



Accredited 'A' Grade by NAAC

ANNUAL QUALITY ASSURANCE REPORT
2018-19



INTERNAL QUALITY ASSURANCE CELL

Alternate Phone no.

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- IQAC e-mail address: **iqac@ifim.edu.in**
- Alternate Email address: **gitanjali.hs@ifim.edu.in**

3. Website address: www.ifimcollege.com

Web-link of the AQAR: (Previous Academic Year):

<https://www.ifimcollege.com/downloads/aqar-2017-18.pdf>

4. Whether Academic Calendar prepared during the year?

Yes. if yes, whether it is uploaded in the Institutional website: **Yes**

Weblink: <https://ifimcollege.com/aqar2018-19/Academic%20Calender%202018-19.xlsx>

5. Accreditation Details:

Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1 st	A	3.01	2016	from:2016 to: 2021
2 nd				
3 rd				
4 th				
5 th				

6. Date of Establishment of IQAC: DD/MM/YYYY: **15/12/2014**

7. Internal Quality Assurance System

7.1 Quality initiatives by IQAC during the year for promoting quality culture

Item /Title of the quality initiative by IQAC	Date & Duration	Number of Participants /beneficiaries
Orientation Programme & Foundation Course for the new batch (PG & UG)	11 th July 2018 to 03 rd Aug 2018	281 students
VALUE ADDED CERTIFICATE COURSE		
Basic Ms-Word & Ms-Excel certification course - PG	30 Hours	74
Advanced Ms-Word & Ms-Excel certification course - PG	30 Hours	54
Certificate course on soft skills – PG (M.Com)	30 Hours	40
Certificate course on Analytics & SPSS – PG	30 Hours	54
Regular meetings with IQAC	Once in a week	All internal members

Item /Title of the quality initiative by IQAC	Date & Duration	Number of Participants /beneficiaries
ISO CERTIFICATION -		
Academic Audit	28 th March 2019	Whole college
Administrative Audit	29 th March 2019	Whole college
Social Immersion Programme	(60 Hours)	214
Personality Enhancement Program	(3 months in a Semester)	214
Industry Internship Program (B.Com=18, BBA=29, BCA=14,M.Com=17,BA=11,MBA=34)	(1 month)	123
Research Incubation	(1 Paper in their course)	148
Mentoring (MBA)		34
Parents Satisfaction Survey (PG)	Date: 1 st June 2019 (1 time in Semester)	https://ifimcollege.com/aqar2018-19/Parents%20Feedback%20Analysis.pptx
Parents Satisfaction Survey (UG)	Date: 1 st June 2019 (1 time in Semester)	https://ifimcollege.com/aqar2018-19/Parents%20Feedback%20Analysis.pptx
Students Satisfaction Survey (PG graduating batch)	Date: 1 st June 2019 (1 time in Year)	56 https://ifimcollege.com/aqar2018-19/Students%20Feedback%20Analysis.pptx
Students Feedback on Academic Delivery	Twice in Semester before MSE, before ESE feedback	https://ifimcollege.com/aqar2018-19/Student%20Academic%20Delivery%20Feedback%202018-19.zip
Students Feedback on Guest Lectures, Workshops, Certificate Courses	(After every event)	https://ifimcollege.com/aqar2018-19/Students%20Feedback%20on%20Guest%20Lectures,%20Workshops,%20Certificate%20Courses.zip
MAINTAINING ACADEMIC AMBIANCE CONDUCTIVE TO LEARNING AND RESEARCH		
Workshop on Higher quality education	6 th March 2019	16
Workshop on Mentoring	22 nd May 2019	11
Training on QMS process & Policies	22 nd May 2019	17
Training on LMS/ERP	22 nd May 2019	20
IQAC induction to new joiners	22 nd May 2019	05
Faculties Research publication target	Every semester (One Paper)	Two Paper Publication in Scopus Indexed Journal by the Faculties

Item /Title of the quality initiative by IQAC	Date & Duration	Number of Participants /beneficiaries
Students Research – Students Conference Theme- Mind Power	10 th Oct 2018	https://ifimcollege.com/aqar2018-19/MindPower%202018-Report.docx
Seminars & Conferences- International Conference -Fusion	15 th Feb 2019	https://ifimcollege.com/aqar2018-19/Fusion-2019-Report.docx
NURTURE & MOLD INDUSTRY READY PROFESSIONALS		
Industry Internship Program (B.Com=18, BBA=29, BCA=14,M.Com=17,BA=11,MBA=34)	(1 month)	123
MONITORING THE FUNCTIONING OF VARIOUS CLUBS AND COMMITTEES		
Regular Inspection of the Departments, Committees & Clubs by IQAC	One in a Semester	6 Departments 18 Committees 6 Clubs
Participation in NIRF	2018	----
ISO certification	2018	----
Mock Audit by IQAC	Quarterly	----
Ranking (Applied for Outlook, Times of India, India today)	2018	(BBA Program ranked 11 th among top 120 colleges by India Today survey)

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

Institution/ Department/Faculty	Scheme	Funding agency	Year of the award with duration	Amount
NIL	NIL	NIL	NIL	NIL

9. Whether the composition of IQAC as per latest NAAC guidelines: **YES**

Weblink: <https://ifimcollege.com/aqar2018-19/IQAC%20composition.pdf>

10. No. of IQAC meetings held during the year: **01**

The minutes of IQAC meeting and compliance to the decisions have been uploaded on the institutional website : **Yes**

Weblinks: <https://ifimcollege.com/aqar2018-19/IQAC-Meetings-Minutes/IQAC%20Annual%20Meeting%202019.pdf>

[https://ifimcollege.com/aqar2018-19/IQAC-Meetings-Minutes/IQAC_MOM\(5.6.2019\).pdf](https://ifimcollege.com/aqar2018-19/IQAC-Meetings-Minutes/IQAC_MOM(5.6.2019).pdf)

11. Whether IQAC received funding from any of the funding agency to support its activities during the year? **No**

If yes, mention the amount: **NA** Year: **NA**

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

- Grievance Tracker: (Areas like Infrastructure, IT, Hostel, Canteen services & Policies and procedures of the Institute)

- Assurance of Learning: Through General Learning Goals & Learning objectives linked to Curriculum Plan and Academic delivery & Academic interventions like Mentoring sessions, IIP, PEP, SIP, RI, etc.,
- Placement Interviews: Rate of rejection of students in final placement is monitored. Mock GD-PI is conducted as training and rehearsals for performing better in the final interviews.
- Alumni Connect: Continuous connect with Alumni & their involvement for mentoring guest lectures, internships, placements, sponsorships, feedback for curricular improvements etc.
- Statutory and Regulatory Bodies data fulfilment.
- Workshop on QMS, IQAC, ERP & LMS was conducted.

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

Plan of Action	Achievements/Outcomes
1. Framework for Quality	<ul style="list-style-type: none"> ➤ Implementation of Quality Policy
2. Research & Innovation	<p>Accelerate Research & Innovation in the college:</p> <ul style="list-style-type: none"> ➤ Faculty & Student Clusters for research, ➤ Increase in the number of publications, ➤ Pre/Post presentations by faculty members ➤ Involvement of students in research
3. Teaching Learning & Evaluation	<p>Improving Teaching Learning & Evaluation:</p> <ul style="list-style-type: none"> ➤ New General Learning Goals & Learning Objectives ➤ Inclusion of certificate courses ➤ LMS for Students support & learning ➤ QPSB for improvement in the examination process
4. Departments, Committees, Clubs	<p>Monitoring & improvement:</p> <ul style="list-style-type: none"> ➤ Workload distribution ➤ Organized student support committees ➤ Students driven activities by clubs ➤ Inter & Intra Collegiate active participation & wins by the students. ➤ Individual departments are linked with respective clubs for their efficient and effective functioning under the monitoring of IQAC ➤ Quality Audits by IQAC
5. Student Development	<p>Student Development:</p> <ul style="list-style-type: none"> ➤ Enhancing employability through PEP & RI programs, ➤ Student progression, ➤ Student empowerment through student council, ➤ Alumni engagement focus on group discussion, guest lectures, workshops, Industry visits, Placements, Internships etc. ➤ Student driven clubs to improve organizational and management skills in students. ➤ Measures for improving participation & wins in the fests, competitions etc

	<ul style="list-style-type: none"> ➤ More number of Social Immersion Projects ➤ Compulsory value-added certificate courses
6. Governance	Academic Audit
7. Extension	Signing MOU'
8. Others	Curricular Interventions like PEP, SIP, Mentoring, Research Incubation, IIP etc

14. Whether the AQAR was placed before the statutory body? : **Yes**

Name of the Statutory body: **Governing Council** Date of the meeting(s): 28 Dec 2018

15. Whether NAAC/or any other accredited body(s) visited IQAC or interacted with it to assess the functioning?

NO

Date: **NA**

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

For the Year: 2018-19

Date of Submission: 27th Feb 2019

17. Does the Institution have a Management Information System? : **Yes**

IFIM has a strong MIS at various levels.

Management Information System (MIS) has always been considered as one of the important tools and a key element for the smooth functioning of an organization. MIS is used in assisting management of the college in capturing, processing, storage and retrieval of relevant, up-to-date and demand-driven data and information for planning, coordinating, controlling, directing, follow up on the daily activities of the teaching and nonteaching staff, payroll, human resource management, recruitment, promotions finance, students admission, students enrolment, course schedules, examinations, results, budgeting etc. and these are done with the help of ERP, LMS, facebook at the workplace using technology.

At Student Level: All student-related data such as their personal information, fee payment, exam records, hostel and library details are maintained and can be retrieved on demand. We have implemented ERP to the core in various activities such as, in tracking the day-to-day attendance which has helped us in increasing the attendance percentage of students. And also the progress of students which is eventually used to analyze and monitor the improvements or retrogression in students over-time. The implementation of ERP in the campus is with the intention to fully utilize and efficiently track all resources and help make appropriate decisions.

Part-B

CRITERION I – CURRICULAR ASPECTS

1.1 Curriculum Planning and Implementation

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

A systematic mechanism has been developed to ensure and enhance the quality of teaching & learning. The planning and organizing of teaching, learning and evaluation schedules for all the courses in each discipline is well planned, implemented and scrutinized by an academic committee consisting of Principal and Heads of Programs. Learning is made more student-centric by laying stress on specific learning outcomes for all courses by making it more participatory and interactive through participatory activities like Group Discussion, Model making, Brainstorming, Field Survey / Fieldwork, Roleplays, Presentations, Academic debates etc which strengthen the knowledge base contribution to skill formation and managerial skills both at personal and at interpersonal level.

The curriculum of IFIM College is designed to inculcate confidence-based learning to ensure that learning takes place and mastery of a topic is achieved. It is much more than simply delivering information to students. To ensure this, we follow best learning practices by designing our curriculum aligned with our goals and implementing it through the usage of modern pedagogy tools like case studies, simulation exercises, flip classrooms, role plays, assignment etc., taught by highly knowledgeable and experienced faculties in the departments. Following curricular interventions were also introduced to attain holistic development, making students socially responsible and continuously employable.

1. Personality Enhancement Programme:

It is a unique programme exclusively offered at IFIM College which focuses on developing confidence and high self-esteem, improving communication skills matching industry standards, inculcating winning practices, and eventually presenting themselves as dynamic leaders to the corporate world.

2. Social Immersion Project (SIP):

It sensitizes students to the needs of the community and enables them to identify their social problems through research. They learn to design solutions for these social problems through a Techno-Economic Viability (TEV) study. IFIM has established a CSR Centre known as the V. B. Padode Centre for Sustainability. The SIP initiative falls under the umbrella of this Centre.

IFIM has tied up with NGO's across India who work closely with students, such as World Vision India, Action Aid, Art of Living (AOL), Anti-Pollution Drive, Help Age India, Biocon Foundation, CARE India, CRY, Bachpan Bachao Andolan, etc to name of few.

3. Mentoring:

It's is a symbiotic and synergetic relationship with mutual benefits. The essence of mentoring is a sustained human relationship that helps young professionals at IFIM College gain from diversified experiences, wisdom and knowledge provided by industry leaders. Mentoring fosters a sense of bonding that builds the reciprocal relationship over the period between mentors and mentees. Its' been introduced for PG students only in the academic year 2018-19 and will be introduced for the UG students in the upcoming years. Corporate mentoring is linked to purposing of life. In brief, the mentorship program will help in the following ways:

1. Clarity of purpose in students' personal and career goals
2. The requisite skill set and the way to develop the same
3. Develop a clear path to achieve the goal

4. Set up milestones on the path to the goal

4. Research Incubation:

The Research Incubation programme aims to equip students with critical thinking and problem-solving skills. The programme will facilitate students to develop research-oriented thinking which will enable them to thrive and innovate in today's fast-changing business environment. Students will pursue the research incubation course in groups of three and will be assigned to a Faculty mentor, based on their specializations and a research mentor. Research Incubation helps students develop analytical decision making and inquiring skills. By the end of the course, students will be able to read research papers independently, conduct a literature review, identify research gaps, collect primary/secondary data, perform data analysis and perform the interpretation of the data analysis. Students will be expected to communicate at least one original research paper to a peer-reviewed research journal (with Scopus/Web of Science indexing) or an International Conference.

5. Internships:

IFIM's unique Internship projects have been very well received by recruiters across industries for its unmatched exposure and valuable on-the-job learning.

IFIM College provides opportunities for students from MBA and UG programmes with reputed brands which enables them to deep dive into the ground reality of real business. Pursuing an internship also gives the students the extra edge to become more mature and handle the official activities in a professional manner. Some of these also convert to placements.

1.1.2 Certificate/ Diploma Courses introduced during the Academic year

Name of the Certificate Course	Name of the Diploma Courses	Date of introduction and duration	focus on employability/ entrepreneurship	Skill development
Advanced Excel, SPSS, Soft Skills	Nil	20.9.2018	Yes	Yes

1.2 Academic Flexibility

1.2.1 New programmes/courses introduced during the Academic year

Programme with Code	Date of Introduction	Course with Code	Date of Introduction
BBA/BCA		Environmental Studies (FSD41S)	2/1/19
B.Com		Goods & Service Tax (CCE6N9), Performance Management (CCE6F1), International Auditing and Assurance (CCE6F2) Environmental Studies (FSD41S)	Odd Semester

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

Name of Programmes adopting CBCS	UG	PG	Date of implementation of CBCS / Elective Course System	UG	PG
	BBA, B.Com, BA (JPE) BCA	MBA M.Com	2014 – Beginning of Academic Year	1.6.2014	1.6.2014

Already adopted (mention the year)

1.2.3 Students enrolled in Certificate/ Diploma Courses introduced during the year				
	Certificate	Diploma Courses		
No of Students				
Attachment	Advance Excel	Nil		
Attachment	SPSS			
Attachment	Soft Skills			
1.3 Curriculum Enrichment				
1.3.1 Value-added courses imparting transferable and life skills offered during the year Annexures available: https://ifimcollege.com/aqar2018-19/Criteria-1.zip				
Value-added courses	Date of introduction	Number of students enrolled		
PEP	Beginning of Academic year 2018-19	BBA – 227 + B.Com -93 + BCA – 65 + BA (JPE) – 36 + MBA – 86 + M.Com – 19 = 526		
RI	Beginning of Academic year 2018-19	BBA – 138 + B.Com - 64 + BCA – 51 + BA (JPE) – 27 + MBA – 86 = 366		
IIP	Beginning of Academic year 2018-19	BBA – 48 + B.Com – 27 + BCA – 25 + BA (JPE) – 8 + MBA – 34 = Total = 142		
SIP	Beginning of Academic year 2018-19	BBA – 90 + B.Com - 37 + BCA – 26 + BA (JPE) – 19 + MBA – 52 + M.Com – 22 = Total 246		
1.3.2 Field Projects / Internships undertaken during the year				
Project/Programme Title		No. of students enrolled for Field Projects / Internships		
IIP		https://ifimcollege.com/aqar2018-19/Criteria-1.zip		
SIP		https://ifimcollege.com/aqar2018-19/Criteria-1.zip		
1.4 Feedback System				
1.4.1 Whether structured feedback received from all the stakeholders.				
1) Students	2) Teachers	3) Employers	4) Alumni	5) Parents
Yes	Yes	Yes	Yes	Yes
1.4.2 How the feedback obtained is being analyzed and utilized for the overall development of the institution? (maximum 500 words)				
<p>Feedback from the students, parents & senior teachers, results of different exams, adoption of modern and innovative teaching techniques, punctuality etc form the basis of the evaluation of the teacher's performance.</p> <p>Feedback relating to the curriculum is obtained from the students, parents and the recommendations/suggestions received are discussed and incorporate in the curriculum to make it more relevant and effective.</p> <p>Feedback on teachers is also obtained from students to assure quality in teaching and learning. The feedback obtained is analysed and the concerned teachers are counselled to improve academic standards.</p> <p>The feedback from the teachers is taken to take corrective measures in case of student-related issues. Appropriate steps are taken at the teacher, department and at the institutional level to resolve the issues.</p> <p>Parents teacher's meetings are organized every semester to inform the students' progress to the parents and to sort out students issues if any.</p> <p>Counselling is provided to the students individually by professional counsellors.</p> <p>Mentoring is provided to the students individually by hiring corporate professionals. Corporate mentors will be mentoring the students based on their goals in their life and provide tips to achieve the goals.</p> <p>The above-mentioned points form the basis for setting higher standards which leads to the overall development of the institution.</p>				

CRITERION II -TEACHING-LEARNING AND EVALUATION			
2.1 Student Enrolment and Profile			
2.1. 1 Demand Ratio during the year			
Name of the Programme	Number of seats available	Number of applications received	Students Enrolled
B. Com	100	379	58
BBA	180	918	136
BCA	60	257	39
BA(J)	40	126	19
M.Com	40	145	22
MBA	60	355	53

2.2 Catering to Student Diversity					
2.2.1. Student - Full-time teacher ratio (current year data)					
Year	Number of students enrolled in the institution (UG)	Number of students enrolled in the institution (PG)	Number of full-time teachers available in the institution teaching only UG courses	Number of full-time teachers available in the institution teaching only PG courses	Number of teachers teaching both UG and PG courses
2018-19	258	74	13	04	19

2.3 Teaching-Learning Process					
2.3.1 Percentage of teachers using ICT for effective teaching with Learning Management Systems (LMS), E-learning resources etc. (current year data)					
Number of teachers on roll	Number of teachers using ICT (<i>LMS, e-resources</i>)	ICT tools and resources available	Number of ICT enabled classrooms	Number of smart classrooms	E-resources and techniques used
36	36	LMS, ERP, Impartus	21	Nil	Audio-Visual aids, Projector

2.3.2 Students mentoring system available in the institution. Give details. (max 500 words)		
<p><u>Mentorship:</u> The mentorship program is designed to bridge the gap between corporate expectations and student expectations as well as skill sets.</p> <ul style="list-style-type: none"> The objective of the Mentoring Program at IFIM is to enable mentors to prepare their mentees for professional careers and assist with the development of their workplace skills. The focus of the mentorship program is to help students develop a vision and mission for themselves for their personal and career achievements that they wish to target and to lay down a clear path as to how they are going to achieve the same. In brief, the mentorship program should help lay down: <ol style="list-style-type: none"> Clarity of purpose in students' personal and career goals The requisite skill set and the way to develop the same Develop a clear path to achieve the goal Set up milestones on the path to the goal 		
Number of students enrolled in the institution	Number of fulltime teachers	Mentor: Mentee Ratio
647	36	1:18

2.4 Teacher Profile and Quality				
2.4.1 Number of full-time teachers appointed during the year				
No. of sanctioned positions	No. of filled positions	Vacant positions	Positions filled during the current year	No. of faculty with Ph.D
NA	NA	NA	10	2
2.4.2 Honours and recognitions received by teachers (received awards, recognition, fellowships at State, National, International level from Government, recognized)				
Year of award	Name of full-time teachers receiving awards from the state level, national level, international level	Designation	Name of the award, fellowship, received from Government or recognized bodies	
Link: https://ifimcollege.com/aqar2018-19/Criteria-2/Faculty%20Achievement.docx				

2.5 Evaluation Process and Reforms				
2.5.1 Number of days from the date of semester-end/ year-end examination till the declaration of results during the year: Approx 4months				
Programme Name	Programme Code	Semester/ year	Last date of the last semester-end/ year-end examination	Date of declaration of results of semester-end/ year-end examination
BBA			As per Bangalore University Calendar	As per Bangalore University Calendar
BCOM				
BCA				
BA				
MBA				
MCOM				

2.5.2 Reforms initiated on Continuous Internal Evaluation (CIE) system at the institutional level (250 words)
<p>Continuous Internal Evaluation and Assessment of Learning is an integral part of the teaching and learning process. As a part of sound educational strategy, the institution adopts a Centralized Continuous Internal Evaluation (CIE) System to assess all aspects of a student's development on a continuous basis throughout the year. Faculty conducts Internal Assessment on a regular basis. Internal assessment includes midterm exam, end term exam Assignments, Case Study presentations, live projects, Internships, Research papers, fieldwork and class participation. Once the exam is conducted the same needs to be evaluated and marks uploaded by the respective faculty on ERP for students.</p> <ol style="list-style-type: none"> 1 The orientation programmes at the beginning of the semester 2 Course Outline Preparation and uploading on LMS and same is validated by Program Head for each subject. 3 Academic Calendar is published with important dates of important events. 4 Display of important information on Workplace and Department Notice Board. 5 Result Analysis & Review Meeting: Result Analysis is done by the class tutors after every semester exam 6 Students eligibility criteria of 75% attendance in each semester to appear for University Examination is implemented for all courses.

- 7 Remedial Classes are conducted for slow learners and absentees based on their mid-semester exam performance.
- 8 Representation in the Board of Studies: The senior faculty members appointed by the University act as the member of the Board of Studies

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

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

<https://ifimcollege.com/aqar2018-19/Academic%20Calender%202018-19.xlsx>

2.6 Student Performance and Learning Outcomes

2.6.1 Program outcomes, program-specific outcomes and course outcomes for all programs offered by the institution are stated and displayed on the website of the institution

Weblink:

<https://ifimcollege.com/aqar2018-19/Criteria-2/Student%20Performance%20and%20Learning%20Outcomes.docx>

2.6.2 Pass percentage of students

Programme Code	Programme name	Number of students appeared in the final year examination	Number of students passed in the final semester/year examination	Pass Percentage
	B. Com	25	19	76%
	BBA	31	30	97%
	BCA	17	11	64.7%
	BA	8	8	100%

2.7 Student Satisfaction Survey

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

It's done.

Weblink: <https://ifimcollege.com/aqar2018-19/Students%20Feedback%20Analysis.pptx>

CRITERION III – RESEARCH, INNOVATIONS AND EXTENSION				
3.1 Resource Mobilization for Research				
3.1.1 Research funds sanctioned and received from various agencies, industry and other organisations				
Nature of the Project	Duration	Name of the funding Agency	Total grant sanctioned	Amount received during the Academic year
Major projects	Nil	Nil	Nil	Nil
Minor Projects	Nil	Nil	Nil	Nil
Interdisciplinary Projects	Nil	Nil	Nil	Nil
Industry-sponsored Projects	Nil	Nil	Nil	Nil
Projects sponsored by the University/ College	Nil	Nil	Nil	Nil
Students Research Projects <i>(other than compulsory by the College)</i>	Nil	Nil	Nil	Nil
International Projects	Nil	Nil	Nil	Nil
Any other (Specify)	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil
3.2 Innovation Ecosystem				
3.2.1 Workshops/Seminars Conducted on Intellectual Property Rights (IPR) and Industry-Academia Innovative practices during the year				
Title of Workshop/Seminar	Name of the Dept.		Date(s)	
Nil	Nil		Nil	
3.2.2 Awards for Innovation won by Institution/Teachers/Research Scholars/Students during the year				
Title of the innovation	Name of the Awardee	Awarding Agency	Date of Award	Category
Nil	Nil	Nil	Nil	Nil
3.2.3 No. of Incubation centre created, start-ups incubated on campus during the year				
Incubation Centre	Name		Sponsored by	
	Research Incubation Centre		Centre for Developmental Education	
Name of the Start-up	Nature of Start-up		Date of commencement	
Nil	Nil		Nil	
3.3 Research Publications and Awards				
3.3.1 Incentive to the teachers who receive recognition/awards				
State	National		International	
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3.3.2 Ph. Ds awarded during the year <i>(applicable for PG College, Research Center)</i>				
Name of the Department		No. of Ph. Ds		

				Awarded		
				NA		
3.3.3 Research Publications in the Journals notified on UGC website during the year						
	Department	No. of Publication		Average Impact Factor, if any		
National						
International	MBA	5		7.21		
	M.Com	1		7.21		
	B.Com	2		3.025		
	BBA	1		7.209		
Weblink: https://ifimcollege.com/aqar2018-19/Criteria-3.zip						
3.3.4 Books and Chapters in Edited Volumes / Books published, and papers in National/International Conference Proceedings per Teacher during the year						
Department				No. of publication		
MBA				1		
M.Com				4		
Languages				3		
Weblink: https://ifimcollege.com/aqar2018-19/Criteria-3.zip						
3.3.5 Bibliometrics of the publications during the last Academic year based on average citation index in Scopus/ Web of Science or Pub Med/ Indian Citation Index						
Title of the paper	Name of the author	Title of the journal	Year of publication	Citation Index	Institutional affiliation as mentioned in the publication	Number of citations excluding self-citations
Nil	Nil	Nil	Nil	Nil	Nil	Nil
3.3.6 h-index of the Institutional Publications during the year. (based on Scopus/ Web of Science)						
Title of the Paper	Name of the author	Title of the journal	Year of publication	h-index	Number of citations excluding self-citations	Institutional affiliation as mentioned in the Publication
R						Publication
Investigating the gender influence on technology adoption model towards smartphones – evidence from emerging economies	Dr.N.Ramu	International Journal of Business Excellence	2018	15		Yes
3.3.7 Faculty participation in Seminars/Conferences and Symposia during the year :						
No. of Faculty	International level	National level	State-level	Local-level		
Attended Seminars/ Workshops	3	10	31	3		
Presented papers	8	1	-	-		

Resource Persons	1	1	-	-
3.4 Extension Activities				
3.4.1 Number of extension and outreach programmes conducted in collaboration with industry, community and Non- Government Organisations through NSS/NCC/Red cross/Youth Red Cross (YRC) etc., during the year				
Title of the Activities	Organising unit/ agency/ collaborating agency	Number of teachers coordinated such activities	Number of students participated in such activities	
Eye Checkup	YRC/ Dr.Agarwal's Eye Hospital	2	42	
Sapling Planation	NSS/Adamyia Chetana	1	55	
Retreat on Young Change Makers	NSS/ Youth for Seva	1	04	
Health Check-up at Government Home for Mentally Challenged	NSS/ Pacemakers 86 Trust	1	22	
Corporate Volunteering Conclave 2.0	NSS/ Youth for Seva	2	04	
3.4.2 Awards and recognition received for extension activities from Government and other recognized bodies during the year				
Name of the Activity	Award/recognition	Awarding bodies	No. of Students Benefited	
Nil	Nil	Nil	Nil	
3.4.3 Students participating in extension activities with Government Organisations, Non-Government Organisations and programmes such as Swachh Bharat, Aids Awareness, Gender Issue, etc. during the year				
Name of the scheme	Organising unit/ agency/ collaborating agency	Name of the activity	Number of teachers coordinated such activities	Number of students participated in such activities
Traffic Awareness	YRC/ Bangalore City Traffic Police	Street Play and Human Chain Formation to create awareness against Helmetless Driving and Drunken Driving	5	55
Road Show	NSS/ NSS State Cell and Gandhi Bhavan	150 th Birth Anniversary of Mahatma Gandhi	1	42
Drug Abuse	NSS/NSS State Cell and Bangalore City Police	Aarohan Steps, A Walk Against Drug Abuse...	1	60
Voting Awareness	ISR Wing of IFIM College	Creating Awareness of Voting	2	30
3.5 Collaborations				
3.5.1 Number of Collaborative activities for research, faculty exchange, student exchange during the Year				
Nature of Activity	Participant	Source of financial support	Duration	
Nil	Nil	Nil	Nil	

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

Nature of linkage	Title of the linkage	Name of the partnering institution/ industry /research lab with contact details	Duration (From-To)	Participant
Project work	Social Immersion Project	Vidyaranya Royal Park, No.34, Unit No.15 3 rd Floor, Park Road, Tasker Town (Behind Hotel Ramada), Shivajinagar, Bangalore – 560 051 Ph: 08022862622 Email: info@vidyaranya.org	02.07.2018 to 10.07.2018	5
Project work	Social Immersion Project	Estah SFS College Campus, Hebbagodi Bangalore – 560 100	04.07.2018 to 14.07.2018	22
Project work	Social Immersion Project	St.Gaspar Educational & Charitable Trust Singasanadra Post, Doddanagamangala Village, Bangalore – 560 068	02.07.2018 to 10.07.2018	6
Project work	Social Immersion Project	Vidyanikethan Jaraganahalli JP Nagar, 6 th Phase, Bangalore – 560 078 E-mail: vidyanik@sify.com	07.07.2018 to 17.07.2018	6

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

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

CRITERION IV – INFRASTRUCTURE AND LEARNING RESOURCES						
4.1 Physical Facilities						
4.1.1 Budget allocation, excluding salary for infrastructure augmentation during the year						
The budget allocated for infrastructure augmentation			Budget utilized for infrastructure development			
NIL			NIL			
4.1.2 Details of augmentation in infrastructure facilities during the year						
Facilities		Existing		Newly added		
Campus area		6473sqmts		-		
Classrooms		21		-		
Laboratories		6 (Computer Lab, Media Lab, Fin Lab, Electronics Lab, Psychology Lab, Simulation Lab)		-		
Seminar Halls		2		-		
Classrooms with LCD facilities		21		-		
Classrooms with Wi-Fi/ LAN		21		-		
Seminar halls with ICT facilities		2		-		
Video Centre		-		-		
No. of important equipment's purchased (\geq 1-0 lakh) during the current year.		NIL		NIL		
Value of the equipment purchased during the year (Rs. in Lakhs)		NIL		NIL		
Others		-		-		
4.2 Library as a Learning Resource						
4.2.1 Library is automated {Integrated Library Management System -ILMS }						
Name of the ILMS software		Nature of automation (fully or partially)		Version	Year of automation	
LIBSOFT – 2010 Web Version		Fully		2010	2011	
4.2.1 Library Services:						
	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	4642	1043092	410	152566	5052	1195658
Reference Books	258	60236	284	79303	542	139539
e-Books	125000	-	-	-	125000	-
Journals	4	27729	-	-	4	27729
e-Journals	6000	-	-	-	6000	-
Digital Database	1	35400	2	363380	3	398780
CD & Video	98	-	-	-	98	-
Library automation	-	-	-	-	-	-
Weeding (Hard & Soft)	-	-	-	-	-	-
Others (specify)	-	-	-	-	-	-

4.3 IT Infrastructure									
4.3.1 Technology Upgradation (overall)									
	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centers	Office	Departments	Available band width (MGBPS)	Others
Existing	115	2	YES	2	-	-	-	130Mbps	-
Added	73	-	-	-	-	-	-	30 Mbps	-
Total	188 (Sim Lab: 30 Computer Lab: 90 Fin. Lab: 30 Dept: 31 Library: 3 Exam: 4)	-	-	-	-	-	-	160Mbps	-
4.3.2 Bandwidth available of internet connection in the Institution (Leased line)									
160 MBPS									
4.3.3 Facility for e-content									
Name of the e-content development facility					Provide the link of the videos and media centre and recording facility				
IMPARTUS					http://ilearn.ifim.edu.in/				
4.3.4 E-content developed by teachers such as: e-PG-Pathshala, CEC (under e-PG-Pathshala CEC (Under Graduate) SWAYAM other MOOCs platform NPTEL/NMEICT/any other Government initiatives & institutional (Learning Management System (LMS) etc									
Name of the Teacher	Name of the module				Platform on which module is developed	Date of launching e - content			
Dr. Jaya Patil	Print Media				LMS	2.1.2019			
	Journalism - Adv. & PR								
	Journalism - Media Management								
	Personality Development								
Prof. Nagalakshmi	Income Tax - II				LMS	2.1.2019			
	Risk Management								
	Income Tax								
Dr. Ramu	International Finance				LMS	2.1.2019			
	Managerial Research Methods								
	Investment Analysis and Management								
	Business Research Methods								
Dr. H.S. Gitanjali	Stock & Commodity Market				LMS	2.1.2019			
	Management Accounting								
Dr. Rajshree Pandian	General English				LMS	2.1.2019			
	Optional English								
	Optional English - European & Non-European Literature								
Prof. Prabakar	Advanced Financial Accounting				LMS	2.1.2019			
	E-Business & Accounting								

	Principles and Practice of Auditing		
	Banking Regulations & Operations		
Dr. Sanchita Chaudhuri	Cost Management	LMS	2.1.2019
	Financial Accounting		
	Strategic Cost Management – II		
Prof. Seshachalam	Business Regulations	LMS	2.1.2019
	International Auditing & Assurance		
	Financial Management		
	Corporate Reporting Practices & Ind AS		
Prof. Venkatesh R	International Financial Institutions & Markets	LMS	2.1.2019
	Commodity Markets		
	Advanced E-Commerce & Mobile Commerce		
	International Business Dynamics		
	E-Business		
Prof. Swarnika Dixit	Services Management	LMS	2.1.2019
	Strategic Management		
	International HRM		
Prof. Usha N	Goods & Service Taxes	LMS LMS	2.1.2019 2.1.2019
	Forex Management		
	Banking Operations & Management		
	Risk Management		
	Financial Management		
	Risk Management and Derivatives		
Prof. Vandana Srivastava	Business Marketing	LMS	2.1.2019
	Strategic Brand Management		
	Brand Management		
Prof. Bhavesh Kumar	Data Structures Lab	LMS	2.1.2019
	Data structures		
	Technology for Management		
	Problem Solving Techniques using C		
	C Lab		
Prof. Sinzy Silvester	UNIX Lab	LMS	2.1.2019
	Unix Shell programming		
	Cryptography & Network Security		
	Web Programming		
	Web Programming LAB		
Prof. Veena	Computer Applications & Information Technology	LMS	2.1.2019
	PROJECT WORK		
	System Programming		
	Database Management System		
	Computer Applications & Information Technology		
	DBMS Lab		
Prof. Ambanna S M	Visual Programming	LMS	2.1.2019
	Visual Programming Lab		
	FC 2 - Indian Constitution and Human Rights		
	EXCEL CERTIFICATE COURSE		
Prof. Sathyanarayana N.	Operation Research	LMS	2.1.2019
	Quantitative Analysis for Business Decisions - I		

	Quantitative Methods for Business – II		
	Quantitative Techniques and Operations Research		
	Operations Research & Quantitative Technique		
Prof. Bovina Sunath	Personality Development	LMS	2.1.2019
	Journalism - Media Laws		
	Additional English		
Prof. Usha Prabhu	Entrepreneurship and Ethics	LMS	2.1.2019
	Strategic HRM		
	Talent and Knowledge Management		
	Organizational Change & Development		
Prof. Reena Chopra	Organizational Behavior	LMS	2.1.2019
	Banking Law & Operations		
	Principles of Event Management		
	Production and Operations Management		
Prof. Nagarathna	International Business	LMS	2.1.2019
	Abnormal Psychology		
	Abnormal Psychology Practical		
	Psychology Practical		
Prof. Muthulakshmi. P	Developmental Psychology	LMS	2.1.2019
	Advanced Corporate Accounting		
	Business Taxation - II		
	Performance Management (Accounts content)		
Prof. Sridevi	Cost Accounting	LMS	2.1.2019
	Retail Management		
	Environment and Public Health		
	Marketing Management		
Prof. Venugopal N	Retail Management	LMS	2.1.2019
	Basic Psychological Processes		
	Developmental Psychology-Practicals		
	Social Psychology		
Prof. Asif Ali	Social Psychology Practical	LMS	2.1.2019
	Marketing of Insurance Products		
	Business Research Methods		
	Compensation Management		
Prof. Niji Nleson	Human Capital Management	LMS	2.1.2019
	Optional English		
	Optional English - Indian Literature		
Prof. Venkatesh BB	English	LMS	2.1.2019
	Environment and Public Health		
	General English		
Prof. Subani	Additional English	LMS	2.1.2019
	Hindi		
Prof. Azeema	Creativity & Innovation	LMS	2.1.2019
	General English		
Prof. Fathima	International Marketing Strategy	LMS	2.1.2019
	Digital Marketing		
Dr. Pratibha	Certificate Course: Soft Skills	LMS	2.1.2019

4.4 Maintenance of Campus Infrastructure

4.4.1 Expenditure incurred on maintenance of physical facilities and academic support facilities,

excluding salary component, during the year			
Assigned budget on academic facilities	Expenditure incurred on maintenance of academic facilities	Assigned budget on physical facilities	Expenditure incurred on the maintenance of physical facilities
6947350.00	6947350.00	NIL	NIL
4.4.2 Procedures and policies for maintaining and utilizing physical, academic and support facilities - laboratory, library, sports complex, computers, classrooms etc.			
Weblink: https://ifimcollege.com/aqar2018-19/Criteria-4/Procedures%20and%20policies.docx			

CRITERION V - STUDENT SUPPORT AND PROGRESSION					
5.1 Student Support					
5.1.1 Scholarships and Financial Support					
	Name /Title of the scheme	Number of students	Amount in Rupees		
Financial support from institution	NIL	NIL	NIL		
Financial support from other sources					
a) National	SC/ST, Backward	20	9,24,510		
b) International	ICCR	3	2,25,000		
5.1.2 Number of capability enhancement and development schemes such as Soft skill development, Remedial coaching, Language lab, Bridge courses, Yoga, Meditation, Personal Counselling and Mentoring etc.,					
Name of the capability enhancement scheme	Date of implementation	Number of students enrolled	Agencies involved		
Soft Skills (PEP)	2018-19	480	IFIM College		
Remedial Coaching	2018-19	717	IFIM College		
Yoga	2018-19	31	IFIM College		
Foundation Course	2018-19	275	IFIM College		
Purposing Workshop	2018-19	351	IFIM College		
Personal Counselling	2018-19	20	Psychology Department, IFIM College		
Mentoring	2018-19	44	IFIM College		
5.1.3 Students benefited by guidance for competitive examinations and career counselling offered by the institution during the year					
Year	Name of the scheme	Number of benefited students by Guidance for Competitive examination	Number of benefited students by Career Counselling activities	Number of students who have passed in the competitive exam	Number of students placed
2018	Career Counselling (UG)	NIL	26	Nil	9

5.1.4 Institutional mechanism for transparency, timely redressal of student grievances, Prevention of sexual harassment and ragging cases during the year					
Total grievances received	No. of grievances redressed		The average number of days for grievance redressal		
9	9		2		
5.2 Student Progression					
5.2.1 Details of campus placement during the year					
On-campus			Off-Campus		
Name of Organizations Visited	Number of Students Participated	Number of Students Placed	Name of Organizations Visited	Number of Students Participated	Number of Students Placed
<ul style="list-style-type: none"> ➤ AMBCrypto ➤ CapitalVia ➤ Global Research Limited ➤ American express ➤ AVTAR Group ➤ Bajaj Allianz General Insurance ➤ BetterPlace Safety Solutions Private Limited ➤ Time Inc ➤ Cryptographtech ➤ TekNavigators Staffing Solutions Pvt. Ltd - ➤ Edelweiss Retail Finance Limited (ERFL) ➤ DELL ➤ ELV Projects Pvt Ltd ➤ Evolet Technology ➤ faveo help desk ➤ Fortune Maker ➤ GODREJ 	26	2	<ul style="list-style-type: none"> ➤ Fidelity ➤ Skenec ➤ SCIO ➤ IOD ➤ Aliens ➤ Quest Global ➤ Joulestowatts ➤ LNOPPEN ➤ Colgate Palmolive ➤ Thompson Reuters ➤ DELL ➤ Zolostays ➤ Qrius ➤ InstantBEE ➤ Face ➤ objectwin ➤ VMC Technologies ➤ Procter & Gamble ➤ MY gate ➤ Guardian ➤ G -Factor 	26	7

<ul style="list-style-type: none"> ➤ HiveMinds.in ➤ Home Credit India ➤ Imarticus Learning ➤ TCS [Tata Consultancy Services] ➤ Infinite Computing ➤ iQuanti ➤ Jaro Education ➤ Kosmoderma Skin & Hair Clinics ➤ Loan Frame ➤ Mahindra Holidays & Resorts India Ltd. ➤ Microland ➤ Naseba ➤ Nestor Analytics ➤ Ola Care ➤ Poancho ➤ Reliance Brands Limited ➤ SASVAT 					
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5.2.2 Student progression to higher education in percentage during the year

Year	Number of students enrolling into higher education	Programme graduated from	Department graduated from	Name of institution joined	Name of Programme admitted to
2018	8	BA	BA		Film Making, Masters in Psychology
2018	11	BCA	BCA		MBA, MCA
2018	14	B.Com	B.Com		MBA
2018	26	BBA	BBA		MBA

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5.2.3 Students qualifying in-state/ national/ international level examinations during the year (eg: NET/SET/SLET/GATE/GMAT/CAT/GRE/TOFEL/Civil Services/State Government Services)

Items	No. of Students selected/ qualifying	Registration number/roll number for the exam
NET	8	Attached
SET	NA	NA
SLET	NA	NA
GATE	NA	NA
GMAT	NA	NA
CAT	NA	NA
GRE	NA	NA
TOFEL	NA	NA
Civil Services	NA	NA
State Government Services	NA	NA
Any Other	1	NA

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

Activity	Level	Participants
Desi Sports	Intra College	100
Talent Hunt	Intra College	208
Annual Sports Day	Intra College	89
Cultural Evening- 60 Sec to Fame	Inter College	120

5.3 Student Participation and Activities

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

Year	Name of the award/ medal	State/National/ International	Sports	Cultural	Student ID number	Name of the student
2018	First	State Level	Badminton	NIL	NIL	Sai Vinay

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

The student council of IFIM institution is an ISO certified comprehensively functioning body, comprising of students from all the branches of the institution – PGDM, undergraduate and postgraduate program. We at IFIM have constituted this body to conform and adhere to the regulations that shape the institution in the most fundamental sense.

An institution is identified and defined by its students; and for that to happen, the students must be empowered at every juncture of their journey in the institution. This is facilitated by a systematically built student network that enables every student to connect well with the authority. The student council body of IFIM is established on those principles - to bridge the gap between the hierarchies. The council links all the aspects of the institution with the students and the faculties, thereby allowing all the functionalities to run smoothly with bare minimum hindrances – but not something that cannot be looked after.

The present student council committee comprises of the President, Vice presidents, and Secretaries:

President and Vice Presidents:

1. Mr. Pritiraj Brahma – President
2. Ms. Versha Jha – Vice President
3. Mr. Premsagar Battula- VP- Placements
4. Ms. Phani Vishwaja – VP- Cultural
5. Mr. P. Venkatesh – VP- CSR(male)
6. Ms. Siva Sahitya – VP- CSR(female)
7. Mr. Archisman Banerjee- VP- Sports(male)
8. Ms. Pavitra. P- VP- Sports(female)
9. Mr. Soupayan Dutta – VP- MRC
10. Mr. Angshuman – VP- Hostel(male)
11. Ms. Chinta Rawali- VP – Hostel(female)
12. Mr. Sai Teja. K.V- VP- Alumni

Secretaries:

1. Mr. Pruthviraj Kulkarni- General secretary
2. Ms. Simran Vasudev- Secretary- Alumni
3. Ms. Rashi Srivastav- Secretary- Cultural
4. Mr. Prajwal Hooli- Secretary- CSR
5. Mr. Kartik Singh P- Secretary- Sports
6. Mr. Goutham Ramesh- Secretary- MRC
7. Mr. Rishikesh Sahoo- Secretary- Hostel
8. Ms. Sathyashree- Secretary

On 18th August 2018, the committee came together along with the CSR Secretary of the college and decided to start a donation drive to help the people affected by flood in Kodagu and Kerala. Moreover, volunteers were appointed, and collection booths were opened in various points in Electronic city. Col. Jasial too came forward to help the team. With his help, we could get direct contact of the Indian Navy and we could save more than 65 people who were stuck in their houses and move them to the rescue centres. The students collected relief materials like clothes, medicines, cleaning essentials, food packets, rice, oil., etc A parent sends us 300 new T-Shirts. The students of the team gathered money and with the collected amount they bought grocery things that were needed for the relief camps. All the collected materials were then sent to Kerala and Kodagu with the help of our ex-student, Mr. Aditya

Ramachandran. Our placement committee members inform the students about the placement drive that happens in the college. The cultural secretary of the college and his team helps in organizing cultural events like Talent Hunt and 60 Seconds to Fame. The MRC along with the committee member organized a Film Festival on 19th & 20th January 2019.

5.3 Alumni Engagement

5.3.1 Whether the institution has registered Alumni Association? Yes/No, if yes give details (maximum 500 words):

Yes, IFIM Institutions has a registered Alumni Association.

Weblink: <https://ifimcollege.com/aqar2018-19/IFIM%20Alumni%20Association.zip>

5.3.2 No. of Alumni enrolled in 2018-19: 100

Total database attached.

5.3.3 Alumni contribution during the year (in Rupees):

IGNITE Film Fest- 500000

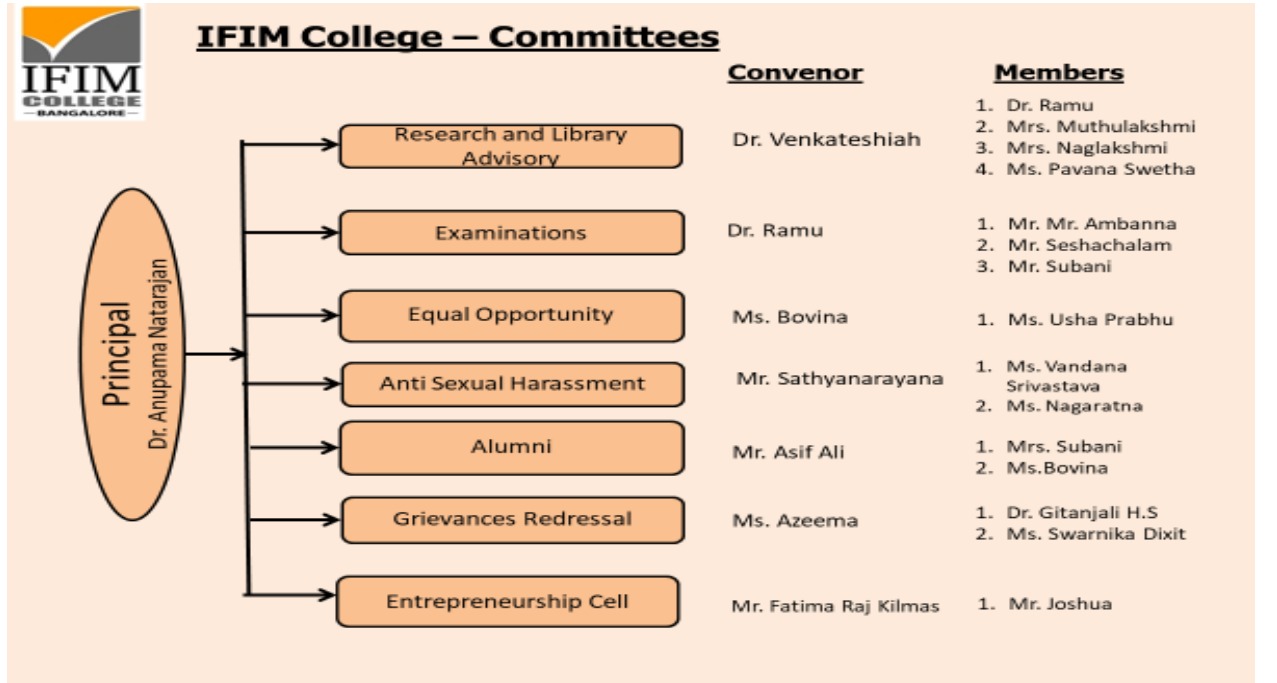
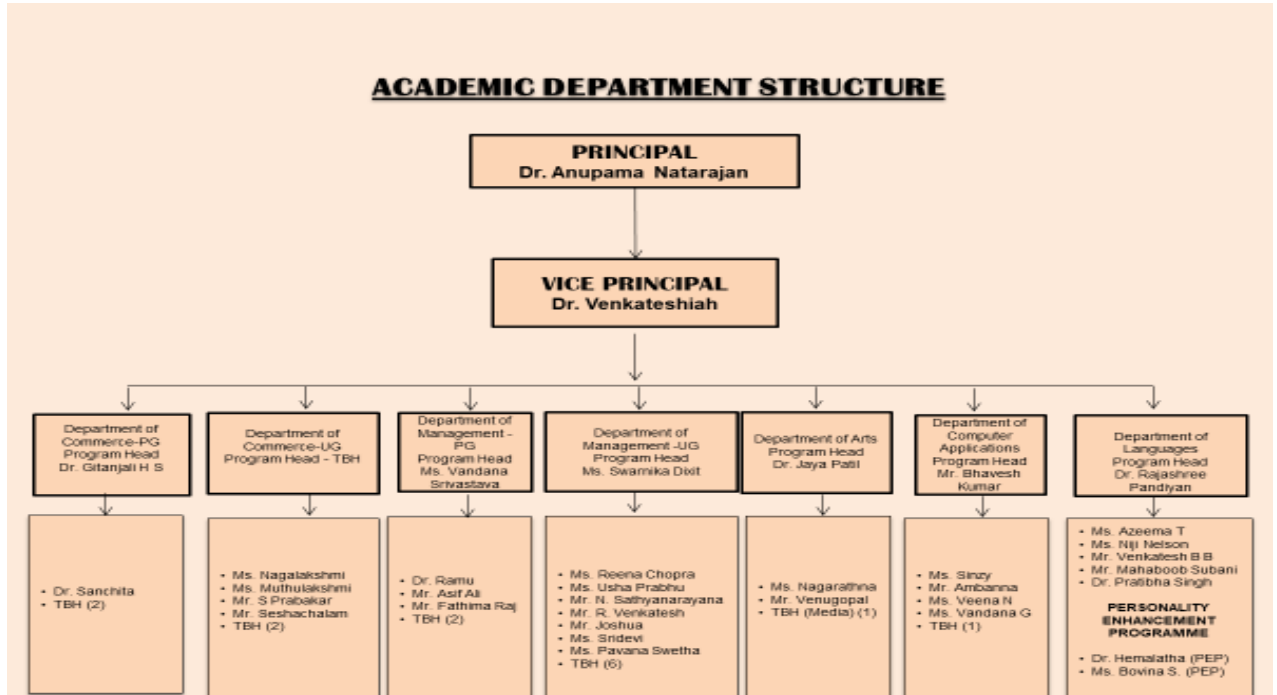
5.3.4 Meetings/activities organized by Alumni Association:

Brunch Pe Churca, Milan

CRITERION VI –GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 Institutional Vision and Leadership

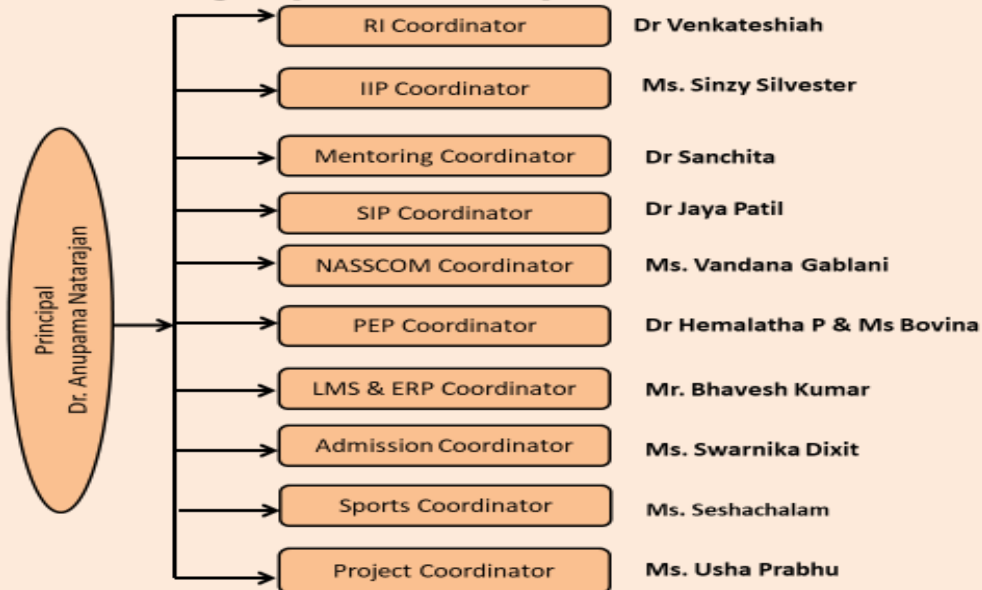
6.1.1 Mention two practices of decentralization and participative management during the last year (maximum 500 words)



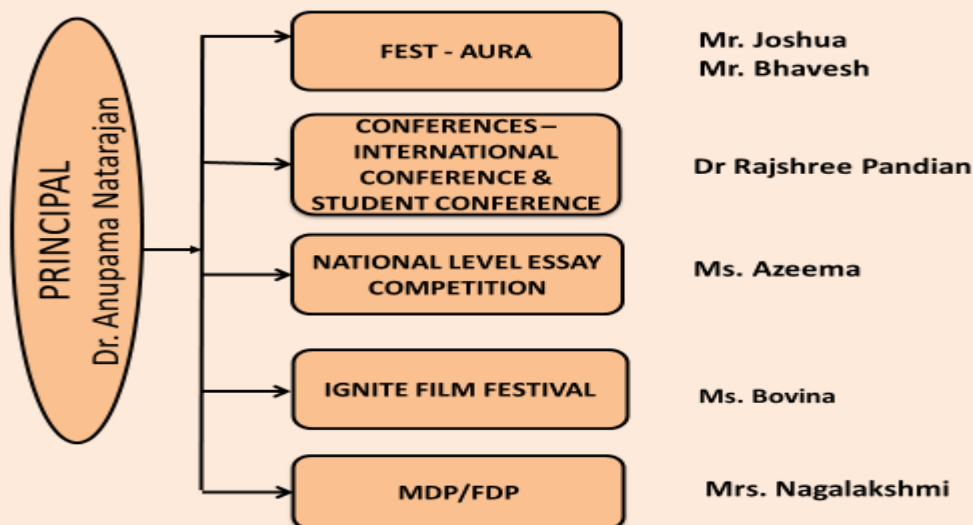
IFIM College – Committees



IFIM College Special Activity Co-ordinators



IFIM College - Special Activity Committee



CLUBS



	Co-ordinators
Business Club	Mr. Joshua
Cultural Club	Ms. Reena Chopra Mr. Fatima Raj
IT Club	Ms. Veena N
Photography & Film Making Club	Mr. Asif Ali
Toast Masters & Literary Club	Dr Rajashree Pandian

DECENTRALIZATION

The Top Management of the college always encourages participatory management involving vertical and horizontal authorities on the principles of decentralization of functions with the delegation of authority. The college espouses participatory decision making and management through a system developed and deployed by IQAC. A host of statutory and administrative Committees and Special Activity Committees are constituted to govern various administrative functions of the college. We have various clubs with the student's participation. The decision-making vests at appropriate levels for empowering faculty and staff of the college. It is felt that it creates an ambience of ownership for all stakeholders leading to a sense of responsibility and zeal to excel.

The college has a mechanism for delegating authority and liberty for the operational functioning to

work towards decentralized governance system as under:

Principal: The Management as well as the Governing Body delegates all the academic and operational decisions based on policy to the Principal in order to fulfil the Vision, Mission and Quality objectives of the institute.

Faculty Level: Faculty members convene various committees, special activities and can conduct various programs to showcase their potential abilities. They are encouraged to develop leadership skills by being in charge of various academic, co-curricular and extracurricular activities. They are encouraged and motivated to devote time and prove their efficiency in their research work and are rewarded for the same. Effort Credit System (ECS) is implemented for rewarding and recognizing their contribution in Academics, Research and the development and growth of the college.

Student Level: Students are involved in the various activities and functioning of the college. The college has a student council which actively participates in organizing and conducting various events in the college. The activities of various clubs in the college are student-driven and monitored by a faculty. Students are also members of various committees of the college.

Participative Management: The institute promotes a culture of participative management by involving the staff and students in various activities. All decisions of the institution are governed by the management of facts, information and objectives. Both students and faculty members are allowed to express themselves and give suggestions to improve the performance of the institute. The college gives freedom to the faculty to make decisions as and when required. The students and faculty drive the committees, special activity committees and various clubs.

6.1.2 Does the institution have a Management Information System (MIS)? **Yes.**

IFIM has a strong MIS at various levels.

Management Information System (MIS) has always been considered as one of the important tools and a key element for the smooth functioning of an organization. MIS is used in assisting management of the college in capturing, processing, storage and retrieval of relevant, up-to-date and demand-driven data and information for planning, coordinating, controlling, directing, follow up on the daily activities of the teaching and nonteaching staff, payroll, human resource management, recruitment, promotions finance, students admission, students enrolment, course schedules, examinations, results, budgeting etc. and these are done with the help of ERP, LMS, Facebook at the workplace using technology.

At Student Level: All student-related data such as their personal information, fee payment, exam records, hostel and library details are maintained and can be retrieved on demand. We have implemented ERP to the core in various activities such as, in tracking the day-to-day attendance which has helped us in increasing the attendance percentage of students. And also the progress of students which is eventually used to analyze and monitor the improvements or retrogression in students over-time. The implementation of ERP in the campus is with the intention to fully utilize and efficiently track all resources and help make appropriate decisions.

6.2 Strategy Development and Deployment

6.2.1 Quality improvement strategies adopted by the institution for each of the following (within

100 words each):

❖ **Curriculum Development:** To augment the curriculum prescribed by the university we have introduced Curricular interventions like PEP, SIP, IIP, E-Cell, Research Incubation, Mentoring, Value addons, certificate courses, workshops and extended curriculum for enhancing employability and holistic development of the students. The case study method is used for effective teaching and learning which is compulsory for both undergraduate and postgraduate programmes.

❖ **Teaching and Learning:** General Learning Goals & Learning Objectives & Assurance of Learning is introduced for making the teaching effective. The faculty members adhere to the GLG's & LO's in the preparation of their lesson plans. The learning outcomes are measured in terms of performance evaluation based on the learning objectives framed. Every individual faculty uploads the course materials on ERP through the Learning Management System (LMS) to support the students to perform well in the exams.

❖ **Examination and Evaluation:**

Examination:

Mid Semester Examination & End Semester Examination.

- IFIM College has been conducting Internal Examinations twice in a semester to adhere to the principle of Continuous Internal Evaluation.
- Mid Semester Examination (MSE) is conducted in the middle of the semester by covering half of the syllabus recommended by Bangalore University and End Semester Examination at the end of the semester covering full syllabus.
- Analysis and Evaluation of Mid Semester Examination (MSE) and End Semester Examination (ESE) is done within one week from the last day of MSE/ESE. Feedback of performances of students in this examination is shared with the students to help them perform better at the university exams. The marks obtained by students in the MSE and ESE for a component of the internal assessment marks submitted to the University.
- A Question Paper Scrutiny Board (QPSB) which comprises of external members who are subject experts from various discipline scrutinize the papers of the Mid Semester Exams and the End Semester Exams. If the QPSB finds a requirement to change or upscale any of the questions the committee informs the same to the Principal who will resend the question paper to the respective faculty and notify the changes required/suggestion of the QPSB to the faculty and give them 2 days' time to resend the revised question paper after necessary corrections.

Evaluation: For each course, a copy of the question paper, all the answer scripts are handed over to the faculty members for evaluation. After the evaluation, the same will be handed over to the exam committee. The marks will be informed to the students within 15 days of the Exam.

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

The students are encouraged to explore and identify topics to work on the area of their interest and in line with future career aspirations.

The students are supervised by relevant faculty thus reinforcing scholarly outcomes. Clusters of students work under the guidance of IFIM faculty based on the similarity of the research interests provided by students and the faculty.

IFIM research incubation has produced world-class scholarly outcomes in the form in the form good research paper publication in high-quality peer-reviewed journals, conference proceedings, the conceptual base for further research discussions and reference for business decision making. Further, the research incubation cell endeavours to raise the bar by adding high-quality outcomes and patents. It also provides guidance to the students & faculty members to publish papers in UGC approved Journals & Scopus Indexed Journals. FDP on a research area for faculty improvement is conducted.

❖ **Library, ICT and Physical Infrastructure / Instrumentation:**

The campus is completely wi-fi enabled, spread over 1.5 acres together with computer labs, student activity areas, multimedia facilitated classrooms with varying seating capacities equipped with LCD projectors, Impartus, speakers etc, two conference halls, a centrally air-conditioned auditorium an amphitheatre, Infirmary, a cafeteria etc.

The hostel is located in close proximity to the main campus. The commute between the hostel and the main campus is organized by a shuttle bus service managed by the institute. Completely wi-fi enabled, the hostel has well-furnished rooms. Facilities for indoor and outdoor sports like Football, Cricket, Table Tennis, Chess, Badminton and a well-equipped Gym are available at the hostel.

❖ **Human Resource Management:**

Self-Appraisal System and use of ECS

Good HR policies,

Attractive Salary

Use of technology – ERP/LMS in HRM

Training, Workshops & FDP for teaching and non-teaching staff

❖ **Industry Interaction / Collaboration:**

Industry Internship Programme: Our unique internship projects have been very well received by recruiters across industries for unmatched exposure and valuable on-the-job learning. Over the years, students are being benefitted from the internship for its practical edge and industry exposure. We provide opportunities for students with reputed brands which enable them to deep drive into the ground reality of real business. Pursuing an internship also gives the students the extra edge to become more mature and handle the official activities in a professional manner.

Corporate Mentoring: Mentoring is a symbiotic and synergetic relationship with mutual benefits. The essence of mentoring is a sustained human relationship that helps young professional at IFIM College to gain from diversified experiences, wisdom and knowledge provided by industry leaders. Mentoring fosters a sense of bonding that builds a reciprocal relationship over the period between mentors and mentees.

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

❖ **Admission of Students:**

Eligible students are admitted by conducting written test & personal interview. IFIM College aims at getting the best students to the campus through a number of innovative strategies

1. Ensuring All Marketing Touchpoints are monitored and Updated

Our website with persuasive program/experience/about pages, interesting social media channels, clean Wikipedia page, reviews and ratings are monitored and updated regularly.

2. Enhancing Face to Face Contacts

A combination of college visits, alumni outreach is ensured.

3. Influencing Parents

IFIM College convinces parents and tries to help them help student make the correct decision.

4. Creating Conversations

Between prospective students and current students, between prospective students and faculty.

5. Adopting Right Strategies

A combination of phone calls, personalized letters and responsive emails, brochure and online landing pages are provided to prospective candidates

6. Skype interviews: skype interviews for selection of outstation students is used as a tool for the admission process.

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

❖ Planning and Development:

We have implemented E-Governance in planning and development activities of the college. Information and communication technology (ICT) is used for strengthening, administration and management of the day to day activities of the college.

We have used E-governance in the process of registration, admission, student information, classroom allocation, class recording, timetable preparation, transport, attendance, library, salary and expenses, examinations, performance, grades, hostels etc. We use ERP, LMS and academ for planning, data storing and for better decision making.

❖ Administration:

A management Information system is used very effectively and efficiently in administering the activities of the college with the help of information technology. The college is wifi enabled. All communication takes place through emails. ERP & LMS is used for monitoring student's Attendance and their performance in the exams. Results of the internal tests are communicated through ERP. Impartus is used for making teaching & learning available 24x7. The classroom teaching is made available for future reference by recording the classroom sessions on Impartus.

❖ Finance and Accounts: IFIM is a cashless campus. Technology is used at every level in the campus. The fee collected online; payment to vendors is made through bank accounts and salaries to employees are credited to their account directly.

❖ Student Admission and Support:

Implementation of e-governance in student admission and support

1. College Administration & Information Management System for student fee collection and managing student information of new students
2. Login Page
3. Student Admission Entry
4. Student Cancellation and Transfer

❖ Examination:

All examination related documents are stored in one drive cloud (share point server). We have created a folder called examination and all examination related files are kept on the cloud so that it can be accessed by us anywhere using the official email id.

For the preparation of question paper, MS Word is used by all faculties. The examination committee uses One Drive Cloud, MS Word & MS Excel for conducting the examination.

All exam related documents like Timetable, room allotment, student attendance, valuation sheets are prepared in MS Excel.
 Online zip is used for grouping file in zip format.
 All question papers are submitted to the examination committee by faculty through email.
 The exam related notifications are communicated to students & faculty through Facebook at workplace.

6.3 Faculty Empowerment Strategies

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

Year	Name of teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support
2018-19	List attached	Weblink: https://ifimcollege.com/aqar2018-19/Finaincial%20Support%20attachment%20(6.3.1).xlsx		Rs. 67972/-

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

Year	Title of the professional development programme organised for teaching staff	Title of the administrative training programme organised for non-teaching staff	Dates (from-to)	No. of participants (Teaching staff)	No. of participants (Non-teaching staff)
2018-19	Workshop on Higher quality education	-----	6 th March 2019	14	2
2018-19	Workshop on Mentoring	-----	22 nd May 2019	11	--
2018-19	Training on QMS process & Policies	Training on QMS process & Policies	22 nd May 2019	14	3
2018-19	Training on LMS/ERP	Training on LMS/ERP	22 nd May 2019	16	4
2018-19	IQAC induction to new joiners	IQAC induction to new joiners	22 nd May 2019	2	3

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

Title of the professional development programme	Number of teachers who attended	Date and Duration (from-to)
Weblink: https://ifimcollege.com/aqar2018-19/Finaincial%20Support%20attachment%20(6.3.1).xlsx Weblink: https://ifimcollege.com/aqar2018-19/Criteria-3.zip	36	

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

Teaching		Non-teaching	
Permanent	Fulltime	Permanent	Fulltime

----	36	----	11
6.3.5 Welfare schemes for			
Teaching	PF, Medical Insurance, Leave, Professional Development, Interest free loan		
Non-teaching	PF, Medical Insurance, Leave, Professional Development, Interest free loan		
6.4 Financial Management and Resource Mobilization			
6.4.1 Institution conducts internal and external financial audits regularly			
<u>Internal Audit</u>			
<p>Centre for Developmental Education believes in carrying out its daily activities based on a set of defined processes and policies. These processes and policies will have a defined process owner who will be responsible to carry out the activities as per the defined processes/policies. In case of any change in the processes or the policies, the same is approved in the executive council Meeting after a discussion over the impact to be brought in with the change in the processes/policies.</p> <p>In Centre for Developmental Education, a Quality audit is being carried on a bi-annual basis internally based on the ISO 9001-2015 standards by a team of certified ISO auditors and trained Auditors. Once Internal Audit is successfully done, the gaps if any identified are noted and informed to the process owners and to the top management. The top management tries to understand the risk associated with the Non-conformance and directs the process owner to work towards the correction, corrective and preventive actions which need to be completed by the respective process owner within the timeline specified. The same is reverified by the Chief auditor post the timeline to close the Non-conformance raised.</p> <p>Also, there is an ISO Audit carried out by External Agencies annually conducted by BVCI. Once External Audit is successfully done, the gaps if any identified are noted and informed to us for corrective and preventive actions which need to be completed by the respective process owner within the timeline specified. They provide a certificate for ISO compliance for one cycle which is valid for three years, however, the external audit is carried out every year to measure continual improvement and compliances as the South Asian quality standard has a rule that the audit has to be carried out within 365 days after the completion of one audit.</p>			
<u>External Audit</u>			
<p>The Centre for Developmental Education is a society registered under the Karnataka Society Registration Act, 1960 and registered under Section 12A of Income Tax Act 1961.</p> <p>The society is required to get the books of accounts audited under the Income Tax act 1961. The society appoints a chartered accountant firm for carrying out the audit for a financial year under the Income Tax Act 1961. The audit is generally conducted twice in a year. Initially, auditor starts with Interim audit for the period of 9 Months ie. April to December. After the end of the financial year, they complete the full audit for the period of April to March. The Auditor draws the Audit Schedule and conducts Audit based on it. The Audit is carried out based on the Internal and External audit procedures which include analysis, vouching, verification, confirmation, Meeting with internal and external parties and other methods.</p> <p>The Auditor provides Audit report in Form 10B and Form 10BB as per Income Tax Act 1961.</p>			

6.4.2 Funds / Grants received from management, non-government bodies, individuals, philanthropies during the year (not covered in Criterion III)				
Name of the non-government funding agencies/ individuals		Funds/ Grants received in Rs.		Purpose
NIL		NIL		NIL
6.4.2 Total corpus fund generated NIL				
6.5 Internal Quality Assurance System				
6.5.1 Whether Academic and Administrative Audit (AAA) has been done?				
Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	Yes	Bureau Veritas	Yes	Internal Auditor
Administrative	Yes	Bureau Veritas	Yes	Internal Auditor
6.5.2 Activities and support from the Parent-Teacher Association (at least three)				
<ul style="list-style-type: none"> ➤ Guest Lecture was organised ➤ Referred NGO for SIP projects ➤ Provided IIP in companies 				
6.5.3 Development programmes for support staff (at least three)				
<ul style="list-style-type: none"> ➤ Workshop on ERP ➤ Staff Development Programme on Quality Management System ➤ Training on proficiency in IT tools ➤ Training on Personality development 				
6.5.4 Post Accreditation initiative(s) (mention at least three):				
<ul style="list-style-type: none"> ➤ Permanent affiliation of UG courses - 2016 ➤ Introduction of MBA & M.Com – 2017 ➤ AICTE approval for MBA & M.com – 2017 ➤ Examination centre for the Bangalore University UG examinations. ➤ 2f, 12B recognition by UGC - 2018 ➤ Inclusion of curricular interventions in all the programmes -2018 ➤ Introduced Value add-ons and Certificate Courses -2017 & 2018 ➤ Application for autonomous status – 2018 				
6.5.5				
a. Submission of Data for AISHE portal : Yes				
b. Participation in NIRF : Yes				
c. ISO Certification : Yes				
d. NBA : No				
6.5.6 Number of Quality Initiatives undertaken during the year				
Year	Name of the quality initiative by IQAC	Date of conducting the activity	Duration (from-to-----)	Number of participants
2018-19	Certificate Courses for all the Programs	2018-19	Odd & Even semester	170
2018-19	Faculty Development Programmes for internal faculty members	2018-19	Odd & Even semester	36
2018-19	IQAC Induction to New Joiners	2018-19		15

CRITERION VII – INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities – SIP, Kanyathon, NSS (National Service Scheme), YRC (Youth Red Cross), Shikshaa Adhaar, Anti-drugs

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

1. Kanyathon
2. S A F E (Students Against Female Exploitation)
3. Voting Awareness Campaigns

Title of the programme	Period (from-to)	Participants	
		Female	Male
1. Kanyathon	March 2019	100	340
2. S A F E (Students Against Female Exploitation)	Round the year	50	170
3. Voting Awareness workshop	January 2019	100	300

7.1.2 Environmental Consciousness and Sustainability/Alternate Energy initiatives such as: Percentage of the power requirement of the College met by the renewable energy sources

- Notices are placed in all classrooms, laboratories and offices instructing turn off apparatuses that are not in use.
- Plenty of natural light and air to minimize the utilization of artificial light.
- All electric and electronic equipment utilized in the campus are consistently maintained and repaired to guarantee minimum energy waste.
- Energy conserving lights like CFL and LED are used on the campus. LED lights which are used in campus can save up to 3000 watts.
- The UPS batteries are kept up in good condition which decreases vitality for charging of batteries.
- All windows are installed with light shade glass which allows adequate sunlight into the rooms, thereby resulting in energy savings.
- In the laboratories, the Computers are switched on as per need under the supervision of lab instructor who also ensures, along with the students, that computers are switched off immediately after use.
- Staff and students are instructed to turn off monitors lights, ACs, Fans Projectors when not in use.
- Minimal use of paper, rain water harvesting, recycling of water, segregation of waste and effective waste management.

Water Conservation:

- Rain-Water Harvesting: Rain water harvesting is utmost priority in the institution. Rain water is collected at every block and is fed into a rain water harvesting tank to preserve the groundwater table.
- Periodic check-up of plumbing lines is undertaken to ensure minimal loss of water due to leakage.
- Water-level Controller: It is used in the overhead tank, so both electrical and wastage of water will be saved

E-waste Management

The different types of e-waste generated in the Institute like damaged C.D.s, C.P.U.s., Hard Disk Drives, Monitors, Keyboards, Cables, Cartridges, etc. are collected together and handed over to an external e-waste recycling agency.

7.1.3 Differently-abled (Divyangjan) friendliness

Items Facilities	Yes/No	No. of Beneficiaries
Physical facilities	YES	We have No Differently abled students
Provision for lift	YES	
Ramp/ Rails	YES	
Braille Software/facilities	NO	
Rest Rooms	YES	
Scribes for examination	YES	
Special skill development for differently-abled students	NIL	
Any other similar facility wheelchair	YES	

7.1.4 Inclusion and Situatedness

Enlist most important initiatives taken to address locational advantages and disadvantages during the year

Year	initiatives to address locational advantages and disadvantages	initiatives taken to engage with and contribute to the local community	Date and duration of the initiative	Name of the initiative	Issues addressed	Number of participating students and staff
2018	Waste management in collaboration with Elcita,	Electronics City Bangalore -	Dec 2018 to may 2019	Waste Management	Waste segregation, cleanliness and hygiene	24
2018	Traffic awareness collaboration with Electronic city police	Electronics City Bangalore -	Aug 2018	Safety in traffic,	follow rules for safety	40
2018		Rally for Rivers	1sept 2018	National River Day	Rally to connect all rivers in India	72
2018		Planting trees	5 th August 2018	Sapling Plantation	Planted saplings	55
2018		Working with NGOs to address social issues	Dec 2018 to Jan 2019	SIP	identified areas of concern with each NGO and prepared TEV report	272

7.1.5 Human Values and Professional Ethics

Code of conduct (handbooks) for various stakeholders

Title	Date of Publication	Follow up (maximum 100 words each)
SIP	2017	To create social awareness and make students socially responsible to society. To emphasise and understand the problems faced by people in society and to find solutions to problems and implement the plan
IIP	2017-18	This handbook is meant for Internship – for continuous employability. Bridging the gap between the academic and

		industry. This is a valuable compendium for students to get through the final placement.
Student Handbook	2018	The handbook gives comprehensive and detailed information about the college activities, student conduct, discipline, ethics, values and other information which will benefit to achieve the desired result.
RI	2018	Research Incubation handbook outlines the code of research, creating knowledge and intellectual property. Encourages responsible use of published material.
Mentoring	2018 (MBA 1 st batch)	This handbook help mentors to identify professional aspirations of students and help guide them to attain their goals .

7.1.6 Activities conducted for promotion of universal Values and Ethics

Activity	Duration (from-to-----)	Number of participants
Kanyathon	1 day in a year it is organised (Annual signature event)	3000 approximate
Kodagu/ Kerala Flood Reliefs	2018	20 STUDENTS
Social Immersion Programme	15 DAYS Immersion + 2 1//2 months project work	Depends on each batch working on the project.
Youth Red Cross	1 programme per month – 1 day	entire college
National Social Service	Per semester 3 program (Minimum) 1 day program	100 students
Siksha Adhar	Continuous	24
Aaronhan (Steps, A Walk against Drug Abuse)	10 th November 2018 (St Joseph Indian High School Grounds), Bangalore	250

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

- Notices are placed in all classrooms, laboratories and offices instructing turn off apparatuses that are not in use.
- Plenty of natural light and air to minimize the utilization of artificial light.
- All electric and electronic equipment utilized in the campus are consistently maintained and repaired to guarantee minimum energy waste.
- Energy conserving lights like CFL and LED are used on the campus. LED lights which are used in campus can save up to 3000 watts.
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7.2 Best Practices

Describe at least two institutional best practices

Weblink: <https://ifimcollege.com/aqar2018-19/BEST%20PRACTICES.docx>

7.3 Institutional Distinctiveness

Weblink: <https://ifimcollege.com/aqar2018-19/Institutional%20Distinctiveness.docx>

8. Future Plans of action for the next academic year (500 words)

- To increase students participation in National and International events and competitions
- To increase student involvement in research activities
- To enhance quality of research by faculty and obtain funds for research.
- To apply for status as ‘college with potential for excellence’.

Name: Dr. Gitanjali H S

Name: Dr. Anupama Natarajan

Signature of the Director, IQAC

Signature of the Chairperson, IQAC

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