YEARLY STATUS REPORT - 2020-2021

Part A

Data of the Institution

1.Name of the Institution

KOSHYS INSTITUTE OF MANAGEMENT STUDIES

- Name of the Head of the institution

  Dr.PRAKASH B NAYAK

- Designation

  Director

- Does the institution function from its own campus?

  Yes

- Phone no./Alternate phone no.

  08046675507

- Mobile no

  9986016623

- Registered e-mail

  director@kgi.edu.in

- Alternate e-mail

  dr.nayak1963@gmail.com

- Address

  No 31/1, KadusonnapanaHalli, Hennur-bagalur Road, Kannur Po

- City/Town

  Bangalore

- State/UT

  Karnataka

- Pin Code

  562149

2.Institutional status

- Affiliated /Constituent

  Affiliated

- Type of Institution

  Co-education

- Location

  Rural

- Financial Status — **Self-financing**

- Name of the Affiliating University — **Bengaluru North University**
- Name of the IQAC Coordinator — **Dr.M.KETHAN**
- Phone No. — **9502733317**
- Alternate phone No. — **08046675507**
- Mobile — **9502733317**
- IQAC e-mail address — **iqac@kgi.edu.in**
- Alternate Email address — **kethan.m@kgi.edu.in**

3.Website address (Web link of the AQAR (Previous Academic Year) — https://kimsbengaluru.edu.in/aqar.php

4.Whether Academic Calendar prepared during the year? — **Yes**

- if yes, whether it is uploaded in the Institutional website Web link: — https://kimsbengaluru.edu.in/rti.php

5.Accreditation Details

Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	**B**	**2.40**	**2019**	**28/03/2019**	**27/03/2024**

6.Date of Establishment of IQAC — **07/02/2017**

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

Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount
NIL	**NIL**	**NIL**	**NIL**	**NIL**

8.Whether composition of IQAC as per latest NAAC guidelines — **Yes**

- Upload latest notification of formation of IQAC — View File

9.No. of IQAC meetings held during the year   **4**

- Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website?   **Yes**

- If No, please upload the minutes of the meeting(s) and Action Taken Report   No File Uploaded

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

- If yes, mention the amount

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

Supported for establishing of Incubation centre in koshys institute of management studies

E-admission process is initiated from manual to Online

Online Feedback system is implemented as an IQAC Initiative

Adequate faculty development programmes was conducted for capacity development of faculties

introduction of various certification programmes in Artificial intelligence-Marketing ,logistics & Health care,HR analytics,Logistics and Supply chain management,Aviation management,Cloud Computing was regularised and the same was passed in Academic council an initiative of IQAC

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

Plan of Action	Achievements/Outcomes
Faculty and student participation in research	faculty along with Students presented research papers in various conferences
Offered Certificate Courses & Skill Development with various collaborations	Collaborative Certificate Courses-Aptitude & Soft Skills for all final year students
IT infrastructure Strengthen	fully digital classrooms created, Additional bandwidth procurement initiated
vaccination Drive in Campus	conducted free vaccination programmes on campus for all stakeholders and the local people
financial sustainability of the institution in the light of pandemic	proposed to prepare a new long term sustainable plan for the institute

13. Whether the AQAR was placed before statutory body?   Yes

- Name of the statutory body

Name	Date of meeting(s)
IQAC CELL	08/07/2020

14. Whether institutional data submitted to AISHE

Part A

Data of the Institution

1.Name of the Institution	KOSHYS INSTITUTE OF MANAGEMENT STUDIES
• Name of the Head of the institution	Dr.PRAKASH B NAYAK
• Designation	Director
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	08046675507
• Mobile no	9986016623
• Registered e-mail	director@kgi.edu.in
• Alternate e-mail	dr.nayak1963@gmail.com
• Address	No 31/1, KadusonnapanaHalli, Hennur-bagalur Road, Kannur Po
• City/Town	Bangalore
• State/UT	Karnataka
• Pin Code	562149
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• Affiliated /Constituent	Affiliated
• Type of Institution	Co-education
• Location	Rural
• Financial Status	Self-financing
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• Name of the IQAC Coordinator	Dr.M.KETHAN

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• Mobile	**9502733317**	
• IQAC e-mail address	**iqac@kgi.edu.in**	
• Alternate Email address	**kethan.m@kgi.edu.in**	

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Yes

- Name of the statutory body

Name	Date of meeting(s)
IQAC CELL	**08/07/2020**

14.Whether institutional data submitted to AISHE

Year	Date of Submission
2020	**25/02/2022**

15.Multidisciplinary / interdisciplinary

16.Academic bank of credits (ABC):

17.Skill development:

18.Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course)	
19.Focus on Outcome based education (OBE):Focus on Outcome based education (OBE):	
20.Distance education/online education:	

Extended Profile

1.Programme	
1.1 Number of courses offered by the institution across all programs during the year	**07**

File Description	Documents
Data Template	[View File]

2.Student	
2.1 Number of students during the year	**1528**

File Description	Documents
Institutional Data in Prescribed Format	[View File]

2.2 Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	**193**

File Description	Documents
Data Template	[View File]

2.3 Number of outgoing/ final year students during the year	**440**

File Description	Documents
Data Template	<u>View File</u>

3.Academic

3.1 Number of full time teachers during the year	**78**

File Description	Documents
Data Template	No File Uploaded

3.2 Number of sanctioned posts during the year	**10**

File Description	Documents
Data Template	No File Uploaded

4.Institution

4.1 Total number of Classrooms and Seminar halls	**27**
4.2 Total expenditure excluding salary during the year (INR in lakhs)	**75875000**
4.3 Total number of computers on campus for academic purposes	**138**

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

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

Koshys Institute of Management Studies is affiliated to Bangalore North University, offering under graduate courses in Bachelor of

Business Administration in General and Aviation Management, Bachelor of Computer Application and Bachelor of Commerce in General, Logistics and Supply Chain Management for three years, Bachelor of Visual Arts for four years duration, post graduate course in Masters of Business Administration for two years. The institute follows a rigorous methodology to ensure effective curriculum delivery through the below mentioned steps:

- Department meetings are conducted before the commencement of the semester for deciding subject allocation, workload, Time Table and lesson plan.

- Institute offers numerous certification program and value-added courses.

- ERP System is used to upload course content. KGI has tied up with the Libraries of IIM Bangalore, British Council-Bangalore.

- Case studies, role plays, group discussion, live projects, industrial visits, interaction with industry practitioners, etc. are conducted for activity based learning and experiential learning.

- Regular mentoring is done and a handbook is prepared for their respective mentees.

- Remedial classes conducted for slow learners and experiential learning practices for advance learners.

- Faculty is encouraged to attend FDPs to enhance their teaching skills and adopt innovative pedagogical tools to enrich the curriculum delivery.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	Nil

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

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

Institution earnestly follows the curriculum framed by Bangalore North university and ensures effective curriculum delivery as per the university calendar in a well-planned manner.

The institute follows a specific model based on best practices of other institutes in Bangalore. It involves four levels: Level 1: Subject Allocation Level, 2: Setting the Learning Outcomes, Level 3: Preparation and Certification of Course Markers, Level 4: Attainment of Outcomes. This practice enables to achieve all the outcomes specified in terms of Program Outcomes and Course outcomes. Implementing this model ensures accomplishment of the programme in meeting educational objectives as well. Apart from this, various activities are done to ensure continuous internal evaluation:

- Internal examinations are conducted twice for each semester of both UG and PG courses.

- Regular assignments and projects are given in all UG courses for all subjects.

- Experiential Leaning activities like field surveys, presentations, group discussions, internships, management games, event coordination, simulations, case-based learning, workshops, etc are conducted for each subject of MBA. It helps in ensuring practical learning and implications. Performance in all activities is monitored and the related data is recorded for continuous assessment.

- Attendance is regularly monitored to ensure the minimum attendance percentage as specified by the university.

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	Nil

1.1.3 - Teachers of the Institution participate in following activities related to curriculum   B. Any 3 of the above

development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	View File

1.2 - Academic Flexibility

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

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

2

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

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

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

3

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

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

499

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

1.3 - Curriculum Enrichment

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

The institution runs UG & PG courses affiliated to Bangalore North University Bangalore. The curriculum of various programs contains the courses/modules/topics on various cross cutting issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics. The institution covers all the courses and topics on the cross-cutting issues along with various co-curricular activities. Constitution of India & Human Rights subject in BBA cover various topics on human rights and values. Business Ethics in BBA III contains all aspects of professional ethics. Similarly Professional ethics, environmental awareness etc. are covered in Entrepreneurship & Ethics. Apart from the course/topics prescribed in the curriculum, the institute conducted the below activities to impart the value education: Environment and Sustainability: The institution conducted activities under the NSS & NCC to inculcate values related to environment and sustainability. Department of MBA conducted Best out of waste activity to create awareness regarding environment and sustainability. Business Development Plan activity was conducted by MBA where students gave business ideas for environment sustainability. Students and staff are regularly motivated regarding the importance of environment through

cleanliness campaigns and discussions. Gender Equality: The institute has constituted women empowerment cell for redressing the complaints related to several issues concerning sexual harassment and to ensure gender sensitivity and equality. Various recreational activities are conducted for the female staff and students on Women's Day. Human values: Apart from the curriculum, the institution conducted some programs to inculcate human values in students and staffs. ? Blood Donation Camp for the whole institution is regularly organized. ? NCC & NSS unit are very active and regular social and cultural activities are organized in the college. Professional Ethics: Various topics of ethics are covered in the BBA & MBA course for professional ethics. In order to give additional information, all the subject faculties impart the knowledge of ethics in their respective subjects. Placement & Training cell conducts activities to inculcate ethical values to make students ready for the corporate.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

1

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

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

175

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

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

A. All of the above

File Description	Documents
URL for stakeholder feedback report	https://kimsbengaluru.edu.in/rti.php
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	No File Uploaded

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

A. Feedback collected, analyzed and action taken and feedback available on website

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://kimsbengaluru.edu.in/rti.php

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

613

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

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

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

192

File Description	Documents
Any additional information	View File
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

The institute assesses the learning levels of the students and organizes special programs for advance learners and slow learners.

At Koshys Institute of Management Studies each and every student is evaluated by conducting internal assessments and assignments. On the basis of their score and credits the students are divided into Advanced Learners and Slow learners, continuous mentoring also helps the teaching faculty to understand the students in an accurate way.

For the slow learners:

Remedial classes are conducted after the internal assessment.

Bridge Course are conducted for then to reach up to the level of other students in the class during the semester break.

Peer Group studies encouraged among the hostel students and feed back collected on the same.

For Advanced Learners:

Encourage them to take up free certificate courses from the websites like Udemy & Course Era.

By making them the group leaders of Peer Study Group, they will be giving tutoring sessions to the slow learners.

Providing opportunities to conduct Guest lectures, Seminars and Workshops.

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

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

Number of Students	Number of Teachers
1521	**75**

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

Koshy's Group of Institution has adopted a system that focuses on consistently improving the teaching – learning process by making it more students centric.ICT enabled Class rooms, Audio-visual room and Seminar Hall with LCD projectors and Wi-Fi Enabled campus, special reference books, competitive books, integrated academic environment byproviding access to Faculty, Management, Students and Parents are provided to enable studentcentric teaching – learning, which in turn facilitate teachers and students to enrich their knowledge and make class room teaching and learning more effective and interesting.

Following are the student centric methods adopted and practiced by the institution.

Experiential Learning: such as,

- Use of audio visual material- You tube videos, TED Talks.

- Access to e – resources through DELNET and other online database of library.

- Language lab

- Industrial visits are organized.

- Technical Workshops are conducted.

- Students are encouraged to take Social and technical internship.

- Referencing and learning through browsing in library.

- Field projects are assigned.

- Add on courses to gain practical knowledge in subjects is provided.

- Students are given placement training on Interview facing Skills, Communication

Skills, Aptitude, Group Discussions etc.,

- Students are sent to companies for apprenticeship.

Participative Learning:

Collaborative teaching techniques are mainly adopted to enable participative

learning. Such as,

- Conducting group discussions in class rooms.

- Publishing Newsletters, Presentations, Quiz, Book Reviews,

Film Reviews, Blogging and Blog Reviews.

- NCC sub-unit have been set-up for the students to participate, integrate and learn.

- Red Cross

- Involvement of students in various programs through Commerce and Management Forum.

- Tech Savvy, Business Lab, Language Club, NCC, Red Cross for Community Concern.

- Peer Learning.

- Group presentations ,Collage Making and Poster presentation competitions are held, Extempore Talking and Essay writing are encouraged.

- Guest lectures, Seminars, Symposiums are conducted.

Problem Solving Methodologies: such as,

- Research Activities are conducted

- Students are encouraged to take online certification courses (MOOCS,NPTL).

- Case study analysis method is adopted in teaching learning process in commerce and management

- Preparing mini and major projects for IT subjects

- Students are made to solve previous year question papers and are asked to clarify their doubts.

- Competitions like Puzzle solving and Debate, paper presentation, IT quiz ,are conducted through various forums and cells

File Description	Documents
Upload any additional information	[View File](#)
Link for additional information	Nil

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

An efforts are taken by the institute to provide e-learning atmosphere in the classroom, In addition to traditional method of teaching, the faculty members are using the ITC enabled learning tools such as PPT, Video clippings, Audio system, online sources, to expose the students for advanced knowledge and practical learning.

ICT used by faculties:

1. At KGI, faculties are preparing creative and effective presentation for delivering lecture in classroom by using LCD's, projectors, digital library, websites, E-learning resources.

2. Campus is Wi Fi enabled and Smart Class rooms with LCD, Projectors, E-learning resources.

3. Computer laboratory with an internet connection has been provided to promote independent learning.

4. The students and faculty are motivated to register for online NPTEL Certificate courses

5. Virtual labs are used to conduct labs through simulations

6. Seminar and Conference room are digitally equipped with ICT facilities where guest lectures, expert talks and various competitions are regularly organized for students.

7. Faculties use various ICT tools like Webex, skype, Google meet for conducting meeting, workshops, seminars and webinars.

8. The creative writing of the faculty members and students are published in the institutional blog every week and link will be shared among the students to encourage them to come up

with their innovative ideas.

Blended learning

1. To open up new connections and diversify students' networks a long with tradition classroom teaching, Faculties have adopted blended learning models using digital learning tools from Online Classes through Zoom, Google Meet, Microsoft Team, Google Classroom).

1. To teach mathematical subjects in online mode, teachers have used various online tools like- whiteboard in Microsoft teams, Jam board in Google meet, etc.

Digital Library

1. Koshy's Institute of Management has provided access to internet and Wi-Fi service while using the library and the library subscribes to many electronic resources from J GATE, DELNET.

2. The course contents of NPTEL (National Programme on Technology Enhanced Learning are loaded on the library server and intranet access is provided to all which are helpful for teacher training and to improve the quality of students.

3. At KGI, faculties and students are provided with access to (NDL)National Digital Library.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

78

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

2.4 - Teacher Profile and Quality

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

78

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

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

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

12

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

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

2.4.3.1 - Total experience of full-time teachers

5

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

2.5 - Evaluation Process and Reforms

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

In anticipation of the start of the semester, the institution prepares its own academic calendar of events in line with the calendar provided by the University. Specific dates are set for the completion of syllabus and Internal Assessments, as well as for the conduct of pre-finals for theory papers. The institution ensures that every student and their parents are aware of the internal assessment process during the orientation program held at the beginning of every academic year.

The institution believes in holistic development of students. Consequently, the assessment measures adopted for this purpose are transparent and reliable with regard to how often and in what are the ways they are administered. Faculty use an array of methods to verify whether students have met their academic goals and outcomes, including internal tests, unit tests, assignments, group and individual projects, and open book examinations.

With the changing needs of time, teachers are willing to adopt effective, suitable, and feasible methods of assessing their students. A student's creative and innovative ideas incorporating cutting-edge technology are valued more in their assessment. As part of this process, students participate in classroom discussions, arts, culture, and sports events. In this way, institutions try to keep up with the evolving methods of assessment and make it more robust, focused, and suitable for the real development of students.

The schedule for the tests and submission of assignments are notified on the notice boards a week in advance. After valuation, answer sheets/assignments are discussed with students. The internal assessment marks list is displayed on the notice board. Any issues in the marks and evaluation is raised by the students are clarified and their by ensuring the transparency and impartial in the evaluation system. Students are asked to sign in the internal assessment mark lists once they are satisfied with the marks given. In this way the institution assures an effective mechanism for redressal of grievances relating to internal assessment.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	**Nil**

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

Response:

The institution has well-structured mechanism to address internal/external examination related grievances in an efficient manner which is transparent and time-bound, as mentioned below:

Internal Examination related grievances:

- Examination committee of the organization prepares inner check and preparatory examination time desk primarily based totally at the institutional calendar of events. Prepared Time desk and Seat matrix are displayed on the attention board. Every semester inner check and preparatory exam are

conducted. After the check and exam, duly evaluated solution scripts are disbursed to the scholars with the aid of using the respective school. The widespread manner of answering the questions is defined to the scholars withinside the classroom. Any discrepancies withinside the assessment of solution scripts are addressed and resolved at once on the faculty level.

External Examination related grievances:

- The external examination is conducted as per the rules and time schedule issued by the affiliating university. Grievances associated with the external or university exams like non-receipt of hall ticket, late examination form submission, errors like misspellings, incorrect subject entries then on are immediately informed to the university examination cell

- During college university exam any grievances associated with query paper like, out of syllabus questions, printing mistake etc. is intimated to university by HOD of related subject

- In case of results announced as 'Not Processed' (NP), related evidences such as invigilators diary, consolidated statement of absentees, internal assessment marks are sent to the related custodian department to get the results announced.

- When students express unhappiness with their university results, the Examination Committee recommends that they obtain a photocopy of their answer scripts. The responsible teacher then reads over the answer script, and if there are any inconsistencies in the valuation, the pupils are recommended to submit for revaluation within the specified time frame.

File Description	Documents
Any additional information	[View File](#)
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

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

Koshys Institute of Management Studies offers 6 distinct three year undergraduate programmes (CBCS) and 1 distinct two years post graduate programme and all programmes are adopted in accordance with the Program Outcomes (PO) and Course Outcomes(CO) as per the guidelines prescribed by the Bangalore North University.

The learning objectives/course outcomes of each subject is explained to students during the first few lectures at the beginning of the semester. The Programme Outcomes (PO) specified in the curriculum of the undergraduate programmes and postgraduate program help the students in achieving internships and placements in reputed companies. The employability of students is taken care of by the college's placement cell which nurtures the students according to the expectations of different, esteemed companies of various sectors.

The faculty of the institution are well aware of the course outcomes of each subject taught by them and the college makes efforts in sending the faculties for various FDPs, seminars, workshops, national and international conferences to help them improve their goal of achieving the outcomes.

The principal will be addressing the parents of the students about the subjects taught to their ward on the orientation day, Alumni meet and through the college web site. Informing the stakeholders, especially the parents, encourages the students to learn skill oriented and value-based courses.

Koshys Institute of Management Studies, Alumni Association also organises talks and seminars of successful alumni. These seminars/meetings help both students and teachers to interact with the alumni where they share how their specific course helped them in shaping their career and guided them to use their knowledge in real life.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://kimsbengaluru.edu.in/rti.php
Upload COs for all Programmes (exemplars from Glossary)	View File

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

Koshys Institute of Management Studies has implemented outcome-based education mechanism to ensure the attainment of course outcome and program outcomes. The objective and outcomes of courses are properly mapped for testing and evaluation of student's performance so that PSO's are attained through the competency mapping in terms of knowledge and skills.

The Departments adopt both direct and indirect methods of assessment to ensure attainments of PO's and CO's. Each Department uses Direct Assessment methods like Internal Exams, Assignments, End semester examination, laboratory performance, student's projects, the scores of this assessment is taken to evaluate CO's.

The Indirect Assessment Methods like Feedbacks, Alumni survey, Co-curricular activities and extracurricular activities are used to collect the data for measuring the attainment.

Alumni survey is an important assessment tool to find out following important factors: Indirect once in a year Level of relevance of the curriculum with the expected skills of the industries. The level of attainment of goal for the specified program.

Employer surveys are conducted for finding out whether the knowledge, skill and attitude learned from this institution is adequately satisfying their expectation or not.

The objective the conducting the student exit survey is to identify several factors for future strategy framing once in a year. To understand the impact of training they understand the strength and weakness of various value-added courses and pre-placement training imparted.

Besides, The KIMS also tries to attain the course outcomes and

program outcomes by conducting the activities such as cultural
activities, N.C.C., Career Counselling, Personality Development
Program, and Communication Skills, organizations of Scholarly
Lectures Health Awareness Programs etc.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://kimsbengaluru.edu.in/rti.php

2.6.3 - Pass percentage of Students during the year

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

366

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://kimsbengaluru.edu.in/rti.php

2.7 - Student Satisfaction Survey

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

https://kimsbengaluru.edu.in/rti.php

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

150000

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

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

3.1.2.1 - Number of teachers recognized as research guides

03

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

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

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

1

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

3.2 - Innovation Ecosystem

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

Innovation & Incubation centre: The institute provides excellent environment for research-and-technology-driven innovations. Innovation and incubation hold the key to sustenance of all entrepreneurial efforts be it within educational systems or elsewhere. We fervently wish to link innovation and incubation to bring about positive changes in efficiency, productivity, quality, competitiveness as our students, faculty and other stakeholders seek to transform ideas into products or services.

Objectives:

- To create effective links between academia and industry which are considered by the Government as core to the development intensive economy.

- To achieve excellence in education and research in consonance with the contemporary and future needs of India through meaningful education, original research and leadership in technological innovation for the industrial growth of the Country.

- To build entrepreneurial education to develop necessary background to take up viable and feasible start-up ventures.

Activities Envisaged:

- To support and promote rural entrepreneurship in the region through training, demonstration and dissemination of technologies and opportunities to the people at grass root level.

- To assist for setting up of technology exhibition, awareness camps and product development plans.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

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

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

22

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

3.3 - Research Publications and Awards

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

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

12

File Description	Documents
URL to the research page on HEI website	Nil
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

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

20

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

3.3.3 - Number of books and chapters in edited volumes/books published and papers

published in national/ international conference proceedings per teacher during the year

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

67

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

The institution conducts multiple Extension activities in nearby locality and the college. These activities have sensitized students to social issues and help in total development of personalities of students and indirectly society as whole. The NSS conduct various activities related to leadership and personality development. NSS parades and stage Programs develop their personalities. In the skill development programs legal literacy, computer literacy, English spoken classes have been conducted. The NSS has conducted programs on malnutrition, health and hygiene in nearby villages and locality. The institution has conducted Environmental awareness program for maintain cleanliness and hygiene. The institution has conducted lots of walkathon to create awareness about the traffic rule, drink and drive, and AIDs. The NSS wing of institution has conducted blood donation camp for the benefit of society. The institution has shown a great interest in developing nearby government school by providing the needed requirements.

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

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

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

08

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

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

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

19

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

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

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

3290

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

3.5 - Collaboration

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

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

09

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

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

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

06

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Infrastructure Policy statement of the college is: 'The institution ensures adequate facilities forteaching-learning, augments its infrastructural facilities according to the growing needs of the institution and endeavors to create a conducive academic ambience.'

Adequate infrastructural facilities are available and are upgraded for effective teaching-learning andholistic development of the students. The UGC, AICTE and the University norms for infrastructure-classroom, laboratory, library, recreation area and reading rooms have been fulfilled. The campus built up area is 17,378.76 square meters of land. Instructional area has 2,622 square meters; the main administrative area has 1,371 square meters, and remaining 11,987 square meters of land covers for the amenities area.

The floor, space, furniture, equipment, and ICT facilities meet the statutory requirements.

1. Classroom facilities

2. There are 27 well ventilated and spacious classrooms with ergonomic furniture to accommodate all the students.

1.2 Accessibility to all floors is provided through broad stair cases and corridors, Multiple exit points address the footfall needs of the institution.

1. All the classrooms are equipped with LCD projectors, Laptops are available for students and staff for learning.

2. Notice boards are available in all the classrooms.

3. Dustbins are provided for collecting segregated waste in all the classrooms.

4. Wi-Fi access points in all floors of all the buildings enable connectivity during classes.

5. **College has 1 well-furnished room for conducting workshop with carpet area 141 square meters.**

6. **Laboratories**

Domain specific laboratories with state-of-the-art equipment pave the way for enriching learning experiences.

1. **Department of Computer Science has three computer laboratories.**

2. **The labs are having carpet area of 164.92 sq. meters.**

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

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

SL no

Particulars

Available

1

Volley ball court

1

2

Foot ball court

1

3

Khabaddi court

1

4

Kho Kho court

1

5

Table tennis court

2

6

Cricket ground

1

7

Chess table

2

8

Carrom table

2

9

Yoga hall

1

10

Gymnasium hall

1

The Institute has cultural club is organizing many cultural activities and events for students both inter and intra cultural fests.

Year

Name of the Event

2020-21

Orientation programme, Fresher's Day - Welcome party (NOVFIESTA), Independence Day, Teacher's Day, Ethnic day, Republic Day, Women's Day, Food fest, Graduation Day, Farewell day, Founder's Day, (SPECTRA), College Day (SAMHITA), Alumni meet (SAMVEERA), International Yoga Day, Inter collegiate fest (IMPULSE), Flash mob.

2019-20

Orientation programme, Fresher's Day - Welcome party (NOVFIESTA), Independence Day, Teacher's Day, Ethnic day, Mahotsav melam-2K19), Republic Day, Women's Day, Food fest, Graduation Day, Farewell day, Founder's Day, (SPECTRA), College day (SAMHITA), Alumni meet (SAMVEERA), International Yoga day, Inter collegiate fest (IMPULSE).

2018-19

Orientation programme, Fresher's Day - Independence Day, Teacher's Day, Ethnic day, Mahotsav melam - 2K18), Republic Day, Rangde (FEB CARNIVAL), Women's Day, Graduation Day, Farewell day, Founder's Day (SPECTRA), College Day (SAMHITA), International Yoga Day.

2017-18

Orientation programme, Fresher's Day - Independence Day, Teacher's Day, Ethnic day, Republic Day, Women's Day, Farewell day, Founder's Day (SPECTRA), College Day (SAMHITA), International Yoga Day, Graduation Day

Utilization

Utilization

The facilities of the institution are utilised optimally for the holistic development of the students. The facilities of the college are used for organising Utharothsava- Bengaluru North University Inter-Collegiate Cultural Competition, Bengaluru North University Football and Basketball Tournaments for men and women. The campus facilities are used for the selection, training and coaching of BengaluruNorth University Basketball and Football teams. The ecosystem provided by the college has helped students emerge as overall champions at university level inter collegiate cultural competitions consecutively for twelve years and win laurels at South zone and National inter University youth festivals. The sports facilities have created state-level sportsmen and women.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://kimsbengaluru.edu.in/campusGallery.php

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

27

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://kimsbengaluru.edu.in/campusGallery.php
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	[View File](#)

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

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

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

4.2 - Library as a Learning Resource

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

Response: Response: Affirmative Koshys Institute of Management Studies libraries are fully automated with Integrated Library Management System (ILMS) supported by 'Libsoft' software 9.8.5 Version, since 2018. The college has three full-fledged libraries in the Main block (144.55 sq. Ft), Furthermore, libraries are equipped with over 8227books (2753titles), 1020 Project Reports, 182CD/DVDs, 13 Journals and Periodicals, and 10 Newspapers. An average amount of Rs.4 lakhs have been spent for the purchase of books, e-books, subscription to journals / e- journals during the accreditation period.

1. Digital Databases and Network

The information retrieval systems in libraries enable the exchange of information through interoperability and sustainability, and the following are the key features: Provision of access to online databases of EBSCO, J-gate, Delnet, Remote access facility for e-Resources and Web OPAC Archives of students' dissertations and faculty publications Institutional membership in National Digital Library, British Library Databases, e-Journals Wi-Fi availability in the campus provides easy accessibility to learning resources 2. Disabled-friendly Libraries are inclusive for persons with disabilities and provide them access to reading materials, computer services, and the internet All three libraries are equipped with separate spacious reading/reference halls and amenities with a seating capacity of more than 100 persons 3. Accessibility, Information-Dissemination, Training and Exhibition Open access facility using Dewey Decimal Classification System (DDC) in the libraries to facilitate readers to access library resources easily

Library and Information Centre maintains 'Library Corner' to highlight renowned authors and their publications The library constantly disseminates information regarding the facilities and programs on the institutional website, e-mail, social media and mobile application The library staff provide orientation on library resources and usage to the students and faculty Training programs on different databases like EBSCO, J-Gate, are organized. The annual book exhibition spreads information about new publications and serves as a reservoir of knowledge transfer

File Description	Documents
Upload any additional information	View File
Paste link for Additional Information	192.168.5.40/OPAC/

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources B. Any 3 of the above

File Description	Documents
Upload any additional information	View File
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e- journals during the year (INR in Lakhs)

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

228752

File Description	Documents
Any additional information	View File
Audited statements of accounts	View File
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	View File

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

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

10700

File Description	Documents
Any additional information	**No File Uploaded**
Details of library usage by teachers and students	View File

4.3 - IT Infrastructure

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

1. **Institution has an IT policy covering wi-fi, cyber security, etc., and allocated budgetforupdating its IT facilities**

IT Policy Statement

TheITPolicyencompassesITadministration,hardware,software,networking,AI,databasemanagement, electronic communication system, IT usage, cyber security and maintenance guidelines.Sufficient annual budget allocation is made for the creation and maintenance of IT infrastructure.ITpolicyisimplementedtodevelopfacilitiesandupdatethemperiodically.

1.LAN and Wi-Fi

1.1Structured Network Cabling is in place to manage the entire network

1.2Campus is networked through 1 Gbps (LAN) and backbone connectivity is through 10Gbps fiber

1. Allthecomputerlabsareconnectedwith1Gbpsnetwork
2. Network Access list restricts to respective LANs only at the switching level
3. All Access Points supports 100+ concurrent users with 2.4/5.0 GHz bandwidth
4. Wi-Fi connectivity is ensured through access points from a centralized access controller

2.Cyber Security

2.1Firewall security is ensured throughFORTIGATE200

2.2Application-Level bandwidth and quota management are scheduled.

2.3IPS, Content filter, and AV scanning in gateway mode

2.4Authentication based user access to connect internet

1. Group-basedsecuritypolicyisassignedtodifferentusergroupstoensurethatnothreatsareentertained.

2.6Internet data usage for students is unlimited.

2.7Reports are regularly monitored for every group.

2.8Synchronized Security feature is planned for integration at the client level.

3.Hardware and Software

3.1Personalcomputingdevices,computerperipherals,networkingequipmen

t,biometricdevices,telecommunicationequipment,massmediastreamingde
vicesandotherhardwareareprocuredand installed.

3.2 Licensed software and open-source software are available for usage.

1. IT Facilities Updation

4.1Firewall has been upgraded fromFORTIGATE 100toFORTIGATE 200.

4.2Licensed video conferencing system is available

4.3Number of Wi-Fi devices have been increased from20 to 52 .

4.4Number of LCD projectors have been enhanced to25- 35

4.5Wi-Fi speed is upgraded from 70 MBPS – 100 MBPS

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	**Nil**

4.3.2 - Number of Computers

120

File Description	Documents
Upload any additional information	[View File](#)
List of Computers	[View File](#)

4.3.3 - Bandwidth of internet connection in the Institution

A. ? 50MBPS

File Description	Documents
Upload any additional Information	**No File Uploaded**
Details of available bandwidth of internet connection in the Institution	[View File](#)

4.4 - Maintenance of Campus Infrastructure

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

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

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

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

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

Response: Affirmative

There is an organizational system for the monitoring and maintenance of the infrastructure and IT facilities of the institution. A full-time Director for Infrastructure Planning and Development, a Financial Administrator and an administrative office are the responsibility centers for infrastructure augmentation and maintenance.

1. Committees/Personnel for Monitoring Utilization of Facilities and Maintenance

The infrastructure planning and maintenance section augments various academic, sports and cultural facilities to suit the needs of students in line with the perspective plan. These sections adhere to the standard operating procedures and plan the schedule of maintenance of physical infrastructure and campus facilities. They have a daily schedule of monitoring the maintenance and upkeep of facilities.

1. Purchase section is responsible for budgeting, acquiring and inventory of necessary furniture, equipment, electrical and electronic gadgets and other infrastructural requirements.

2. Infrastructure maintenance section inspects, updates, and repairs various facilities in the campus.

3. The IT maintenance section oversees the purchase, installation, software upgrades,repair and maintenance of computers and other IT facilities.

4. Library Advisory Committee plans and monitors infrastructure for library and information Centre.

5. Utilization of infrastructural facilities

Faculty members and staff strive to ensure optimum utilization of infrastructural facilities for the holistic growth of the students.

1. The classrooms are allocated based on a need assessment and are mapped in the ERP.

2. The auditorium and seminar halls are utilized for college, university and national level events.

3. Group discussion rooms, reading rooms and personal cubic les in the library enable efficient utilization of books and on-line resources.

4. Efforts are made to enhance library usage through annual book exhibition, library-corner commemorating national events and personalities and orientation on the usage of e-resources.

5. The heads of the departments prepare a schedule and lab manual for the optimum utilization of laboratories. Students can also avail the facilities after class hours.

3. Maintenance of infrastructural facilities

The administrative office oversees the maintenance of infrastructure facilities. A maintenance register is kept in the office to record repair and maintenance requests. The issues are

referred to the supervisor for immediate action.

1. Maintenance of classrooms and academic spaces

2. The supervisors oversee the classrooms to assess the furniture, ICT needs and suggest improvements if needed. Maintenance requests that are made offline and online, are immediately met.

3. Verification and maintenance of the auditorium and seminar hall furniture, functionality of audio-visual, ICT and other facilities are done periodically by the technical staff.

4. Maintenance of Libraries

5. Institute has well equipped library, the book are arranged departmental wise which is located in the academic block, it has carpet area of 144.55 square meters.

3.2.2 The reading area can accommodate 100 users at any time where they can read / consult reference books, journals (both print and electronic) using internet connection.

3.2.3 The library personnel are responsible for the effective functioning and maintenance of the libraries.

1. The integrated library management system is used for stock verification.

3.2.5 The AMC takes care of integrated library management system.

1. Maintenance of Laboratories

2. Maintenance of laboratories, equipment and other facilities are taken care by the lab technicians and support staff. Inventory registers are maintained in the labs for the periodic stock verification.

3. Media studio with audio-visual and editing equipment and high-end printers are maintained by thein-house technicians.

4. Campus Maintenance

Full time maintenance supervisor and personnel are available to provide services such as electrical work, plumbing, furniture upkeep, building maintenance, gardening, maintenance of sports facilities and house-keeping.

1. IT infrastructure is maintained by qualified and trained in-house system administrators with the support of AMC service partners.

2. Electrical/electronic engineers have been employed full time to install and maintain various electrical, electronic and public address systems. Based on the requests made by departments and various centres, new systems are installed or existing ones are repaired to increase efficiency.

3. UPS, CCTV, lift and generators are maintained by AMC partners.

File Description	Documents
Upload any additional information	[View File]()
Paste link for additional information	https://kimsbengaluru.edu.in/campusGallery.php

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

66

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

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

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

63

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

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

A. All of the above

File Description	Documents
Link to Institutional website	**Nil**
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

`616`

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

`482`

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

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

`A. All of the above`

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	`No File Uploaded`
Details of student grievances including sexual harassment and ragging cases	`No File Uploaded`

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

120

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

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

5.2.2.1 - Number of outgoing student progression to higher education

11

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

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

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

1

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

5.3 - Student Participation and Activities

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

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

1

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

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

Koshy's Institute of Management Studies has its student's council with student representatives from MBA, B.Com, BBA and BCA. The student representative actively takes part, suggests and contributes in administrative work of the institute by means of developing an effective communication between students and the institute. The composition of student council is S. No List of Heads Heads in Numbers 1 PRESIDENT 1 2 VICE PRESIDENT 4 (one member from each department) 3 GENERAL SECRETARY 1 4 SECRETARY 1 5 TREASURER 1 6 JOINT SECRETARY 4 (one member from each department) 7 FACULTY ADVISOR 4 (one member from each department) The new student representatives are elected unanimously among the first year students of all departments. The student council members are selected based on following criteria: 1) Good communication skills (verbal and written) 2) Planning & Organizational skills 3) Problem solving & Reasoning skills 4) Interpersonal skills 5) Ability to give constructive suggestions and appropriate solutions OBJECTIVES: ? Student Council is the representative body of the students of the college. ? The objective is to make the students participate in the development of the institute as well as in the process develop their personality, organizational skills and career through interactive programs with the faculty,

administration and society. ? The goal of the student council is to provide a common platform to students for co- curricular and extra-curricular activities. It is responsible for all the major technical, cultural, literary and sports activities organized in the college premises. ? Activities under the council will be well supported by a team of faculty members DUTIES AND RESPONSIBILITIES OF THE COUNCIL MEMBERS: PRESIDENT Delegates power to Vice President, General Secretary and other office bearers to manage overall activities, taking adequate measures to safeguard the interest of the students/association. GENERAL SECRETARY/SECRETARY

Spearheading the council activities, planning, executing and monitoring the calendar of activities across the academic year. TREASURER To plan the budget for the various events handled by the student council, manage the disbursement of funds allocated to the council and prompt preparation of statements of account. TECHNICAL COMMITTEE To organize intra and inter collegiate technical festival, members of the committee will have responsibilities such as choosing the talent for the events, coming up with an interesting and relevant theme that unifies people, advertising events, and recruiting volunteer. Also create awareness of participation in these events both inside and outside the campus. CULTURAL COMMITTEE To organize intra and inter collegiate cultural festivals, choosing the talent for the eventsadvertising events, and recruiting volunteers. Also create awareness of the importance of participation in these events both inside and outside the campus. NSS ACTIVITIES To organize awareness campaigning, conductrally, arrange blood donation camps, road safety programs etc.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	[View File](#)

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

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

20

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

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

The Alumni Association/ Chapters (registered and functional) contributes significantly to the development of the Koshy's Institute of management studies , Bangalore

The KIMSCollege has registered Alumni Association.

Alumni Registration No. is DRB3/SOR/103/2018-2019

While rejuvenating the memories of the college, a network of old students was achieved.KIMS Alumni Associationis the backbone of the institution. The institution rests on the rich history of the student's success and glory.

KIMS Alumni Association regularly meets and interacts with the management. It is the flag bearer of the developments in the institution.

The KIMS Alumni organizes lectures on personality development. Over the years it has been helping in holding interactive sessions to motivate students regarding social adjustments and career seeking.

KIMS Alumni Association also help the institution by influencing industries and other agencies in getting placements fests for the institution. The alumni has expanded and strengthened it with new enrollment.

The alumni appear for various activities and their suggestions are taken into account.

Alumni day is celebrated and their achievements are recognized. The successful alumni are selected as guests of honor for awards.

The Koshys Institute of management studies ,Bangalorehas a social networking page and a separate link in the website where the Alumni can register and connect to share their ideas.

KIMS Alumni AssociationBenefits for Students:

- Personality Development Program
- Career Advising
- Industry Institute Interaction
- Mentoring
- Placement assistance
- Sponsorship
- Project Assistance for final year students
- Arranging seminar for TE/BE students

KIMS Alumni Association Objectives:

1. To bring together students of KIMS youth in every area to act as their representative and coordinate, synchronize and promote their interest in all matters.

2. To utilize the experience, wisdom, zeal, ability and spare time of past students of the KIMS the society for the benefit of the weaker section of the society.

3. To take up public interest matters relating to the past students of KIMSthis area with State and Central Government and Semi Government or private organizations or public co-operations.

4. To promote and provide for education, educational scholarships and medical relief useful to poor and the needy students of KIMS .

5. To promote sports education, culture & knowledge by arranging seminars of paststudents of KIMS.

6. To make the students career oriented and attain international standard and by sheerprofessionalism.

7. To arrange seminars and to develop activities for healthy environment, and to avoidpollution developed the habit of tree

plantation; cultivate horticulture gardens andagriculture plants in selected areas.

8. To bring about better living condition, mutual co-operation among the past students ofKIMSby implementing recreational facilities. To develop the library and other necessary activities for past students of KIMS.

9. To help and assist financially or otherwise, old age homes, rescue homes, health care units, family welfare centers, seminars etc.

10. To arrange, conduct and hold seminars, conferences, discussions, symposia etc for past students.

11. To assist past students who are preparing for, entering upon or, engaged in anyprofession, trade, occupation or services by outright gifts or payments for instruction.Payment of traveling expenses or such other means for the advancement and education in life or for enabling them to take education in life or for enabling them to take education to earn their own living.

12. To establish, acquire, construct, maintain or support library for general education and advancement thereof for past students.

13. To promote, social, educational, cultural activities for general education for past students.

14. To promotion, encouragement, and advancement of any training and/or physicalefficiency of the past students includes that of sports and games in all their branches.

15. To print and publish books, periodicals, references, information broachers, to develop computer software and to circulate the same and conduct magazine.

Committee Members:

1.Mr. Abdul Mafeen(President)

2Mr. Kevin Roman Rodrigues(Vice President)

3Mr.Sanoop K. V (General Secretary)

4.Mr. Justin Koshy(studentCo- ordinator)

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File]()

5.4.2 - Alumni contribution during the year (INR in Lakhs)   **B. 4 Lakhs - 5Lakhs**

File Description	Documents
Upload any additional information	[View File]()

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The Institute is committed to accomplish its mission in all its endeavors. It has well defined policies and very good mechanism in implementing the policies. To moulds the students to become good human beings and good citizens of the nation. In order to achieveits mission, the faculty members are given due place of involvement in all important decisions as part of governing and executing theplans of the institution. The institute has various bodies for governance through development of policies, regulations & guidelines, their implementation andcontinuous improvement. Institution Regulations & Policy Guidelines are the instruments through which all the academic, research & administrative activities are administered and monitored for effective implementation, thus ensuring quality and continuous improvement at every level. The faculty members are nominated in various statutory bodies and committees for decision making andmanaging the various functions of the institute. Ideas are invited from alumni and other stakeholders for innovation and improvementin various functions such as Academics, Industry Interaction and Placements etc. The Leadership ensures the compliance of academicand administrative processes and procedures along with the continual improvement through regular systematic audits, checks andmonitoring by well-defined Quality Assurance Framework towards the achievement of Vision and Mission of the institute.

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

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

The institution has decentralized and transparent mechanism in management, administration, financial and academic affairs. This mechanism is delegating appropriate responsibilities from the top-level management to low level and allows the top management tofocus on policy making and major decisions. The constitution of statutory committees like Governing Body, Academic Council, Finance Committee, Board of Studies are systematically carried out with specified functions and responsibilities as per the requirements to the regulatory bodies. These committees play a major role in policy making of governance, academics, finance, research, teaching and learning. The principal provides leadership for the academic administration and creates an effective environment conducive for learning. He ensures that quality education is imparted to the students that foster the holistic development of the students. He also ensures all-rounddevelopment of the Institute and achievement of strategic plans of the institution. He ensures the smooth functioning of the institutionwith the support of Director, Deans, HODs and Conveners. There are several committees working hand in hand in planning,organizing, implementing and monitoring all the activities of the institution. The decentralized mechanism exists even at the department levels. Every department has Program coordinators at UG and PG levelto look after the activities of each program. Decisions at department levels are taken by well-structured committees.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Koshys Institute of Management Studies plans and execute the needs of the future requirements accordingly. The academic director along with the vice principal, HoDs and faculty members carries out an effective teaching learning process. The college encourages e-learning methods and provides resources for the same. Our campus is Wi-Fi enabled and has smart classrooms. Effective use of ICT tools enhances the quality of effective teaching learning process and make it more learner centered. Apart from the chalk and talk method, the college conducts study tours and industrial visits. Guest lectures and skill development programs were conducted periodically.

The institute expanded during the academic year-2021-22 with seven new classrooms which have overhead projectors and the capacity to hold 60 students each.

Construction of a new building more than 3000 sq.ft. which will be having 30 smart classrooms with an auditorium and studio cum visual arts labs is in progression.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

Koshys Institute of Management Studies comes under the guidance of KGI Trust. The management and the Governing body which consists of industry experts and alumni representatives effectively plan and propose the academic planning and the implementation of the same will be actively carried out by the Director of Academics, Academic Advisor, Vice principal, HoDs and the teaching staff.

The faculty recruitment is based on the norms of the UGC and academicians with a strong academic track record and a passion for teaching is recruited to enhance the teaching learning process. Regular Faculty Development programs conducted to improve the creativity and innovation. Promotion and increment is based on their performance in accordance with a 360 ° self appraisal.

As per the university norms semester exams are conducted, apart from that there is continuous monitoring of the students through unit tests, preparatory exam etc. Periodic tests are conducted to check the students learning status and provides remedial classes if necessary.

Examination & Evaluation process is made known to students and parents well in advance and the same is communicated to them through SMS. Students and parents' feedback are collected, and necessary actions are taken to improve the process.

The research & development committee has constituted in the institute to promote research projects among students and faculty members. Committee has extended support to avail funding and grant from the university and government agencies for the research projects. It has also reduced the workload of the research scholars to concentrate on their projects thus provides a better working environment for them.

The committee monitors and motivates the research programs by addressing different issues related to research. The committee meets periodically to recognize the trends and suggestion were given to improve the quality research.

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

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

B. Any 3 of the above

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

6.3 - Faculty Empowerment Strategies

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

The trust encourages teachers to acquire higher qualification like M.Philand Ph.D., publish research papers and present papers at National andInternational Seminars. ? The institution has additional increment policy on the successfulcompletion of Ph.D. and qualifying for NET/ SLET ? Leave CL and EL. ? In-House medical facilities and health check-ups. ? Gymnasium, yoga centre and facilities for sports and games have been created forthe physical and emotional well-being of faculty and staff. ? Reimbursement of registration fees and travel expenses for facultyparticipating and presenting papers at conferences, seminars, FDPs, etc. ? Annual increment for faculty and staff based on career advancement scheme ? Financial support is given to meet the medical expenses of staff and theirfamily members ? Individual faculty and staff cabins are provided with separate desktops andWi-Fi Connectivity. ? All statutory compliances are promptly made including filing of up-to-dateReturns with the Registrar of Societies, Bengaluru District. ? Medi-claim benefits to the extent of Rs 5.0 lakh. ? Provident Fund /ESI (for staff drawing less than 21,000/-) ? The institution has Maternity benefit policy.

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

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

6.3.2.1 - Number of teachers provided with financial support to attend

conferences/workshops and towards membership fee of professional bodies during the year

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

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

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

13

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

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

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

8

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

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

Response: To evaluate the work done by teaching and non-teaching staff, performance appraisal will be set atdifferent level such as: Self-appraisal, appraisal from Vice-Principal, Academic-Director andManagement. Self-appraisal is made on delivery of the curriculum, teaching methodology and effective deploymentof their roles andresponsibilities which is submitted by the staff to the head of the Department andInstitution. The updated annual academic profile along with feedback of students on teachingmethodology, subject knowledge, time management and approachability are maintained. Researchand FDP, Conferences and academic activities as well as initiative in taking on accountabilities of extra-curricular and co-curricular activities are considered Self-appraisal is done after evaluating the performance of the employee. This evaluation involvesasking the employee to self-evaluate her/his job performance. Typically, before the meeting with theemployee, the head of the Institution asks the employee to complete the evaluation form on their own. This form will indeed be used as the basis of discussion during the annual performance reviewmeeting. Further, the head of the Institution and the employee will sit through the meeting and toevaluate the form in 360 degree review and discuss about the appraisal results, and negotiate the finalevaluations based on the perceptions of reviewed by the head of the Institution. Non-teaching staff performance appraisal is prominent for quality enhancement. Feedback on non-teaching staff is collected from stakeholders like teaching faculty and students. This feedback is thenreviewed by the Vice-Principal and Academic-Director.

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

6.4 - Financial Management and Resource Mobilization

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

Yes, the Institution conducts internal and external audits regularly for smooth functioning of the Institution. All accounts are audited and certified by qualified auditors appointed by the institution. The audited reports are submitted to the management. The institute hasa mechanism for internal and external audit. The institute has its own internal audit mechanism where it is an ongoing continuous process in addition to the external auditors to verify and certify the entire income and expenditure of the institute each year. Day to day accounts are maintained in Tally ERP. Bi-annual internal audit is conducted by the auditors of the institution. Institution is bound with internal audit mechanisms such as: ? Vouching of receipts and postings to ledger, TDS deductions, and payments ? Scrutiny of scholarship disbursement registers ? Preparation of receipts and payments. Submission of Audit report Half yearly audit is conducted by the external auditor's M/S. Madhava R Dixit and Associates. The Institutional mechanism for external audit is: Thorough scrutiny of payments and receipts Verification by head of accounts in the Tally ERPCapital expenditure verification with bills, quotations received and comparative statements. The finalization of Balance Sheet byexternal auditors after examination of books of accounts

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

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

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

NIL

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

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

Response: The Institution is a self-financing Institution, the major source of receipts come from fee collection. The funds are coped most sensibly and the surplus is worked back for future expansion and development. Since the financial resources available are utilized with proper planning and budgeting, there is no deficit of funds. A healthy reserve in funds is maintained. The Institution prepares the budget at the beginning of the academic year. Later it is discussed in the Governing Council meeting forthe approval. The budget is apportioned as per the requirements provided by the different heads/committee coordinators that arerelated to the Institutional activities. The budget is sanctioned for the activities like cultural, sports, Departmental activities etc. byprior submission of proposed plan of action for the academic year. Proper bills/voucher-receipts are maintained and submitted forauditing. The expenditures are strictly monitored and reviewed by the Management Accountants.

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

6.5 - Internal Quality Assurance System

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

In order to enhance the quality of the institution in all spheres,various quality assurance strategies initiated by The IQAC of the institution are as under:

- All the faculty members are encouraged and supported to participate in Orientation, refresher courses, Workshops, Seminars andconferences related to the teacher-learning process and research.
- Teachers with Ph.D are also encouraged and motivated to act as research guides for the research scholars.
- Teachers are also supported and encouraged to participate in examination evaluation processes.
- The college also provides platform for the students to participate in Intra- College and Inter –College level debates, competitions, seminars etc.
- Several skill enhancement ability courses have been introduced for various subjects and students are free to choose any one as per their will in the respective stream.
- Regular meetings of IQAC are conducted under the chairmanship of Director with the fixed agenda and suggestions are taken from all the members of IQAC for improvement and better implementation of curriculum.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	[View File]()

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

- Implementation of in-house ERP
- Started centre for research & Capacity Building
- Recruited faculty members as per the requirements
- Started Research incentive policy to the faculty members for the quality publications in ABDC, Scopus indexed journals
- Collaboration with industries and started IIS for better placment
- counselling centre for students provided at the college website.
- Women's Grievance Redressal Cell KIMS as "Internal committee" under UGC Guidelines
- Language lab setup in the Department of Languages, koshys institute of management studies .
- Continous Students feedback collection on faculty, teaching learning process and evaluation.
- remedial classes and revision for slow learners wherever

needed.

- **Academic monitoring committee regularly visit to the classes regarding the regularity of class work and updation to director on daily basis.**
- **Syllabus Monitoring by IQAC chairman and coordinator on the completion of syllabus and draft out the information regarding the syllabus stats in prescribed format.**

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

6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)

C. Any 2 of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://kimsbengaluru.edu.in/rti.php
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	**No File Uploaded**
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Koshy's Institute of management studies (KIMS) has an internalized culture ofgender equity and sensitization. The initiatives across our institution focus onconcerns pertaining to women on campus

which range from providing safety,security, and provision of various infrastructural facilities such as counselling centres,common rooms, etc. The campus is completely secured with 24/7 surveillanceacross various corners, wardens, and physical education instructor to take care ofstudents of the girl& &39;s hostels. In our institution we also have the provisions ofcommon rooms for girls and women to rest in privacy. Separate washrooms areavailable for women (students and staff) both in terms of hygiene and privacy. Thecampus is also equipped with a full-fledged health centre, beds, qualified doctor, andnurse to attend to the staff and students. This is done in association with sister concern institution. The counselling centre of KIMS caters to the need for counsellingand emotional anchoring for women staff and students through a trained ladycounsellor too. The annual gender equity and sensitization action plan includes the curricularand extra-curricular initiatives that were prior planned and further executed. Theexpert speakers from varied fields such as Science, Engineering, Corporate,Education, Arts, Sports with the core concern of empowerment and gendersensitivity were invited to provide their insights. Other activities includeworkshops/talks/awareness programs on gender sensitization and life-skills,Advancing female representation in the boardroom, Gender Gap in Modern India,Stress management with Yoga and meditation, Cybercrime awareness anddeterrence. The outcome of all such initiatives is that the institution integrates andnurtures a culture of gender equity and sensitivity where in many people stand benefitted through a thought process that can lead to healthy and progressiveactions and ways of life. Web link to: ? Annual gender sensitization action plan ? Specific facilities provided for women in terms of: a. Safety and security The security of the Women in the campus is strictly monitored by deployment ofsecurity persons. Specifically in Ladies Hostel (mention girls hostel names) ismaintained by deployment of guards round the clock in all the hostels. Males are notallowed in the hostel, however whenever there is a requirement for maintenance,supply and others due permission is obtained from the respective HostelSuperintendent's/Matron and during such visits warden accompany the workers(Male). Visiting parents/relatives of the boarders are allowed to the reception of therespective hostels after due approval from the Hostel administration. An entry/exitregister is maintained in all the hostels where all entry/exits are recorded. Outside the Hostel boundary male guards are deployed during night to restrict the movementof any male towards the hostels. b. Counselling KIMS shows utmost concern towards the wellbeing of students. To address thestudent stress, career advice and family concerns, the institute has set up

studentcancelling centre in the institution. A qualified student counsellor is looking after thiscounselling centre. The counselling service will address various degrees of theproblem and provide suitable solution from time to time. The professionals try toresolve the matter in a more satisfying way. The services are open to all the studentsfree and totally confidential. The person is asked to visit the counsellor in ascheduled day in a fixed counselling room. The counsellor will counsel the studentsaccording to his/her problem after registering his identification and keeping all the information confidential. Members and their role: Counselling committee membersname counsel the students. She also counsels the students through online modeduring pandemic situation. The students who are facing mental problems and feelinguneasy which are making them disturbed in their normal life, come to meet thecounsellor. Confidentially counsellor talk to him / her and fix a date and a time forcounselling do the same in specific counselling room.

File Description	Documents
Annual gender sensitization action plan	**Nil**
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://kimsbengaluru.edu.in/rti.php

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

B. Any 3 of the above

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

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

Waste Management steps including: • Solid waste management i)The institution has taken proper measures for the solid waste management. The primary goal of solid waste management is reducing and eliminating adverse impacts of waste materials on human health and environment to support economic development and superior quality of life. ii) Bio-degradable waste is allowed to degrade or decompose an oxygen rich medium. Good quality nutrient rich and eco-friendly manure is formed and same is used as manure for growing crops and organic farming. Wherein, the outgrown organic vegetables, fruits and greens within campus are used for cooking in hostel. iii) Non-biodegradable wastes are dumped into dumping yards. All papers and dry leaves and wastes are collected and processed in the incinerator. The incinerator is installed near the boys hostel. iv) The plastic materials and other electronic gadgets are collected, segregated and stored in 'Bunny House' for disposal. v) Food waste from the canteen is collected by the cattle farmers on daily basis. • Liquid waste management i) Well constructed drainage system leading to the closed collection tanks, the tanks is regularly cleaned to avoid stagnation of water and the cleaning part is given for outsourcing. ii) STP (Sewage Treatment Plant) is installed in the campus. All the liquid waste from different sources like bathroom, toilet are channelized to the sewage treatment plant and are collected in the tank, which is been filtered and moved to another tank, from which water is treated with the help of STP and the treated water is collected in another tank. This water is used for gardening and plantation. • E-waste management i)E – waste is managed mainly through handing over all the waste materials to the BBMP (Bruhat Bengaluru Mahanagara Palike). ii) Some of the e-waste like computer and CPU are utilized to educate the students with respect to hardware internal components

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

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

A. Any 4 or all of the above

system in the campus

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

7.1.5 - Green campus initiatives include

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

B. Any 3 of the above

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

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

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

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

A. Any 4 or all of the above

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

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

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

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

Institution celebrates and organises various national and international commemorative days, events and festivals to inculcate the spirit and essence of Day among the learners Swami Vivekananda's birthday —January 12- as National Youth Day .World Environment Day on 5th June under the collaborative effort of

IQAC,Constitution Day 26th November

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View File](#)
Any other relevant information	**No File Uploaded**

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

Constitution day

Constitution Day is celebrated on 26th November every year. The programme initiates with Preamble reading of the constitution followed by lectures on the sensitization of students on responsibility towards the constitutional values, rights, duties and responsibilities of citizens. Students are encouraged to participate in activities like essay competition on the related themes. viz. 'Economic Thoughts of Dr. B. R. Ambedkar'.

2. Responsibilities and Ethics in Research

Graduate and Postgraduate students have the Business Research Methodology and Research methodology subject as a part of curriculum with the objective to acquaint with the ethics in research in connection with their contribution society. Environmental science constitutes the part of curricular teaching and evaluation to sensitize the students on the preservation the ecosystem and environment. Students are also sensitized to adapt green practices, conservation of natural resources, alternative source of energy and renewable energy.

3.Institutional Ethics Committee Meeting minutes

4.Celebration of National Days Every year

Institute celebrates Republic Day, Karnataka Rajyotsava Day and Independence day on January 26, November 01 and August 15 respectively. The celebration is attended by Students, Teaching and Non-teaching Staff, Invitees, guests and any attendees. Flag hosting with National anthem and oath of national integrity followed by distribution of sweets is the regular decorum of the programme.

5.Legal and Ethical Aspects of Commerce and Management Profession

The curriculum of BBA,BCOM,BCA,BVA and MBA

includes a course entitled to teach or sensitize the students on the professional code of ethics, their duties and responsibilities as a professional while delivering their duties to the society. Students are inculcated with the professional and human values, Business Ethics, Business Regulations and code of ethics, legal aspects of Business and Management practice as well as act and rules related to the Business, Business Ethics, Business Regulations and Management practices.

6.Blood Donation Every year institute organizes blood donation camp in association with NIMHANS /or Lions Club. The students are sensitized on the importance of the activity and are encouraged to participate in saving the life of citizens of India. Road Safety Rally/ Tobbaco day rally/ World Aids day etc .The students are encouraged to participate in the activities of spreading the awareness among citizens on social issues like road safety. To create the awareness about role of Entrepreneurs in the development of Economy and the students also participate in the themed Management and Business Conferences every year.

7.Cleanliness/Plantation drive

Students consistently and regularly participate in the cleaning activities on the several occasions including Mahatma Gandhi Jayanti on October 02, every year. Moreover, students are encouraged for active participation in the plantation. Induction of the students on values, rights, duties and responsibilities Students are made aware about the code of Work ethics, human values, rights, duties and responsibilities as a citizen of India during induction as well as other programmes throughout year.

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

7.1.10 - The Institution has a prescribed code of conduct for students, teachers,   **B. Any 3 of the above**

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

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

Koshy's Institute of management studies (KIMS) has an internalized culture of gender equity and sensitization. The initiatives across our institution focus on concerns pertaining to women on campus which range from providing safety, security, and provision of various infrastructural facilities such as counselling centres, common rooms, etc. The campus is completely secured with 24/7 surveillance across various corners, wardens, and physical education instructor to take care of students of the girl's hostels. In our institution we also have the provisions of common rooms for girls and women to rest in privacy. Separate washrooms are available for women (students and staff) both in terms of hygiene and privacy. The campus is also equipped with a full-fledged health centre, beds, qualified doctor, and nurse to attend to the staff and students. This is done in association with sister concern institution. The counselling centre of KIMS caters to the need for counselling and emotional anchoring for women staff and students through a trained lady counsellor too.

The annual gender equity and sensitization action plan includes the curricular and extra-curricular initiatives that were prior

planned and further executed. The expert speakers from varied fields such as Science, Engineering, Corporate, Education, Arts, Sports with the core concern of empowerment and gender sensitivity were invited to provide their insights. Other activities include workshops/talks/awareness programs on gender sensitization and life-skills, Advancing female representation in the boardroom, Gender Gap in Modern India, Stress management with Yoga and meditation, Cybercrime awareness and deterrence.

The outcome of all such initiatives is that the institution integrates and nurtures a culture of gender equity and sensitivity where in many people stand benefitted through a thought process that can lead to healthy and progressive actions and ways of life.

Web link to:

- Annual gender sensitization action plan

- Specific facilities provided for women in terms of:

a. Safety and security

The security of the Women in the campus is strictly monitored by deployment of security persons. Specifically in Ladies Hostel (mention girls hostel names) is maintained by deployment of guards round the clock in all the hostels. Males are not allowed in the hostel, however whenever there is a requirement for maintenance, supply and others due permission is obtained from the respective Hostel Superintendent's/Matron and during such visits warden accompany the workers (Male). Visiting parents/relatives of the boarders are allowed to the reception of the respective hostels after due approval from the Hostel administration. An entry/exit register is maintained in all the hostels where all entry/exits are recorded. Outside the Hostel boundary male guards are deployed during night to restrict the movement of any male towards the hostels.

b. Counselling

KIMS shows utmost concern towards the wellbeing of students. To address the student stress, career advice and family concerns, the institute has set up student cancelling centre in the institution. A qualified student counsellor is looking after this counselling centre. The counselling service will address various degrees of the problem and provide suitable solution from time to time. The

professionals try to resolve the matter in a more satisfying way.
The services are open to all the students free and totally
confidential. The person is asked to visit the counsellor in a
scheduled day in a fixed counselling room. The counsellor will
counsel the students according to his/her problem after
registering his identification and keeping all the information
confidential. Members and their role: Counselling committee
members name counsel the students. She also counsels the students
through online mode during pandemic situation. The students who
are facing mental problems and feeling uneasy which are making
them disturbed in their normal life, come to meet the counsellor.
Confidentially counsellor talk to him / her and fix a date and a
time for counselling do the same in specific counselling room.

c. Common Rooms

KIMS has some common room for women. It is not well developed in
each building for students and faculty.

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

7.2 - Best Practices

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

ITLE OF THE BEST PRACTICE:

Best Practice – I:

i) Title: Social Outreach Programmes at Govt. Middle School
(Kadusonapanahalli) for their enhanced infrastructure and academic
development.

ii) Objective: Objective of the practice was to nurture the
inherent talent and to develop the future of such students, who
could be the future citizens of the country. Another goal was to
expose such students to college environment and other high-tech

resources so as to inspire them to achieve good academic grades. In addition, college also had an aim to shoulder the social responsibility.

iii) Context: The challenging issue was to upgrade the quality living and to improve the learning style of students belong to weaker sections of society. Further the availability of good quality teachers and basic technical requirements was also the challenge as college was running its normal scheduled classes for its own students. However, these challenges were dealt with efficiency by the college administration and no stone was left unturned to achieve objectives.

iv) Practice and Evidence of Success: The College adopted Govt. Middle school (Kadusonapanahalli) for a focused intervention in the domain of academics and infrastructure development. The peculiarity of the school was that all of its enrolled students belonged to poor families. The college intended to overcome the limitations of the school and to provide the necessary facilities to such students. The college organized one day camp at the adopted school and distributed free Stationaries/Sports items and provided Infrastructural facilities such as soak pit to all its enrolled students and provided good refreshment to them. The practice was found to be successful as the financial burden in case of all the adopted students was found to vanish.

v) Problems Encountered and Resources required: The resources required to improve academics of the school were the academic staff. The availability of these resources in particular to teaching staff was a challenging task for the college as the normal classes were going on in the college.

Best Practice – II:

i) Title: Experiential learning

ii) Objective: Practice plays vital role in the growth of the students' career. Accordingly, our institute has taken the task of experiential learning. The objective is to make our students employable immediately after graduation.

iii) Context: students need to attain knowledge in respective domain along with demanded soft skills and developing ability to become employable. The club activities focus keenly on this.

iv) Practice: To impart the necessary qualities with regards to students' knowledge different programmes are taken up by the institution with the help of different departmental club activities and other expertise. The important technical aspects are emphasized by IT club – Scintilla where every student will be put into the field to work on technical skills in the form of events like rapid application development, coding and debugging. Money management club teaches the students to work in the field of accounts and finance by conducting events like market strategies. Management club – Gyaan will train students in managerial skills like best manager, best client dealer. Guest lectures and training programs are arranged for bringing the proficiency in respective domain.Certification programs and training in the field of Cloud computing, Logistics and Aviation are arranged. For providing adequate soft skills separate training classes are scheduled in the class timetable with suitable experienced experts. Foreign internships are provided to the students to enrich them further in making them employable.

v) Evidence of Success: Employability factor has improved over the years in the institution. Good numbers of students are placed in the field of Marketing, Finance, Management, HR, Software development, testing and others. The institution is awarded as Best promising B-School in South India.

vi) Problems Encountered and Resources required: The expected level of focus by the students on the arranged training programs is not attained due to intellectual capabilities of students and economic reasons as well as availability of time. Students were not allowed for Industrial visits due to Covid-19 restrictions, due to which the Students Industry interactions and execution of Experiential Learning activities became challenging.

File Description	Documents
Best practices in the Institutional website	https://kimsbengaluru.edu.in/rti.php
Any other relevant information	**Nil**

7.3 - Institutional Distinctiveness

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

he Vision, Mission and Quality Policy of the Institution are all

oriented towards the holistic development of the student, which is evident during admissions. The Institution's focus has been to impart quality education coupled with overall development of the students. To achieve this, the Institution encourages students to participate in various activities:

1. Certificate courses: Apart from the normal syllabus in the various courses, students are provided with add-on courses to enhance their employable skills. The add-on courses offered are: Spanish language, GST course, Advance excel, ethical hacking, android programming, Tally, Bank PO, capital market, HRP, TCS (campus to corporate) and digital marketing.

2. Skill enhancement programs like soft skills development and mock interviews are conducted.

3. Many reputed companies are invited to our campus for recruitment and they offer placements and internships to the students.

4. Even during lockdown, the Placement Committee invited experienced professionals from the industry to offer guidance to students.

5. The Alumni Committee organized online interactive sessions with executives from different fields in order to provide the students with a broad perspective of various career opportunities.

6. Resource Persons from institutes of higher learning provided an insight into the post graduate courses that can be pursued.

7. Developing the sense of social responsibility among students

1. The NSS unit of the College is quite active throughout the year organizing various outreach programs like blood donation, cleanliness drives, tree plantation drives, etc., in addition to a 10-day camp in the outskirts of Bengaluru to render service to the local community.

2. An ISR Cell has been constituted for creating awareness about social responsibility. The ISR Cell has a tie up with other Education Foundation, where the students visit schools in Mumbai and conduct various classes.

3. English department conducted a one week Basic English speaking session for the class IV employees of the College.

4. Different departments conduct programs on financial literacy, felicitation of housekeeping staff, etc.

5. Whenever there is any natural calamity striking any part of the country, various courses and committees of the College come forward to mobilize resources and reach it to the affected areas.

6. The College has inaugurated the 'Senior Education Club', an organization for senior citizens. A classroom has been permanently allotted to them to carry on various activities of their interest. The students of the College engage College orgnizes sessions on how to write research papers, where experts are called to guide the students.

7. The College believes in creating citizens who will contribute to the economy of the nation. In order to promote entrepreneurship among students, the College has constituted an Entrepreneurial Development Cell.

8. In order to offer support to budding business ideas, an Incubation Cell has been created which seeks professional help to validate innovative proposals from students.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

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

Koshys Institute of Management Studies is affiliated to Bangalore North University, offering under graduate courses in Bachelor of Business Administration in General and Aviation Management, Bachelor of Computer Application and Bachelor of Commerce in General, Logistics and Supply Chain Management for three years, Bachelor of Visual Arts for four years duration, post graduate course in Masters of Business Administration for two years. The institute follows a rigorous methodology to ensure effective curriculum delivery through the below mentioned steps:

- **Department meetings are conducted before the commencement of the semester for deciding subject allocation, workload, Time Table and lesson plan.**

- **Institute offers numerous certification program and value-added courses.**

- **ERP System is used to upload course content. KGI has tied up with the Libraries of IIM Bangalore, British Council-Bangalore.**

- **Case studies, role plays, group discussion, live projects, industrial visits, interaction with industry practitioners, etc. are conducted for activity based learning and experiential learning.**

- **Regular mentoring is done and a handbook is prepared for their respective mentees.**

- **Remedial classes conducted for slow learners and experiential learning practices for advance learners.**

- **Faculty is encouraged to attend FDPs to enhance their teaching skills and adopt innovative pedagogical tools to**

enrich the curriculum delivery.

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

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

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

Institution earnestly follows the curriculum framed by Bangalore North university and ensures effective curriculum delivery as per the university calendar in a well-planned manner.

The institute follows a specific model based on best practices of other institutes in Bangalore. It involves four levels: Level 1: Subject Allocation Level, 2: Setting the Learning Outcomes, Level 3: Preparation and Certification of Course Markers, Level 4: Attainment of Outcomes. This practice enables to achieve all the outcomes specified in terms of Program Outcomes and Course outcomes. Implementing this model ensures accomplishment of the programme in meeting educational objectives as well. Apart from this, various activities are done to ensure continuous internal evaluation:

- Internal examinations are conducted twice for each semester of both UG and PG courses.

- Regular assignments and projects are given in all UG courses for all subjects.

- Experiential Leaning activities like field surveys, presentations, group discussions, internships, management games, event coordination, simulations, case-based learning, workshops, etc are conducted for each subject of MBA. It helps in ensuring practical learning and implications. Performance in all activities is monitored and the related data is recorded for continuous

assessment.

- **Attendance is regularly monitored to ensure the minimum attendance percentage as specified by the university.**

File Description	Documents
Upload relevant supporting document	[View File](#)
Link for Additional information	**Nil**

1.1.3 - Teachers of the Institution participate in following activities related to curriculum development and assessment of the affiliating University and/are represented on the following academic bodies during the year. Academic council/BoS of Affiliating University Setting of question papers for UG/PG programs Design and Development of Curriculum for Add on/ certificate/ Diploma Courses Assessment /evaluation process of the affiliating University

B. Any 3 of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	[View File](#)
Any additional information	[View File](#)

1.2 - Academic Flexibility

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

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

2

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

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

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

3

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

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

499

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

1.3 - Curriculum Enrichment

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

The institution runs UG & PG courses affiliated to Bangalore North University Bangalore. The curriculum of various programs contains the courses/modules/topics on various cross cutting issues related to Gender, Environment and Sustainability, Human Values and Professional Ethics. The institution covers all the courses and topics on the cross-cutting issues along with

various co-curricular activities. Constitution of India & Human Rights subject in BBA cover various topics on human rights and values. Business Ethics in BBA III contains all aspects of professional ethics. Similarly Professional ethics, environmental awareness etc. are covered in Entrepreneurship & Ethics. Apart from the course/topics prescribed in the curriculum, the institute conducted the below activities to impart the value education: Environment and Sustainability: The institution conducted activities under the NSS & NCC to inculcate values related to environment and sustainability. Department of MBA conducted Best out of waste activity to create awareness regarding environment and sustainability. Business Development Plan activity was conducted by MBA where students gave business ideas for environment sustainability. Students and staff are regularly motivated regarding the importance of environment through cleanliness campaigns and discussions. Gender Equality: The institute has constituted women empowerment cell for redressing the complaints related to several issues concerning sexual harassment and to ensure gender sensitivity and equality. Various recreational activities are conducted for the female staff and students on Women's Day. Human values: Apart from the curriculum, the institution conducted some programs to inculcate human values in students and staffs. ? Blood Donation Camp for the whole institution is regularly organized. ? NCC & NSS unit are very active and regular social and cultural activities are organized in the college. Professional Ethics: Various topics of ethics are covered in the BBA & MBA course for professional ethics. In order to give additional information, all the subject faculties impart the knowledge of ethics in their respective subjects. Placement & Training cell conducts activities to inculcate ethical values to make students ready for the corporate.

File Description	Documents
Any additional information	View File
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum.	View File

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

1

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

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

175

File Description	Documents
Any additional information	View File
List of programmes and number of students undertaking project work/field work/ /internships (Data Template)	View File

1.4 - Feedback System

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

File Description	Documents
URL for stakeholder feedback report	https://kimsbengaluru.edu.in/rti.php
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management	View File
Any additional information	**No File Uploaded**

1.4.2 - Feedback process of the Institution may be classified as follows	**A. Feedback collected, analyzed and action taken and feedback available on website**

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://kimsbengaluru.edu.in/rti.php

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of students admitted during the year

613

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

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

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

192

File Description	Documents
Any additional information	[View File](#)
Number of seats filled against seats reserved (Data Template)	[View File](#)

2.2 - Catering to Student Diversity

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

The institute assesses the learning levels of the students and organizes special programs for advance learners and slow learners.

At Koshys Institute of Management Studies each and every student is evaluated by conducting internal assessments and assignments. On the basis of their score and credits the students are divided into Advanced Learners and Slow learners, continuous mentoring also helps the teaching faculty to understand the students in an accurate way.

For the slow learners:

Remedial classes are conducted after the internal assessment.

Bridge Course are conducted for then to reach up to the level of other students in the class during the semester break.

Peer Group studies encouraged among the hostel students and feed back collected on the same.

For Advanced Learners:

Encourage them to take up free certificate courses from the websites like Udemy & Course Era.

By making them the group leaders of Peer Study Group, they will be giving tutoring sessions to the slow learners.

Providing opportunities to conduct Guest lectures, Seminars and Workshops.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

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

Number of Students	Number of Teachers
1521	**75**

File Description	Documents
Any additional information	[View File](#)

2.3 - Teaching- Learning Process

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

Koshy's Group of Institution has adopted a system that focuses on consistently improving the teaching – learning process by making it more students centric.ICT enabled Class rooms, Audio-visual room and Seminar Hall with LCD projectors and Wi-Fi Enabled campus, special reference books, competitive books, integrated academic environment byproviding access to Faculty, Management, Students and Parents are provided to enable studentcentric teaching – learning, which in turn facilitate teachers and students to enrich their knowledge and make class room teaching and learning more effective and interesting.

Following are the student centric methods adopted and practiced by the institution.

Experiential Learning: such as,

- **Use of audio visual material- You tube videos, TED Talks.**

- **Access to e – resources through DELNET and other online database of library.**

- **Language lab**

- Industrial visits are organized.

- Technical Workshops are conducted.

- Students are encouraged to take Social and technical internship.

- Referencing and learning through browsing in library.

- Field projects are assigned.

- Add on courses to gain practical knowledge in subjects is provided.

- Students are given placement training on Interview facing Skills, Communication

Skills, Aptitude, Group Discussions etc.,

- Students are sent to companies for apprenticeship.

Participative Learning:

Collaborative teaching techniques are mainly adopted to enable participative

learning. Such as,

- Conducting group discussions in class rooms.

- Publishing Newsletters, Presentations, Quiz, Book Reviews, Film Reviews, Blogging and Blog Reviews.

- NCC sub-unit have been set-up for the students to participate, integrate and learn.

- Red Cross

- Involvement of students in various programs through Commerce and Management Forum.

- Tech Savvy, Business Lab, Language Club, NCC, Red Cross for Community Concern.

- **Peer Learning.**

- **Group presentations ,Collage Making and Poster presentation competitions are held, Extempore Talking and Essay writing are encouraged.**

- **Guest lectures, Seminars, Symposiums are conducted.**

Problem Solving Methodologies: such as,

- **Research Activities are conducted**

- **Students are encouraged to take online certification courses (MOOCS,NPTL).**

- **Case study analysis method is adopted in teaching learning process in commerce and management**

- **Preparing mini and major projects for IT subjects**

- **Students are made to solve previous year question papers and are asked to clarify their doubts.**

- **Competitions like Puzzle solving and Debate, paper presentation, IT quiz ,are conducted through various forums and cells**

File Description	Documents
Upload any additional information	[View File]()
Link for additional information	**Nil**

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

An efforts are taken by the institute to provide e-learning atmosphere in the classroom, In addition to traditional method of teaching, the faculty members are using the ITC enabled learning tools such as PPT, Video clippings, Audio system, online sources, to expose the students for advanced knowledge and practical learning.

ICT used by faculties:

1. At KGI, faculties are preparing creative and effective presentation for delivering lecture in classroom by using LCD's, projectors, digital library, websites, E-learning resources.

2. Campus is Wi Fi enabled and Smart Class rooms with LCD, Projectors, E-learning resources.

3. Computer laboratory with an internet connection has been provided to promote independent learning.

4. The students and faculty are motivated to register for online NPTEL Certificate courses

5. Virtual labs are used to conduct labs through simulations

6. Seminar and Conference room are digitally equipped with ICT facilities where guest lectures, expert talks and various competitions are regularly organized for students.

7. Faculties use various ICT tools like Webex, skype, Google meet for conducting meeting, workshops, seminars and webinars.

8. The creative writing of the faculty members and students are published in the institutional blog every week and link will be shared among the students to encourage them to come up with their innovative ideas.

Blended learning

1. To open up new connections and diversify students' networks a long with tradition classroom teaching, Faculties have adopted blended learning models using digital learning tools from Online Classes through Zoom, Google Meet, Microsoft Team, Google Classroom).

1. To teach mathematical subjects in online mode, teachers have used various online tools like- whiteboard in Microsoft teams, Jam board in Google meet, etc.

Digital Library

1. Koshy's Institute of Management has provided access to internet and Wi-Fi service while using the library and the library subscribes to many electronic resources from J GATE, DELNET.

2. The course contents of NPTEL (National Programme on Technology Enhanced Learning are loaded on the library server and intranet access is provided to all which are helpful for teacher training and to improve the quality of students.

3. At KGI, faculties and students are provided with access to (NDL)National Digital Library.

File Description	Documents
Upload any additional information	View File
Provide link for webpage describing the ICT enabled tools for effective teaching-learning process	View File

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

2.3.3.1 - Number of mentors

78

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

2.4 - Teacher Profile and Quality

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

78

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

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

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

12

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

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

2.4.3.1 - Total experience of full-time teachers

5	

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

2.5 - Evaluation Process and Reforms

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

In anticipation of the start of the semester, the institution prepares its own academic calendar of events in line with the calendar provided by the University. Specific dates are set for the completion of syllabus and Internal Assessments, as well as for the conduct of pre-finals for theory papers. The institution ensures that every student and their parents are aware of the internal assessment process during the orientation program held at the beginning of every academic year.

The institution believes in holistic development of students. Consequently, the assessment measures adopted for this purpose are transparent and reliable with regard to how often and in what are the ways they are administered. Faculty use an array of methods to verify whether students have met their academic goals and outcomes, including internal tests, unit tests, assignments, group and individual projects, and open book examinations.

With the changing needs of time, teachers are willing to adopt effective, suitable, and feasible methods of assessing their students. A student's creative and innovative ideas incorporating cutting-edge technology are valued more in their assessment. As part of this process, students participate in classroom discussions, arts, culture, and sports events. In this way, institutions try to keep up with the evolving methods of assessment and make it more robust, focused, and suitable for the real development of students.

The schedule for the tests and submission of assignments are notified on the notice boards a week in advance. After valuation, answer sheets/assignments are discussed with students. The internal assessment marks list is displayed on

the notice board. Any issues in the marks and evaluation is raised by the students are clarified and their by ensuring the transparency and impartial in the evaluation system. Students are asked to sign in the internal assessment mark lists once they are satisfied with the marks given. In this way the institution assures an effective mechanism for redressal of grievances relating to internal assessment.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

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

Response:

The institution has well-structured mechanism to address internal/external examination related grievances in an efficient manner which is transparent and time-bound, as mentioned below:

Internal Examination related grievances:

- Examination committee of the organization prepares inner check and preparatory examination time desk primarily based totally at the institutional calendar of events. Prepared Time desk and Seat matrix are displayed on the attention board. Every semester inner check and preparatory exam are conducted. After the check and exam, duly evaluated solution scripts are disbursed to the scholars with the aid of using the respective school. The widespread manner of answering the questions is defined to the scholars withinside the classroom. Any discrepancies withinside the assessment of solution scripts are addressed and resolved at once on the faculty level.

External Examination related grievances:

- The external examination is conducted as per the rules

and time schedule issued by the affiliating university. Grievances associated with the external or university exams like non-receipt of hall ticket, late examination form submission, errors like misspellings, incorrect subject entries then on are immediately informed to the university examination cell

- During college university exam any grievances associated with query paper like, out of syllabus questions, printing mistake etc. is intimated to university by HOD of related subject

- In case of results announced as 'Not Processed' (NP), related evidences such as invigilators diary, consolidated statement of absentees, internal assessment marks are sent to the related custodian department to get the results announced.

- When students express unhappiness with their university results, the Examination Committee recommends that they obtain a photocopy of their answer scripts. The responsible teacher then reads over the answer script, and if there are any inconsistencies in the valuation, the pupils are recommended to submit for revaluation within the specified time frame.

File Description	Documents
Any additional information	View File
Link for additional information	Nil

2.6 - Student Performance and Learning Outcomes

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

Koshys Institute of Management Studies offers 6 distinct three year undergraduate programmes (CBCS) and 1 distinct two years post graduate programme and all programmes are adopted in accordance with the Program Outcomes (PO) and Course Outcomes(CO) as per the guidelines prescribed by the Bangalore North University.

The learning objectives/course outcomes of each subject is explained to students during the first few lectures at the beginning of the semester. The Programme Outcomes (PO) specified in the curriculum of the undergraduate programmes and postgraduate program help the students in achieving internships and placements in reputed companies. The employability of students is taken care of by the college's placement cell which nurtures the students according to the expectations of different, esteemed companies of various sectors.

The faculty of the institution are well aware of the course outcomes of each subject taught by them and the college makes efforts in sending the faculties for various FDPs, seminars, workshops, national and international conferences to help them improve their goal of achieving the outcomes.

The principal will be addressing the parents of the students about the subjects taught to their ward on the orientation day, Alumni meet and through the college web site. Informing the stakeholders, especially the parents, encourages the students to learn skill oriented and value-based courses.

Koshys Institute of Management Studies, Alumni Association also organises talks and seminars of successful alumni. These seminars/meetings help both students and teachers to interact with the alumni where they share how their specific course helped them in shaping their career and guided them to use their knowledge in real life.

File Description	Documents
Upload any additional information	**No File Uploaded**
Paste link for Additional information	https://kimsbengaluru.edu.in/rti.php
Upload COs for all Programmes (exemplars from Glossary)	View File

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

Koshys Institute of Management Studies has implemented outcome-

based education mechanism to ensure the attainment of course outcome and program outcomes. The objective and outcomes of courses are properly mapped for testing and evaluation of student's performance so that PSO's are attained through the competency mapping in terms of knowledge and skills.

The Departments adopt both direct and indirect methods of assessment to ensure attainments of PO's and CO's. Each Department uses Direct Assessment methods like Internal Exams, Assignments, End semester examination, laboratory performance, student's projects, the scores of this assessment is taken to evaluate CO's.

The Indirect Assessment Methods like Feedbacks, Alumni survey, Co-curricular activities and extracurricular activities are used to collect the data for measuring the attainment.

Alumni survey is an important assessment tool to find out following important factors: Indirect once in a year Level of relevance of the curriculum with the expected skills of the industries. The level of attainment of goal for the specified program.

Employer surveys are conducted for finding out whether the knowledge, skill and attitude learned from this institution is adequately satisfying their expectation or not.

The objective the conducting the student exit survey is to identify several factors for future strategy framing once in a year. To understand the impact of training they understand the strength and weakness of various value-added courses and pre-placement training imparted.

Besides, The KIMS also tries to attain the course outcomes and program outcomes by conducting the activities such as cultural activities, N.C.C., Career Counselling, Personality Development Program, and Communication Skills, organizations of Scholarly Lectures Health Awareness Programs etc.

File Description	Documents
Upload any additional information	View File
Paste link for Additional information	https://kimsbengaluru.edu.in/rti.php

2.6.3 - Pass percentage of Students during the year

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

366

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://kimsbengaluru.edu.in/rti.php

2.7 - Student Satisfaction Survey

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

https://kimsbengaluru.edu.in/rti.php

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

150000

File Description	Documents
Any additional information	View File
e-copies of the grant award letters for sponsored research projects /endowments	View File
List of endowments / projects with details of grants(Data Template)	View File

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

3.1.2.1 - Number of teachers recognized as research guides

03

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

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

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

1

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

3.2 - Innovation Ecosystem

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

Innovation & Incubation centre: The institute provides excellent environment for research-and-technology-driven innovations. Innovation and incubation hold the key to sustenance of all entrepreneurial efforts be it within educational systems or elsewhere. We fervently wish to link innovation and incubation to bring about positive changes in efficiency, productivity, quality, competitiveness as our students, faculty and other stakeholders seek to transform ideas into products or services.

Objectives:

- To create effective links between academia and industry which are considered by the Government as core to the development intensive economy.

- To achieve excellence in education and research in consonance with the contemporary and future needs of India through meaningful education, original research and leadership in technological innovation for the industrial growth of the Country.

- To build entrepreneurial education to develop necessary background to take up viable and feasible start-up ventures.

Activities Envisaged:

- To support and promote rural entrepreneurship in the region through training, demonstration and dissemination of technologies and opportunities to the people at grass root level.

- To assist for setting up of technology exhibition, awareness camps and product development plans.

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

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

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

22

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

3.3 - Research Publications and Awards

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

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

12

File Description	Documents
URL to the research page on HEI website	**Nil**
List of PhD scholars and their details like name of the guide , title of thesis, year of award etc (Data Template)	View File
Any additional information	View File

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

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

20

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

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

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

67

File Description	Documents
Any additional information	View File
List books and chapters edited volumes/ books published (Data Template)	View File

3.4 - Extension Activities

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

The institution conducts multiple Extension activities in nearby locality and the college. These activities have sensitized students to social issues and help in total development of personalities of students and indirectly society as whole. The NSS conduct various activities related to leadership and personality development. NSS parades and stage Programs develop their personalities. In the skill development programs legal literacy, computer literacy, English spoken classes have been conducted. The NSS has conducted programs on malnutrition, health and hygiene in nearby villages and locality. The institution has conducted Environmental awareness program for maintain cleanliness and hygiene. The institution has conducted lots of walkathon to create awareness about the traffic rule, drink and drive, and AIDs. The NSS wing of institution has conducted blood donation camp for the benefit of society. The institution has shown a great interest in developing nearby government school by providing the needed requirements.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File](#)

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

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

08

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

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

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

19

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

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

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

3290

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

3.5 - Collaboration

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

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

09

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

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

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

06

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

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The Infrastructure Policy statement of the college is: 'The institution ensures adequate facilities forteaching-learning, augments its infrastructural facilities according to the growing needs of the institution and endeavors to create a conducive academic ambience.'

Adequate infrastructural facilities are available and are upgraded for effective teaching-learning andholistic development of the students. The UGC, AICTE and the University norms for infrastructure-classroom, laboratory, library, recreation area and reading rooms have been fulfilled. The campus built up area is 17,378.76 square meters of land. Instructional area has 2,622 square meters; the main administrative area has 1,371 square meters, and remaining 11,987 square meters of land covers for the amenities area.

The floor, space, furniture, equipment, and ICT facilities meet the statutory requirements.

1. Classroom facilities

2. There are 27 well ventilated and spacious classrooms with ergonomic furniture to accommodate all the students.

1.2 Accessibility to all floors is provided through broad stair cases and corridors, Multiple exit points address the footfall needs of the institution.

1. All the classrooms are equipped with LCD projectors, Laptops are available for students and staff for learning.

2. Notice boards are available in all the classrooms.

3. Dustbins are provided for collecting segregated waste in all the classrooms.

4. Wi-Fi access points in all floors of all the buildings enable connectivity during classes.

5. College has 1 well-furnished room for conducting workshop with carpet area 141 square meters.

6. Laboratories

Domain specific laboratories with state-of-the-art equipment pave the way for enriching learning experiences.

1. Department of Computer Science has three computer laboratories.

2. The labs are having carpet area of 164.92 sq. meters.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	Nil

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

SL no

Particulars

Available

1

Volley ball court

1

2

Foot ball court

1

3

Khabaddi court

1

4

Kho Kho court

1

5

Table tennis court

2

6

Cricket ground

1

7

Chess table

2

8

Carrom table

2

9

Yoga hall

1

10

Gymnasium hall

1

The Institute has cultural club is organizing many cultural activities and events for students both inter and intra cultural fests.

Year

Name of the Event

2020-21

Orientation programme, Fresher's Day - Welcome party (NOVFIESTA), Independence Day, Teacher's Day, Ethnic day, Republic Day, Women's Day, Food fest, Graduation Day, Farewell day, Founder's Day, (SPECTRA), College Day (SAMHITA), Alumni meet (SAMVEERA), International Yoga Day, Inter collegiate fest (IMPULSE), Flash mob.

2019-20

Orientation programme, Fresher's Day - Welcome party (NOVFIESTA), Independence Day, Teacher's Day, Ethnic day, Mahotsav melam- 2K19), Republic Day, Women's Day, Food fest, Graduation Day, Farewell day, Founder's Day, (SPECTRA), College day (SAMHITA), Alumni meet (SAMVEERA), International Yoga day, Inter collegiate fest (IMPULSE).

2018-19

Orientation programme, Fresher's Day - Independence Day, Teacher's Day, Ethnic day, Mahotsav melam - 2K18), Republic

Day, Rangde (FEB CARNIVAL), Women's Day, Graduation Day, Farewell day, Founder's Day (SPECTRA), College Day (SAMHITA), International Yoga Day.

2017-18

Orientation programme, Fresher's Day - Independence Day, Teacher's Day, Ethnic day, Republic Day, Women's Day, Farewell day, Founder's Day (SPECTRA), College Day (SAMHITA), International Yoga Day, Graduation Day

Utilization

Utilization

The facilities of the institution are utilised optimally for the holistic development of the students. The facilities of the college are used for organising Utharothsava- Bengaluru North University Inter-Collegiate Cultural Competition, Bengaluru North University Football and Basketball Tournaments for men and women. The campus facilities are used for the selection, training and coaching of BengaluruNorth University Basketball and Football teams. The ecosystem provided by the college has helped students emerge as overall champions at university level inter collegiate cultural competitions consecutively for twelve years and win laurels at South zone and National inter University youth festivals. The sports facilities have created state-level sportsmen and women.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	[https://kimsbengaluru.edu.in/campusGallery.php](#)

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

27

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	[https://kimsbengaluru.edu.in/campusGallery.php](#)
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	[View File](#)

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

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

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

4.2 - Library as a Learning Resource

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

Response: Response: Affirmative Koshys Institute of Management Studies libraries are fully automated with Integrated Library Management System (ILMS) supported by 'Libsoft' software 9.8.5 Version, since 2018. The college has three full-fledged libraries in the Main block (144.55 sq. Ft), Furthermore, libraries are equipped with over 8227books (2753titles), 1020 Project Reports, 182CD/DVDs, 13 Journals and Periodicals, and 10 Newspapers. An average amount of Rs.4 lakhs have been spent for the purchase of books, e-books, subscription to journals / e- journals during the accreditation period.

1. Digital Databases and Network

The information retrieval systems in libraries enable the exchange of information through interoperability and sustainability, and the following are the key features: Provision of access to online databases of EBSCO, J-gate, Delnet, Remote access facility for e-Resources and Web OPAC Archives of students' dissertations and faculty publications Institutional membership in National Digital Library, British Library Databases, e-Journals Wi-Fi availability in the campus provides easy accessibility to learning resources 2. Disabled-friendly Libraries are inclusive for persons with disabilities and provide them access to reading materials, computer services, and the internet All three libraries are equipped with separate spacious reading/reference halls and amenities with a seating capacity of more than 100 persons 3. Accessibility, Information-Dissemination, Training and Exhibition Open access facility using Dewey Decimal Classification System (DDC) in the libraries to facilitate readers to access library resources easily

Library and Information Centre maintains 'Library Corner' to highlight renowned authors and their publications The library constantly disseminates information regarding the facilities and programs on the institutional website, e-mail, social media and mobile application The library staff provide orientation on library resources and usage to the students and faculty Training programs on different databases like EBSCO, J-Gate, are organized. The annual book exhibition spreads information about new publications and serves as a reservoir of knowledge transfer

File Description	Documents
Upload any additional information	[View File](#)
Paste link for Additional Information	[192.168.5.40/OPAC/](#)

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

B. Any 3 of the above

File Description	Documents
Upload any additional information	[View File](#)
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	[View File](#)

4.2.3 - Expenditure for purchase of books/e-books and subscription to journals/e-journals during the year (INR in Lakhs)

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

228752

File Description	Documents
Any additional information	[View File](#)
Audited statements of accounts	[View File](#)
Details of annual expenditure for purchase of books/e-books and journals/e- journals during the year (Data Template)	[View File](#)

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

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

10700

File Description	Documents
Any additional information	**No File Uploaded**
Details of library usage by teachers and students	[View File](#)

4.3 - IT Infrastructure

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

1. **Institution has an IT policy covering wi-fi, cyber security, etc., and allocated budgetforupdating its IT facilities**

IT Policy Statement

TheITPolicyencompassesITadministration,hardware,software,networking,AI,databasemanagement, electronic communication system, IT usage, cyber security and maintenance guidelines.Sufficient annual budget allocation is made for the creation and maintenance of IT infrastructure.ITpolicyisimplementedtodevelop facilitiesandupdatethemperiodically.

1.LAN and Wi-Fi

1.1Structured Network Cabling is in place to manage the entire network

1.2Campus is networked through 1 Gbps (LAN) and backbone connectivity is through 10Gbps fiber

1. **AllthecomputerlabsareconnectedwithLGbpsnetwork**
2. **Network Access list restricts to respective LANs only at the switching level**
3. **All Access Points supports 100+ concurrent users with 2.4/5.0 GHz bandwidth**
4. **Wi-Fi connectivity is ensured through access points from a centralized access controller**

2.Cyber Security

2.1Firewall security is ensured throughFORTIGATE200

2.2Application-Level bandwidth and quota management are scheduled.

2.3IPS, Content filter, and AV scanning in gateway mode

2.4Authentication based user access to connect internet

  1. Group-basedsecuritypolicyisassignedtodifferentusergroupst
     oensurethatnothreatsareentertained.

2.6Internet data usage for students is unlimited.

2.7Reports are regularly monitored for every group.

2.8Synchronized Security feature is planned for integration at the client level.

3.Hardware and Software

3.1Personalcomputingdevices,computerperipherals,networkingequip
ment,biometricdevices,telecommunicationequipment,massmediastrea
mingdevicesandotherhardwareareprocuredand installed.

3.2 Licensed software and open-source software are available for usage.

  1. IT Facilities Updation

4.1Firewall has been upgraded fromFORTIGATE 100toFORTIGATE 200.

4.2Licensed video conferencing system is available

4.3Number of Wi-Fi devices have been increased from20 to 52 .

4.4Number of LCD projectors have been enhanced to25- 35

4.5Wi-Fi speed is upgraded from 70 MBPS – 100 MBPS

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

4.3.2 - Number of Computers

120

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

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

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

4.4 - Maintenance of Campus Infrastructure

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

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

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

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

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

Response: Affirmative

There is an organizational system for the monitoring and maintenance of the infrastructure and IT facilities of the institution. A full-time Director for Infrastructure Planning and Development, a Financial Administrator and an administrative office are the responsibility centers for infrastructure augmentation and maintenance.

1. Committees/Personnel for Monitoring Utilization of Facilities and Maintenance

The infrastructure planning and maintenance section augments various academic, sports and cultural facilities to suit the needs of students in line with the perspective plan. These sections adhere to the standard operating procedures and plan the schedule of maintenance of physical infrastructure and campus facilities. They have a daily schedule of monitoring the maintenance and upkeep of facilities.

1. Purchase section is responsible for budgeting, acquiring and inventory of necessary furniture, equipment, electrical and electronic gadgets and other infrastructural requirements.

2. Infrastructure maintenance section inspects, updates, and repairs various facilities in the campus.

3. The IT maintenance section oversees the purchase, installation, software upgrades,repair and maintenance of computers and other IT facilities.

4. Library Advisory Committee plans and monitors infrastructure for library and information Centre.

5. Utilization of infrastructural facilities

Faculty members and staff strive to ensure optimum utilization of infrastructural facilities for the holistic growth of the students.

1. The classrooms are allocated based on a need assessment and are mapped in the ERP.

2. The auditorium and seminar halls are utilized for college, university and national level events.

3. Group discussion rooms, reading rooms and personal cubic les in the library enable efficient utilization of books and on-line resources.

4. Efforts are made to enhance library usage through annual book exhibition, library-corner commemorating national events and personalities and orientation on the usage of e-resources.

5. The heads of the departments prepare a schedule and lab manual for the optimum utilization of laboratories. Students can also avail the facilities after class hours.

3. Maintenance of infrastructural facilities

The administrative office oversees the maintenance of infrastructure facilities. A maintenance register is kept in the office to record repair and maintenance requests. The issues are referred to the supervisor for immediate action.

1. Maintenance of classrooms and academic spaces

2. The supervisors oversee the classrooms to assess the furniture, ICT needs and suggest improvements if needed. Maintenance requests that are made offline and online, are immediately met.

3. Verification and maintenance of the auditorium and seminar hall furniture, functionality of audio-visual, ICT and other facilities are done periodically by the technical staff.

4. Maintenance of Libraries

5. Institute has well equipped library, the book are arranged departmental wise which is located in the academic block, it has carpet area of 144.55 square meters.

3.2.2 The reading area can accommodate 100 users at any time where they can read / consult reference books, journals (both print and electronic) using internet connection.

3.2.3 The library personnel are responsible for the effective

functioning and maintenance of the libraries.

1. The integrated library management system is used for stock verification.

3.2.5 The AMC takes care of integrated library management system.

1. Maintenance of Laboratories

2. Maintenance of laboratories, equipment and other facilities are taken care by the lab technicians and support staff. Inventory registers are maintained in the labs for the periodic stock verification.

3. Media studio with audio-visual and editing equipment and high-end printers are maintained by thein-house technicians.

4. Campus Maintenance

Full time maintenance supervisor and personnel are available to provide services such as electrical work, plumbing, furniture upkeep, building maintenance, gardening, maintenance of sports facilities and house-keeping.

1. IT infrastructure is maintained by qualified and trained in-house system administrators with the support of AMC service partners.

2. Electrical/electronic engineers have been employed full time to install and maintain various electrical, electronic and public address systems. Based on the requests made by departments and various centres, new systems are installed or existing ones are repaired to increase efficiency.

3. UPS, CCTV, lift and generators are maintained by AMC partners.

File Description	Documents
Upload any additional information	[View File](#)
Paste link for additional information	https://kimsbengaluru.edu.in/campusGallery.php

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

66

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

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

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

63

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

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

File Description	Documents
Link to Institutional website	**Nil**
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

616

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

482

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

5.1.5 - The Institution has a transparent mechanism for timely redressal of student	**A. All of the above**

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

File Description	Documents
Minutes of the meetings of student redressal committee, prevention of sexual harassment committee and Anti Ragging committee	View File
Upload any additional information	**No File Uploaded**
Details of student grievances including sexual harassment and ragging cases	**No File Uploaded**

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

120

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

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

5.2.2.1 - Number of outgoing student progression to higher education

11

File Description	Documents
Upload supporting data for student/alumni	View File
Any additional information	View File
Details of student progression to higher education	View File

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

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

1

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

5.3 - Student Participation and Activities

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

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

1

File Description	Documents
e-copies of award letters and certificates	<u>View File</u>
Any additional information	**No File Uploaded**
Number of awards/medals for outstanding performance in sports/cultural activities at uni versity/state/national/internatio nal level (During the year) (Data Template)	<u>View File</u>

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

Koshy's Institute of Management Studies has its student's council with student representatives from MBA, B.Com, BBA and BCA. The student representative actively takes part, suggests and contributes in administrative work of the institute by means of developing an effective communication between students and the institute. The composition of student council is S. No List of Heads Heads in Numbers 1 PRESIDENT 1 2 VICE PRESIDENT 4 (one member from each department) 3 GENERAL SECRETARY 1 4 SECRETARY 1 5 TREASURER 1 6 JOINT SECRETARY 4 (one member from each department) 7 FACULTY ADVISOR 4 (one member from each department) The new student representatives are elected unanimously among the first year students of all departments. The student council members are selected based on following criteria: 1) Good communication skills (verbal and written) 2) Planning & Organizational skills 3) Problem solving & Reasoning skills 4) Interpersonal skills 5) Ability to give constructive suggestions and appropriate solutions OBJECTIVES: ? Student Council is the representative body of the students of the college. ? The objective is to make the students participate in the development of the institute as well as in the process develop their personality, organizational skills and career through interactive programs with the faculty, administration and society. ? The goal of the student council is to provide a common platform to students for co- curricular and extra-curricular activities. It is responsible for all the major technical, cultural, literary and sports activities organized in the college premises. ? Activities under the council will be well supported by a team of faculty members DUTIES AND RESPONSIBILITIES OF THE COUNCIL MEMBERS: PRESIDENT Delegates power to Vice President, General Secretary and other office

bearers to manage overall activities, taking adequate measures to safeguard the interest of the students/association. GENERAL SECRETARY/SECRETARY

Spearheading the council activities, planning, executing and monitoring the calendar of activities across the academic year. TREASURER To plan the budget for the various events handled by the student council, manage the disbursement of funds allocated to the council and prompt preparation of statements of account. TECHNICAL COMMITTEE To organize intra and inter collegiate technical festival, members of the committee will have responsibilities such as choosing the talent for the events, coming up with an interesting and relevant theme that unifies people, advertising events, and recruiting volunteer. Also create awareness of participation in these events both inside and outside the campus. CULTURAL COMMITTEE To organize intra and inter collegiate cultural festivals, choosing the talent for the eventsadvertising events, and recruiting volunteers. Also create awareness of the importance of participation in these events both inside and outside the campus. NSS ACTIVITIES To organize awareness campaigning, conductrally, arrange blood donation camps, road safety programs etc.

File Description	Documents
Paste link for additional information	**Nil**
Upload any additional information	[View File]()

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

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

20

File Description	Documents
Report of the event	View File
Upload any additional information	View File
Number of sports and cultural events/competitions in which students of the Institution participated during the year (organized by the institution/other institutions (Data Template)	View File

5.4 - Alumni Engagement

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

The Alumni Association/ Chapters (registered and functional) contributes significantly to the development of the Koshy's Institute of management studies , Bangalore

The KIMSCollege has registered Alumni Association.

Alumni Registration No. is DRB3/SOR/103/2018-2019

While rejuvenating the memories of the college, a network of old students was achieved.KIMS Alumni Associationis the backbone of the institution. The institution rests on the rich history of the student's success and glory.

KIMS Alumni Association regularly meets and interacts with the management. It is the flag bearer of the developments in the institution.

The KIMS Alumni organizes lectures on personality development. Over the years it has been helping in holding interactive sessions to motivate students regarding social adjustments and career seeking.

KIMS Alumni Association also help the institution by influencing industries and other agencies in getting placements fests for the institution. The alumni has expanded and strengthened it with new enrollment.

The alumni appear for various activities and their suggestions are taken into account.

Alumni day is celebrated and their achievements are recognized. The successful alumni are selected as guests of honor for awards.

The Koshys Institute of management studies ,Bangalorehas a social networking page and a separate link in the website where the Alumni can register and connect to share their ideas.

KIMS Alumni AssociationBenefits for Students:

- Personality Development Program
- Career Advising
- Industry Institute Interaction
- Mentoring
- Placement assistance
- Sponsorship
- Project Assistance for final year students
- Arranging seminar for TE/BE students

KIMS Alumni Association Objectives:

1. To bring together students of KIMS youth in every area to act as their representative and coordinate, synchronize and promote their interest in all matters.

2. To utilize the experience, wisdom, zeal, ability and spare time of past students of the KIMS the society for the benefit of the weaker section of the society.

3. To take up public interest matters relating to the past students of KIMSthis area with State and Central Government and Semi Government or private organizations or public co-operations.

4. To promote and provide for education, educational scholarships and medical relief useful to poor and the needy students of KIMS .

5. To promote sports education, culture & knowledge by arranging seminars of paststudents of KIMS.

6. To make the students career oriented and attain international standard and by sheerprofessionalism.

7. To arrange seminars and to develop activities for healthy environment, and to avoidpollution developed the habit of tree plantation; cultivate horticulture gardens andagriculture plants in selected areas.

8. To bring about better living condition, mutual co-operation among the past students ofKIMSby implementing recreational facilities. To develop the library and other necessary activities for past students of KIMS.

9. To help and assist financially or otherwise, old age homes, rescue homes, health care units, family welfare centers, seminars etc.

10. To arrange, conduct and hold seminars, conferences, discussions, symposia etc for past students.

11. To assist past students who are preparing for, entering upon or, engaged in anyprofession, trade, occupation or services by outright gifts or payments for instruction.Payment of traveling expenses or such other means for the advancement and education in life or for enabling them to take education in life or for enabling them to take education to earn their own living.

12. To establish, acquire, construct, maintain or support library for general education and advancement thereof for past students.

13. To promote, social, educational, cultural activities for general education for past students.

14. To promotion, encouragement, and advancement of any training and/or physicalefficiency of the past students includes that of sports and games in all their branches.

15. To print and publish books, periodicals, references, information broachers, to develop computer software and to circulate the same and conduct magazine.

Committee Members:

1.Mr. Abdul Mafeen(President)

2Mr. Kevin Roman Rodrigues(Vice President)

3Mr.Sanoop K. V (General Secretary)

4.Mr. Justin Koshy(studentCo- ordinator)

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

5.4.2 - Alumni contribution during the year (INR in Lakhs)	B. 4 Lakhs - 5Lakhs

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The Institute is committed to accomplish its mission in all its endeavors. It has well defined policies and very good mechanism in implementing the policies. To moulds the students to become good human beings and good citizens of the nation. In order to achieveits mission, the faculty members are given due place of involvement in all important decisions as part of governing and executing theplans of the institution. The institute has various bodies for governance through development of policies, regulations & guidelines, their implementation andcontinuous improvement. Institution Regulations & Policy Guidelines are the instruments through which all the academic, research & administrative activities are administered and monitored for effective implementation, thus ensuring quality and continuous improvement at every level. The faculty members are nominated in various statutory bodies and committees for decision making andmanaging the various functions of the institute. Ideas are invited from alumni and other stakeholders for innovation and improvementin various functions such as Academics, Industry Interaction and Placements etc. The Leadership ensures the compliance of academicand administrative processes and procedures along with the continual improvement through regular systematic audits, checks andmonitoring by well-defined Quality

Assurance Framework towards the achievement of Vision and Mission of the institute.

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

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

The institution has decentralized and transparent mechanism in management, administration, financial and academic affairs. This mechanism is delegating appropriate responsibilities from the top-level management to low level and allows the top management tofocus on policy making and major decisions. The constitution of statutory committees like Governing Body, Academic Council, Finance Committee, Board of Studies are systematically carried out with specified functions and responsibilities as per the requirements to the regulatory bodies. These committees play a major role in policy making of governance, academics, finance, research, teaching and learning. The principal provides leadership for the academic administration and creates an effective environment conducive for learning. He ensures that quality education is imparted to the students that foster the holistic development of the students. He also ensures all-rounddevelopment of the Institute and achievement of strategic plans of the institution. He ensures the smooth functioning of the institutionwith the support of Director, Deans, HODs and Conveners. There are several committees working hand in hand in planning,organizing, implementing and monitoring all the activities of the institution. The decentralized mechanism exists even at the department levels. Every department has Program coordinators at UG and PG levelto look after the activities of each program. Decisions at department levels are taken by well-structured committees.

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

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

Koshys Institute of Management Studies plans and execute the needs of the future requirements accordingly. The academic director along with the vice principal, HoDs and faculty members carries out an effective teaching learning process. The college encourages e-learning methods and provides resources for the same. Our campus is Wi-Fi enabled and has smart classrooms. Effective use of ICT tools enhances the quality of effective teaching learning process and make it more learner centered. Apart from the chalk and talk method, the college conducts study tours and industrial visits. Guest lectures and skill development programs were conducted periodically.

The institute expanded during the academic year-2021-22 with seven new classrooms which have overhead projectors and the capacity to hold 60 students each.

Construction of a new building more than 3000 sq.ft. which will be having 30 smart classrooms with an auditorium and studio cum visual arts labs is in progression.

File Description	Documents
Strategic Plan and deployment documents on the website	No File Uploaded
Paste link for additional information	Nil
Upload any additional information	No File Uploaded

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

Koshys Institute of Management Studies comes under the guidance of KGI Trust. The management and the Governing body which consists of industry experts and alumni representatives effectively plan and propose the academic planning and the implementation of the same will be actively carried out by the Director of Academics, Academic Advisor, Vice principal, HoDs and the teaching staff.

The faculty recruitment is based on the norms of the UGC and academicians with a strong academic track record and a passion

for teaching is recruited to enhance the teaching learning process. Regular Faculty Development programs conducted to improve the creativity and innovation. Promotion and increment is based on their performance in accordance with a 360 ° self appraisal.

As per the university norms semester exams are conducted, apart from that there is continuous monitoring of the students through unit tests, preparatory exam etc. Periodic tests are conducted to check the students learning status and provides remedial classes if necessary.

Examination & Evaluation process is made known to students and parents well in advance and the same is communicated to them through SMS. Students and parents' feedback are collected, and necessary actions are taken to improve the process.

The research & development committee has constituted in the institute to promote research projects among students and faculty members. Committee has extended support to avail funding and grant from the university and government agencies for the research projects. It has also reduced the workload of the research scholars to concentrate on their projects thus provides a better working environment for them.

The committee monitors and motivates the research programs by addressing different issues related to research. The committee meets periodically to recognize the trends and suggestion were given to improve the quality research.

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

6.2.3 - Implementation of e-governance in areas of operation Administration Finance and Accounts Student Admission and Support Examination	B. Any 3 of the above

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

6.3 - Faculty Empowerment Strategies

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

The trust encourages teachers to acquire higher qualification like M.Philand Ph.D., publish research papers and present papers at National andInternational Seminars. ? The institution has additional increment policy on the successfulcompletion of Ph.D. and qualifying for NET/ SLET ? Leave CL and EL. ? In-House medical facilities and health check-ups. ? Gymnasium, yoga centre and facilities for sports and games have been created forthe physical and emotional well-being of faculty and staff. ? Reimbursement of registration fees and travel expenses for facultyparticipating and presenting papers at conferences, seminars, FDPs, etc. ? Annual increment for faculty and staff based on career advancement scheme ? Financial support is given to meet the medical expenses of staff and theirfamily members ? Individual faculty and staff cabins are provided with separate desktops andWi-Fi Connectivity. ? All statutory compliances are promptly made including filing of up-to-dateReturns with the Registrar of Societies, Bengaluru District. ? Medi-claim benefits to the extent of Rs 5.0 lakh. ? Provident Fund /ESI (for staff drawing less than 21,000/-) ? The institution has Maternity benefit policy.

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

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

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

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

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

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

13

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

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

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

year

8

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

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

Response: To evaluate the work done by teaching and non-teaching staff, performance appraisal will be set atdifferent level such as: Self-appraisal, appraisal from Vice-Principal, Academic-Director andManagement. Self-appraisal is made on delivery of the curriculum, teaching methodology and effective deploymentof their roles andresponsibilities which is submitted by the staff to the head of the Department andInstitution. The updated annual academic profile along with feedback of students on teachingmethodology, subject knowledge, time management and approachability are maintained. Researchand FDP, Conferences and academic activities as well as initiative in taking on accountabilities of extra-curricular and co-curricular activities are considered Self-appraisal is done after evaluating the performance of the employee. This evaluation involvesasking the employee to self-evaluate her/his job performance. Typically, before the meeting with theemployee, the head of the Institution asks the employee to complete the evaluation form on their own. This form will indeed be used as the basis of discussion during the annual performance reviewmeeting. Further, the head of the Institution and the employee will sit through the meeting and toevaluate the form in 360 degree review and discuss about the appraisal results, and negotiate the finalevaluations based on the perceptions of reviewed by the head of the Institution. Non-teaching staff performance appraisal is prominent for quality enhancement. Feedback on non-teaching staff is collected from stakeholders

like teaching faculty and students. This feedback is thenreviewed by the Vice-Principal and Academic-Director.

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

6.4 - Financial Management and Resource Mobilization

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

Yes, the Institution conducts internal and external audits regularly for smooth functioning of the Institution. All accounts are audited and certified by qualified auditors appointed by the institution. The audited reports are submitted to the management. The institute hasa mechanism for internal and external audit. The institute has its own internal audit mechanism where it is an ongoing continuous process in addition to the external auditors to verify and certify the entire income and expenditure of the institute each year. Day to day accounts are maintained in Tally ERP. Bi-annual internal audit is conducted by the auditors of the institution. Institution is bound with internal audit mechanisms such as: ? Vouching of receipts and postings to ledger, TDS deductions, and payments ? Scrutiny of scholarship disbursement registers ? Preparation of receipts and payments. Submission of Audit report Half yearly audit is conducted by the external auditor's M/S. Madhava R Dixit and Associates. The Institutional mechanism for external audit is: Thorough scrutiny of payments and receipts Verification by head of accounts in the Tally ERPCapital expenditure verification with bills, quotations received and comparative statements. The finalization of Balance Sheet byexternal auditors after examination of books of accounts

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

6.4.2 - Funds / Grants received from non-government bodies, individuals, philanthropers

during the year (not covered in Criterion III)

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

NIL

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

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

Response: The Institution is a self-financing Institution, the major source of receipts come from fee collection. The funds are coped most sensibly and the surplus is worked back for future expansion and development. Since the financial resources available are utilized with proper planning and budgeting, there is no deficit of funds. A healthy reserve in funds is maintained. The Institution prepares the budget at the beginning of the academic year. Later it is discussed in the Governing Council meeting forthe approval. The budget is apportioned as per the requirements provided by the different heads/committee coordinators that arerelated to the Institutional activities. The budget is sanctioned for the activities like cultural, sports, Departmental activities etc. byprior submission of proposed plan of action for the academic year. Proper bills/voucher-receipts are maintained and submitted forauditing. The expenditures are strictly monitored and reviewed by the Management Accountants.

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

6.5 - Internal Quality Assurance System

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

In order to enhance the quality of the institution in all spheres,various quality assurance strategies initiated by The IQAC of the institution are as under:

- All the faculty members are encouraged and supported to participate in Orientation, refresher courses, Workshops, Seminars andconferences related to the teacher-learning process and research.
- Teachers with Ph.D are also encouraged and motivated to act as research guides for the research scholars.
- Teachers are also supported and encouraged to participate in examination evaluation processes.
- The college also provides platform for the students to participate in Intra- College and Inter –College level debates, competitions, seminars etc.
- Several skill enhancement ability courses have been introduced for various subjects and students are free to choose any one as per their will in the respective stream.
- Regular meetings of IQAC are conducted under the chairmanship of Director with the fixed agenda and suggestions are taken from all the members of IQAC for improvement and better implementation of curriculum.

File Description	Documents
Paste link for additional information	Nil
Upload any additional information	[View File]()

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

- Implementation of in-house ERP
- Started centre for research & Capacity Building
- Recruited faculty members as per the requirements
- Started Research incentive policy to the faculty members for the quality publications in ABDC, Scopus indexed journals
- Collaboration with industries and started IIS for better placment

- counselling centre for students provided at the college website.
- Women's Grievance Redressal Cell KIMS as "Internal committee" under UGC Guidelines
- Language lab setup in the Department of Languages, koshys institute of management studies .
- Continous Students feedback collection on faculty, teaching learning process and evaluation.
- remedial classes and revision for slow learners wherever needed.
- Academic monitoring committee regularly visit to the classes regarding the regularity of class work and updation to director on daily basis.
- Syllabus Monitoring by IQAC chairman and coordinator on the completion of syllabus and draft out the information regarding the syllabus stats in prescribed format.

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

| **6.5.3 - Quality assurance initiatives of the institution include: Regular meeting of Internal Quality Assurance Cell (IQAC); Feedback collected, analyzed and used for improvements Collaborative quality initiatives with other institution(s) Participation in NIRF any other quality audit recognized by state, national or international agencies (ISO Certification, NBA)** | C. Any 2 of the above |

File Description	Documents
Paste web link of Annual reports of Institution	https://kimsbengaluru.edu.in/rti.php
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	**No File Uploaded**
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

Koshy's Institute of management studies (KIMS) has an internalized culture ofgender equity and sensitization. The initiatives across our institution focus onconcerns pertaining to women on campus which range from providing safety,security, and provision of various infrastructural facilities such as counselling centres,common rooms, etc. The campus is completely secured with 24/7 surveillanceacross various corners, wardens, and physical education instructor to take care ofstudents of the girl& &39;s hostels. In our institution we also have the provisions ofcommon rooms for girls and women to rest in privacy. Separate washrooms areavailable for women (students and staff) both in terms of hygiene and privacy. Thecampus is also equipped with a full-fledged health centre, beds, qualified doctor, andnurse to attend to the staff and students. This is done in association with sister concern institution. The counselling centre of KIMS caters to the need for counsellingand emotional anchoring for women staff and students through a trained ladycounsellor too. The annual gender equity and sensitization action plan includes the curricularand extra-curricular initiatives that were prior planned and further executed. Theexpert speakers from varied fields such as Science, Engineering, Corporate,Education, Arts, Sports with the core concern of empowerment and gendersensitivity were invited to provide their insights. Other activities includeworkshops/talks/awareness programs on gender sensitization and life-skills,Advancing female representation in the boardroom, Gender Gap in Modern India,Stress management

with Yoga and meditation, Cybercrime awareness anddeterrence. The outcome of all such initiatives is that the institution integrates andnurtures a culture of gender equity and sensitivity where in many people stand benefitted through a thought process that can lead to healthy and progressiveactions and ways of life. Web link to: ? Annual gender sensitization action plan ? Specific facilities provided for women in terms of: a. Safety and security The security of the Women in the campus is strictly monitored by deployment ofsecurity persons. Specifically in Ladies Hostel (mention girls hostel names) ismaintained by deployment of guards round the clock in all the hostels. Males are notallowed in the hostel, however whenever there is a requirement for maintenance,supply and others due permission is obtained from the respective HostelSuperintendent's/Matron and during such visits warden accompany the workers(Male). Visiting parents/relatives of the boarders are allowed to the reception of therespective hostels after due approval from the Hostel administration. An entry/exitregister is maintained in all the hostels where all entry/exits are recorded. Outside the Hostel boundary male guards are deployed during night to restrict the movementof any male towards the hostels. b. Counselling KIMS shows utmost concern towards the wellbeing of students. To address thestudent stress, career advice and family concerns, the institute has set up studentcancelling centre in the institution. A qualified student counsellor is looking after thiscounselling centre. The counselling service will address various degrees of theproblem and provide suitable solution from time to time. The professionals try toresolve the matter in a more satisfying way. The services are open to all the studentsfree and totally confidential. The person is asked to visit the counsellor in ascheduled day in a fixed counselling room. The counsellor will counsel the studentsaccording to his/her problem after registering his identification and keeping all the information confidential. Members and their role: Counselling committee membersname counsel the students. She also counsels the students through online modeduring pandemic situation. The students who are facing mental problems and feelinguneasy which are making them disturbed in their normal life, come to meet thecounsellor. Confidentially counsellor talk to him / her and fix a date and a time forcounselling do the same in specific counselling room.

File Description	Documents
Annual gender sensitization action plan	**Nil**
Specific facilities provided for women in terms of:a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://kimsbengaluru.edu.in/rti.php

7.1.2 - The Institution has facilities for alternate sources of energy and energy conservation measures Solar energy Biogas plant Wheeling to the Grid Sensor-based energy conservation Use of LED bulbs/ power efficient equipment	**B. Any 3 of the above**

File Description	Documents
Geo tagged Photographs	[View File](#)
Any other relevant information	**No File Uploaded**

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

Waste Management steps including: • Solid waste management i)The institution has taken proper measures for the solid waste management. The primary goal of solid waste management is reducing and eliminating adverse impacts of waste materials on human health and environment to support economic development and superior quality of life. ii) Bio-degradable waste is allowed to degrade or decompose an oxygen rich medium. Good quality nutrient rich and eco-friendly manure is formed and same is used as manure for growing crops and organic farming. Wherein, the outgrown organic vegetables, fruits and greens within campus are used for cooking in hostel. iii) Non-biodegradable wastes are dumped into dumping yards. All papers and dry leaves and wastes are collected and processed in the incinerator. The incinerator is installed near the boys hostel. iv) The plastic materials and other electronic gadgets are collected, segregated and stored in 'Bunny House' for disposal. v) Food waste from the canteen is collected by the cattle

farmers on daily basis. • Liquid waste management i) Well constructed drainage system leading to the closed collection tanks, the tanks is regularly cleaned to avoid stagnation of water and the cleaning part is given for outsourcing. ii) STP (Sewage Treatment Plant) is installed in the campus. All the liquid waste from different sources like bathroom, toilet are channelized to the sewage treatment plant and are collected in the tank, which is been filtered and moved to another tank, from which water is treated with the help of STP and the treated water is collected in another tank. This water is used for gardening and plantation. • E-waste management i)E – waste is managed mainly through handing over all the waste materials to the BBMP (Bruhat Bengaluru Mahanagara Palike). ii) Some of the e-waste like computer and CPU are utilized to educate the students with respect to hardware internal components

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

7.1.4 - Water conservation facilities available in the Institution: Rain water harvesting Bore well /Open well recharge Construction of tanks and bunds Waste water recycling Maintenance of water bodies and distribution system in the campus	**A. Any 4 or all of the above**

File Description	Documents
Geo tagged photographs / videos of the facilities	[View File](#)
Any other relevant information	**No File Uploaded**

7.1.5 - Green campus initiatives include

7.1.5.1 - The institutional initiatives for greening the campus are as follows: 1. Restricted entry of automobiles 2. Use of bicycles/ Battery-powered vehicles	**B. Any 3 of the above**

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

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Various policy documents / decisions circulated for implementation	View File
Any other relevant documents	View File

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

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

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

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

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

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

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

Institution celebrates and organises various national and international commemorative days, events and festivals to inculcate the spirit and essence of Day among the learners Swami Vivekananda's birthday –January 12- as National Youth Day .World Environment Day on 5th June under the collaborative effort of IQAC,Constitution Day 26th November

File Description	Documents
Supporting documents on the information provided (as reflected in the administrative and academic activities of the Institution)	[View File](#)
Any other relevant information	**No File Uploaded**

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

Constitution day

Constitution Day is celebrated on 26th November every year. The programme initiates with Preamble reading of the constitution followed by lectures on the sensitization of students on responsibility towards the constitutional values, rights, duties and responsibilities of citizens. Students are

encouraged to participate in activities like essay competition on the related themes. viz. 'Economic Thoughts of Dr. B. R. Ambedkar'.

2. Responsibilities and Ethics in Research

Graduate and Postgraduate students have the Business Research Methodology and Research methodology subject as a part of curriculum with the objective to acquaint with the ethics in research in connection with their contribution society. Environmental science constitutes the part of curricular teaching and evaluation to sensitize the students on the preservation the ecosystem and environment. Students are also sensitized to adapt green practices, conservation of natural resources, alternative source of energy and renewable energy.

3.Institutional Ethics Committee Meeting minutes

4.Celebration of National Days Every year

Institute celebrates Republic Day, Karnataka Rajyotsava Day and Independence day on January 26, November 01 and August 15 respectively. The celebration is attended by Students, Teaching and Non-teaching Staff, Invitees, guests and any attendees. Flag hosting with National anthem and oath of national integrity followed by distribution of sweets is the regular decorum of the programme.

5.Legal and Ethical Aspects of Commerce and Management Profession

The curriculum of BBA,BCOM,BCA,BVA and MBA

includes a course entitled to teach or sensitize the students on the professional code of ethics, their duties and responsibilities as a professional while delivering their duties to the society. Students are inculcated with the professional and human values, Business Ethics, Business Regulations and code of ethics, legal aspects of Business and Management practice as well as act and rules related to the Business, Business Ethics, Business Regulations and Management practices.

6.Blood Donation Every year institute organizes blood donation camp in association with NIMHANS /or Lions Club. The students are sensitized on the importance of the activity and are

encouraged to participate in saving the life of citizens of India. Road Safety Rally/ Tobbaco day rally/ World Aids day etc .The students are encouraged to participate in the activities of spreading the awareness among citizens on social issues like road safety. To create the awareness about role of Entrepreneurs in the development of Economy and the students also participate in the themed Management and Business Conferences every year.

7.Cleanliness/Plantation drive

Students consistently and regularly participate in the cleaning activities on the several occasions including Mahatma Gandhi Jayanti on October 02, every year. Moreover, students are encouraged for active participation in the plantation. Induction of the students on values, rights, duties and responsibilities Students are made aware about the code of Work ethics, human values, rights, duties and responsibilities as a citizen of India during induction as well as other programmes throughout year.

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

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff 4. Annual awareness programmes on Code of Conduct are organized	B. Any 3 of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	View File

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

Koshy's Institute of management studies (KIMS) has an internalized culture of gender equity and sensitization. The initiatives across our institution focus on concerns pertaining to women on campus which range from providing safety, security, and provision of various infrastructural facilities such as counselling centres, common rooms, etc. The campus is completely secured with 24/7 surveillance across various corners, wardens, and physical education instructor to take care of students of the girl's hostels. In our institution we also have the provisions of common rooms for girls and women to rest in privacy. Separate washrooms are available for women (students and staff) both in terms of hygiene and privacy. The campus is also equipped with a full-fledged health centre, beds, qualified doctor, and nurse to attend to the staff and students. This is done in association with sister concern institution. The counselling centre of KIMS caters to the need for counselling and emotional anchoring for women staff and students through a trained lady counsellor too.

The annual gender equity and sensitization action plan includes the curricular and extra-curricular initiatives that were prior planned and further executed. The expert speakers from varied fields such as Science, Engineering, Corporate, Education, Arts, Sports with the core concern of empowerment and gender sensitivity were invited to provide their insights. Other activities include workshops/talks/awareness programs on gender sensitization and life-skills, Advancing female representation in the boardroom, Gender Gap in Modern India, Stress management with Yoga and meditation, Cybercrime awareness and deterrence.

The outcome of all such initiatives is that the institution integrates and nurtures a culture of gender equity and sensitivity where in many people stand benefitted through a thought process that can lead to healthy and progressive actions and ways of life.

Web link to:

- Annual gender sensitization action plan

- Specific facilities provided for women in terms of:

a. Safety and security

The security of the Women in the campus is strictly monitored by deployment of security persons. Specifically in Ladies Hostel (mention girls hostel names) is maintained by deployment of guards round the clock in all the hostels. Males are not allowed in the hostel, however whenever there is a requirement for maintenance, supply and others due permission is obtained from the respective Hostel Superintendent's/Matron and during such visits warden accompany the workers (Male). Visiting parents/relatives of the boarders are allowed to the reception of the respective hostels after due approval from the Hostel administration. An entry/exit register is maintained in all the hostels where all entry/exits are recorded. Outside the Hostel boundary male guards are deployed during night to restrict the movement of any male towards the hostels.

b. Counselling

KIMS shows utmost concern towards the wellbeing of students. To address the student stress, career advice and family concerns, the institute has set up student cancelling centre in the institution. A qualified student counsellor is looking after this counselling centre. The counselling service will address various degrees of the problem and provide suitable solution from time to time. The professionals try to resolve the matter in a more satisfying way. The services are open to all the students free and totally confidential. The person is asked to visit the counsellor in a scheduled day in a fixed counselling room. The counsellor will counsel the students according to his/her problem after registering his identification and keeping all the information confidential. Members and their role: Counselling committee members name counsel the students.

She also counsels the students through online mode during pandemic situation. The students who are facing mental problems and feeling uneasy which are making them disturbed in their normal life, come to meet the counsellor. Confidentially counsellor talk to him / her and fix a date and a time for counselling do the same in specific counselling room.

c. Common Rooms

KIMS has some common room for women. It is not well developed in each building for students and faculty.

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

7.2 - Best Practices

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

ITLE OF THE BEST PRACTICE:

Best Practice – I:

i) Title: Social Outreach Programmes at Govt. Middle School (Kadusonapanahalli) for their enhanced infrastructure and academic development.

ii) Objective: Objective of the practice was to nurture the inherent talent and to develop the future of such students, who could be the future citizens of the country. Another goal was to expose such students to college environment and other high-tech resources so as to inspire them to achieve good academic grades. In addition, college also had an aim to shoulder the social responsibility.

iii) Context: The challenging issue was to upgrade the quality living and to improve the learning style of students belong to weaker sections of society. Further the availability of good

quality teachers and basic technical requirements was also the challenge as college was running its normal scheduled classes for its own students. However, these challenges were dealt with efficiency by the college administration and no stone was left unturned to achieve objectives.

iv) Practice and Evidence of Success: The College adopted Govt. Middle school (Kadusonapanahalli) for a focused intervention in the domain of academics and infrastructure development. The peculiarity of the school was that all of its enrolled students belonged to poor families. The college intended to overcome the limitations of the school and to provide the necessary facilities to such students. The college organized one day camp at the adopted school and distributed free Stationaries/Sports items and provided Infrastructural facilities such as soak pit to all its enrolled students and provided good refreshment to them. The practice was found to be successful as the financial burden in case of all the adopted students was found to vanish.

v) Problems Encountered and Resources required: The resources required to improve academics of the school were the academic staff. The availability of these resources in particular to teaching staff was a challenging task for the college as the normal classes were going on in the college.

Best Practice – II:

i) Title: Experiential learning

ii) Objective: Practice plays vital role in the growth of the students' career. Accordingly, our institute has taken the task of experiential learning. The objective is to make our students employable immediately after graduation.

iii) Context: students need to attain knowledge in respective domain along with demanded soft skills and developing ability to become employable. The club activities focus keenly on this.

iv) Practice: To impart the necessary qualities with regards to students' knowledge different programmes are taken up by the institution with the help of different departmental club activities and other expertise. The important technical aspects are emphasized by IT club – Scintilla where every student will be put into the field to work on technical skills in the form of events like rapid application development, coding and

debugging. Money management club teaches the students to work in the field of accounts and finance by conducting events like market strategies. Management club - Gyaan will train students in managerial skills like best manager, best client dealer. Guest lectures and training programs are arranged for bringing the proficiency in respective domain.Certification programs and training in the field of Cloud computing, Logistics and Aviation are arranged. For providing adequate soft skills separate training classes are scheduled in the class timetable with suitable experienced experts. Foreign internships are provided to the students to enrich them further in making them employable.

v) Evidence of Success: Employability factor has improved over the years in the institution. Good numbers of students are placed in the field of Marketing, Finance, Management, HR, Software development, testing and others. The institution is awarded as Best promising B-School in South India.

vi) Problems Encountered and Resources required: The expected level of focus by the students on the arranged training programs is not attained due to intellectual capabilities of students and economic reasons as well as availability of time. Students were not allowed for Industrial visits due to Covid-19 restrictions, due to which the Students Industry interactions and execution of Experiential Learning activities became challenging.

File Description	Documents
Best practices in the Institutional website	https://kimsbengaluru.edu.in/rti.php
Any other relevant information	Nil

7.3 - Institutional Distinctiveness

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

he Vision, Mission and Quality Policy of the Institution are all oriented towards the holistic development of the student, which is evident during admissions. The Institution's focus has been to impart quality education coupled with overall development of the students. To achieve this, the Institution encourages students to participate in various activities:

1. Certificate courses: Apart from the normal syllabus in the various courses, students are provided with add-on courses to enhance their employable skills. The add-on courses offered are: Spanish language, GST course, Advance excel, ethical hacking, android programming, Tally, Bank PO, capital market, HRP, TCS (campus to corporate) and digital marketing.

2. Skill enhancement programs like soft skills development and mock interviews are conducted.

3. Many reputed companies are invited to our campus for recruitment and they offer placements and internships to the students.

4. Even during lockdown, the Placement Committee invited experienced professionals from the industry to offer guidance to students.

5. The Alumni Committee organized online interactive sessions with executives from different fields in order to provide the students with a broad perspective of various career opportunities.

6. Resource Persons from institutes of higher learning provided an insight into the post graduate courses that can be pursued.

7. Developing the sense of social responsibility among students

1. The NSS unit of the College is quite active throughout the year organizing various outreach programs like blood donation, cleanliness drives, tree plantation drives, etc., in addition to a 10-day camp in the outskirts of Bengaluru to render service to the local community.

2. An ISR Cell has been constituted for creating awareness about social responsibility. The ISR Cell has a tie up with other Education Foundation, where the students visit schools in Mumbai and conduct various classes.

3. English department conducted a one week Basic English speaking session for the class IV employees of the College.

4. Different departments conduct programs on financial literacy, felicitation of housekeeping staff, etc.

5. Whenever there is any natural calamity striking any part of

the country, various courses and committees of the College come forward to mobilize resources and reach it to the affected areas.

6. The College has inaugurated the 'Senior Education Club', an organization for senior citizens. A classroom has been permanently allotted to them to carry on various activities of their interest. The students of the College engage College orgnizes sessions on how to write research papers, where experts are called to guide the students.

7. The College believes in creating citizens who will contribute to the economy of the nation. In order to promote entrepreneurship among students, the College has constituted an Entrepreneurial Development Cell.

8. In order to offer support to budding business ideas, an Incubation Cell has been created which seeks professional help to validate innovative proposals from students.

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

7.3.2 - Plan of action for the next academic year

Future Plans of Action for Next Academic Year

Koshys Institute of Management studies vision to striving continuously for excellence in Management education with global leadership qualities and entrepreneurial skills to make a significant contribution to the nation building & cater to the needs of the society with the following future plan of action for the next academic year;

1. Increase collaborative linkages with other corporate/ institutes for teaching and research

2. Strengthen formal feedback from students for quality improvement and analytic evaluation of teachers for improvement in quality of teaching

3. Promotion of research projects from funding agencies be given better attention

4. Research Publications in indexed journals needs to be increased and incentivized.

5. More scholarships / free studentships to be provided to economically and socially disadvantaged students

6. Residential facilities for girl students are located in a remote place, hence street light facilities to be provided through local civic authorities.

7. To work on consultancy

8. Increase in intake both UG and PG

9. Staring of new PG branches.

10. To make 100% faculty with Ph.D qualification.

11. Research output of two papers per faculty per year from the current one per year.

12. Substantial raise in the funded research projects.

13. 10-15% of students to "Earn While Learn".

14. To impart entrepreneurial skills and development of more startups

15. Strengthening the Alumni database & their contribution at the departmental level

16. To introduce & increase various Health Care Programs.

17. Conducting programmes to encourage and support students to start their own business ventures.

18. Expansion of college central library.

19. To ensure a Clean, Green, plastic free, Junk food free & Tobacco free campus & make the campus eco-friendly

20. Workshop for students on skill development Programme .

21. Improvement of University Results Bagging more than 100 University ranks per year More number of Curricular and Extracurricular achievements National level awards for

Projects increase in Placements records upto 75%

22. To facilitate research collaborations

23. To facilitate good quality research programmes with national and international grants

24. To provide expertise and training to investigators, researchers and PhD Guides

25. To facilitate research publications

26. To support patent filing activities and Technology Transfer

27. Video recording of activities to play back and self learn

1. Improve Outdoor activities

2. Periodical Personal counseling with the students

3. Conduct more number of Group discussions, debates, etc.

4. Conduct International Seminars for PG Students.

5. To contribute healthy and knowledgeable professionals to the nation.

6. To enable all students to adopt a healthy lifestyle, so that they can continue to conduct their duties with high energy and stamina all through their lives.

7. To create a lifelong consciousness on health.

8. To maintain a happy and positive outlook among faculty and students.

9. To make students physically fit to ward off any disease or epidemics in future.

10. To allot Credits to motivate and encourage students to take training on physical fitness more seriously.

11. More in depth knowledge of their subject Skills and a

broader overview in other areas of their interest

12. **Help them to grow holistically.**

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