



DEPARTMENT OF MANAGEMENT STUDIES

#2 NIRF RANKING 2018*
INCLUSIVITY & OUTREACH



SELF ASSESSMENT REPORT

BHARATH INSTITUTE OF HIGHER EDUCATION
AND RESEARCH

173 Agharam Road Selaiyur, Chennai - 600 073

WEBSITE: <https://www.bharathuniv.ac.in/>

PREFACE

ABOUT BIHER

The first self-financing Engineering College in the name of Bharath Institute of Science and Technology (BIST) was started in Tamil Nadu in 1984 by Sri Lakshmi Ammal Educational Trust, established by the academic visionary Dr.S.Jagathrakshakan. The trust then started Sree Balaji Dental College and Hospital, in 1989. Sree Balaji Dental College and Hospital was first recognized as a Deemed to be University by MHRD in July 2002, under section 3 of the UGC Act 1956 under the new trust Bharath Institute of Higher Education and Research (BIHER). The Bharath Institute of Science and Technology (BIST) was then brought under the ambit of Bharath Institute of Higher Education and Research (BIHER) in January 2003.

ACADEMIC EXCELLENCE

Founded on principles of excellence, equality and opportunity for all, BIHER is one of the world's leading universities, carving out a reputation as an academic powerhouse where a clear focus on excellence has secured national and international recognition alongside longer established institutions.

BIHER's mission is to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence. The Institution is a confederation of Departments, Schools, Faculties and Colleges.

We are a dynamic, research-intensive Institution committed to the development of life-saving discoveries and new technologies to tackle some of the most pressing global challenges.

DEPARTMENT OF MANAGEMENT STUDIES

Department of Management Studies, BIHER endeavors to equip young people with the skills they need to compete in an increasingly demanding global environment. At the individual level the Department recognizes that success depends not just on our own knowledge and wisdom but also upon the ability to recruit, develop and empower an effective workforce. We also model the qualities that we require in our employees – and demonstrate the value of incorporating ethics into everyday business practice and decision making.

The Department provides an education that equips students with cutting-edge knowledge, professional and research skills, and ethical decision-making abilities essential for successful careers in business, industry, education, government, and for further studies at graduate and professional levels. The Department supports and promotes research and intellectual contributions aimed at improving teaching, business opportunities in the region, and awareness of global issues. The Department offers a rich Curriculum which encompasses various Electives which are Industry relevant

The Department has carved a niche for itself in providing exemplary education and has always been a forerunner in conducting many National and International Conferences.

In view of growing demands from the Industry and to bridge the gap between Theory and Practice, the Department has taken the initiative of signing Memorandum of Understanding with many Organisations to enhance the employability skills of the students.

The Department has realized how crucial innovation, entrepreneurship, creativity and critical thought are to pushing the business world forward. In an effort to stay ahead of the curve, Department of Management Studies, BIHER has also identified the increasing influence of factors such as new technology; globalization and sustainability have on the world economy.

Accordingly, Department of Management Studies employs a dynamic approach to education, adapting the curricula to meet emerging trends and equips students with the progressive skills necessary to succeed.

NATIONAL BOARD OF ACCREDITATION

Pro-forma for Pre-Qualifiers –PG Management Programs

PART A- Profile of the Institute

A1. Name and Address of the College: Bharath Institute of Higher Education and Research

City: Chennai

State: Tamil Nadu

Pin Code: 600073

Website: www.bharathuniv.ac.in

E-mail:

STD Code: 044

Phone No: 22290242, 22290125

5 Fax STD Code: 044

Fax: 22293886

A2. Year of Establishment: 1984

A3. Head of the Institution:

Name: Dr. J. Hameed Hussain

Designation: Dean - Engineering

Status of Appointment: Currently

Working

Phone No:

Mobile: +919444011127

E-mail: deanengg@bharathuniv.ac.in

Fax No:

A4. Name and Address of the Affiliating University:

City: Bharath Institute of Higher

Education and Research, Deemed to be

University

State: Tamil Nadu

Pin Code: 600073.

Website: www.bharathuniv.ac.in

E-mail:

Phone No: 04422290242, 04422290125

Fax: 22293886

A5. Type of the Institution:

Institute of National Importance	<input type="checkbox"/>	Autonomous	<input type="checkbox"/>
University	<input type="checkbox"/>	AICTE Approved PGDM Institutions	<input type="checkbox"/>
Deemed University	<input checked="" type="checkbox"/>	Any other (Please specify)*	<input type="checkbox"/>

**Provide Details:*

A6. Ownership Status:

Central Government	<input type="checkbox"/>	Trust	<input checked="" type="checkbox"/>
State Government	<input type="checkbox"/>	Society	<input type="checkbox"/>
Government Aided	<input type="checkbox"/>	Section 25 Company	<input type="checkbox"/>
Self-financing	<input type="checkbox"/>	Any Other (Please specify)*	<input type="checkbox"/>

**Provide Details:*

A7. Campus Information:

Does the College have its own building: Yes

Sports Complex: Yes

Canteen and Hostel (If any): Yes

Medical Room: Yes

Computer Laboratories: Yes

Counselling and guidance: Yes

A8. Details of all the programs offered by the institution:

S. No.	Program Name	Year of Start
1	MBA	1992

TableA8

A9. Programs to be considered for accreditation vide this application:

S. No.	Program Name
1	MBA

Table A9

PART B

Program information

(To be filled separately for all the programs applied for)

B1. Provide separate Information for each program applied for:-

Name of the Department	Name of the program s running	Name of the program to be considered	Year of Start	Initial Intake	Increase/decrease in intake, if any (mention the No. of seats increase/decrease)	Year of increase	AICTE Approval Letter No.	Accreditation Status*
MBA	MBA	MBA	1992	60	Increase: 30 30	2005 2017		

TableB1

*Note: Please mention **all increase/decrease intake** starting from the first increase for all programs*

*** Write applicable one:**

- Applying first time
- Granted provisional accreditation for two/three years for the period(specify period)
- Granted accreditation for 5/6 years for the period (specify period)
- Not accredited (specify visit dates, year)
- Withdrawn (specify visit dates, year)
- Not eligible for accreditation
- Eligible but not applied

B2. Student Admissions (Program specific): -

Item	CAY	CAYm1	CAYm2	Total
	2019	2018	2017	
	120	120	120	360
Number of students admitted*	92	97	119	308
% of Students Admitted over last three assessment years (Total Admitted/Sanctioned Intake)				85

TableB1

Item	CAY	CAYm1	CAYm2	Total
	2020	2019	2018	
	120	120	120	360
Number of students admitted*	116	92	97	305
% of Students Admitted over last three assessment years (Total Admitted/Sanctioned Intake)				84

TableB2

*Total number of students admitted in first year minus number of students migrated to other institutions, plus the number of students migrated to this institution.

CAY: Current Academic Year

CAYm1: Current Academic Year minus 1 = Current Assessment Year

CAYm2: Current Academic Year minus 2 = Current Assessment Year minus 1

B3. Information of Faculty

S.No	Name	Pan No	Qualification	Area of Specialization	Designation	Date of Joining	Date on which designated as Professor / Associate Professor	Currently Associated Y/N	Nature of Association (Regular/Contract/Adjunct)	Date of Leaving (In case Currently Associated is "No")
1	Dr.S.Praveen Kumar	APCPP9781L	MBA,M.Phil PhD	HR & Marketing	Professor & Head	16/06/2014	10.10.2016	Y	Regular	NA
2	Dr.D.Venkatramaraju	AACPR5835Q	MCom,MA MED,MBA,MPHIL,PhD	Finance	Professor	7/8/2014	14Aug-2002	Y	Regular	18/12/2020
3	Dr.A.Geetha	ATQPPG2626R	BCA,MBA, MPhil,PhD	HR	Associate Professor	07-Mar-17	24.12.2016 / 7/3/2019	Y	Regular	NA
4	Dr.D.Arun Kumar	BOIPA4861G	BCom,MBA, PhD	HR	Associate Professor	01-Aug-17	05.06.2019	Y	Regular	NA
5	Dr.J.Kannan	AVEPK6198E	BCom,MComMBA, PhD	HR & Finance	Associate Professor	17-Jul-17	NA	Y	Regular	NA
6	Ms.A.Jhoney	AHDPJ7479A	MBA, MPhil	HR & Marketing	Assistant Professor	15-Jul-2015	NA	Y	Regular	20/12/2020
7	Ms.Jayanthi	BBFPJ3398K	BE, MBA	HR & Marketing	Assistant Professor	17-Aug-15	NA	Y	Regular	15/05/2019
8	Ms.J.Pavithra	AHUPJ6495K	BCom,MBA, (PhD)	Systems & Finance	Assistant Professor	2/7/2008	NA	Y	Regular	NA
9	Ms.Magdalene Peter	BJOPM7332P	BCom,MBA, (PhD)	HR & Finance	Assistant Professor	23/07/2014	NA	Y	Regular	NA

10	Mr.C.GowthamC hakravarthy	AKGPG5155N	BCom,MBA, (PhD)	HR & Finance	Assistant Professor	15-Mar-14	NA	Y	Regular	15/12/2020
11	Mr.R.Ramamoort hy	AJXPR2647C	BSc,MBA	HR & Marketing	Assistant Professor	04-Jan-17	NA	Y	Regular	NA
12	Mr.R.RaviMohan	AAFPR5483D	BCom, MBA,MCP,PGDCA,PGD CP,PGDBI(PhD)	HR & Finance	Assistant Professor	01.09.2017	NA	Y	Regular	30-Jun-2019
13	Mr.GowthamAas hirvaad	AUMPG4747Q	BTech,MBA, (PhD)	Logistics & Marketing	Assistant Professor	31/08/2017	NA	Y	Regular	NA
14	Mr.T.Manjini	BXLPM4086R	BCA,MBA	HR	Assistant Professor	01-Feb-2017	NA	Y	Regular	15/5/2019
15	Mr.G.Santhosh Kumar	FVSPS6082J	BCom,MBA,MPhil	HR & Finance	Assistant Professor	26-Jul-2017	NA	Y	Regular	15/5/2019
16	Ms.R.Velanganni	ANVPV7359K	BBA,MBA, MPhil	HR & Marketing	Assistant Professor	09-Aug-17	NA	Y	Regular	15/12/2020
17	Dr.S.FabiyolaKav itha	AAZPF8265D	MBA, M.Phil,PhD	HR & Marketing	Associate Professor	20-Jul-15	NA	N	Regular	31/10/2018
18	Dr.G.Brindha	AMVPB330M	MBA, PhD	HR & Hospital &Health Care	Professor	5/12/2011	Sep 2016	N	Regular	13/10/2016
19	Dr.S.Rabiyathul Basariya	AZEPR6219F	B.Com,M.Com,MPhil,MB A,PhD	Commerce & Finance	Associate Professor	20-Jul-15	2017	N	Regular	13/7/2018
20	Mr.M.R.Prakash	AXJPP3424F	MBA, (PhD)	HR & Finance	Assistant Professor	05-Feb-16	NA	Y	Regular	NA
21	Mr.R.Balaji		BSc, MBA,(PhD)	HR & Finance	Assistant Professor	12-Dec-11	NA	N	Regular	20/4/2016

22	Mr.R.Bharthvajan	BAGPB6762F	MBA, (PhD)	HR & Marketing	Assistant Professor	24/07/2013	NA	N	Regular	22/04/2019
23	Ms.G.Vinothini	BBQTV0003C	MPhil	Commerce	Assistant Professor	09-Aug-17	NA	Y	Regular	15/5/2019
24	Mr.Shree Balaji.K	DFZPK9588A	MBA,MPhil (PhD)	HR	Assistant Professor	08-Aug-2019	NA	Y	Regular	31/5/2021
25	Mr.K.Vigneshwar	AZSPV3285H	MBA	Marketing	Assistant Professor	08-Aug-2019	NA	Y	Regular	30/11/2020
26	Dr A Ravikumar	AWRPR5443H	MBA PhD	HR & Marketing	Associate Professor	27/02/2020	NA	Y	Regular	NA
27	Dr T Milton	ACHPT6772F	MBA PhD	Tourism Management	Professor	24/02/2020	NA	Y	Regular	NA
28	Dr Balamurugan	AOPPB1369E	MBA, PhD	Production & Marketing	Associate Professor	1/2/2021	NA	Y	Regular	NA
29	Dr V Subhamathi	AKHP1023F	MBA, PhD	Finance	Associate Professor	18/01/2021	NA	Y	Regular	NA
30	Dr. N. Bargavi	BJWPN2507H	MBA, PhD	HR	Associate Professor	25/01/2021	NA	Y	Regular	NA
31	Dr Anuranjani	BEDPA3130H	MBA, PhD	Tourism Administration	Associate Professor	1/2/2021	NA	Y	Regular	NA
32	Dr A Balu	AGNPA5684P	MA Economics, PhD	Economics	Associate Professor	5/6/2019	NA	Y	Regular	NA
33	Dr Anandhi	BAVPA1247D	MCom, MPhil, PhD	Commerce	Associate Professor	18/01/2021	NA	Y	Regular	NA

Table B3

B3.1. Faculty in the Department and Program

SL.NO	Designation /Numbers	CAY 2019		CAYm1 2018	
		Number of Faculty in the Management Institution/Department of Mgmt.	Number of Faculty for the program applied*	Number of Faculty in the Management Institution/Department of Mgmt.	Number of Faculty for the program applied*
1	Professor	2	2	2	2
2	Associate Professor	3	3	3	3
3	Assistant Professor	11	11	15	15
4	Number of Ph.D. (as per the AICTE norms)				

SL.NO	Designation /Numbers	CAY 2020		CAYm1 2019	
		Number of Faculty in the Management Institution/Department of Mgmt.	Number of Faculty for the program applied*	Number of Faculty in the Management Institution/Department of Mgmt.	Number of Faculty for the program applied*
1	Professor	3	3	2	2
2	Associate Professor	5	5	3	3
3	Assistant Professor	15	15	11	11
4	Number of Ph.D. (as per the AICTE norms)				

SI.NO	Designation /Numbers	CAY 2021		CAYm1 2020	
		Number of Faculty in the Management Institution/Department of Mgmt.	Number of Faculty for the program applied*	Number of Faculty in the Management Institution/Department of Mgmt.	Number of Faculty for the program applied*
1	Professor	2	2	3	3
2	Associate Professor	5	5	5	5
3	Assistant Professor	10	10	15	15
4	Number of Ph.D. (as per the AICTE norms)				

*Either two professors or one Professor and one Associate Professor should be available for each management program running in the department/institution.

B3.2. Student Faculty Ratio

(to be calculated as per the Department)

(No of Faculty as per the sanctioned intake)

No. of UG Programs in the Department (n): _____

No. of PG Programs in the Department (m): _____

No. of Students in UG 1nd Year= **u1**

No. of Students in UG 2nd Year= **u2**

No. of Students in UG 3th Year= **u3**

No. of Students in PG 1st Year= **p1**

No. of Students in PG 2nd Year= **p2**

No. of Students = Sanctioned Intake

(The above data to be provided considering all the UG and PG programs of the department)

S=Number of Students in the Department = UG1 + UG2 +UG3 + PG1 + PG2

F = Total Number of Regular Faculty Members in the Department **Student Faculty Ratio (SFR) = S/F**

Year	CAY 2019	CAYm1 2018	CAYm2 2017
p1.1	120	120	120
p1.2	120	120	90
PG1	p1.1+p1.2	p1.1+p1.2	p1.1+p1.2
.....	240	240	210
Total No. of Students in the Department (S)	240	240	210
No. of Faculty in the Department (F)	F1 - 16	F2 -20	F3 - 21
Student Faculty Ratio (SFR)	SFR1=S1/F1- 15	SFR2= S2/F2 -12	SFR3= S3/F3 – 10
Average SFR	SFR=(SFR1+SFR2+SFR3)/3 – 12		

Year	CAY 2020	CAY m1 2019	CAYm2 2018
p1.1	120	120	120
p1.2	120	120	120
PG1		p1.1+p1.2	p1.1+p1.2
.....	240	240	240
Total No. of Students in the Department (S)	240	240	240
No. of Faculty in the Department (F)	F1 - 23	F2 - 16	F3 -20
Student Faculty Ratio (SFR)	SFR1=S1/F1- 10	SFR2= S2/F2 -15	SFR3= S3/F3 – 12
Average SFR	SFR=(SFR1+SFR2+SFR3)/3 – 12		

Table B3.3

Note:

Minimum 75% should be Regular/Full Time faculty and the remaining shall be Contractual Faculty as per AICTE norms and standards.*

**The contractual faculty (doing away with the terminology of visiting/adjunct faculty, whatsoever) who have taught for 2 consecutive semesters in the corresponding academic year on full time basis shall be considered for the purpose of calculation in the Student Faculty Ratio.*

- 1. Depending upon the No. of programs in UG and PG the above table has to be updated accordingly. For Ex: if UG="0" and PG="1". The table may be prepared for only one PG program.*

B3.3 Placement, Higher studies & Entrepreneur Ratio

Year	No of students appeared in final year examination (N)	No of students graduated out of students appeared in final year examination (G)	Z= (No of students placed + selected for higher studies + opted Entrepreneurship)	Placement Ratio (Z/N)
2021-22	92	89	88	.95
2020-21	97	95	94	.96
2019-20	119	112	108	.90
Average Placement Ratio: .91 (Percentage-93)				

Year	No of students appeared in final year examination (N)	No of students graduated out of students appeared in final year examination (G)	Z= (No of students placed + selected for higher studies + opted Entrepreneurship)	Placement Ratio (Z/N)
2020-21	97	95	94	.96
2019-20	119	112	108	.90
2018 -19	84	79	75	.89

Average Placement Ratio: .91 (Percentage-91)

Year	No of students appeared in final year examination (N)	No of students graduated out of students appeared in final year examination (G)	Z= (No of students placed + selected for higher studies + opted Entrepreneurship)	Placement Ratio (Z/N)
2019-20	119	112	108	.90
2018 -19	84	79	75	.89
2017-18	60	58	57	.95
Average Placement Ratio: .91 (Percentage-91)				

Compliance Status to Pre-Visit Qualifiers

Sr. No.	Pre Visit Qualifiers	Current Status	Compliance Status Complied/Not Complied
1	Whether 3 batches have been graduated for the program under consideration	YES	COMPLIED
2	Whether number of available PhDs in the Management Institution/Department of Management is greater than or equal to 20% of the required number of faculty averaged for previous two academic years including current academic year	YES	COMPLIED
3	Whether admissions in the program has been more than or equal to 60% of Sanctioned Intake average of the previous three academic years including the current academic year	YES	COMPLIED
4	Whether the institution has two Professor(s) or one Professor and one Associate Professor with Ph.D. qualification (on a full-time/regular basis) for each Management Program being offered by the department/institution for previous two academic years including current academic year	YES	COMPLIED
5	Whether the placement ratio (Placement + Higher Studies + Entrepreneurship) is greater than or equal to 60% average of the previous three academic years	YES	COMPLIED
6	Whether student faculty ratio in the department under consideration is better than or equal to 1:25 averaged over the previous three academic years including current academic year	YES	COMPLIED

CRITERION -1

VISION, MISSION & PROGRAM EDUCATIONAL OBJECTIVES

CRITERION 1	Vision, Mission & Program Educational Objectives	50
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1.1. Vision and Mission Statements (5)

Vision and Mission statement of the Institution

Bharath Institute of Higher Education and Research

Vision

Bharath Institute of Higher Education & Research (BIHER) envisions and constantly strives to provide an excellent academic and research ambience for students and members of the faculties to acquire professional competence along with human dignity, and spearhead the transformation of community through continuous discovery in science and technology.

Mission

- To develop as a Premier University for Teaching, Learning, Research and Innovation on par with leading global universities.
- To impart education and training to students for creating a better society with ethics and morals.
- To foster an interdisciplinary approach in education, research and innovation by supporting lifelong professional development, enriching knowledge banks through scientific research, promoting best practices and innovation, industry-driven and institute-oriented cooperation, globalization and international initiatives.
- To develop as a multi-dimensional institution contributing immensely to the cause of societal advancement through spread of literacy, an ambience that provides the best of international exposures, provide health care, enrich rural development and most importantly impart value-based education.
- To establish benchmark standards in professional practice in the fields of innovative and emerging areas in medicine, dentistry, nursing, physiotherapy, allied sciences, engineering, and management.
- To launch new programmes with innovative curriculum design by provide multi-faceted exposure in various subjects.
- To provide flexibility to students - options / add-ons to core subjects, develop Device Agnostic Technology to access online content
- Funding / incubation entrepreneurial ideas, flipped class room – Integrated Courses & Need based learning.

Vision and Mission statement of the Department of Management Studies

<https://www.bharathuniv.ac.in/mba.html>

VISION

The Department of Management Studies, Bharath Institute of Higher Education and Research aspires to be a leading Management Institution with a passion for Academic Excellence, uncompromising Human Values and an abiding commitment for the development of Business and Society through excellence in grooming Leadership, Entrepreneurial Talent and Research.

MISSION

M1: To imbibe Entrepreneurial Culture through Curriculum, Pedagogy, Mentoring and foster excellence by providing Quality Education in Business Management.

M2: To cultivate the principles of Social Responsibility, Ethics and Spiritual Values among budding Managers.

M3: To build intellectual capabilities based on the twin pillars of Research & Innovation.

1.2 PEOs Statements (5)

PROGRAMME EDUCATIONAL OBJECTIVES (PEOs):

PEO1 - Career Achievements – Our budding Managers will demonstrate their skills in solving challenges in the corporate world through the core foundation and knowledge acquired in Business Management.

PEO2 - Professionalism – Our budding Managers will exhibit leadership, make decisions with societal and ethical responsibilities, function and communicate effectively in multidisciplinary settings.

PEO3 - Life-long Learning – Our budding Managers will recognize the need for sustaining and expanding their Managerial competence and engage in learning opportunities throughout their careers.

PEO4 - Skill- Our budding Managers will be trained for developing Soft Skills such as proficiency in many languages, Business Communication, Verbal, Logical, Analytical, Comprehension, Team Building, Inter Personal Relationship, Group Discussion and Leadership Skill to become a better professional.

PEO5 - Ethics – Our budding Managers will apply the ethical and social aspects of modern Business with a sense of Corporate Social Responsibility.

POEM-

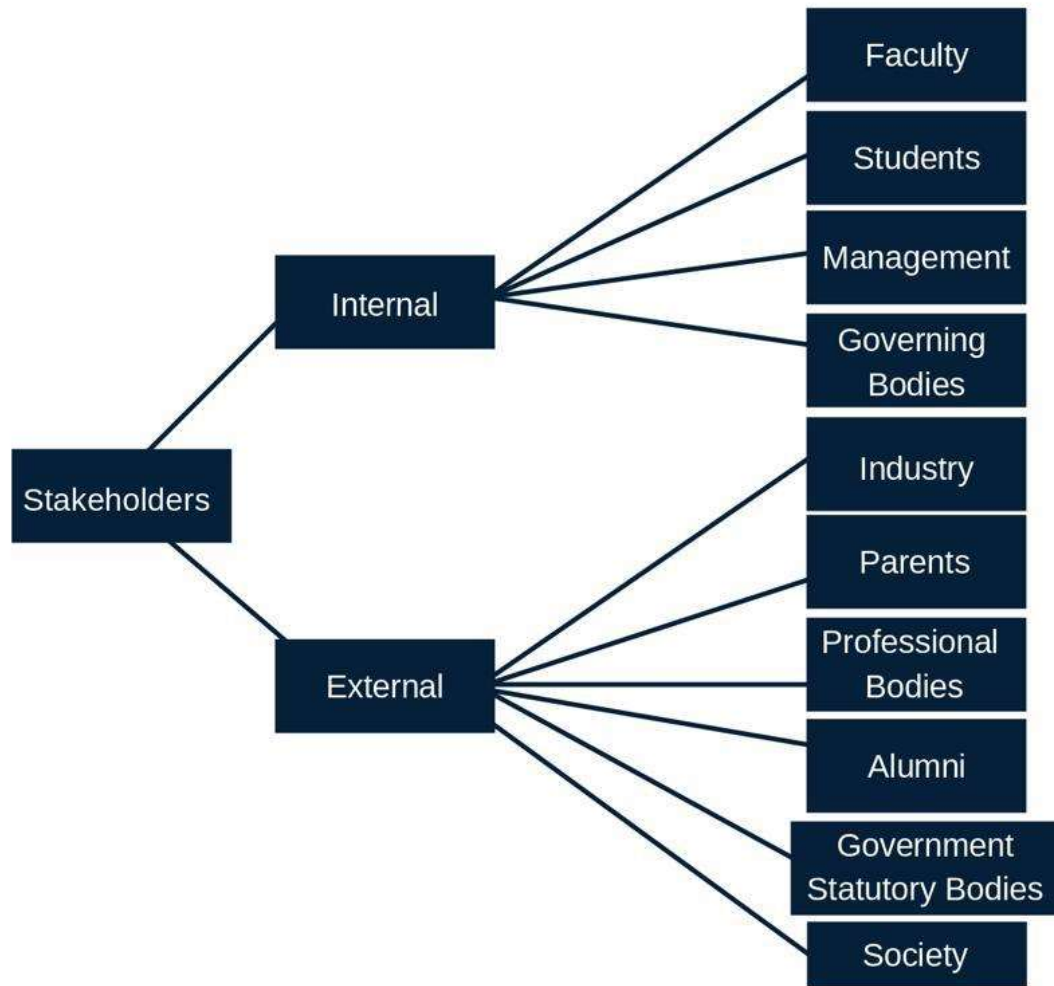
A concept of BIHER: (Planning, Organizing, Excelling and Monitoring)

Planning	Organizing	Excelling	Monitoring
Vision & Mission	Organizational Structure	Strategic Human Resources	Continuous Program Monitoring
Goals and Objectives	Faculty Development Programs	ICT	Feedback Mechanism
Board of Management	Seminars & Workshops	OUTPUT–Knowledge	API
Academic Council	CBCS	Research Service to Community	Class Committing Meeting
Board of Studies	Orientation to staff and Students about Vision and Mission	Holistic Development	Research Advisory Committee
Research Advisory Committee	IQAC	Global Reach	AAA

1.3. Dissemination among Stakeholders (10)

Stakeholders	Channels for Dissemination				
	Website	Brochures/ Workshops/ Academic Calendar	Display in Institute Premises	Courses Curriculum & Syllabus/Lab Manuals/ Course Files	Social Media
Students	X	X	X	X	X
Parents	X		X		
Faculty and staff	X	X	X	X	X
Recruiters/ Employers	X	X	X		X
Academic Collaborators	X	X	X		X
Alumni	X	X	X		X
Funding Agencies	X		X		X
Industry	X	X	X	X	X

The Vision, Mission and Program Educational Objectives are published on the departmental page of University website (<https://www.bharathuniv.ac.in/mba.html>). The Vision, Mission and Program Educational Objectives are displayed at various locations in the Institution and department premises to make different internal stakeholders aware. Every year meetings of Academic Council and Board of Management are held and Vision, Mission and PEOs are shared with the members of various governing bodies. The Vision, Mission and Program Educational Objectives are also disseminated among students during their orientation program. External stakeholders are made aware of the Vision, Mission and PEOs during campus placement drives, guest lectures and alumni meet. Print and Electronic media are also used to disseminate the same among external stakeholders.



1.4. Formulation Process (15)

The following steps are followed to establish Vision and Mission of Department

Step 1. The Vision & Mission of the Institute is taken as the basis.

Step 2: The Department conducts brain-storming sessions with the faculty on the skill-set required by the local and global employers, Industry Advances in Technology and R & D, and the draft copy of the Vision and Mission of the Department is drafted.

Step 3: The views from Parents, Professional Bodies, Industry representatives and Board of Studies (BOS) on the draft are also collected and incorporated to revise the draft version based on their inputs.

Step 4: The accepted views are analyzed and reviewed to check the consistency with the vision and mission of the institute.

The process for defining department vision and mission is illustrated in the flow chart.

The Process for Defining Vision and Mission of the Department



PEO Formulation & Assessment Process

The PEOs are established through the following process steps:

STEP 1: Vision and Mission of the Institute & Department are taken into consideration to interact with various stakeholders, and establish the PEO's

STEP 2: The Head of the Department, Program Coordinator and other Senior Faculty prepares the draft version of PEOs and POs.

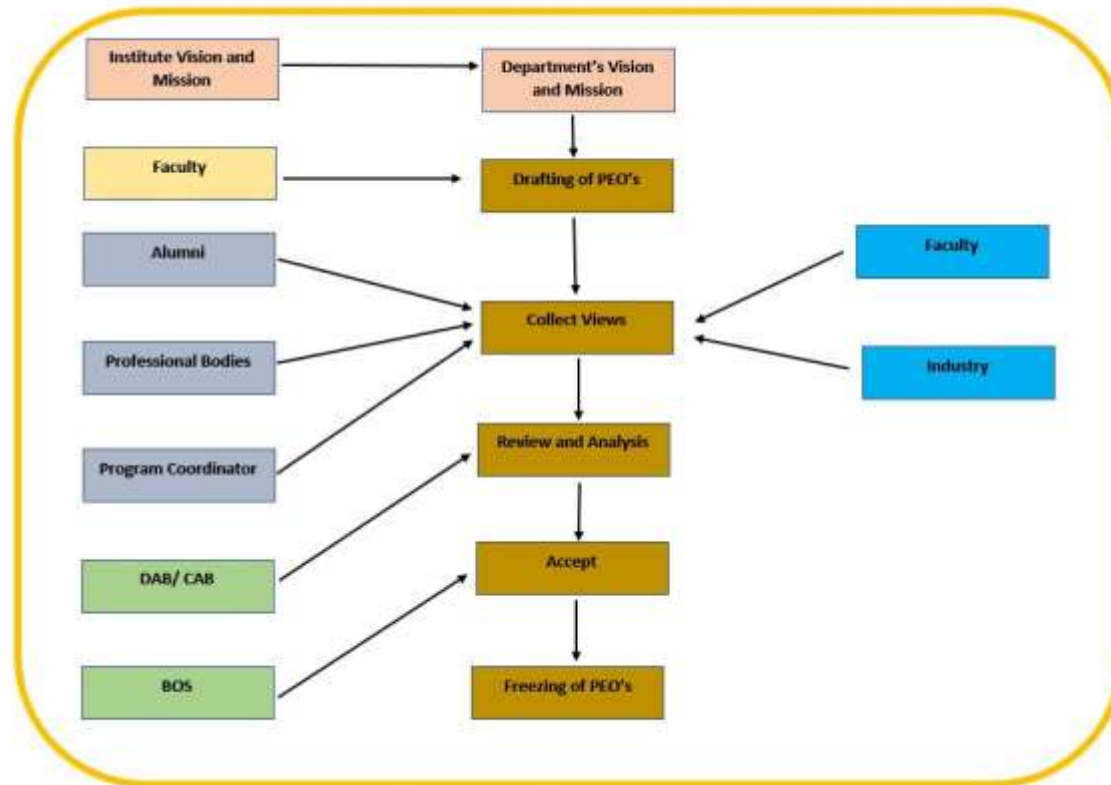
STEP 3: The draft version is discussed with stakeholders and their views are collected by the Program co-coordinator

STEP 4: The Program Assessment Committee reviews and analyzes the PEOs and Pos and submits its Recommendations to the Departmental advisory Board.

STEP 5: The Departmental advisory Board deliberates on the recommendations and freezes the PEOs and POs and submits them to the BOG for final approval.

The process followed for establishing the PEO's for MBA program is illustrated in the flow chart given below:

Figure: Process to Define PEO's of the Department



1.5. Consistency of PEOs with the mission (15)

(Generate a “Mission of the Institute – PEOs matrix” with justification and rationale of the mapping)

PEO Statements	M 1	M 2	M 3
PEO1 - Career Achievements	3	-	2
PEO2 - Professionalism	2	-	2
PEO3 - Life-long Learning	2	-	3
PEO4 - SKILL	2	-	-
PEO5 - ETHICS	-	3	-

Note: M1, M2, ..., Mn are distinct elements of Mission statement. Enter correlation levels 1, 2 or 3 as defined below:

1: Slight (Low)

2: Moderate (Medium)

3: Substantial (High)

Rationale and Justification of mapping of the Mission – PEO Matrix

PEO Statements	M1	M2	M3
PEO1 - Career Achievements	3 Mastering Fundamentals to acquire proficiency across the breadth of Management Disciplines through Curriculum, Pedagogy and Mentoring	-	2 BIHER's myriads of events bring the latest research from thought leaders. Students participate in Internship and Projects.
PEO2 - Professionalism	2 Involvement of students in a rich spectrum of industry interface activities. Student participation in management of International conferences, seminars and workshops	-	2 Gaining academic excellence through multi-disciplinary knowledge, promoting self-learning ability and inculcating the qualities of leadership for innovation and creative research
PEO3 - Life-long Learning	2 Participating in post graduate or any	-	3 Sharpening the ability of our

	<p>other professional program for continuous improvement which is a requisite for a successful Manager to become a leader in the work force.</p>		<p>graduates to compete in this globalized and competitive world by involving them to take up Research activities while doing project.</p>
PEO4 - SKILL	<p>2</p> <p>Ability and Skill Enhancement Courses. Our goal is for our graduates to gain effective communication skills in oral, written and electronic media. We achieve this through the various Soft Skills courses and group activities in every semester.</p>	-	-
PEO5 - ETHICS	-	<p>3</p> <p>Integration of Sustainability Goals and Gender Sensitivity as part of curriculum in Soft Skills I & II.</p>	-

CRITERION 2

Governance, Leadership & Financial Resources

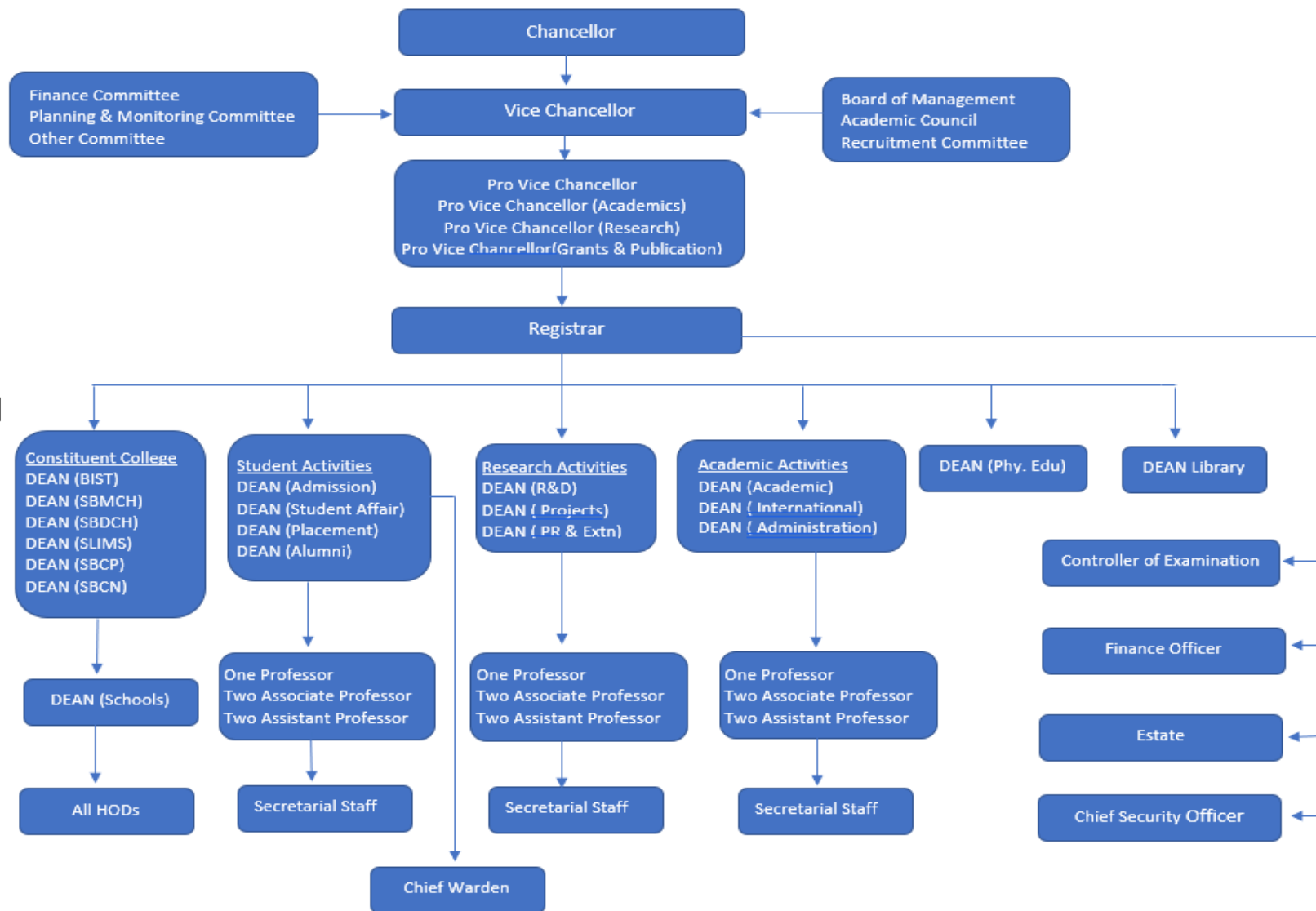
CRITERION 2	Governance, Leadership & Financial Resources	100
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2.1 Governance and Leadership (60)

2.1.1 Governance Structure and Policies (25)

2.1.1.1 Governing Structure (10)

BIHER adopts a judicious mix of top down and bottom-up approaches in decision making. On policy matters, decisions are taken at the top level with due consultations and are communicated throughout the organization. On issues regarding development and problem solving, a thorough discussion is organized at the appropriate level and thereafter decisions are arrived at.



The University has a culture of strong transformational leadership which spearheads management system development, implementation and constant amelioration. It is worth noting that at the highest level, the University leadership comprises of distinguished leaders in academia, research and administration.

The Vice Chancellor forms the highest embodiment of Academic Leadership and is responsible for all the aspects of the University management system that ensures smooth functioning of all university affairs.

The Vice Chancellor in his capacity as the chairman of Board of Management, Academic Council, Planning & Monitoring Board and Finance Committee is fully involved in development of various systems and ensuring their continuous improvement. In his effort, he is fully supported by Registrar, Deans, Directors, Principals, and Heads of departments apart from the sponsoring body.

Additionally, the University has in place a strong Internal Quality Assurance Cell (IQAC) that well complements the policy-forming process.

The following are the main statutory bodies and the meetings of these statutory bodies are being held at regular intervals as per the norms of the UGC to govern the University's academic and administrative activities.

Board of Management

1. The Board of Management shall be the principal executive body of the University and, as such, shall have all powers necessary to administer the University subject to the provisions of this Act and the Statutes made thereunder, and may make regulations for that purpose and also with respect to matters provided hereunder.
2. Where a person has become a member of the Board of Management by reason of the office or appointment he holds, his membership shall terminate when he ceases to hold that office or appointment.
3. The term of office of the nominated members of the Board of Management other than ex-officio members shall be three years.

4. A member of the Board of Management shall cease to be a member, if he resigns or becomes of unsound mind, or becomes insolvent or is convicted of a criminal offence involving moral turpitude. A member, other than the Vice-Chancellor or Professor, shall also cease to be member if he accepts a full-time appointment in the University; or if he not being an ex-officio member fails to attend three consecutive meetings of the Board of management without the leave of the Vice-Chancellor.
5. A member of the Board of Management other than an ex-officio member may resign his office by a letter addressed to the Vice Chancellor and such resignation shall take effect as soon as it has been accepted by him.
6. Any vacancy in the Board of Management shall be filled by nomination by the respective nominating authority and on expiry of the period of the vacancy; such nomination shall cease to be effective.

Powers, Functions and Meetings of the Board of Management

The Board of Management shall be the principal executive authority of the University and, as such, shall have all powers necessary to administer the University subject to the provisions of the University Act and the Statues made there under; and may make regulations for that purpose and also with respect to matters provide hereunder.

The Board of Management shall have the following powers and functions, namely: -

1. To recommend the names of persons to the Chancellor for appointment as Registrar of the University on the recommendations of the selection committee constituted for that purpose by it and headed by the Vice-Chancellor;
2. To prepare and present at its annual meeting-
 - a. a report on the working of the University;
 - b. A Statement of accounts;
 - c. Budget proposals for the ensuing academic year;
3. To manage and regulate the finances, accounts, investments, properties, business and all other administrative affairs of the University and for that purpose, constitute committees and delegate the powers to such committees or such officers of the University as it may deem fit;
4. To invest any money belonging to the University, including any unapplied income, in such stock, funds, shares or securities, as it may, from time to time, think fit, or in the purchase of immovable property in India, with the like power of varying such investments from time to time; except land acquired or building constructed with the assistance of the Government, in which cases the prior approval of the Government shall be required;
5. To enter into contracts on behalf of the University and for that purpose to appoint such officers as it may think fit;
6. To provide the buildings, premises, furniture and apparatus and other means needed for carrying on the work of the University;

7. To entertain, adjudicate upon, and if it thinks fit, to redress any grievances of the officers, teachers, students and employees of the University;
8. To create teaching, administrative, ministerial and other necessary posts, to determine the number and emoluments of such posts, to specify the minimum qualifications for appointment to such posts on such terms and conditions of service as may be prescribed by the Regulations made in this behalf;
9. To appoint examiners and moderators, and if necessary to remove them and to fix their fees, emoluments and travelling and other allowances, after consulting the Academic Council ;
10. To select a common seal for the University;
11. To exercise such other powers and to perform such other duties as may be considered necessary, or imposed on it by or under the University Act

Academic Council

The Academic Council shall consist of the following members, namely:--

- (i) Vice-Chancellor.
- (ii) Pro-Vice-Chancellor(s).
- (iii) Deans of schools of studies

Subject to the relevant provisions of the Act, the Statutes and the Ordinances, the Academic Council shall, in addition to all other powers vested in it by or under the Statutes, have the following powers, namely:

- (a) to exercise general supervision over the academic policies of the University and to give directions regarding methods of instruction, evaluation or research or improvement in academic standards;
- (b) to consider matters of general academic interest either on its own initiative or on a reference from the Planning Board or a school of studies or the Board of Management and to take appropriate action thereon; and) to frame such regulations as are consistent with the Statutes and the Ordinances regarding the academic functioning of the University, including discipline, admissions, award of fellowships and studentships, fees and other academic requirements.

The members of the Academic Council, other than the ex-officio members, shall hold office for a term of three years from the date of their appointment or co-option, as the case may be or as specified otherwise.

One third members of the Academic Council shall form the quorum for a meeting

BOARD OF STUDIES

All departments in the University have the same structure of BOS for both UG and PG programs. University has constituted the BOS as per the rules and regulations of the UGC. The composition of BOS is as follows:

1. HOD as chair person
2. All Professors of the Department
3. Two Associate Professors of the Department
4. Two Assistant Professors of the Department
5. Not more than 2 persons to be co-opted for their expert knowledge including those belonging to the profession or Industry concerned.
6. Alumni Representative - 1

The BOS considers the feedback received from stakeholders who include students, parents, alumni, industry experts, academic peers and faculty and deliberates on the same to recommend to the Academic Council, the kind of changes that will be brought into curriculum related to various programs. The BOS ensured that overall academic and research system as conceived by the University is properly built into the curriculum related to various programs offered by the University. The BOS keeps track of the emerging trends and latest industry requirement, the global changes taking place in relation to the innovativeness etc. and bring in the necessary changes into curriculum so that the curriculum is up to date addressing all current requirements.

Following is the working method adapted by BOS

1. Seeks feedback from all the stakeholders (students, parents, alumni, industry experts, academic peers, community persons)
2. Discusses the feedback by the Departmental curriculum Committee

3. Makes change request and develops agenda items
4. Discusses the changes required in BOS
5. Makes recommendations to the academic council
6. Makes the approved changes and come out of view version of curriculum and bring the necessary changes for implementing the curriculum

THE FOLLOWING MEMBERS WERE A PART OF THE BOS MEETING IN THE YEAR 2020

BOARD OF STUDIES

S.NO	NAME/DESGINATION	DESGINATION
1	Dr Magdalene Peter, Chairman	HOD - MBA
2	Dr.S.Praveen Kumar, Member	Dean - School of Commerce and Management
3	Dr.T.Milton, Member	Professor
4	Dr.A.Geetha, Member	Professor
5	Dr.A.Balamurugan, Member	Associate Professor
6	Dr.A.Ravikumar, Member	Associate Professor
7	Dr.J.Kannan, Member	Associate Professor
8	Dr.J.Pavithra, Member	Assistant Professor

THE FOLLOWING MEMBERS WERE A PART OF THE BOS MEETING IN THE YEAR 2019

9	Dr.B.R.Balajee, Industry Expert	Founder & Managing Director, Bottomline Solutions and Services Pvt Ltd. Email: bottomline.balajee@gmail.com, Ph: 9884577327
10	Dr.R.Arasu, Academician	Principal – University of Madras. Arts and Science College, Email: profarasu@gmail.com, Ph: 9710504610
11	Lt.Col.Sooraj S Nair	Alumni Batch-2018
12	Fr.Jesu Manickam	Alumni Batch-2015

1	Dr S Praveen Kumar, Professor & Head – MBA, BIHER	Chairman
2	Dr.R.Viji Rajesh, Dean – Kalasalingam School of Business, Madurai	Academic Expert Member
3	Dr.R Arasu, Principal, University of Madras	Academic Expert Member
4	Mr. Nandhakumar. K, General Manager- HR & Admin, Hoffincons Infotech &Industrial Service Pvt. Ltd, Chennai	Industry Expert Member

5	Dr.D. Venkatrama Raju, Professor, MBA, BIHER	Internal Member
6	Dr T Milton, Professor, MBA, BIHER	Internal Member
7	Dr J Kannan, Associate Professor, MBA, BIHER	Internal Member
8	Mr Gowtham Aashirwad Kumar, Assistant Professor – MBA, BIHER	Internal Member
9	Ms R.Ramamoorthy, Assistant Professor – MBA, BIHER	Internal Member
10	Dr Venkatesh Babu, Dean- Academics, BIHER	Special Invitee
11	Mr Pazhani, Executive, AAI	Alumni Representative

Finance Council

The Finance Committee shall consist of the following: -

- (i) The Vice-Chancellor.
- (ii) A Pro Vice-Chancellor nominated by the Vice-Chancellor.
- (iii) One person to be appointed by the Board of Management
- (iv) Two persons to be nominated by the Chancellor.

A member of the Finance Committee, other than the Vice-Chancellor, shall hold office for a term of three years from the date on which he becomes a member of the Committee.

Four members of the Finance Committee shall form a quorum for a meeting of the Committee.

All proposals relating to revision of grades, upgradation of the pay-scales and those items which are not included in the budget, shall be examined by the Finance Committee before they are considered by the Board of Management.

The annual accounts and the financial estimates of the University prepared by the Controller of Finance shall be laid before the Finance Committee for approval and thereafter submitted to the Board of Management within the overall ceiling fixed by the Committee.

The Finance Committee shall fix the limits for the total recurring and non-recurring expenditure for the year, based on income and resources of the University, and no expenditure shall be incurred by the University in excess of the limits so fixed, without the approval of the Finance Committee.

Planning and Monitoring board

- (1) All the members of the Planning Board, other than the Vice-Chancellor, shall hold office for a term of three years.
- (2) The Planning Board shall design and formulate appropriate plans for development and expansion of the University, and it shall, in addition, have the right to advise the Board of Management and the Academic Council on any matter which it may deem necessary for the fulfilment of the objects of the University.

(3) The Planning Board may constitute such committees as may be necessary for planning and monitoring the programmes of the University.

(4) The Planning Board shall meet at such intervals as it deem expedient, but it shall meet at least twice in a year.

Research Advisory Council

To render advice and guidance for future growth on research related issues to the top management a “Research Advisory Committee” is being constituted with experts from various research institutes and industries. The committee will provide advice on Academic Research, Sponsored Research, Consultancy, Industrial Training etc. The scope of the activities

envisaged for the committee include,

- To provide policy guidelines and direction for the growth and development of research activities
- To advice on thrust areas and disciplines for introducing research programmes and related activities for future development in research.
- To suggest measures for improving existing infrastructural facilities both for academic and sponsored research and enhancing research ambiance.
- To recommend projects and suitable for availing concession if any from State and Central Governments.
- Develop, monitor and review policies relating to the University’s research activities, including research and research training, internationalization and international reputation, and their management.
- Guide, monitor, review and endorse the activities of its sub-committees (i.e., the Research advisory committee, the University Ethics Policy Committee and Faculty Research committees etc.)
- Encourage the development of the University’s strategic research priorities and objectives and monitor research performance within the framework of the University’s Planning process.

- Affirm policies for sponsored research and consultancies.
- Safeguard the intellectual property of the University and its Faculty.
- Provide leadership and advice on mechanisms to improve monitoring, benchmarking and reporting of the University's research performance.
- Hold one to two events annually to facilitate the exchange and dissemination of information concerning research training issues for the broader research community.
- Inform and advise the Academic community on research and research training matters as and when they arise

Functions & Duties of Research Advisory Council

1. The Research Advisory Council may provide strategic leadership for research in University
2. The RAC may lead the University to ensure a sustainable research environment and culture

3. The RAC may entrusted to encourage the development of interdisciplinary research, in line with the University's priorities
4. The RAC may encourage the faculty members and departments for International collaborations in research.
5. The RAC may draft and develop policies related to research
6. RAC shall function as an agency to identify, develop and design University level research proposals to submit to higher authorities.
7. RAC shall undertake University level projects of contemporary relevance and importance.
8. RAC shall plan academic programmers such as Teacher-Exchange programmes in collaboration with other institutions of higher education and organize academic activities involving a cluster of institutions.
9. This RAC may be entrusted to organize lectures and workshops on current trends related to research methodology and other topics of interdisciplinary nature.
10. The RAC may ensure that the University meets its targets for research outputs, working closely with other Units of the University such as Planning and Developments, IQAC etc.
11. The RAC may entrusted to worked out long term research plans of the University
12. The RAC may assist the academic departments and faculty members to find out funding sources and personal research planning processes.

Roles & Responsibilities of Research Advisory Council

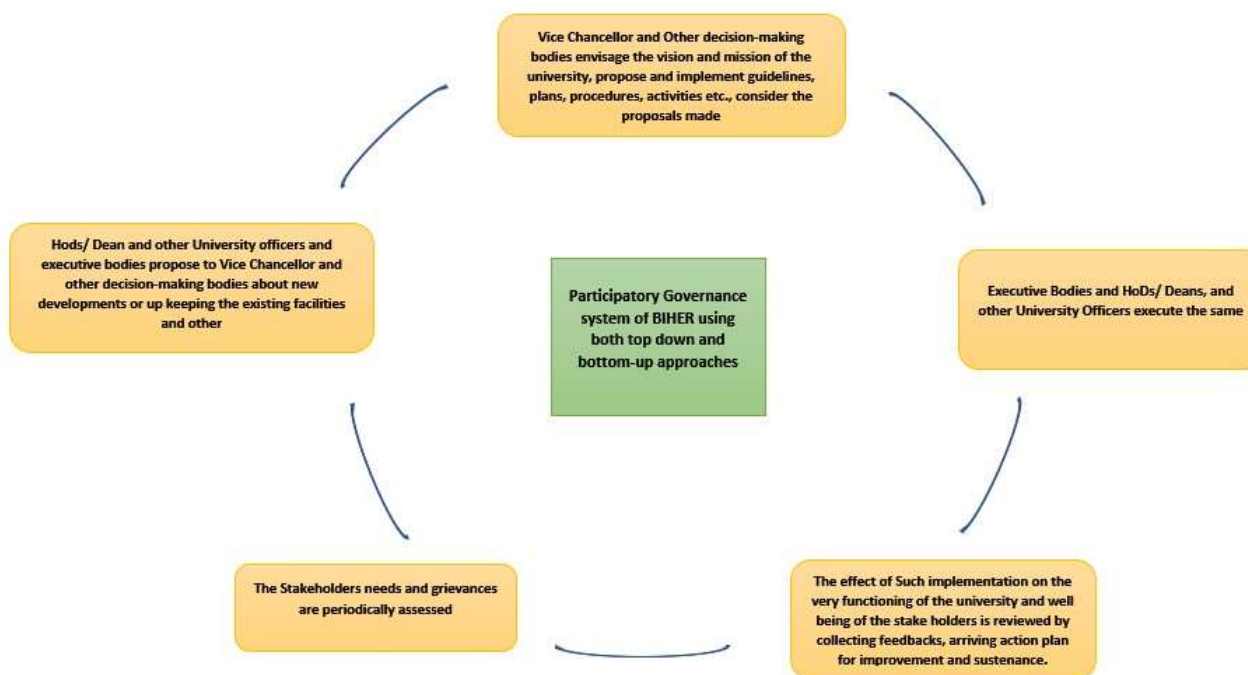
1. To care a conducive environment for promotion of Research & Innovation activities in the university.
2. To encourage faculty members to apply for major, Minor Research Projects.

3. To ensure smooth functioning and effective Management of Innovation, Research and Development activities of the university.
4. To promote collaborative research.
5. To strengthen industry – institute interaction by promoting consultancy, testing and need based research & innovation activities in the university.
6. To identify the potential areas of research in various disciplines and form the faculty into various clusters based on their specialization.
7. To prepare and submit proposals to government agencies for obtaining funded projects.
8. To encourage multi- disciplinary research internally within the university and externally with other organization.
9. Encourage the staff to attend/ publish papers in various National/ International conferences of their specialized areas.
- 10.To coordinate the research activities among the various departments and to address potential conflicts.
- 11.Encourage the faculty to attend various research-oriented Faculty development programmes.
- 12.To encourage the staff to publish their research works in reputed journals that have good impact factor and are indexed in Scopus and Web of Science (WOS).
13. Scrutinize the student’s project proposals and send them to various agencies for financial support and recommend the suitable projects.

Academic &Administrative Bodies	Frequency of Meetings
Board of Management	4 times a year
Academic Council	3 times a year

Finance Council	2 times a year
Board of Studies	2 times a year
Planning and Motivating board	Once a year
Research Advisory Council	Once a year

Participatory governance at BIHER



Board of Management
(Apex decision making body of the University)

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graph TD; A["Board of Management  
(Apex decision making body of the University)"] --> B["Academic Council, Planning and Monitoring Board, Finance  
Committee, Board of Research, International Advisory Board,  
Internal Quality Assurance Cell, ISO Quality Management  
System"]; B --> C["Board of Studies; Department Committees and Advisory Boards;  
Department Meetings: HoD and Faculties; Student Union/Council-  
Students ; Alumni Association-Alumni; Other stake holders"]; style A fill:#4a7ebb,color:#fff; style B fill:#4a7ebb,color:#fff; style C fill:#4a7ebb,color:#fff;
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Academic Council, Planning and Monitoring Board, Finance Committee, Board of Research, International Advisory Board, Internal Quality Assurance Cell, ISO Quality Management System

Board of Studies; Department Committees and Advisory Boards; Department Meetings: HoD and Faculties; Student Union/Council-Students ; Alumni Association-Alumni; Other stake holders

2.1.1.2 Service Rules (5)

BIHER strives to achieve the goal of becoming one of the leading Universities by focusing on teaching and learning, research, consultancy and extension activities. The University not only believes in transparent administration but also in establishing sound systems and procedures and implementation of the same to achieve the goal. Over the period of time the Institution has established such systems, procedures and rules for an effective administration. All the procedures and rules relating to the staff have been compiled into a book for the benefit of the employees.

The Service Rules are published on the official website of the university

The Employees are governed by the Service Rules of Bharath Institute of Higher Education and Research. The University offers them coveted conditions of employment along with social security benefits and leaves as per UGC guidelines.

2.1.1.3 Policies (5)

A. New Policy Development

The development of new policy should include the following steps:

1. Assess the need for the policy and ensure the subject matter of the policy is broadly applicable to a large segment of the University.
2. Assess any implications of the proposed policy, including cost and resource requirements.
3. A committee constituted to frame policies, collects inputs from the stakeholders, based on which policies are developed.
4. The committee considers and develops materials needed to both enable and inform the operation of the policy:
 - a. enabling documents: procedures, forms, delegations of authority, business processes
 - b. informing documents: guidelines, FAQs, templates
 - c. develop communications and implementation plan before final approval
5. Where appropriate, provide university members relevant to the policy's subject matter an opportunity to review and comment on policy before final approval.
6. After final approval, the executive officer(s) or delegate(s) should send an electronic copy along with written approval from the appropriate executive officer(s) or delegate(s).
7. It is the responsibility of the issuing office to make the university community aware of new or changed policy.

B. Policy Review/Change

The university official(s) charged with the responsibility for implementing and/or updating university policies in his/her area is the policy owner(s). At least every five years, it is the responsibility of the policy owner(s) to review and update policies when necessary. Each policy includes a “review date” and remains in effect even if the review date is past.

1. Major or substantive revisions to an existing policy must be treated the same as new policies, and will undergo the development and approval
2. If no changes are required when a policy is reviewed, the policy owner(s) should intimate indicating no change to the policy.

2.1.1.4 Strategic Plan (5)

Strategic Plans are prepared once in 5 Years. The Strategic Plan for 2020-25 is available. Strategic Plan for 2015 to 2020 is also available along with its implementation.

2.1.2 Faculty Empowerment (15)

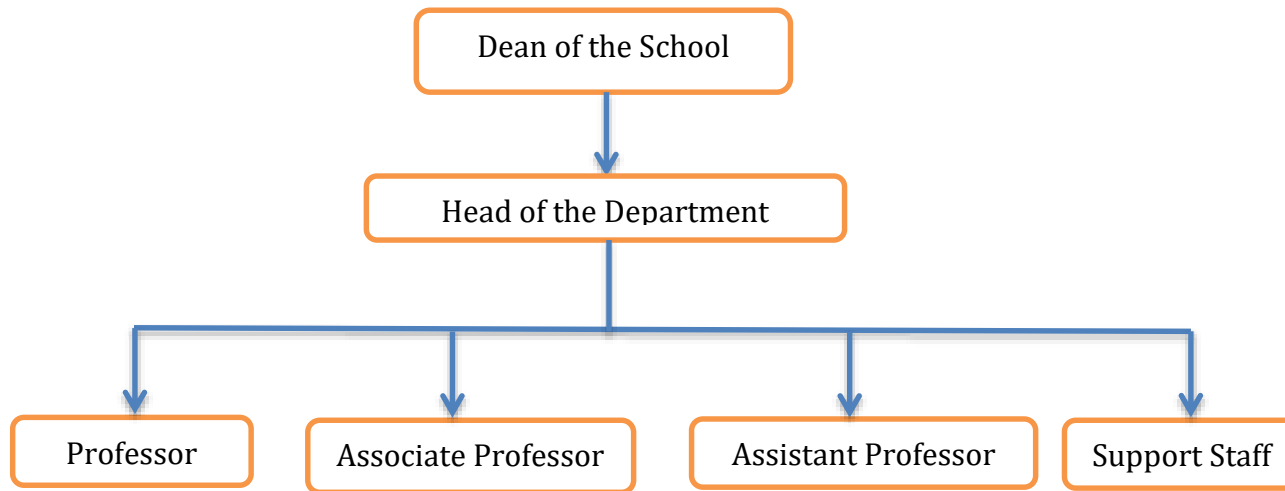
2.1.1.5 Faculty development policies (5)

The Institution has a well-defined faculty development policy to ensure that faculty can deliver performance that meets the high standards. The institution has a process in place and an earmarked budget to support faculty development programs. The faculty members desirous of attending conferences are given duty leave and conference fee incurred by them is reimbursed to them. Faculty members are encouraged to write research papers for national and international peer reviewed journals. They are also provided support if they wish to attend seminars or training programs at the local level. Training programs are organized to instill confidence in faculty members. Faculty members are encouraged to sharpen their learning skills by teaching new subjects. The Institution has a comprehensive training program in place for teaching and non-teaching staff so that staff can be updated with new skills and competencies. The office staff are also given ample opportunities for job enrichment. The Institution encourages faculty members to submit working papers, share their research findings with publications team and also present the research findings to other faculty members. New employees are given exposure to the policies, procedures and practices through an induction and an orientation program. The institution has a robust performance management system in place so that there is a level playing field and those faculty members performing above expectations are suitably rewarded. The feedback received from students is explained to faculty members so that they can improve their performance. Regular reviews about faculty performance are conducted by appointing another faculty member to conduct a neutral, unbiased assessment of the in-classroom teaching.

Effective performance reviews produce outcomes that benefit Students and faculty members. Yearly review helps in setting goals, in adapting the ways to improve performance satisfaction and feedback. Faculty's competency gaps can be identified and areas of improvement in the performance will be suggested. This will lead to growth of employees as well as organizational growth. Identification of high potential employees helps in succession planning of an organization. High potential employees can be nurtured and can turn out future leaders.

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

MBA Department Structure



Delegation of Powers

BIHER clearly gives financial powers delegated to the Dean of the Institution, Finance Manager, Dean, Head of the Department and Faculty. Establish the utilization of financial powers for various purpose pertaining to academics, research and administrative for each academic year. All purchases are handled by a purchase team who receive requisitions from various departments through the system and the committee evaluates the need, timeframe of supply, budgetary provisions and accordingly processes the purchases requirements.

Financial Power Delegation

S.No	Designation	Limit
1	Dean of the Institution	Above 5, 00,000
2	Finance Manager	Between 1,00,000 to 5,00,000
3	Dean	Between 5,000 to 1,00,000
4	Head of the Department	Between 1,000 to 5,000
5	Faculty	Less than 1,000

Roles and Responsibility

Dean

- Takes responsibility for leading the School with vision, creativity and excellence.
- Designs and implements the academic plan as it relates to the Master of Business Administration.
- Develops implements, promotes, and evaluates curriculum.
- Conducting of Board of Studies & Advisory Board Meeting to discuss about the curriculum.
- Signing of MoU with Foreign University & Industry
- Supervises the management, development, and evaluation of curriculum for the department.
- With the help of the department chairs, recruits, supervises, and evaluates full-time and visiting faculty and support staff.
- Promotes and fosters professional development activities related to academic leadership, classroom instruction, instructional technology, and support staff development.
- Develops and implements department budget and planning documents.
- Works with department chairs to coordinates student program activities.
- Oversees the overall assessment program and for ensuring that relevant accreditation standards are followed and maintained.
- Monitor the performance and contribution of each faculty toward the department
- Decision making power in staff recruitment.

HoD

- To provide strong academic leadership
- To lead, manage and develop the department to ensure it achieves the highest possible standards of excellence in all its activities.
- To manage and motivate all departmental staff, to enable the students to receive skilled education in the subject, in a positive, encouraging and effective working environment.
- To ensure the development of the Curriculum and Inculcate Industry Internship and Value-added courses
- Attending meetings and appointing Class committees, Class Advisors, Faculty Advisors, etc. for the department and arrange to make teaching-learning student-centric.

- Oversee the teaching performance, research activities and funded projects of all faculty of his/her department and ensure all essential resource material is available for use as required.
- Organize Seminars / Conferences / Symposium /Workshop/training programmes in topics of relevance and importance
- Allocate the subjects to faculty members well in advance before commencement of the semester/year.
- Collect lesson plans from teaching staff and ensuring the time table as per the guidelines before the commencement of the classes.
- Monitor staff attendance.
- Interact with students, identify discrepancies and find solutions. Investigate, determine and record outcomes of grievance appeals
- Monitor student attendance and take necessary actions on defaulters.
- Instruct the faculty members to set the question papers as per Blooms Taxonomy and to evaluate the scripts promptly to meet the dead line and enter the marks in CAMU.
- To submit necessary data regarding the conduct and evaluation of Internals and Externals to the COE's office as per schedule.
- Observe the dress code among students and instruct the respective class advisors to implement the dress code among the students.
- Convene departmental staff meeting and record the minutes of the meeting.
- Collect student feedback about the faculty member's subject wise (for all the subjects taught) and communicate the feedback to the concerned faculty members. Guide the faculty members to improve their performance based on the feedback and also monitor whether the faculty members are improving from year/semester to year/semester.
- Advise the faculty in awarding internal and external
- Communicate the attendance particulars and internal marks of students to the concerned parents from time to time with the help of class advisors.
- Counsel the students who are absent for the Internals or is irregular to classes.
- Form student batches and allot the project guides as per guidelines

- Allocate students to teacher-counsellors in the beginning of the academic year.
- Arrange remedial classes if necessary, for the benefit of below average students.
- Ensure academic discipline in the department.
- Maintain and update the files as per NAAC, NBA, AMBA requirements
- Provide necessary inputs to the Pro VC/Dean for conducting Academic Council / Governing Council Meeting.
- To encourage Faculty to attend seminars/workshops/conference and to publish in text books, research papers in reputed International / Indian Journals / Conferences.

Faculty

- Report to HOD
- Plan, schedule, and organize, co-ordinate and monitor Lectures and Practical's for the students assigned to you.
- Complete the syllabi in the subjects assigned to you.
- Mentoring the class
- Prepare Lecture Plan/ Lecture Materials/ Course Material
- Conduct at two internal Tests and one model examination during each semester in the subjects assigned to you
- Encourage students to participate in co-curricular and extra-curricular activities.
- Plan, deliver and evaluate theoretical / practical instructions.
- Guide the students in the performance of practical tasks and skill exercises and evaluate their performance, Advise and assist the students in their project works.
- Participate in professional development activities
- Involve in at least one task for Institutional Development during a semester
- Any other responsibilities that may be assigned by the HOD.
- To take all needful steps for Research and Development towards establishing a Centre of Excellence.
- To take up Collaborative programmes with leading organizations by exchange of know-how's and in turn help placement.
- To publish at least one paper in international conference and journals of repute every year.

- To organize an International Conference on any thrust area on relevant subject.
- To take all efforts in bringing the name and fame of the institution to the top level in the nation.
- Invite guest speakers for interaction and guidance with students.
- Organizes need based workshop/ seminars / symposia / visits/ excursions etc. by coordinating with the concerned Head of the Department
- To apply and get funded project from the funding agency.

Lab-In charge

1. Facilitates procurement of hardware, software and other consumable items well before commencement of the semester. This can be done by visits to other colleges, by contacting teachers who are teaching or have taught similar subjects in our Institution or other Institutions, etc.

a. Requisition for consumables shall be submitted to the HoD, who in turn shall verify the same and forward to the Principal for necessary action.

2. Ensures that the infrastructure facilities in the labs are adequate so that each batch has ample opportunity to complete practical's satisfactorily.

3. Prepares lab manuals and arrange to get them printed as per the required number.

4. Introduces new experiments, if any, that can reinforce the student learning.

5. Arranges to display the laboratory schedule

6. If it's a computer lab

a. Arranges to manage network taps and server capacity and configurations,.b. Arranges to manage hardware and software configurations and updates. c. If tests require server or client computer configuration changes, the changes need to be scheduled and communicated to other lab users. d. Makes periodic server backups

7. Coordinates periodical testing of equipment
8. Develops and monitors the changes in the lab, if any, which defines who is allowed to make changes to the lab environment.
9. Maintains lab documentation (such as lab descriptions, diagrams, and processes).
10. Establishes physical security.
11. The lab I/C takes measures to prevent unauthorized use of lab equipment and manages lab access with keys and locks.
12. Sets up an inventory control system.
13. Establishes a lab budget for support costs.
14. Labels hardware, including cabling.
15. Resolves environmental problems, if any.
16. Implements a preventative maintenance program for equipment.
17. To hold those responsible for any breakage / loss etc. and recover costs.
18. In order to prevent theft/damage, the Lab In-charge shall take the following action:
 - Lab Assistant has to report the matter in writing immediately to the HoD as soon as they come to know about the missing/damaged item in their Lab. They also have the responsibility to find out/enquire about the missing/damaged item/article and suggest further action in order to compensate the loss as well as prevent recurrence of the same.
 - Lab Assistant in turn shall note down the missing items in the respective Lab Register.

- If the students are responsible for the loss/missing item, then an amount equal to the cost of the item as fine shall be levied from the concerned students. Students shall not be allowed to purchase and bring the item on their own, as compensation for the loss/missing item.

19. Establishes an approval process for removing any equipment.

20. Ensuring the lab is kept clean and orderly.

21. Any other duty as may be assigned by the Head of the Department from time to time.

2.1.3 Effective Governance Indicators (20)

2.1.3.1 Grievance Redressal Mechanism (5)

Grievance Redressal Mechanism

Bharath Institute of Higher Education & Research is guided by the principles of equal opportunities for all, respect for diversities and sensitivity to marginalities of varying nature. Our Handbook clarifies these values and standards we hold as a community and that we expect our different stakeholders to join our hands in this journey of success.

It is always better to share a hardship rather than to keep it within ourselves. Safeguarding human rights is essential for the shaping of individual's personality. For realizing the primary needs or problems of different stakeholders and to secure civil liberties for everybody, the function of the cell is to look into the complaints lodged by students/faculties/non-teaching staff and judge its merit. Anyone with a genuine grievance may approach the Department Head, or consult with the officer in-charge of Students' Grievance Cell. In case the person is unwilling to appear in self, grievances may be dropped in writing at the letterbox/ suggestion box. The Grievance Cell is empowered to find

solutions for problems like Academic complaints regarding class room teaching, class room management, completion of syllabus, teaching methods (if and when they arise), Matters of harassment – any kind of physical or mental harassment, Health services, Library services etc.

Objective of the GRC - BIHER:

The purpose of our Grievance Redressal Cell is to develop a responsive and accountable attitude among all the stakeholders in order to maintain a harmonious educational atmosphere in the institute. Our Grievance Cell is constituted with the following objectives:

- To develop an organizational framework to resolve grievances of students, faculties, non—teaching staffs and other stakeholders.
- To uphold the dignity of the Institution by ensuring strife free atmosphere in the Institution through promoting cordial student-student relationship and student-teacher relationship.
- To enlighten the students on their duties and responsibilities to access benefits due under the institutional policies.
- To encourage students in expressing their grievances / problems freely and frankly, without any fear of being victimized.
- To advise students of the Institution to respect the right and dignity of one another and show utmost restraint and patience whenever any occasion of rift arises.
- To advise all the Students to refrain from inciting Students against other Students, teachers and Institute administration.
- To advise all the faculties to be affectionate towards students and not behave in a vindictive manner towards them for any reason.
- To welcome anonymous suggestions or complaints by installing Suggestion Box in different areas.
- To establish structured interactions with students to elicit information on their expectations.
- To identify systemic flaws in the design and working of the Institution and to seek solutions thereon.
- To institute a monitoring mechanism to oversee the functioning of the Grievance Redressal Policy.
- To provide the students access to immediate, hassle free recourse to have their Grievances redressed.

Scope of the GRC:

The cell will deal with Grievances received in writing from different stakeholders about anything that concerns them. The grievances may comprise of academic matters, financial matters, library issues, accommodation problems or other difficulties like certain misgivings about conditions of sanitation, preparation of food, availability of transport & playgrounds etc. Also, “Grievances” include the following complaints of *the aggrieved students*, namely –

- i) Making admission contrary to merit determined in accordance with the declared admission policy of the institute
- ii) Irregularity in the admission process adopted by the institute.
- iii) Refusing admission in accordance with the declared admission policy of the institute.
- iv) Non-publication of prospectus, as specified.
- v) Publishing any information in the prospectus which is false or misleading and not based on facts.
- vi) Withhold or refuse to return any document in the form of certificates of degree, diploma or any other award or other document deposited with it by a person for the purpose of seeking admission in such institution. With a view to induce or compel such person to pay any fee or fees in respect of any course or program of study which such person does not intend to pursue.
- vii) Demand of money in excess of that specified in the declared admission policy or approved by the competent authority to be charged by such institution.
- viii) Breach of the policy for reservation in admission as may be applicable.
- ix) Complaints, of alleged discrimination of students, from the scheduled castes, the scheduled tribes, other backward classes, women, minority or Disabled categories.
- x) Non-payment of delay in payment of scholarships to any student that such institution to any students that such institution is committed, under the conditions imposed by University Grants Commission, or by any other authority.
- xi) Delay in conduct of examination or declaration of results beyond that specified in the academic calendar.
- xii) On provision of student amenities as may have been promised or required to be provided by the institution.

xiii) Denial of quality education to be provided as promised at the time of admission or required to be provided.

xiv) Non-transparent or unfair evaluation practices.

xv) Harassment and victimization of students, including sexual harassment.

xvi) Any issues relating to use of prohibited substances – As per the regulations of the Government of India (GoI), the Honourable Supreme Court of India and the University Grants Commission (UGC) as well as our BIHER regulations in this regard, possession and consumption of alcoholic drinks, narcotics and other intoxicating substances are strictly prohibited within the campus. Additionally, all the buildings, offices, hostels, dining halls, canteen, class rooms and all public places are designated as Non-Smoking Areas.

Functions of the GRC:

- The cases will be attended promptly on receipt of written grievances from the students.
- The cell formally will review all cases and will act accordingly as per the Management policy.
- The cell will give report to the authority about the cases attended to and the number of pending cases, if any, which require direction and guidance from the higher authorities.

Procedure for lodging grievances:

- The aggrieved member shall submit his/her petition to the GRC in a sealed envelope marked 'confidential'.
- On receipt of a petition the GRC will verify the genuineness along with the necessary supporting documents and send its recommendation to the Disciplinary Authority for further action.
- In case of false and frivolous complaint (if proved), the GRC will recommend Disciplinary Authority to take appropriate action against the complainant.
- Complaints can also be dropped in the 'Suggestion Box' by students/parents and oral complaints can also be redressed. All complaints are scrutinized by the Management and the GRC.
- The Grievance Cell will assure that the grievance has been properly solved in a stipulated time limit provided to the redresser.

Composition of the GRC:

Staff welfare scheme and staff grievance cell is available at institute for the benefit of faculty and supporting staff which resulted into sense of ownership and their retention. Our Grievance Redressal Cell comprises of the following members:

S.No	Name of the Faculty	Designation
1.	Prof. S. Thiyagarajan	Campus Director
2.	Dr. GokulChander	Head (Training & Placements)
3.	Dr. Udhayakumar	NCC & NSS Officer
4.	Mr. J. Rajasekar	Administrator
5.	Mr. Shivakumar	Director, Physical Education
6.	Mr. Suresh	Hostel Warden (Male)
7.	Ms. Gomathi	Hostel Warden (Female)

WOMEN'S CELL OF BIHER:

The College has a separate Women's Cell which deals specifically with Women's issues and grievances. Talks are organized on topics to increase awareness in different areas such as health, self- defense etc. There is a committee for resolution of grievances and it is headed by a senior lady faculty.

The objectives of this cell are:

- ✓ To create awareness among students, faculty and other staff about what constitutes sexual harassment and how to be alert to it.
- ✓ To educate the person (s) concerned about proper reporting of such an incident when it occurs in the classroom or college premises

In order to achieve these objectives an orientation program is conducted for faculty and some student representatives. A discussion on legal and ethical aspects related to sexual harassment is also discussed. The Role of the Women's cell is to provide guidance and counseling in these matters. Student Coordinators/members will be nominated by the faculty from MBA to represent their class in the anti-sexual harassment cell and they will be the go-to person if any such incident happens in the classroom or college premises.

ANTI-RAGGING CELL OF BIHER:

The UGC framed regulations in 2009 on curbing the menace of ragging in Higher Educational Institutions, in order to prohibit, prevent and eliminate the scourge of ragging in Indian Universities/Colleges/Institutions. BIHER follows the orders of the Supreme Court of India with regard to curbing of ragging as well as the guidelines of the UGC in this regard. The institute has a set of procedures and committees for hearing grievances/complaints from students, teaching and non-teaching staff. There is an anti-ragging cell in the premises that is accessible to students. There is an active committee including an anti-ragging cell that consists of students, faculty members and administrative staff.

"RAGGING IS A COGNIZABLE OFFENSE AND BIHER WILL TAKE STRICT ACTION AGAINST OFFENDERS"

Ragging in any form is strictly prohibited in and outside the institution. Any violation of ragging and disciplinary rules in the premises should be urgently brought to the notice of the Dean / Head of the Department.

Anti-Ragging Measures:

Pursuant to the directives of the Honorable Supreme Court of India and in accordance with the UGC Regulations, on curbing the Menace of Ragging in Higher Educational Institutions, 2009, the institution has constituted the Anti-Ragging Committee and Anti-Ragging Squads for overseeing the strict and meticulous implementation of all the directives. The members of the anti-ragging committee and anti-ragging squads along with their mobile numbers are being displayed for the benefit of the students specially the newly admitted students.

BIHER educates the students enrolled in various programs at the beginning of each academic year about the Anti-Ragging Policy and zero tolerance for ragging at the Institution. Anti-ragging hoardings, banners, billboards are displayed at prominent places in the Institution campus, including hostels, canteens, messes, cafeterias, buses, playgrounds, lawns, labs, etc. Surprise checks of hostels / canteens / cafeteria / bus stop are carried out regularly. A close and regular liaison is maintained with the local police to guard against the incident of ragging. FIR will be lodged in a police station on all reported ragging cases. Daily briefing of fresher's is carried out by counselors and coordinators. An anti-ragging committee of the students is also formed. In case any student encounters ragging by any of the senior students, he/she is immediately required to contact the members of the anti-ragging committee, who will take an immediate corrective action and necessary proceedings will be initiated against the culprits engaged in ragging activities. Every student has to sign an anti-ragging undertaking to the institution. Student members are nominated from time to time. Both students and faculty members are briefed about the activities of the anti-ragging cell.

Punishment for Ragging:

1. Lodging FIR against offender.
2. Rigorous Imprisonment for up to 3 years (under court of law).
3. Fine up to Rs. 2, 50,000/- .
4. Expulsion from the Institution and consequent debarring from admission to another institution.

2.1.1.1 Transparency (5)

As part of our constant endeavor to ensure transparency in all the activities at different stages, Information of the policies, rules, processes and dissemination of the information is readily made available to the stakeholders in the University's website. The institute has policies, rules, processes and procedures so that vision and mission are accomplished. These are communicated to all employees from time to time either by Departmental Heads. On occasions, notices are also put up on the notice board. Our motto is to imply transparency in all the activities conducted in BIHER.

2.1.1.2 Leader and Faculty selection process (5)

Appointment, powers and responsibilities of the Vice-Chancellor

The Vice-Chancellor shall be appointed by the Chancellor from the panel of three recommended by the Committee constituted in accordance with the provisions of Section 14(2) of the Act to be considered by the committee, each person must:

- (i) Hold a Ph.D., qualification in any of the disciplines.
- (ii) Have a post –qualification experience of at least 10 years;
- (iii) Be an accomplished academician or educational administrator or professional from industry, business and research, with a track record of at least 10 years in teaching, training, consulting and has published research papers in reputed journals and other

If the Chancellor does not approve any of the persons so recommended, he shall record the reasons there of and call for fresh recommendations, notwithstanding the above, the first Vice-Chancellor may be appointed by the Chancellor in a manner he deems fit.

The term of office of the Vice-Chancellor shall initially be Three years, and he may be reappointed for a second term by the Chancellor.

The Vice-Chancellor shall be the principal executive and academic officer of the University and also the ex-officio member of the Board of Governors, Board of Management, Academic Council, Finance Committee and other Committees that may be set up by the Board of Governors or the Board of Management from time to time.

The Vice-Chancellor shall exercise general superintendence and control over the affairs of the University and shall execute the decisions of the various authorities of the university, and shall exercise such powers and perform such duties as may be prescribed by the Act and the Statutes.

In the absence of Chancellor, the Vice-Chancellor shall undertake all the functions of the Chancellor and preside over the Convocation.

Where any matter other than the appointment of a teacher is of urgent nature requiring immediate action and the same could not immediately be dealt with by any officer or the authority or other body of the University empowered by or under this Act to deal with it, the Vice-Chancellor may take such action as he may deem fit with the prior approval of the Chancellor.

If at any time upon representation being made or otherwise, and after making such enquiries as may be deemed necessary, the Chancellor by an order in writing stating the reasons therein, may ask the Vice-Chancellor to relinquish his office from such date as may be specified in the order.

Appointment, powers and responsibilities of the Registrar:

The Registrar shall be appointed by the Chancellor, based on the recommendation of the Selection Committee appointed for the purpose.

The Selection Committee shall consist of the following members,

- (i) One representative of the Chancellor.
- (ii) One representative of the Sponsor who is also a member of the Board of Governors.
- (iii) One expert Nominated by the Board of Management, who is not in any way connected with the University.

The Committees so appointed shall exercise their powers and functions within the delegated authority.

Neither the university nor the Board of Governors, nor the Board of Management shall be accountable for the authority or powers used outside the scope of delegation by such committees.

Such committee shall be automatically dissolved on completion of their tenure or after completion of the tasks assigned to them by the authority appointing them, unless extension in the tenure is granted by the said authority.

Advisory Committees:

The Board of Management may, with the concurrence of the Chancellor, appoint an Advisory Committee consisting of five members for the purpose of providing advice to Board of Management in matters relating to the conduct of various affairs of the University.

The Board of Management may direct the Academic Council, Finance Committee and /or any other committee set up under the Act or these Statutes, to appoint and /or follow the recommendations of the Advisory Board.

The Board of Management may define the functions, and powers while establishing such committees.

Procedure for appointment of Faculty member:

The Board of Management may appoint Faculty Members on obtaining the information relating to vacancies from the Heads of the various faculties, based on the recommendation of the Selection Committee. The Board shall appoint a selection committee to recommend name of the person to the post of Professors, Associate Professors, Assistant Professor and such other academic posts as may be prescribed by the Board of Management.

The Selection Committee so appointed shall consist of:

- (i) Two experts in the relevant disciplines nominated by the Vice-Chancellor.
- (ii) One nominee of the Board of Management not connected with the University and not below the rank of a Professor.
- (iii) Dean of the faculty.
- (iv) Head of the concerned Department/Allied Department.

The Board of Management shall formulate the terms and conditions of appointment and service of faculty member's officers and employees.

The Registrar shall issue the appointment letters to faculty members, officers and employees in accordance with the policies and procedures as formulated by the Board of Management.

Faculty recruitment process

The faculty positions for new programmes/emerging areas of study are filled as per the norms of UGC, AICTE and other statutory bodies and approved by Academic Council from time to time.

BIHER advertises in leading national newspapers and on the website of the University.

The applications received are scrutinized by duly constituted screening committee to ensure the required qualifications and other details as per requirement.

The eligible candidates are called for presentation and personal interview before the Selection Committee (constituted as per MoA).

Selection Committee recommends to the Board appointment to the post of Professors, Associate Professors and such other posts prescribed by the institution deemed to be university.

Every Selection Committee shall be constituted in accordance with the Rules framed by the Board of Management.

The Chairman of the Selection Committee shall convene the meetings of the Selection Committees as and when necessary

Four members of the Selection Committee shall meet, consisting of at least two experts, who shall form the quorum.

If the Board of Management is unable to accept the recommendations of the Selection Committee, it shall record its reasons thereof and require an appropriate review by a high power committee.

Positions are advertised in leading dailies with specific requirements for expertise and are recruited through a thorough scrutiny by specially designated Selection Committee comprising subject experts from other universities/institutions. The faculty members are appointed as per the norms prescribed by the UGC and other regulatory bodies.

BIHER ensures that the faculty member who are teaching the new programmes/ emerging areas of study are well versed in the discipline or specialized field which they teach and / or for which they will develop curricula with at least one level above that of the courses being taught or developed.

Faculty teaching the above said programmes should hold the highest degree determined by the discipline and have a record of research and scholarship appropriate for that Programme.

BIHER ensures, in some cases, such as in practice oriented disciplines and programmes, tested experience in the field may be needed as much as the formal educational preparation at the prescribed level in determining the needs of the students.

BIHER also strictly follows the “UGC regulations on Minimum qualifications for appointment of teachers and other academic staff in Universities and colleges and Measures for the maintenance of Standards in Higher Education.

The University takes utmost efforts to recruit well qualified faculty members for its new programmes.

The university has been preparing itself for introducing new programmes by appointing a few senior faculty to carry out the spade work - developing the curriculum and establishing the laboratories before commencing the classes for the programme.

2.1.1.3 Stability of the academic leaders (5)

BIHER is an employer of choice for its employees. BIHER provides fairly long careers to its academic leaders. As per the University norms, the top management officials are appointed for a period of three years. The institution gives autonomy to its leaders to function independently. There is minimal interference from the top management in day to day affairs of the institute. Senior leaders have been working in the institute for an average of 7 to 10 years and their separation from the institute has mainly been due to superannuation or need to reprioritize family interests.

Special financial incentives are provided to leaders. The HR policy encourages leaders to actively interact with industry and academicians from across the world. The Top Management strive to demonstrate that Leaders are valuable assets to the organization and this approach motivates them to stay in the organization.

It is the endeavor of the organization to strive and build a motivated and dedicated workforce by recognizing employees' commitment and contribution. The institute has a long service award to reward loyal employees. The long service award is rewarded at set anniversaries of 10 years, 15 years, 20 years, 25 years and 30 years of continuous service. There is a gift and citation.

Name	Profession Type	Date of Joining	Years of Service till Date
Dr S Praveen Kumar	School Dean	16/06/2014	7 years 2 months
Dr Magdalene Peter	HOD	23/07/2014	7 years 1 month

2.2 Financial Resources (40)

2.2.1 Budget Allocation, Utilization, and Public Accounting at Institute level (40)

Summary of current financial year's budget and actual expenditure incurred (for the institution exclusively) in the three previous financial years.

Total Income at Institute level: For CFY, CFY_{m1}, CFY_{m2} & CFY_{m3}

CFY: Current Financial Year, CFY_{m1} (Current Financial Year minus 1), CFY_{m2} (Current Financial Year minus 2) and CFY_{m3} (Current Financial Year minus3)

Table No.2.2.1a-Total Income at Institute level for CFY

Income				Total Income
Fee Received	Grant received from Govt.	Grant received from Industry	Other Sources (specify)	
Details in the website	-	Sponsored Research	Details in Website	11,08,000/-
		Consultancy from Industry		10,32,500/-
		Collaborative Research		12,40,000/-

Note: Similar table to be prepared for CFYm1

Table no. 2.2.1 b - Summary of budget and the actual expenditure incurred (for standalone Management Institute/Management Department of an Institute)

Item	Budgeted in CFY 21-22	Budgeted in CFY 20-21	Actual Expenses in CFY 20-21	Budgeted in CFY 20-21	Budgeted in CFY 19-20	Actual Expenses in CFY 19-20	Budgeted in CFY 18-19	Actual Expenses in CFY 18-19	Budgeted in CFY 17-18	Actual Expenses in CFY 17-18	Budgeted in CFY 16-17	Actual Expenses in CFY 16-17	Budget in CFY 15-16
Infrastucture Built up	-	-	-	-	-	-	-	-	-	-	-	-	-
Library	15,00,000	14,00,000	13,00,000	14,00,000	13,00,000	11,12,000	12,00,000	10,72,000	10,00,000	9,32,446	8,50,000	7,34,476	5,00,000
Computer Labs and Software	19,00,000	17,00,000	15,50,000	17,00,000	16,00,000	15,67,000	15,00,000	13,47,000	12,00,000	11,22,788	10,00,000	9,41,488	8,00,000

Teaching & Non-Teaching Staff Salary	2,51,00,000	2,50,00,000	2,48,00,000	2,50,00,000	2,25,00,000	2,12,00,000	2,00,00,000	1,75,00,000	1,75,00,000	1,61,40,000	2,20,00,000	1,84,25,000	2,00,00,000
Research	13,00,000	12,00,000	11,00,000	12,00,000	11,00,000	10,76,000	10,00,000	9,32,000	8,00,000	7,53,632	5,00,000	4,42,700	3,50,000
Training and Travel	5,00,000	5,00,000	4,69,000	5,00,000	4,00,000	3,49,000	2,50,000	2,21,000	1,75,000	1,51,566	75,000	72,713	70,000
Placement activities	9,00,000	9,00,000	8,70,000	9,00,000	8,00,000	7,00,000	7,00,000	6,02,000	5,00,000	5,05,770	3,50,000	3,23,198	1,50,000
Entrepreneurship	9,00,000	9,00,000	8,12,000	9,00,000	8,00,000	7,48,000	6,50,000	6,12,000	6,00,000	5,49,765	5,50,000	5,32,392	5,00,000

Co Curriculum	5,00,000	5,00,000	4,73,000	5,00,000	4,00,000	3,13,000	2,50,000	2,43,456	1,75,000	1,68,345	1,50,000	1,40,814	1,00,000
Extra-Curricular	7,00,000	7,00,000	6,12,000	7,00,000	6,00,000	5,78,000	5,00,000	3,51,000	3,50,000	2,76,411	3,00,000	2,71,694	2,50,000
Alumni Relations	7,00,000	6,50,000	5,47,000	6,50,000	5,50,000	5,12,000	4,50,000	4,19,000	3,50,000	3,46,234	2,50,000	2,40,606	1,50,000
Miscellaneous Expenses	6,50,000	6,00,000	5,82,000	6,00,000	5,00,000	4,12,000	4,00,000	3,44,000	3,00,000	2,83,824	2,50,000	2,39,524	1,00,000
Total	3,46,50,000	3,40,50,000	3,31,15,000	3,40,50,000	3,05,50,000	2,85,67,000	2,69,00,000	2,36,43,456	2,29,50,000	2,12,30,781	2,62,75,000	2,23,64,605	2,29,70,000

1. Paper books and electronic (e-journals, e-books, e-subscription, publications etc.)
2. Purchase and Maintenance (Databases, e-access, statistical tools)

2.2.1.1 Adequacy of budget allocation (15)

Budget allocation is done at the beginning of the financial year. This exercise estimates revenues and expenditures for a specific period of time. This is an effective planning tool. Any shortfall in the money received is covered by the Trust.

2.2.1.2 Utilization of allocated funds (15)

After the concerned program or activity has been completed, an expense report is submitted to the accounts office with justification of the actual expenses and the funds are approved by Administrative office and the money is received by the department. Support in the form of bills and vouchers are provided along with the details of the expenses incurred.

There is a management reporting system to show the actual amounts spent against budget sanctioned. This ensures that there are no leakages in the system and transparency is maintained.

2.2.1.3 Availability of the audited statements on the institute's website (10)

The audited statements are published in the University's website.

CRITERION 3

PROGRAM OUTCOMES & COURSE OUTCOMES

CRITERION 3	Program Outcomes & Course Outcomes	100
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Establish the correlation between courses and program outcomes

Table no. – 3 – Course and PO Correlation table

Course Title	CO	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO10
Quantitative Techniques	CO 1				2				3		
	CO 2		2		2				3		
	CO 3	2			2				3		
	CO 4	2	2				2	2	3		2
	CO 5	2							3		2
	CO 6	2	2		2	2			3		
Economic Foundation for Business Environment	CO 1	3							3		
	CO 2		2		3					3	
	CO 3	3							3	3	
	CO 4				3	2				3	
	CO 5	3				2			3		
	CO 6	3			3	2			3		
Principles of Management	CO 1			1			2	2			
	CO 2		2			3			1		
	CO 3		2		3		2				3
	CO 4				3	3				2	
	CO 5	2				3		2			3
	CO 6	2			3				1		
Accounting for Management	CO 1	2				1					3
	CO 2		1						3		

	CO 3	2				1			3		
	CO 4				3						3
	CO 5						2		3		
	CO 6	2			3			1			3
Organizational Behavior	CO 1			3			3		3		
	CO 2			3			3	3	3		3
	CO 3	3	3	3		3	3	3	3	3	3
	CO 4			3	2	3	3	3	3		
	CO 5	3	3		2	3			3	3	
	CO 6			3			3	3	3		
Communication Skills	CO 1			2				3	2		
	CO 2		2	3		2		3	2		
	CO 3			2		1		3	1		
	CO 4			2				3	2		
	CO 5	3	2		2	2		3	1		
	CO 6			3	3			3	2		
Legal Aspects of Business	CO 1						3		3		
	CO 2					3	3				
	CO 3						3		3		
	CO 4	3				3				3	
	CO 5	3					3		3		
	CO 6					3	3			3	
INTRODUCTION TO COMPUTER LAB	CO 1							2	3		3
	CO 2		2		3				3	2	
	CO 3			2	3				3		3
	CO 4	2			3				3		3
	CO 5				3				3		

	CO 6								3		3
SOFT SKILLS - I	CO 1	3	3	3			3	3	3		
	CO 2			3			3	3			
	CO 3			3			3				
	CO 4	3			1			3	3		
	CO 5			3					3		
	CO 6			3				3	3		1
Financial Management	CO 1						3		3		
	CO 2					3	3				
	CO 3						3		3		
	CO 4	3				3				3	1
	CO 5	3		1			3		3		
	CO 6					3				3	
Human Resource Management	CO 1	3				3	1		3		
	CO 2	3	3		3	3		3	3	2	
	CO 3							3	3		2
	CO 4	3	3		3			3	3		
	CO 5	3	3		3	3		3	3		
	CO 6		3		3	3		3	3		
Production and Operations Management	CO 1		3			3		3			
	CO 2	3	3			3		3	3		
	CO 3	3			3	3			3		2
	CO 4	3				3	1	3		1	
	CO 5		3		3			3	3		
	CO 6	3			3				3		
Marketing Management	CO 1		3		3	3		3	3	3	
	CO 2	3	2		3			3	2	3	

	CO 3	3	3		3				3	3	
	CO 4		3		2	3			3	3	
	CO 5	3	3			3			3	3	
	CO 6	3	3			2		3	3	3	
BUSINESS APPLICATION SOFTWARE LAB	CO 1				3	3			3		
	CO 2	3			3	3			3		
	CO 3	3				3					2
	CO 4	3	3		3	3			3	3	
	CO 5	3			3				3		
	CO 6	3	3		3	3			3	3	
SOFT SKILLS – II	CO 1	2	2	2		2	3	3	3	1	
	CO 2				3		3	3	3		
	CO 3	2	2		3				3		
	CO 4					2	3	3	3		
	CO 5				3		3		3		1
	CO 6			2	3		3	3	3		
Strategic Management	CO 1	3	3			3			3		
	CO 2	3	3		3	3	2	3	3	3	
	CO 3	3	3		3	3			3	3	3
	CO 4	3	3	3	3	3			3		3
	CO 5	3	3	3	3	3		3	3	3	3
	CO 6	3	3	3	3	3	2	3	3	3	3
Entrepreneurship and Small Business Management	CO 1		3			3	2		3	3	
	CO 2		3						3	3	
	CO 3	3	3		3	3		3	3	3	3
	CO 4		3			3			3	3	3
	CO 5		3		3	3			3	3	3

	CO 6	3	3	1	3	3	2	3	3	3	3
Research Methodology	CO 1		3			3					
	CO 2		3		3	3		2	1		
	CO 3	3			3	3					
	CO 4	3			3				1	1	
	CO 5	3						2	1		1
	CO 6		3								1
Operations Research	CO 1				3				3		
	CO 2	3			3				3		3
	CO 3	3	3	2	3			1	3	3	
	CO 4	3	3		3				3		3
	CO 5	3		2	3				3	3	
	CO 6	3	3		3				3	3	
International Business Management	CO 1		3	2		3		3	3	3	
	CO 2	3				3		3	3		3
	CO 3		3	2		3			3		3
	CO 4	3			2	3			3	3	3
	CO 5	3	3		2			3	3	3	3
	CO 6		3	2				3		3	
Business Ethics, Corporate Social Responsibility and Governance	CO 1	1	1	2					3		
	CO 2				2			2			3
	CO 3		1			2					
	CO 4			2		2	3		3	3	
	CO 5							2	3	3	3
	CO 6	1			2		3				3

*mention the courses and the level of relevance in bracket; low (1), medium (2) and high (3)

2.1. Attainment of Program Outcomes (50)

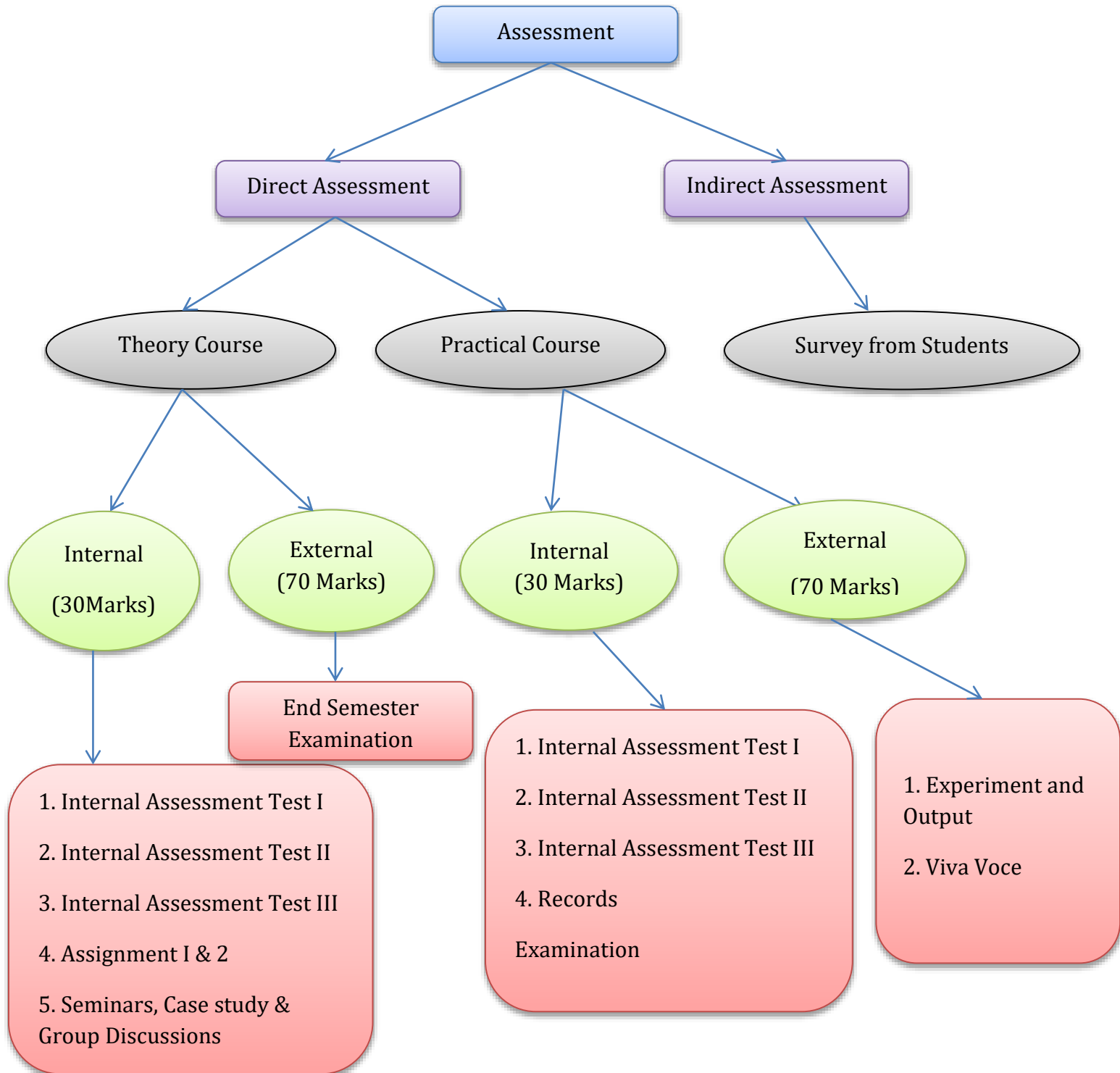
Department of MBA										
PO Attainment Matrix										
Regulations - 2018										
Batch: 2018-2020										
Subject Code	PO1	PO 2	PO3	PO4	PO 5	PO6	PO7	PO8	PO 9	PO 10
P18FCMB111	0.67	0.75		0.82	0.71	0.87	0.75	0.71	0.70	
P18FCMB112	0.72	0.71	0.00	0.85	0.77	0.85	0.87	0.75	0.70	0.87
P18FCMB113	0.68	0.65		0.74	0.72	0.84	0.72	0.72	0.75	0.78
P18FCMB114	0.72	0.67	0.95	0.78	0.78	0.67	0.75	0.67	0.67	0.87
P18FCMB115	0.67	0.67	0.89	0.71	0.72		0.74	0.66	0.67	
P18AEMB116	0.72	0.72	0.98	0.81	0.69	0.7	0	0.87	0.69	
P18PCMB117	0.69	0.64	0.85	0.70	0.70	0.87	0.86	0.73	0.47	0.87
P18LCMB118	0.75	0.51	0.81			0.78	0.73	0.73	0.56	
P18LCMB119	0.71	0.71	0.78	0.78			0.84	0.46	0.72	0.22
P18PCMB121	0.72	0.72		0.70	0.72	0.72	0.72	0.72	0.47	0.75
P18PCMB122	0.71	0.71		0.70	0.71	0.78	0.72	0.69	0.24	0.85
P18PCMB123			0.83		0.70	0.71		0.7	0.45	0.87
P18PCMB124	0.57	0.49		0.72	0.75			0.49	0.74	0.83
P18LCMB125	0.75	0.73	0.92	0.71	0.78	0.71	0.71	0.7	0.67	0.78
P18LCMB126	0.45	0.48	0.43	0.81	0.71	0.54	0	0.71	0.73	0.95
P18PCMB231	0.72	0.72	0.96	0.70	0.72	0.77	0.72	0.72	0.71	0.84
P18PCMB232	0.71	0.72	0.95	0.76	0.75	0.78	0.63	0.62	0.74	0.95
P18PCMB233	0.71	0.72	0.92	0.75	0.85	0.87	0.58	0.72	0.87	0.94
P18PCMB234	0.65	0.75	0.79	0.78	0.41	0.75	0.89	0.7	0.65	0.87
P18LCMB235	0.64	0.74	0.70	0.23	0.72	0.75	0.87	0.68	0.87	0.78

P18LCMB236	0.75	0.7 2	0.89	0.70	0.7 2	0.85	0.89	0.7	0.7 5	0.5 9
P18PRMB237	0.66	0.7 6	0.85	0.75	0.8 8	0.78	0.75	0.42	0.7 4	0.8 7
P18PCMB241	0.62	0.7 3	0.89	0.85	0.7 8	0.67	0.62	0.63	0.7 3	0.6 4
P18PCMB242	0.72	0.7 4	0.85	0.74	0.7 8	0.85	0.7	0.73	0.8 3	0.7 0
P18FCMB243	0.72	0.8 9	0.70	0.72	0.8 5	0.89	0.7	0.67	0.6 2	0.6 3
P18PRMB244	0.74	0.6 7	0.85	0.78	0.8 2	0.97	0.21	0.41	0.8 2	0.8 7
Number of non zero entries	26	26	25	26	26	26	24	26	25	26
Direct Attainment	0.6605 13	0.6 7	0.67 16	0.6765 38	0.6 8	0.6909 62	0.6653 82	0.6661 79	0.6 7	0.6 7
Indirect Attainment	0.89	0.8 9	0.86	0.82	0.8 0	0.79	0.88	0.96	0.9 2	0.8 6
Target	70	70	70	70	70	70	70	70	70	70
Attainment	71	71	71	71	71	71	71	72	72	70
Attained / Not Attained	A	A	A	A	A	A	A	A	A	A

2.2. Describe the assessment tools and processes used to gather the data upon which the evaluation of Program Outcome is based (15)

(Describe the assessment tools and processes used to gather the data upon which the evaluation of each of the Program Outcomes is based indicating the frequency with which these processes are carried out. Describe the assessment processes that demonstrate the degree to which the Program Outcomes are attained and document the attainment levels)

Figure 3.1.1 List of Assessment Tools



The assessment tools and processes used to gather the data upon which the evaluation of Program Outcome is divided into two categories as follows:

A. Direct Attainment

Each course is evaluated for 100 marks. These 100 marks are divided into, 30 marks for internal assessment (Continual Evaluation) and 70 marks for external assessment (Comprehensive Evaluation). Assessment tools are primarily divided into following categories

Evaluation Scheme and Weightage

The evaluation for the courses broadly falls into the following evaluation scheme:

Evaluation		Weightage	Evaluation Component	Components	Duration
Continuous Evaluation	I Assessment Test	30%	Written Examinations	Component 1	2 Hour
	II Assessment Test	30%	Written Examinations	Component 2	2 Hour
	III Assessment Test	30%	Written Examinations	Component 3	2 Hours
	Assignments, GD, Quiz, Project, Case Evaluation and Participation	10%	CS, A, S, V, Q, T/ Mini Project, Case Studies administered throughout the Semester	Component 4	Spread across Semester
Comprehensive Evaluation	End Semester Examination	100%	Written Examinations	Part A- 10*2 Part B- 5*6 Part C-5*10	3 Hours

Internal Component – 30%

External Component – 70%

Total - 100

The Question papers for all written examinations are developed on the basis of Blooms Taxonomy which comprises of the cognitive abilities such as- Remembering, Understanding, Applying, Analyzing, Evaluating and Creating.

CS: Case Studies

V: Viva-Voce A: Assignments

Q: Quiz

S: Seminars

T: Test

Continuous Evaluation

The performance of a student in each course is assessed by the faculty by means of continuous evaluation components like, Small Case-lets, Assignments, Seminars, Viva, Quizzes, Projects, Term Papers, written examination etc. in addition to the End Semester Examinations conducted at the end of the Semester.

Through continual evaluation components the students would be judged for various characteristics such as: Comprehension of concepts, Application of concepts, Creativity and originality, Decision-making ability, Documentation and data handling, Self-expression, Leadership and Class participation.

a. Case Discussion and Analysis

The Case Method assists students in identifying typical problems in specific functional areas of management. It is expected that students will study cases, comprehend the business situation, analyze the problems and come up with solutions and then discuss the case in class. A good

case is a very powerful instrument in evaluating a student as it puts the student into the shoes of the real-world managers who must face the challenge of decision making. A case can be evaluated either by asking students to prepare a written report of the case analysis or through discussion of the case in the class. A minimum of 6 cases per course is mandatory. Wherever the Faculty feels that more number of cases would help student in comprehending the subject, the Faculty may increase the number of cases in a course.

b. Quiz

The Quiz is designed to evaluate students in terms of their conceptual understanding and the skills acquired by them during the course of study. It is normally unannounced and is conducted in the first 10-15 minutes of the session. Quizzes are generally conducted in an interactive classroom format seeking active participation by larger number of students and encouraging competitive spirit, mental alertness and initiative.

c. Assignments

Faculty may give home assignments as a component of continual evaluations to be done by students individually or in small groups. These assignments may involve exercises, problem solving, short-notes, term paper, small case-lets with specific questions, conceptual questions etc. These are to be submitted within the time period specified by the faculty.

d. Seminar / Viva

A Seminar/viva is held on the assignment given to the students. The students are expected to defend the work done by them on the assignment. The seminar/viva follows a question answer session based on the work presented.

e. Mini Project

While undertaking the project, student must take the help of Faculty to define its relevance, rationale, aim and objective, method to be followed and learning outcomes to be achieved. Evaluation of this mini project will be based on achievement of the above-mentioned

parameters. Students on their own may source this project, if not; they can take help of concerned faculty in getting the same. The project can be dynamic or static (either field based-connected to industry/corporate/institutions or research based using library resources).

f. Written Examination

The written examinations are an important component.

Evaluation Feedback

Just as evaluation is carried in a continuous manner, feedback is also available in a continuous and timely manner. The answer scripts, properly evaluated will be shown to the students and clarification, if any, provided by the teaching faculty. Wherever possible, the performance of the students in the evaluation components be discussed in the class giving as much detail as possible like the highest, lowest and average performance.

Comprehensive Evaluation

The comprehensive evaluation is conducted at the end of the semester covering the entire syllabus.

B. Indirect Attainment

This includes a compilation of response scores taken from Alumni Survey and Course End Survey.

2.3. POs attainment levels (35)

Table no. – 3.2 - POs Attainment

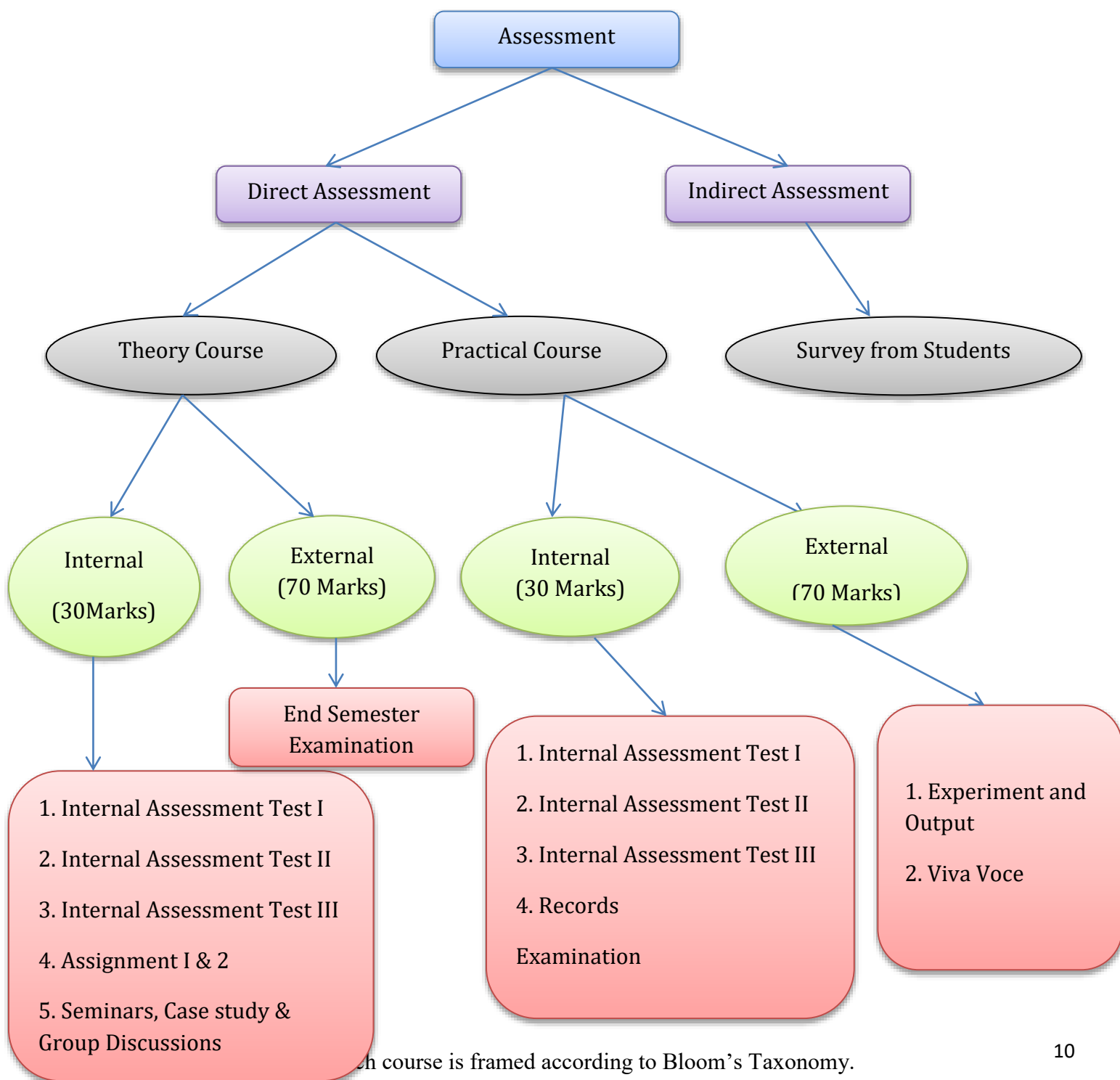
Department of MBA										
PO Attainment Matrix										
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Batch: 2018-2020										
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P18FCMB112	0.72	0.71	0.00	0.85	0.77	0.85	0.87	0.75	0.00	0.87
P18FCMB113	0.68	0.65		0.74	0.72	0.84	0.72	0.72	0.75	0.78
P18FCMB114	0.72	0.67	0.95	0.78	0.78	0.67	0.75	0.67	0.67	0.87
P18FCMB115	0.67	0.67	0.89	0.71	0.72		0.74	0.66	0.67	
P18AEMB116	0.72	0.72	0.98	0.81	0.69	0.7	0	0.87	0.69	
P18PCMB117	0.69	0.64	0.85	0.70	0.70	0.87	0.86	0.73	0.47	0.87
P18LCMB118	0.75	0.51	0.81			0.78	0.73	0.73	0.56	
P18LCMB119	0.71	0.71	0.78	0.78			0.84	0.46	0.72	0.22
P18PCMB121	0.72	0.72		0.70	0.72	0.72	0.72	0.72	0.47	0.75
P18PCMB122	0.71	0.71		0.70	0.71	0.78	0.72	0.69	0.24	0.85
P18PCMB123			0.83		0.70	0.71		0.7	0.45	0.87
P18PCMB124	0.57	0.49		0.72	0.75			0.49	0.74	0.83
P18LCMB125	0.75	0.73	0.92	0.71	0.78	0.71	0.71	0.7	0.67	0.78
P18LCMB126	0.45	0.48	0.43	0.81	0.71	0.54	0	0.71	0.73	0.95
P18PCMB231	0.72	0.72	0.96	0.70	0.72	0.77	0.72	0.72	0.71	0.84
P18PCMB232	0.71	0.82	0.95	0.76	0.75	0.78	0.63	0.62	0.74	0.95
P18PCMB233	0.71	0.72	0.92	0.75	0.85	0.87	0.58	0.72	0.87	0.94
P18PCMB234	0.65	0.75	0.79	0.78	0.41	0.75	0.89	0.7	0.65	0.87
P18LCMB235	0.64	0.74	0.70	0.23	0.72	0.75	0.87	0.68	0.87	0.78
P18LCMB236	0.75	0.72	0.89	0.70	0.72	0.85	0.89	0.7	0.75	0.59

P18PRMB237	0.66	0.76	0.85	0.75	0.88	0.78	0.75	0.42	0.74	0.87
P18PCMB241	0.62	0.73	0.89	0.85	0.78	0.67	0.62	0.63	0.73	0.64
P18PCMB242	0.72	0.74	0.85	0.74	0.78	0.85	0.7	0.73	0.83	0.70
P18FCMB243	0.72	0.89	0.70	0.72	0.85	0.89	0.7	0.67	0.62	0.63
P18PRMB244	0.74	0.67	0.85	0.78	0.82	0.97	0.21	0.41	0.82	0.87
Number of non zero entries	26	26	25	26	26	26	24	26	25	26
Direct Attainment	0.660513	0.67	0.6716	0.676538	0.68	0.690962	0.665382	0.666179	0.67	0.67
Indirect Attainment	0.89	0.89	0.86	0.82	0.80	0.79	0.88	0.96	0.92	0.86
Target	70	70	70	70	70	70	70	70	70	70
Attainment	71	71	71	71	71	71	71	72	72	70
Attained / Not Attained	A	A	A	A	A	A	A	A	A	A

2.4. Course Outcomes (50)

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

Figure 3.1.1 List of Assessment Tools



Each course is framed according to Bloom's Taxonomy.

The Cognitive Process Dimension of Blooms Taxonomy:

1) Remember

Retrieve relevant knowledge from long-term memory.

2) Understand

Construct meaning from instructional messages, including oral, written and graphic communication.

3) Apply

Carry out or use a procedure in a given situation.

4) Analyze

Carry out or use a procedure in a given situation.

5) Evaluate

Make judgments based on criteria and standards.

6) Create

Put elements together to form a coherent whole; reorganize into a new pattern or structure.

Assessment Criteria:

Continuous Evaluation

The performance of a student in each course is assessed by the faculty by means of continuous evaluation components like, Small Case-lets, Assignments, Seminars, Viva, Quizzes, Projects, Term Papers, Mid-Semester written examination etc. in addition to the End Semester Examinations conducted at the end of the Semester.

Through continual evaluation components the students would be judged for various characteristics such as: Comprehension of concepts, Application of concepts, Creativity and

originality, Decision-making ability, Documentation and data handling, Self-expression, Leadership and Class participation.

a. Case Discussion and Analysis

The Case Method assists students in identifying typical problems in specific functional areas of management. It is expected that students will study cases, comprehend the business situation, analyze the problems and come up with solutions and then discuss the case in class. A good case is a very powerful instrument in evaluating a student as it puts the student into the shoes of the real-world managers who must face the challenge of decision making. A case can be evaluated either by asking students to prepare a written report of the case analysis or through discussion of the case in the class. A minimum of 6 cases per course is mandatory. Wherever the Faculty feels that more number of cases would help student in comprehending the subject, the Faculty may increase the number of cases in a course.

b. Quiz

The Quiz is designed to evaluate students in terms of their conceptual understanding and the skills acquired by them during the course of study. It is normally unannounced and is conducted in the first 10-15 minutes of the session. Quizzes are generally conducted in an interactive classroom format seeking active participation by larger number of students and encouraging competitive spirit, mental alertness and initiative.

c. Assignments

Faculty may give home assignments as a component of continual evaluations to be done by students individually or in small groups. These assignments may involve exercises, problem solving, short-notes, term paper, small case-lets with specific questions, conceptual questions etc. These are to be submitted within the time period specified by the faculty.

d. Seminar / Viva

A Seminar/viva is held on the assignment given to the students. The students are expected to defend the work done by them on the assignment. The seminar/viva follows a question answer session based on the work presented.

e. Mini Project

While undertaking the project, student must take the help of Faculty to define its relevance, rationale, aim and objective, method to be followed and learning outcomes to be achieved. Evaluation of this mini project will be based on achievement of the above-mentioned parameters. Students on their own may source this project, if not; they can take help of concerned faculty in getting the same. The project can be dynamic or static (either field based-connected to industry/corporate/institutions or research based using library resources).

f. Written Examination

The written examinations are important component.

Evaluation Feedback

Just as evaluation is carried in a continuous manner, feedback is also available in a continuous and timely manner. The answer scripts, properly evaluated will be shown to the students and clarification, if any, provided by the teaching faculty. Wherever possible, the performance of the students in the evaluation components be discussed in the class giving as much detail as possible like the highest, lowest and average performance.

Comprehensive Evaluation

The comprehensive evaluation is conducted at the end of the semester covering the entire syllabus.

2.4.2. Record the attainment of Course Outcomes of all courses with respect to set attainment levels (40)

Department of MBA						
CO Attainment Matrix						
Regulations - 2018						
Batch: 2018-2020						
Subject Code	CO1	CO2	CO3	CO4	CO5	CO6
P18FCMB111 QT	71	71	74	72	74	71
P18FCMB112 EFBE	72	73	71	72	71	70
P18FCMB113 POM	69	68	67	68	70	68
P18FCMB114 AFM	71	73	74	75	75	71
P18FCMB115 OB	69	68	72	68	70	67
P18AEMB116 BC	70	73	71	69	71	72
P18PCMB117 EAB	72	72	69	71	72	69
P18LCMB118	69	70	70	72	71	74
P18LCMB119	71	68	72	74	73	74
P18PCMB121 FM	69	71	69	68	69	68
P18PCMB122 HRM	71	71	73	73	70	71
P18PCMB123 RM	69	69	67	70	70	71
P18PCMB124 MM	69	71	72	70	73	74
P18LCMB125	70	70	72	69	73	70
P18LCMB126	73	70	71	72	74	73
P18PCMB231 SM	68	70	72	71	71	67
P18PCMB232 BA	69	69	67	70	67	69
P18PCMB233 POM	72	67	68	72	70	69
P18PCMB234 OR	71	67	72	68	70	67
P18LCMB235	70	72	74	72	72	69
P18LCMB236	69	67	74	71	73	71
P18PRMB237	71	72	69	71	70	74
P18PCMB241 IBM	71	73	72	72	72	70
P18PCMB242 BECSR	76	71	72	74	74	72
P18FCMB243 LAOB	72	72	74	70	71	69
P18PRMB244 Project	73	69	72	74	73	72

CRITERION 4

**CURRICULUM & LEARNING
PROCESS**

CRITERION 4	Curriculum & Learning Process	125
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4.1. Curriculum (50) (25 for affiliated institutions)

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

The University follows a systematic process in the design, development and implementation of the curriculum offered. The curriculum design and development takes into consideration the trends of the society and the nation, in terms of technological changes, human resource needs, research requirements, industry demands, employability needs, societal needs, and the needs of all the other stakeholders. The University makes sure that the curriculum design process addresses the contemporary problems and responds appropriately to the current and future needs of the local community and of the society at large. The design and development of curriculum is a process wherein the learning outcomes derived from the performance requirement of industry are achieved through enabling objectives.

Step 1: Boards of Studies are constituted for various programmes, instituted under different Faculties of the University, as per the guidelines of the UGC, after making need based assessment and feedback obtained from different stack holders for the new courses. The Board of Study is comprised of the Head of the Department as Chairman, all Professors of the Department, Two Associate Professors and Two Assistant Professors of the Department by rotation of seniority, two Experts from the Industry and academia, Student representative and a representative from the Alumni.

Step 2: The members of the Boards of Studies (BOS) discuss the curriculum of the Programme and syllabi of the subject considering the feedback from Corporate Advisory Board, faculty, academicians, industrial experts, current students and alumni and recommends the Programme structure and the course content for the approval of the Academic Council.

Step 3: On approval by the Academic Council, programmes are submitted to the Board of Management for final concurrence for implementation. The complete revision of the curriculum and syllabi is made once in three years, taking into consideration the technological developments and societal needs. However, the syllabus of certain subjects are revised as and

when it is needed to remain with the fast growth in technology in the areas of the subject concerned. Thus, all the courses have undergone major syllabus restructuring in the last three years.

Need Assessment

The process of need assessment for designing and development of the curriculum is generally informal. The various steps adopted by the University in understanding the need assessment for the curriculum development includes -

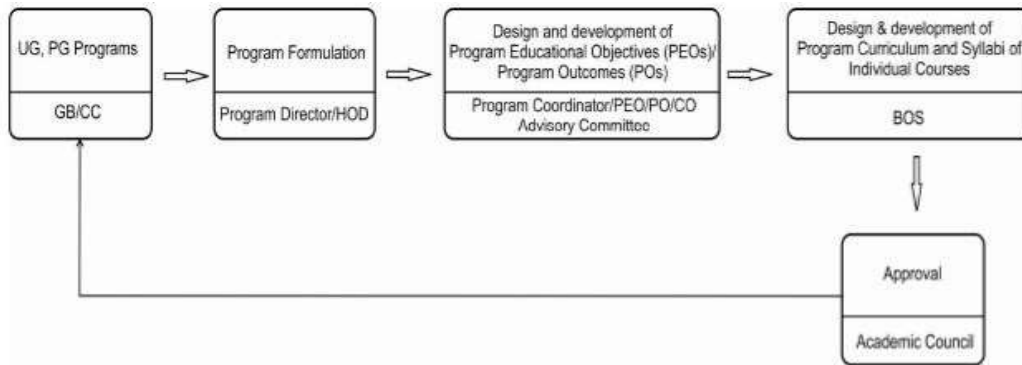
- The suggestion of the Academic Bodies are given due consideration on the needs/requirements at local, regional, state, national and global level.
- The adoption of academic flexibility has ensured involvement of expertise, continuous up gradation and need based curriculum design.
- Feedback for new and existing courses is obtained from experts, learned alumni, scientists, industrial experts, professionals and students.

Hence,

- **Curriculum designing is to improve/ ensure**
 - Knowledge acquisition with Ethical values
 - Professional and personal development
 - Employability
 - Innovation
 - Research
- **Curriculum designing process takes into consideration of the following:-**
 - Based on the vision and mission of the department
 - PEOs and POs are defined
 - Based on the POs the Course Objectives and Course Outcomes(CO) are defined
 - The mapping between Cos and POs well matched
 - Direct and indirect method of Assessment are well defined
 - Programmes with flexibility in providing options to students to select courses as per

professional and personal needs

- To introduce new programmes based on national and global trends
- To introduce new programmes / courses based on local needs.



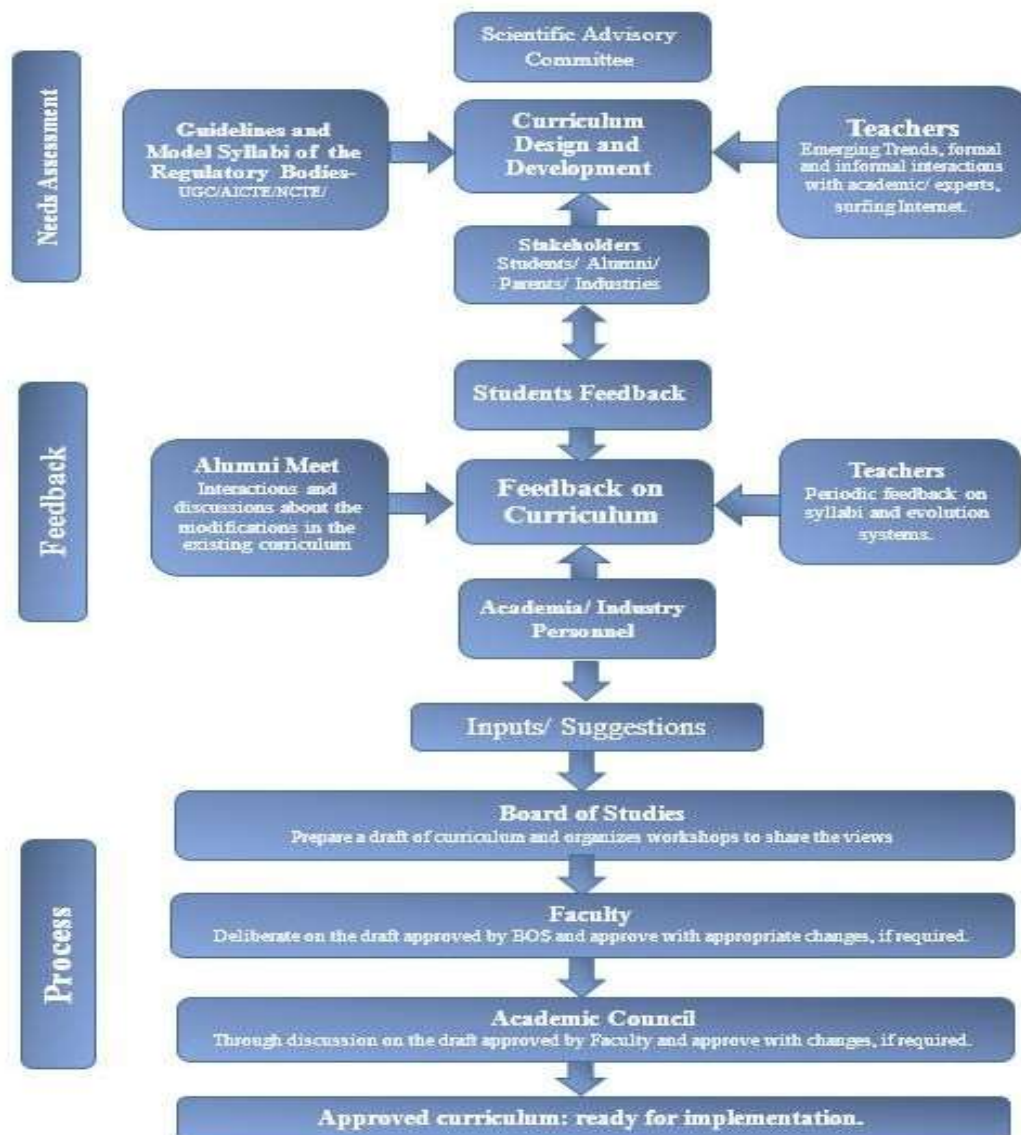
Process involved in the design and development of the curriculum

- Development of need based and socially relevant programmes
- Relevant curriculum in a fast changing world
- Emerging areas in innovative and inter disciplinary areas
- Periodic restructuring and updating of courses to match international standards
- Extensive and intensive academic exercise for restructuring of courses
- Emphasis on ICT component
- Multi skill development with stress on communication skills
- Enrich academic skills with computer use.
- Feedback from students through printed questionnaires.
- Feedback from alumni on the usefulness and industrial relevance.
- Feedback from employers about students' suitability for jobs in relation to knowledge, practical and soft skills.
- Feed back through formal and informal parent - teacher meetings.
- Feedback from stake holders through meetings with advisory committees.

CURRICULUM DESIGN PROCESS OF DEPARTMENT OF MANAGEMENT STUDIES BIHER MEETS THE FOLLOWING: -

- Employability
- Innovation
- Research
- It considers
 - Flexible Programmes
 - Helping students select need based courses
- Need based, socially relevant programmes
- A curriculum answering the latest challenges
- Innovative and inter disciplinary courses
- Courses matching international standards
- Academic bent of mind for restructuring
- ICT-oriented courses
- Communication & other skills
- Alumni on the relevance;
- Employers about students' job-ready skills;
- Parents through PTA meetings; &
- Stake holders through advisory committees' meetings
- Feedback from academic experts(national/international)
- Develop curriculum, based on Feedback from Faculty, Alumni, Employers, Academic Experts and Industries;
- Analyze the feedback by departments & suggestions forwarded to Board of Studies (BoS);
- BoS incorporates the implementable suggestions in the curriculum (85% of the feedback –suggestion accommodated in the latest design/ revision);
- Then it is forwarded by the BoS to the Academic Council (AC) for ratification & implemented in the next academic year.
 - 1) Board of Studies consisting of subject experts
 - 2) Curriculum is formulated based on the current needs.
 - 3) Faculties approve the same after thorough and thread bare discussion and send the same for academic council.
 - 4) Academic Council verifies and approves the curriculum
 - 5) After the approval of the curriculum by the Academic Council the same will be passed by the BOM for giving proper notification and implementation.

CURRICULUM DESIGN PROCESS



4.1.2. Structure of the Curriculum (10)

Following is the structure of the curriculum as per Regulations 2018:

Course Code	Course Title	Total Number of contact hours				Credits
		Lecture (L)	Tutorial (T)	Practical# (P)	Total Hours	
P18FCMB111	Quantitative Techniques	4	0	0	4	4
P18FCMB112	Economic Foundation of Business Environment	3	0	0	3	3
P18FCMB113	Principles of Management	3	0	0	3	3
P18FCMB114	Accounting for Management	3	0	0	3	3
P18FCMB115	Organizational Behavior	3	0	0	3	3
P18AEMB116	Business Communication	3	0	0	3	3
P18PCMB117	Entrepreneurship and Small Business Management	3	0	0	3	3
P18LCMB118	Soft Skill – I	0	0	3	3	2
P18LCMB119	Introduction to Computers Lab	0	0	3	3	2
P18PCMB121	Financial Management	3	0	0	3	3
P18PCMB122	Human Resource Management	3	0	0	3	3
P18PCMB123	Research Methodology	4	0	0	4	4
P18PCMB124	Marketing Management	3	0	0	3	3
P18PCMB231	Strategic Management	3	0	0	3	3
P18PCMB232	Business Analytics	3	0	0	3	3
P18PCMB233	Production and Operations Management	3	0	0	3	3
P18PCMB234	Operations Research	4	0	0	4	4
P18LCMB235	Soft Skill III	0	0	4	4	2
P18LCMB236	Web Design	0	0	4	4	2
P18PRMB237	Summer Project Work	0	0	6	0	3

P18PCMB241	International Business Management	3	0	0	3	3
P18PCMB242	Business Ethics, Corporate Social Responsibility and Governance	3	0	0	3	3
P18FCMB243	Legal Aspects of Business	3	0	0	3	3
P18FIMB001	Securities and Investment Management	3	0	0	3	3
P18HRMB001	Managerial Behavior and Effectiveness	3	0	0	3	3
P18MKMB001	Retail Management	3	0	0	3	3
P18BIMB001	Banking Fundamentals and Concepts	3	0	0	3	3
P18LOMB001	Logistics and Supply Chain Management	3	0	0	3	3
P18IBMB001	International Industrial Buyer Behavior	3	0	0	3	3
P18HHMB001	Hospital & Health Care Policy & Planning	3	0	0	3	3
P18BAMB001	Investment Analysis and Portfolio Management	3	0	0	3	3
P18THMB001	Travel And Tourism Management	3	0	0	3	3
P18FIMB002	Credit Appraisal Management	3	0	0	3	3
P18HRMB002	Industrial Relations and Labour Welfare	3	0	0	3	3
P18MKMB002	Consumer Behavior	3	0	0	3	3
P18BIMB002	Bank Operations Management	3	0	0	3	3
P18LOMB002	Logistics Management	3	0	0	3	3

P18IBMB002	Sales and Distribution Management	3	0	0	3	3
P18HHMB002	Organization and Management of Hospital & Health System (including supporting services)	3	0	0	3	3
P18BAMB002	Supply Chain Risk Analytics	3	0	0	3	3
P18THMB002	Advanced Food Production Management	3	0	0	3	3
P18FIMB003	Financial Framework and Systems	3	0	0	3	3
P18HRMB003	Training and Development	3	0	0	3	3
P18MKMB003	Service Marketing	3	0	0	3	3
P18BIMB 003	Insurance Concepts and Systems	3	0	0	3	3
P18LOMB003	Warehousing and Inventory Management	3	0	0	3	3
P18IBMB003	International Sales Promotion and Brand Management	3	0	0	3	3
P18HHMB003	Epidemiology in Medical and Health Systems Management	3	0	0	3	3
P18BAMB003	Pricing And Revenue Management	3	0	0	3	3
P18THMB003	Food Service Facilities Planning and Management	3	0	0	3	3
P18FIMB004	Working Capital Management	3	0	0	3	3
P18HRMB004	Strategic Human Resource Development	3	0	0	3	3
P18MKMB004	Social Media Marketing	3	0	0	3	3

P18BIMB 004	Insurance System in India	3	0	0	3	3
P18LOMB004	Export Trade and Documentation	3	0	0	3	3
P18IBMB004	Global Leadership & Skills Development	3	0	0	3	3
P18HHMB004	Quality Assurance and Management in Hospitals	3	0	0	3	3
P18BAMB004	Social Network Analytics	3	0	0	3	3
P18THMB004	Tourism Product	3	0	0	3	3
P18FIMB005	Micro-Finance: Perspectives and Operations	3	0	0	3	3
P18HRMB005	Psychology for Managers	3	0	0	3	3
P18MKMB005	Advertising and Sales Promotion	3	0	0	3	3
P18BIMB 005	Commercial Bank Management	3	0	0	3	3
P18LOMB005	Retail marketing and CRM	3	0	0	3	3
P18IBMB005	International Business Laws	3	0	0	3	3
P18HHMB005	Risk Management & Health Insurance	3	0	0	3	3
P18BAMB005	Business Process Analytics	3	0	0	3	3
P18THMB005	International Tourism Management	3	0	0	3	3
P18FIMB006	Corporate Finance	3	0	0	3	3
P18HRMB006	Organizational Development	3	0	0	3	3
P18MKMB006	Brand Management	3	0	0	3	3
P18BIMB 006	Retailing and CRM in Banking	3	0	0	3	3
P18LOMB006	International Marketing	3	0	0	3	3
P18IBMB006	Cross cultural Management	3	0	0	3	3

P18HHMB006	Legal framework for Hospitals	3	0	0	3	3
P18BAMB006	Sports Analytics	3	0	0	3	3
P18THMB006	Accommodation Operation	3	0	0	3	3
P18OEMB001	Outbound Experiential Learning Programmes	-	-	-	-	2
P18OEMB002	MOOC Courses	-	-	-	-	2
P18OEMB003	NSE and other similar Certification Programs	-	-	-	-	2
P18OEMB004	Social Sensitization Projects	-	-	-	-	2
P18OEMB005	Community Development Projects	-	-	-	-	2
P18OEMB006	Rural Innovation Projects	-	-	-	-	2
P18OEMB007	Industry or Academic Internships	-	-	-	-	2
P18OEMB008	Study Abroad Programme	-	-	-	-	2
P18OEMB009	Student Exchange Programs	-	-	-	-	2
Total		75	0	42	99	100

Following is the structure of the curriculum as per Regulations 2020:

FOUNDATION CORE (FC)							
S.No	CODE	CATEGORY	COURSE NAME	L	T	P	C
1	P20MBMCO1	FC	Quantitative Techniques	3	1	0	4

2	P20MBMCO2	FC	Economic Foundation of Business Environment	3	0	0	3
3	P20MBMCO3	FC	Principles of Management	3	0	0	3
4	P20MBMCO4	FC	Accounting for Management	3	1	0	4
5	P20MBMCO5	FC	Organizational Behavior	3	0	0	3
6	P20MBMCO6	FC	Business Communication	3	0	0	3
Total Credits for FC							20
PROFESSIONAL CORE (PC)							
S.No	CODE	CATEGORY	COURSE NAME	L	T	P	C
1	P20MBMCO7	PC	Entrepreneurship and Small Business Management	3	0	0	3
2	P20MBMCO8	PC	Financial Management	3	0	0	3
3	P20MBMCO9	PC	Human Resource Management	3	0	0	3
4	P20MBMC10	PC	Research Methodology	3	1	0	4
5	P20MBMC11	PC	Marketing Management	3	0	0	3
6	P20MBMC12	PC	Strategic Management	3	0	0	3
7	P20MBMC13	PC	Business Analytics	3	0	0	3
8	P20MBMC14	PC	Production and Operations Management	3	0	0	3
9	P20MBMC15	PC	Operations Research	3	1	0	4
10	P20MBMC16	PC	International Business Management	3	0	0	3

11	P20MBMC17	PC	Business Ethics, Corporate Social Responsibility and Governance	3	0	0	3
Total Credits for PC							35
ABILITY ENHANCEMENT CORE (AEC)							
S.No	CODE	CATEGORY	COURSE NAME	L	T	P	C
1	P20MBMJ18	AEC	Business Application Software	3	1	0	4
2	P20MBMJ19	AEC	Web Design	3	1	0	4
3	P20MBMPR20	AEC	Project Work	0	0	10	5
Total Credits for AEC							13
SOFT SKILLS							
S.No	CODE	CATEGORY	COURSE NAME	L	T	P	C
1	P20MBMJ21	SS	Soft Skill – I	2	0	4	4
2	P20MBMJ22	SS	Soft Skill - II	2	0	4	4
Total Credits for SS							8
INTERNSHIP							
S.No	CODE	CATEGORY	COURSE NAME	L	T	P	C
1	P20MBMPR23	SI	Summer Project Work	0	0	4	2
Total Credits for SI							2
OPEN ELECTIVE (OE)							
S.No	CATEGORY	COURSE NAME	L	T	P	C	
1	OE	Open Elective-I	3	0	0	3	
2	OE	Open Elective-II	3	0	0	3	

Total Credits for OE							6
PROFESSIONAL ELECTIVE (PE)							
S.No	CATEGORY	COURSE NAME	L	T	P	C	
1	PE	Professional Elective – I	3	0	0	3	
2	PE	Professional Elective – II	3	0	0	3	
3	PE	Professional Elective – III	3	0	0	3	
4	PE	Professional Elective – IV	3	0	0	3	
5	PE	Professional Elective – V	3	0	0	3	
6	PE	Professional Elective – VI	3	0	0	3	
Total Credits for PE							18
Total Credits for MBA Program - 102							

* Seminars, project works may be considered as practical

OPEN ELECTIVES as per Regulations 2018

Sl. No	Course Code	Category	Course Name	Contact hours/ Week	L	T	P	C
								12

PRACTICE									
1	P18OEMB001	OE	Outbound Experiential Learning Programmes	0	0	0	0	2	
2	P18OEMB002	MOOC	MOOC Courses	0	0	0	0	2	
3	P18OEMB003	OE	NSE and other similar Certification Programs	0	0	0	0	2	
4	P18OEMB004	OE	Social Sensitization Projects	0	0	0	0	2	
5	P18OEMB005	OE	Community Development Projects	0	0	0	0	2	
6	P18OEMB006	OE	Rural Innovation Projects	0	0	0	0	2	
7	P18OEMB007	OE	Industry or Academic Internships	0	0	0	0	2	
8	P18OEMB008	OE	Study Abroad Programme	0	0	0	0	2	
9	P18OEMB009	OE	Student Exchange Programs	0	0	0	0	2	

Each student has to choose any 2 programmes from the above list.

OPEN ELECTIVES (OFFERED BY MBA) as per Regulations 2020

S.No	CODE	CATEGORY	COURSE NAME	L	T	P	C
1	P20MBMOE24	OE	Fundamentals of Psychology	3	0	0	3
2	P20MBMOE25	OE	Personal Effectiveness and Efficiency	3	0	0	3

4.1.3. State the components of the curriculum (15)

Program curriculum grouping based on course components

Components of curriculum as per Regulations 2018

Course Component	Curriculum Content (% of total number of credits of the program)	Total number of contact hours	Total number of credits
Program Core	57	57	57
Program Electives	18	18	18
Open Electives	4	-	4
Summer Project	3	-	3
Final Dissertation	6	-	6
Any other (Specify)Lab	12	24	12
Total number of Credits			100

Components of curriculum as per Regulations 2020

TYPE	NUMBER	CREDITS
Foundation Core (FC)	6	20
Professional Core (PC)	11	35
Professional Elective (PE)	6	18
Ability Enhancement Core (AEC)	3	13
Soft Skills	2	8
Summer Internship	1	2
Open Elective	2	6
Total	31	102

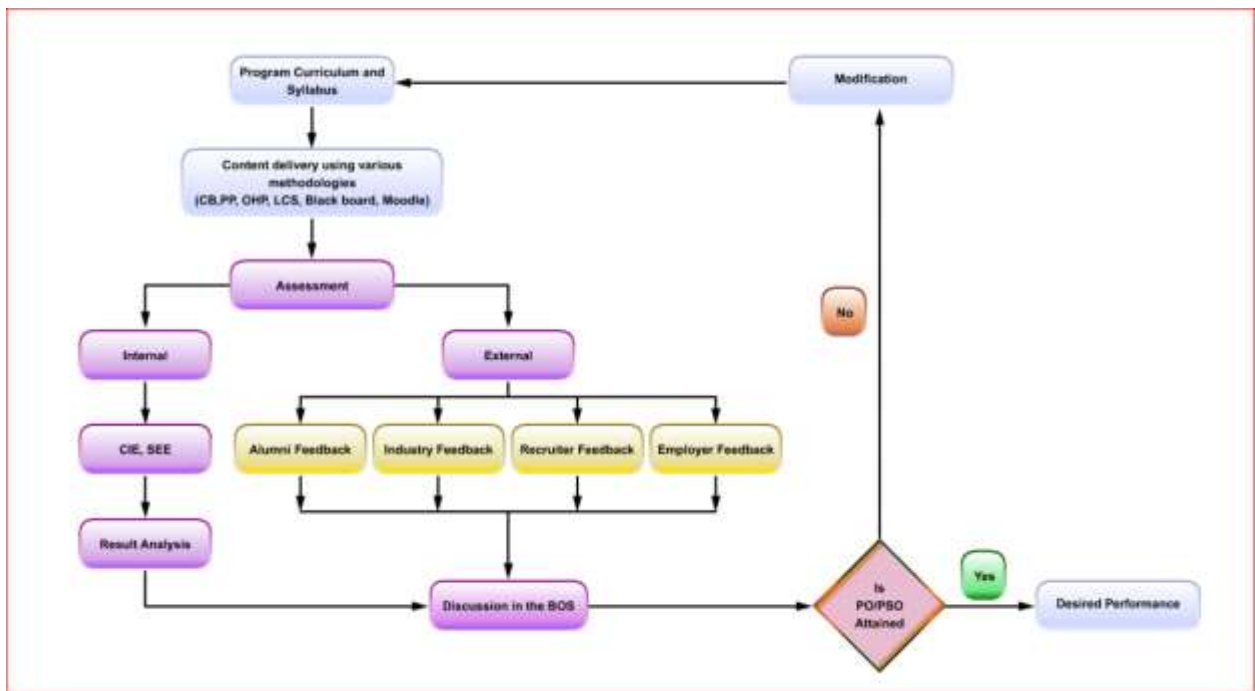
4.1.4. Overall quality and level of program curriculum (15)

The overall development of the curriculum is on par with current requirements of the corporate world. The program curriculum is updated on a regular basis by the board of studies through academic council and board of management.

4.1.1. State the process used to identify extent of compliance of the University curriculum for attaining the Program Outcomes (10)

Each faculty determines the level of their courses studying the elements of POs. Further, the Bloom's level of cognitive domain was adopted to determine the level of expected attainment.

- The **introductory courses** were termed as **level I** covering Bloom's levels **1 & 2**, where students were exposed to the topic
- The **competency courses** were termed as **level II** covering Blooms levels **3 & 4**, where students gain competency in the topic
- The **Higher Order Thinking Skills courses** termed as level **III** covering Bloom's levels **5 & 6**, where students gained mastery in the topic.



Programme Outcomes (PO)

PO1: An Ability to apply conceptual foundations to solve practical decision – making problems.

PO2: An ability to develop a systematic understanding of changes in business environment.

PO3: An ability to function effectively in a team.

PO4: An ability to analyze a problem, and use the appropriate managerial skills for obtaining its solutions.

PO5: An ability to identify and address ethical issues and apply them in organizational settings.

PO6: An understanding of professional integrity.

PO7: An ability to communicate effectively.

PO8: An ability to use information and knowledge effectively.

PO9: An awareness about the society.

PO10: An ability to use practical managerial analysis skills.

4.1.1. Appropriateness of the gaps identified and actions taken to bridge the gap (15)

Note: In case program is able to demonstrate the compliance of university curriculum in attaining the program outcomes, then the total 25 marks will be for point (4.1.1) above

The Programme Outcomes were attained.

4.2. *Learning Processes (75) (100 for affiliated colleges)*

Learning at Management Studies, BIHER

The learning process has various facets apart from class room teaching with various collaborations through industry institution interface through which the management graduates have been inducted for practical training through internship programs. The outbound case studies are also enlightened for the management graduates to enhance to leadership, peer to peer rapport and to build team work to groom themselves for the corporate environment.

It provides a wide spectrum of learning opportunities for management graduates to energize their employability skills to equate the requirements for the competitive business environment.

Pedagogy Learning

Core Courses

The course mainly stresses on imparting analytical skills in core management disciplines. This lays a basic foundation to understand the basic requirements of every business. The courses mainly strengthen on the derived disciplines of accounts, economics, finance, human resource, quantitative techniques, entrepreneurship, legal aspects.

Skill Development

The soft skill development is to mould the graduates to improve their basic skills such as communication and also interpersonal skills. The soft skills provide an important mechanism which elevates the graduate to play a dynamic role to survive in the VUCA world.

Case Studies

The management graduates are inculcated with real time video case studies to understand and identify the various problems for the current business scenario. The management graduates are also inducted into preparation of the case study and bring solution to the problem of the business. The management graduates involve in analyzing the various alternatives for given business scenario and are suggested for the real time business environment.

Electives

The Department of Management Studies offers 9 specializations to be identified by the students to specialize in the various emerging areas which are identified to be the current trend setter for the upcoming business managers. The department of management studies offers a dual specialization to be able to choose the alternative career path to transform from managers to business leaders. The electives offered are

- Human Resource Management
- Finance
- Marketing
- Logistics
- Banking and Insurance
- Hospital and Health Care

- International Business
- Business analytics
- Tourism and hospitality

The management graduates shall choose two specializations during the course

MOOC Courses

The management graduates are encouraged to complete at least 2 MOOC courses during their programme.

Academic Activities

The Management graduates are trained to organize various management academic activities to improve the team building skills, learning skills, peer relationship, leadership skills etc. The department of Management Studies prepares the graduates through a continuous effort to enable the students to acquire the challenges faced in ongoing corporate world through guest lectures, seminars, workshops, conferences by inviting top rated industry experts to give a bird eye view on the ongoing business scenario.

Industry Institution Interface

The department of management studies constantly provides a strong support to enhance the practical learning exposure through industry interaction through offering of internship programs by various multinational companies to inculcate the students to train themselves to be a good manager. The department of management studies strives for a strong industry tie ups and numerous MOUs are implemented towards the development of the graduates and the department.

Training Programs

The department of management studies continuously executes training sessions and certificate programs to increase the viability of the graduates to enrich knowledge apart from the regular curriculum.

4.2.1. Describe Processes followed to improve quality of Teaching &

Learning (20)(40)

Teaching Methodology

The teaching methodology is culminated through basic classroom training, case studies, discussions, analysis, seminar, practical training etc.

Smart Room Training

The class room teaching is well equipped with smart classrooms which are well equipped with projectors. The faculty of management studies enhances on teaching methodology which are run through power point presentations and video lectures given by eminent subject experts. The management faculty imparts teaching on real time business scenarios.

Case Analysis

The faculty of management studies inducts real time problem case studies through which the management graduates are trained to improve the problem solving skills and analytical skills in an effective manner

Management Challengers

The department of management studies provide intra department events such as business quiz, best manager, adzap, debate and formulation of business problem. The faculty of management studies provide various projects and assignments to enhance the knowledge ability for further skill development

Social Activities

The faculty of management studies strives for the graduates to gain involvement in various social activities such as tree plantation activity, training the government school students through PUTRI project, beach cleaning and flood relief camps etc.

Video Case Studies

From a collection of 200 Video Case lets and Video Case Studies, discussions are organized for the students.

Stock Market Live Trading

Hands on experience is imparted in trading in the stock market by making the students open DMAT accounts and do live trading.

Registering Companies

Start ups are encouraged to register their companies, all support is extended for it.

4.2.2. Quality of continuous assessment and evaluation processes (40)

The Department of Management studies provide a continuous evaluation system through which the students are graded on two categories through internal assessment and external assessment. The internal assessment is followed through conduct of internal examinations through the pattern of Blooms Taxonomy

Evaluation	Component	Weightage
Continuous Evaluation I	Cycle Test I	30
Continuous Evaluation II	Cycle Test II	30
Continuous Evaluation III	Cycle Test III	30

Continuous Evaluation IV	Attendance record Seminar, Assignments, research activities carried out, Participation in various events	10
End Semester Exams		100

Internal Component – 30%

External Component – 70%

Total – 100%

Continuous Evaluation

The course requires to evaluate the students based on writing examinations through the conduct of internal assessments. The continuous evaluation is based on examination and apart from examination case lets are given to groups to judge the decision making, problem solving and analytical skills required. The management students are encouraged to prepare case lets and identify solutions which are presented in case study conferences, seminars. Regular assignments are given for each subject and are made mandatory. The assignments given are from real time and are given to suite the current business scenario. Seminars are also given to the students to improve the communication skills.

Methodology adopted for evaluation

DEPARTMENT OF MANAGEMENT STUDIES

Bloom's Taxonomy

Template for Setting Question Paper

Category	
<p>Remembering: Recall or retrieve previous learned information.</p>	<p>Key Words: define, describe, identify, know, label, list, match, name, outline, recall, recognize, reproduce, select, state</p> <p>Technologies: book marking, flash cards, rote learning based on repetition, reading</p>
<p>Understanding: Comprehending the meaning, translation, interpolation, and interpretation of instructions and problems. State a problem in one's own words.</p>	<p>Key Words: comprehend, convert, defend, distinguish, estimate, explain, extend, generalize, gives an example, infer, interpret, paraphrase, predict, rewrite, summarize, translate</p> <p>Technologies: create an analogy, participating in cooperative learning, taking notes, storytelling, Internet search</p>
<p>Applying: Use a concept in a new situation or unprompted use of an abstraction. Applies what was learned in the classroom into novel situations in the work place.</p>	<p>Key Words: apply, change, computer, construct, demonstrate, discover, manipulate, modify, operate, predict, prepare, produce, relate, show, solve, use</p> <p>Technologies: collaborative learning, create a process, blog, practice</p>

End Semester Examination Pattern

Part A	2 * 10 = 20
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Part B	5 * 6 = 30
Part C	5 * 10 = 50

4.2.3. Quality of student reports/dissertation (15)(20)

Summer Internship Project

The Department of Management Studies offers Summer Internship Programme during the course of the programme. The management graduates undertake 4 weeks project at an organization during the vacation prior to joining of the 3rd semester. A project guide is allocated on the basis of specialization chosen by the student. The summer internship is done in renowned multinational companies in which the graduates gain enormous exposure.

Procedure

The management graduates are reviewed constantly. The Department of Management Studies has a close rapport with the company managers to assess the progress of the students with regard to the summer internship project. Periodic reviews are conducted after the start of the internship project in a company. The final report is drafted on adhering to the guidelines instructed on the preparation of the report.

Evaluation

The management graduates are instructed to submit the final drafted report and viva voce are conducted. A mock viva will be conducted as a prelude to the university viva voce. The graduates are asked to prepare power point presentation

Quality of the project is measured in terms of

- Identification of the specific topic to be carried for summer internship

- The summer internship ensures on clear stated objectives which are categorized into primary and secondary objectives
- The literature review are obtained from the previous reports
- The research methodology are clearly defined based on the adoption of data collection method
- The data analysis and interpretation are done through SPSS software
- The findings, suggestions and conclusion are put forth so as to give an ideal picture for the company to improve the quality.

Final Project

The final project is attained in the final semester. The management graduates are initiated for campus project with placement. The management students gear up themselves for the corporate world during the course of the final project. The students are offered placement based on the suitability and the performance during the course of their project work.

Procedure

The Management students are prepared for the final project based on a selected topic in discussion with faculty guide and company guide based on the need of the current corporate scenario in the firm. The management students identify topics and are scrutinized for the further development of the study. The management students identify the current business scenario and are developed based on company position with the help of the managers and executives at the firm/

Review Schedule

The Department of management studies prepares a periodic review to be reported by the management graduates to identify the progress of the candidate. The reviews are subject to evaluation through a panel of expert faculty members after consultation with the project guide. A 5-review schedule is allocated to make the constant progress for the submission of the project work

REVIEW	SCHEDULE
Review 1	Identification of topic
Review 2	Formulation of objectives, need scope limitation, company profile, industry profile
Review 3	Literature Review, Collection of data
Review 4	Data analysis through statistical tools
Review 5	Findings, suggestions and conclusion
Mock Viva	Presentation of the project

Facets of Final Project

- Identification of the project topic
- Identification of the profile of the company, industry type
- Formulation of objectives
- Statement of problem, need and scope of the study
- Limitations of the study
- Literature review
- Research Methodology
- Collection of data
- Selection of statistical tools
- Data analysis and interpretation
- Findings, suggestions and conclusion
- Final report

Evaluation

The management graduates are evaluated through the constant monitoring of reviews on all stages and discussions are made and appropriate suitable changes are suggested during the course of the project work. The expert faculty members review the management students and provide constant up-gradation and ensure that the project work carried out by the students are in-depth with the finest model which help the students to make themselves satisfied during the course of the project work. A final viva will be undertaken with panel of experts in which the students shall have a brief presentation of the project.

Evaluation
Internal Reviews + Mock Viva (Total of 5 Reviews and mock viva through presentation of the project)
Final Viva Voce (The final presentation with a brief overview of the project)

CRITERION 5

STUDENT QUALITY AND PERFORMANCE

CRITERION 5	Student Quality and Performance	100
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Year	Sanctioned Intake		No. of students admitted						Total	
			Within State	Outside State	Other Country	Management Stream	Other Streams	Fresher		Experienced*
CAY (2020)	120	M-84 F-32	96	19	1	102	14	87	29	116
CAYm1 (2019)	120	M-59 F-33	70	22	-	64	28	71	21	92
CAYm2 (2018)	120	M – 66 F – 31	83	14	-	50	47	78	19	97
CAYm3	120		83	36	-	91	28	96	23	119

(2017)		M –									
		73									
		F –									
											424
Total number of students Admitted											

*Minimum 2 years

Table 5.1 - Student Intake

Year of entry	Total number of students admitted	Number of students who have completed	
		I Year	II Year
CAY (2019)	92	91	89
CAY _{m1} (2018)	97	97	95

Table 5.2 – Success Rate

CAY_{m1}: Current Academic Year minus 1

CAY_{m2}: Current Academic Year minus 2 = Last Year Graduate (LYG)

CAY_{m3}: Current Academic Year minus 3 = Last Year Graduate minus 1 (LYG_{m1}) CAY_{m4}: Current Academic Year minus 4 = Last Year Graduate minus 2 (LYG_{m2})

5.1. Enrollment Ratio (Admissions) (20)

Enrolment Ratio= Number of students admitted/ Sanctioned intake

Item	2019-2020	2018-19	2017-18	Total
Number of students admitted	92	97	119	308
Sanctioned Intake	120	120	120	360

Enrolment Ratio = $308/360 * 100 = 85\%$

Item	2020-2021	2019-2020	2018-19	Total
Number of students admitted	116	92	97	305
Sanctioned Intake	120	120	120	360

Enrolment Ratio = $305/360 * 100 = 84\%$

Item (Students enrolled at the First Year Level on average basis during the last three years starting from current academic year)	Marks
>=90% students enrolled	20
>=80% students enrolled	16
>=70% students enrolled	12
>=60% students enrolled	8

5.2. Success Rate (Students clearing in minimum time) (10)

S.I. = Number of students completing program in minimum duration / Number of students admitted

Average SI = Mean of Success Index (SI) for past three batches Success rate = 10 × Average SI

Last Year of Graduate: 2019

Item	Last Year of Graduate, LYG 2019	Last Year of Graduate minus 1, LYGm1 2018	Last Year of Graduate minus 2, LYGm2 2017
Number of students admitted	119	84	60
Number of students who have graduated in minimum time	112	79	58
Success Index (SI)	0.94	0.94	0.96
Average SI	0.94		

Success Rate = $10 * 0.94 = 9.4$

Last Year of Graduate: 2020

Item	Last Year of Graduate, LYG 2020	Last Year of Graduate, LYG 2019	Last Year of Graduate minus 1, LYGm1 2018
Number of students admitted	97	119	84
Number of students who have graduated in minimum time	92	112	79
Success Index (SI)	0.94	0.94	0.94
Average SI	0.94		

Success Rate = $10 \times 0.94 = 9.4$

Last Year of Graduate: 2021

Item	Last Year of Graduate, LYG 2021	Last Year of Graduate, LYG 2020	Last Year of Graduate minus 1, LYGm1 2019
Number of students admitted	92	97	119
Number of students who have graduated in minimum time	89	92	112
Success Index (SI)	0.96	0.94	0.94
Average SI			

Success Rate = $10 * 0.94 = 9.4$

5.3. Academic Performance (Percentage marks scored) (10)

Academic Performance = Average API (Academic Performance Index)

API = ((Mean of final Year Grade Point Average of all successful Students on a 10 point scale) or (Mean of the percentage of marks of all successful students in final year/10)) x (number of successful students/number of students appeared in the examination)

Successful students are those who have passed in all final year courses.

Academic Performance	CAY (2020)	CAYm1 (2019)	CAYm2 (2018)
Mean of CGPA or Mean Percentage of all successful students (X)	9.08	8.9	8.6
Total no. of successful students (Y)	95	112	79
Total no. of students appeared in the examination (Z)	97	119	84
API = $x * (Y/Z)$	8.8	8.3	8
Average API = $(AP1 + AP2 + AP3)/3$	8.3		

Academic Performance	CAY (2021)	CAYm1 (2020)	CAYm2 (2019)
Mean of CGPA or Mean Percentage of all successful students (X)	9.12	9.08	8.9
Total no. of successful students (Y)	89	95	112
Total no. of students appeared in the examination (Z)	92	97	119
API = $x * (Y/Z)$	8.7	8.8	8.3
Average API = $(AP1 + AP2 + AP3)/3$	8.6		

5.4. Placement, Higher Studies and Entrepreneurship (40)

Assessment Points = $30 \times$ average placement; N is the total no. of students admitted in first year

CAY - 2019

Item	CAYm1	CAYm2	CAYm3
No. of students placed in companies or Government Sector (x)	78	57	44
No. of students pursuing Ph.D. / Higher Studies (y)	5	5	4
No. of students turned entrepreneur (In the areas related to management discipline) (z)	25	13	9
$x + y + z =$	108	75	57
Placement Index: $(x + y + z)/N$	0.90	0.89	0.95
Average placement= $(P1 + P2 + P3)/3$	0.91		
Assessment Points = $40 \times$ average placement	36.4		

CAY - 2020

Item	CAYm1	CAYm2	CAYm3
No. of students placed in companies or Government Sector (x)	81	78	57
No. of students pursuing Ph.D. / Higher Studies (y)	-	5	5
No. of students turned entrepreneur (In the areas related to management discipline) (z)	13	25	13
$x + y + z =$	94	108	75
Placement Index: $(x + y + z)/N$	0.96	0.90	0.89
Average placement= $(P1 + P2 + P3)/3$	0.91		
Assessment Points = $40 \times$ average placement	36.4		

CAY - 2021

Item	CAYm1	CAYm2	CAYm3
No. of students placed in companies or Government Sector (x)	67	81	78
No. of students pursuing Ph.D. / Higher Studies (y)	-	-	5
No. of students turned entrepreneur (In the areas related to management discipline) (z)	21	13	25
$x + y + z =$	88	94	108
Placement Index: $(x + y + z)/N$	0.95	0.96	0.90
Average placement= $(P1 + P2 + P3)/3$	0.93		
Assessment Points = $40 \times$ average placement	37.2		

5.4 a. Provide the placement data in the below mentioned format with the name of the program and the assessment year:

Placement Summary:

BATCH 2015 - 2017

S.NO	REGISTER NO.	NAME OF THE STUDENT	COMPANY PLACED
1.	P15BA003	GOWTHAM D	A. M. Breweries Private Ltd.
2.	P15BA005	SILAMBARASAN R	Cholan Gear Industries
3.	P15BA007	SIVA KUMAR P	The Accord Metropolitan
4.	P15BA014	SHALINI THOMAS	Reptile & Chrome Tannery
5.	P15BA015	DHIVAHAR R	A. M. Breweries Private Ltd.
6.	P15BA018	VIGNESH M	Hindustan Constructions
7.	P15BA024	SRIKANTH A	The Chrome Leather Co. Ltd.
8.	P15BA027	SATHISH KUMAR V U	J Hotels Private Ltd
9.	P15BA031	BERNNICE LANCIA RAJASEKAR	The Accord Metropolitan
10.	P15BA036	BALA VIGNESH M	Cholan Gear Industries
11.	P15BA037	SURENDAR P	The Accord Metropolitan
12.	P15BA038	RENJITH M	The Chrome Leather Co. Ltd..
13.	P15BA040	SHAJAN J	Hindustan Constructions
14.	P15BA009	KARTHICK K	Reptile & Chrome Tannery
15.	P15BA013	SATHISH J	A. M. Breweries Private Ltd.
16.	P15BA017	SHARMA K	The Accord Metropolitan
17.	P15BA020	CHRISTY A	J Hotels Private Ltd
18.	P15BA023	PERUMAL U	The Chrome Leather Co. Ltd.

19.	P15BA029	INBA SARAVANAN S	Hindustan Constructions
20.	P15BA042	THOGARCHETI RANJITH KUMAR	The Chrome Leather Co. Ltd.
21.	P15BA043	GOWTHAM AASHIRWAD	Bharath Institute of Science & Tech
22.	P15BA050	VIJAYASARATHY R	Cholan Gear Industries
23.	P15BA055	SHARMILA G	The Chrome Leather Co. Ltd.
24.	P15BA057	RAJESH C	The Accord Metropolitan
25.	P15BA058	AKKARAMANI GANESH VP AVINASH	J Hotels Private Ltd
26.	P15BA059	ANTO M	J Hotels Private Ltd
27.	P15BA061	JAI SHREE	The Accord Metropolitan
28.	P15BA008	RENUKA K	Reptile & Chrome Tannery
29.	P15BA011	CHANDANI GUPTA	A. M. Breweries Private Ltd.
30.	P15BA016	JESU MANICKAM D	The Chrome Leather Co. Ltd.
31.	P15BA019	MALLEPULA BALA NARASIMHULU	Hindustan Constructions
32.	P15BA022	SAKTHIVEL D	J Hotels Private Ltd
33.	P15BA026	AKANKSHA	Reptile & Chrome Tannery
34.	P15BA028	DINESH S	The Accord Metropolitan
35.	P15BA034	JIVANDAN S	Cholan Gear Industries
36.	P15BA039	VIGNESH A	The Accord Metropolitan
37.	P15BA041	SADHANANDA MOHANTA	The Chrome Leather Co. Ltd.
38.	P15BA047	ARUN KUMAR S	A. M. Breweries Private Ltd.
39.	P15BA049	REJOY T JOSEPH	The Chrome Leather Co. Ltd.
40.	P15BA006	YASAR RAHMAN J	Hindustan Constructions
41.	P15BA010	TAKHELLAMBAM GOGO SINGH	Reptile & Chrome Tannery
42.	P15BA021	JOSEPH VARGHESE	Cholan Gear Industries
43.	P15BA048	VIVEK K	The Accord Metropolitan
44.	P15BA044	IGWE MARY BLESSING	J Hotels Private Ltd

BATCH 2016 - 2018

S.NO	REGISTER NO.	NAME OF THE STUDENT	COMPANY PLACED
1.	P16BA002	BATHISHA T	Accord Energy Corporation India Pvt. Ltd
2.	P16BA011	DHAYANI D	Elite Distilleries Private Ltd.
3.	P16BA013	SINGN SONIYA SUNIL	Medi Biotek (India) Pvt. Ltd.
4.	P16BA035	AVINASH C V	A. M. Breweries Private Ltd.
5.	P16BA044	SYTHIYALAL M	Gautam Caps & Packagings
6.	P16BA003	AQUINAS M	Elite Distilleries Private Ltd.
7.	P16BA004	SATHISH KUMAR S	Accord Energy Corporation India Pvt. Ltd
8.	P16BA005	P AVILA ARCHANA	Gautam Caps & Packagings
9.	P16BA007	YUVANESH T	Medi Biotek (India) Pvt. Ltd.
10.	P16BA008	ARCHANA B	A. M. Breweries Private Ltd.
11.	P16BA009	REVATHY R	Gautam Caps & Packagings
12.	P16BA010	BLESSNI VASANTHA N S	Elite Distilleries Private Ltd.
13.	P16BA012	JOSEPH FRANKLIN MANOJ M	Cholan Gear Industries
14.	P16BA014	SARATH KUMAR M	Elite Distilleries Private Ltd.

15.	P16BA015	KINGSLE ISSAC P	Hindustan Constructions
16.	P16BA016	KOODALINGAM G	Accord Energy Corporation India Pvt. Ltd
17.	P16BA017	AKASH R	Elite Distilleries Private Ltd.
18.	P16BA018	TASNEEM K	Medi Biotek (India) Pvt. Ltd.
19.	P16BA019	ARUNKUMAR E	A. M. Breweries Private Ltd.
20.	P16BA020	VARUN V A	Vinayak Infotech
21.	P16BA021	VIJAY T	Gautam Caps & Packagings
22.	P16BA022	STEBANRAJ A	Cholan Gear Industries
23.	P16BA023	DINESH K	Vinayak Infotech
24.	P16BA024	TEJKUMARI DEVI KONJENGBAM	Accord Energy Corporation India Pvt. Ltd
25.	P16BA025	VIPITO V AWOMI	Medi Biotek (India) Pvt. Ltd.
26.	P16BA026	VINOD KUMAR S	Gautam Caps & Packagings
27.	P16BA028	SHARMILA A	The Accord Metropolitan
28.	P16BA029	DIVYA G	Gautam Caps & Packagings
29.	P16BA030	SHANKAR C	Elite Distilleries Private Ltd.
30.	P16BA031	BENNY RICHARDSON P	Vinayak Infotech
31.	P16BA032	BILAL MOHAMED ZIAUDEEN	Accord Energy Corporation India Pvt. Ltd

32.	P16BA033	JOSHI J S	Jam Resorts and Hotels Pvt. Ltd.
33.	P16BA034	NANDHINI PRANAVIKA P A	The Accord Metropolitan
34.	P16BA036	MUHAMMED ARSHAD P	Elite Distilleries Private Ltd.
35.	P16BA037	PYNJOPSHAPHRANG THABAH	Accord Energy Corporation India Pvt. Ltd
36.	P16BA038	R SAISARATH	The Accord Metropolitan
37.	P16BA039	C VENKATESH	Vinayak Infotech
38.	P16BA040	D RAJESH RAJA	The Accord Metropolitan
39.	P16BA041	SUMAN SAUROV	A. M. Breweries Private Ltd.
40.	P16BA042	SHIVAM KUMAR	Gautam Caps & Packagings
41.	P16BA043	VINOTH S	The Accord Metropolitan
42.	P16BA045	PURUSHOTHAMAN K	Cholan Gear Industries
43.	P16BA046	RANJAN RAJ	Accord Energy Corporation India Pvt. Ltd
44.	P16BA047	ASHWIN B	Elite Distilleries Private Ltd.
45.	P16BA048	BIPIN SAH	Vinayak Infotech
46.	P16BA049	KARTHICK .A	A. M. Breweries Private Ltd.
47.	P16BA050	ATHIYAMAN K P R	Medi Biotek (India) Pvt. Ltd.
48.	P16BA051	SATHISHKUMAR A.S	Gautam Caps & Packagings

49.	P16BA052	ILAYARAJA .S	Elite Distilleries Private Ltd.
50.	P16BA053	MADHAN .M	Vinayak Infotech
51.	P16BA054	ARMAN KHAN	Accord Energy Corporation India Pvt. Ltd
52.	P16BA056	BABU .M	Hindustan Constructions
53.	P16BA057	PRITI PALLAWEE	Medi Biotek (India) Pvt. Ltd.
54.	P16BA058	RAHUL KUMAR SHAH	Elite Distilleries Private Ltd.
55.	P16BA059	THENNARASAN .M	Accord Energy Corporation India Pvt. Ltd
56.	P16BA006	MANOBALA S	Medi Biotek (India) Pvt. Ltd.
57.	P16BA062	KARUNAKARAN .G	Accord Energy Corporation India Pvt. Ltd

BATCH 2017 - 2019

S.NO	REGISTER NO.	NAME OF THE STUDENT	COMPANY PLACED
1.	P17BA001	RAKESH R	Accord Life Spec Private Ltd.
2.	P17BA003	SIDDARTH C	J Hotels Private Ltd
3.	P17BA004	SIVAMURUGAN K	Premier Leather Corporation
4.	P17BA005	AHAZ REEGAN N	Accord Life Spec Private Ltd.
5.	P17BA006	UMAR FAIZ A	Khandelwal Laboratories Pvt. Ltd.
6.	P17BA007	DEBASISH SETHI	Accord Energy Corporation Pvt. Ltd
7.	P17BA008	POOJITHA S	Fortune Distillers & Vintners
8.	P17BA009	SHAHANAZ BEGUM A	The Accord Metropolitan
9.	P17BA010	MANIMARAN S	A.M.Breweries

10.	P17BA011	PARTHOSH RAJ R	Khandelwal Laboratories Pvt. Ltd.
11.	P17BA012	HEMALATHA D	J Hotels Pvt. Ltd.
12.	P17BA013	THUMMALA KAVYA	Accord Life Spec Private Ltd.
13.	P17BA014	NAVEEN RAJ A P	Premier Leather Corporation
14.	P17BA015	TREYOOKIDAME JAT	Fortune Distillers & Vintners
15.	P17BA016	GOUTHAM K	The Accord Metropolitan
16.	P17BA017	VIGNESH R	Accord Life Spec Private Ltd.
17.	P17BA018	SANDHIYA N	The Chrome Leather Co. Ltd.
18.	P17BA019	PYNSANHIDA I DKHAR	Khandelwal Laboratories Pvt. Ltd.
19.	P17BA020	SARAVANAN M	Elite Distilleries Private Ltd.
20.	P17BA021	ELAVARASAN R	J Hotels Private Ltd
21.	P17BA022	SANGEETHA P	The Accord Metropolitan
22.	P17BA023	GOPINATH E	Gautham Caps & Packagings
23.	P17BA024	MOHAMMED SAMEER M	Premier Leather Corporation
24.	P17BA025	SANTOSH S	Fortune Distilleries & Vintners
25.	P17BA026	JAYARAJAN C K	Premier Leather Corporation
26.	P17BA027	TARANJITH H	Accord Life Spec Private Ltd.
27.	P17BA028	NIVIN C	Medi Biotek (India) Pvt. Ltd.
28.	P17BA029	BEBETO R SANGMA	J Hotels Pvt. Ltd.
29.	P17BA030	SHAUKATH ALI KAMIL S	Accord Energy Corporation Pvt. Ltd
30.	P17BA031	RAMESH M	Premier Leather Corporation
31.	P17BA032	KARTHICK R	Khandelwal Laboratories Pvt. Ltd.
32.	P17BA033	RAJ KUMAR R	Accord Life Spec Private Ltd.
33.	P17BA034	ALBERT NICHOLAS B	J Hotels Private Ltd
34.	P17BA035	PRASANTH BABU V	Premier Leather Corporation
35.	P17BA036	PAZHANI MURUGESH R S	Khandelwal Laboratories Pvt. Ltd.
36.	P17BA037	JAHNAVIPRIYAKRISHNA M	Fortune Distillers & Vintners
37.	P17BA038	RAJA RAJESWARI V	Fortune Distillers & Vintners

38.	P17BA039	PRAVEEN KUMAR K	Accord Life Spec Private Ltd.
39.	P17BA040	RADHIKA R	J Hotels Private Ltd
40.	P17BA041	VIKRAM P	Fortune Distillers & Vintners
41.	P17BA042	THENMOZHI S	Medi Biotek (India) Pvt. Ltd.
42.	P17BA043	PRAVEEN KUMAR D	Fortune Distillers & Vintners
43.	P17BA044	ECHWAMIDAWNI SUNGOH	The Accord Metropolitan
44.	P17BA045	PREETHIKA D	Accord Life Spec Private Ltd.
45.	P17BA046	RAJESEKAR A	Elite Distilleries Private Ltd.
46.	P17BA047	INDHUMATHI R	Premier Leather Corporation
47.	P17BA048	SARUMATHI R	Fortune Distillers & Vintners
48.	P17BA051	AVANISH KUMAR SINGH	Khandelwal Laboratories Pvt. Ltd.
49.	P17BA053	MADISHETTY AKSHAY	Fortune Distilleries & Vintners
50.	P17BA054	NARASIMHAM BHARADWAJ	Fortune Distillers & Vintners
51.	P17BA055	ARBAKSATHSALA S	Accord Life Spec Private Ltd.
52.	P17BA056	ZULIKHA BIBI	Gautam Caps & Packagings
53.	P17BA057	SUBHASHINY A	Premier Leather Corporation
54.	P17BA058	SUBATHRA M	J Hotels Private Ltd
55.	P17BA059	KOUSIKA M	Fortune Distillers & Vintners
56.			
57.	P17BA060	SHARMILADEVI S	Khandelwal Laboratories Pvt. Ltd.
58.	P17BA061	PARTHASARATHY B	Accord Energy Corporation Pvt. Ltd
59.	P17BA062	JERRY DAVISE	The Accord Metropolitan
60.	P17BA063	IVAN SANJO T	Khandelwal Laboratories Pvt. Ltd.
61.	P17BA064	SRI BALA KRISHNAN P K	Accord Life Spec Private Ltd.
62.	P17BA065	VIGNESWARAN A	Jam Resorts
63.	P17BA067	PREMKUMAR D	Accord Energy Corporation Pvt. Ltd
64.	P17BA068	BILOP DAS	Khandelwal Laboratories Pvt. Ltd.
65.	P17BA069	AVINASH XALXO	Accord Life Spec Private Ltd.

66.	P17BA070	NISHA DAS	Premier Leather Corporation
67.	P17BA071	SUPRIYA GOLDER	Khandelwal Laboratories Pvt. Ltd.
68.	P17BA072	KUSU RAVALI	Accord Life Spec Private Ltd.
69.	P17BA073	CHERUKURU SWATHI	J Hotels Private Ltd
70.	P17BA074	KUSU GOPI	Fortune Distilleries & Vintners
71.	P17BA075	SARVEKA V	Premier Leather Corporation
72.	P17BA076	HEMALATHA S	Khandelwal Laboratories Pvt. Ltd.
73.	P17BA079	HARIKRISHNA M	Fortune Distilleries & Vintners
74.	P17BA081	SADAM HUSSAIN K	The Accord Metropolitan
75.	P17BA084	JENCY J	Accord Life Spec Private Ltd.
76.	P17BA087	SHASHIDHAR LINGAPPA S	J Hotels Private Ltd
77.	P17BA092	NUSRATH SULTHANA K J	The Chrome Leather Co. Ltd.
78.	P17BA095	KETHA SREEKANTH	Premier Leather Corporation
79.	P17BA100	SALOMY	Accord Life Spec Private Ltd.

BATCH 2018-2020

S.NO	REGISTER NO.	Student Name	COMPANY PLACED
1.	P18BA001	Shankar S	Accord Life Spec Private Ltd.
2.	P18BA002	Vetrivel M	J Hotels Private Ltd
3.	P18BA003	Saiees Chandrakumar	Premier Leather Corporation
4.	P18BA004	Sangeetha M	Vinayak Infotech
5.	P18BA005	Gokula Krishnan R P	Khandelwal Laboratories Pvt. Ltd.

6.	P18BA006	Selvakumar R	Accord Energy Corporation Pvt. Ltd
7.	P18BA007	Logasri M	Cholan Gear Industries
8.	P18BA008	Mukesh P	The Accord Metropolitan
9.	P18BA009	Mugundan S	A. M. Breweries Private Ltd.
10.	P18BA010	Banupriya A	Khandelwal Laboratories Pvt. Ltd.
11.	P18BA011	Santhosh R	J Hotels Pvt. Ltd.
12.	P18BA012	Joshva S	Vinayak Infotech
13.	P18BA013	Ankit Bose	Premier Leather Corporation
14.	P18BA014	Gopinathan K .	Reptile & Chrome Tannery
15.	P18BA015	Ninushaa R M .	The Accord Metropolitan
16.	P18BA016	Naveen Kumar D. G .	Accord Life Spec Private Ltd.
17.	P18BA017	J Robinson .	The Chrome Leather Co. Ltd.
18.	P18BA019	Makisha . R .	Khandelwal Laboratories Pvt. Ltd.
19.	P18BA020	Sooraj S Nair .	Elite Distilleries Private Ltd.
20.	P18BA021	Vignesh V .	J Hotels Private Ltd
21.	P18BA022	Maddu Suresh .	The Accord Metropolitan
22.	P18BA023	Lakshmi Priya A .	Gautam Caps & Packagings

23.	P18BA024	Josephine Cecily D .	St. Dominic's Anglo Indian School
24.	P18BA025	Saravana Kumar A .	Reptile & Chrome Tannery
25.	P18BA026	Chilukuri Kireeti Reddy .	Premier Leather Corporation
26.	P18BA027	Krishnaveni S .	Vinayak Infotech
27.	P18BA028	Premalatha K .	Medi Biotek (India) Pvt. Ltd.
28.	P18BA029	Thilrukshan G .	GPR Resources Pvt Ltd
29.	P18BA030	Kevin Infant F .	Accord Energy Corporation Pvt. Ltd
30.	P18BA032	Samsad Ahamed .	Premier Leather Corporation
31.	P18BA034	Nivedha V .	Khandelwal Laboratories Pvt. Ltd.
32.	P18BA035	Karthikeyan P	Accord Life Spec Private Ltd.
33.	P18BA036	Mohanraj A .	Jam Resorts and Hotels Pvt Ltd
34.	P18BA038	Beuton Lawrence A	Premier Leather Corporation
35.	P18BA039	Maieswaran C	Samsung India Electronics
36.	P18BA040	Madhan G	Fortune Distillers & Vintners
37.	P18BA041	Jayaramakrishnan A	Fortune Distillers & Vintners
38.	P18BA042	Rusikesan D	Accord Life Spec Private Ltd.
39.	P18BA043	Naveen Kumar A .	J Hotels Private Ltd

40.	P18BA044	Soundarya S .	Accord Life Spec Private Ltd.
41.	P18BA045	Jebilah Victoria K .	Medi Biotek (India) Pvt. Ltd.
42.	P18BA046	Aravindha Kugan Ms .	Fortune Distillers & Vintners
43.	P18BA047	Renju R K	The Accord Metropolitan
44.	P18BA048	Poovarasam K .	Fortune Distillers & Vintners
45.	P18BA049	Iniyavan V	Elite Distilleries Private Ltd.
46.	P18BA051	Yuvaraj V .	Premier Leather Corporation
47.	P18BA052	Sridevi U .	Fortune Distillers & Vintners
48.	P18BA054	Ajith M	Khandelwal Laboratories Pvt. Ltd.
49.	P18BA055	R Ranjitha Devi	Fortune Distilleries & Vintners
50.	P18BA056	Indumathi C	Fortune Distillers & Vintners
51.	P18BA057	Suresh L	Accord Life Spec Private Ltd.
52.	P18BA058	Elizabeth V	Gautam Caps & Packagings
53.	P18BA059	Udhaya Kumar M	Premier Leather Corporation
54.	P18BA060	Jaya Surya J	J Hotels Private Ltd
55.	P18BA061	Datiki Ravi Teja	Larsen & Toubro Limited
56.	P18BA062	Tamilselvan P	Khandelwal Laboratories Pvt. Ltd.

57.	P18BA064	Gowtham Singh D	Accord Energy Corporation Pvt. Ltd
58.	P18BA065	Sanjay K .	Team Lease
59.	P18BA066	Sindhiya M .	Khandelwal Laboratories Pvt. Ltd.
60.	P18BA067	Nikitha P R	Accord Life Spec Private Ltd.
61.	P18BA069	Susmitha M	Prathigna.com HR Solutions
62.	P18BA070	Krupa Sharon Nishitha S .	Team Lease
63.	P18BA073	Swetha R	Khandelwal Laboratories Pvt. Ltd.
64.	P18BA074	Akula Pavan Theja	Accord Life Spec Private Ltd.
65.	P18BA075	Sai Saranya S	SPI Global Pvt. Ltd
66.	P18BA076	Azhagiri S	Khandelwal Laboratories Pvt. Ltd.
67.	P18BA077	Salam Athouba Meetei	ICICI Bank
68.	P18BA081	Varshs Thanilazhagi D S	J Hotels Private Ltd
69.	P18BA082	Mounika Gayatri	Larsen & Toubro Infotech Limited
70.	P18BA083	Pallavi Kumari	Premier Leather Corporation
71.	P18BA084	Keerthiga A	Khandelwal Laboratories Pvt. Ltd.
72.	P18BA086	Vignesh M	Fortune Distilleries & Vintners
73.	P18BA087	Dhivakar S	Fortune Distilleries & Vintners

74.	P18BA088	Sujan Raj E	Accord Life Spec Private Ltd.
75.	P18BA089	Vivek M	J Hotels Private Ltd
76.	P18BA092	Karri Sreekanth Reddy	The Chrome Leather Co. Ltd.
77.	P18BA094	Kirti	Premier Leather Corporation
78.	P18BA097	Manoharan R	Accord Life Spec Private Ltd.
79.	P18BA100	Aasaiyan S	Hindustan Constructions
80.	P18BA099	Yuvanash V	Hindustan Constructions
81.	P18BA101	Jerald Ebnizer	Hindustan Constructions

5.5. Student Diversity (5)

(Diversity may include Experience, Gender diversity, Qualification, Geographic diversity (within state, outside state, outside country))

Year	Gender	DIVERSITY DETAILS							Total
		Within State	Outside State	Other Country	Management Stream	Other Streams	Fresher	Experienced *	
2020	M-84	96	19	1	102	14	87	29	116
	F-32								
2019	M-59	70	22	-	64	28	71	21	92
	F-33								
2018	M- 66	83	14	-	50	47	78	19	97
	F -31								
2017	M -73	83	36	-	91	28	96	23	119
	F -46								

5.6. Professional Activities (15)

5.6.1. Students' participation in Professional societies/chapters Professional Societies And organizing management events(5)

The Department of Management Studies is associated with various professional societies and bodies to help out the Management students to gain exposure on practical training and learning and support from the industry

Madras Management Association

The Madras Management Association has vast history which plays an enormous supporting role for the student community as well as the teaching fraternity. The Madras Management Association in association with the Department of Management Studies, provides student convention and provides various activity for the development of the student community. The management graduates of Bharath participate and volunteer in various activities organized by the MMA. The Management students always actively participates in various events conducted by MMA such as seminars, discussion and debates.

**INAUGURATION OF THE STUDENTS CHAPTER OF THE
MADRAS MANAGEMENT ASSOCIATION (MMA) ON 15.11.18**



**ANNUAL STUDENTS CONVENTION ORGANIZED
BY MADRAS MANAGEMENT ASSOCIATION (MMA)
ON 25.9.18 & 26.9.18**



**STUDENTS PARTICIPATING IN THE SEMINAR
ON THE FUTURE OF FINANCE
ORGANISED BY MMA ON 13.11.18**





A guest lecture BY MR.DEEPAK, President- the Sindhi Society, on CORPORATE LIFE STYLE ORGANIZED IN ASSOCIATION WITH MMA



Student Participation in Various Events organized by Eminent Institutions



SPEAK FOR INDIA DEBATE AT ITC CONDUCTED BY FEDERAL BANK AND THE TIMES OF INDIA



KALPA '19 MANAGEMENT FEST AT ITM BUSINESS SCHOOL



Intercollegiate seminar Participation by MBA Graduates at Annamalai University, Chidambaram

5.6.2. Students' Publications (10)

(List the publications along with the names of the authors and publishers, etc.)

STUDENT PUBLICATION (2019-2020)

LIST OF STUDENT'S PUBLICATIONS

S.NO	NAME OF THE AUTHOR	TITLE OF THE PAPER	TITLE OF THE JOURNAL	IMPACT FACTOR	LINK
01	J Pavithra, Magdalene Peter, C.Kreethi Reddy	A Work on Capital Asset and Inventory Analysis	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14060882S819.pdf
02	S.Soundarya, J Pavithra, K.Jebilah Victoria	An Examination on Employee Training and Development Program Conducted at Googolsoft Technologies	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14540882S819.pdf

03	R Ramamoorthy, J Pavithra, Tamilselvan	A Work on Population Explosion	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13730882S819.pdf
04	PavanTheja, J Pavithra, Anitha K	An Emperical Work on Navigating the Start - Up Ecosystem in Chennai	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14300882S819.pdf
05	K.Jebilah Victoria, J Pavithra, A Kamal	Customer Satisfaction Towards Various Software Products Offered by Jemi Cluster	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14180882S819.pdf
06	Magdalene Peter, J Pavithra, Renju	A Evaluation on the Impact of Social Media in Human Resource Management	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14860882S819.pdf

07	Magdalene Peter, S.Fabiyola Kavitha, R.Selva	Performance Appraisal System at TPF Software India Pvt Ltd	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13690882S819.pdf
08	Indumathi, Magdalene Peter, A.Kamal	Customer Satisfaction of Mahindra Two Wheeler's in Chennai City	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14150882S819.pdf
09	Magdalene Peter, S.Fabiyola Kavitha, Banupriya	The Effectiveness of Stress Management Related to Employee's Efficiency	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14780882S819.pdf
10	Magdalene Peter, S.Soundarya, R.Selva	Recruitment and Selection Process Towards Victory Software Solutions, Chennai	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14440882S819.pdf

11	Magdalene Peter, S.Fabiyola Kavitha, G.Thilrukshan	An Examination on Satisfaction Level of Employee Benefits at BMW Plant Chennai	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14500882S819.pdf
12	J Pavithra, Magdalene Peter, D.S.Varsha	Recruitment and Training of Employee Followed by Vishal Mega Mart	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13040882S819.pdf
13	Magdalene Peter, S.Fabiyola Kavitha, R K Renju	An Exploration on Sress Management at Motherson Automative Technologies & Engineering Chennai	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14510882S819.pdf

14	Magdalene Peter, S.Fabiyola Kavitha, R K Renju	An Exploration on Stress Management at Motherson Automotive Technologies & Engineering Chennai	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14510882S819.pdf
15	Magdalene Peter, S.Fabiyola Kavitha, Gopinathan	A Evaluation on Stress Management	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14840882S819.pdf
16	R Selva, Magdalene Peter, Anitha.K	Evaluation on Consumer Behavior	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14310882S819.pdf
17	J Pavithra, Magdalene Peter, C.Kreethi Reddy	A Work on Capital Asset and Inventory Analysis	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8,	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14060882S819.pdf

			Issue.288		
18	Magdalene Peter, S.Fabiyola Kavitha, Kireeti Reddy	Employee Satisfaction in ITC Grand Chola Hotels	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13020882S819.pdf
19	Magdalene Peter, S.Fabiyola Kavitha, Jayarajan C K	Dynamic Approach to Improve the Work Life Balance of IT Employees	International Journal of Innovative Technology and Exploring Engineering (IJITEE)ISSN: 2278-3075, Volume-8 Issue-8S, June 2019	0.10	https://www.ijitee.org/wp-content/uploads/papers/v8i8s/H11040688S19.pdf
20	R Ramamoorthy, S Soundarya, Pallavi Kumari	Customer Satisfaction of Different Brands of Hero Honda Motors at Rao & Khan Motors, Krishnagiri	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13930882S819.pdf

21	R Ramamoorthy, J Pavithra, Nivedha V	Analyzing the Expectation Reality Gap in Online Banking Services	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13910882S819.pdf
22	R Ramamoorthy, M Sangeetha, A Kamal	Working Capital Management	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13380882S819.pdf
23	R Ramamoorthy, J Pavithra, Kevin Infant	A Have a Look of Stress Among Students of Professional Faculties From an City Place in India	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13060882S819.pdf
24	R Ramamoorthy, J Pavithra, Kevin Infant	A Have a Look of Stress Among Students of Professional Faculties From an City Place in India	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13060882S819.pdf

25	R Ramamoorthy, Venkatraman K, Poovarasan	Analysis of Inflation Trends and Measure to Contain Them	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13860882S819.pdf
26	R Ramamoorthy, SSL Mounika Gayathri, Sanjay	Employees Training with References to Aqua Care Pluz	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13650882S819.pdf
27	R Ramamoorthy, Poovarasan, Prasath Alis Surendhar	Home Loans In DHFL Corporation Ltd Company in Chennai	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13280882S819.pdf
28	S Praveen Kumar, R.Ramamoorthy, Banupriya	Aspects of Budgeting	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14050882S819.pdf

29	G Madan, R Ramamoorthy, Vimala D	CRM on Googol Soft Technologies	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14110882S819.pdf
30	R Ramamoorthy, K Venkatranman, M Sangeetha	A Recruitment and Selection Process at Hi- Tech Civil Engineers Pvt Ltd	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13830882S819.pdf
31	R Ramamoorthy, P Karthikeyan, K.Shanmugapriya	Workers Participation in Management with Reference to Loganathan Interior, Chennai	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13320882S819.pdf
32	Pallavi Kumari, R.Ramamoorthy, K.Anitha	Evaluation of Financial Performance	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14290882S819.pdf

33	R Ramamoorthy, J Pavithra, Tamilselvan	A Work on Population Explosion	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13730882S819.pdf
34	R Ramamoorthy, G.Thilrukshan , Vimala D	Financial Performance of Hi - Tech Arai Private Ltd	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13200882S819.pdf
35	J Pavithra, Gowtham Ashirvad Kumar, Sangeetha M	Employees Provident Fund with Special Referencce to Mando India Automative, Chennai	International Journal of Recent Technology and Engineering, ISSN:2277-3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13640882S819.pdf
36	Gowtham	Sales Promotion in	International of	0.10	https://www.ijrte.org/wp-

	Aashirwad Kumar, A Ravikumar, D Ravitheja	Khivraj Motors	Journal Recent and Tech nology Engineering, ISS N:2277- 3878, Vol:8, Issue.288		content/uploads/papers/v8i2S8/B14490882S819.pdf
37	Gowtham Aashirwad Kumar, A.Ravikumar, Indhumathi	A Evaluation on the Product and Brand Management at Karlo Automobiles(P)Ltd, Patna	International of Journal Recent and Tech nology Engineering, ISS N:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14820882S819.pdf
38	Gowtham Aashirwad	A Evaluation on the Product and Brand	International of Journal Recent and Tech nology	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14820882S819.pdf

	Kumar, A.Ravikumar, Indhumathi	Management at Karlo Automobiles(P)Ltd, Patna	Engineering, ISS N:2277- 3878, Vol:8, Issue.288		
39	Gowtham Aashirwad Kumar, Ravikumar, Raviteja	A Look at Well Known Perception A of Patron About D Emblem Name and Advertising Techniques and the Way it Impacts Their Buying Choice	International of Journal Recent and Tech nology Engineering, ISS N:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13030882S819.pdf
40	Gowtham Aashirwad	Evaluation on the Impact of GST on	International of Journal Recent and Tech nology	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14800882S819.pdf

	Kumar, A Ravikumar, S.Mugundan	Restaurant Business in Tambaram, Chennai	Engineering, ISS N:2277- 3878, Vol:8, Issue.288		
41	Gowtham Aashirwad Kumar, Ravikumar, Mounika Gayathri	Evaluation on the Level of Job Satisfaction of Employees at INNCON	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14810882S819.pdf
42	C S Gowtham Chakravarthy, S.PRaveen Kumar, G,Madhan	Working Capital Towards Royal Enfield in Venkateshwara Bike Zone	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13070882S819.pdf
43	Gowtham Aashirwad Kumar, A Ravikumar, Indhumathi	A Evaluation on the Product and Brand Management at Karlo Automobiles(P) Ltd, Patna	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14820882S819.pdf

44	Gowtham Aashirwad Kumar, A Ravikumar, D.Raviteja	A Look at Well Known Perception of Patron About Emblem Name and Advertising Technique and the Way it Impacts Their Buying Choice	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	0.10		https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13030882S819.pdf
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STUDENT'S PUBLICATION (2018-2019)

S.NO	NAME OF THE AUTHOR	TITLE OF THE PAPER	TITLE OF THE JOURNAL	LINK
01	J Pavithra, Amit Singh	A Study on Market Potential Of Freight Forwarders Business at Seawaves Shipping Services	International Journal of Pure and Applied Mathematics	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13060882S819.pdf
02	J Pavithra, Christy A	A Study on Recruitment and Selection Process at Pentagon Logistics	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/15.pdf
03	J Pavithra, Inba Saravanan S	A Study on Measuring Employability Skills Among the Management Graduates	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/18.pdf

04	J Pavithra, K.P.Thooyama ni, Sadananda Mohanta	A Study on Awareness and Impact of Micro Financial Schemes in the J&K State cooperative Bank Ltd	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/19.pdf
05	K.P.Thooyam ani, S.Fabiyola Kavitha, Bernice Lancia Rajasekhar	A Study on Effectiveness of Performance Appraisal System	International Journal of Pure and Applied Mathematics	http://serisc.org/journals/index.php/IJAST/article/view/5014
06	P Dayakar, Aquanas	A Survey on Work Place Behaviour: Role of Person Job Fit & Empowerment, Evidence	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/17/54.pdf
07	C S Gowtham, Praveen Kumar, Banu Priya	Examination on Maintenance the board in Coco Cola Company	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13010882S819.pdf

08	S.Praveen Kumar, R.Ramamoorthy, Priya.N	Economic Position Victimization	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13120882S819.pdf
09	J Pavithra, Gowtham Aashirwad Kumar, Sangeetha M	Employee Provident Fund with Special reference to Mando India Automative	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13640882S819.pdf
10	Magdalene Peter, J Pavithra, Renju	A Evaluation of the Impact of Social Media in Human Resource Management	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14860882S819.pdf
11	R Ramamoorthy , J Pavithra, Nivedha V	Analyzing the Expectation Reality Gap in Online Banking Services	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13060882S819.p

12	R Ramamoorthy , J Pavithra, Kevin Infant	A Have a Look at of Stress Among Students of Professional Faculties from an City Place in India	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13060882S819.pdf
13	J Pavithra, Ajith, A Kamal	Working Capital Management in Toolfab Engineering Industries Pvt Ltd	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B1360882S819.pdf
14	J Pavithra, Mugundan, Nivedha	A Novel Work on Performance Appraisal	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13720882S819.pdf
15	S.Praveen Kumar, J Pavithra, Krupa Sharon Nishitha	Employee Welfare Motive at SAR Worldwide Logistics Pvt Ltd	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13630882S819.pdf

16	J Pavithra, Hameed Hussain	Mobile Usage Driving	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13290882S819.pdf
17	G. Thilrukshan, J Pavithra, Sangeetha.S	Customer Relationship Management with Special Reference to Swathi Engineering In Chennai	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14120882S819.pdf
18	J Pavithra, Magdalene Peter, D.S.Varsha	Recruitment and Training of Employee Followed by Vishal Mega Mart	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13040882S819.pdf
19	J Pavithra, Gopinathan, Srividhya	Financial Performance Datanotic International	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13210882S819.pdf

STUDENTS PUBLICATION (2017-2018)

S.N O	Name of the Faculty	Name of the Paper	Name of the Journal	Link
1	C S Gowtham Chakravarthi, R Kausalya, BalaVignesh M	A Study on Training and Development in Marketing at Amtex Software Solutions in Chennai	International Journal of Recent Technology and Engineering	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/32.pdf
2	J Pavithra, Magdalene Peter, Sathish Kumar V U	A Study on Savings Patterns of Chennai	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/19/96.pdf
3	J Pavithra, K.P Thooyamani, Kermiki Dkhar	A Study on Working Capital Management of TVS Credit Services Ltd	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/30.pdf
4	S Fabiyola Kaavitha, Veeramani T	A Study on Store Management at WEFT Logistics	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/30.pdf

5	S Praveen Kumar, J Pavithra, Basuklin Ryanthiang	A Study on the Nomological Network of Recruitment and Selection Process	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/19/78.pdf
6	G.Abishek , Dr C B Senthil Kumar	Constructive Training Implementation Methodologies for Corporate Employees	International Journal of Mechanical Engineering and Technology (IJMET)	https://iaeme.com/MasterAdmin/Journal_uploads/IJMET/VOLUME_8_ISSUE_3/IJMET_08_03_010.pdf
7	VP Avinash , P Dayakar, Dr V	A Learning on Customer Satisfaction	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/16/36.pdf
9	Archana B , C S Gowtham Chsakravart hi	A Systematic Approach of Market and Price Review of Brinjal in Kanpur	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/30.pdf
10	Archana B , Dr S Fabiyola Kavitha	An Summary of Strategic Management Aspects of Indian Pharmaceutical INDUSTRY	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/27.pdf

		Comparison		
11	Archana B, Magdalene Peter	Comparison on Important Mal Operate Or Good Trading System Failure	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/25.pdf
12	Archana B, Magdalene Peter	A Review on Eyewitness on Essential Malfunction Factor Failure	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/26.pdf
13	Archana B, Magdalene Peter	An Overview on Strategic Management Aspects of Indian Pharmaceutical Industry	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/28.pdf
14	Archana B, C S Gowtham	A Systematic Approach of Market and Price	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/30.pdf
15	Arockia Steny Bigisco, J Pavithra, Dr K.P. Thooyamani	A Study on Customer Satisfaction of the Product "ACME	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/30.pdf

		ERP”		
16	Arun Kumar S , Magdalene Peter, R Ramamoorthy	Absenteeism of Employee at Sree Krishna Collection	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/20/24.pdf
17	Bernice Lan cia Rajasekar , R Bharthvajan, C S Gowtham Chakravarthy	A Study on Recruitment and Selection Process with Profile Screening in Check Point Appraael	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/hub/2018-120-5/1/63.pdf
18	P Dayakar, S Praveen Kumar, Sharmila G	A Study on Customer Relationship Management with Special Reference to Domain 2 Host	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/hub/2018-120-5/1/63.pdf
19	C S Gowtham Chakravarthy, Magdalene Peter, Yasar Rahman	HR Intervention in Organisational Development	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/issue18.html

20	C S Gowtham Chakravarthi, S Praveen Kumar, J Jaishree	HR Functional Outsourcing	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/18/92.pdf
21	C S Gowtham Chakravarthi, S Praveen Kumar, Bala Vignesh M	A Study on Analysis of Infosys and TCS Stock Price Listed in NSE Using Macro and Micro Economic	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/36.pdf
22	C S Gowtham Chakravarthi, Dr S Praveen Kumar, Arun Kumar S	A Study on Cash Flow Management with Reference to Softorix Technologies	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/70.pdf
23	Magdalene Peter, R Kausalya, Sadananda Mohanta	A Study on Awareness about the Cost Reduction and Elimination of Waste Among Employees in Life Line Multi speciality Hospital	International Journal of Pure and Applied Mathematics	http://acadpubl.eu/jsi/2017-116-13-22/articles/14/47.pdf

24	C S Gowtham Chakravarthy, S Praveen Kumar, BalaVignesh M	A Study on Financial Statements at Sharekhan	International Journal of Pure and Applied Mathematics	http://acadpubl.eu/jsi/2017-116-13-22/articles/14/47.pdf
25	C S Gowtham Chakravarthy, S Praveen Kumar, Renjith M	A Study on Assess the Employee Awareness on Hospital Acquired Infection Control at Life Line Multi- speciality Hospital	International Journal of Pure and Applied Mathematics	http://acadpubl.eu/jsi/2017-116-13-22/articles/14/47.pdf
26	J Pavithra, K P Thooyamani, Kermiki Dkhar	A Study on the Analysis of Financial Performance with reference to Jeppiar Cements Pvt Ltd	International Journal of Pure and Applied Mathematics	http://acadpubl.eu/jsi/2017-116-13-22/articles/14/47.pdf
27	J Pavithra, V Srinivasan, Basuklin	A Study on Inmpact of Social Media In HRM	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/28.pdf

28	J Pavithra, S Fabiyola Kavitha, Gow tham D	A Study on Inventory Management at Tata Steel Processi ng and Distribution Ltd	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/18/29.pdf
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CRITERION 6

FACULTY ATTRIBUTES AND CONTRIBUTIONS

CRITERION 6	Faculty Attributes and Contributions	220
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Name of the Faculty Member	Qualification			Date on which Designated as Professor/ Associate	Date of Joining the Institution	Specialization	Academic Research			Nature of Association	
	University						Ph.D. Guidance	Ph.D. Faculty Receiving			
Dr.S.Praveen Kumar	PhD Sri Venkateshwar University	2011	Associate Professor & Head	01/01/2021, 10/10/2016, & 16/06/2014	MB, MA	Business Administration	27	8		Y	Regular
Dr.Venkatramaraju.D	PhD S.V University	1997	Associate Professor	7/08/2014,	MB, MA	Business Administration	25	8		Y	Regular
ArunKumar.D	PhD Bharathi University	2017	Associate Professor	01/08/2017, 03/06/2019	MB, MA	Business Administration	4	2	2017	Y	Regular
Kannan.J	PhD Madurai Kamalaj	2015	Associate Professor	17/07/2017,	MB, MA	Business Administration	14	5		Y	Regular

		Univers ity		r									
T Milton	PhD	Madras Univers ity	201 4	Profe ssor	Prof esso r	24/02/2020	MB A	Busine ss Admini stration	13	8		Y	Regular
A Ravikumar	PhD	Annam alai Univers ity	201 6	Asso ciate Profe ssor	Asso ciate Prof esso r	27/02/2020	MB A	Busine ss Admini stration	12	8	201 6	Y	Regular
Balu	PhD	IGNO U	201 5	Asso ciate Profe ssor	Asso ciate Prof esso r	05/06/2019	MC om erce	Comm	10			Y	Regular
Jhony. A	MP hil	BIHER	201 7	Asso ciate d	Assi stant Prof esso r	15/7/2015	MB A	Busine ss Admini stration	3	NA		Y	Regular
Jayanthi. S	MB A	Anna Univers ity	199 9	Asso ciate d	Assi stant Prof esso r	17/8/2015	MB A	Busine ss Admini stration	2	NA		Y	Regular
Pavithra.J	PH D MB A	BIHER Anna Univers ity	201 7 200 7	Asso ciate d	Assi stant Prof esso r	02/07/2008	MB A	Busine ss Admini stration	14	NA	201 9	Y	Regular

Magdalene Peter	MB A	Bharathidasan University	2003	Associate Professor	Assistant Professor	23/7/2014	MB A	Business Administration	5	NA	2021	Y	Regular
GowthamChakravarthy.C	MB A	St. Josephs Engineering College	2009	Associate Professor	Assistant Professor	15/3/2014	MB A	Business Administration	4	NA	2021	Y	Regular
Ramamoorthy.R	MB A	Madras University	2001	Associate Professor	Assistant Professor	4/1/2017	MB A	Business Administration	5	NA	2021	Y	Regular
RaviMohan.R	MB A	Madras University	1989	Not Associate Professor	Assistant Professor	1/9/2017	MB A	Business Administration	3	NA		N (30/06/2019)	Regular
GowthamAashirvad	MB A	Bharath University	2017	Associate Professor	Assistant Professor	31/8/2017	MB A	Business Administration	3	NA		Y	Regular
Manjini.T	MB A	Pondicherry University	2016	Associate Professor	Assistant Professor	01/02/2017	MB A	Business Administration	2	NA		Y	Regular
SanthoshKumar	Mp	BIHER	201	Associate Professor	Assistant Professor	26/7/2017	MB	Business Administration	3	NA		Y	Regular

mar.G	hil		6	ciate d	stant Prof esso r		A	ss Admini stration					
Velanganni. R	Mp hil	PRIST Univers ity	201 2	Asso ciate d	Assi stant Prof esso r	9/8/2017	MB A	Busine ss Admini stration	3	NA		Y	Regular
Vinothini.G	Mp hil	Bharath idasan Univers ity	201 6	Asso ciate d	Assi stant Prof esso r	9/8/2017	MB A	Busine ss Admini stration	2	NA		Y	Regular
FabiyolaKav itha.S	PhD	Vinaya ka Missio ns Univers ity	201 1	Not Asso ciate d	Asso ciate Prof esso r	20/7/15,	MB A	Busine ss Admini stration	7	8		N	Regular
Brindha.G	PhD	BIHER	201 1	Not Asso ciate d	Prof esso r	7/11/2016,	MB A	Busine ss Admini stration	12	8		N	Regular
RabiyathulB asariya.S	PhD	Madras Univers ity	201 2	Not Asso ciate d	Asso ciate Prof esso r	20/7/2015	MB A	Busine ss Admini stration	9	8		N	Regular
Bharathvajan .R	MB A	Sankar a	201 2	Not Asso	Assi stant	24/7/2013	MB A	Busine ss	4	NA		N	Regular

		College		ciate d	Prof esso r			Admini stration					
Balaji.R	MB A	Anna Univers ity	201 1	Not Asso ciate d	Assi stant Prof esso r	12/12/2011	MB A	Busine ss Admini stration	2	NA		N	Regular
Prakash.M.R	MB A	BIHER	200 7	Not Asso ciate d	Assi stant Prof esso r	5/2/2016	MB A	Busine ss Admini stration	3	NA		Y	Regular
Geetha.A	PH D	Vels Univers ity	201 4	Asso ciate d	Prof esso r	7/3/2017	MB A	Busine ss Admini stration	7	8		Y	Regular
Shree Balaji	M.P hil	Vels Univers ity	201 7	Asso ciate d	Assi sitan t Prof esso r	08/08/2019	MB A	Busine ss Admini stration	4	NA		Y	Regular
Vigneshwar. K	MB A	Madras Univers ity	201 7	Not Asso ciate d	Assi stant Prof esso r	08/08/2019	MB A	Busine ss Admini stration	-	NA (9/12/ 2020)		Y	Regular
Dr Balamurugan	APH D	Annam alai Univers	201 5	Asso ciate d	Prof esso r	01/02/2021	MB A	Busine ss Admini	1	8		Y	Regular

		ity						stration						
Dr Subhamathi	VPhD	Periyar Maniammai University	2017	Associate Professor	Associate Professor	18/01//2021	MB A	Business Administration	3	1	2017	Y	Regular	
Dr. Bargavi	N.Ph.D	VIT	2017	Associate Professor	Associate Professor	25/01/2021			7	3	2017	Y	Regular	
Dr Anuranjani	PhD	Madras University	2017	Associate Professor	Assistant Professor	01/02/2021	MB A	Business Administration	7	2	2017	Y	Regular	
Dr Anandhi	PhD	Madras University	2020	Associate Professor	Assistant Professor	18/01/2021	MB A	Business Administration	12	NA	2020	Y	Regular	

Note: Please provide details for the faculty of the department, cumulative information for all the shifts for all academic years starting from current year in above format in Annexure - II.

6.1. Student-Faculty Ratio (SFR) (10)

Year	CAY 2019	CAYm1 2018	CAYm2 2017
p1.1	120	120	120
p1.2	120	120	90
PG1	p1.1+p1.2	p1.1+p1.2	p1.1+p1.2
.....	240	240	210
Total No. of Students in the Department (S)	240	240	210
No. of Faculty in the Department (F)	F1 - 16	F2 - 20	F3 - 21
Student Faculty Ratio (SFR)	SFR1=S1/F1- 15	SFR2= S2/F2 -12	SFR3= S3/F3 – 10
Average SFR	SFR=(SFR1+SFR2+SFR3)/3 – 12		

Year	CAY 2020	CAY m1 2019	CAYm2 2018
p1.1	120	120	120
p1.2	120	120	120
PG1		p1.1+p1.2	p1.1+p1.2
.....	240	240	240
Total No. of Students in the Department (S)	240	240	240
No. of Faculty in the Department (F)	F1 - 23	F2 - 16	F3 - 20
Student Faculty Ratio (SFR)	SFR1=S1/F1- 10	SFR2= S2/F2 -15	SFR3= S3/F3 – 12
Average SFR	SFR=(SFR1+SFR2+SFR3)/3 – 12		

6.1.1. Provide the information about the regular and contractual faculty as per the format mentioned below:

	Total number of regular faculty in the department	Total number of contractual faculty in the department
CAY 2019	16	Nil
CAYm1 2018	20	Nil
CAYm2 2017	21	Nil

	Total number of regular faculty in the department	Total number of contractual faculty in the department
CAY 2020	23	Nil
CAYm1 2019	16	Nil
CAYm2 2018	20	Nil

Table 6.1.1

6.2 Faculty Cadre (20)

The reference Faculty cadre proportion is 1(F1):2(F2):6(F3)

F1: Number of Professors required = $1/9 \times$ Number of Faculty required to comply with 20:1 Student- Faculty ratio based on no. of students (N) as per 6.1

F2: Number of Associate Professors required = $2/9 \times$ Number of Faculty required to comply with 20:1 Student-Faculty ratio based on no. of students (N) as per 6.1

F3: Number of Assistant Professors required = $6/9 \times$ Number of Faculty required to comply with 20:1 Student-Faculty ratio based on no. of students (N) as per 6.1

As per 1:15 ratio

Year	Professors		Associate Professors		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
CAY 2019	2	2	4	3	10	11
CAY_m 1(2018)	2	2	4	3	10	15
CAY_m 2(2017)	2	2	3	3	9	16
Average Number s	RF1=2	AF1=2	RF2=3.6	AF2=3	RF3=9.6	AF3=14

$$\left[\left(\frac{AF1}{RF1} \right) + \left(\frac{AF2}{RF2} \right) \times 0.6 + \left(\frac{AF3}{RF3} \times 0.4 \times 10 \right) \right] = 20$$

- If AF1 = AF2= 0 then zeromarks
- Maximum marks to be limited if it exceeds 20

As per 1:20 ratio

Year	Professors		Associate Professors		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
CAY 2019	1	2	3	3	8	11
CAY_m 1(2018)	1	2	3	3	8	15
CAY_m 2 (2017)	1	2	3	3	7	16
Average Number s	RF1=1	AF1=2.3	RF2=3	AF2=4.6	RF3=7.6	AF3=12.3

$$\text{Cadre Ratio Marks} = \frac{\text{AF1}}{\text{RF1}} + \frac{\text{AF2}}{\text{RF2}} \times 0.6 + \frac{\text{AF3}}{\text{RF3}} \times 0.4 \times 10$$

$$= \frac{2.3}{1} + \frac{4.6}{3} \times 0.6 + \frac{12.3}{7.6} \times 0.4 \times 10 = 38.5$$

As per 1:15 ratio

Year	Professors		Associate Professors		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
CAY 2020	2	3	4	5	10	15
CAY_m 1(2019)	2	2	4	3	10	11
CAY_m 2(2018)	2	2	4	3	10	15
Average Number s	RF1=2	AF1=3	RF2=4	AF2=5.3	RF3=10	AF3=11

$$\left[\left[\text{Cadre Ratio Marks} = \frac{AF1}{RF1} + \left[\frac{AF2}{RF2} \right] \times 0.6 + \left[\frac{AF3}{RF3} \right] \times 0.4 \times 10 \right] \right] = 27.3$$

- If AF1 = AF2= 0 then zeromarks
- Maximum marks to be limited if it exceeds 20

As per 1:20 ratio

Year	Professors		Associate Professors		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
CAY 2020	1	3	3	5	8	15
CAY_m 1(2019)	1	2	3	3	8	11
CAY_m 2(2018)	1	2	3	4	8	15
Average Number s	RF1=1	AF1=3	RF2=3	AF2=5.3	RF3=8	AF3=11

$$\left[\left[\frac{AF1}{RF1} + \frac{AF2}{RF2} \times 0.6 + \frac{AF3}{RF3} \times 0.4 \times 10 \right] \right] = 46.1$$

- If AF1 = AF2= 0 then zeromarks
- Maximum marks to be limited if it exceeds20

6.3. Faculty Qualification (15)

FQ =1.5 x [(10X +4Y)/F] where x is no. of regular faculty with Ph.D., Y is no. of regular faculty with MBA, F is no. of regular faculty required to comply 1:20 Faculty Student ratio (no. of faculty and no. of students required are to be calculated as per 6.1)

As per 20:1 Ratio:

	X	Y	F	FQ=1.5 x [(10X +4Y)/F]
CAY 2019	6	10	12	12.5
CAY _{m1} 2018	6	14	12	14.4
CAY _{m2} (2017)	7	14	11	15.75
Average Assessment				14.2

As per 15:1 Ratio:

	X	Y	F	FQ=1.5 x [(10X +4Y)/F]
CAY 2019	6	10	16	9.3
CAY _{m1} 2018	6	14	16	10.87
CAY _{m2} (2017)	7	14	14	13.5
Average Assessment				11.2

As per 20:1 Ratio:

	X	Y	F	$FQ=1.5 \times [(10X +4Y)/F]$
CAY 2020	16	7	12	23.5
CAY _{m1} 2019	6	10	12	12.5
CAY _{m2} (2018)	6	14	12	14.4
Average Assessment				16.8

As per 15:1 Ratio:

	X	Y	F	$FQ=1.5 \times [(10X +4Y)/F]$
CAY 2020	16	7	16	17.62
CAY _{m1} 2019	6	10	16	9.3
CAY _{m2} (2018)	6	14	16	10.87
Average Assessment				12.59

As per 20:1 Ratio:

	X	Y	F	$FQ=1.5 \times [(10X + 4Y)/F]$
CAY 2021	15	2	12	19.7
CAY _{m1} 2020	16	7	12	23.5
CAY _{m2} 2019	6	10	12	12.5
Average Assessment				18.5

As per 15:1 Ratio:

	X	Y	F	$FQ=1.5 \times [(10X + 4Y)/F]$
CAY 2021	15	2	16	14.8
CAY _{m1} 2020	16	7	16	17.6
CAY _{m2} 2019	6	10	16	9.3
Average Assessment				13.9

6.4. Faculty Retention (15)

No. of regular faculty members in CAYm3= 18 CAYm2= 20 CAYm1=12 CAY=

Item (% of faculty retained during the period of assessment keeping CAYm3 as base year)	Marks
>=90% of faculty	15
>=75% of faculty	10
>=60% of faculty	8
>=50% of faculty	5
<50% of faculty	0

6.5. Faculty Initiatives on Teaching and Learning (10)

Along with a tried and tested pedagogy, the institute brings in innovation in curriculum delivery to ensure effectiveness of knowledge transfer.

- **Preparation of Session Plan:** Pedagogy and session plan for each discipline is designed by way of discussions with senior faculty and after taking inputs from all faculty members who handle the subject. This helps to capitalize on the experience of senior faculty members and also to ensure that uniformity is maintained.

The Institution imparts training to the faculty in effectively guiding students on their dissertation projects.

- **News Items Discussion in Class:** Faculty and students are assigned responsibility to identify news items in business newspapers that are relevant to the curriculum. These are discussed in class to understand application of theoretical concepts in the

2018		STATUS	2021	
S.NO	NAME		S.NO	NAME
1.	Dr. Praveen Kumar	Associated	1	Dr. Praveen Kumar
2.	Dr.D.Venkatramaraju	Not Associated	2	Dr.A.Geetha
3.	Dr.S.FabiyolaKavitha	Not Associated	3	Dr J Kannan
4.	Dr.A.Geetha	Associated	4	Dr D Arun Kumar
5.	Dr D Arun Kumar	Associated	5	Dr.J.Pavithra
6.	Dr J Kannan	Associated	6	Dr.Magdalene Peter
7.	Ms.J.Pavithra	Associated	7	Mr.R.Ramamoorthy
8.	Ms.Magdalene Peter	Associated	8	Mr.Gowtham Aashirwad Kumar
			9	Mr M R Prakash
9.	Mr.C.Gowtham Chakravarthy	Not Associated	Retention % = 9/20*100 = 45	
10.	Ms.A.Jhony	Not Associated		
11.	Ms.Jayanthi	Not Associated		
12.	Mr.G.Santhosh Kumar	Not Associated		
13.	Mr.R.Bharathvajan	Not Associated		
14.	Mr.M R Prakash	Associated		
15.	Mr.R.Ramamoorthy	Associated		
16.	Mr.T.Manjini	Not Associated		
17.	Ms.R.Velanganni	Not Associated		
18.	Ms.G.Vinothini	Not Associated		
19.	Mr.Ravi Mohan	Not Associated		
20.	Mr.Gowtham Aashirwad Kumar	Associated		

real world and also to understand recent trends in the business world.

- **Interaction with Corporate World:** The Department has frequent interactions with organizations in the corporate (private and public) and government sectors with the intention of identifying their employment needs so as to conduct programs that would enhance skills relevant to these organizations.
- **Industry Needs from the Alumni:** Alumni meet, is another source of understanding industry trend.
- **Experts/Experienced Faculty:** Experts are invited as resource persons to conduct seminars and Faculty Development Programs for the faculty.
- **Soft Skills and Communication Skills:** MBA Students are given training in soft skills and communication skills by a dedicated team who are well qualified and conduct classes to make them confident corporate ready managers.
- **Internship for Students:** Students are encouraged to work in companies as interns during vacation and also take up industry sponsored projects. This is done to help students have real life experience of the corporate world.
- **Student Development Cell:** This cell headed by a faculty coordinator who organizes various events for students to enhance their learning experience. Events organized include panel discussions, product re-launch, business quiz, business plans and crisis management. Aiming at overall development of students cultural activities are also encouraged. Students conduct and participate in corporate fashion show, movie critique, ethnic day etc. to name a few.
- **Guest Lectures:** Guest lectures by eminent personalities in the corporate sector are organized to give inputs beyond curriculum. Topics are carefully chosen based on their relevance to MBA curriculum.

- **Employability Enhancement Programs (EEP):** Regular and Employability Enhancement Programs/Workshops are also arranged to impart training on specific skills and enhance employability of the MBA students.
- **Remedial Classes for Weaker Students:** Faculty members conduct remedial classes for students who are academically weak in their subjects. Number of sessions and frequency are tailor made to suit student requirements.
- **Rural Visits:** The institute arranges rural visits for MBA students as part of their extracurricular growth which helps them in their understanding of socio-economic issues and sensitizing them towards rural problems
- **Student Seminar Series:** A series of presentation competition which is considered as co-curricular to curriculum among MBA aspirants to enrich presentation skills, communication skills, preparedness to specific topic. The presentation in a particular session depends on broad themes like current affairs, corporate strategies, article/book/ journal review etc.
- **Value Added Programmes:** Students are encouraged to voluntarily undertake value added courses in each functional areas of management to enrich professional skills in their respective specialization.
- **Internet Facilities for Students:** Computers with Internet connection facilities are provided to students to access digital resources.

6.6. Faculty Performance, Appraisal and Development System (10)

The performance appraisal system has been devised in a manner that evaluates the performance of each faculty from three angles. Key factor considered, with weightages, given below:

1. Key Performance Areas of Academics [60 percent]
2. Research & Consultancy Indicators [25 percent]
3. Institutional Development Contributions [15 percent]

1. **Key Performance Areas of Academics:** Key performance areas of each faculty is assessed from the following angles which carry equal weights:
 - a. Teaching that surfaces from the feedback from the students
 - b. Internship Guidance
 - c. Project/Dissertation Guidance
 - d. Technical reading material given to students for the course
 - e. Quizzes/Class tests conducted
 - f. Cases/stimulation games etc.

These aspects emerge from the following documents of the appraisal system:

- a. **Feedback from Students:** During every semester a comprehensive feedback is obtained from relevant students. The areas include teaching quality, interest arousal in the subject, class control, discipline, punctuality etc.
 - b. **Self-Appraisal/Feedback:** Each faculty will be submitting a feedback about himself as Self appraisal highlighting his academic contributions including papers published, conferences attended and any significant contributions to the Institution
 - c. **Peer Feedback:** Feedback is given by one Faculty to another Faculty. This provides opportunity to learn from each other.
2. **Research and Consultancy Indicators:** The Director will make an assessment of performance of each based on the work done in the areas of research and consultation.

- a. Paper publications in refereed /professional journals
 - b. Articles published in newspapers/magazines
 - c. Papers presented in Seminars/Conferences
 - d. Working papers submitted
3. **Institutional Development Contributions:** The contributions by the faculty towards institutional development in terms of
- a. Innovations in pedagogy/Delivery methods
 - b. Case study development
 - c. Publications that enhance the brand of the Institution
 - d. Helping students publish their articles
 - e. Introducing best practices in academics
 - f. Organizing Faculty Development Programs/Management Development Programs/Workshops.
 - g. Organising Rural/Industrial visits
 - h. Organising students development/cultural/club activities
 - i. Organising students seminars/value addition programs
 - j. Invigilation work of internal and external examinations
 - k. Supervising the internal/externalexaminations
 - l. Organising Students Fests/Farewell/Freshers-Day functions
 - m. Review of books/articles
 - n. Any such other activity that will be assigned to faculty for the institutional development.
4. **Final Performance Assessment by Dean:** Based above three indicators, the Dean will finally make his annual assessment on performance of each faculty and submit to the Management.

Activities Initiated for Faculty Development

Following are the faculty development initiatives for enhancing teaching effectiveness and

learning:

- **Course Orientation/Project Guidance Programs:** All faculties are detailed to undergo the programs conducted towards Courses Orientation on revised syllabus or to bring in focus on thrust areas of course curriculum and Dissertation/Project Guidance.
- **Encouraging the Faculty to Attend FDPs / Workshops / Seminars / Conferences:** All faculty members are encouraged to attend the faculty and management programs conducted by other management colleges to gain knowledge and expertise from the expert resource persons. The registration fees paid by the faculty are reimbursed to them.
- **Case Study Preparation:** The Library has a collection of cases from where the faculty uses them in class rooms for fostering critical thinking about real life situations. Faculty also use cases from books, websites and journals/magazines.
- **Workshops on use of Statistical Tools for Enhancing Research Capability:** The faculty is encouraged to attend workshops or such workshops will be conducted in our Institution itself on use of statistical tools for enhancing their capabilities of research.

Faculty is encouraged to attend faculty development programs (FDPs), workshops, conferences etc. to enhance their subject knowledge and knowledge imparting skills. College has been proactive in organizing lecture series/ workshops, which focus on overall professional growth and development of teachers.

6.7. Visiting / Adjunct Faculty (10)

S.NO	NAME OF THE EMERITUS FACULTY
1	Dr A Vadivelu

2	Dr M Ganesan
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6.8. Academic Research (75)

- Faculty Paper Publication
(List of Publications in referred journals, reputed conferences, books, book chapters, case studies in public domain etc.)
- List of Ph.D. /Fellowship titles (FPM) awarded during the assessment period while working in the institute

All relevant details shall be mentioned.

S.NO	NAME OF THE FACULTY	TYPE
1	Dr S Praveen Kumar	Fellowship
2	Dr Magdalene Peter	Fellowship & PhD
3	Dr J Pavithra	PhD
4	Mr Gowtham Aashirwad	Fellowship
5	Dr V Shubamathi	PhD
6	Dr N Bargavi	PhD
7	Dr Arun Kumar	PhD
8	Dr Anuranjani	PhD
9	Dr Anandhi	PhD
10	Dr Ramamoorthy	PhD

6.9. Academic Research (75)

- Faculty Paper Publication
(List of Publications in referred journals, reputed conferences, books, book

chapters, case studies in public domain etc.)

FACULTY PUBLICATION (2019-2020)

S. NO	NAME OF THE FACULTY	TITLE OF THE PAPER	NAME OF THE JOURNAL	YEAR OF INDEXING	Link
1	Dr S Praveen Kumar	Research on Strategic Transformation of Marketing and Organic Products with respect to Chennai City	Indian Journal Of Public Research Health and Development10(8) pp(711 – 715)	2019	https://web.b.ebscohost.com/abstract?direct=true&profile=ehost&scope=site&authtype=crawler&jrnl=09760245&AN=139753266&h=CjNizWw9IcOCKy4tf3RNAN%2bzcgEVszhUlbcJvcxRKOeol03ZHyiA1VGX5Xr1w1MP77QWXav833HboGoOVMag%3d%3d&crl=c&resultNs=AdminWebAuth&resultLocal=E

2	Dr S Praveen Kumar	Consequences towards E-Pharmacy	Indian Journal Of Public Research Health and Development 10(8) pp (150-155)	2019	https://www.researchgate.net/publication/336061098_Consequences_Towards_E-Pharmacy_and_its_Validated_Growth_Firms_on_Herbal_and_Organic_Products
3	Dr S Praveen Kumar	Production and Marketing of Coffee Crops With special reference to Coffee Plantation in Dindugul District	International Journal Of Recent Technology and Engineering 8 (2 Special Issue 8), pp 314-320	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13780882S819.pdf
4	Dr S Praveen Kumar	Perception about unit linked insurance plans for the customer at Kotak Mahindra Bank	International Journal Of Recent Technology and Engineering 8 (2 Special Issue 8), pp 269-274	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13670882S819.pdf
5	Dr S Praveen Kumar	Profitability analysis of Domain to Host	International Journal Of Recent Technology and Engineering 8 (2 Special Issue 8), pp 321-325	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13790882S819.pdf
6	Dr S Praveen Kumar	Perception of Employees towards Recruitment Process	International Journal Of Recent Technology and Engineering 8 (2 Special Issue 8), pp 275-279	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13680882S819.pdf

7	Dr S Praveen Kumar	Employee Satisfaction towards Training Programme.	International Journal Of Recent Technology and Engineering 8 (2 Special Issue 8), pp 239-244	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13590882S819.pdf
8	Dr S Praveen Kumar	A Novel Work On Digital Payments In India	International Journal Of Recent Technology and Engineering 8 (2 Special Issue 8), pp 215-217	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13520882S819.pdf
9	Dr S Praveen Kumar	Employee relations and retentions in at Indira Projects Pvt Ltd	International Journal Of Recent Technology and Engineering 8 (2 Special Issue 8), pp 224-230	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13560882S819.pdf
10	Dr S Praveen Kumar	Maintenance of Board in Coco Cola	International Journal Of Recent Technology and Engineering 8 (2 Special Issue 8), pp 1-3	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13010882S819.pdf
11	Dr S Praveen Kumar	PWM Inverter Switch Open Circuit Fault Analysis	International Conference on Energy, Communication, Data Analytics pp 1244 – 1248	2019	(PDF) PWM inverter switch open- circuit fault analysis in three phase induction motor drive using FEM (researchgate.net)
12	Dr J Pavithra	Employees provident fund with special reference to mando India automotive, Chennai	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 264-268	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13640882S819.pdf

13	Dr J Pavithra	Financial performance of master plan landscape architects pvt ltd, Chennai	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 66-71	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13170882S819.pdf
14	Dr J Pavithra	A evaluation on the impact of social media in human resource management	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 777-789	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14860882S819.pdf
15	Dr J Pavithra	Cash management in cameo corporate services limited	International Journal of Recent Technology and Engineering Volume 8, Issue 2 Special Issue 8, August 2019, Pages 44-47	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13110882S819.pdf
16	Dr J Pavithra	A novel work on performance appraisal	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 291-293	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13720882S819.pdf
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11 8	Mr Gowth am Aashir wad Kumar	Customer satisfaction level towards various products offered by signware technologies, Chennai	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 469-470	2019	https://www.ijrte.org/wp- content/uploads/papers/v8i2S8 /B14140882S819.pdf
11 9	Mr Gowth am Aashir wad Kumar	Sales promotion in Khivraj motors	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 600-603	2019	https://www.ijrte.org/wp- content/uploads/papers/v8i2S8 /B14490882S819.pdf
12 0	Mr Gowth am Aashir	Financial performance at heritage foods limited	International Journal of Recent Technology and Engineering	2019	https://www.ijrte.org/wp- content/uploads/papers/v8i2S8 /B13190882S819.pdf

	wad Kumar		8(2 Special Issue 8), pp. 77-80		
12 1	Mr Gowth am Aashir wad Kumar	A evaluation on the product and brand management at Karlo Automobiles(P) Ltd, Patna	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 755-758	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14820882S819.pdf
12 2	Mr Gowth am Aashir wad Kumar	Examination on budgetary control	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 55-59	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13150882S819.pdf
12 3	Mr Gowth am Aashir wad Kumar	Employee turnover in Deccan industries, Coimbatore	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 254-258	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13620882S819.pdf
12 4	Mr Gowth am Aashir wad Kumar	A look at well known perception of patron about emblem name and advertising technique and the way it impacts their buying choice, at rachna woolen mill, Ludhiana (Punjab)	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 9-13	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13030882S819.pdf

125	Mr Gowtham Aashirwad Kumar	Evaluation on the impact of GST on restaurant business in Tambaram, Chennai	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 740-745	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14800882S819.pdf
126	Mr Gowtham Aashirwad Kumar	Evaluation on the Level of Job Satisfaction of Employees at INNCON	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 746-754	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14810882S819.pdf
127	Mr Gowtham Aashirwad Kumar	A customer satisfaction in mobile telecom industry in Chennai	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 386-388	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13920882S819.pdf
128	Mr Gowtham Aashirwad Kumar	A study on consumer perception towards online ticketing systems	International Journal of Advanced Research in Engineering and Technology 11(1), pp. 110-115	2019	https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3534550
129	Mr Gowtham Aashirwad Kumar	A study on consumer awareness towards online shopping	Journal of Advanced Research in Dynamical and Control Systems 12(1 Special Issue), pp. 378-385	2020	https://www.jardcs.org/abstract.php?id=3404
130	Mr Gowtham	A study on impact of social media	International Journal of Management	2020	https://docplayer.net/207878982-A-study-on-impact-of-social-

	Aashirwad Kumar	on academic performance	11(1), pp. 15-21		media-on-academic-performance.html
131	Mr Gowtham Aashirwad Kumar	An analytical study of search engine optimization (SEO) techniques: To maximize number of travelers on an e-content material website	International Journal of Management 11(1), pp. 114-119	2020	https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3534518
132	Mr C S Gowtham Chakra varthy	Profitability analysis of domain to host	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 321-325	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13790882S819.pdf
133	Mr C S Gowtham Chakra varthy	A problems faced by freight forwarders of cold chain supply logistics on safety of vaccines with special reference to Yashimarine logistics	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 308-310	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13760882S819.pdf
134	Mr C S Gowtham	Working capital towards royal enfield in	International Journal of Recent Technology and Engineering	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13070882S819.pdf

	Chakra varthy	venkateshwar a bike zone	8(2 Special Issue 8), pp. 25-29		
135	Mr C S Gowtham Chakra varthy	Financial ratio analysis in launchpad learning labs pvt ltd	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 30-35	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13080882S819.pdf
136	Mr C S Gowtham Chakra varthy	Analysis of financial controlling and statement	International Journal of Recent Technology and Engineering Volume 8, Issue 2 Special Issue 8, August 2019, Pages 353-357	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13850882S819.pdf
137	Dr A Ravikumar	An analytical study of search engine optimization (SEO) techniques: To maximize number of travelers on an e-content material website	International Journal of Management	2020	https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3534518
138	Dr A Ravikumar	A evaluation on the product and brand management at Karlo Automobiles(P) Ltd, Patna	International Journal of Recent Technology and Engineering 8(2 Special Issue 8), pp. 755-758	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14820882S819.pdf

139	Dr A Ravikumar	A look at well known perception of patron about emblem name and advertising technique and the way it impacts their buying choice, at rachna woolen mill, Ludhiana (Punjab)	International Journal of Recent Technology and Engineering	2019	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13030882S819.pdf
140	Dr A Ravikumar	Effect of culturing and decaying leaves the board on financial aspects, vitality necessity and yield execution in corn-wheat revolution in downpour bolstered sub-sticky commencements, India	International Journal of Innovative Technology and Exploring Engineering	2019	https://www.ijitee.org/wp-content/uploads/papers/v8i8/G5442058719.pdf

FACULTY PUBLICATION (2018-2019)

S.NO	NAME OF THE AUTHOR	TITLE OF THE PAPER	TITLE OF THE JOURNAL	PAGE NO	LINKS
01	J Pavithra, Amit Singh	A Study on Market Potential Of Freight Forwarders Business at Seawaves Shipping Services	International Journal of Pure and Applied Mathematics	01	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13060882S819.pdf
02	J Pavithra, Christy A	A Study on Recruitment and Selection Process at Pentagon Logistics	International Journal of Pure and Applied Mathematics	02	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/15.pdf

03	J Pavithra, Inba Saravanan S	A Study on Measuring Employability Skills Among the Management Graduates	International Journal of Pure and Applied Mathematics	03	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/18.pdf
04	J Pavithra, K.P.Thooyamani, Sadananda Mohanta	A Study on Awareness and Impact of Micro Financial Schemes in the J&K State cooperative Bank Ltd	International Journal of Pure and Applied Mathematics	04	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/19.pdf
05	K.P.Thooyamani, S.Fabiyola Kavitha, Bernice Lancia Rajasekhar	A Study on Effectiveness of Performance Appraisal System	International Journal of Pure and Applied Mathematics	05	http://sersc.org/journals/index.php/IJAST/article/view/5014

06	P Avila Archana, Dr S Praveen Kumar, Dr R Kausalya	A Survey on Work Place Behaviour: Role of Person Job Fit & Empowerment, Evidence	International Journal of Pure and Applied Mathematics	06	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/20.pdf
07	C S Gowtham, Praveen Kumar, Banu Priya	Examination on Maintenance the board in Coca Cola Company	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	07	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13010882S819.pdf
08	S.Praveen Kumar, R.Ramamoorthy, Priya.N	Economic Position Victimization	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	08	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13120882S819.pdf
09	J Pavi thra, Gowtham Aashirwad Kumar, Sangeetha M	Employee Provident Fund with Special reference to Mando	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	09	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13640882S819.pdf

		India Automati ve			
10	Magdalene Peter, J Pavithra, Renju	A Evaluatio n of the Impact of S ocial Media in H uman Resource Managem ent	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	10	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14860882S819.pdf
11	R Ramamoort hy, J Pavi thra, Nivedha V	Analyzing the Expectati on Reality Gap in Online Banking Services	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	11	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13060882S819.p
12	R Ramamoort hy, J Pavithra, Kevin Infant	A Have a Look at of Stress Among Students	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	12	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13060882S819.pdf

		of Professional Faculties from an City Place in India			
13	J Pavithra, Ajith, A Kamal	Working Capital Management in Toolfab Engineering Industries Pvt Ltd	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	13	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13360882S819.pdf
14	J Pavithra, Mugundan, Nivedha	A Novel Work on Performance Appraisal	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	14	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13720882S819.pdf
15	S. Praveen Kumar, J Pavithra, Krupa Sharon Nishitha	Employee Welfare Motive at SAR Worldwide Logistics Pvt Ltd	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	15	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13630882S819.pdf

16	J Pavithra, Hameed Hussain	Mobil e Usage Drivin g	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	16	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13290882S819.pdf
17	G.Thilrukshan , J Pavithra, Sangeetha.S	Customer Relations hip Managem ent with Special Referenc e to Swathi Engineeri ng In Chennai	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	17	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B14120882S819.pdf
18	J Pavithra, Magdalene Peter, D.S.Varsha	Recruitme nt and Trainign of Empleye e Followed by Vishal Mega Mart	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	18	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13040882S819.pdf

19	J Pavithra, Gopinathan, Srividhya	Financial Performa nce Datanotic Internatio nal	International Journal of Recent Technology and Engineering, ISSN:2277- 3878, Vol:8, Issue.288	19	https://www.ijrte.org/wp-content/uploads/papers/v8i2S8/B13210882S819.pdf
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FACULTY PUBLICATION (2017-2018)

S.NO	Name of the Faculty	Name of the Paper	Name of the Journal	Links
1	C S Gowtham Chakravarthi, R Kausalya, BalaVignesh M	A Study on Training and Developme nt in Marketing	Internati onal Journal of Pure and Applied Mathema tics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/32.pdf

		at Amtex Software Solutions in Chennai		
2	J Pavithra, K.P Thooyamani, Kermiki Dkhar	A Study on Working Capital Management of TVS Credit Services Ltd	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/30.pdf
3	S Fabiyola Kaavitha, Veeramani T	A Study on Store Management at WEFT Logistics	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/30.pdf
4	S Praveen Kumar, J Pavithra, Basuklin Ryanthiang	A Study on the Nomological Network of Recruitment and Selection Process	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/19/78.pdf

5	G.Abishek, Dr Senthil Kumar CB	Constructive Training Implementation Methodologies for Corporate Employees	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/17/70.pdf
6	VP Avinash, P Dayakar, Dr V	A Learn on Customer	International Journal of Pure	https://acadpubl.eu/jsi/2017-116-13-22/articles/19/70.pdf
7	K Amarselvam, Jeyanthi Rebecca	Removal Of Colotr from Textile Industry Effluent Using Seaweed	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/18/70.pdf
8	Archana B, CS Gowtham Chsakravarthi	A Systematic Approach of Market and Price Review of Brinjal in Kanpur	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/12/70.pdf

9	Archana B, Dr S Fabiyola Kavitha	An Summary of Strategic Management Aspects of Indian Pharmaceutical INDUSTRY Comparison	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/27.pdf
01	Archana B, Magdalene Peter	Comparison on Important Mal Operate Or Good Trading System Failure	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/25.pdf
11	Archana B, Magdalene Peter	A Review on Essential Malfunction Factor Failure	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/26.pdf
12	Archana B, Magdalene Peter	An Overview on Strategic Management Aspects of Indian Pharmaceutical	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/28.pdf

		Industry		
13	Archana B, R Ramamoorthy	A Systematic Approach of Market and Price	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/30.pdf
14	Arockia Steny Bigisco, J Pavithra, Dr K.P. Thooyamani	A Study on Customer Satisfaction of the Product "ACM E ERP"	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/15/30.pdf
15	Arun Kumar S, Magdalene Peter, R Ramamoorthy	Absenteeism of Employee at Sree Krishna Collection	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/20/24.pdf
16	Bernice Lancia Rajasekar, R Bharthvajan, C S Gowtham Chakravarthy	A Study on Recruitment and Selection Process with Profile Screening in Check Point Appraael	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/hub/2018-120-5/1/63.pdf
17	P Dayakar, S Praveen Kumar, Sharmila G	A Study on Customer Relationshi	International Journal of Pure and	https://acadpubl.eu/hub/2018-120-5/1/63.pdf

		p Manageme nt with Special Refer ence to Domain 2 Host	Applied Mathema tics	
18	C S Gowtham Chakravarthi, Magdalene Peter, Yasar Rahman	HR Interventio n in Organisatio nal Developme nt	Internati onal Journal of Pure and Applied Mathema tics	https://acadpubl.eu/jsi/2017-116-13-22/issue18.html
19	C S Gowtham Chakravarthi, S Praveen Kumar, J Jaishree	HR Fun ctional Outsource	Internati onal Journal of Pure and Applied Mathema tics	https://acadpubl.eu/jsi/2017-116-13-22/articles/18/92.pdf
20	C S Gowtham Chakravarthi, S Praveen Kumar, Bala Vignesh M	A Study on Analysis of Infosys and TCS Stock Price Listed in NSE Using Macro and Micro Economic	Internati onal Journal of Pure and Applied Mathema tics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/36.pdf
21	C S Gowtham Chakravarthi, Dr S Praveen Kumar, Arun Kumar S	A Study on Cash Flow Manageme nt with Reference to Softorix	Internati onal Journal of Pure and Applied Mathema	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/70.pdf

		Technologies	tics	
22	Magdalene Peter, R Kausalya , Sadananda Mohanta	A Study on Awareness about the Cost Reduction and Elimination of Waste Among Employees in Life Line Multi speciality Hospital	International Journal of Pure and Applied Mathematics	http://acadpubl.eu/jsi/2017-116-13-22/articles/14/47.pdf
23	C S Gowtham Chakravarthy, S Praveen Kumar, BalaVignesh M	A Study on Financial Statements at Sharekhan	International Journal of Pure and Applied Mathematics	http://acadpubl.eu/jsi/2017-116-13-22/articles/14/47.pdf
24	C S Gowtham Chakravarthy, S Praveen Kumar, Renjith M	A Study on Assess the Employee Awareness on Hospital Acquired Infection Control at Life Line Multi-speciality	International Journal of Pure and Applied Mathematics	http://acadpubl.eu/jsi/2017-116-13-22/articles/14/47.pdf

		Hospital		
25	J Pavithra, K P Thooyamani, Kermiki Dkhar	A Study on the Analysis of Financial Performance with reference to Jeppiar Cements Pvt Ltd	International Journal of Pure and Applied Mathematics	http://acadpubl.eu/jsi/2017-116-13-22/articles/14/47.pdf
26	J Pavithra, V Srinivasan, Basuklin	A Study on Impact of Social Media In HRM	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/14/28.pdf
27	J Pavithra, S Fabiyola Kavitha, Gowtham D	A Study on Inventory Management Systems at Tata Steel Processing and Distribution Ltd	International Journal of Pure and Applied Mathematics	https://acadpubl.eu/jsi/2017-116-13-22/articles/18/29.pdf

6.10. Sponsored Research (25)

S.No	Project	Funding Agency	Year	Project Cost	Project Duration
1	A Study On Investment Strategies And Designing Of Optimal Portfolio	Elite Distilleries Private limited	2016	2,85,000	2 Years
2	A Study on Infection Control Measure in Operation Theatre	Khandelwal laboratories pvt ltd	2017	2,15,000	2 Years
3	A study on revenue earning capabilities	A.M.Breweries Private Limited,	2018	3,15,000	2 Years
4	Emerging Trends of Telemedicine in India	MediBiotek (India) Pvt.Ltd	2018	2,93,000	2 Years

6.11. Preparation of teaching Cases (30)

Preparation of teaching cases

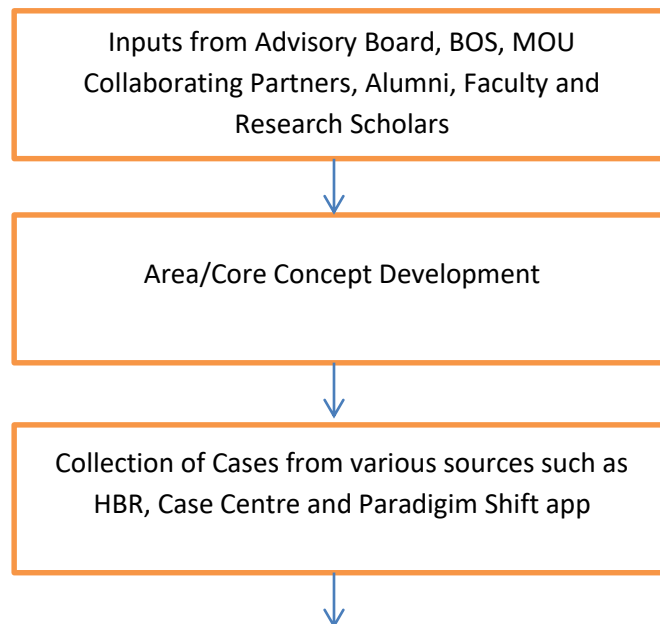
The case method combines two elements: the case itself and the discussion of that case. A teaching case is a rich narrative in which individuals or groups must make a decision or solve a problem. At BIHER analytical work of explaining the relationships among events in the case, identifying options, evaluating choices and predicting the effects of actions is the work done by students during the classroom discussion. Students are put in the position of making decisions or evaluations based on the information available. Cases can be acquired from the formal, purpose written material available on internet or constructed by faculty members from newspaper articles. Cases require students to make choices about what theory or concepts to apply in conducting the analysis, which

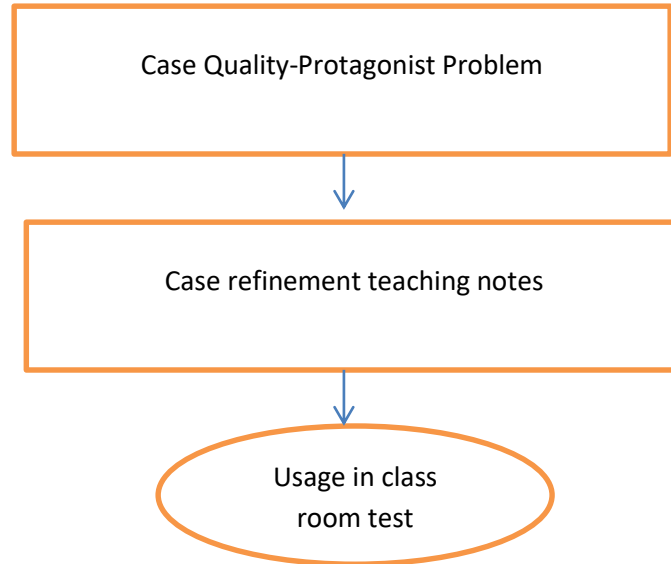
is distinct from the one to one correspondence between theory and application that they see in their textbooks or hear in lectures.

Faculty use cases because

- it makes course content relevant to students in an extraordinarily powerful way;
- it demonstrates the application of, as well as the limitations of, concepts and theories;
- it compels students to take responsibility for their learning; and
- sharpen their skills—both quantitative and qualitative—in analyzing material;
- enhance their ability to use new concepts and information to substantiate their arguments (learn to use empirical evidence to support their claims and why it is important to do so);
- improve their ability to listen and to communicate with faculty and other students;
- build on points made by others to develop a response that draws on the best thinking of a group.

Preparation of Teaching Case

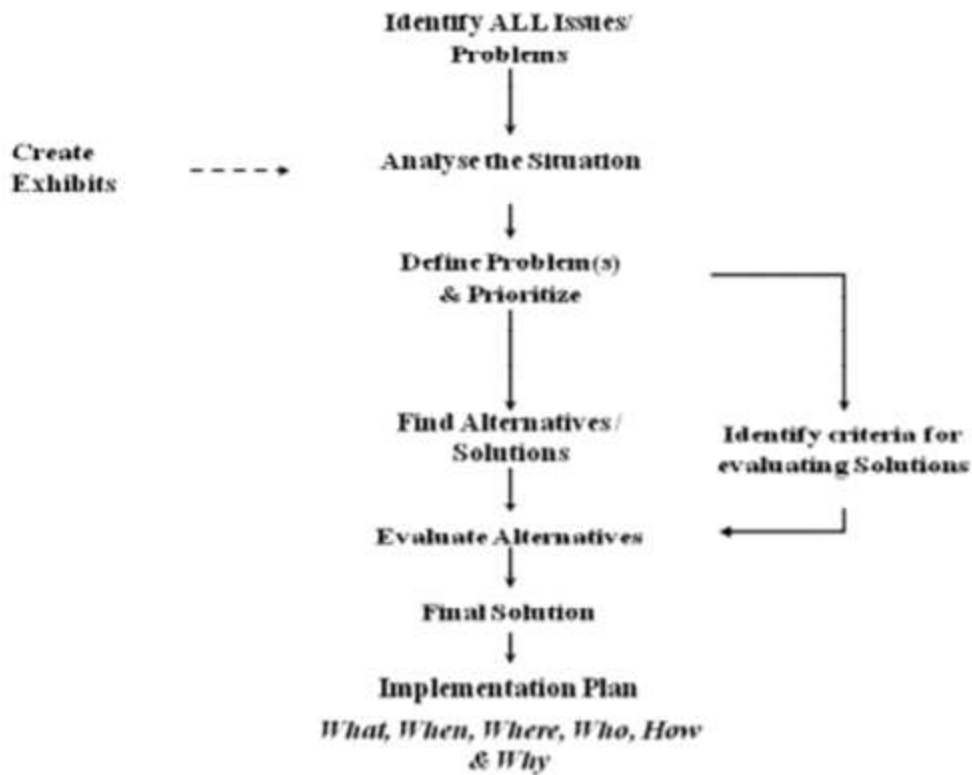




Case Study Implementation in Class Room

The respective subject faculty will be circulated the case study on their subject in class room once in a week. There are different types of cases using by our faculty for class room discussion namely problem solving, decision making and best practices. The handling method of the abovementioned cases based on the resource person inputs from Dr.S.Jayavelu,S,IIM –A Fellow.

Case Analysis – Problem Solving Case



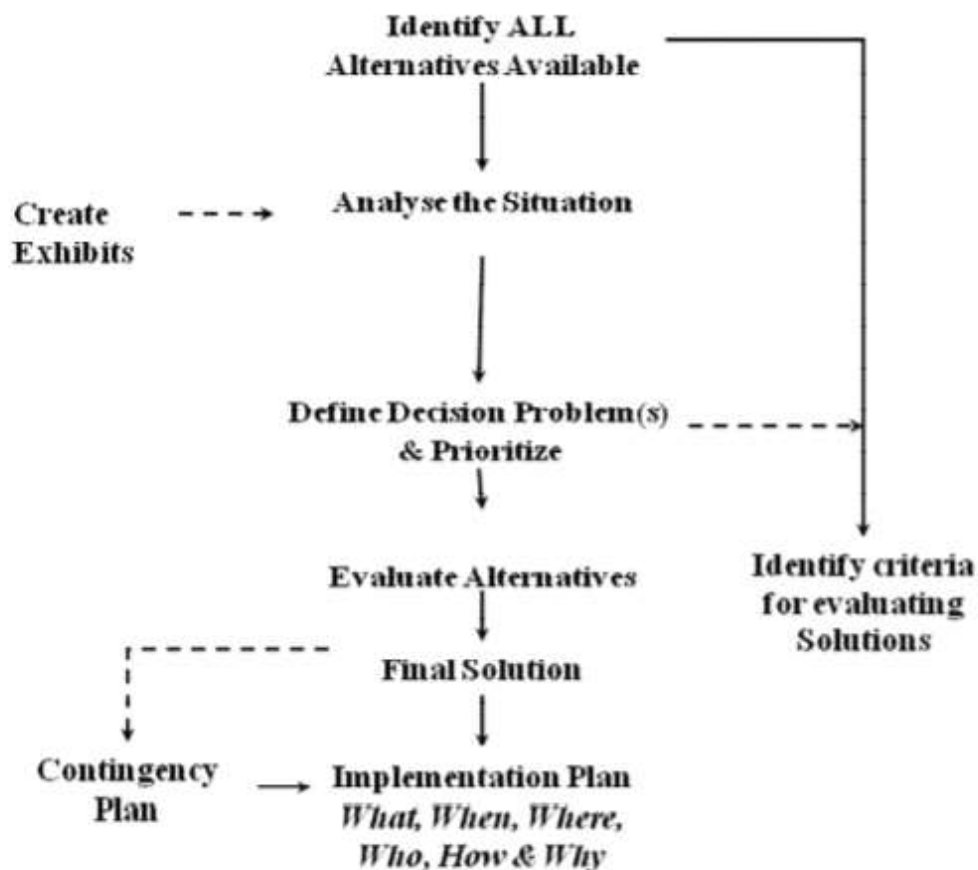
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Case Analysis – Problem Solving Case

1. Identify all the problems that seem to exist in the case.
2. Based on accompanying reading material and learning from other subjects and personal experience, analyze the problems identified
3. Create tables and figures to support the analysis.

4. Redefine the problems and rank them in terms of their priority.
5. Simultaneously define a few criteria for evaluating the solutions.
6. Develop alternative solutions to the problems.
7. Evaluate the alternatives based on the criteria and finalize a solution.
8. Develop contingency plans if required. Finally elaborate an implementation plan which includes the what, when, where, who, how and why of the actions and processes.

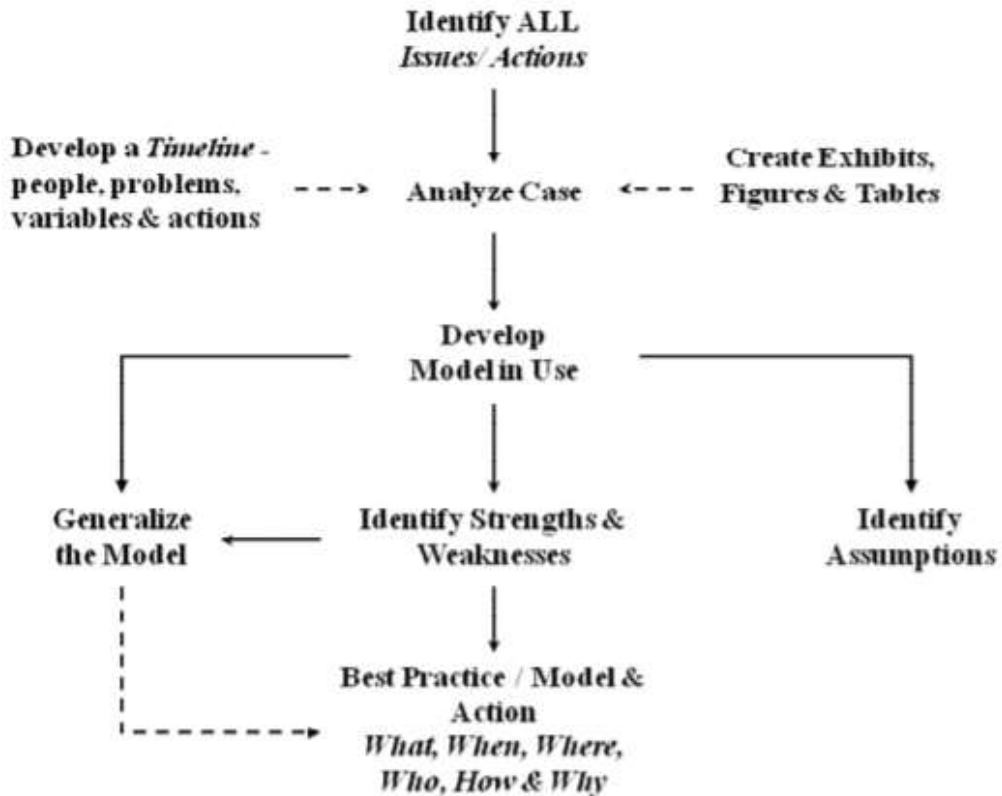
Case Analysis – Decision Case



Case Analysis – Decision Case

1. Identify ALL the possible solutions that seem to exist in the case.
2. Based on accompanying reading material and learning from other subjects and personal experience, analyze the situation.
3. Create tables and figures to support the analysis.
4. Redefine the problems and rank them in terms of their priority.
5. Simultaneously define a few criteria for evaluating the solutions.
6. Evaluate the alternatives based on the criteria and finalize a solution.
7. Develop contingency plans if required.
8. Finally elaborate an implementation plan which includes the what, when, where, who, how and why of the actions and processes.

Case Analysis – Best Practices



Case Analysis – Best Practices

1. First, identify all the issues / problems in the case. You can also list out all the managerial actions mentioned in the case.
2. List all the stakeholders and key individuals in the case.
3. Identify all the variables that seem to influence the case and emerging themes if any.
4. Analyze the case data and create a timeline of people, problems, influencing variables and actions.
5. Simultaneously create appropriate exhibits, figures and tables from the data given in the case to support the analysis.

6. Develop the model in use by defining the timelines and supporting evidence including the antecedents and consequences of the issue/problem and the decisions taken. The model should include as much possible the various processes, the variables and themes or patterns.
7. List the assumptions the decision maker made in the case.
8. Identify its strengths and weaknesses.
9. Reduce the assumptions to a general case and incorporate changes to the identified strengths and weaknesses in order to develop a general model.
10. Elaborate the general model to specific contexts taking care to include the what, when, where, who, how and why of the variables and processes



Generic Questions

- ✓ Who is the protagonist?
 - ✓ What are his/her objectives (explicit/implicit)?
 - ✓ What decisions (explicit/implicit) should I make?
 - ✓ What problems, risks and opportunities do I, as protagonist, face?
 - ✓ What evidence do I have to help make the decision? Is the evidence reliable and unbiased?
- Can I improve it? Generic Questions
- ✓ What alternative courses of action are available?
 - ✓ What criteria should I use to judge the alternatives?
 - ✓ What action should I take?
 - ✓ How should I convince others in the case / class room that my approach is the best?

- ✓ What did I learn from this case?
- ✓ How does it relate to my experiences and past cases?

Problem Case – Discussion

• Elements of Problem Analysis

- Problem Definition
- Diagnosis
- Cause – effects analysis
- Concepts and frameworks
- Actions

Decision Case – Discussion

• Elements of Decision Analysis

- Options
- Criteria
- Analysis of Options
- Recommendations
- Actions

Case Analysis Essay

- Answer What? and Why?; Maybe How?
- Make a position statement (what)?
- Use the evidence to persuade the reader (why)?
- If needed provide an action plan (how)

Problem Case – Essay

- Problem Definition
- Diagnosis
- Proof of Causes
- Action Plan

Decision Case – Essay

- Recommended Decision (Position statement)
- Decision options

- Decision criteria
- Proof of recommended option
- Critique of options
- Action plan

Decision Making Checklist

- Identify your real decision problem.
- Specify your objectives.
- Create a full range of alternatives.
- Understand the consequences of the alternatives.
- Make explicit the inherent value tradeoffs.
- Clarify the relevant uncertainties.
- Account for your risk tolerance.
- Consider implications for interrelated decisions.

Tips to Keep in Mind

- Identify the decision maker
- Define the problem statement in terms of how to..
- Try and connect to as many concepts and models from various subjects as possible
- Exemplify the assumptions made of missing data
- Generate as many alternatives as possible
- Ensure action/implementation plan is exhaustive

CRITERION 7

INDUSTRY AND INTERNATIONAL CONNECT

CRITERION 7	Industry and International Connect	130
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7.1 Industry Connect (90)

7.1.1. Consultancy (from Industry) (25) –

S.No	Project	Funding Agency	Year	Project Cost	Project Duration
1	Consumer Perception towards Healthcare Products	Accord Life Spec Pvt, Ltd	2016	3,41,750/-	2 Years
2	Ocean Freight Activities and its Customer Relationship	Fortune Distillers and Vintners Pvt Ltd	2017	2,45,250	2 Years
3	Recruitment and Selection Strategies	Cholan Gear Industries	2017	35,250/-	1 Year
4	Sales Promotion	Gautham Caps and Packaging	2018	3,10,250/-	1 Year
5	PRISM – Pre University Inductive School Modules	St’Pius X	2018	Rs 1,00,000	1 Year

7.1.2 Faculty as consultant of the Industries (15)

S.NO	PROJECT DETAILS	COMPANY	INVESTIGATOR DETAILS
1	Consumer Perception towards Healthcare Products	Accord Life Spec Pvt, Ltd	Dr. Rabiyaathul Basariya
2	Ocean Freight Activities and its Customer Relationship	Fortune Distillers and Vintners Pvt Ltd	Dr.S.Fabiyola Kavitha
3	Recruitment and Selection Strategies	Cholan Gear Industries	Dr.S.Fabiyola Kavitha
4	Sales Promotion	Gautham Caps and Packaging	Dr.D.Venkatrmaraju
5	PRISM – Pre-University Inductive School Modules	St'Pius X	Dr.D.Venkatrmaraju

7.1.3 Initiatives related to industry interaction including industry internship/summer training/study tours/guest lecturers (15)

The institute is continuously taking efforts throughout the year to enhance the industry institute interaction. The initiatives taken by institute related to industry institute interaction are as:

LIST OF WEBINARS

S.N O	DATE OF WEBINAR	NAME OF THE WEBINARS	NAME OF RESOURCE PERSON	DESIGNATION	WEBINAR VIDEO LINKS
1	11.05.2020	Entrepreneurship and Family Business	Ms Sujata Nandi Roy	Program Director, Asian Institute of Family Managed Business, Mumbai	https://drive.google.com/file/d/1trwiy_JYnJtsx7vaMogIzdTK21vx1619/view?usp=sharing
4	27.07.2020 to 28.07.2020	International Virtual Conference on Sustainability & Resilient Strategies for Navigating the VUCA World	1. Mr Joseph Yacura 2. Mr Matthew Kuofie	Founder, International Associations for Data Quality, USA. US Presidential Advisory Board Member, Executive Member National Committee, Professor & Business Consultant,	https://drive.google.com/file/d/1ZdPkgXVGkkAGMWzu13zMs5NiwGifax17/view?usp=sharing

				Former Candidate for United State Congress. Founder, Professor & Managing Director, Global Institute for IT Management, USA	
6	21.10.2020	Inauguration of Spell Caster's Club	3. Mr Luftman Jerry	Madras Scrabble Association	https://drive.google.com/file/d/1OCCsLjxSON9xfk3la3A-vmbiEY-LNxHI/view?usp=sharing
7	23.10.2020	Webinar on Data Literacy	Dr. Jospeh Yacura	Founder, IADQGA	https://drive.google.com/file/d/1odYZ6gNr3ry0Qwf4ZSSoWNzD_0Pe53f5/view?usp=sharing
8	29.10.2020	Webinar on Potential Of Women in Entrepreneurship /Grooming Daughters for Entrepreneurship _Department of Management Studies_BIHER	Mr Surabhi Rao Mr Satyanand Rao Ms Reni Pandya	Asian Institute of Family Business	https://drive.google.com/file/d/1trwiY_JYnJtsx7vaMogIzdTK21vx1619/view?usp=sharing
9	19.11.2020	International Conclave on Gamification in Higher Education	Mr Eric Nelson	Founder - Gamification School House,	https://drive.google.com/file/d/1hYm64aKqkEdzB_uwvvvN2gpXHOFGUJ7/view?usp=sharing

			<p>Mr Benjamin AW</p> <p>Ms Claudia M Schmitz</p> <p>Ms Valary Oleinik</p>	<p>United States of America</p> <p>Founder & Chief Evolution Architect, Enhyphen Pvt Ltd, Singapore</p> <p>Founder - Cenandu Learning Agency, Master Facilitator, Simulation & Gamification, Germany</p> <p>Gamification of Learning Speaker & Coach, USDLA Board Member, United States of America</p>	
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10	08.12.2020	I Have a Dream.... The Story of Five Brothers	Judge Carlos Moore	Mississippi Attorney & President, National Bar Association, United States of America	https://drive.google.com/file/d/1_fYGeCpGOTzUhOF-H9Fliqm8zbbHQP-b/view?usp=sharing

S.NO	DATE OF WEBINAR	NAME OF THE WEBINARS	NAME OF RESOURCE PERSON	DESIGNATION	WEBINAR VIDEO LINKS
11	16.02.2021	Marketing 4.0	Dr. Barathan Muniyandy	CEO, Putra Interlek College, Malaysia CEO, Handal Asia Pacific Group, Sdn - Bhd, Malaysia	https://drive.google.com/file/d/1Dupil4r93Jb5tzCcmUMNCynKfjFy-iM0/view?usp=sharing
12	18.02.2021	The Start - Up Eco System	Mr. Durairaju	Co - Founder, Webboomba	https://drive.google.com/file/d/10ieM5AxuWbHuQD9VQDzKIMZaAXJbN2LZ/view?usp=sharing

13	22.02. 2021	Get, Set, Go	Mr John Vallogia DC	Global Sales and Digital Transformation Lead, Netrovert, New York, USA	https://drive.google.com/file/d/16gEnWydE8CaSL5dpF7tad-EwbZWWWyLA/view?usp=sharing
14	08.03. 2021	Women's Day	Ms. R.Vanasri Saravanan, Ms. Sai Swathi, Inba and Sr Dr Lourdu Mary	Group CEO, Globalink Group, Malaysia. Delivery Module Lead at FedEx Services, USA Founder and Director of SS Trust Head, Department of Social Work, Stella Maris College, Chennai	https://bharathuniv.webex.com/bharathuniv/ldr.php?RCID=715888279d2045d4bec80a69b0b971a1
15	15.03. 2021	The Human Capital	Professor Dr.Gary Lilienthal	Chairman of the Governing Council, Carrington Road, Hong Kong. Professor of The University, Tashkent State University, Uzbekistan	https://bharathuniv.webex.com/bharathuniv/ldr.php?RCID=a7d2b3e5848f4647835b9b2e7ff2c2a5
16	16.03. 2021	Believe in Yourself	Her Majesty Amb Dr	World Peace Ambassador to Canada.	https://bharathuniv.webex.com/bharathuniv/ldr.php?RCID=ac049a5205d7413f8d584dcce2f35acd

			Uba Iwunwa	Humanitarian Leader "Queen of Peace". Monarchy of yaya	
17	11.05.2021	Emotional Intelligence	Professor S M Arifuzzaman	Chief Strategy Officer (CSO) & Head, School of Business, Canadian University of Bangladesh. Director - Strategic Finance & Investment Ltd, Bangladesh	https://drive.google.com/file/d/1V5mkUDMorC756Rzl76tHmfnaEtU1q8tY/view?usp=sharing_eil_m&ts=60fbfbfac
18	19.05.2021	Fundamentals of Business Analytics and Its Implications	CMA Dr.S.Vasudevan	Director - Business Development, Institute of Analytics, USA	https://drive.google.com/file/d/1pQAp-46nDxoS0D1X7nUnzzCpyXtWJyYS/view?usp=sharing_eil_m&ts=60fbfbfac
19	24.05.2021	My Entrepreneurial Journey	Mr.Vasanth Lakshman	Co - Founder, Shreenidhi Services and Solutions, Chennai	https://drive.google.com/file/d/1YVABZ4A3XFAB32QeGbnPmGhgYKaJQovD/view?usp=sharing_eil_m&ts=60fbfbfac
20	16.06.2021	The Big Career Shift: From the Newsroom	Mr.Sanjay Pinto	Advocate and Arbitrator, Madras High Court, Legal Columnist, Author of 3 Books, Orator,	https://drive.google.com/file/d/1B1TDZ_Mi5kcMPDQb5m_W53Tjvfz_THfR/view?usp=sharing_eil_m&ts=60fbfbfac

		to The Courtroom		Former Resident Editor in NDTV 24/7	
21	17.06. 2021	The Changing Media	Mr.R.Muthu Kumar	Editor & Publisher, Makkal Kural & Trinity Mirror	https://drive.google.com/file/d/1JDvwXaezTDAUp77RvjT5lqd8JdN0oYh/view?usp=sharing_eil_m&ts=60fbbfac
22	21.06. 2021 To 23.06. 2021	DOMVISTA '21	Mr.S.Jayaram and Mr.Eswar Balasubramanian	Regional Head, Business Standard. Head of Outreach Programs, AVTAR Human Capital Trust	https://drive.google.com/file/d/16Aq9pNyjbm3d8o9fYgkLg-nh9QScGR/view?usp=sharing_eil_m&ts=60fbbfac
23	24.06. 2021	The Progress of India in SDGs and the COVID Impact	Dr.Rajan Sudesh Ratna	Economic Affairs Officers, United Nations ESCAP	https://drive.google.com/file/d/1nZszoPRxeu3iK-zZCEOVczq7_vwEyu/view?usp=sharing
24	26.06. 2021	Project Management	Mr.Ganesh	Vice President, Data & Analytics, Citibank	https://drive.google.com/file/d/1vHorVbw2Kw8eklaHYQMY4XamRe8zuqT6/view?usp=sharing_eil_m&ts=60fbbfac
25	02.07. 2021	Colonels Roundtable Conclave	Col.Sridhar,	-	https://drive.google.com/file/d/1Y04u5WGwC9ImQ8pYZEbTl0X4CiVI7o/view?u

			Lt.Col.Shashi dhar Lingappa, Lt.Col.Soora j Nair, Lt.Col.Prem Anand		sp=sharing_eil_m&ts=60fb bfac
26	08.07. 2021	Music - Notes of Life	Shri.Shiek Meera	Actor & Music Director	https://drive.google.com/file/d/16iFNfA3v32fDyE2oqfIVEkRqIO7l1fOK/view?usp=sharing_eil_m&ts=60fbbfac
29	14.07. 2021	Beat COVID Campaign	Dr.Ramesh Vavilala	MGNCRE - Higher Education Dept, Ministry of Education, Government of India	Govt Programme hosted by MGNCRE
30	14.07. 2021	Webinar on Youngpre nurs	Vinusha M K, Nethila Nimsath	Founder & Chief Baking Officer, Four Seasons Pastry, Chennai. Founder, Cinnamon Chat with Nethila, Sri Lanka	https://drive.google.com/file/d/1PRP0-mqKQOIWr0tdJHt2CkGJdTI8pOgJ/view?usp=sharing_eil_m&ts=60fbbfac

31	16.07.2021	SEEK by MGIEP_2021	Hosted by UNESCO	Hosted by UNESCO	Hosted by UNESCO
32	05.08.2021	REIKI PRINCIPLES	Ms Dharini Raje Sisodia	Faculty & Reiki Healer, Army Institute of Management and Technology	https://drive.google.com/file/d/1Eku7g5gdnusGA2fDLN9jbjW9g6Zghe7w/view?usp=sharing
33	15.08.2021	Roundtable on Gender Inclusivity	Subodh Guntantlal Shah Dr. Anthony Raju Dr. Pramod Mohajan Advocate Shruthi Bist	Honorable F. Justice Advocate, Supreme Court of India School - Director - Principal, Sharjan Indian School, Dubai Supreme Court of India, WICCI	https://drive.google.com/file/d/1jdvyfOPdf-N6c6rY_26SG5TMR4tYa9N/view?usp=sharing

			Advocate Sukanya Acharya	Founder - Juris Emeralds, Advocates and Solicitors, Central Government Counsel, High Court of Karnataka, Banglore	
34	20.08. 2021	Webinar on Recent Trends in Indian Capital Markets	Mr Abhisek Goud	Senior Manager, National Stock Exchange of India Ltd	Hosted by NSE
35	25.08. 2021	Career Options in Finance	Mr Sripal Jain CA, CPD (USA)	Co-Founder, Simandhar Education LLP, Guest Faculty in IIMs	https://drive.google.com/file/d/10jfQJWbimbEH_RAbi2j4XgJWXPm0DsFr/view?usp=drivesdk

Details of Workshop

2017 – 2018

Two days' Workshop on Challenges & Opportunities For Entrepreneurs & Small Business Owners in association with TCS ION, Chennai. Dr.T.Ayyappan,

Chairman, Indian Institute of Industrial Engineering (Chennai Chapter)
Dy.Manager – Ashok Leyland, Chennai.

Two days' Workshop on Primavera P6 Professional Project Management In Association With Bright star telecom, Chennai. C.Y. Sathya, CEO, ITS Solutions, A Business Partner of Adrenalin eSystems Ltd, No:25,3B,3rd Floor, Park Center, Venkatanarayana Road, T.Nagar, Chennai-600017.

Two days' Workshop on Project Management in association with ACCORD Life SPEC Pvt ., Chennai Sri Kumar, Founder & CEO, Skillsgrow, Chennai

Two days' Workshop On Research Methodology For Postgraduates in association with pallavan gear industries., Chennai Krishna Kumar.N, TEL Zaxis Thought Experiment, Chief Thought Creator, Fol, Wing 2, Vishram Oasis, 32, Rajiv Gandhi Street, Chennai-600130.

Two days' Workshop on The Makeup of A Business Opportunity in association with Naveen engineering works., Chennai Srinivas Anand YSRN Chief Operating Officer Ionixx Technologies, Chennai

Two Days' Workshop On Wound Care Management In Association With Sai Mirra Engineering Pvt.Ltd, Ambattur,Chennai, ER. Shiva Madhukar, Vice President, Global Business Development, DDH Infrastructure, Chennai.

2018 – 2019

Two days' "Workshop on the makeup of a Business Opportunity" S. Chandrasekhar, Founder & CEO, Subhashri Group of Companies, Bangalore.

Two days Workshop on " Workshop on Research methodology and LATEX Documentation" Dhanush Mohan C, HR Specialist – Talent Acquisition, CSS Corp Pvt Ltd, Ambattur, Chennai.

Two " Workshop on Primavera P6 Professional Project Management " Mrs.G.Vidhya, Director Operations, Nithya Packaging PVT Ltd.

Two days " Workshop on Training in Export Import Business " Vijaya Raghavan Kathiresan, Senior Deputy Vice President, Kotak Mahindra Life Insurance Company Ltd, Chennai.

Two day Workshop on " Challenges & Opportunities For Entrepreneurs & Small Business Owners " Maheshwaran Mahalingam, Chief Analytics Officer, IQturf Consulting Services, Mumbai.

Two days' Workshop on "Digital Marketing" Dr.C.Thirumal Azhagan, Asst.Professor (SG) & Head, University of Engineering, BIT, Trichy

Two days' Workshop on "Synergy: A Leadership workshop for Collaborative Practice" Dr. S. Jeyachandran, Vice President, Marutham Group, Chennai

Two days Workshop on "Dazzling Classroom Presentation and Lectures Notes using LaTeX2e and TikZ " K. Gangatharan, General Manager – Special Project, Sundaram Industries Pvt Ltd, TVS, Chennai.

2019 – 2020

Two Day Workshop on Digital Marketing Madhusudhana Rao. RD, Vice President – Sales & Operations, IDEAO, Hyderabad

Two days Workshop on Challenges & Opportunities For Entrepreneurs & Small Business Owners, Vijay Michael, TEL Zaxis Thought Experiment, Chief Thought Creator, Fol, Wing 2, Vishram Oasis, 32, Rajiv Gandhi Street, Chennai-600130.

Two Days "Workshop on primevara P6 Professional Project Management" in association with CADS Labs, Chennai, Mr.S.S. Khadeer Peer Shariff, Executive Director, Leo Prime Paypent Solutions Pvt .Ltd, Buram Colony Perungudi, Chennai.

Two days "Workshop on Project Management" in Associated with Amtex Software Solutions Pvt Ltd.chennai, Alfred Arputhakumar, Chief Facilitator, Alfred School of Leadership, Chennai-45

Two days " Workshop on Research Methodology for Post Graduates" in Associated with TCS iON, Chennai, Vijayan.R, General Manager-HR, CA Deploy Engineering Private Ltd, Gachibowli, Hyderabad-500032

Two Days Workshop on "Wound Care Management" in Associated with Batl Breweo at the lab Technologies private Limited, Chennai, Manoj Nair,Practice Director – Sales & Marketing Strategy, Amtex Software Solutions Pvt ltd, Chennai.

7.1.4 Participation of Industry Professionals in curriculum development, projects, assignments as examiners in summer projects (10)

Bharath Institute of Higher Education and Research invites Industry Professionals in curriculum development and also for conducting Project viva voce examinations. In addition, the Industry Professionals extend project guidance to the students in the capacity of external guide.

1	Mr. Nandhakumar .K, General Manager- HR & Admin, Hofincons Infotech &Industrial Service Pvt. Ltd, Chennai	Industry Expert Member-BOS
2	Dr K Jafar Ali, Managing Director – Yunona Tech Solutions Pvt Ltd (TCS iON Partner)	Industry Expert Member-BOS
3	Mr.Ravi Nandiyala Associate Vice President - People Prime Worldwide, Chennai.	Industry Expert Member-BOS
4	Mr.Dennis Amirtharaj Training Manager, Savera Group of Hotels, Chennai.	Industry Expert Member-BOS
5	Mr.N.Vasudeva Murthy, Director – Mindspeed Solutions, Bangalore.	Industry Expert Member-BOS
6	Mr Vijayan.R, General Manager – HR, CA Deploy Engineering Pvt Ltd.	Industry Expert Member-BOS
5	M. Senthil Kumar, Community Manager, Google Developer Group, Madurai	CAB Member
6	Dr. J. Balakannan, Managing Director, Jet Aerospace, Aviation Research Center	CAB Member
7	Dr. K Jaffar Ali, Managing Director, Yunona Tech Solutions Pvt Ltd, Chennai	CAB Member
8	Glen Roger Carr, Co-Founder & Director, Finmark Trainers India Pvt Ltd, Chennai	CAB Member
9	A.K.Sundarrajan Associate Manager – Finance, Computer Sciences Corporation India Pvt.Ltd, Chennai	CAB Member
10	P.Pravin Assistant Manager – HR, Tata Business Support Services Ltd, Chennai	CAB Member
11	A.V.Padma, HR Manager, Computer Sciences Corporation India Pvt.Ltd, SOF Buildings, MEPZ, Chennai	CAB Member

12	Mr. Marcin Uminski, Marketing Manager, (Think Poland), Chennai.	CAB Member
13	Gautam V Jiginni Talent Acquisition Manager, Qspiders, Chennai	CAB Member
14	Premila Devi, Managing Director, RNP Education, Chennai	CAB Member
15	S. Chandrasekar, Founder & CEO, Subhashri Group of Companies.	CAB Member
16	Dhanush Mohan C, HR Specialist – Talent Acquisition, CSS Corp Pvt Ltd, Ambattur, Chennai	CAB Member
17	Abhijeet Suman, Operations Excellence Manager, Hunger Box.	CAB Member
18	Vijaya Raghavan Kathiresan, Senior Deputy Vice President, Kotak Mahindra Life Insurance Company Ltd, Chennai	CAB Member
19	C. Karuppan Chetty, JBM Auto Systems, Chennai	CAB Member
20	K. Gangatharan, General Manager – Special Project, Sundaram Industries Pvt Ltd, TVS, Chennai	CAB Member
21	N. Vasudeva Murthy, Director, Mindspeed Solutions	CAB Member
22	D. Vinod, Manager – Recruitment, HCL Technologies, Ambattur, Chennai	CAB Member
23	Mani Bharathi, Business Development Manager, APAC Region, Brewed – The Lab Technologies	CAB Member
24	Ms. Vidhya Ragu, Chairperson All Chennai T&D, Women Economic Forum, President – Rotary Club of RCCR.	CAB Member

7.1.5. Initiatives related to industry including executive education, industry sponsored

Labs, and industry sponsorship of student activities (15):

India Cements Investment Services Ltd (ICISL) is a duly registered company under the company's act. ICISL is a SEBI registered intermediary to facilitate buying and selling of shares thru

recognized stock exchanges. ICISL is a member of National Stock Exchange for more than three decades. The objective of the company is to provide a platform for trading and also to impart necessary training thereby bringing in equity cult.

The Department of Management Studies in association with ICISL is providing academic/ educational opportunities to students to learn the various aspects of capital market.

The aim is to meet the need to address growing challenges in inducting students into capital market and thereby ensuring the growth of knowledge as well as equity cult for their future financial planning.

ICISL has developed a module to cover the various aspects of capital market and equity research. The Department offers this program to its students or those who are interested in learning capital market aspects and ICISL will be responsible for offering the online/offline program and all required support for the same. ICISL does not charge any fees for the program for students.

Through this venture many articles are published in high impact factor Scopus journals.

7.1.6. Involvement of industry professional as members of various academic bodies/board (10) :

The Institution believes in Industry-Academic Collaboration for the effective Curriculum delivery with measurable outcomes. The following are the list of Industry Experts:

1	Mr. Nandhakumar .K, General Manager- HR & Admin, Hofincons Infotech &Industrial Service Pvt. Ltd, Chennai	Industry Expert Member-BOS
2	Dr K Jafar Ali, Managing Director – Yunona Tech Solutions Pvt Ltd (TCS iON Partner)	Industry Expert Member-BOS
3	Mr.Ravi Nandiyala Associate Vice President - People Prime Worldwide, Chennai.	Industry Expert Member-BOS

4	Mr.Dennis Amirtharaj Training Manager, Savera Group of Hotels, Chennai.	Industry Expert Member- BOS
5	Mr.N.Vasudeva Murthy, Director – Mindspeed Solutions, Bangalore.	Industry Expert Member- BOS
6	Mr Vijayan.R, General Manager – HR, CA Deploy Engineering Pvt Ltd.	Industry Expert Member- BOS
5	M. Senthil Kumar, Community Manager, Google Developer Group, Madurai	CAB Member
6	Dr. J. Balakannan, Managing Director, Jet Aerospace, Aviation Research Center	CAB Member
7	Dr. K Jaffar Ali, Managing Director, Yunona Tech Solutions Pvt Ltd, Chennai	CAB Member
8	Glen Roger Carr, Co-Founder & Director, Finmark Trainers India Pvt Ltd, Chennai	CAB Member
9	A.K.Sundarrajan Associate Manager – Finance, Computer Sciences Corporation India Pvt.Ltd, Chennai	CAB Member
10	P.Pravin Assistant Manager – HR, Tata Business Support Services Ltd, Chennai	CAB Member
11	A.V.Padma, HR Manager, Computer Sciences Corporation India Pvt.Ltd, SOF Buildings, MEPZ, Chennai	CAB Member
12	Mr. Marcin Uminski, Marketing Manager, (Think Poland), Chennai.	CAB Member
13	Gautam V Jigjinni Talent Acquisition Manager, Qspiders, Chennai	CAB Member
14	Premila Devi, Managing Director, RNP Education, Chennai	CAB Member
15	S. Chandrasekar, Founder & CEO, Subhashri Group of Companies.	CAB Member
16	Dhanush Mohan C, HR Specialist – Talent Acquisition, CSS Corp Pvt Ltd, Ambattur, Chennai	CAB Member

17	Abhijeet Suman, Operations Excellence Manager, Hunger Box.	CAB Member
18	Vijaya Raghavan Kathiresan, Senior Deputy Vice President, Kotak Mahindra Life Insurance Company Ltd, Chennai	CAB Member
19	C. Karuppan Chetty, JBM Auto Systems, Chennai	CAB Member
20	K. Gangatharan, General Manager – Special Project, Sundaram Industries Pvt Ltd, TVS, Chennai	CAB Member
21	N. Vasudeva Murthy, Director, Mindspeed Solutions	CAB Member
22	D. Vinod, Manager – Recruitment, HCL Technologies, Ambattur, Chennai	CAB Member
23	Mani Bharathi, Business Development Manager, APAC Region, Brewed – The Lab Technologies	CAB Member
24	Ms. Vidhya Ragu, Chairperson All Chennai T&D, Women Economic Forum, President – Rotary Club of RCCR.	CAB Member

Periodic consultation with Industry experts regarding orientation of Courses to meet industry requirements and involve practical training for employability enhancement. Professional from the Corporate sector are invited to address the students and share their experience by motivating and installing confidence amongst students.

7.2. International Connect (40):

Institution has always been working towards achieving excellence on par with global standards. Faculty members have been in close collaboration with the academic fraternity from Institution of

global repute across the world. Students are exposed to experiential learning on site at International locations at different periods of time during their course.



7.2.1. MoUs/Partnerships and its effective implementation (10):

MOU IMPLEMENTATION

S.No	Name of the Company and Location	MoU Implementation	MoU Date	Validity
1.	Accord Energy Corporation Pvt Ltd., Chennai	Placement	09.12.2020	5 Years
2.	Accord Life Spec Pvt Ltd., Chennai	Consultancy Projects, Collaborative Research Projects, Placement	08.12.2020	5 Years
3.	Accord Metropolitan Hotels, Chennai	Collaborative Research Projects, Placement	04.12.2020	5 Years
4.	Amtex Software Solutions Pvt Ltd. Chennai	Internship	29.08.2016	5Years
5.	Finmark Trainers India Pvt Ltd, Chennai	Training Activities	24.10.2017	3 Years
6.	Hexawarwe Technologies Limited, Mumbai	Guest Lecture	25.08.2020	3 Years
7.	Dowling College Manhattan, New York	Advisory Board	06.10.2015	5 Years
8.	Putra Intelek International College	Study Abroad, Advisory Board, Joint Conference	31.1.2017	3 Years
9.	MPRH Institute, Iran, Tehran	Faculty Exchange	03.05.2017	3 Years
10.	Tamil Nadu Physical Education And Sports University, Chennai	Examiner for Project	20.08.2019	5 YEARS
11.	Crown University Intl. Chartered Inc	Advisory Board	06.09.2020	3 Years
12.	International Association For Data Quality, Governance & Analytics (IADQGA)	Internship	07.02.2021	3 Years
13.	Millennium University , Republic of Malawi	Webinar	25.02.2021	5 Years
14.	Rela Institute & Medical Centre, Crompton, Chennai-44	Internship	06.01..2021	3 Years

15.	AM Breweries Pvt. Ltd., Chennai	Sponsored Research, Placement	10.12.2020	5 Years
16.	Cholan Gear Industries	Consultancy Projects, Placement	10.12.2020	5 Years
17.	Chrome Leather Company Ltd, Chennai	Placement	08.12.2020	5 Years
18.	Fortune Distillers And Vintners Pvt.Ltd., Chennai	Consultancy Projects, Placement	07.12.2020	5 Years
19.	J Hotels Pvt.Ltd., Chennai	Placement	09.12.2020	5 Years
20.	Jam Hotels & Resorts Pvt.Ltd.,	Placement	07.12.2020	5 Years
21.	Naveen Engineering Works, Chennai	Placement	11.12.2020	5 Years
22.	Premier Leather Corporation, Chennai	Collaborative Research Projects, Placement	08.12.2020	5 Years
23.	Vinayaka Infotech, Chennai	Placement	05.10.2020	5 Years
24.	Alfred School of Leadership, Chennai	Training Activities, Advisory Board Member	10.10.2015	3 Years
25.	India Cements Securities Ltd	Industry Sponsored Lab	18.01.2021	1 year
26.	Asian Institute Of Family Business	Webinar	28.10.2020	1 year
27.	Stella Maris College [Smc] , Chennai	Open Elective, BoS	24-03-2021	5 years

i Student exchange program

In order to provide a cross cultural exposure and a global perspective to the students, BIHER has developed an extensive International Students Exchange Program. Efforts are underway to expand the Programme further and enable an even larger number of students to avail of this unique opportunity. The students become part of the experiential learning and grab the opportunity to study in a foreign land. It not only enriches them academically, culturally, but also gives them an exposure to a future in the research world.

The students are more confident to make a choice in their career and adorn a global mindset after completing their exchange program.

Our students had been to Putra Intelek International College, Malaysia for students exchange program in the recent years

ii Faculty Exchange Program:

The Institution encourages faculty exchange programs which presents unique opportunity for interaction with various universities. It provides participation with an opportunity to teach or conduct research during the academic year.

Dr. S Praveen Kumar was a guest faculty at

1. Canadian College for Higher Studies
2. MPRH Institute, Iran
3. URAL Federal University, Russia

Dr. G. Brindha was a guest faculty at EBC Hochschule, Germany

iii Collaborative Research Project

The Research Centre at Bharath Institute of Higher Education and Research has in-depth research capabilities and advanced databases to undertake research. Research Centre is keen to work with other organizations for the advancement of academic excellence and to benefit society at large. The Institution encourages Faculty members to Collaborate in order to exchange unique knowledge expertise and resources between partners.

S.No	Project	Funding Agency	Year	Project Cost	Project Duration
1	Profitability Analysis	Premier Leather Corporation	2016	2,75,000/-	2 Year
2	Psychoanalytical Behavior of the Customers in Modern Banking Industry	Crystal Investment Ltd	2017	2,15,000/-	2 Years
3	Awareness about the Cost Reduction and Elimination of Waste	Accord Life Sec	2017	2,85,000/-	2 Years
4	Front Office Operations at the Accord Metropolitan Hotel	The Accord Metropolitan Hotel	2018	2,15,000/-	3 Years
5	Financial Planning and Forecasting	Hindustan Constructions	2018	2,50,000/-	2 Years

CRITERION-8

INFRASTRUCTURE

Infrastructure

8.1. Classrooms & Learning facilities (10)

Based on the strength of the students every year the facilities have been expanded from time to time.

ROOMS IN DEPARTMENT:

- Dean's Cabin-1
 - HOD's Cabin- 1
 - Staff room -4
 - Class room -7
 - Dept Library -1
 - GD room – 1
 - Seminar/Smart room -1
 - Students Common Room- 2 (Girls & Boys)
 - Computer Lab- 1
 - Research Lab- 1
-
- Classrooms are well-equipped with Modern facilities to meet the curriculum requirements at BHIER, Chennai.
 - WiFi facility on 24X7 basis is available for students in the classrooms as well as in the campus.
 - Each classroom is equipped with the LCD projector and PA system for lecture delivery.
 - Each classroom is equipped with a white board so as to facilitate the faculty members for better explanation of student queries along with the presentation.
 - Each classroom is equipped with the AC facilities.
 - Classrooms are well ventilated and well lit. False ceiling in the classes ensures no echo effect and good sound quality during the presentations.

- The seating arrangement in the classrooms is such that the faculties can move around freely and conduct various classroom activities.
- Each student is provided with individual chair.
- The Smart room with a seating capacity of 200 provides the students an opportunity to hold Guest lectures; Management Fest's and screen films on Management.

8.2. Library (10)

The learning resources for faculty members / researchers and students are available in hard as well as soft copy. The well-equipped library of the Department and University provides books of various subjects and specializations catering to Management, Technical, Education and Law fields. Journals are subscribed on monthly basis to enhance student's awareness on current topics.

The Library is accessible on all seven days of the week for students. Soft copies of journals as well as case studies are made available to the students in CDs. Software like SPSS are available for students to carry out their research work. The software's are updated on regular basis. Apart from the Main Library the Department also has a well stocked Department Library.

8.3. IT Infrastructure (15)

Students and staff are provided with the secure networking, storage, computing, server, Wi-fi and Cloud computing services. The goal of the University is to provide a secure technology platform to support the teaching and learning, research and outreach missions.

The well equipped computer labs with 1000 CC for the students. Wi-fi facility is freely available in the entire campus on 24X7 basis. Laptops are also used by the students in classrooms as and when required.

8.4. Learning Management System (10)

LMS and Module are implemented to identify training and learning gaps, utilizing analytical data and reporting. LMS are focused on online learning delivery and acts as a platform for online content, including courses, both asynchronous and synchronous based. This type of learning environment provides flexibility to quickly respond to the needs of the participants within it. It also helps the students to access the information anytime from anywhere.

LMS delivers and manages all types of content, including video, courses, and documents

The institute has the policy of facilitating 24 x 7 learning environment and minimizing the use of paper for environmental preservation. This is achieved using Moodle-based Learning Management System (LMS). The overall usage of various software applications for different administrative and other requirements is as follows:

SOFTWARE	PURPOSE	USER
Microsoft Office	For Teaching Learning Resource Management	Staff and Students
SPSS	For Analysis of Data	Students
Tally	For Analysis of Data	Students
CAMU	For Attendance, Assessments, Assignments, Marks, Online Classes, Time Table, Teaching Content, Teaching Plans,	For Students & Staff

	Combined Class, Setting of Electives and Approval, Report Generation for Attendance Percentage, Students Evaluation, Students Activity, Attendance Summary, Attendance Report, Subject Wise Attendance, List of Students, Time Table, Subject Wise Report, Staff List, Staff Summary, Staff Time Table, Assignment Consolidation, Teaching Plan Status, Exam Schedule, Mark Report, Question Bank, Question Paper	
CAMU	Feedback Summary	Staff
CAMU	Parents Communication	Parents
CAMU	Communication	To Parents, Students and Staff's
CAMU	Outcome Based Education (OBE)	OBE Weight age



Student Name	ID	Status
AAAKSH SHARMA	P20BA001	Absent
AASHISH SHARM	P20BA002	Absent
AJITHK RAJAG	P20BA003	Present
AJITHA S	P20BA004	Present
AMIT KUMAR	P20BA005	Absent
AMANSHU A	P20BA006	Present
ANSHU YADAV	P20BA007	Present
ANTONY ALBER V	P20BA008	Present
ARAVIND S	P20BA009	Present
ARUN VOMSO	P20BA010	Present
BALAJI S	P20BA011	Present
BHARATH KUMAR	P20BA012	Present
CHANDRA TEJKA	P20BA013	Present
CHENGALA RAMES	P20BA014	Present
CHETRA ARASAN	P20BA015	Absent
DEEPIKA R	P20BA016	Present
DEEPAHARSH	P20BA017	Absent
DINESH D	P20BA018	Present
DINESH KUMAR E	P20BA019	Present
GEETHA J	P20BA020	Present
GOVINDHAR	P20BA021	Present
GOUTHAM V	P20BA022	Absent
GWRI SHANKAR	P20BA023	Present
GUJALA RAJULU	P20BA024	Present
HARI P	P20BA025	Present

Action	Course	Staff	No. of Hours	Is Coordinator?	Is Combined?	Min	Max
	UB - Library	BIHER Camu Admin-	0	<input type="radio"/>	<input checked="" type="radio"/>	0	0
	P18PCMB111 - Quantitative Techno	Gowtham Ashwinw	1	<input checked="" type="radio"/>	<input checked="" type="radio"/>	0	0
	P18PCMB112 - Economic-Quantitative	Sathish	4	<input type="radio"/>	<input checked="" type="radio"/>	0	0
	P18PCMB113 - Principles of Manage	Ramamurthy S-BT2	1	<input type="radio"/>	<input checked="" type="radio"/>	0	0
	P18PCMB114 - Accounting for Manag	Neethra Jaganathan-	2	<input type="radio"/>	<input checked="" type="radio"/>	0	0
	P18PCMB115 - Organizational Behav	Bargavi H	4	<input type="radio"/>	<input checked="" type="radio"/>	0	0
	P18PCMB116 - Business Communica	Mugstleene Peter-BT2	4	<input type="radio"/>	<input checked="" type="radio"/>	0	0
	P18PCMB117 - Entrepreneurship	V.Sudhanatha	4	<input type="radio"/>	<input checked="" type="radio"/>	0	0

8.5. Hostel (10)

BIHER has hostels to provide accommodation to the students. The boys and girls hostel are separate having caring wardens. There is tight security to ensure students have a pleasant stay allowing them to focus on their academics. Hostels are also powered by high speed internet connectivity.

The common rooms are equipped with TV, indoor games and other recreation facilities. The students are provided with nutritious food, safe drinking water, round the clock hot/cold water supply. The hygienic environment in the hostel helps them keep good health which in turn leads to their overall physical and intellectual development. The hostels are under 24 hrs CCTV and security guard surveillance.

- Ganga girls hostel
- Godavari boys hostel

8.6. Sports Facility (10)

Sports play a pivotal role in shaping one's personality and maintaining good health. BIHER has specially developed a sports environment that matches the national standards. There are multiple sport facilities to keep our students engaged and physically fit. Every student is encouraged to take active part in at least one outdoor activity.

BIHER has set up facilities/grounds for Tennis, Cricket, Football, Basketball, Volleyball, Table-Tennis, Badminton, Chess, Carrom, etc., and league matches are encouraged. Inter-college sports tournaments are held to develop a spirit of healthy competition.

8.6.1. Indoor Sports Facilities

- Gymnasium.
- Table Tennis
- Carrom
- Chess

8.6.2. Outdoor Sports Facilities

- Cricket Ground
- Foot Ball Ground
- Basket Ball Court – 1
- Volley Ball Court – 2
- Badminton Courts - 1
- Tennis Court – 1

8.7. Medical Facility (10)

To ensure the wellbeing of employees and students, a Doctor is available in the Clinic within the campus 24X7. Medical facility and first aid kit are available 24 X 7 at campus for the safety and concern of its students. Quick basic treatment and medical attention is provided at the time of any incidents. Employees are covered by a comprehensive Medical Insurance to meet all kinds of exigencies.

- Doctor is available in all days from 9AM to 7PM
- Compounder is available for all days in 24hrs
- Common room with bed is available
- One Ambulance is available for 24 hrs

CRITERION 9

ALUMNI PERFORMANCE AND CONNECT

CRITERION 9	Alumni Performance and Connect	50
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9.1 ALUMNI ASSOCIATION (Duly Formed and Registered):

Bharath is one of the renowned educational institution in South India and the Department of Management Studies was formed in 1992. The first batch started with smattering number of students and had limited courses in management studies. Over the years, the department has evolved and produced many prominent and promising management professionals, leaders, entrepreneurs and businessmen in many fields. Today, the Department has more than 150 students getting enrolled every academic year and are trained on various streams of management studies.



With the growth and settling down of the department post inception years, our graduated students have extended their support for the growth of the Department for guidance and support. They have continued to share the bonhomie and this has enabled the Department to conduct alumni meetings and alumni-student interactions. The official registration of Alumni Association took place on 24th February 2021. However, since inception, the Alumni Association has seamlessly connected the institute to all those who have been nurtured in the campus and has also created a special bond with other fellow alumni, faculty and the current students through

newsletters, emails and by organizing annual Alumni meets and other special events. During the academic year 2019-2020, the Department stepped into a new milestone of upgrading into a 'B' School. The Department of Management studies (DOMS) has been formally established as an independent department. Thus, the Alumni Association of the department has been rechristened as BIHER DOMS Alumni Association of Students (BIDMAAS). At present, the Association has more than 2000 Alumni and is still growing in numbers each day.

9.1.1 Vision:

The vision of Alumni Association is to act as a platform for interaction of old students with the present to bridge the gap in imbibing ideas and values. The Association aspires to provide a broad spectrum for present students in shaping their outlook about management & leadership; by enriching the social and knowledgeable capital of BIHER DOMS & its students.

9.1.2 Mission:

- To provide a platform for Alumnus to connect with the Department and bridge the gap between present students to have a positive communication.
- To promote exchange of views related to academic & corporate experience with the present students.
- To be a guiding light towards futuristic approach for present students, thereby create knowledge corpus for the University.
- To mentor and channelize the efforts of present students towards right opportunities thereby send ambassadors of the department across the globe.
- To create a sense of belonging as well as create bonhomie amongst the Alumni and Present students by regular bonding.
- To help the Alumni to up skill and create a philanthropic as well as entrepreneurial mindset of students.
- To work along with the department to update new technological and industrial development for benchmarking training curriculum.
- To promote goodwill and sense of pride amongst both alumni & students.

9.1.3 Objectives:

- To provide a conducive environment to all future and present students of the department.
- To act as a focal point of contact between alumni and the institute.
- To enhance the interactions between our globally spread alumni and inspire the students with their accomplishments.
- To encourage the Alumni to take active interest in the work and progress of the Institute.
- To increase alumni chapters in India and abroad.

9.2 INVOLVEMENT OF THE ALUMNI:

BIHER DOMS Alumni Association consociates during the annual alumni meets; which facilitates networking of the Alumni and invites them to participate in other special events on campus. Alumni are also involved in the admissions, placement and accreditation processes. Our energetic body of alumni have enhanced the industry institute interfaces and act as a vibrant tool in connectivity & skill development. The association has been spearheaded to seek personal, professional, opportunities beyond learning and graduation.

9.2.1 Alumni Meet:

Since inception, the alumni meets have been organized initially based on student initiatives. However, gradually Alumni has started spreading the word and had sent requests for formal and regular Alumni meets. Erstwhile, DOMS being one of the smallest departments of the University became the pioneer to officially conducting a formal alumni meet in May, 1994. Though only 27 students attended the meet during the initial days, this initiative has been received well and has been a grand success; turning out to be a path layer for the future meets.

Subsequently due to various commitments, the alumni meets were infrequent and were restricted to batchwise get-togethers. However, in 2015 it was decided to organize Alumni meets annually and an Annual General Body Meeting (AGM) was decided to be held once in three years. The initial AGM was conducted on 15th Dec 2015 along with the first coordinated Alumni meet wherein the following dignitaries were elected as management committees.

Table 9.1a - Elected Committee members in 2015

S.No	Management Committee	Members
1.	Chief Patron	Vice Chancellor
2.	Patron	HOD, Department of Management Studies
3.	Secretary	Ms. J. Pavitra, Assistant Professor
4.	Alumni Whip	Reverent Bro Jesu Manickam (2015-2017)
5.	Treasurer	Dr. G. Brindha, Associate Professor

Under the guidance of elected representatives, the Alumni Association prospered in activities and conduct. Post 2015, the alumni meets were held regularly and saw great participation. The 2nd AGM was due in 2018 and was conducted on 19 Jan 2019. Fresh representatives were elected as under

Table 9.1b - Elected Committee members in 2015

S.No	Management Committee	Members
1.	Chief Patron	Vice Chancellor
2.	Patron	HOD, Department of Management Studies
3.	Secretary	Dr. S. Fabiyola Kavitha, Associate Professor
4.	Alumni Whip	Lt. Col. Sooraj S Nair, (2018-2020)
5.	Treasurer	Mr. Gowtham K, Assistant Professor

The alumni meets were indeed a festive occasion for the department which were reminiscent of the melodies of time as well as a give back for the students. The active participation from the ongoing batches made the events memorable and effective. During COVID pandemic in 2020, a humble effort was made by the Alumni in organizing a virtual meet through zoom platform. The alumni & the department look forward to get over the pandemic to have next alumni meet and the next AGM to plan further course of action to take the activities to next level.

9.2.2 Alumni's visit to the Institution & Student interactions:

Below are the list of alumni's who have been invited as guest speakers for several activities like 'Just Talk', 'Learn & Earn', 'Beyond Studies', 'Extramile' etc. to enhance alumni-student interactions.

Table 9.2 - Alumni-Student Interactions

S.No	Name of Alumnus	Company	Events	Activity
1.	Mr. Jesu Manickam	A.O, Don Bosco College	New Ventures & Young SME's	Learn & Earn held on 12.07.2018
2.	Ms. G. Vidhya	Director, Nithya Packaging Pvt. Ltd	Quality System Awareness	Extramile held on 26.10.2018
3.	Mr. C. Karuppan Chetty	IBM Auto systems	HRM in 21 st century	Just Talk held on 20.06.2019
4.	Ms. D. Srilakshmi	Guru Nanak College	Holistic approach to business planning	Beyond Studies held on 17.10.2018
5.	Mr. Rengarajan R	Manager, ELS International Education Pathways	Challenges in Engineering & Management	Just Talk held on 02.11.2018

9.2.3 Involvement in Curriculum Development:

Our enlightened alumni are invited to be as one of the BOS members in order to bring the recent trends in the industry into the curriculum. They share their perceptions on what could be improved in the existing curriculum and voice their thoughts on how the improvisations can be brought into effect.

Table 9.3 Alumni in the BOS meetings held during 2015-2020

S.No	Name	Year enrolled	BOS Year
1.	Mohammed Fazlullah Khan. Y	2013	2015
2.	Benjamin Jeba Sundar J	2014	2016
3.	Fr Jesu Manickam	2015	2017
4.	Kingsle Isaac P	2016	2018
5.	Pazhani Muruges R S	2017	2019
6.	Varun V A	2016	2020

9.2.4 Synoptic Viva-voce Panel:

Our knowledgeable alumni extend their support during the conduct of viva-voce examinations for assaying the project works carried out by the currently pursuing students. Every year during the viva-voce evaluations, one member from the alumni body takes part as a panel member when students deliver their presentations. They give feedback on improvisations and guide the students on delivering the presentations effectively.

Table 9.4 - List of alumni in the Panel during 2015-2020

S.No	Name	Batch of the alumni	Year of viva-voce
1.	Mr. Amit Kumar Rai	2013-2015	2016
2.	Mr. Ganapathy Subramanian	2014-2016	2017
3.	Mr. Gowtham D	2015-2017	2018
4.	Ms. Makisha T	2016-2018	2019
5.	Ms. Jahnvi Priyakrishna M	2017-2019	2020

9.2.5 Assistance in Entrepreneurship:

BIHER-DOMS conducts workshops, training programs, and mentoring sessions for students aspiring to become future entrepreneurs and achieves this through the Entre-Next club activities. This is the entrepreneurship cell of our department that aims at promoting and encouraging entrepreneurship among students. It acts as a catalyst that introduces students to the context of venture capitalism. The cell promotes design thinking in students and kindles their spirit to convert potential ideas into practical business solutions. Brainstorming sessions are also conducted to encourage healthy sharing of ideas.

Table 9.5 - List of alumni who stepped into Entrepreneurship

S.No	Name	Batch of the alumni
1.	S Balaji	2015-2017
2.	Snigdha Priya	
3.	Basuklin Ryntathiang	
4.	Kermiki Dkhar	
5.	Mohan Doss K	
6.	Suraj Kumar	
7.	Vidhya R	
8.	Vivek Joshi	
9.	Irshad Khan S	
10.	Joshi J S	
11.	Jayenthiran .T	
12.	Abhimanyu	
13.	Vichitra M	
14.	Anandhi .E	
15.	Hidayathulla B	
16.	Naveen Karki .E	
17.	Dinesh Prabu .G	
18.	Jenit Asir Jebamani .G	
19.	Karthik V	
20.	Md Naushad Khan	
21.	Mohamed Parvez .A	

22.	Kondrakunta Lakshmi Bandhavi	2017-2019
23.	Naveen Raj A P	
24.	Treyookidame Jat	
25.	Elavarasan R	
26.	Mohammed Sameer M	
27.	Hemachandra Reddy K	
28.	Pynsanhida I Dkhar	
29.	Dayananda Reddy A	
30.	Shahanaz Begum A	
31.	Ramesh M	
32.	Kusu Gopi	
33.	Gopinath E	
34.	Arbaksathsala S	
35.	Subhashiny A	
36.	Sharmiladevi S	
37.	Biplop Das	
38.	Thummala Kavya	
39.	Jayarajan C K	
40.	Parthosh Raj R	
41.	Vignesh R	
42.	Avanish Kumar Singh	
43.	Debasish Sethi	

44.	Prasanth N	
45.	Vikram P	
46.	Nusrath Sulthana K J	
47.	Praveen Kumar D	
48.	Vetrivel M	2018-2020
49.	J Robinson	
50.	Samsad Ahamed	
51.	Karthikeyan P	
52.	Soundarya S	
53.	Ajith M	
54.	Indumathi C	
55.	Iniyavan V	
56.	Datiki Ravi Teja	
57.	Susmitha M	
58.	Elizabeth V	
59.	R Ranjitha Devi	
60.	Mugundan S	

9.2.6 Student Mentoring:

BIHER-DOMS conducts workshops, training programs, and mentoring sessions for students aspiring to step inside the corporate scenario and achieves this by seeking assistance from Alumni members. Our competent alumni mentor and guide students who need help from time to time. Although, there isn't any structured schedules for mentorship programs, these sessions happen when students place a request for one to one mentoring sessions from Alumni who have turned into Industry experts.

9.2.7 Assistance in Placement:

BIHER-DOMS conducts workshops, training programs and pre-placement mock sessions for students who aspire to get placed in the industry. The alumni support our Institution in its placement drives by recruiting students pursuing their studies in the final year and also support internship activities to complete project works for first year students.

Table 9.7 – Alumnus who helped in Placements

S.No	Alumnus Name	Batch	Designation	Company
1.	Mr. Dhivahar R	2015-2017	Marketing Officer	A. M. Breweries Pvt. Ltd.
2.	Mr. Bala Vignesh M	2015-2017	Finance Officer	Cholan Gear Industries
3.	Mr. Srikanth A	2015-2017	HR Executive	Chrome Leather Co. Ltd.
4.	Ms. Renuka K	2015-2017	Operations Executive	Reptile & Chrome Tanneries
5.	Mr. Dinesh S	2015-2017	Strategic Advisor	The Accord Metropolitan

6.	Mr. Mallepula Bala Narasimhulu	2015-2017	Administrative Officer	Hindustan Constructions
7.	Mr. Anto M	2015-2017	Employee Relations Executive	J Hotels Pvt. Ltd.
8.	Mr. Avinash C V	2016-2018	Marketing Executive	A.M. Breweries Pvt. Ltd.
9.	Ms. Batisha T	2016-2018	Business Development Executive	Accord Energy Corporation
10.	Ms. Avila Archana P	2016-2018	Client Handling Officer	Gautam Caps & Packagings
11.	Mr. Venkatesh C	2016-2018	Trainee – HR Recruiter	Vinayak Infotech
12.	Dhayani D	2016-2018	HR Executive	Elite Distilleries Pvt. Ltd.
13.	Mr. Joshi J S	2016-2018	Reservation & Front Office Executive	Jam Resorts and Hotels Pvt. Ltd.
14.	Ms. Nandhini Pranavika P A	2016-2018	Executive – Public Relations	The Accord Metropolitan
15.	Ms. Tasneem K	2016-2018	HR Executive	Medi Biotek India Pvt. Ltd.
16.	Mr. Ahaz Reegan N	2017-2019	HR Analyst	Accord Life Spec Private Ltd.

17.	Ms. Sangeetha P	2017-2019	Customer Service Associate	The Accord Metropolitan
18.	Mr. Elavarasan R	2017-2019	F&A Executive	J Hotels Private Ltd
19.	Mr. Treyookidame Jat	2017-2019	Delivery & Supply Manager	Fortune Distillers & Vintners
20.	Mr. Jayarajan C K	2017-2019	Admin Officer	Premier Leather Corporation
21.	Mr. Avanish Kumar Singh	2017-2019	Procurement Analyst	Khandelwal Laboratories Pvt. Ltd.
22.	Mr. Nivin C	2017-2019	HR Executive	Medi Biotek (India) Pvt. Ltd.
23.	Mr. Naveen Kumar D G	2018-2020	HR Analyst	Accord Life Spec Pvt. Ltd.
24.	Mr. Robinson J	2018-2020	HR & Admin Representative	Chrome Leather Co. Ltd.
25.	Ms. Makisha R	2018-2020	Procurement Analyst	Khandelwal Laboratories Pvt. Ltd.
26.	Mr. Vignesh V	2018-2020	F & A Executive	J Hotels Private Ltd
27.	Mr. Maddu Suresh	2018-2020	Front Desk Executive	The Accord Metropolitan

28.	Ms. Lakshmi Priya A	2018-2020	Client Handling Officer	Gautam Caps & Packagings
29.	Mr. Ankit Bose	2018-2020	Admin Officer	Premier Leather Corporation
30.	Mr. Karthikeyan P	2018-2020	Project Analyst	Accord Life Spec Private Ltd.

9.2.8 Resources Raised:

BIHER-DOMS Alumni have contributed copiously for various programmes undertaken by the institution. Our Alumni have generously contributed for undertaking various need-based programmes in many adopted villages, college campuses and urban slums. Some of these programmes are –

1. Skill development (first aid, disaster management, public speaking, leadership motivation, HIV/AIDS awareness).
2. Community Development Projects (surveys in the village, tree plantation, Health, Cleanliness, Road Safety, Visits to Homes, technical training for rural youth and SHG, sanitation, women development programmes, consumer Awareness etc. in the adopted villages).

3. Swachhtha Pakhwara:

Under this scheme, 7 days camp was organized to carry out community development projects in the adopted villages with a specified theme being given by Govt. of India by involving local youth. Social Connect is a unique feature of seamless education at BIHER, practiced across all programmes. A snapshot of the community engagement through social connect undertaken at Bharath institute of Higher Education and Research:

Observance of Swachhtha Pakhwara



Swachta Shapath (Oath) by the Vounteer



NSS volunteers(350) are listening to the Dean of Engineering conveying the message for the idea of Swachhta as one of the virtues in their respective life.

4. Open Defecation Free (ODF):

An initiative towards maintaining an open defecation free and clean environment and managing wastes efficiently. On the 150th birth anniversary of Mahatma Gandhi, India celebrated the end of the five-year Swachh Bharat Mission (SBM), the world's biggest behaviour change programme to eliminate open defecation. While the country was commended for having gone from 39 per cent to almost universal toilet coverage in just five years, a lot was remained to be accomplished. With the help of funds collected from various Alumni's, BIHER is now working to strategize ways forward for making the villages that is being adopted to become ODF zones.

Construction of Toilets at Vengampakkam



Changing behaviour, beliefs, and myths around toilets is key to ensuring sustained open defecation-free status in these communities. This makes it imperative that adequate follow-up activities are put in place once a community is declared open defecation free (ODF), to ensure that households that have newly embraced the social norm of toilet use do not regress into their former practice of

open defecation. There are 679 families around Vengampakkam. 500 families are educated about toilet usage. These families are educated about “Open Defecation Free” (ODF).



With the monetary support of our Alumni and the physical efforts of our students, The village adoption program undertaken by BIHER ensures continuity of work sustained action, evaluation and follow up.

5. Eye Donation & Screening Camps:

Our Alumni have contributed monetarily for the Eye Donation & Screening Camp which was organized by Youth for Bharath Institute of Higher Education and Research. India has the largest burden of global blindness. A considerable number of Indians also suffer from significant impairment of vision that threatens their ability to be physically or financially self-sufficient. The cumulative loss to the country's gross national product consequent to this is estimated to be \$11.1 billion. While the problem is formidable, the need to take up the challenge of curtailing it is compelling. Some 27 million Indians have moderate sight



Doctor from Sankara Eye hospital giving awareness about Eye Donation

impairment; nine million are classified as bilateral blind; 260,000 children are blind. The number of corneal blind people in India is 4.6 million. Of these, 90 per cent are below 45. They include 60 per cent who are below 12 years of age. Looking at the root causes, 66 per cent of the cases are preventable or curable. Out of the 4.6 million people, at least three million can benefit from corneal transplantation.



Donated human eyes help preserve and restore sight through corneal transplantation, research and education. More than 90 per cent of corneal transplant operations successfully restore vision in people suffering from

blindness due to corneal problems. Infants born with cloudy corneas gain sight from transplantation.

Eye banks obtain, evaluate and distribute eyes donated by humanitarian-minded citizens for use in corneal transplantation, research and education. To ensure patient safety, the donated eyes are evaluated under strict medical standards. Donated eyes that are not suitable for corneal transplantation are used for valuable research and education purposes.

9.3 METHODOLOGY TO CONNECT WITH ALUMNI & ITS IMPLEMENTATION:

Our meritorious students act as the pillars of the ever-growing Alumni network. All the students who complete two years full-time MBA program and Ph.D. scholars are eligible to become the members of our alumni association and they are included in the Alumni database. The database is filled once the fourth semester examinations are completed and they are maintained in Excel Sheets as per Batches.

9.3.1 Alumni Portal:

To improve our network with the Alumni, we have our exclusive online portal <https://alumni.bharathuniv.ac.in/> which is helping us to keep in touch with the current Alumni in our database and also to get in touch with other Alumni who are on the social network but not in our database.



The portal helps us to consociate with our privileged Alumni members and has also enabled us to know their current whereabouts; which has been very useful

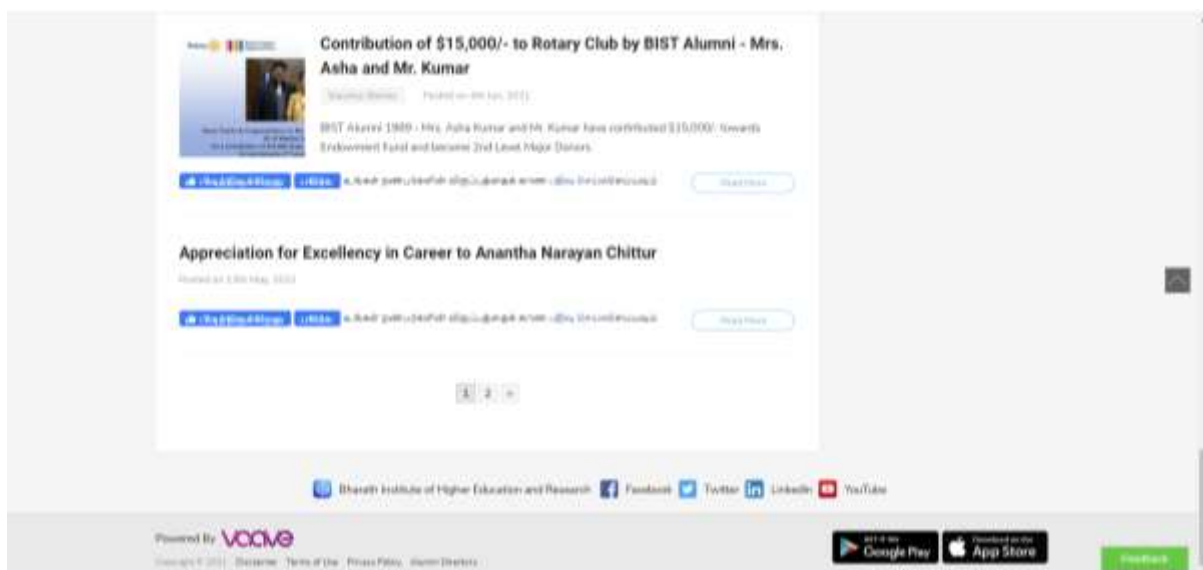
for opening Alumni chapters in different places. It also helps us to improve our communication links with and network reach of the Alumni.



Refer link: Alumni Portal <https://alumni.bharathuniv.ac.in/>

9.3.2 Alumni Database:

To extend our arms and reach out to our alumni, we are at present in touch with around 2000 members. Albeit, the fact that more than 2500 students have graduated from DOMS-BIHER, the consolidated record of database listed around 1500 alumni through excel sheets; which has increased since the creation of our exclusive online portal and social media platforms.



We are also present in social media networks like Facebook, Twitter, LinkedIn and YouTube. Our social networking sites keep the members known about latest updates. Our exclusive YouTube channel also has video lectures of our eminent faculties on various subjects.

9.3.3 Alumni Meets & Frequency:

Our esteemed alumni have proved being pillars of support incessantly since the inception of DOMS. Every year, an alumni meet is conducted by the department to be in constant touch with the previously graduated students. Prior to a month of the scheduled date for alumni meet, a formal meeting within the department is conducted to nominate the members for organizing the meet. The responsible students and faculties take charge of their duties and conduct the alumni meets every year in a grand manner, which is showcased in the alumni newsletters. In the recent years, Alumni meets were held on 22.05.2017, 24.05.2019 and 26.05.2020 to contribute to the growth of their Alma Mater and enable us to become a world class University.

9.3.4 Alumni Newsletter:

Every year, an Alumni Newsletter is published and sent by email to our Alumni's listed in the database. Recently, the newsletters have been started posting in our exclusive online portal; in order to facilitate easy accessibility to visitors also. The newsletter features Alumni achievements, update on developments at BIHER, and articles on recent trends in management sciences and corporate practices. A copy of the newsletters has been attached for pursuance.

9.3.5 Future Plans:

While the Alumni Portal and Social Media Platforms are going a long way in connecting and strengthening the network between the Alma Mater and the Alumni, this is felt as just a beginning to create future milestones. Future plans definitely involve conducting of more Alumni programmes in campus that involve Alumni participation, opening of new chapters in India and abroad,

felicitating Alumni entrepreneurs and continuing to involve Alumni in admission and placement panels.

A Glimpse into Some of our Eminent Alumnus –



Lt. Colonel Sooraj Nair (2018-2020) Mr. Vipito Awomi (2016-2018), Entrepreneur



Rathika Jeyaraj (2017-2019), Entrepreneur

CRITERION 10

CONTINUOUS IMPROVEMENT

CRITERION 10	Continuous Improvement	50
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10.1. Actions taken based on the results of evaluation of each of the POs (20)

10.1 ACTIONS TAKEN BASED ON THE RESULTS OF EVALUATION OF EACH OF THE PO's:

The Department of Management Studies undertakes continuous efforts towards academic excellence through the attainment of Program Outcomes (PO's). It challenges itself to reach new heights and achieve new milestones in all aspects of teaching and learning. The contribution of PO attainments to all PO's from all the first year and final year subjects are analyzed and compared with the respective target levels to conclude with the actions taken.

1) The following table shows the details of action taken for improving the attainment of program outcomes during the academic year 2018-2019.

Actions for improvement based on PO Attainment of 2018-2019 batch

PO₁: An Ability to apply conceptual foundations to solve practical decision – making problems.			
PO	Target Level	Attainment Level	Observations
PO ₁	70%	70%	<p style="text-align: center;"><i>Target achieved</i></p> <p>Out of 26 courses in the academic year 2018-2019, 25 courses have been mapped to PO₁. Attainment rate is higher in courses like web designing, soft skills and project works. Similarly, subjects like marketing management and business application software labs have been found to have a low attainment rate compared to other subjects.</p>

Scope for further improvement: Faculty members have been instructed to improve their teaching pedagogies for those courses whose target have not been reached. It is advised to monitor the students at regular intervals during the lab session keenly to overcome the difficulty in doing the experiments and techniques. Remedial classes for mediocre learners have been arranged to enhance their ability to apply concepts at the right time.

PO₂: An ability to develop a systematic understanding of changes in business environment.

PO	Target Level	Attainment Level	Observations
PO ₂	70%	71%	<p><i>Target Achieved</i></p> <p>Out of 26 courses in the academic year 2018-2019, 25 courses have been mapped to PO₂. Attainment rate is higher in courses like quantitative techniques and web designing. Similarly, subjects like legal aspects of business and business application software labs have been found to have a low attainment rate compared to other subjects.</p>

Scope for further improvement: Faculty members have been instructed to improve their teaching pedagogies for those courses whose target have not been reached. It is advised to monitor the students at regular intervals during the lab session keenly to overcome the difficulty in doing the experiments and techniques. Faculties have been asked to engage in explanatory teaching methods.

PO₃: An ability to function effectively in a team.

PO	Target Level	Attainment Level	Observations
PO ₃	70%	71%	<p><i>Target Achieved</i></p> <p>Out of 26 courses in the academic year 2018-2019, 17 courses have been mapped to PO₃. Curriculum includes individual summer internship and project only. Attainment rate is higher in courses like business communication and strategic management. Similarly, subjects like economics and soft skills have been found to have a low attainment rate compared to other subjects.</p>

Scope for further improvement: Faculty members have been instructed to improve their teaching pedagogies for courses like economic foundations of business whose target have not been reached. It is advised to classify students into teams and make them work together in class activities; in order to facilitate team cohesion and learning. More team oriented business games have to be conducted for incorporating team building behavior.

PO₄: An ability to analyze a problem, and use the appropriate managerial skills for obtaining its solutions.

PO	Target Level	Attainment Level	Observations
PO ₄	70%	70%	<p><i>Target achieved</i></p> <p>Out of 26 courses in the academic year 2018-2019, 23 courses have been mapped to PO₄. Attainment rate is higher in courses like</p>

			International Business Management and business application software labs. Similarly, subjects like financial management and web designing have been found to have a low attainment rate compared to other subjects.
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Scope for further improvement: All the 26 subjects have achieved well above the target rate. Faculties have been advised to maintain the same level of attainment in the next year also. It is suggested to give priority to model based teaching to improve their skill in problem solving in the courses. In order to enhance the problem-analysis skills and the ability to imply appropriate managerial skills in different situations; faculties have been asked to give more number of case studies to inculcate logical thinking in students.

PO₅: An ability to understand and analyze global, economic, legal and ethical aspects of business and apply them in organizational settings.

PO	Target Level	Attainment Level	Observations
PO ₅	70%	70%	<i>Target achieved</i> Out of 26 courses in the academic year 2018-2019, 24 courses have been mapped to PO ₅ . Attainment rate is higher in courses like accounting for management and production & operations management. Similarly, subjects like business communication have low attainment rate compared to other subjects.

Scope for further improvement: Faculty members have been instructed to improve their teaching pedagogies for business communication course whose target have not been reached. Students were given extra-coaching on the foundation of communication concepts and they were involved in activities like extempore, group discussion etc. to inculcate communication skills. In order to enhance the ability of students to understand the different aspects of business, they are given assignments and seminars to study the real world problems and give presentation about their ideas to solve them..

PO₆: An understanding of professional integrity.

PO	Target Level	Attainment Level	Observations
PO ₆	70%	70%	<p><i>Target achieved</i></p> <p>Out of 26 courses in the academic year 2018-2019, 23 courses have been mapped to PO₆. Attainment rate is higher in courses like quantitative techniques and business ethics. Similarly, subjects like accounting management and legal aspects of business have been found to have a low attainment rate compared to other subjects.</p>

Scope for further improvement: More interactive sessions are planned with professionals from industry in order for students to gain exposure on professionalism in the corporate scenario. For subjects where attainment has not been achieved; instructions are given to the course coordinator to review the teaching methods. Faculties have been suggested to emphasize on ethics and responsibilities related to the contents of the syllabus in order to enhance professional integrity.

PO₇: An ability to communicate effectively.

PO	Target Level	Attainment Level	Observations
PO ₇	70%	71%	<i>Target achieved</i> Out of 26 courses in the academic year 2018-2019, 24 courses have been mapped to PO ₇ . Attainment rate is higher in courses like operations research and entrepreneurial development programme. Similarly, subjects like international business management and business analytics have low attainment rate compared to other subjects.

Scope for further improvement:

Course on communication skills included more interactive sessions. Technical presentation/seminars is included as a component for assigning internal marks. Presentation sessions are arranged after completing Industrial visit/ In-plant training/ Internships so that the students will be able to express their opinions and thoughts. Intra and Inter-departmental competitions are arranged to enable students to participate and evade stage fear. Students are encouraged to participate in the seminar/technical events organized by other institutions; in order to know their real competencies.

PO₈: An ability to use information and knowledge effectively.

PO	Target Level	Attainment Level	Observations
PO ₈	70%	72%	<p><i>Target achieved</i></p> <p>Out of 26 courses in the academic year 2018-2019, all the 26 courses have been mapped to PO₈. Attainment rate is higher in courses like economics and business communication. Similarly, subjects like marketing management and computers have been found to have a low attainment rate compared to other subjects.</p>

Scope for further improvement: More interactive sessions are planned with professionals from industry on concepts like management information systems in order to gain exposure by students. For subjects where attainment has not been achieved; instructions are given to the course coordinator to review the teaching methods. Faculties have been suggested to inculcate critical thinking skills and smart-working methods among students so that they will be able to imply their knowledge effectively.

PO₉: An awareness about the society.

PO	Target Level	Attainment Level	Observations
PO ₉	70%	73%	<p><i>Target achieved</i></p> <p>Out of 26 courses in the academic year 2018-2019, all the 26 courses have been mapped to PO₉. Attainment rate is higher in courses like productions & operations management and business</p>

			ethics. Similarly, subjects like business analytics and accounting have been found to have a low attainment rate compared to other subjects.
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Scope for further improvement: Students are encouraged to take up projects; which in turn gives them solutions in a global, economic, environmental and societal context. Students are encouraged to participate in the extra-curricular activities through NSS, YRC to identify the problems in the society and understand the scope for solving through managerial knowledge. More outreach activities such as blood donation camps etc. have been planned to inculcate social awareness among students. Students are motivated to take up social campaigns and formulate solutions like Save Trees - Plant a Tree, Rural Health, Tobacco Harms etc. Students have been portioned to groups and they have been asked to organize more camps on social activities.

PO₁₀: An ability to use managerial skills in practice.

PO	Target Level	Attainment Level	Observations
PO ₁₀	70%	71%	<i>Target achieved</i> Out of 26 courses in the academic year 2018-2019, 22 courses have been mapped to PO ₁₀ . Attainment rate is higher in courses like economics and human resource management. Similarly, subjects like international business management and web designing have been found to have a low attainment rate compared to other subjects.

Scope for further improvement: It is advised to insist on the correlation between the contents of the subject and their applications in real life situations

in broader contexts. Subjects like organizational behavior, human resource management etc. can be given more importance; so that students will learn how to manage people. Students are advised to choose internship areas based on their aspiring domains so that they will learn proactively and they will be able to apply the concepts learnt in day-to-day situations also.

2) The following table shows the details of action taken for improving the attainment of program outcomes during the academic year 2017-2018.

Actions for improvement based on PO Attainment of 2017-2018 batch

PO₁: An Ability to apply conceptual foundations to solve practical decision – making problems.

PO	Target Level	Attainment Level	Observations
PO ₁	67%	67%	<i>Target achieved</i> Out of 26 courses in the academic year 2017-2018, all the 26 courses have been mapped to PO ₁ . Attainment rate is higher in courses like marketing management and strategic management. Similarly, subjects like quantitative techniques and IBM have been found to have a low attainment rate compared to other subjects.

Scope for further improvement: Faculty members have been instructed to improve their teaching pedagogies for those courses whose target have not been reached. It is advised to monitor the students at regular intervals during the lab session keenly to overcome the difficulty in doing the experiments and techniques. Remedial classes for mediocre learners have been arranged to enhance their ability to apply concepts at the right time.

PO₂: An ability to develop a systematic understanding of changes in business environment.

PO	Target Level	Attainment Level	Observations
PO ₂	67%	68%	<p><i>Target Achieved</i></p> <p>Out of 26 courses in the academic year 2017-2018, 25 courses have been mapped to PO₂. Attainment rate is higher in courses like HRM and Legal aspects of Business. Similarly, subjects like business ethics and soft skills have been found to have a low attainment rate compared to other subjects.</p>

Scope for further improvement: Faculty members have been instructed to improve their teaching pedagogies for those courses whose target have not been reached. It is advised to monitor the students at regular intervals during the lab session keenly to overcome the difficulty in doing the experiments and techniques. Faculties have been asked to engage in explanatory teaching methods.

PO₃: An ability to function effectively in a team.

PO	Target Level	Attainment Level	Observations
PO ₃	67%	68%	<p><i>Target Achieved</i></p> <p>Out of 26 courses in the academic year 2017-2018, 18 courses have been mapped to PO₃. Attainment rate is higher in courses like international business management and entrepreneurship. Similarly,</p>

			subjects like operations research and lab sessions have been found to have a low attainment rate compared to other subjects.
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Scope for further improvement: Faculty members have been instructed to improve their teaching pedagogies for courses like economic foundations of business whose target have not been reached. Communication issues and exhibition of individual capabilities were giving more importance by the students. Involving students in organizing and coordinating different departmental events will help the students to understand the importance of team work.

PO₄: An ability to analyze a problem, and use the appropriate managerial skills for obtaining its solutions.

PO	Target Level	Attainment Level	Observations
PO ₄	67%	67%	<i>Target achieved</i> Out of 26 courses in the academic year 2017-2018, 23 courses have been mapped to PO ₄ . Attainment rate is higher in courses like quantitative techniques and business application software labs. Similarly, subjects like organizational behavior have been found to have a low attainment rate compared to other subjects.

Scope for further improvement: Almost 25 subjects have achieved well above the target rate. Faculties have been advised to maintain the same level of attainment in the next year also. It is suggested to give priority to model based teaching to improve their skill in problem solving in the courses. In order to enhance the problem-analysis skills and the ability to imply appropriate

managerial skills in different situations; faculties have been asked to give more number of case studies to inculcate logical thinking in students.

PO₅: An ability to understand and analyze global, economic, legal and ethical aspects of business and apply them in organizational settings.

PO	Target Level	Attainment Level	Observations
PO ₅	67%	69%	<p><i>Target achieved</i></p> <p>Out of 26 courses in the academic year 2017-2018, 23 courses have been mapped to PO₅. Attainment rate is higher in courses like quantitative techniques and final projects. Similarly, subjects like business communication and legal aspects of business have low attainment rate compared to other subjects.</p>

Scope for further improvement: Faculty members have been instructed to improve their teaching pedagogies for business communication course whose target have not been reached. Students were given extra-coaching on the foundation of communication concepts and they were involved in activities like extempore, group discussion etc. to inculcate communication skills. In order to enhance the ability of students to understand the different aspects of business, they are given assignments and seminars to study the real world problems and give presentation about their ideas to solve them..

PO₆: An understanding of professional integrity.

PO	Target Level	Attainment Level	Observations
PO ₆	67%	67%	<p><i>Target achieved</i></p> <p>Out of 26 courses in the academic year 2017-2018, 23 courses have been mapped to PO₆. Attainment rate is higher in courses like economics and business ethics. Similarly, subjects like organizational behavior have been found to have a low attainment rate compared to other subjects.</p>

Scope for further improvement: More interactive sessions are planned with professionals from industry in order for students to gain exposure on professionalism in the corporate scenario. For subjects where attainment has not been achieved; instructions are given to the course coordinator to review the teaching methods. Faculties have been suggested to emphasize on ethics and responsibilities related to the contents of the syllabus in order to enhance professional integrity.

PO₇: An ability to communicate effectively.

PO	Target Level	Attainment Level	Observations
PO ₇	67%	72%	<p><i>Target achieved</i></p> <p>Out of 26 courses in the academic year 2017-2018, 24 courses have been mapped to PO₇. Attainment rate is higher in courses like web designing and principles of management. Similarly, subjects like international</p>

			business management and research methodology have low attainment rate compared to other subjects.
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Scope for further improvement:

Course on communication skills included more interactive sessions. Technical presentation/seminars is included as a component for assigning internal marks. Presentation sessions are arranged after completing Industrial visit/ In-plant training/ Internships so that the students will be able to express their opinions and thoughts. Intra and Inter-departmental competitions are arranged to enable students to participate and evade stage fear. Students are encouraged to participate in the seminar/technical events organized by other institutions; in order to know their real competencies.

PO₈: An ability to use information and knowledge effectively.

PO	Target Level	Attainment Level	Observations
PO ₈	67%	69%	<i>Target achieved</i> Out of 26 courses in the academic year 2017-2018, all the 26 courses have been mapped to PO ₈ . Attainment rate is higher in courses like strategic management and quantitative techniques. Similarly, subjects like marketing management and principles of management have been found to have a low attainment rate compared to other subjects.

Scope for further improvement: More interactive sessions are planned with professionals from industry on concepts like management information systems in order to gain exposure by students. For subjects where attainment has not

been achieved; instructions are given to the course coordinator to review the teaching methods. Faculties have been suggested to inculcate critical thinking skills and smart-working methods among students so that they will be able to imply their knowledge effectively.

PO₉: An awareness about the society.

PO	Target Level	Attainment Level	Observations
PO ₉	67%	68%	<p><i>Target achieved</i></p> <p>Out of 26 courses in the academic year 2017-2018, 22 courses have been mapped to PO₉. Attainment rate is higher in courses like marketing management and business ethics. Similarly, subjects like production and operations management have been found to have a low attainment rate compared to other subjects.</p>

Scope for further improvement: Recent amendments and challenges in the changing business world is not been identified. Student's social group to be initiated for exchange of contemporary information with regard to business. Students are encouraged to take up projects; which in turn gives them solutions in a global, economic, environmental and societal context. Students are encouraged to participate in the extra-curricular activities through NSS, YRC to identify the problems in the society and understand the scope for solving through managerial knowledge. More outreach activities such as blood donation camps etc. have been planned to inculcate social awareness among students.

PO₁₀: An ability to use managerial skills in practice.

PO	Target Level	Attainment Level	Observations
PO ₁₀	67%	68%	<i>Target achieved</i> Out of 26 courses in the academic year 2017-2018, 20 courses have been mapped to PO ₁₀ . Attainment rate is higher in courses like quantitative techniques and organizational behavior. Similarly, subjects like international business management have been found to have a low attainment rate compared to other subjects.

Scope for further improvement: It is advised to insist on the correlation between the contents of the subject and their applications in real life situations in broader contexts. Subjects like organizational behavior, human resource management etc. can be given more importance; so that students will learn how to manage people. Students are advised to choose internship areas based on their aspiring domains so that they will learn proactively and they will be able to apply the concepts learnt in day-to-day situations also.

10.2 ACADEMIC AUDIT AND ACTIONS TAKEN DURING THE PERIOD OF ASSESSMENT:

As a means to regularly improve the quality of teaching learning, the institution conducts academic audits. The audits motivate the departments to evaluate the quality of their education process and take corrective actions, whenever required. This practice is followed in order to enhance the quality and excellence of our MBA program. The prime objectives of academic audit are –

- i) To ensure academic accountability.
- (ii) To define quality of each component of the functionalities and to ensure quality of education throughout the system.
- (iii) To safeguard functionalities of managerial education.
- (iv) To define effectiveness of teaching – learning process
- (v) To devise methodology to ensure maximum output from faculty members as well as students.

Process of Academic Audit:

Academic year audits are conducted every year comprising of two internal audit members and two external audit members. The department is audited simultaneously by internal and external auditors together at a time; and their comments are consolidated for further actions and progress. At the beginning of the academic year – course contents, lesson plans, laboratory manuals are verified by the heads, senior faculty members of the department and finally authorized by the Dean (School of Commerce & Management Studies).

The Institution conducts academic audit every year with both internal and external academic experts. The official announcement made by the Dean on the audit includes information about maintaining the academic documents, lab

accessories, and future requirements if any. After circulating the information, the Dean invites the Head of the Department to discuss on the formation of the panels

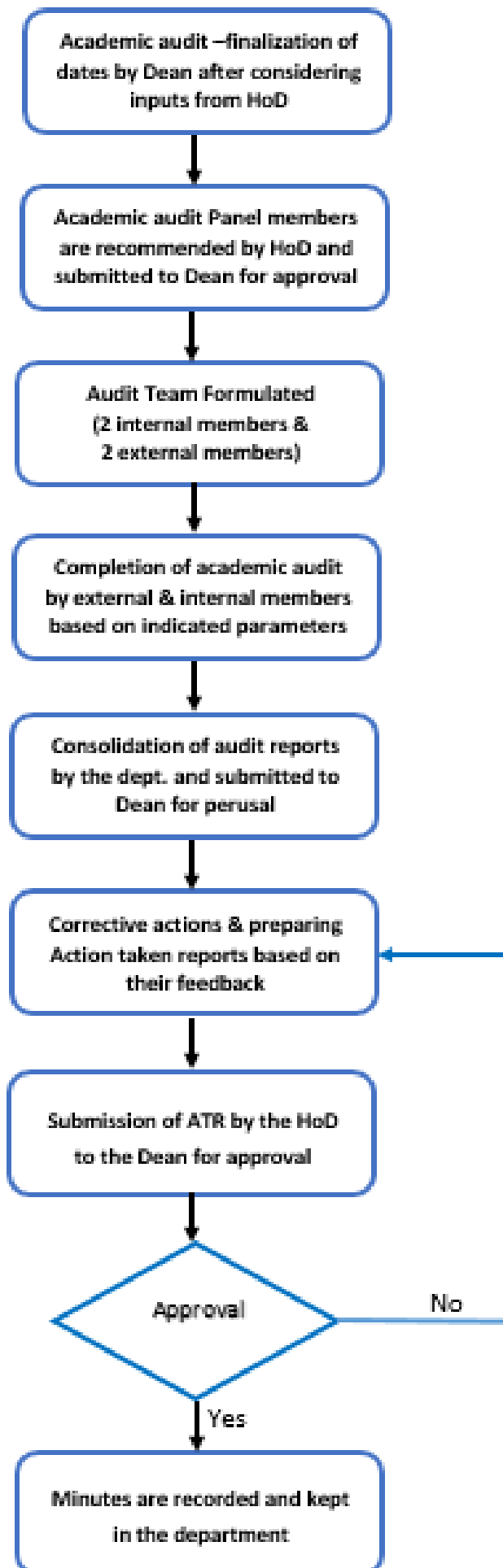


Figure 1 - Flowchart depicting Academic Audit Process

who are going to perform the audit process. The panel members are confirmed based on their field of expertise and experience. The Head of the department reviews the profile of the panel members and recommend the Panel to the Dean. The Dean selects 2 members from each panel and appoints them to audit and also decides the parameters based on which audit is to be done by the panel members.

Once the panel members are confirmed, prior official information about the schedule of audit is circulated to regulate the auditing process and to ensure the preparedness of the department for the audit on the given date. After confirming their presence on the corresponding date, the official announcement of audits will be circulated to all the faculties. The department head calls for a meeting and discuss about the process involving audits and report preparation. All department faculties, lab in-charges, tutors and mentors are involved in this discussion and they start preparing the documents. The auditing team verifies the following components during their visit:

- Teaching Learning Process
- Quality of teaching
- Effective utilization of computer labs
- Quality of Internal / External Assessment
- Quality of student's projects
- Co-curricular activities like seminars, guest lectures, conference, workshops, FDP's, value added courses, online certification courses, internships, in-plant training, webinar, summer internships, snap talks, etc.
- Research activities (Publications, Patents, Proposals)
- Review of faculty members
- Feedback from students

Course file evaluation:

Course files are prepared by faculty members before the semester starts.

The academic committee consisting of HOD, course coordinator and few of departmental senior faculty members performs audit of course files i.e. verify the contents of the course file, lesson plan, assignments, extra material lecture notes, etc. at the end of semester. The comments of the committee are given as feedback to the faculty member to include the recommended material. This audit ensures the quality of education delivered to the students.

Lectures/ Lab evaluation:

The academic audit committee during their random observation of the lectures/lab check delivery of course material as per the lesson plan, teaching aids used, communication skill and classroom management etc. parameters to ensure the teaching methods as per the standards are being used throughout the institute. Feedback is communicated to the faculty member. The academic audit committee for observation consists of HOD, and few senior faculty members. During the academic audit, the following documents of the are verified:

1. Vision, Mission, PEO's
2. Program outcomes and Course Outcomes
3. Syllabus copy
4. Approved lesson plan & its adherence
5. Course file & its information
6. Details of text books and reference books
7. PPT's.
8. Question Banks
9. Sample Student's Assignments
10. Internal Assessment schedules
11. Internal Assessment 1:
 - ✓ Question Paper
 - ✓ Sample Answer Scripts
 - ✓ Scheme of evaluation of internal marks/Answer keys
 - ✓ Result Analysis

- ✓ Identification of slow learners
 - ✓ Action taken for improving the ability of slow learners
12. Internal Assessment 2:
- ✓ Question Paper
 - ✓ Sample Answer Scripts
 - ✓ Scheme of evaluation of internal marks/Answer keys
 - ✓ Result Analysis
 - ✓ Identification of slow learners
 - ✓ Action taken for improving the ability of slow learners
13. Internal Assessment 3:
- ✓ Question Paper
 - ✓ Sample Answer Scripts
 - ✓ Scheme of evaluation of internal marks/Answer keys
 - ✓ Result Analysis
 - ✓ Identification of slow learners
 - ✓ Action taken for improving the ability of slow learners
14. Details of Seminars/Events conducted for students
15. Industry-Institute Interactions file (MOU's, Industrial Projects, Consultancy projects, industrial visits)
16. Consolidated Internal mark sheets
17. Class timetable for every semester
18. Attendance registers and log books
19. Intimation of attendance percentages to students done by displaying on notice boards
20. Exit surveys
21. Alumni surveys
22. Course-end surveys
23. Surveys for Vision, Mission & PEO's
24. Department library details

25. Computer Labs & Software resources
26. Sample lab records of experiments
27. Sample project works of students
28. Monitored assessment of student's progress in projects
29. Faculty coordinators assigned for each student groups in project
30. Regular interaction with guides and follow-up's.
31. Faculty profiles
32. Research Publications of Faculties
33. Student databases
34. Details of FDP's/workshops organized
35. Details of student graduation
36. Details of Placement

The above documents are verified by the auditing team and their comments & feedbacks are passed on to the faculty members to take corrective measures. Based on the comments from the auditing committee, faculties take necessary actions. Sample of comments from the auditing team are enclosed.

10.3 IMPROVEMENTS IN PLACEMENTS, HIGHER STUDIES AND ENTREPRENEURSHIP:

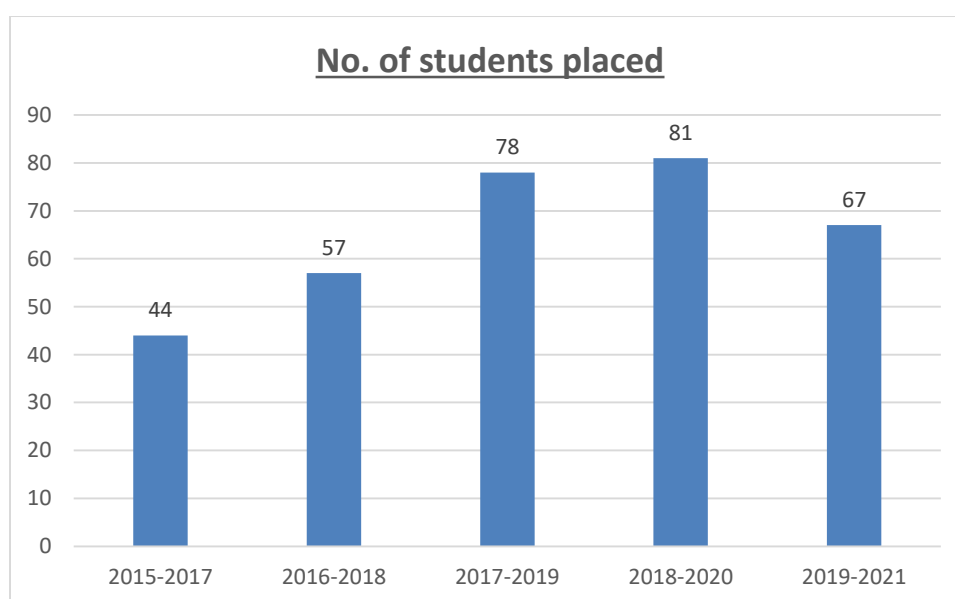
Placements, higher studies and entrepreneurship have special focus of students. The department organizes various events like Orientation address, lectures, training on aptitude, logical thinking, verbal articulation, programming and soft skills, practice tests, mock recruitment drives, alumni interactions etc. to ensure placements for all students aspiring to join various corporate sectors. Career guidance programs, GATE training, counselling sessions etc. are organized by the department to facilitate students to pursue higher studies. Entrepreneurship awareness, workshops, guest lectures, business plan activity etc. are conducted by the department to enhance student's interest in entrepreneurial activities. The following table shows the details of placements, higher studies and entrepreneurship for latest three consecutive years.

Category	CAY (2019- 2021)	CAYm1 (2018- 2020)	CAYm2 (2017- 2019)	CAYm3 (2016- 2018)
Total no. of students appeared in final year exams	88	94	108	75
No. of students placed in companies	67	81	78	57
No. of students enrolled in higher studies	-	-	5	5
No. of students who became entrepreneurs	21	13	25	13

10.3.1 Improvements in Placements:

PLACEMENT COMPANY DETAILS

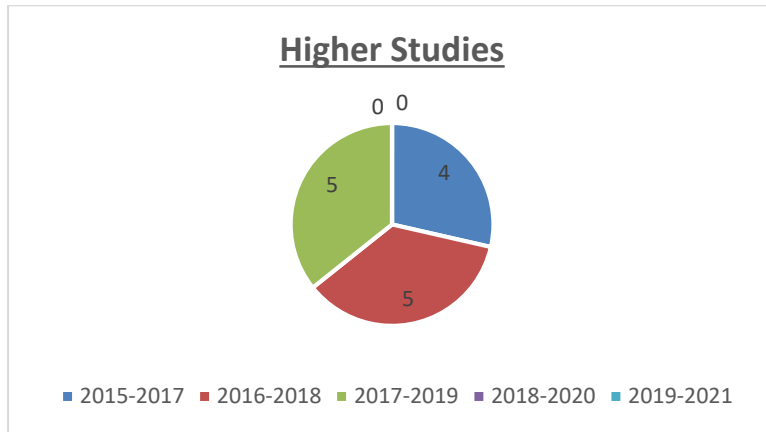
Batch	No. of companies
2015-2017	7
2016-2018	10
2017-2019	13
2018-2020	27
2019-2021	67



It is visible from the above graph that 7 companies came for placement in 2017, 10 companies arrived for placement in 2018, 13 companies came in 2019, 27 companies came for placement in 2020 and 13 companies in 2021.

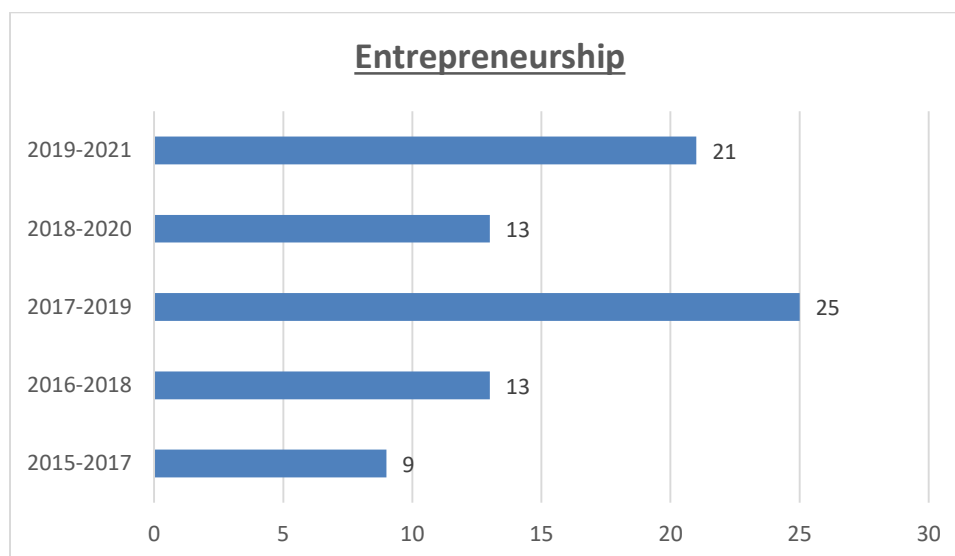
HIGHER STUDIES DETAILS

Batch	Higher Studies
2015-2017	4
2016-2018	5
2017-2019	5
2018-2020	0
2019-2021	0



ENTREPRENEURSHIP DETAILS

Batch	Higher Studies
2015-2017	9
2016-2018	13
2017-2019	25
2018-2020	13
2019-2021	21



10.4. Improvement in the quality of students admitted to the program (10)

The Department of Management Studies provides wide spread publicity to attract talent. It has a rigorous admission process to admit the talent and provide them training as suitable to the demand of the industry. Over the years, the quality of students admitted has improved which

The Department of Management Studies has predefined and notified admission procedure as per the University norms and follows it in spirit without any discrimination. The transparency has been maintained on the regular basis.

Assessment is based on continuous improvement in terms of ranks/scores in qualifying entrance tests, percentage marks obtained by aspiring students. During the selection, the

students falling in the lower ranges of qualifying marks are made to face interview/counseling sessions.

DETAILS:

Admission - Cut – off Score

2020		2019		2018		2017	
BIHER PG Entrance Test		BIHER PG Entrance Test		BIHER PG Entrance Test		BIHER PG Entrance Test	
Highest Score	Lowest Score	Highest Score	Lowest Score	Highest Score	Lowest Score	Highest Score	Lowest Score
80	60	77	62	75	63	73	65

It is observed that there is a substantial increase in the cut off of highest score in the entrance exam through which the students are admitted to the MBA Program.

Mean CGPA

Batch	2019	2018	2017
Mean CGPA	9.12	9.08	8.9

From the above table it is inferred that the mean CGPA of students is increasing over the years.

STUDENT DIVERSITY

Diversity	2020	2019	2018	2017
No. of Male Students	84	59	66	73
No. of Female Students	32	33	31	46
Total Students	116	92	97	119
B. Com/BBA/BA/BBS	102	64	50	91
Other Streams	14	28	47	28
Total	116	92	97	119
Within State	96	70	83	83
Outside State	19	22	14	36
Outside Country	1	0	0	0
Total	116	92	97	119

The above table depicts the diversity of students for batches 2017, 2018, 2019, 2020