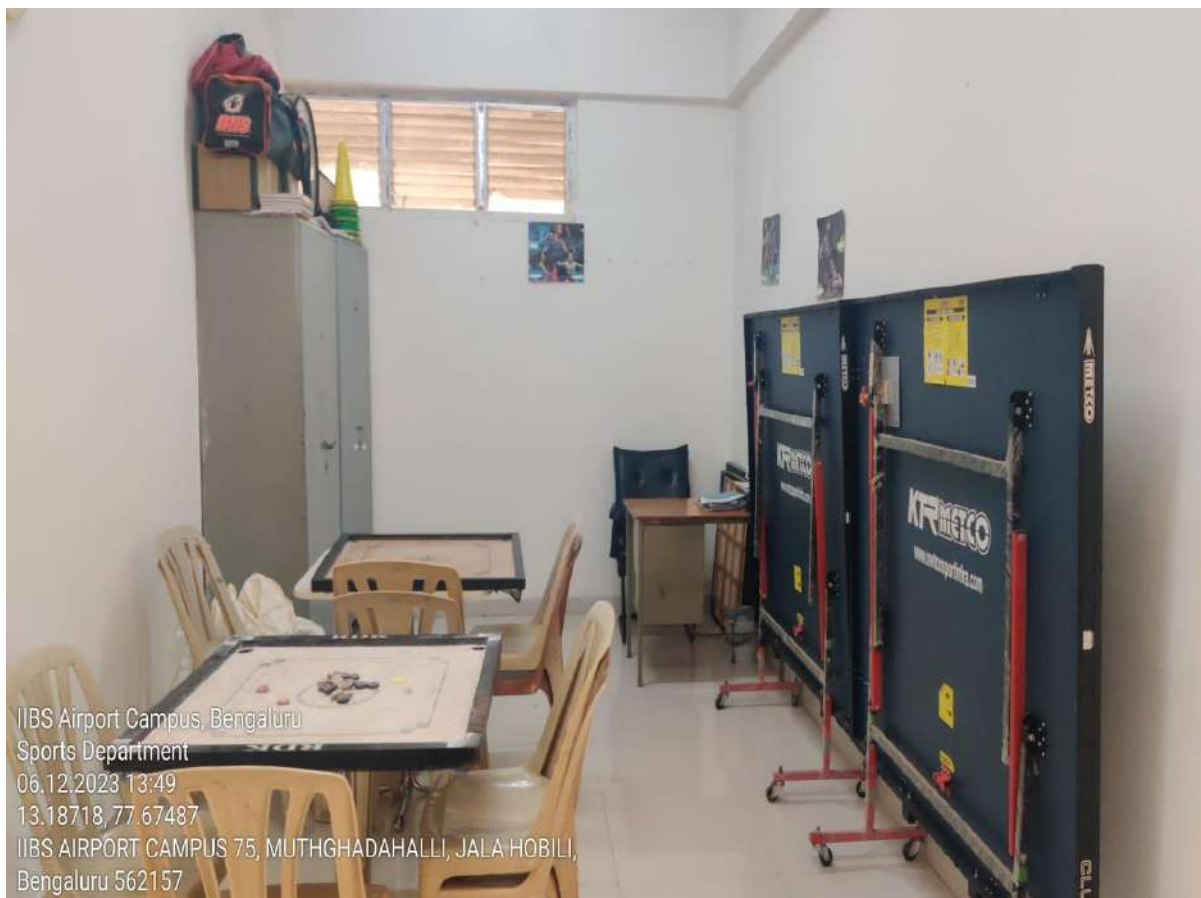
Usage: Morning timing: 6.00 am to 8.00am

Evening timing: 4.30 pm to 8.00 pm

Indoor Gymnasium & Open Gymnasium (For Boys & Girls separate gymnasium):

Equipment: a) Multi-station, b) Treadmill, c) Exercise cycle, d) Dum-bells,

Usage: Morning timing: 6.00 am to 8.00 am (Supervised by Hostel Staff) Evening timing: 4.30 pm to 8.00 pm (Sup. by Physical Director).



Outdoor Sports Facilities (05)

Outdoor Games: - (Soil & Grass ground available) Soil Field: - 55m*90m Grass Field: - 125m * 50m

a) Volleyball b) Cricket, c) Handball, d) Kho-Kho, e) Kabaddi f) Shuttle Badminton, g) Tennikoit.

Usage: Morning timing: 6.00 am to 8.00 am Evening timing: 4.30 pm to 8.00 pm.



Medical Facilities:

MOU with Sri Vinayaka Multispecialty hospital Trauma Center, Mylanahalli, BK Halli Post, Behind Bengaluru international Airport, Jala Hobli, Bangalore North- 562149, for emergency service and Doctor on call



Medical In charge:

Dr. Lakshimikant (MD),

Nurse: Tangarani,

Mob: 8095621022.

Place: Medical Room.

CRITERION 9	Alumni Performance and Connect	50
Self-Assessment Marks		50

Maintaining strong relationships with alumni is paramount for the success and growth of any Management Institution. The International Institute of Business Study (IIBS) understands this significance and has established an Alumni Association that serves as a lifelong bridge between the institute and its extensive network of over 350+ alumni.

The IIBS Alumni Association functions collaboratively with the institute to foster enduring connections among alumni, extend support to current students, and enrich the institute experience through a diverse range of events, engagements, and structured programs. This concerted effort aims to cultivate a robust and enduring relationship between the institute and its alumni base.

The achievements of IIBS alumni stands as a testament to the institution's quality education and support. Remarkably, majority of IIBS alumni hold positions in the world's top 20 most coveted employers, including renowned companies like Goldman Sachs, PwC, Deloitte, Microsoft, KPMG, L'Oréal, Amazon, Adidas, Procter & Gamble, BMW Group, Nike, Bain & Co, McKinsey & Company, JP Morgan, Boston Consulting Group, Morgan Stanley and Unilever, among others. These alumni occupy leadership roles globally, demonstrating the institute's commitment to nurturing exceptional talent.

Moreover, the alumni network extends its influence across various industries, with over 350+ alumni serving in senior leadership capacities such as Director of HR, Senior Vice President, Vice President, and Director of Marketing in top Indian and multinational corporations worldwide. This showcases the value and caliber of professionals groomed by IIBS, who contribute significantly to the corporate landscape.

The IIBS Alumni Association stands as a testament to the enduring bond between the institute and its graduates. It underscores the institute's commitment to not only imparting quality education but also fostering a community that continues to excel and contribute to the global business arena.

9.1. Alumni association (10) (10)

	<p>ಕರ್ನಾಟಕ ಸರ್ಕಾರ</p>  <p>ಸದಕಾರ ಇಲಾಖೆ</p>	<p>ಸದಕಾರ ಸಂಘಗಳ ಉಪನಿಬಂಧಕರು ಹಾಗೂ ಜಿಲ್ಲಾ ಸಂಘಗಳ ನೋಂದಣಾಧಿಕಾರಿಗಳು ಬೆಂಗಳೂರು ಪಲಯ 1 ಜಿಲ್ಲೆ</p>
<p><u>ನೋಂದಣಿ ಪ್ರಮಾಣ ಪತ್ರ</u></p>		<p>ದಿನಾಂಕ: 30/01/2024</p>
<p><u>ನೋಂದಣಿ ಸಂಖ್ಯೆ :DRB1/SOR/564/2023-2024.</u></p>		
<p>ಕರ್ನಾಟಕ ಸಂಘಗಳ ನೋಂದಣಿ ಕಾಯ್ದೆ 1960 (1960 ನೆಯ ಇಸವಿ 17 ನೇ ಕ್ರಮಾಂಕದ ಕರ್ನಾಟಕ ಅಧಿನಿಯಮ) ಮೇರೆಗೆ ಈ ಕೆಳಕಂಡ ಹೆಸರಿನ</p>		
<p>IIBS-ALUMNI MANAGEMENT ASSOCIATION (IAMA) INTERNATIONAL INSTITUTE OF BUSINESS STUDY MUTHUGADAHALLY BENGALURU BANGALORE ZONE 1 BYATARAYANAPURA JAKKURU - 562157, BENGALURU ZONE 1</p>		
<p>ಸಂಘವನ್ನು ನೋಂದಾಯಿಸಲಾಗಿದೆ ಎಂದು ಈ ಮೂಲಕ ಪ್ರಮಾಣೀಕರಿಸುತ್ತೇನೆ.</p>		
<p>ನೋಂದಣಿ ಶುಲ್ಕ ರೂಪಾಯಿ (ಅಂಕಗಳಲ್ಲಿ) 1000.00/-</p>		
<p>(ಅಕ್ಷರಗಳಲ್ಲಿ ಒಂದು ಸಾವಿರ ರೂಪಾಯಿಗಳು ಮಾತ್ರ) ಗಳನ್ನು ಪಾವತಿಸಲಾಗಿದೆ.</p>		
<p>30/01/2024 ದಿನಾಂಕದಂದು ನನ್ನ ಸಹಿ ಮತ್ತು ಮುದ್ರೆಯೊಂದಿಗೆ ನೀಡಲ್ಪಟ್ಟಿದೆ.</p>		
<p>Class of Society :GENERAL</p>		
	<p> ಸಂಘಗಳ ಜಿಲ್ಲಾ ನೋಂದಣಾಧಿಕಾರಿ ಒಂದನೇ ಪಲಯ, ಬೆಂಗಳೂರು ನಗರ 1 ಬೆಂಗಳೂರು</p>	

1. LOGO OF IBS ALUMNI ASSOCIATION



2. AIMS AND OBJECTIVES OF ALUMNI ASSOCIATION: -

1. To promote a feeling of brotherhood among the members.
2. To bring the old students in touch with the present students.
3. To create foster and maintain union, friendship and fellowship among the old students of the Institute.
4. To encourage and foster the interest of the old students in the present day activities of the college.
5. To provide inspiration and guidance to the students at the college, through the experience and achievements of the old students.
6. To cooperate with the college management for the betterment of the college and students.
7. To provide charitable aid to the deserving needy students of the hostel and to render financial or other aids towards widening the scope of usefulness of the hostel whenever necessary.
8. To support the celebration of the present students' day annually.
9. Serving as forum to promote and foster the relationship between the alumni, the present students, the staff, and the management of college / institute with basic objects of exchange of ideas, which besides being mutually beneficial, will generally help in achieving excellence and professional competence and contribute to improve the quality of life.
10. Conducting Technical update programmes, arranging lectures by eminent persons, circulating newsletter periodically, this is necessary from time to time, to maintain continuous contact and fellowship with the present and future Alumni.
11. To arrange cultural, literacy and sports activities amongst Alumni.
12. To institute Scholarships, funds, prizes/ medals, etc. for the deserving students.
13. To bring about contact between the past and present students by holding periodical Alumni Day celebrations and any other means as may be decided upon by the association from time to time.

14. To institute and award fellowships, scholarships, stipends, travel grants or otherwise support students and research scholars to encourage them to devote themselves to scientific pursuits.
15. To promote overall academic activities of the Department of Management.
16. To organize programs which inspire and motivate young students to develop interest in any subject.
17. To arrange and hold seminars, conferences, symposia, lectures, workshops and similar academic activities.
18. To honor and present awards to distinguished Alumni of the department.
19. To establish displays and other means to create awareness among the public and to keep them abreast of the complex scientific developments in those subjects which have far-reaching effect on association.
20. To Undertake Training and other related programs to disseminate information on the Subject of Degree, in college and other management and social organizations.
21. To undertake or to do all other things, which may include similar corresponding, supporting, correlated, incidental, necessary matters which may be found by the Executive Committee from time to time to be conducive for the achievement of all or any of the objects stated above.

Association Office Bearers (2018-2021)

Sl.No	Name	Designation	Occupation
01	Mr. Kevin Priyasarshan	President	Alumni
02	Arikatala Amarnath	Secretary	Alumni
03	Prabhakatran	Vice President	Alumni
04	Ajay R	Joint Secretary	Alumni
05	Dinesh Kumar	Treasurer	Alumni
06	Kusum Kumari	EC Member	Alumni
07	Mr Kuldeep Sharma	Faculty Advisor	Faculty
08	Mr NSR Murthy	Faculty Advisor	Faculty

Association Office Bearers (2021-2023)

Sl.No	Name	Designation	Occupation
01	Mr. Kevin Priyasarshan	President	Alumni
02	Arikatala Amarnath	Secretary	Alumni
03	Prabhakatran	Vice President	Alumni
04	Ajay R	Joint Secretary	Alumni
05	Dinesh Kumar	Treasurer	Alumni
06	Kusum Kumari	EC Member	Alumni
07	Mr Kuldeep Sharma	Faculty Advisor	Faculty
08	Mr NSR Murthy	Faculty Advisor	Faculty

Association office Bearers (2023-24)

Sl.No	Name	Designation	Occupation
01	Mr.Dinesh Kumar Ramesh	President	Alumni
02	Mr Saketh Kumar	Secretary	Alumni
03	Ms. Kusum Kumari	Vice President	Alumni
04	Mr. Yashwin Venkata Swami Reddy	Joint Secretary	Alumni
05	Mr. G V Maheshwar Reddy	Treasurer	Alumni
06	Ms. Minal Dhote	EC Member	Alumni
07	Ms. Rituparna Patel	EC Member	Alumni
08	Mr. G Vidya Sagar	EC Member	Alumni
09	Mr. Tanmay Waman	EC Member	Alumni
10	Dr. Tripuraneni Jaggaiah	Honorary President	Professor
11	Mr. Kuldeep Sharma	Alumni Chairperson	Placement Director
12	Dr. M Kethan	Faculty Advisor	Associate Professor

9.2 Involvement of alumni (25) (25)

The alumni community stands as an invaluable pillar in the fabric of educational institutions, offering a bridge between the past and the present, nurturing a culture of continuous growth and development. Criterion 9.2 of the National Board of Accreditation (NBA) underscores the pivotal role played by alumni in various facets of institutional advancement. This criterion encompasses a multifaceted assessment of alumni engagement, evaluating involvement across diverse domains such as alumni gatherings, institutional visits, student interactions, circular development, project mentorship, entrepreneurial support, mentoring endeavors, placement assistance, resource mobilization, among others. The depth of alumni engagement, as gauged by these sub-criteria, forms a cornerstone in evaluating the institution's commitment to fostering enduring relationships, leveraging alumni expertise, and fortifying the educational journey for present and future students.

Alumni meet

The IIBS PGDM Alumni Association holds an annual meeting each year and aims to organize online gatherings every month, fostering connections among alumni. These events serve as a platform for alumni to relive college memories alongside their families and friends. They actively engage in diverse activities such as professional showcases, alumni wall photo booths, games, and more. Moreover, the association facilitates chapter-based alumni reunions, further strengthening the bond and camaraderie among its members.

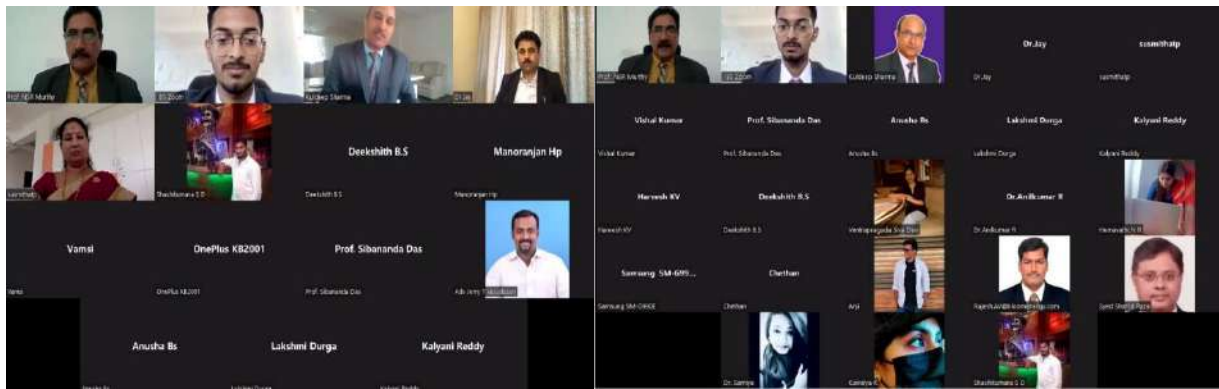
2018



2019



2020-21



2021-22



2022-23

2023-24



The aim of the Alumni Face-to-Face Networking event, held during Tribute, is to strengthen the professional network among IIBS Alumni, transcending industries and geographic limits for the collective advantage of the alumni community. Provided below is Table 9.1, showcasing the PGDM Alumni involved in this extensive year-long event.

Key Take-aways:

- ❖ Strengthening alumni's professional network across diverse industries.
- ❖ Overcoming geographic barriers for unified alumni connections.
- ❖ Collective advantage through network expansion.
- ❖ Focus on uniting IIBS Alumni for mutual growth.
- ❖ Year-long event emphasizes sustained networking efforts.

Table 9.1 highlights PGDM Alumni involvement.

Brochures and Pamphlets of Alumni meets



Visit to Institution and interaction with student.

Alumni visits to the institution represent an invaluable chance for current students to connect with former graduates, cultivating meaningful interactions that bridge the gap between different generations. These interactions not only bring depth to campus life but also offer a unique platform for sharing experiences, knowledge, and insights between alumni and students, contributing significantly to the holistic educational experience.



Table 9.2, showcasing the Alumni involved Institution and interaction with students.

Sl.no	Name of the Alumni	Interaction Subject
2021		
1	Sarath Kumar	Career Journey: From Campus to Corporate
2	G Vidya Sagar	Entrepreneurship: Building a Startup from Scratch
3	Arikatla Amarnath	Industry Insights: Trends and Challenges in IT industry
2022		
1	Arikatla Amarnath	Digital Marketing Strategies: Success Stories and Pitfalls
2	Yashwin Venkata Swami	Financial Planning and Investment Strategies for Young Professionals
3	Prabhakaran	Leadership Skills: Navigating the Path to Success
2023		
1	Kusum Kumari	Corporate Social Responsibility: Making a Difference
2	Ajay R	Innovation in Business: Lessons Learned from the Field
3	Kevin Priyadarshan	E-commerce Evolution: Lessons from the Frontlines
4	Vamsi Krishnam raju	Supply Chain Management: Optimizing Operations
5	Dinesh Kumar Rahul	International Business: Navigating Global Markets
6	Debasmita das	Human Resource Management: Strategies for Success
7	Anurag sharma	Marketing in the Digital Age: Strategies and Best Practices
8	Kinjal Jaiswal	Data Analytics: Leveraging Insights for Business Growth
9	Sagar prakash babu	Brand Management: Building and Sustaining a Strong Brand
10	Telagathoti Rushikesh	Sustainable Business Practices: Balancing Profit and Planet

Involvement in Curriculum development

Alumni play a crucial role in the holistic development of a curriculum, particularly in shaping syllabi and various aspects of educational programs. Their involvement offers a unique perspective rooted in practical experiences beyond academia. Alumni input aids in aligning syllabi with current industry trends and demands, ensuring relevance and applicability in real-world scenarios. Additionally, their insights contribute to enhancing the overall quality of education by infusing practical knowledge and relevant skill sets into the curriculum, preparing students more effectively for professional challenges."Table 9.3 presents the involvement of PGDM Alumni in Curriculum Development."

Chart 9.1 Alumni engage in Curriculum Development (BOS)

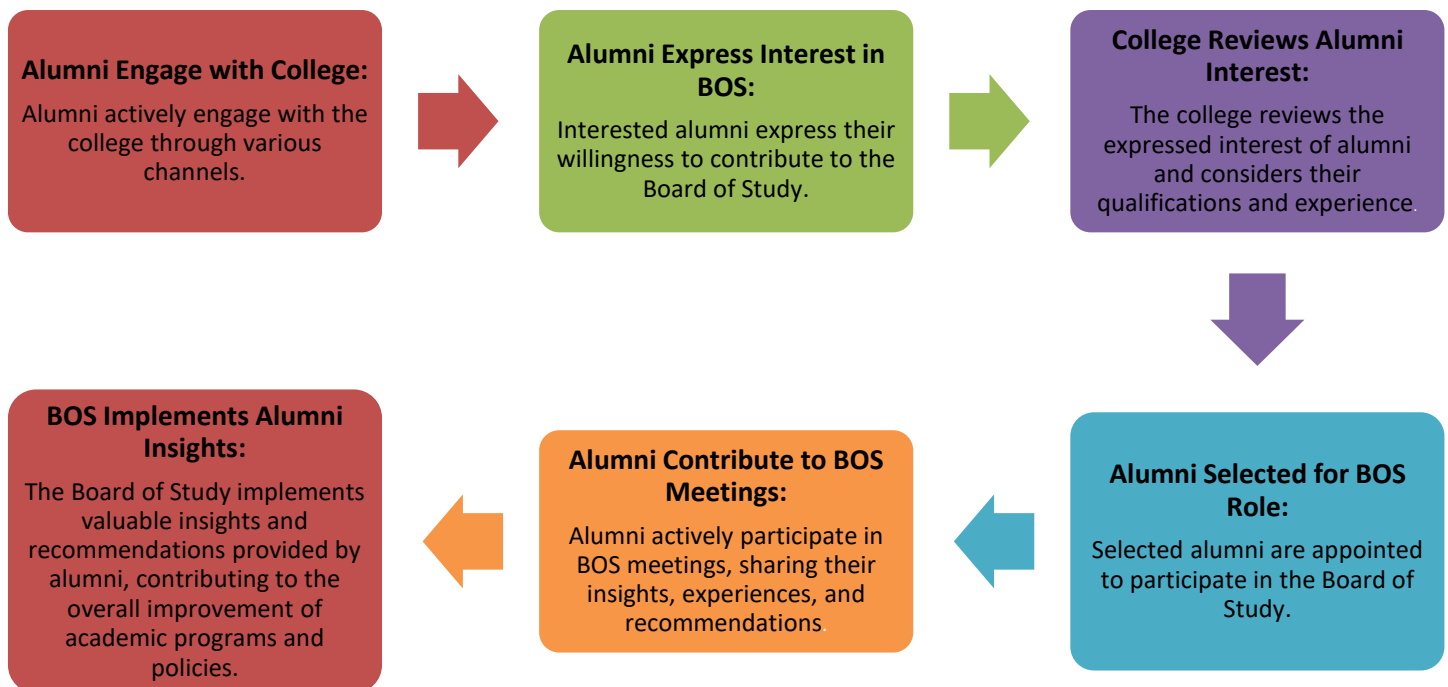


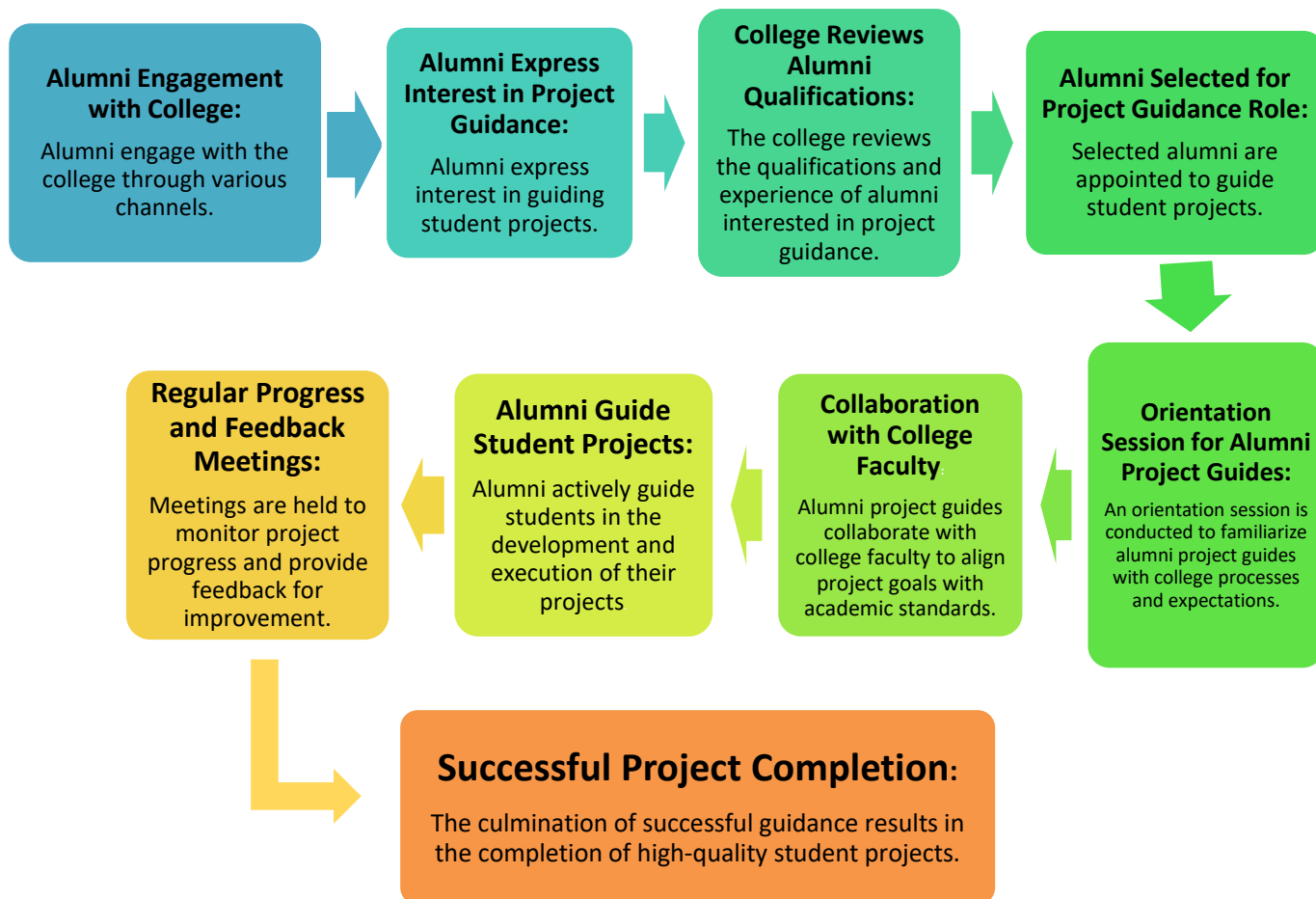
Table 9.3 List of Alumni in Curriculum Development (BOS)

SL.No	Name	Position in BOS	Year of BOS
1	Anushuman Greeshma	IIBS Alumni Member BOS	2018
2	Md. Izhar	IIBS Alumni Member BOS	2018
3	Subhakanta Sahoo	IIBS Alumni Member BOS	2018
4	Anushuman Greeshma	IIBS Alumni Member BOS	2019
5	Md. Izhar	IIBS Alumni Member BOS	2019
6	Subhakanta Sahoo	IIBS Alumni Member BOS	2020
7	Maheshwar Reddy	IIBS Alumni Member BOS	2020
8	Dinesh Kumar R	IIBS Alumni Member BOS	2021
9	Kusum Kumar	IIBS Alumni Member BOS	2021
10	Vadala Nikhil	IIBS Alumni Member BOS	2022
11	Anushuman Greeshma	IIBS Alumni Member BOS	2023
12	Dinesh Kumar R	IIBS Alumni Member BOS	2023
13	Kusum Kumari	IIBS Alumni Member BOS	2023

Project Guidance

Alumni play a significant role in guiding PGDM projects by offering valuable mentorship and practical insights to students. Leveraging their professional experiences, they provide guidance, advice, and industry perspectives, enriching the projects with real-world relevance and applicability. This involvement not only enhances the quality of the projects but also exposes students to current industry practices and trends, contributing to their overall learning and skill development. "Table 9.4 highlights the involvement of Alumni in Project Guidance."

Chart 9.2 Involvement of Alumni in Project Guidance



SL.No	Name
1	Sarath Kumar
2	G Vidya Sagar
3	Arikatla Amarnath
4	Arikatla Amarnath
5	Yashwin Venkata Swami
6	Prabhakaran
7	Kusum Kumari
8	Ajay R
9	Kevin Priyadarshan
10	Vamsi Krishnam raju
11	Dinesh Kumar Rahul
12	Debasmita das

13	Anurag sharma
14	Kinjal Jaiswal
15	Sagar prakash babu
16	Telagathoti Rushikesh
17	Sarath Kumar
18	G Vidya Sagar

Assistance in Entrepreneurship

The Alumni for Assistance program aims to support student entrepreneurship by providing guidance, orientation, and workshops. Through these initiatives, alumni share insights on how to navigate the entrepreneurial landscape, offering invaluable advice on overcoming obstacles and challenges commonly encountered in the startup journey. By leveraging their experiences and expertise, alumni empower students with the knowledge and tools necessary to embark on their entrepreneurial ventures confidently. This collaborative effort bridges the gap between academia and real-world entrepreneurship, fostering a supportive network that nurtures innovative ideas and fosters sustainable business growth.

Alumni can significantly aid students in entrepreneurship through various means:

Chart 9.3 Assistance in Entrepreneurship



- **Mentorship:** Providing guidance based on their own entrepreneurial experiences.
- **Networking:** Introducing students to valuable contacts and potential collaborators.
- **Resource Sharing:** Sharing insights, tools, and resources crucial for starting a venture.
- **Skill Development:** Offering workshops or sessions to enhance entrepreneurial skills.
- **Support and Advice:** Providing ongoing support and advice through the startup process.
- **Access to Opportunities:** Connecting students with funding sources, incubators, or investors.

Mentoring of the student

Alumni play a pivotal role in mentoring students throughout various stages of their academic journey. During orientation programs, alumni act as guides, offering insights and support to incoming students, helping them acclimate to the institution's environment. Additionally, during placement and training periods, alumni serve as mentors, providing valuable inputs to students, aiding in their preparation for placements, and sharing insights into various aspects beyond placements, contributing to their holistic development."

Table 9.6 highlights the involvement of Alumni mentoring

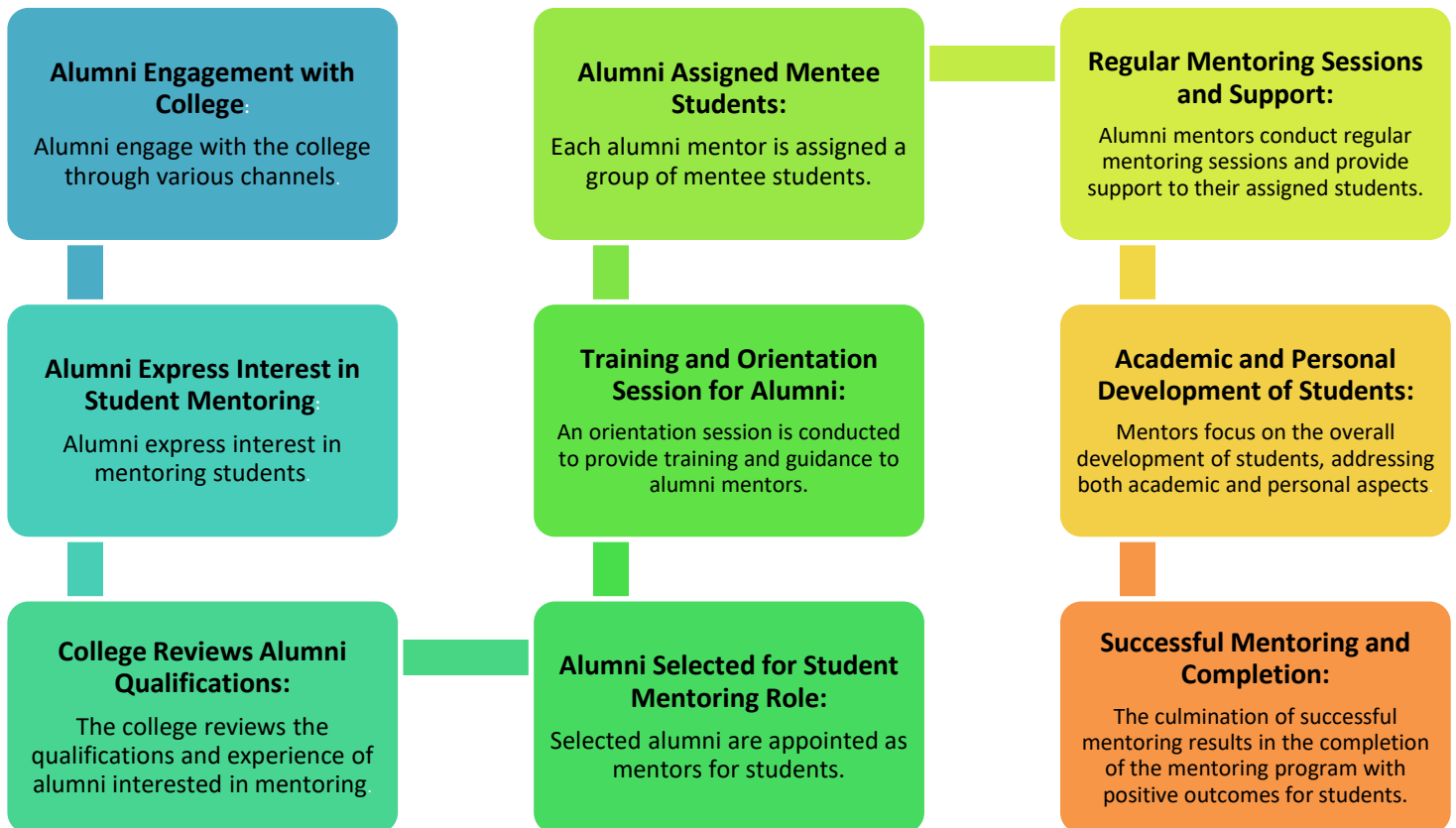


Chart 9.4 Involvement of Alumni in Mentoring

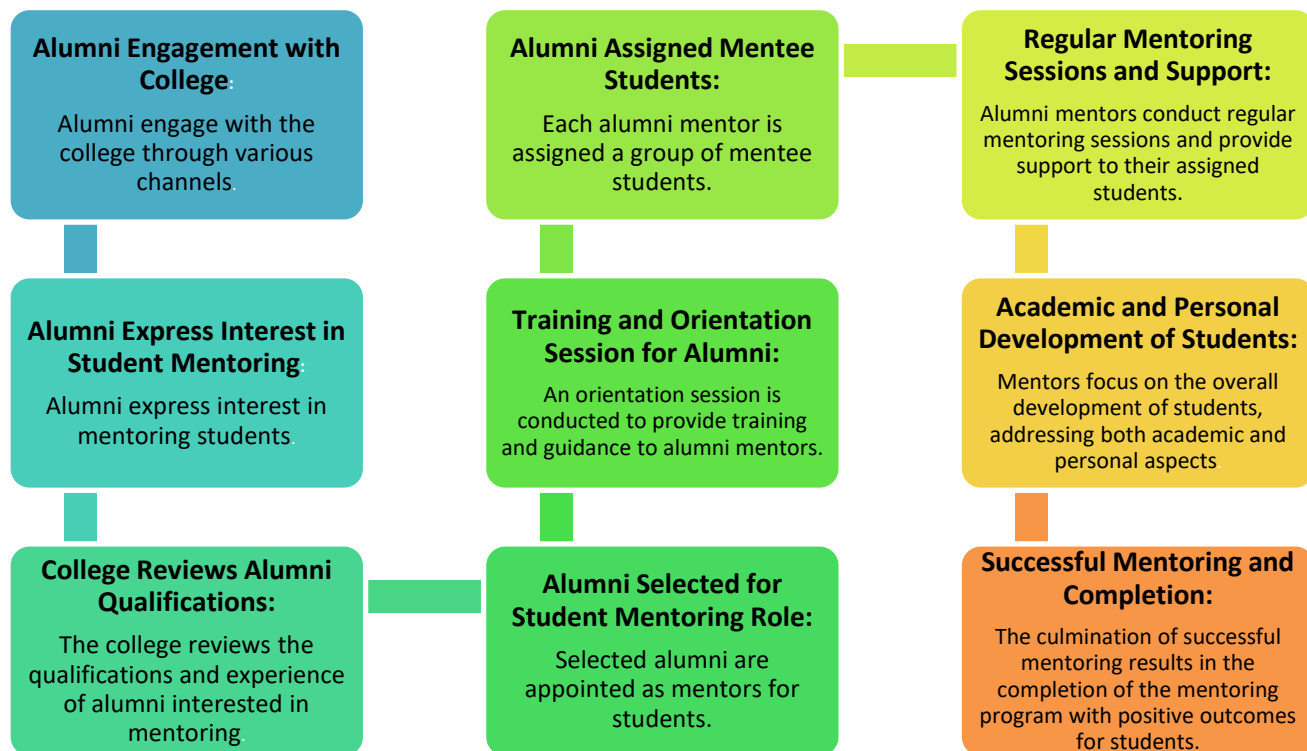


Table 9.6 Involvement of Alumni in Mentoring

SL.No	Name
1	Sarath Kumar
2	G Vidya Sagar
3	Arikatla Amarnath
4	Arikatla Amarnath
5	Yashwin Venkata Swami
6	Prabhakaran
7	Kusum Kumari
8	Ajay R
9	Kevin Priyadarshan
10	Vamsi Krishnam raju
11	Dinesh Kumar Rahul
12	Debasmita das

13	Anurag sharma
14	Kinjal Jaiswal
15	Sagar prakash babu
16	Telagathoti Rushikesh
17	Sarath Kumar
18	G Vidya Sagar

Assistance in Placement

Our alumni provide valuable assistance in entrepreneurship by offering references to students for their placements. They also conduct mock interviews to prepare students who are gearing up for job placements. Furthermore, they organize placement training programs, equipping students with the necessary skills and knowledge essential for securing placements or starting their entrepreneurial journeys."

Table 9.6 highlights the involvement of Alumni in Assistance in Placement

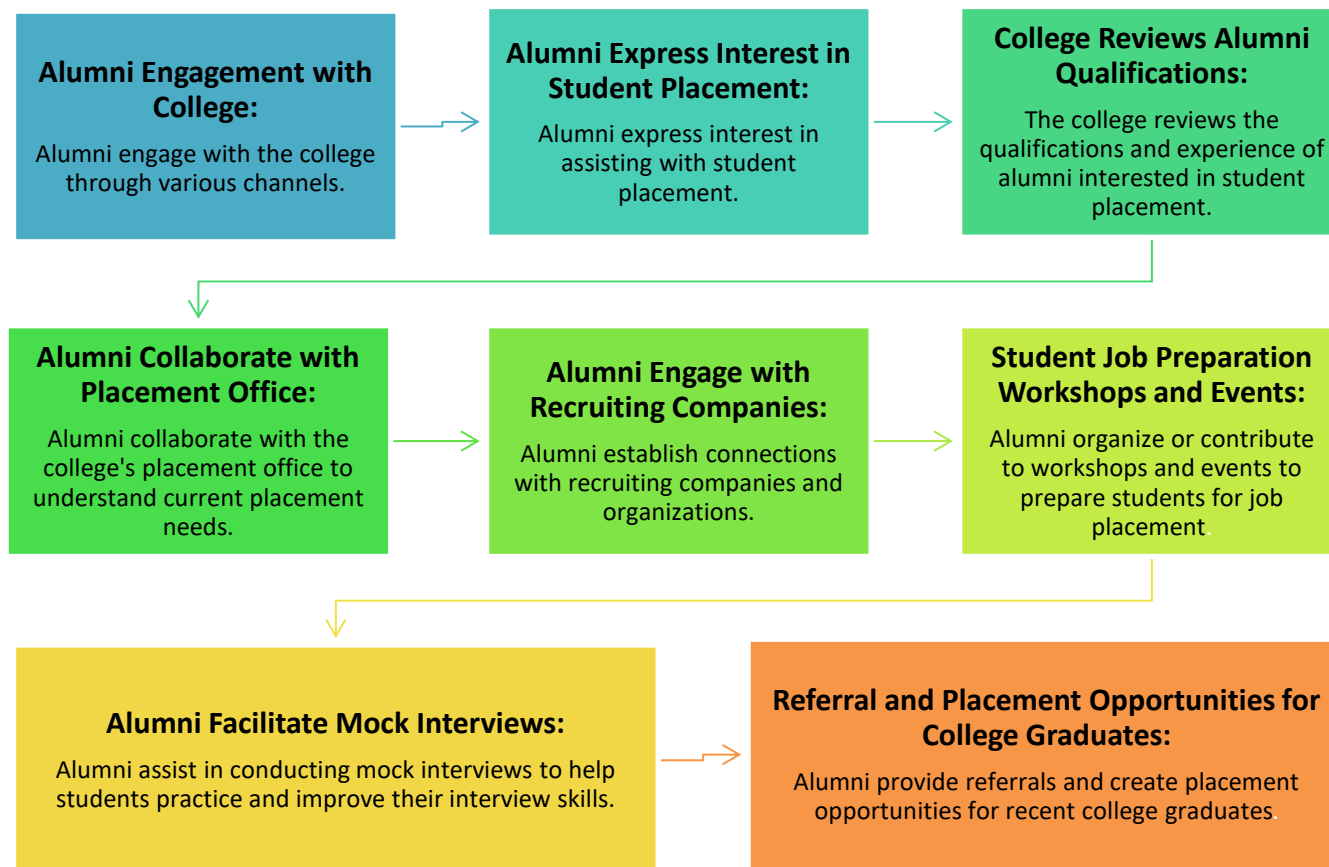


Table 9.6 Involvement of Alumni in Assistance in Placement

SL.No	Name	Purpose
1	Anushuman Greeshma	Networking + Referring + Communicating
2	Md. Izhar	Networking + Referring + Communicating
3	Subhakanta Sahoo	Networking + Referring + Communicating
4	Anushuman Greeshma	Networking + Referring + Communicating
5	Md. Izhar	Networking + Referring + Communicating
6	Subhakanta Sahoo	Networking + Referring + Communicating
7	Maheshwar Reddy	Networking + Referring + Communicating
8	Dinesh Kumar R	Networking + Referring + Communicating
9	Kusum Kumari	Networking + Referring + Communicating
10	Sarath Kumar	Networking + Referring + Communicating
11	G Vidya Sagar	Networking + Referring + Communicating
12	Arikatla Amarnath	Networking + Referring + Communicating
13	Arikatla Amarnath	Networking + Referring + Communicating
14	Yashwin Venkata Swami	Networking + Referring + Communicating
15	Prabhakaran	Networking + Referring + Communicating
16	Kusum Kumari	Networking + Referring + Communicating
17	Ajay R	Networking + Referring + Communicating
18	Kevin Priyadarshan	Networking + Referring + Communicating
19	Vamsi Krishnam raju	Networking + Referring + Communicating
20	Dinesh Kumar Rahul	Networking + Referring + Communicating
21	Debasmita das	Networking + Referring + Communicating
22	Anurag sharma	Networking + Referring + Communicating
23	Kinjal Jaiswal	Networking + Referring + Communicating
24	Sagar prakash babu	Networking + Referring + Communicating
25	Telagathoti Rushikesh	Networking + Referring + Communicating
26	Sarath Kumar	Networking + Referring + Communicating
27	G Vidya Sagar	Networking + Referring + Communicating

Resources Raised

In addition to their generous donations, tireless fundraising efforts, and ongoing support, our alumni have also contributed books as a valuable resource to the college, enriching our library collections and providing students and faculty with access to a wide range of academic materials and knowledge, thus further enhancing the educational experience for current and future generations of learners, while underscoring their steadfast commitment to the advancement of education and reinforcing the enduring bond between alumni and their alma mater.

Table 9.7 Resource raised From Alumni

Sl.No	Tittle	Author	Donated By	Batch
1	Cost and Accounting	R S N Pillai	Mr. Prabhakaran	2016-18
2	Projects	Prasanna Chandra	Mr. Easwar Sankrithiyan	2017-19
3	Personality Development and Career Management (A Pragmatic Perspective)	R M Onkar	Mr. Dandu Vamsi Krishna Raju	2018-20
4	Body Language Your Success	Shalini Verma	Mr. Anurag Sharma	2018-20
5	Macro Economics for Business Decisions	M Muniraju S K Podder	Manikandan J	2018-20
6	International Financial Management	V A Avadhani	Bangalore Sowmya	2018-20
7	Business Environmental Text and Cases	Francis Cherunilam	Suniti Das	2019-21

9.3 Methodology to Connect with Alumni and Its Implementation (15) (15)

The strategy to engage alumni involves a multifaceted approach aimed at fostering enduring connections with graduates. Central to this methodology is the establishment and utilization of an Alumni Portal, serving as a digital platform for alumni to stay connected with their alma mater, access resources, and engage in networking opportunities. Additionally, maintaining a comprehensive database is essential for efficiently managing alumni information and communication channels, ensuring timely updates and personalized interactions. Complementing these digital initiatives are alumni meets, organized at regular intervals, which provide invaluable opportunities for face-to-face interactions, fostering a sense of belonging and community among alumni members.

The frequency of these meetings plays a pivotal role in sustaining alumni engagement, with regular gatherings facilitating ongoing connections and reinforcing ties with the institution. Moreover, the establishment of alumni chapters further enhances localized engagement, enabling alumni to stay connected and involved within their respective regions. Alongside physical interactions, the distribution of newsletters serves as a means to keep alumni informed about institutional updates, achievements, and upcoming events, fostering ongoing communication and fostering a sense of pride and involvement among alumni. This comprehensive approach underscores the institution's commitment to nurturing meaningful relationships with its alumni community and leveraging their support for mutual benefit and advancement.

Alumni Portal

The IIBS Alumni Portal is central to fostering a strong bond between the International Institute of Business Study (IIBS) and its graduates. It serves as a hub for networking, enabling alumni to connect, share insights, and mentor current students. Additionally, the portal provides career development resources such as job opportunities and industry updates, enhancing the professional growth of its members. By showcasing alumni achievements, it boosts the institution's reputation, attracting new students and nurturing a sense of pride among graduates. In essence, the IIBS Alumni Portal plays a vital role in maintaining a dynamic and mutually beneficial relationship between the institution and its former students.

IIBS Alumni Association (IAA)

About IAA

We are the Alumni Association of the IIBS. We provide a common platform for the alumni of the institute to reach out to other alumni across various years, batches & campuses. IAA Membership links you to a strong network of 5,000+ members around the globe. A vast network of professionals and offer you endless opportunities to connect, build relationships, participate and continue to learn from the IAA.

Support the current students of IIBS Bangalore through different mentoring opportunities either by being a part of on-campus lectures, provide internships, recruit fresh graduates, present career programs, etc.

Our Mission

Alumni Service Purpose

IIBS Student/Alumni Inquiry Form

We will contact soon after submitted to set up a meeting to discuss your request.

Name:

Email:

Subject:

3 + 4 = ?

Message:

SEND MESSAGE

IIBS Bangalore Airport Campus
(Approved by AICTE-New Delhi)
Address: #75, Muthugadishalli, Bangalore North Jala Hobli
Near International Airport, Bangalore-562157
Mobile: 9686415333, 9620248214, Email: admission@iibsonline.com

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<https://www.iibsonline.com/life-at-iibs/alumni-chapter>

Data Base

The Alumni Database from 2018 to the present, highlighted in table 9.8, is crucial for tracking graduates' professional journeys, assessing academic programs, and identifying trends. This resource facilitates networking, mentorship, and ongoing engagement with the alumni community. It plays a key role in showcasing past graduates' successes, enhancing the institution's reputation, and attracting prospective students. In summary, the data in table 9.8 is vital for institutional growth, community building, and strategic decision-making.

Table 9.8 Data Base of Alumni

SL.No	Year	No of Alumni Registered
1	2021	123
2	2022	112
3	2023	153
Total		388

Alumni Meet

Within IIBS, the regular conduct of an annual alumni meet and monthly meetings is a fundamental aspect of our ongoing commitment to fostering consistent interaction and engagement with our esteemed graduates. Notably, we extend our outreach internationally by organizing an annual international alumni meet, with detailed information provided in the accompanying **table 9.9**. This comprehensive table serves to encapsulate all pertinent details pertaining to these events, thereby affirming our dedication to maintaining robust connections with our global alumni community. These structured initiatives offer a professional platform for networking, experience-sharing, and the fortification of the global network of IIBS graduates. As highlighted in this report, these endeavors contribute significantly to cultivating a vibrant and enduring relationship between our institution and its alumni.

Table 9.9 Detail of Alumni Meet

1	2019	Bangalore	10	Yearly meeting
2	2020	Bangalore	23	Yearly meeting
3	2021	Bangalore	44	Yearly meeting
4	2022	Bangalore	43	Yearly meeting
5	2023	Bangalore	58	Yearly meeting

Frequency of meetings of Alumni Meet

IIBS maintains an active and diverse approach to alumni engagement with a strategic frequency of events. Annually, the institution hosts a physical alumni meet, providing an in-person platform for graduates to reconnect and network. Additionally, monthly virtual meetings are conducted to ensure regular and accessible interaction. Furthermore, IIBS emphasizes global connectivity by organizing an international alumni meet annually. This multi-faceted approach reflects our commitment to fostering ongoing connections, both locally and globally, and providing varied opportunities for alumni to stay engaged with the institution and with each other

Table 9.9 Frequency of meetings

SL.No	Year	Frequency of Meeting	Venue
1	2021	Once in a year	Zoom Platform
2	2022	Once in a year	Lalith Ashok Bangalore
3	2023	Once in a year	Club Cubana Bangalore

Alumni Chapter

IIBS organizes an alumni meet chapter in Dubai, offering a dedicated platform for graduates to connect and engage. This Dubai Chapter underscores our commitment to fostering strong ties with our alumni community in the region, providing them with opportunities to network, share experiences, and stay connected with the ongoing developments at IIBS. This initiative reflects our global perspective and commitment to sustaining meaningful relationships with our alumni beyond geographical boundaries.

Table 9.9 Alumni Chapters

SL.No	Year	Venue	Participants
1	2018	Dubai (UAE)	30
2	2023	Dubai (UAE)	17

9.3.6 Newsletter

In the IIBS newsletter, we comprehensively highlight the dynamic activities and achievements of our esteemed alumni. The newsletter serves as a vibrant platform where we showcase the outcomes of alumni meetings, both on and off-campus. Additionally, we provide updates on the noteworthy accomplishments of our alumni, both professionally and in their contributions to the institution. A detailed display of this information is available in **Table 9.12**, encapsulating the remarkable achievements and contributions made by our alumni to the growth and success of our institution. This newsletter reinforces our pride in the accomplishments of our graduates and strengthens the sense of community within the IIBS network.

Chart 9.7 "Alumni Impact: Contributions, Functions, and Achievements in the IIBS Alumni Newsletter"

- [NBA Supporting Document\9.3.6 News Letter\NEWS LETTER 2018 1 SAMPLE.pdf](#)
- [NBA Supporting Document\9.3.6 News Letter\News letter 2018 3 edition ppt.pdf](#)
- [NBA Supporting Document\9.3.6 News Letter\News letter 2019.pdf](#)
- [NBA Supporting Document\9.3.6 News Letter\News letter 2021 1st Edition.pdf](#)
- [NBA Supporting Document\9.3.6 News Letter\News letter 2021 2nd Edition-2.pdf](#)

CRITERION 10	Continuous Improvement	50
Self Assessment Marks		48

10.1 Actions taken based on the results of evaluation of each of the POs and PSOs (20) (20)

a. Program Outcomes (POs) are defined as below: A management postgraduate should be able to

PO1: Apply knowledge of management theories and practices to solve business problems.

- Mastering management theories and their application in addressing complex business challenges.

PO2: Foster Analytical and critical thinking abilities for data-based decision making.

- Enhancing analytical and critical thinking for making informed decisions based on data.

PO3: Ability to develop value-based leadership ability.

- Cultivating leadership with a foundation in ethical values and integrity.

PO4: Ability to understand, analyse and communicate global, economic ,legal and ethical aspects of business.

- Navigating global business environments with an understanding of economic, legal, and ethical dimensions.

PO5: Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

- Leading and collaborating effectively to achieve organizational objectives.

PO6: Exhibit proficiency in applying advanced quantitative and qualitative research methodologies, allowing them to critically evaluate data, make evidence-based decisions, and contribute to the continuous improvement of organizational processes.

- Applying rigorous quantitative and qualitative research methods to inform decision-making and foster organizational improvement.

PO7: Demonstrate expertise in resolving business problems that may arise due to the advancement of the management concepts and engage in lifelong learning.

- Solving emerging business problems through advanced management knowledge and a commitment to lifelong learning.

PO 8: Build proficiency in utilizing modern business technologies and tools, understanding their impact on business operations, and leveraging them for strategic advantage.

- Leveraging modern technologies and tools for strategic business advantages.

b. Program Specific Outcomes (PSOs) are defined as below: A management postgraduate should be able to

PSO1: Apply the fundamental understanding of management sciences in order to tackle the challenging business issues.

- Utilizing core management principles to address and resolve pressing business issues.

PSO2: Instill the capacity for acquiring multidimensional knowledge via experiential learning, research, analysis, problem solving abilities through case Study, projects, industrial training and apply necessary tools to solve the problems.

- Acquiring diverse knowledge through hands-on learning, research, and analytical problem-solving to tackle real-world challenges.

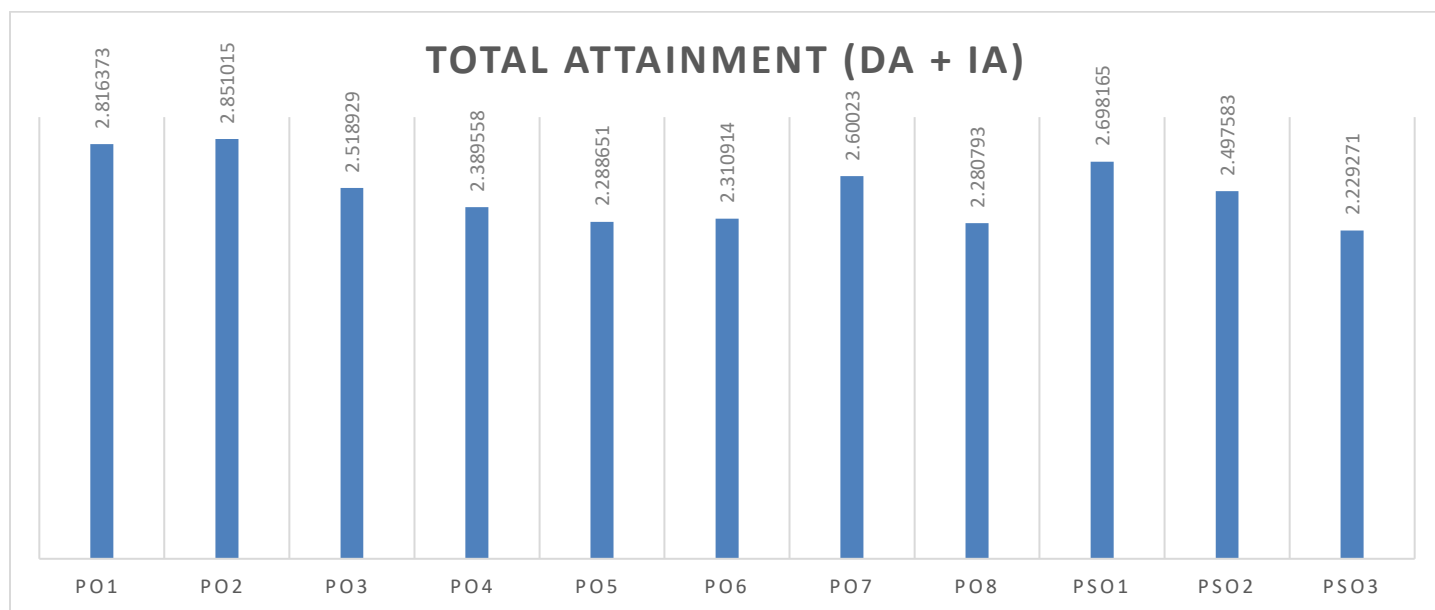
PSO3: Demonstrate the practice of professional ethics and standards for societal and environmental well-being.

- Upholding professional ethics, contributing to societal well-being, and promoting sustainable practices.

The International Institute of Business Study (IIBS) is dedicated to enhancing the quality of its academic offerings through a steadfast commitment to continuous improvement. Recognizing the critical role of placements in the institute's success and the indispensable value of knowledge in securing these placements, IIBS conducts rigorous assessments across all courses. This approach meticulously evaluates Course Outcomes (COs), Program Outcomes (POs), and Program Specific Outcomes (PSOs), ensuring that academic programs are not only aligned with industry requirements but also equip students with the necessary skills and knowledge to excel in their careers.

2019-2021

PO/PSO	Direct attainment	Indirect attainment	Total	Gap	Action
			Attainment		
PO1	2.356373	0.46	2.816373	-0.51637	Attained
PO2	2.351015	0.5	2.851015	-0.55102	Attained
PO3	2.018929	0.5	2.518929	-0.21893	Attained
PO4	1.829558	0.56	2.389558	-0.08956	Attained
PO5	1.708651	0.58	2.288651	0.011349	Continuous Improvement
PO6	1.830914	0.48	2.310914	-0.01091	Attained
PO7	2.06023	0.54	2.60023	-0.30023	Attained
PO8	1.680793	0.6	2.280793	0.019207	Continuous Improvement
PSO1	2.178165	0.52	2.698165	-0.39817	Attained
PSO2	1.957583	0.54	2.497583	-0.19758	Attained
PSO3	1.709271	0.52	2.229271	0.070729	Continuous Improvement



Based on the provided data for the batch 2019 - 2021 regarding direct and indirect attainment of various Performance Objectives (POs) and Program Specific Objectives (PSOs), an analysis reveals the following:

The attainment level (batch 2019 – 2021) for both POs and PSOs has been capped at 2.3. upon calculating the CO PO attainment, two POs have not been attained, and one PSO has not been attained.

- Upon reviewing the POs and their total attainment scores:
 - PO5 and PO8 are identified as the objectives not fully attained, since their total scores are above the cap of 2.3, which are 2.288651 and 2.280793 respectively. It is noteworthy that these scores are marginally below the cap, reflecting a near attainment and suggesting that with minor continuous improvement, the objectives may be reached.
 - **PO5:** Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.
 - Leading and collaborating effectively to achieve organizational objectives.
 - **PO 8:** Build proficiency in utilizing modern business technologies and tools, understanding their impact on business operations, and leveraging them for strategic advantage.
 - Leveraging modern technologies and tools for strategic business advantages.
 - Both PO5 and PO8 have been marked for 'Continuous Improvement', indicating that while they did not meet the attainment threshold, efforts are taken to address these gaps.
 - In the case of the PSOs, they all appear to have been attained, with the total attainment scores being below the cap of 2.3. However, PSO3 has a positive gap showing that it has not exceeded the target by 0.070729, which suggests falls into the category of 'Continuous Improvement'.

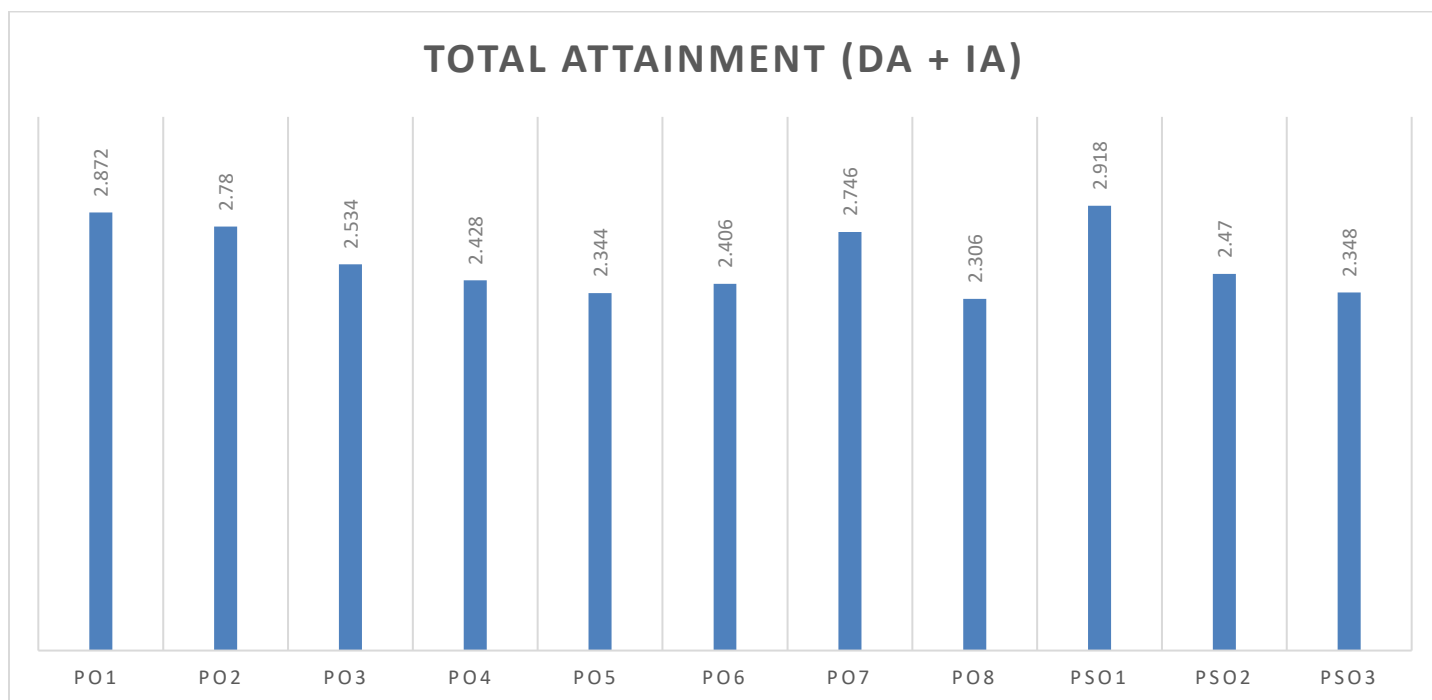
Action Taken:

- Action for PO5 (Ability to lead and contribute to team environments):
 - Implement a leadership development program focusing on team collaboration, conflict resolution, and effective communication.
 - Encourage team-based projects that align with organizational goals, allowing students to practice and enhance their leadership skills.
 - Provide opportunities for students to receive feedback on their leadership abilities from peers and faculty.
- Action for PO8 (Proficiency in modern business technologies and tools):
 - Introduce hands-on workshops and training sessions focused on the latest business technologies and analytical tools.
 - Forge partnerships with technology firms to offer students insights into practical applications of these tools in a business context.
 - Encourage case study analyses where these tools can be applied to solve real-world business problems and create strategic advantages.
- Action for PSO3 (Practice of professional ethics, societal well-being, and environmental sustainability):
 - Promote involvement in community service and sustainability projects that allow students to engage with these ethical and societal challenges directly.

BATCH: 2020-2022

PO/PSO	Direct attainment	Indirect attainment	Total	Gap	Action
			Attainment		
PO1	2.392	0.48	2.872	-0.572	Attained
PO2	2.36	0.42	2.78	-0.48	Attained
PO3	2.12	0.414	2.534	-0.234	Attained
PO4	1.968	0.46	2.428	-0.128	Attained
PO5	1.864	0.48	2.344	-0.044	Attained
PO6	1.944	0.462	2.406	-0.106	Attained

PO7	2.216	0.53	2.746	-0.446	Attained
PO8	1.864	0.442	2.306	-0.006	Attained
PSO1	2.384	0.534	2.918	-0.618	Attained
PSO2	2.024	0.446	2.47	-0.17	Attained
PSO3	1.92	0.428	2.348	-0.048	Attained



The data for the batch 2020-2022 indicates that all Program Objectives (POs) and Program Specific Objectives (PSOs) have been achieved, with total scores above the attainment level of 2.3. The total attainment figures for each PO and PSO exceed the set attainment level, reflecting successful educational strategies and execution.

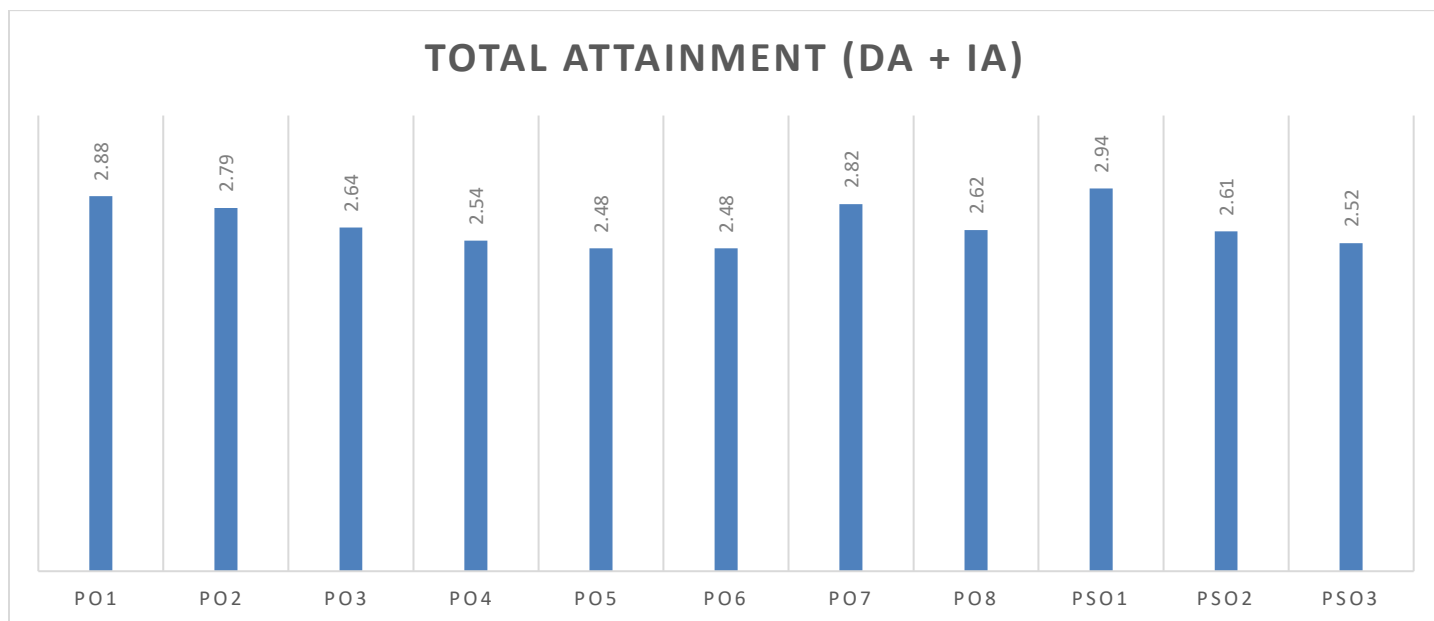
Although the text indicates that all objectives have been achieved, if the attainment level is strictly capped at 2.3 for the batch 2020-2023, as it was for the previous year, then the following actions might still be recommended:

- For PO1, PO7, and PSO1, which have a notably higher performance (with total scores of 2.872, 2.746, and 2.918 respectively), actions can be geared toward maintaining the standards of excellence. This might involve reinforcing the current curriculum and learning methodologies, as well as integrating advanced materials or Study to challenge and stimulate high-achieving students.
- For objectives like PO8 and PSO3, which narrowly attained the targets (with total scores of 2.306 and 2.348 respectively), the program can aim to increase the margin of attainment. This would ensure a safer buffer to accommodate variations in student performance and changes in learning conditions year-over-year.

BATCH: 2021-2023

PO/PSO	Direct attainment	Indirect attainment	Total	Gap	Action
			Attainment		
PO1	2.32	0.464	2.88	-0.48	Attained

PO2	2.26	0.5	2.79	-0.39	Attained
PO3	2.14	0.5	2.64	-0.24	Attained
PO4	1.98	0.56	2.54	-0.14	Attained
PO5	1.9	0.58	2.48	-0.08	Attained
PO6	2	0.48	2.48	-0.08	Attained
PO7	2.28	0.54	2.82	-0.42	Attained
PO8	2.02	0.6	2.62	-0.22	Attained
PSO1	2.31	0.52	2.94	-0.54	Attained
PSO2	2.07	0.54	2.61	-0.21	Attained
PSO3	2	0.52	2.52	-0.12	Attained

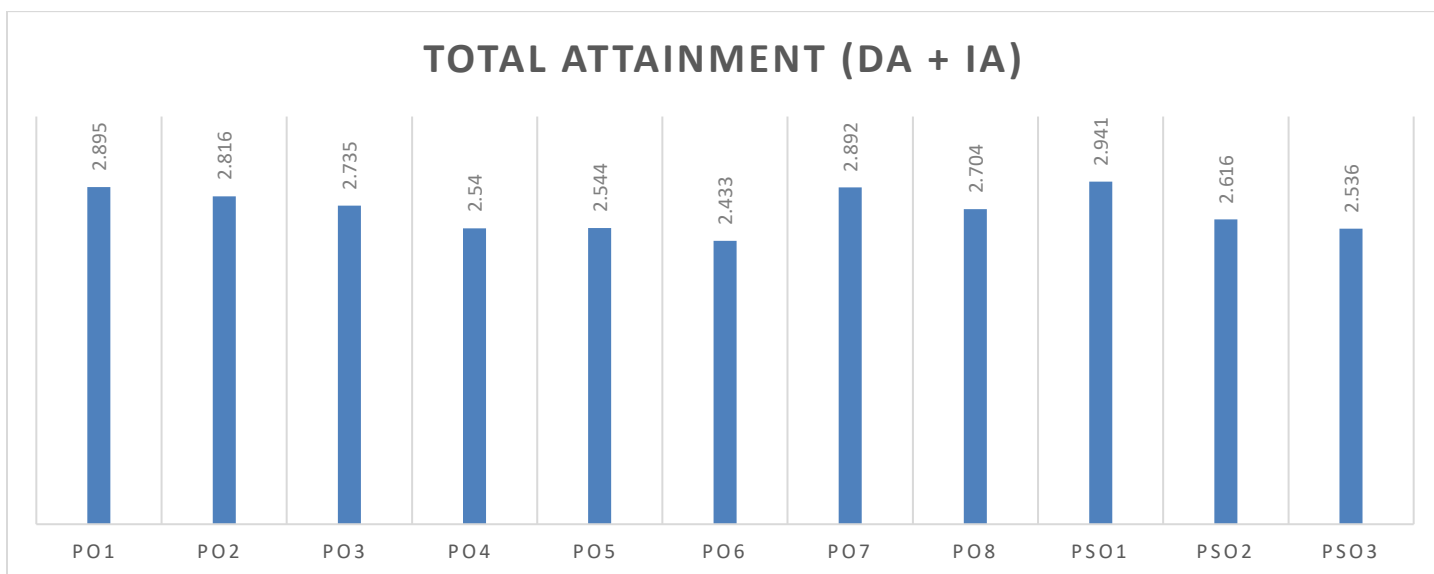


For the batch 2021-2023, the updated attainment target was set to 2.4, as opposed to the previous year's target of 2.3. Since the attainment cap was raised to 2.4, all the data show that the total attainments of the listed POs and PSOs comfortably exceed the revised cap, indicating strong performance across the board. None of the objectives fall short of the new attainment cap, showing an improvement from the previous batch and demonstrating that the actions taken were effective in exceeding the minimum attainment target.

2022-24

PO/PSO	Direct attainment	Indirect attainment	Total	Gap	Action
			Attainment		
PO1	2.375442	0.52	2.895	-0.395	Attained
PO2	2.316093	0.5	2.816	-0.316	Attained
PO3	2.234791	0.5	2.735	-0.235	Attained
PO4	1.959553	0.58	2.54	-0.04	Attained
PO5	1.951634	0.592	2.544	-0.044	Attained
PO6	1.953136	0.48	2.433	0.067	Continuous Improvement
PO7	2.352014	0.54	2.892	-0.392	Attained
PO8	2.104	0.6	2.704	-0.204	Attained
PSO1	2.352917	0.588	2.941	-0.441	Attained
PSO2	2.056	0.56	2.616	-0.116	Attained

PSO3	1.976263	0.56	2.536	-0.036	Attained
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For the batch 2022-2024, the updated attainment target was set to 2.5, as opposed to the previous year's target of 2.4. Since the attainment cap was raised to 2.5, all the data show that the total attainments of the listed POs and PSOs comfortably exceed the revised cap other than PO6.

Acknowledging that the attainment target for the batch 2022-24 has been set at 2.5 and PO6 has not been attained, the following actions are suggested to address this gap:

- **Curriculum Enhancement:** Review and update the curriculum content for courses related to quantitative and qualitative research methodologies to ensure they are up-to-date with the latest standards and practices in the field. Include new and emerging research techniques that are being adopted in organizational settings as certification courses.
- **Workshops and Seminars:** Organize workshops and extra-curricular seminars led by experts in research methodology to provide hands-on experience in advanced quantitative and qualitative techniques.
- **Faculty Training:** Attending at least 2 FDPs with a minimum of 6 days is made mandatory.
- **Feedback Mechanisms:** Implement a structured feedback mechanism where students can reflect upon and discuss the challenges they face in applying research methods, allowing for continuous course and teaching method improvement.

By integrating these actions, the program hopes to boost the proficiency of students in quantitative and qualitative research methodologies to ensure that the attainment target of 2.5 is achieved for PO6 in the future batches.

PO/PSO	2019-2021	2020-2022	2021-2023	2022-2024
PO1	2.816373	2.872	2.88	2.895
PO2	2.851015	2.78	2.79	2.816
PO3	2.518929	2.534	2.64	2.735
PO4	2.389558	2.428	2.54	2.54
PO5	2.288651	2.344	2.48	2.544
PO6	2.310914	2.406	2.48	2.433
PO7	2.60023	2.746	2.82	2.892
PO8	2.280793	2.306	2.62	2.704
PSO1	2.698165	2.918	2.94	2.941
PSO2	2.497583	2.47	2.61	2.616

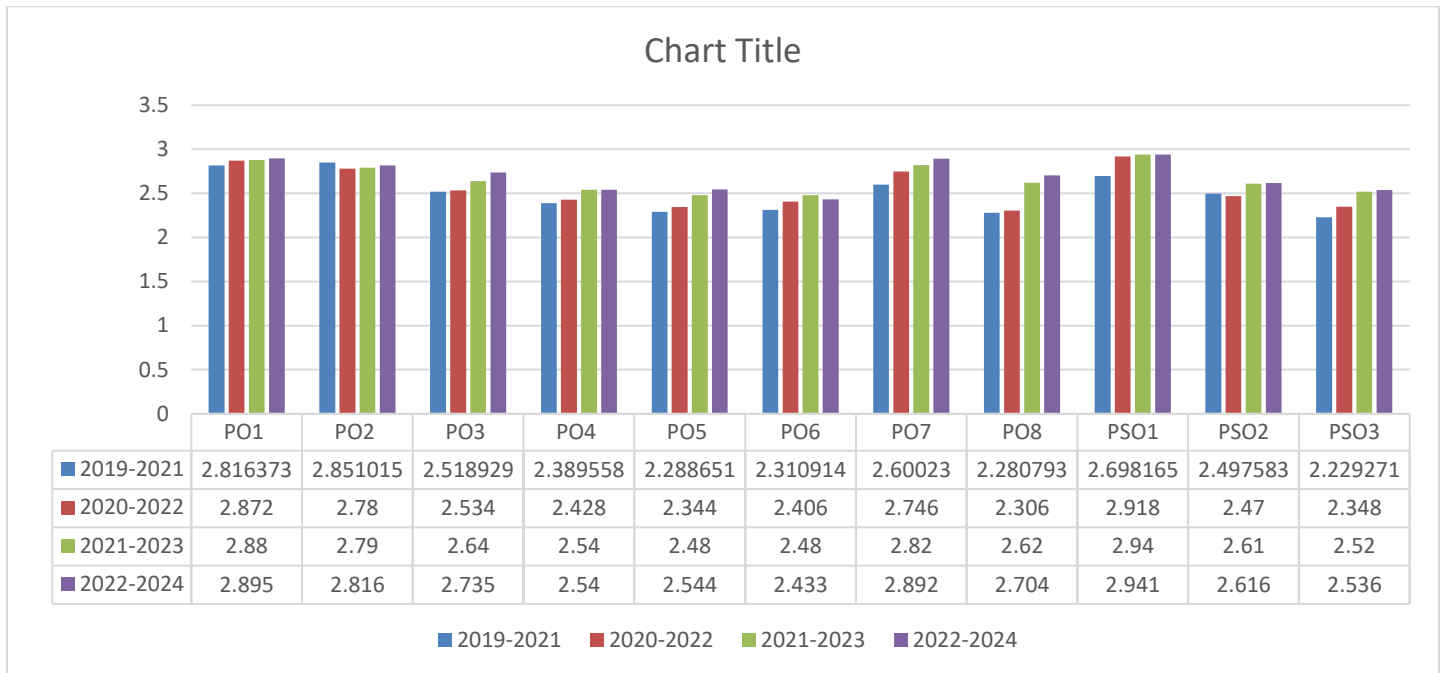
PSO3

2.229271

2.348

2.52

2.536



Trend Analysis since 2019 to 2024:

- PO1: Starting at 2.816373 in 2019-2021, there has been a consistent upward trend in attainment, reaching 2.895 in 2022-2024. This gradual improvement showcases increased proficiency over the years.
- PO2: Despite a dip in 2020-2022, the trend corrects upward in the following years, with the latest attainment being 2.816. This indicates a recovery and continued effort in improvement.
- PO3: There has been a steady increase in the score from 2.518929 in 2019-2021 to 2.735 in 2022-2024, reflecting sustained advancement in this objective.
- PO4: Attainment has shown a growth from 2.389558 to 2.54 in 2021-2023 and remained steady at 2.54 in 2022-2024, suggesting that a plateau of high performance has been reached.
- PO5: This shows a clear trend of improvement from an initial 2.288651 to 2.544, indicating effective continuous improvement strategies have been employed.
- PO6: Here, the score initially increased but then dropped slightly in 2022-2024 to 2.433. While there has been general improvement since 2019-2021, this suggests a need for targeted actions to address the recent decline.
- PO7: The consistent upward trend from 2.60023 to 2.892 indicates significant continuous improvement, with scores rising well above the target.
- PO8: Starting at 2.280793, there's been a marked increase, particularly from 2021-2023 where it jumped to 2.62 and further to 2.704, showing progressive enhancement.
- PSO1: This score has seen substantial growth from 2.698165 in 2019-2021 to 2.941 in 2022-2024, signifying strong and steady improvement across the batches.
- PSO2: The score dropped slightly in 2020-2022 but then increased again over the next years to 2.616, indicating an overall upward trend.
- PSO3: This objective displays a consistent upward climb from 2.229271 in 2019-2021 to 2.536 in 2022-2024, representing continual progress made.

Almost all POs and PSOs show an upward trajectory over the four years, with the notable exception being PO6 in the last time, reminding that continuous improvement efforts should remain vigilant and responsive to any indicators of decline. Overall, however, the trends suggest effective strategies have been in place to enhance and

consistently improve upon past performances in various objectives.

PO/PSO	Action Plan	Description	Actions
PO1	Continuous Improvement	Mastering management theories and their application in addressing complex business challenges.	Curriculum interventions, Roll out new specializations aligned with business needs, Support system incentives for working with industry, Enhance the usage of learning management systems, online, social, and experiential learning, Encourage value-added certification courses for faculty.
PO2	Continuous Improvement	Enhancing analytical and critical thinking for making informed decisions based on data.	Incorporating critical thinking-oriented review questions, increasing self-directed learning components such as seminar mode in courses, Curriculum interventions to strengthen analytical skills.
PO3	Continuous Improvement	Cultivating leadership with a foundation in ethical values and integrity.	Addition of focused case Study and management games on leadership, Developing leadership workshops and mentoring programs.
PO4	Continuous Improvement	Navigating global business environments with an understanding of economic, legal, and ethical dimensions.	Corporate Finishing School to improve communication skills, global etiquettes, and manners, Integration of global business environment Study in the curriculum.
PO5	Continuous Improvement	Leading and collaborating effectively to achieve organizational objectives.	Individual Capacity Building (ICB) training, Group projects and interaction with visiting corporate faculty, Teamwork and leadership skill development programs.
PO6	Continuous Improvement	Applying rigorous quantitative and qualitative research methods to inform decision-making and foster organizational improvement.	Enhancing research methodology components in the curriculum, Offering workshops on quantitative and qualitative research methodologies.
PO7	Continuous Improvement	Solving emerging business problems through advanced management knowledge and a commitment to lifelong learning.	Incorporating advanced management concepts, Promoting lifelong learning strategies and continuous education programs.
PO8	Continuous Improvement	Leveraging modern technologies and tools for strategic business advantages.	Integrating modern business technologies and tools into the curriculum, Offering training on the latest business software and analytical tools.
PSO1	Continuous Improvement	Utilizing core management principles to address and resolve pressing business issues.	Core management principles in the curriculum, Practical case Study and problem-solving sessions.
PSO2	Continuous Improvement	Acquiring diverse knowledge through hands-on learning, research, and analytical problem-solving to tackle real-world challenges.	Experiential learning, research projects, case Study, and industrial training, Tools and techniques application workshops.
PSO3	Continuous Improvement	Upholding professional ethics, contributing to societal well-being, and promoting sustainable practices.	Embedding professional ethics and sustainability in the curriculum, Ethics workshops and community service projects.

Criteria 10.2	Academic Audit & Action Taken Report	10
Self-Assessment		10

The Internal Quality Assurance Cell (IQAC) plays a pivotal role in the maintenance and enhancement of quality in an institution's operations. Established with the purpose of creating systems and benchmarks, IQAC facilitates

both internal and external processes to uphold quality standards. The focus remains on a multitude of areas including:

- Tools and Guidelines Development: Crafting strategies for quality improvement at various institutional levels.
- Monitoring and Evaluation: Implementing comprehensive systems for internal and external review to maintain process integrity.

The chief objectives of the IQAC encapsulate:

- Continuous Improvement: Instituting mechanisms for ongoing, dynamic, and catalytic improvement in academic and administrative domains.
- Quality Culture: Embedding a culture of quality within the institution's ethos.
- Best Practices: Advocating the adoption and normative integration of superior practices institution wide.

Academic Audit:

The objectives of an academic audit are primarily focused on assessing and improving the quality of education within an academic institution. While specific objectives can vary depending on the institution and its goals, common objectives include:

1. Quality Assurance: To ensure that the academic programs and services meet certain quality standards and are in line with the institution's mission and goals. This includes evaluating the effectiveness of teaching methods, course content, and the achievement of learning outcomes.
2. Enhancement of Teaching and Learning: To identify strengths and weaknesses in the curriculum, teaching methods, and learning resources, with the aim of enhancing the overall teaching and learning experience for both faculty and students.
3. Accountability: To provide accountability to stakeholders, including students, parents, government bodies, and accrediting agencies, regarding the institution's performance and use of resources.
4. Curriculum Development: To review and assess the relevance, coherence, and progression of the curriculum to ensure it meets the current and future needs of students and aligns with industry standards and expectations.
5. Faculty Development: To identify opportunities for faculty development and support, ensuring that instructors are well-qualified, effectively supported, and engaged in continuous professional development.
6. Resource Allocation: To assess the adequacy and effectiveness of the physical, financial, and technological resources available to students and faculty, and to inform decision-making regarding resource allocation.
7. Continuous Improvement: To establish a culture of continuous improvement by regularly reviewing and updating academic programs, policies, and procedures based on audit findings.
8. Compliance with Standards and Regulations: To ensure that the institution complies with national and international standards and regulations for higher education.
9. Student Support Services: To evaluate the effectiveness of student support services, including advising, counselling, and extracurricular activities, in enhancing the student experience and supporting student success.
10. Research and Innovation: In some cases, to assess the quality and impact of research and innovation activities within the institution, ensuring they contribute to the institution's mission and enhance its reputation.

Academic Audit - IIBS

IIBS has a comprehensive framework for conducting both internal and external academic audits within an educational institution, focusing on various criteria and areas of evaluation. This structured approach is aimed at ensuring the quality and relevance of academic programs, incorporating feedback mechanisms, and fostering continuous improvement. Here's a summarized analysis and suggestions for further improvement:

Summary of the Audit Framework

- **Quarterly Internal Audit:** Academic Audit is conducted once in every 3 months led by the Academic Director.
- **Annual External Audit:**
- **Annual Internal Audit:** Conducted by an internal committee led by the Academic Director, focusing on curriculum design, evaluation processes, stakeholder feedback, and more.
- **Annual External Audit:** Performed by an external resource person, enhancing objectivity, and bringing external expertise into the audit process.

Key Areas of Focus and Suggestions for Improvement:

1. Curriculum Design and Syllabus Development:

- Steps Followed in the Designing of Syllabus and Curriculum (Board of Study - BOS)
 - Audit Objective: To evaluate the thoroughness, inclusivity, and relevance of the process used to design and update the syllabus and curriculum.
 - Evaluation Criteria:
 1. Inclusivity of stakeholder consultation (faculty, industry experts, alumni, students).
 2. Adequacy of needs analysis to determine curriculum content and outcomes.
 3. Benchmarking against leading institutions for quality assurance.
 4. Clarity and measurability of learning outcomes.
 5. Approval process efficiency and thoroughness by the BOS.
- BOE/Evaluation
 - Audit Objective: To assess the fairness, transparency, and comprehensiveness of the Board of Examiners (BOE) in evaluating student performance.
 - Evaluation Criteria:
 1. Procedures for setting and reviewing examination papers.
 2. Mechanisms for marking and moderation to ensure consistency and fairness.
 3. Processes for handling grievances and re-evaluations.
 4. Accuracy and security in the recording and reporting of results.
- Stakeholders Feedback
 - Audit Objective: To evaluate the process of collecting, analyzing, and acting upon feedback from stakeholders (students, alumni, employers, faculty).
 - Evaluation Criteria:
 1. Diversity and frequency of feedback mechanisms (surveys, focus groups, interviews).
 2. Responsiveness to feedback in curriculum development and teaching practices.
 3. Evidence of improvements or changes implemented based on feedback.
- Add-on/Certificate Courses
 - Audit Objective: To assess the relevance, quality, and integration of add-on and certificate courses offered alongside the main curriculum.
 - Evaluation Criteria:
 1. Alignment with industry trends and student career objectives.
 2. Quality of course content and instruction.
 3. Integration with the main curriculum and ease of access for students.
 4. Impact on student employability and skill development.

- Credits Allotted/Distribution
 - Audit Objective: To evaluate the rationale and effectiveness of the credit distribution across the curriculum.
 - Evaluation Criteria:
 1. Alignment of credit distribution with learning outcomes and course objectives.
 2. Balance between core, elective, and practical learning components.
 3. Compliance with accreditation standards and educational norms.
 4. Flexibility for students in meeting their educational and career goals.
- 2. Curriculum Transaction & Implementation:
 - Lesson Plan for the Lecture Hour
 - Audit Objective: To assess whether the lesson plans are well-structured, align with the curriculum objectives, and are executed as planned.
 - Evaluation Criteria: Clarity, comprehensiveness, alignment with learning outcomes, and adaptability to student feedback.
 - Teaching Methods & Teaching Aids
 - Audit Objective: To evaluate the variety and effectiveness of teaching methods and aids used in delivering the curriculum.
 - Evaluation Criteria: Use of innovative teaching methods, incorporation of teaching aids to enhance understanding, and alignment with lesson objectives.
 - E-Learning Modules
 - Audit Objective: To assess the integration and effectiveness of e-learning modules in the curriculum.
 - Evaluation Criteria: Accessibility, interactivity, student engagement, and contribution to the learning outcomes.
 - Project Work:
 - Audit Objective: To examine the relevance, rigor, and integration of project work in the postgraduate curriculum.
 - Evaluation Criteria: Alignment with program objectives, industry relevance, research component, and mentorship quality.
 - Internal Assessment: Components & Uniqueness
 - Audit Objective: To evaluate the components of internal assessments and their uniqueness in measuring student learning accurately.
 - Evaluation Criteria: Variety, fairness, relevance to learning outcomes, and the inclusion of innovative assessment methods.
 - Student Support: Remedial Coaching
 - Audit Objective: To assess the availability and effectiveness of remedial coaching for students needing additional support.
 - Evaluation Criteria: Accessibility, impact on student performance, customization based on student needs, and teacher involvement.
 - Parents Meeting: Evaluation of Student's Progress
 - Audit Objective: To examine the structure and effectiveness of parent-teacher meetings in communicating student progress.
 - Evaluation Criteria: Frequency, comprehensiveness, feedback mechanism, and follow-up actions.
 - Steps Taken on the Feedback
 - Audit Objective: To assess the mechanism for collecting feedback and the responsiveness to stakeholder feedback.
 - Evaluation Criteria: Feedback collection process, analysis, and implementation of changes based on feedback.

- Attendance
 - Audit Objective: To evaluate the monitoring and impact of student attendance on academic performance.
 - Evaluation Criteria: Attendance policy, monitoring system, and correlation with student performance.
 - Teaching Diary and Teaching Notes
 - Audit Objective: To assess the organization and utility of teaching diaries and notes in planning and delivering lessons.
 - Evaluation Criteria: Completeness, regular updates, and effectiveness in improving teaching quality.
 - Number of Teaching Staff
 - Audit Objective: To evaluate the adequacy and quality of teaching staff, including contract, guest, and part-time lecturers.
 - Evaluation Criteria: Qualifications, experience, student-to-teacher ratio, and contribution to the academic environment.
 - Use of Supplementary Teaching Tools and Application of ICT
 - Audit Objective: To assess the use of supplementary teaching tools and the integration of Information and Communication Technology (ICT) in teaching.
 - Evaluation Criteria: Variety, effectiveness, and enhancement of student learning experiences.
 - Student-Centric Activities
 - Audit Objective: To evaluate the range and impact of student-centric activities on learning and development.
 - Evaluation Criteria: Diversity of activities, student engagement, learning outcomes, and personal development.
 - Student Seminars
 - Audit Objective: To assess the organization, participation, and learning outcomes of student seminars.
 - Evaluation Criteria: Relevance, engagement, skill development, and feedback.
 - Experiential Learning
 - Audit Objective: To evaluate the integration and effectiveness of experiential learning opportunities.
 - Evaluation Criteria: Relevance, student involvement, learning outcomes, and real-world application.
 - Student Assignment
 - Audit Objective: To assess the relevance, challenge, and alignment of student assignments with curriculum goals.
 - Evaluation Criteria: Clarity, learning outcomes, feedback, and innovation.
 - Student Feedback (Analysis Done or Not)
 - Audit Objective: To evaluate the collection, analysis, and action on student feedback regarding teaching and learning.
 - Evaluation Criteria: Systematic collection, comprehensive analysis, responsiveness, and evidence of improvements.
3. Student Support:
- Projects Completed/Ongoing
 - Audit Objective: To assess the scope, impact, and relevance of faculty-led projects, including completed and ongoing efforts.
 - Evaluation Criteria: Alignment with academic and industry needs, outcomes, innovation, and student involvement.

- Government or Non-Government Grants
 - Audit Objective: To evaluate the faculty's ability to secure funding for research or project work.
 - Evaluation Criteria: Number and size of grants, source diversity, and grant utilization effectiveness.
 - Seminars/Conferences Attended
 - Audit Objective: To assess the faculty's engagement in professional development and scholarly communities.
 - Evaluation Criteria: Relevance to their field, frequency of attendance, and contributions (presentations, panel discussions).
 - Papers/Articles/Books Published
 - Audit Objective: To evaluate the faculty's research output and its impact on their field of expertise.
 - Evaluation Criteria: Publication quality and quantity, citation index, and contributions to advancing knowledge.
 - FDP/MDP/Training Program/Workshop
 - Audit Objective: To assess the faculty's participation in and contribution to professional development programs.
 - Evaluation Criteria: Participation level, areas covered, and application of learned skills in their teaching and research.
 - Preparation of E-Learning Materials/Content
 - Audit Objective: To evaluate the faculty's contributions to the development of e-learning materials and content.
 - Evaluation Criteria: Quality, innovation, accessibility, and usage statistics of the developed materials.
 - Acted as Resource Persons
 - Audit Objective: To assess the faculty's role in sharing expertise with wider academic or professional communities.
 - Evaluation Criteria: Events participated in as a resource person, topics covered, and feedback from participants.
 - M.Phil. & Ph.D. Awarded
 - Audit Objective: To assess the faculty's effectiveness and contribution as research supervisors.
 - Evaluation Criteria: Number of M.Phil. and Ph.D. candidates supervised, completion rates, and quality of research produced.
 - Extension Activities Awards
 - Audit Objective: To evaluate the faculty's engagement in and recognition for extension activities.
 - Evaluation Criteria: Nature, impact, and recognition of extension activities, including community service and outreach programs.
 - Collaborative Activities (Student & Faculty Exchange)
 - Audit Objective: To assess the faculty's involvement in promoting and participating in collaborative activities.
 - Evaluation Criteria: Number and scope of collaborative projects, student and faculty exchange programs, and partnerships with other institutions or industries.
4. Student Engagement:
- Students Participated in Extension Activities & Club Activities
 - Audit Objective: To assess the level of student involvement in extension and club activities.

- Evaluation Criteria: Participation rates, diversity of activities, leadership roles assumed by students, and the impact of these activities on student development and community well-being.
 - Student Involvement in Extra-Curricular & Co-Curricular Activities
 - Audit Objective: To evaluate the range and depth of student participation in activities beyond the curriculum that contribute to their personal and professional growth.
 - Evaluation Criteria: Types of activities (sports, arts, debates, etc.), achievements, skills developed, and recognition received.
 - Study Tour/Industrial Visits/Exhibitions/Internship/Training
 - Audit Objective: To assess the practical exposure students gain through various external engagements.
 - Evaluation Criteria: Relevance to their field of study, learning outcomes, application of theoretical knowledge in practical settings, and networking opportunities.
 - Achievements
 - Audit Objective: To catalog and evaluate the achievements of students in academic, extra-curricular, and co-curricular activities.
 - Evaluation Criteria: Levels of achievement (local, national, international), recognition received (awards, scholarships, publications), and impact on career readiness and personal development.
5. Departmental Activities:
- MoUs Signed
 - Audit Objective: To assess the department's efforts in establishing formal partnerships and collaborations.
 - Evaluation Criteria: Number and scope of Memorandums of Understanding (MoUs) signed with industry, research centers, and educational institutions, their objectives, and outcomes.
 - Consultancy
 - Audit Objective: To evaluate the department's engagement in consultancy work and its impact on industry and society.
 - Evaluation Criteria: Nature, scope, and number of consultancy projects, revenue generated, and contribution to departmental expertise and reputation.
 - Collaborations
 - Audit Objective: To assess the effectiveness and outcomes of collaborative projects and activities with external entities.
 - Evaluation Criteria: Types of collaborations (research, educational, community service), partners involved, and tangible outcomes of these collaborations.
 - Association Meetings
 - Audit Objective: To evaluate the role and impact of association meetings in fostering a professional community within the department.
 - Evaluation Criteria: Frequency, participation, objectives, and outcomes of meetings, including enhanced collaboration and knowledge sharing.
 - Guest Lectures
 - Audit Objective: To assess the contribution of guest lectures to the educational experience.
 - Evaluation Criteria: Number and quality of guest lectures, expertise of speakers, relevance to curriculum, and student feedback.
 - Conference/Seminar/Workshop Conducted
 - Audit Objective: To evaluate the department's role in disseminating and generating knowledge through conferences, seminars, and workshops.

- Evaluation Criteria: Scale, frequency, participation (internal and external), and impact on academic and professional communities.
 - Extension Activity
 - Audit Objective: To assess the department's engagement with the community and contribution to societal development through extension activities.
 - Evaluation Criteria: Types, scale, and impact of extension activities, involvement of faculty and students, and community feedback.
 - Interaction with Industry/Research Centres/Educational Institutions
 - Audit Objective: To evaluate the department's efforts in maintaining dynamic interactions with industry, research centers, and other educational institutions.
 - Evaluation Criteria: Nature and frequency of interactions, partnerships for internships, research, guest lectures, and their benefits to students and faculty.
6. Evaluation and Results:
- Conduct of Internal Examinations
 - Audit Objective: To assess the planning, execution, and integrity of internal examinations.
 - Evaluation Criteria: Examination scheduling, adherence to academic standards, security measures to prevent malpractice, and feedback mechanisms for continuous improvement.
 - Maintenance of Marks Register/File
 - Audit Objective: To evaluate the system for recording and maintaining marks to ensure accuracy, confidentiality, and accessibility.
 - Evaluation Criteria: Maintenance of physical and electronic records, backup procedures, and access controls to ensure data integrity and security.
 - Result of University Examinations (Last Exam)
 - Audit Objective: To review the performance of students in the most recent university examinations.
 - Evaluation Criteria: Overall pass percentage, distinctions, and any discrepancies or issues reported during the examination process.
 - Analysis of University Results (Percentage of Passed Students)
 - Audit Objective: To analyze the trends in examination results, including pass percentages and academic achievements.
 - Evaluation Criteria: Year-on-year comparison of results, identification of patterns or areas of concern, and measures taken to address any identified issues.
 - Newsletter/Magazine
 - Audit Objective: To evaluate the role of newsletters or magazines in showcasing the department's academic and extracurricular achievements.
 - Evaluation Criteria: Frequency of publication, content quality, student and faculty involvement in production, and the effectiveness of these publications in enhancing the department's reputation.
 - Placement
 - Audit Objective: To assess the effectiveness of the placement cell or mechanism in facilitating student employment opportunities.
 - Evaluation Criteria: Number and quality of placements, diversity of recruiters, preparation and support provided to students, and feedback from recruiters and alumni.
7. Overall Recommendations:
- Enhancing the documentation and systematization of processes to ensure consistency and transparency.

- Increasing engagement with external stakeholders for a broader perspective on curriculum relevance.
- Focusing on faculty development to adopt innovative teaching methods and improve student learning outcomes.
- Implementing a robust mechanism for tracking and acting on feedback from all stakeholders.
- Strengthening industry and academic collaborations to enhance the practical relevance of academic programs.

This framework and the suggestions for improvement underscore the importance of a dynamic and responsive academic environment that can adapt to changing educational needs and expectations.

Academic Audit Report-IIBS

Name of the Department: PGDM

Date: 31/10/2022

Name of Audit Team: Dr Lalitha Raman

	Items	Verification	Supporting Documents	Comments	Suggestions for improvement
		Yes / No			
Criterion	Steps followed in the designing of syllabus and curriculum (BOS)	✓		In the process	Format, Front pages, Matrix format, Books for reference with year. Stepwise process involved in the finalization of curriculum was given.
	BOE/ Evaluation				Members list Internal and External to be prepared and ratified by BOS
	Stakeholders Feedback	✓	✓		
	Add-on/Certificate Courses	✓	✓		
	Credits allotted / distribution	✓	✓		
Curriculum Transaction	Lesson plan for the lecture hour.	✓	✓		
	Teaching methods & teaching aids	✓	✓		
	E-learning modules	✓	✓		
	Project work PG	✓	✓		
	Internal assessment – components – Uniqueness	✓	✓		
	Student support – remedial coaching	--	--	Not carried out	Suggested that it is better to give that support to slow learning students
	Parents meeting – evaluation of student's progress	--	--	Common meeting not Organized	Once in 2 semesters hence 3 formal meetings with parents during the program
	Steps taken on the feedback	✓	✓		
	Attendance	✓	✓		
	Teaching Diary and Teaching Notes	✓	✓	Updating work diary	Work diary is very important since the

					topic coverage can be known.
	No of Teaching staff including contract/Guest/PTL	16 (Including)		2 PT+2Guest faculty	
	Use of supplementary teaching tools and application of ICT	✓	✓		
	Student Centric Activities	✓	✓		
	Student seminars	✓	✓		
	Experiential Learning	✓	✓	Industrial visits	
	Student Assignment	✓	✓		
	Student Feedback (Analysis done or not)	✓	✓	Curriculum feedback was obtained	
Faculty Profile	Projects completed / on going	✓	✓		
	Govt. or Non-Govt. Grants	NO	NO		
	Seminars / conferences attended	✓	✓		Mandatory to attend
	Papers / articles / books published	✓	✓		
	FDP /MDP / Training Program / Workshop	✓	✓		
	Preparation of E-learning materials / Content	✓	✓		
	Acted as resource persons	✓	✓	2 are very active	
	M.Phil.& Ph. D awarded	1 completed		4 ongoing PhD	
	Extension Activities Awards	✓	✓		Plan for Extension Activities in one place, so that you can see the change
	Collaborative Activities (Student & Faculty Exchange)	Undertaken along with Rotaract			
Profile of Students	Students participated Extension Activities & Club Activities	✓	✓		
	Students involvement in extra-curricular & Co-curricular activities	✓	✓	Won Prizes	
	Study tour / industrial visits / exhibitions / Internship / Training	✓	✓		
	Achievements	✓	✓		
Activities of the	MoUs signed	✓	✓	5 companies	Stamp paper is a must
	Consultancy	NO	NO	Proposal sent	Revenue to be

Department					generated
	Collaborations	Proposal Sent			
	Association Meetings	✓	✓		
	Guest lectures	✓	✓	Industry experts	
	Conference / Seminar / Workshop conducted	✓	✓		ICSSR, UGC can be approached for funding, which will add value
	Extension Activity	✓	✓		Plan for Extension Activities in one place, so that you can see the change
	Interaction with Industry / Research Centres / Educational Institutions	--	--		
Evaluation & Results	Conduct of Internal Examinations	✓	✓		40:60 is the composition
	Maintenance of Marks Register/File	✓	✓		
	Result of University Examinations(Last Exam)	NA			
	Analysis of University Results(Percentage passed students)	NA		End Sem exam done	
	Newsletter / Magazine	✓	✓	News Letter	
	Placement	✓	✓	60%	

Please comment on SWOC Analysis :

Strength:

- Alumni is very active.
- Peer mentoring is carried out among students.
- Curriculum evaluation by students and analysis of the same is carried out

Weakness:

- 50:50 examination marks distribution
- Absenteeism among students

Opportunities:

- Faculty members to work on publications and need to visit large industrial units for experience.
- Documents need to be filed more systematically.

Challenges:

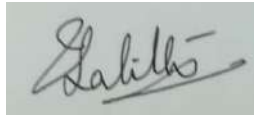
- Designing the curriculum and conduct of BOS, Academic council meeting.
- Conduct of Parents Teacher Meeting thrice during the program.
- Consultancy work to be undertaken

Best Practice (s) / Innovations of the Department:

- Mentoring
- Alumni engagement

Future Plans of the Department:

- NBA accreditation
- AIC



Dr. Lalitha Raman

Signature of the Auditee

Signature of the Academic Audit member

Academic Audit 2019-2020

Academic Year	Type of Audit	Suggestions	Action Taken
2019 - 2020	Quarterly Audit 1	1. Improve the evaluation system and process	- Implemented new evaluation system for better accuracy
		2. Initiate club activities	- Established CSR, Finance, and Cultural Clubs
	Quarterly Audit 2	1. Enhance faculty research efforts	- Introduced research grants for faculty
		2. Increase industry interactions	- Organized more industry guest lectures
	Quarterly Audit 3	1. Improve student support services	- Launched student mentoring program
		2. Strengthen internal assessment components	- Revised internal assessment criteria
	Annual Internal Audit	1. Enhance faculty development programs	- Conducted additional faculty training workshops
		2. Implement peer review for teaching quality	- Introduced peer review system for faculty
	Annual External Audit	1. Strengthen alumni engagement	- Established alumni networking events
		3. Enhance industry tie-ups	- Signed new MoUs with industry partners

Academic Audit 2020 -2021

Academic Year	Type of Audit	Suggestions	Action Taken
2020 - 2021	Quarterly Audit 1	1. Focus on collaborations	- Signed MoUs with industry partners
		2. Enhance student-centric activities	- Introduced more student-centric initiatives
	Quarterly Audit 2	1. Strengthen faculty publication efforts	- Encouraged faculty to publish more papers
		2. Implement peer observation for teaching	- Conducted peer observation sessions for faculty
	Quarterly Audit 3	1. Enhance industry interactions	- Organized industry visits for students
		2. Improve internal examination procedures	- Revised internal examination guidelines
	Annual Internal Audit	1. Streamline documentation process	- Implemented standardized document formats
		2. Enhance student feedback mechanisms	- Introduced online feedback system for students
	Annual External Audit	1. Strengthen industry collaborations	- Initiated more collaborative activities
		2. Enhance student involvement	- Increased student participation in extracurriculars

Academic Audit 2021 – 2022

Academic Year	Type of Audit	Suggestions	Action Taken
2021 - 2022	Quarterly Audit 1	1. Increase experiential learning activities	- Added additional experiential learning concepts
		2. Improve faculty research output	- Provided research grants and incentives for faculty
	Quarterly Audit 2	1. 5 experiential learning concepts is required(Each Subjects)	Implemented a comprehensive plan to incorporate five experiential learning concepts into each subject curriculum, enhancing hands-on learning experiences for students.
		2. Enhance student participation in seminars	- Encouraged student-led seminar presentations
	Quarterly Audit 3	1. Increase industry tie-ups	- Organized industry networking events for students
		2. Streamline curriculum delivery	- Revised curriculum structure for better coherence
	Annual Internal Audit	1. Implement quarterly newsletters/magazines	- Established quarterly newsletter publication schedule
		2. Enhance faculty research collaborations	- Facilitated collaborative research projects among faculty
	Annual External Audit	1. Strengthen alumni engagement	- Conducted alumni networking events
		2. Enhance industry partnerships	- Signed new MoUs with industry partners

Academic Audit 2022 - 2023

Academic Year	Type of Audit	Suggestions	Action Taken
2022 - 2023	Quarterly Audit 1	1. Enhance faculty development programs	- Conducted additional faculty training workshops
		2. Implement peer review for teaching quality	- Introduced peer review system for faculty
	Quarterly Audit 2	1. Strengthen alumni engagement	- Organized alumni networking events
		2. Enhance industry tie-ups	- Signed new MoUs with industry partners
	Quarterly Audit 3	1. Improve student feedback mechanisms	- Introduced online feedback system for students
		2. Initiate Extension Activities	- Implemented various extension activities including industrial visits, plantation programs, and awareness campaigns on topics like World Water Day and World No Tobacco Day.
	Annual Internal Audit	1. Attendance must be maintained in a single format	- Implemented standardized attendance format to ensure consistency and accuracy in recording attendance data.
		2. Enhance student-centric activities	- Introduced more student-centric initiatives
	Annual External Audit	1. Strengthen industry collaborations	- Initiated more collaborative activities
		2. Enhance faculty publication efforts	- Encouraged faculty to publish more papers

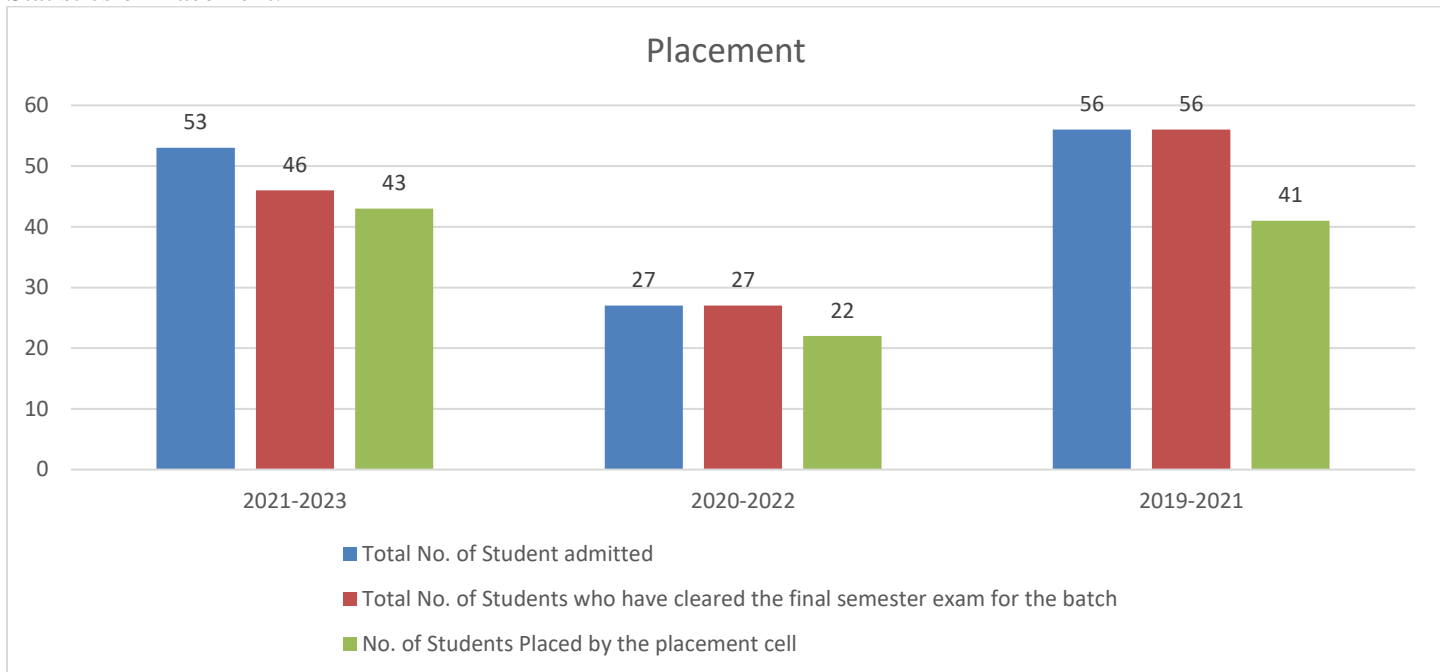
10.3	Improvement in placement, higher Study, and entrepreneurship	10
	Self-Assessment	8

Placement:

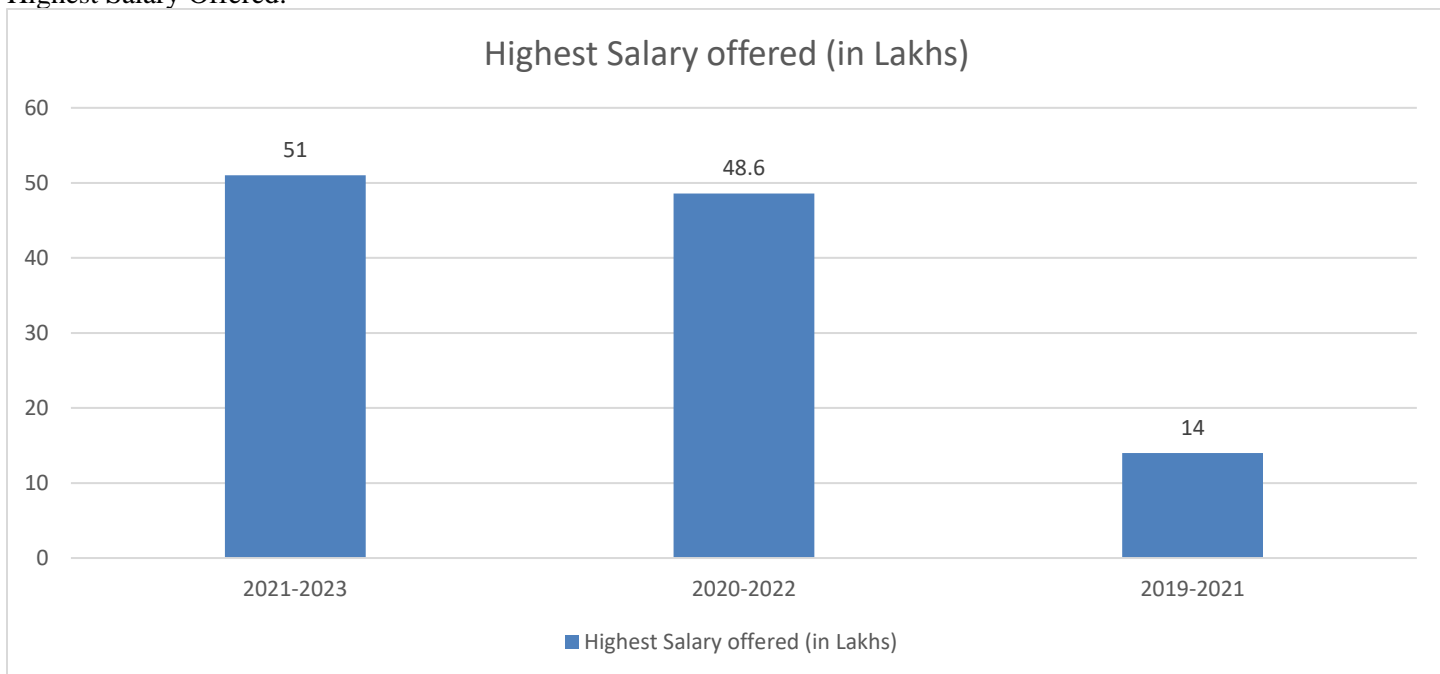
Placement	2021-2022	2020-2021	2019-2020
Total No. of Student admitted	53	27	56
Total No. of Students who have cleared the final semester exam for the batch	46	27	56
No. of Students Placed by the placement cell	43	22	41
Percentage of Students Placed by Placement Cell	93.47	92.59	75
No. of Students unplaced by placement cell	7	2	14

Highest Salary offered (in Lakhs)	51	48.6	14
Median Salary (in lakhs)	6	6.58	4.3
Lowest Salary (in lakhs)	4	3	2.16

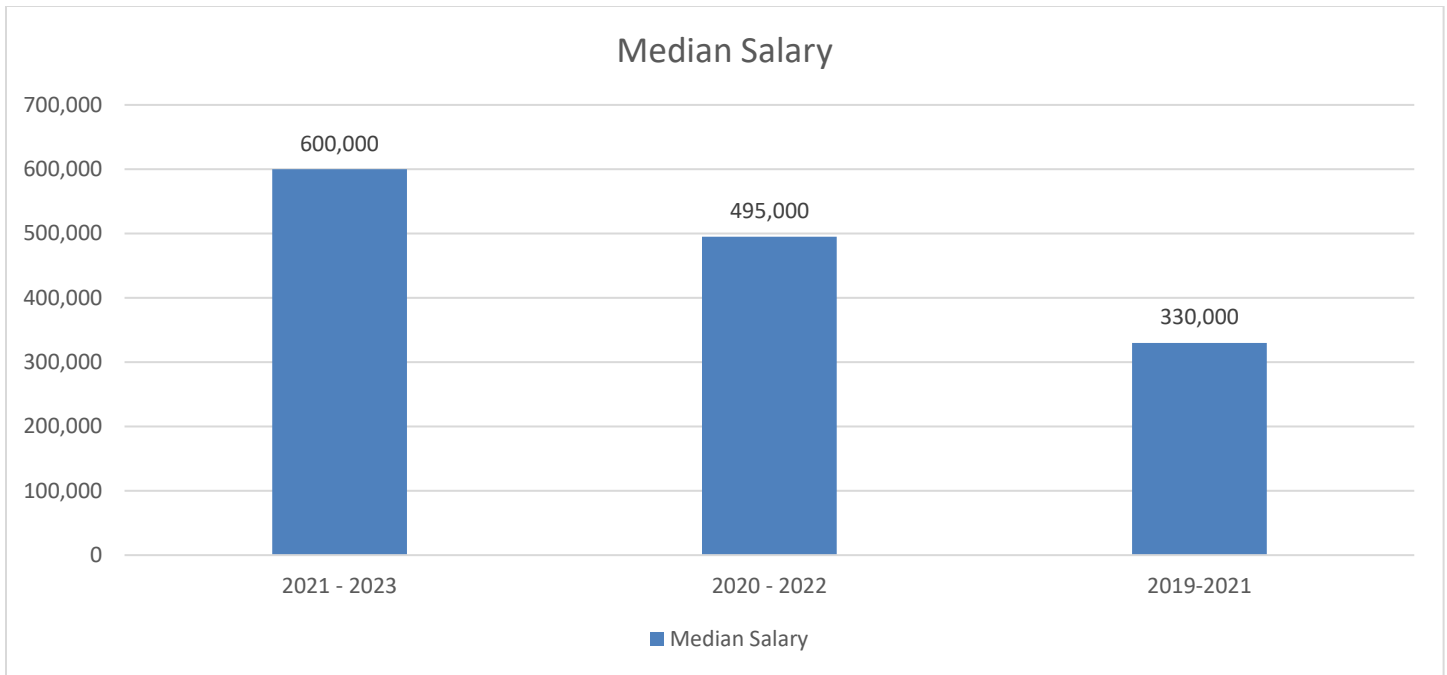
Statistics of Placement:



Highest Salary Offered:



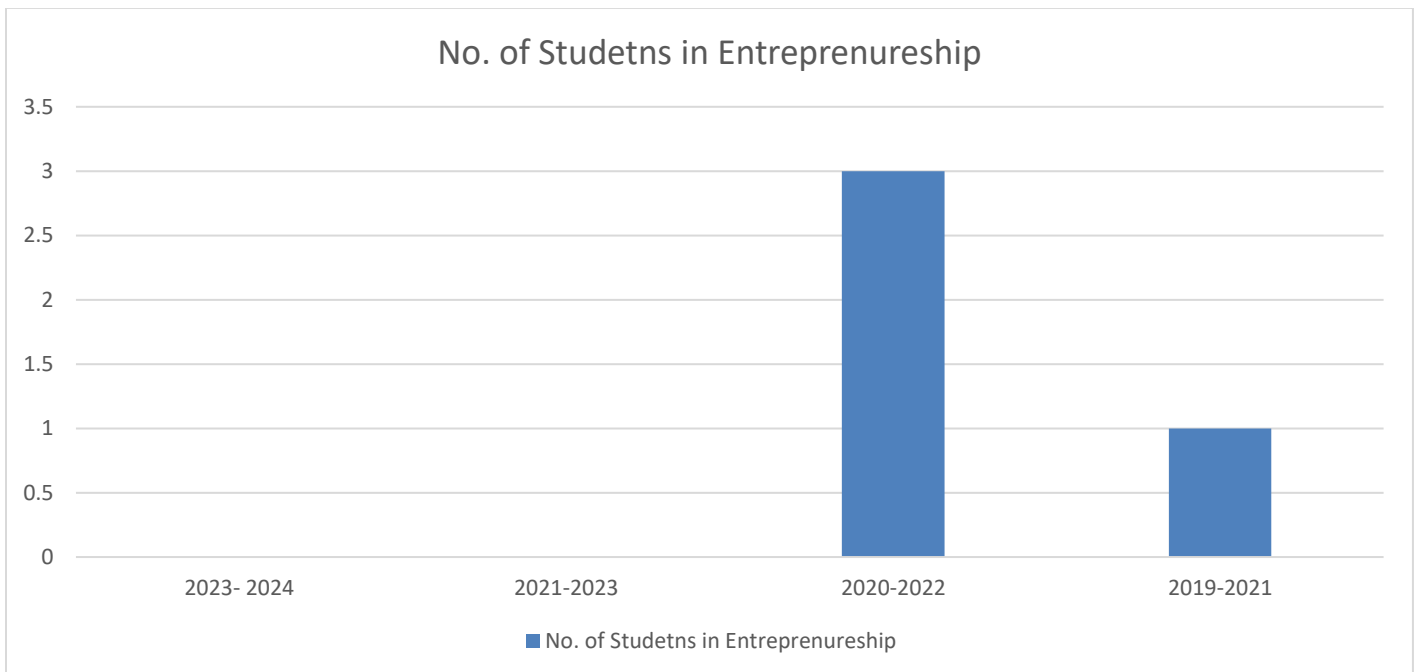
Median salary

**Higher Study:**

Higher Study	2022-2024	2021-2023	2020-2022	2019-2021
Number of Students who went for further Study. (Ph.D or higher Study)	Nil	Nil	Nil	Nil

Entrepreneurship:

Entrepreneurship	2022-2024	2021-2023	2020-2022	2019-2021
Number of students in entrepreneurship	NIL	00	03	01



10.4 Improvement in the quality of students admitted to the program (10) (10)

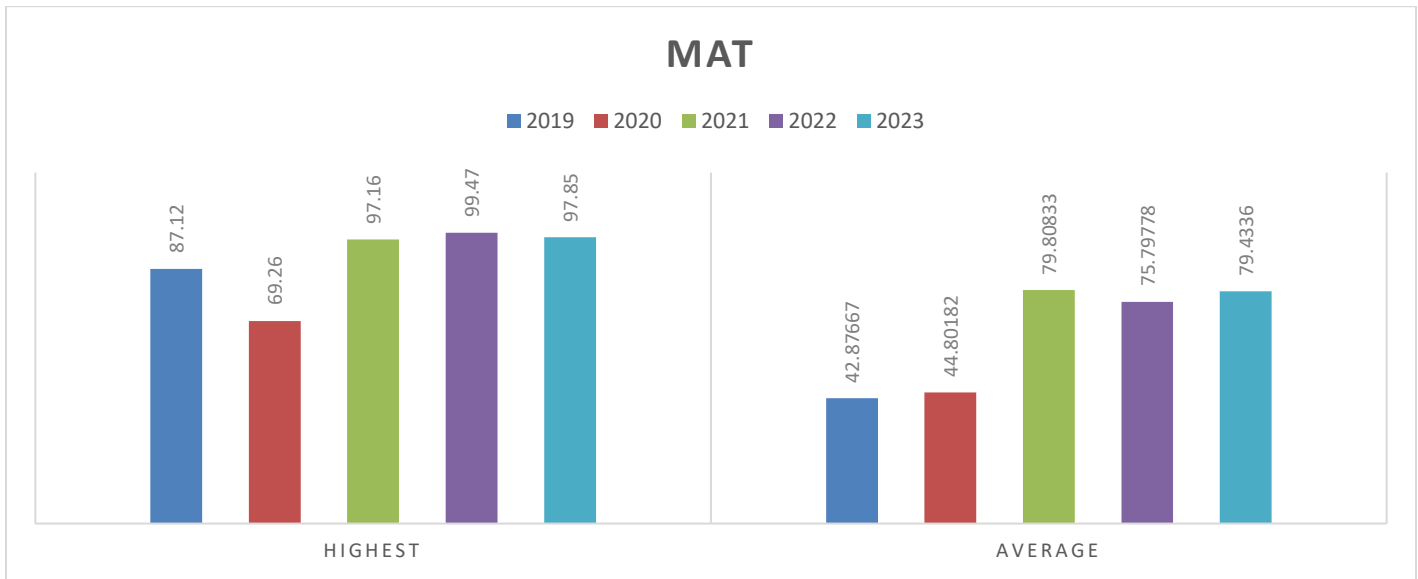
International Institute of Business Study (IIBS) is renowned for its rigorous admission procedure, designed to select only the highest calibre of students for its Postgraduate Diploma in Management (PGDM) program. The process begins with candidates appearing for entrance examinations like the MAT, CAT, XAT, NTA, NMAT, ATMA, etc., which are pivotal in assessing their aptitude and suitability for the demanding curriculum offered by IIBS.

Candidates aspiring to join IIBS must apply through the institute's website for the PGDM program. The selection process is meticulously structured into three levels of screening to ensure a comprehensive evaluation of each applicant. The first stage involves Pre-Interview Profiling, where candidates' backgrounds and achievements are reviewed. This is followed by a Faculty Interview, focusing on academic capabilities and potential contributions to the program. The final hurdle is the Corporate Interview, designed to assess the candidates' professional readiness and alignment with industry expectations.

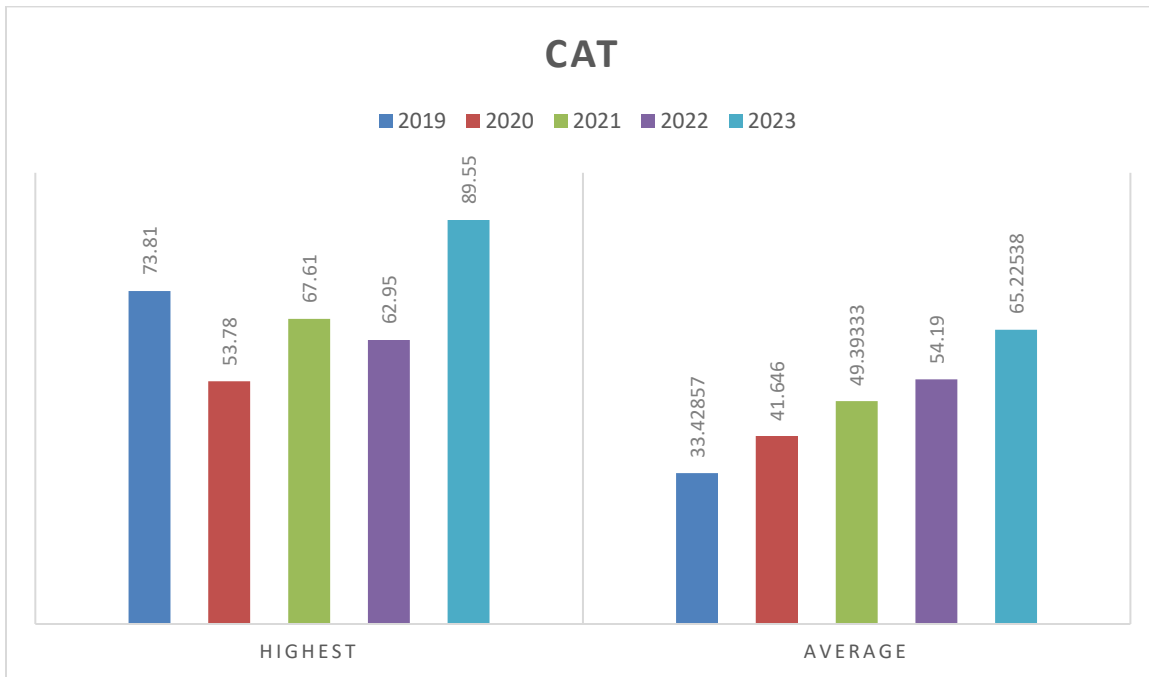
Admission to IIBS is contingent upon an aggregate score derived from the entrance examination results and performance across the screening stages, ensuring a selection of students with not only academic excellence but also professional potential and personal qualities conducive to leadership and innovation.

The admission data over the years underscores IIBS's commitment to quality. For instance, the Management Aptitude Test (MAT) scores have consistently reflected high standards, with the highest scores ranging from 87.12 in 2019 to 99.47 in 2022, and a significant uptick in the average scores from 42.88 in 2019 to 79.43 in 2023. Similarly, the Common Admission Test (CAT) scores have shown a real improvement, with the highest scores peaking at 89.55 in 2023 and average scores escalating from 33.43 in 2019 to 65.23 in 2023. The institute has also adjusted its cutoff percentiles over the years in response to global challenges and evolving academic standards. For MAT, the cutoff percentile rose from no cutoff in 2019 to 60 percentile in 2023, indicating a higher bench for selection. CAT cutoffs were introduced in 2022 at 40 percentile, moving up to 50 percentile in 2023, further demonstrating IIBS's commitment to excellence.

MAT Scores

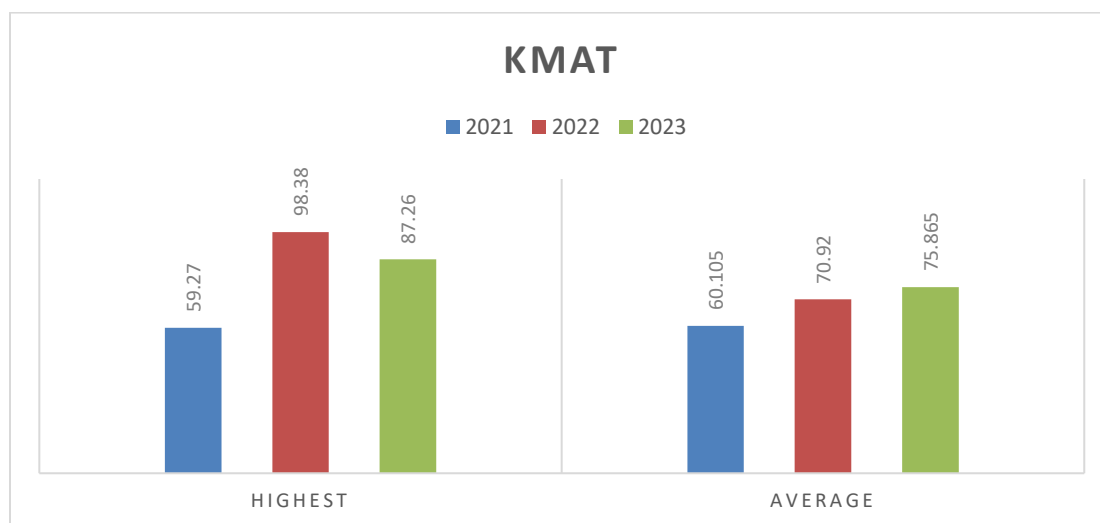


	MAT				
	2019	2020	2021	2022	2023
Highest	87.12	69.26	97.16	99.47	97.85
Average	42.87667	44.80182	79.80833	75.79778	79.4336

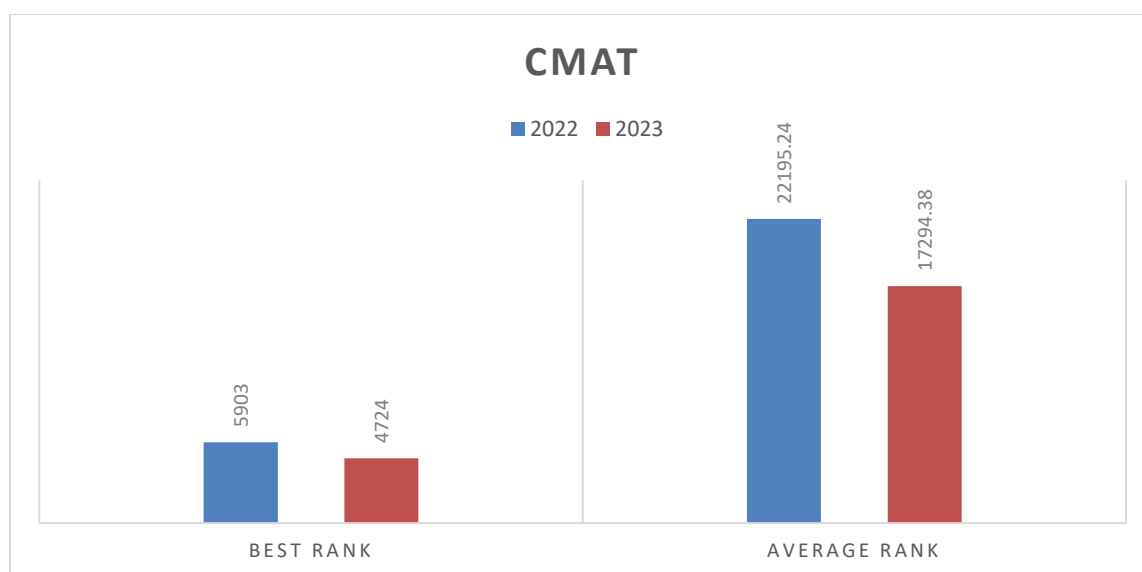


	CAT				
	2019	2020	2021	2022	2023
Highest	73.81	53.78	67.61	62.95	89.55
Average	33.42857	41.646	49.39333	54.19	65.22538

The introduction of the Karnataka Management Aptitude Test (KMAT) and the Common Management Admission Test (CMAT) scores into the selection process—with CMAT ranks improving from an average of 22195.24 in 2022 to 17294.38 in 2023—highlights IIBS's dedication to diversifying its selection criteria and embracing a broader spectrum of talent.

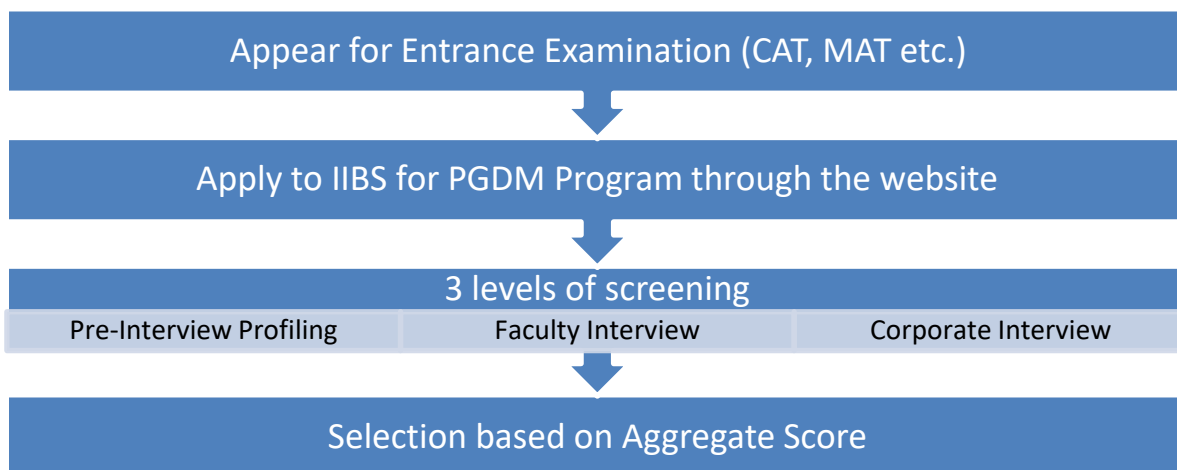


	KMAT		
	2021	2022	2023
Highest	59.27	98.38	87.26
Average	60.105	70.92	75.865



	CMAT	
	2022	2023
Best Rank	5903	4724
Average Rank	22195.24	17294.38

This rigorous and comprehensive admission procedure ensures that IIBS admits students of the highest quality, fostering an environment of excellence, leadership, and innovation that stands at the core of its educational philosophy.

Admission Procedure:**List of Panelists in Corporate Interview**

Name of the Panelist	Contact Number
Kotna Hari Priya	9100634620
Sreela Acharya	9620700073
Ravi Acharya	9880040525
Anwita	9611126990

Admission Score sheet

Category	Sub-category	Criteria	Max Score (Marks)	Score Obtained
Degree Percentage / CGPA		76% - 100% or CGPA 8.1 - 10	5	
		51% - 75% or CGPA 6.1 - 8.0	3	
		Below 51% or CGPA below 6.1	1	
Entrance Exam		91st - 100th Percentile	5	
		71st - 90th Percentile	3	
		Below 70th Percentile	1	
Pre-Interview Screening	Relevant Work Experience	3+ years	5	
		1-3 years	3	
		Less than 1 year	1	
	Technical Skills and	Advanced	5	

	Certifications	certification or skill set		
		Basic certification or skill set	3	
		No certification or skill set	1	
Faculty Interview	Subject Knowledge	Excellent grasp and understanding	5	
		Good understanding with minor gaps	3	
		Basic understanding only	1	
	Communication Skills	Clear, articulate, and persuasive	5	
		Generally clear with some hesitations	3	
		Struggles to express ideas clearly	1	
	Problem Solving Ability	Exceptional problem-solving skills	5	
		Adequate problem-solving skills	3	
		Limited problem-solving capability	1	
Corporate Interview	Leadership Potential	Demonstrates strong leadership traits	5	
		Shows some leadership qualities	3	
		Limited or no leadership qualities	1	
	Teamwork and Collaboration	Excellent team player and collaborator	5	
		Works well in teams but can improve	3	
		Struggles with teamwork	1	
	Cultural Fit	Highly adaptable to company culture	5	
		Moderately adaptable	3	
		Finds it challenging to adapt	1	

10.4	Improvement in quality of the students admitted to the program	10
Self-Assessment		10

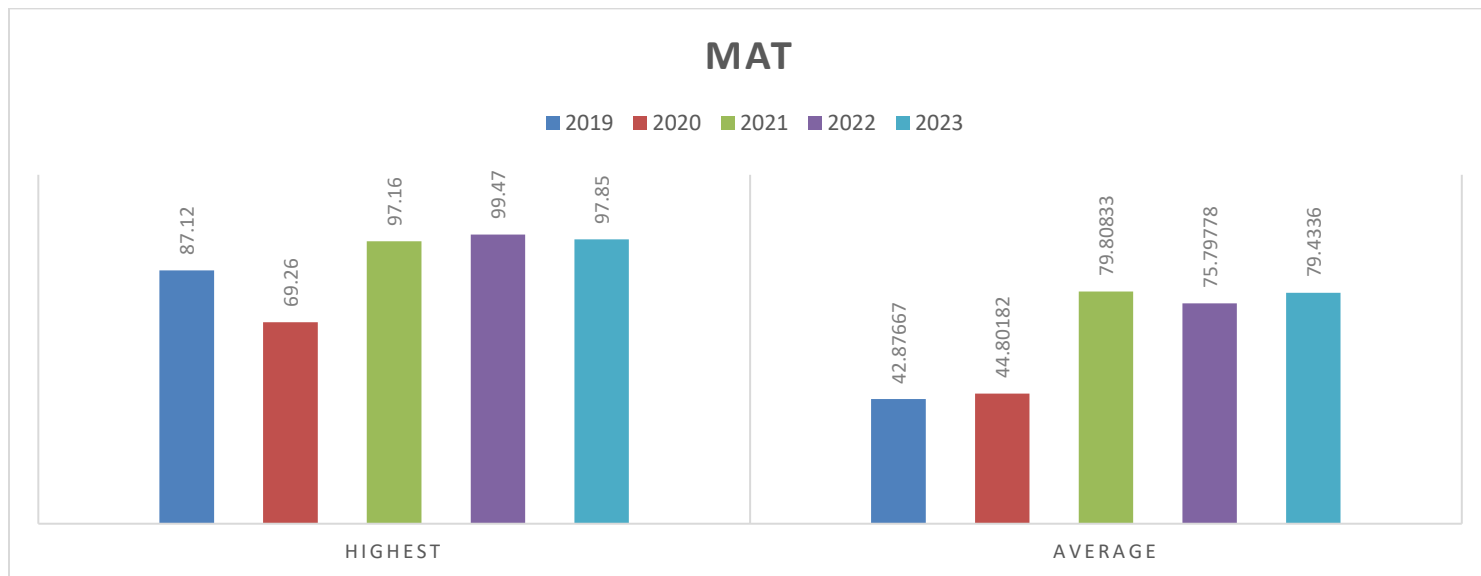
International Institute of Business Study (IIBS) is renowned for its rigorous admission procedure, designed to select only the highest calibre of students for its Postgraduate Diploma in Management (PGDM) program. The process begins with candidates appearing for entrance examinations like the MAT, CAT, XAT, NTA, NMAT, ATMA, etc., which are pivotal in assessing their aptitude and suitability for the demanding curriculum offered by IIBS.

Candidates aspiring to join IIBS must apply through the institute's website for the PGDM program. The selection process is meticulously structured into three levels of screening to ensure a comprehensive evaluation of each applicant. The first stage involves Pre-Interview Profiling, where candidates' backgrounds and achievements are reviewed. This is followed by a Faculty Interview, focusing on academic capabilities and potential contributions to the program. The final hurdle is the Corporate Interview, designed to assess the candidates' professional readiness and alignment with industry expectations.

Admission to IIBS is contingent upon an aggregate score derived from the entrance examination results and performance across the screening stages, ensuring a selection of students with not only academic excellence but also professional potential and personal qualities conducive to leadership and innovation.

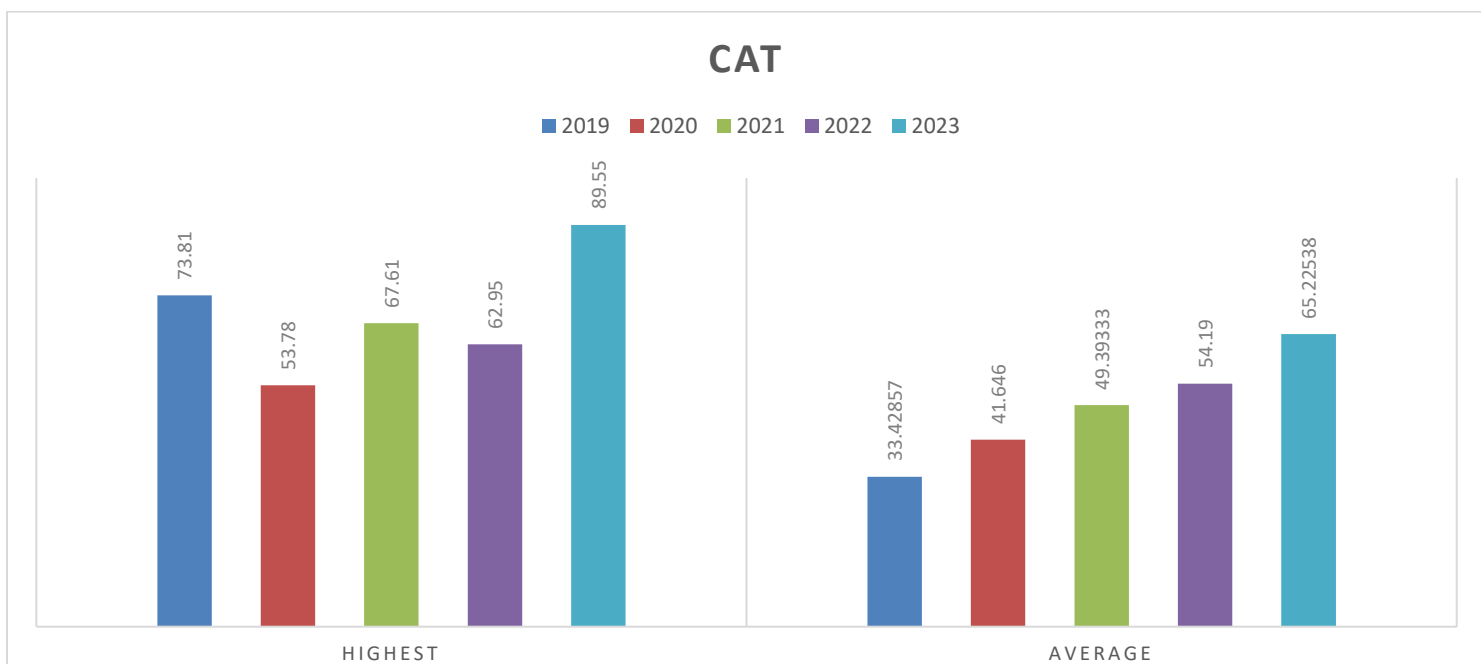
The admission data over the years underscores IIBS's commitment to quality. For instance, the Management Aptitude Test (MAT) scores have consistently reflected high standards, with the highest scores ranging from 87.12 in 2019 to 99.47 in 2022, and a significant uptick in the average scores from 42.88 in 2019 to 79.43 in 2023. Similarly, the Common Admission Test (CAT) scores have shown a real improvement, with the highest scores peaking at 89.55 in 2023 and average scores escalating from 33.43 in 2019 to 65.23 in 2023. The institute has also adjusted its cutoff percentiles over the years in response to global challenges and evolving academic standards. For MAT, the cutoff percentile rose from no cutoff in 2019 to 60 percentile in 2023, indicating a higher bench for selection. CAT cutoffs were introduced in 2022 at 40 percentile, moving up to 50 percentile in 2023, further demonstrating IIBS's commitment to excellence.

MAT Scores



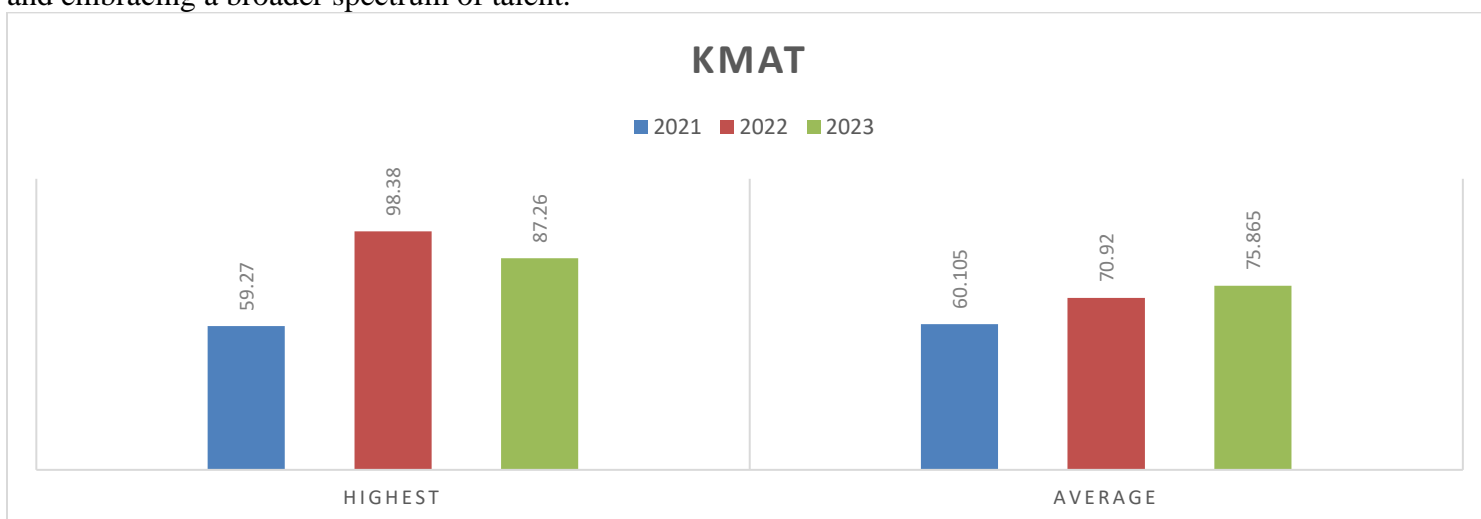
	MAT				
	2019	2020	2021	2022	2023
Highest	87.12	69.26	97.16	99.47	97.85

Average	42.87667	44.80182	79.80833	75.79778	79.4336
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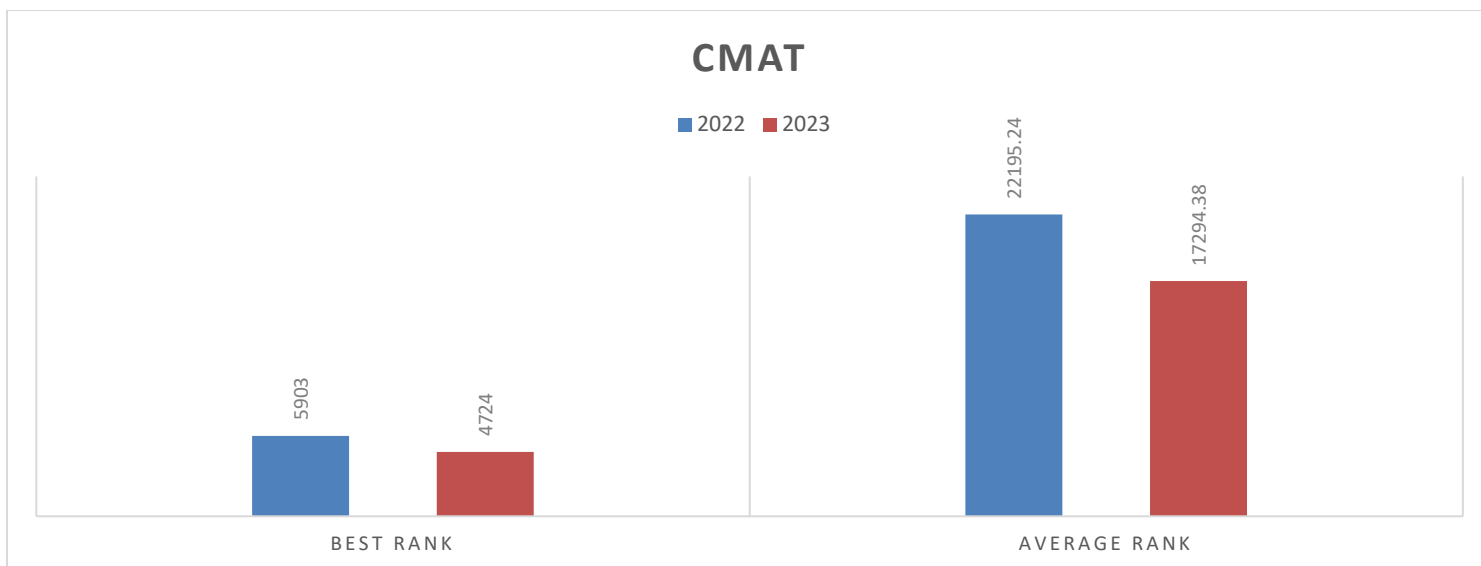


	CAT				
	2019	2020	2021	2022	2023
Highest	73.81	53.78	67.61	62.95	89.55
Average	33.42857	41.646	49.39333	54.19	65.22538

The introduction of the Karnataka Management Aptitude Test (KMAT) and the Common Management Admission Test (CMAT) scores into the selection process—with CMAT ranks improving from an average of 22195.24 in 2022 to 17294.38 in 2023—highlights IIBS's dedication to diversifying its selection criteria and embracing a broader spectrum of talent.



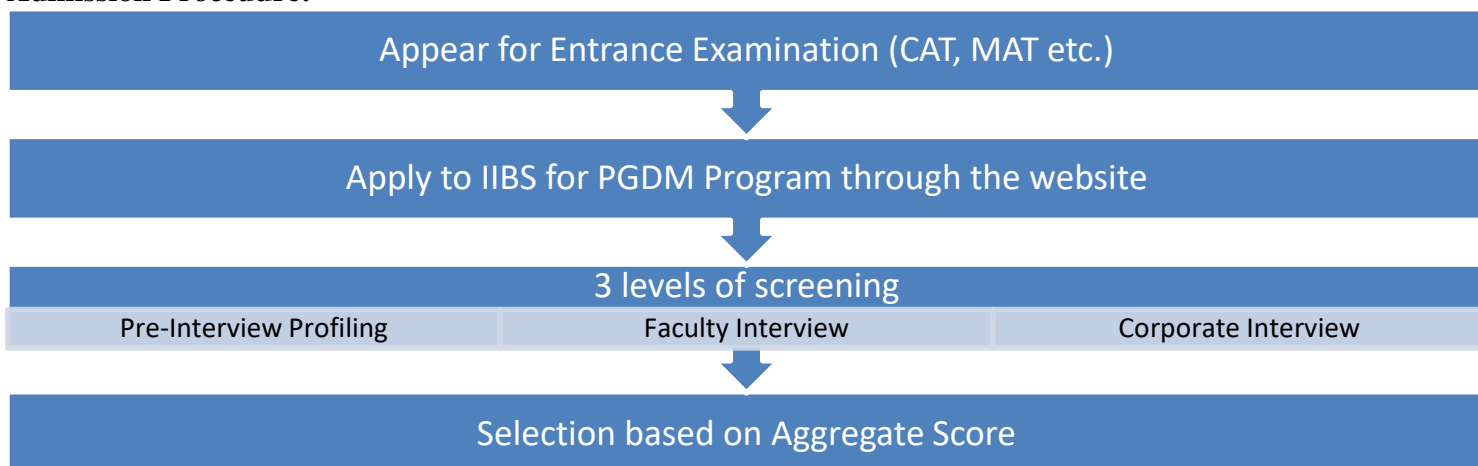
	KMAT		
	2021	2022	2023
Highest	59.27	98.38	87.26
Average	60.105	70.92	75.865



	CMAT	
	2022	2023
Best Rank	5903	4724
Average Rank	22195.24	17294.38

This rigorous and comprehensive admission procedure ensures that IIBS admits students of the highest quality, fostering an environment of excellence, leadership, and innovation that stands at the core of its educational philosophy.

Admission Procedure:



List of Panellists in Corporate Interview

Name of the Panellist	Contact Number
Kotna Hari Priya	9100634620
Sreela Acharya	9620700073
Ravi Acharya	9880040525
Anwita	9611126990

Admission Score sheet

Category	Sub-category	Criteria	Max Score (Marks)	Score Obtained
Degree		76% - 100% or CGPA 8.1 - 10	5	

Percentage / CGPA				
		51% - 75% or CGPA 6.1 - 8.0	3	
		Below 51% or CGPA below 6.1	1	
Entrance Exam		91st - 100th Percentile	5	
		71st - 90th Percentile	3	
		Below 70th Percentile	1	
Pre Interview Screening	Relevant Work Experience	3+ years	5	
		1-3 years	3	
		Less than 1 year	1	
	Technical Skills and Certifications	Advanced certification or skill set	5	
		Basic certification or skill set	3	
		No certification or skill set	1	
Faculty Interview	Subject Knowledge	Excellent grasp and understanding	5	
		Good understanding with minor gaps	3	
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	Communication Skills	Clear, articulate, and persuasive	5	
		Generally clear with some hesitations	3	
		Struggles to express ideas clearly	1	
	Problem Solving Ability	Exceptional problem-solving skills	5	
		Adequate problem-solving skills	3	
		Limited problem-solving capability	1	
Corporate Interview	Leadership Potential	Demonstrates strong leadership traits	5	
		Shows some leadership qualities	3	
		Limited or no leadership qualities	1	
	Teamwork and Collaboration	Excellent team player and collaborator	5	
		Works well in teams but can improve	3	
		Struggles with teamwork	1	
	Cultural Fit	Highly adaptable to company culture	5	
		Moderately adaptable	3	

		Finds it challenging to adapt	1	
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Declaration

The head of the institution needs to make a declaration as per the format given below:

I undertake that, the institution is well aware about the provisions in the NBA's accreditation manual concerned for this application, rules, regulations, notifications and NBA expert visit guidelines in force as on date and the institute shall fully abide by them.

It is submitted that information provided in this Self-Assessment Report is factually correct. I understand and agree that an appropriate disciplinary action against the Institute will be initiated by the NBA in case any false statement/information is observed during pre-visit, visit, post visit and subsequent to grant of accreditation.

Date: 10-05-2024

Place: Bangalore



Signature & Name

Head of the Institution with seal
DIRECTOR
INTERNATIONAL INSTITUTE
OF BUSINESS STUDY
 #75 Muthugadahalli, Jala Hobli,
 Bengaluru North - 562157

Annexure – I Program Outcomes

PO 1	Apply knowledge of management theories and practices to solve business problems.
PO 2	Foster Analytical and critical thinking abilities for data-based decision making.
PO 3	Ability to develop value-based leadership ability.
PO 4	Ability to understand, analyze and communicate global ,economic ,legal and ethical aspects of business.
PO 5	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.
PO 6	Exhibit proficiency in applying advanced quantitative and qualitative research methodologies, allowing them to critically evaluate data, make evidence-based decisions, and contribute to the continuous improvement of organizational processes.
PO 7	Demonstrate expertise in resolving business problems that may arise due to the advancement of the management concepts and engage in lifelong learning.
PO 8	Build proficiency in utilizing modern business technologies and tools, understanding their impact on business operations, and leveraging them for strategic advantage

Annexure – II Faculty Details

S.No	Name of the Faculty Member	Qualification			Association with the Institution	Designation	Date on which Designated as Professor/ Associate Professor	Date of Joining the Institution	Department	Specialization	Academic Research			Currently Associated (Y/N) Date of Leaving (In case Currently Associated is ("No"))	Nature of Association (Regular/Contract)
	2023-24	Degree (Highest Degree)	University	Year of attaining Higher Qualification							Research Paper Publications	Ph.D. Guidance	Faculty Receiving Ph.D. during the Assessment Years		
1	Dr. Tripuraneni Jagadeesh	MA, MBA, Ph.D	S.V. University, Tirupati, A.P	2006	4.5.2017	Professor	3.5.2017	3.5.2017	PGDM	Marketing				Yes	Regular
2	Dr G N Nagaraja	M.Sc (Agri) , Ph.D (Agri Eng)	TNA University, Coimbatore, T.N	1997	1.7.2022	Professor	1.7.2022	1.7.2022	PGDM	AgriL Economics, ABM	2			Yes	Regular
3	Dr. N. Ganesh Naidu	B.L, M.Com, MBA, MAIMT, Ph.D	S.V. University, Tirupati, A.P	2007	4.7.2023	Professor	4.8.2023	4.8.2023	PGDM	Marketing				Yes	Regular
4	Dr. T. Uma Devi	MBA, Ph.D	Ooramma University, Hyderabad, Telangana	2014	16.3.2022	Professor	17.3.2023	17.3.2023	PGDM	HR				Yes	Regular
5	Dr. S. Balaji Nair	M.Com, M.Phil, SET/Ph.D	Sri Krishnadevaraya University, Anantapur, A.P	2011	11.4.2023	Professor	11.4.2023	11.4.2023	PGDM	Accounts & Taxation	2			Yes	Regular
6	Dr. M. Kethan	MBA, PGDRIIM, ASMP (JIM), Ph.D	GITAM University, Visakhapatnam, A.P	2019	1.3.2021	Associate Professor	7.5.2022	7.5.2022	PGDM	Marketing				Yes	Regular
7	Prof. Bile Hujra	M.Com, NET, SET	Bengaluru University, Bengaluru	2013	14.8.2017	Assistant Professor		14.8.2017	PGDM	Accounting and Taxation				Yes	Regular
8	Dr. Sandya Maham	MBA, Ph.D	Bengaluru University, Bengaluru	2018	6.9.2017; 7 Years	Associate Professor	2019	6.9.2017	PGDM	Finance				Yes	Regular
9	Dr. A. Ramrathu	M.Com, MBA, Ph.D	S.V. University, Tirupati, A.P	2009	9.7.2020	Associate Professor	9.7.2020	9.7.2020	PGDM	Accounts & Finance				Yes	Regular
10	Dr.K Venkateswarulu	MBA, Ph.D, NET	Andhra University, Visakhapatnam, A.P	2019 (NET2012)	9.5.2022	Associate Professor	9.5.2022	9.5.2022	PGDM	HR				Yes	Regular
11	Dr. Nityanand B. Patil	MBA, M.Phil, Ph.D	Gulbarga University, Kalaburagi, Karnataka	2007; 2023	21.6.2022	Associate Professor	21.6.2023	21.6.2023	PGDM	Finance and HRM	1			Yes	Regular
12	Dr. Manjunath Jazareeni Yadav	MBA, Ph.D	Savitribai Phule Pune University	2023	1.9.2022	Associate Professor	4.9.2023	4.9.2023	PGDM	HR				Yes	Regular
13	Dr K. Saketh Reddy	MBA, Ph.D	Dayananda Sagar University, Bengaluru	2023	21.11.2022	Assistant Professor		21.11.2022	PGDM	Marketing, HR				Yes	Regular
14	Mr. Kuladep Sharma	M.Sc., MBA (Finance),	Bharathiar University, Coimbatore, T.N	2011	1.3.2018	Assistant Professor		23.7.2008	PGDM	Financial Management				Yes	Regular
15	Ms. Lakshminarasa T	MBA, MCA, NET	Sikkim Manipal University (MBA)	2009; 2020	9.5.2022	Assistant Professor		9.5.2022	PGDM	Computer Science				Yes	Regular
16	Mr. Manish Ashok	M.Tech(IT Engg)	IIT Kharagpur	2014	15.10.2020	Assistant Professor		5.10.2020	PGDM	Bio Technology & Biochemical Eng.				Yes	Regular
17	Mr. Rajesh A.V	MBA, CMA (US)	Bharathiar University, Coimbatore, T.N	2012	1.4.2021	Assistant Professor		1.4.2022	PGDM	F.M				Yes	Regular
18	Prof. Archana	M.Sc (Agri),	UAS GKVK, Bengaluru	2018	1.4.2021	Assistant Professor		1.8.2022	PGDM	ABM; AgriL Marketing	2			Yes	Regular
19	Prof. Mangala V Reddy	MBA (Food & Dairy Business)	KVAFS University, Bidar	2012	10.8.2021	Assistant Professor		1.8.2022	PGDM	ABM, AgriL Marketing	2			Yes	Regular
20	Mr. Shrinidu V S	M.A (Eco), (Ph.D (Eco))	Keweenaw University, Shrikaragatta, Karnataka	2014	6.4.2021	Assistant Professor		17.4.2023	PGDM	Economics				Yes	Regular
21	Ms. Vignapathi Mani Krishna	B.Tech., MBA, NET, (Ph.D)	Bengaluru City University, Bengaluru	2020	12.8.2022	Assistant Professor		8.8.2023	PGDM	Marketing, HR, Production Operation	1			Yes	Regular
22	Mr. Dharmesh M N	MBA, NET	PES University, Bengaluru, NET	2018; 2019	3.7.2023	Assistant Professor		3.7.2023	PGDM	Finance				Yes	Regular
23	Prof. Manjani Jagappa	M.A., PGDELT., M.Phil.,	Dronacharya University, Koppal, Andhra Pradesh	2011	20.5.2017	Assistant Professor		20.5.2017	PGDM	Communication				Yes	Regular
24	Prof. Mahaboubi Busha	MBA, M.Com., M.Phil; (Ph.D)	SCSVMV University, Kanchipuram, T.N	2017	13.12.2021	Assistant Professor		12.12.2021	PGDM	Finance				Yes	Regular
25	Dr. Siddaram Charith	MBA, Ph.D	University of Madras, TN	2011	14.3.2022	Associate Professor		12.03.2024		Human Resource & Marketing					

	2022-23														
1	Dr. Tripananti Jagdish	MA, MBA, Ph.D	S.V. University, Tirupati, A.P	2006	3.5.2017	Professor	3.5.2017	3.5.2017	PGDM	Marketing				Yes	Regular
2	Dr G N Nagaraja	M.Sc (Agril., Ph.D (Agril.Econ)	TNA University, Coimbatore, T.N	1997	1.7.2021	Professor	1.7.2022	1.7.2022	PGDM	Agril. Economics, ABM	2			Yes	Regular
3	Dr. N. Gurusudan Naidu	B.L, M.Com, MBA, MAIMT, Ph.D	S.V. University, Tirupati, A.P	2007	4.8.2023	Professor	4.8.2023	4.8.2023	PGDM	Marketing				Yes	Regular
4	Dr. T. Uma Devi	MBA, Ph.D	Osmia University, Hyderabad, Telangana	2014	17.3.2023	Professor	17.3.2023	17.3.2023	PGDM	HR				Yes	Regular
5	Dr. S. Subaji Naidu	M.Com, M.Phil, SLET, Ph.D	Sri Krishnadevaraya University, Anantapur, A.P	2011	8.4.2021	Associate Professor	11.4.2023	11.4.2023	PGDM	Accounts & Taxation	1			Yes	Regular
6	Dr. M. Krishna	MBA, PGDRIIM, ASMP (IIM), Ph.D	GITAM University, Visakhapatnam, A.P	2019	7.5.2022	Associate Professor	7.5.2022	7.5.2022	PGDM	Marketing				Yes	Regular
7	Dr. Sanjay Mahesh	MBA, Ph.D	Bengaluru University, Bengaluru	2018	6.9.2017	Associate Professor	2019	6.9.2017	PGDM	Finance				Yes	Regular
8	Dr. A. Ramabala	M.Com, MBA, Ph.D	S.V. University, Tirupati, A.P	2009	9.7.2020	Associate Professor		9.7.2020	PGDM	Accounts & Finance				Yes	Regular
9	Dr. Anilkumar R	MBA, KSET, Ph.D	Bharathiar University, Coimbatore, T.N	2022	12.2.2021	Associate Professor	12.2.2021	12.2.2021	PGDM	Marketing & Systems				5.12.2022	Regular
10	Dr.K. Venkateswarulu	MBA, Ph.D; NET	Andhra University, Visakhapatnam, A.P	2019 (NET2012)	3.5.2021	Associate Professor	9.5.2022	9.5.2022	PGDM	HR				Yes	Regular

11	Dr. Nityanand B. Patil	MBA, M.Phil, Ph.D	Gulbarga University, Kalaburagi, Karnataka	2007; 2023	21.6.2023	Associate Professor	21.6.2023	21.6.2023	PGDM	Finance and HRM	1			Yes	Regular
12	Dr. Manojkumar Jambhan Yadav	MBA, Ph.D	Savitribai Phule Pune University	2023	4.9.2023	Associate Professor	4.9.2023	4.9.2023	PGDM	HR				Yes	Regular
13	Mr. Kaladep Sharma	M.Sc., MBA (Finance),	Bharathiar University, Coimbatore, T.N	2011	1.3.2017	Assistant Professor		23.7.2008	PGDM	Financial Management				Yes	Regular
14	Ms. Lakshminaras T	MBA, MCA, NET	Sikkim Manipal University (MBA)	2009; 2020	11.5.2021	Assistant Professor		9.5.2022	PGDM	Computer Science				Yes	Regular
15	Mr Manchu Ashok	M.Tech,	IIT Kharagpur	2014	5.10.2020	Assistant Professor		5.10.2020	PGDM	Bus Technology & Biochemical Eng.				Yes	Regular
16	Mr. Rajesh A.V	MBA, CMA (U.S)	Bharathiar University, Coimbatore, T.N	2012	1.4.2021	Assistant Professor		1.4.2022	PGDM	F.M				Yes	Regular
17	Prof. Archana	M.Sc (Agril.),	UAS GKVK, Bengaluru	2018	1.4.2021	Assistant Professor		1.8.2022	PGDM	ABM, Agril. Marketing	2			Yes	Regular
18	Prof. Mangala V Reddy	MBA (Food & Dairy Business)	KVAFS University, Bidar	2012	1.5.Years	Assistant Professor		1.8.2022	PGDM	ABM, Agril. Marketing	2			Yes	Regular
19	Mr. Shrinidhi V S	M.A (Econ), (Ph.D (Econ)	Kuvempu University, Shankaragutta, Karnataka	2014	17.4.23	Assistant Professor		17.4.2023	PGDM	Economics				Yes	Regular
20	Ms. Veluprathi Masti Krishna	B.Tech., MBA, NET (Ph.D)	Bengaluru City University, Bengaluru	2020	8.8.2023	Assistant Professor		8.8.2023	PGDM	Marketing, HR, Production Operations	1			Yes	Regular
21	Mr. Dharmesh M N	MBA, NET	PES University, Bengaluru, NET	2018; 2019	3.7.2023	Assistant Professor		3.7.2023	PGDM	Finance				Yes	Regular
22	Prof. Muttaninjappa	M.A., PGDELT., M.Phil.,	Dravidian University, Kuppam, Andhra Pradesh	2011	20.5.2017	Assistant Professor		20.5.2017	PGDM	Communication				Yes	Regular
23	Prof.K. Suresh Reddy	MBA, (Ph.D)	Dayananda Sagar University, Bengaluru	2023	18.11.2021	Assistant Professor		21.11.2022	PGDM	Marketing, HR				Yes	Regular
24	Prof. Bile Hajira	M.Com, NET., SET	Bengaluru University, Bengaluru	2013	14.8.2017	Assistant Professor		14.8.2017	PGDM	Accounting and Taxation				Yes	Regular

S.No	Name of the Faculty Member	Qualification			Association with the Institute	Designation	Appointed as Professor/ Asst. Prof.	Joining the Institute	Department	Specialization	Academic Research	Research Paper Published	Guided Ph.D. during the Assessment Years	Leaving (In case of association)	Regular
		Degree (Highest Degree)	University	attaining Higher Qualification											
	2021-22														
1	Dr. Tripathi Jagdish	MA, MBA, Ph.D	S.V. University, Tirupati, A.P	2006	3.5.2017	Professor	3.5.2017	3.5.2017	PGDM	Economics				Yes	Regular
2	Dr G N Narasimha	M.Sc (Agril.), Ph.D (Agril.Eco)	TNA University, Coimbatore, T.N	1997	1.7.2021	Professor	1.7.2022	1.7.2022	PGDM	Agril. Economics, ABM	2			Yes	Regular
3	Dr. M. Kothari	MBA, PGDRM, ASMP (JMI), Ph.D	GITAM University, Visakhapatnam, A.P	2019	7.5.2022	Associate Professor	7.5.2022	7.5.2022	PGDM	Marketing				Yes	Regular
4	Dr Saniya Mahesh	MBA, Ph.D	Bengaluru University, Bengaluru	2018	6.9.2017; 7 Years	Associate Professor	2019	6.9.2017	PGDM	Finance				Yes	Regular
5	Dr. A. Ramulu	M.Com, MBA, Ph.D	S.V. University, Tirupati, A.P	2009	9.7.2020	Associate Professor		9.7.2020	PGDM	Accounts & Finance				Yes	Regular
6	Dr Venkateshwarulu	MBA, Ph.D; NET	Andhra University, Visakhapatnam, A.P	2019 (NET2012)	9.5.2022	Associate Professor	9.5.2022	9.5.2022	PGDM	HR				Yes	Regular
7	Dr. S. Balaji Nair	M.Com, M.Phil, SLET, Ph.D	Sri Krishnadevaraya University, Anantapur, A.P	2011	8.4.2021	Associate Professor	11.4.2023	11.4.2023	PGDM	Accounts & Taxation	1			Yes	Regular
8	Dr. Suganya	M.Com., M.Phil., Ph.D., NET	Mother Teresa Women's University, Kodalkanal	2021; 2014	8.11.2021	Assistant Professor		8.11.2021	PGDM	Banking & Financial Inclusion Services				26.12.2022	
9	Mr. Kalanidhi Sharma	M.Sc., MBA (Finance),	Bharathiar University, Coimbatore, T.N	2011	1.3.2017	Assistant Professor		23.7.2008	PGDM	Financial Management				Yes	Regular
10	Mr. Rajesh A.V	MBA, CMA (US)	Bharathiar University, Coimbatore, T.N	2012	1.4.2021	Assistant Professor		1.4.2022	PGDM	F.M				Yes	Regular
11	Prof. Archana	M.Sc (Agril.)	UAS GKVK, Bengaluru	2018	1.4.2021	Assistant Professor		1.8.2022	PGDM	ABM, Agril. Marketing	2			Yes	Regular
12	Prof. Anil Kumar R.	MBA, KSET	Bangalore University, Karnataka	2012	12.2.2021	Associate Professor	12.2.2021	12.2.2021	PGDM	Marketing & Systems				Yes	Regular
13	Prof. Archana	M.Sc (Agril.)	UAS GKVK, Bengaluru	2018	1.5 Years	Assistant Professor		1.8.2022	PGDM	ABM, Agril. Marketing	2			Yes	Regular
14	Prof. Manjula V Reddy	MBA (Food & Dairy Business)	KVAFS University, Bidar	2012	1.5 Years	Assistant Professor		1.8.2022	PGDM	ABM, Agril. Marketing	2			Yes	Regular
15	Prof. Ashok M	M.Tech(IIT Kgp)	IIT Kharagpur	2014	5.10.2020	Assistant Professor		5.10.2020	PGDM	Bio Technology & Biochemical Eng.				Yes	Regular
16	Prof. Manjunathappa	M.A., PGDELT., M.Phil.,	Dravidian University, Kuppam, Andhra Pradesh	2011	20.5.2017	Assistant Professor		20.5.2017	PGDM	Communication				Yes	Regular
17	Dr. Chaitra V H	MBA, Ph.D	Vivekananda Technological University, Belgaum	2010	2.11.2017	Assistant Professor		2.11.2017	PGDM	Marketing				Yes	Regular
18	Dr. Krishna Kumar	MBA, Ph.D	CMR University, Bengaluru	2020	4.5.2021	Assistant Professor			PGDM	Finance				20.12.2022	Regular
19	Prof. Bala Hegde	M.Com., NET., SET	Bengaluru University, Bengaluru	2013	14.8.2017	Assistant Professor		14.8.2017	PGDM	Accounting and Taxation				Yes	Regular

2020-21															
1	Dr. Tripuram Jaggiah	MA, MBA, Ph.D	S.V. University, Tirupati, A.P	2006	3.5.2017	Professor	3.5.2017	3.5.2017	PGDM	Economics				Yes	Regular
2	Dr. Sanjya Mubeen	MBA, Ph.D	Bengaluru University, Bengaluru	2018	6.9.2017, 7 Years	Associate Professor	2019	6.9.2017	PGDM	Finance				Yes	Regular
3	Dr. A. Rambabu	M.Com, MBA, Ph.D	S.V. University, Tirupati, A.P	2009	9.7.2020	Associate Professor		9.7.2020	PGDM	Accounts & Finance				Yes	Regular

4	Dr. Sujanya S	M.Com., M.Phil., Ph.D., NET	Mother Teresa Women's University, Kodaikanal	2021; 2014	8.11.2021	Assistant Professor		8.11.2021		Banking & Financial Inclusion Services					
5	Prof. Chaitra V H	MBA	Vivekananda Technological University, Belgaum	2010	2.11.2017	Assistant Professor		2.11.2017	PGDM	Marketing				Yes	Regular
6	Dr. Krishna Kumari	MBA, Ph.D	CMR University, Bengaluru	2020	4.5.2021	Assistant Professor			PGDM	Finance				20.12.2022	Regular
7	Prof. Anilkumar R	MBA, KSET	Bangalore University, Karnataka	2012	12.2.2021	Associate Professor	12.2.2021	12.2.2021	PGDM	Marketing & Systems				Yes	
8	Prof. Kaldeep Shama	M.Sc., MBA (Finance),	Bharathiar University, Coimbatore, T.N	2011	2008	Assistant Professor		23.7.2008	PGDM	Financial Management				Yes	Regular
9	Prof. Manchu Ashok	M.Tech.,	IIT Kharagpur	2014	5.10.2020	Assistant Professor		5.10.2020	PGDM	Management				Yes	Regular
10	Prof. Madanjinappa	M.A., PGDELT., M.Phil.,	Dronacharya University, Koppam, Andhra Pradesh	2011	20.5.2017	Assistant Professor		20.5.2017	PGDM	Communication				Yes	Regular
11	Prof. Bithi Hajira	M.Com., NET., SET	Bengaluru University, Bengaluru	2013	14.8.2017	Assistant Professor		14.8.2017	PGDM	Accounting and Taxation				Yes	Regular
								1.12.2020							

S.No	Name of the Faculty Member	Qualification	Association with the Institute		Designation	Joined as Professor/Asst. Prof.	Joining the Institute	Department	Specialization	Academic Research/associated (Y/N)	Date of Leaving (In case of association) (Regular)	
	2023-24	Degree (Highest Degree)	University	Attaining Higher Qualification					Research Paper Published	Guided Ph.D. during the Assessment Years		
1	Dr. A. Rambabu	M.Com, MBA, Ph.D	S.V. University, Tirupati, A.P	2009	9.7.2020	Associate Professor	9.7.2020	PGDM	Accounts & Finance		Yes	Regular
2	Dr. Rubena Khaliq	M.Sc. Ph.D	Anna University Chennai, Tamil Nadu	2023	19.8.2023	Assistant Professor	19.8.2023	PGDM	Mathematics	1	Yes	Regular
3	Dr. Anur Kumar A	MBA, Ph.D	Bharathidasan University, Tiruchirappalli, T.N	2020	24.7.2023	Assistant Professor	24.7.2023	PGDM	Behavioural Economics	0	Yes	Regular
4	Dr. C.M.Suresh Reddy	Maths, PGPM-AICTE, MBA, (JNTUA),	S. K University, Anantapur	2011	23.1.2022	Assistant Professor		PGDM	Mathematics		Yes	Regular
5	Dr Venkataraman Karri	MBA, SET, B.Ed. Ph.D	Adikavi Nannaya University, Rajahmundry, A.P	2023	21.12.2023	Assistant Professor	21.12.2023	PGDM	Marketing		Yes	Regular
6	Dr. Mahesh Pawan Sathavalli	MBA, M.Phil, Ph.D	SCSVMV University, Kanchipuram	2019		Assistant Professor		PGDM	Business Operations		Yes	Regular
7	Mr. U. Rajasekhar	M.Sc.	S.V. University, Tirupati, A.P	2020	8.7.2022	Assistant Professor	8.7.2022	PGDM	Mathematics		Yes	Regular
8	Mr. Anur Kumar UM	MBA	Bengaluru University, Bengaluru	2017	27.2.2023	Assistant Professor	27.2.2023	PGDM	HR & Marketing		Yes	Regular
9	Ms. K.R. Chandakula	MBRM, M.Phil, NET, (Ph.D)	Bharathidasan University, Tiruchirappalli, T.N	2008/2014	12.6.2023	Assistant Professor	12.6.2023	PGDM	H.R	2	Yes	Regular
10	Ms. Trupti Suryawanshi	M.A	Pt.Ravi Shankar Shiksha University, Raipur	2008	1 year (2022 Sept)	Assistant Professor	24.9.2022	PGDM	Communication, Language and Literature		Yes	Regular
11	Ms. Akshita Gupta	MBA, (Ph.D)	IIT Allahabad, U.P	2017	25.8.2023	Assistant Professor	25.8.2023	PGDM	HR, Analytics		Yes	Regular
12	Ms. Hemangini Rai	MBA, (Ph.D)	Bharati Hinde University, Varanasi, U.P	2015	6.9.23	Assistant Professor	6.9.2023	PGDM	Business Economics		Yes	Regular
13	Ms. Alka Gupta Saraf	MBA, NET, (Ph.D)	Vikram University, Ujjain, M.P		8.6.2023	Assistant Professor	8.6.2023	PGDM	H.R, Marketing	0	Yes	Regular
14	Ms. Sherri Ghosh	BBA, LLB, PGDM	IMT Ghaziabad, U.P	2013	1.5.2020	Assistant Professor	1.5.2020	PGDM	International Business, Marketing		Yes	Regular
15	Ms. Bindu KB	MBA	Nagarjuna College of Engg & Tech, Bengaluru	2019	10.10.2020	Assistant Professor	10.10.2020	PGDM	HR., Marketing		Yes	Regular
16	Ms. Shivakshi Sharma	M.A., M.Phil	Himachal Pradesh University, Shimla	2017	15.9.2023	Assistant Professor	15.9.2023	PGDM	Communication, Language and Literature		Yes	Regular
17	Prof. V. Manjusha	MBA, NET	Bengaluru University, Bengaluru	2005 (2012)	7.6.2023	Assistant Professor	7.6.2023	PGDM	Marketing, H.R	2	Yes	Regular
18	Prof. Anil Kumar K.R	M.Com, KSET, B.Ed	Bengaluru University, Bengaluru	2017, 2020	14.12.2023	Assistant Professor	14.12.2023	PGDM	Accounting & Taxation		Yes	Regular