

BET's Global Business School

Submits

**Annual Quality Assurance Report AQAR
for the year 2016 July-June 2017**

By

Internal Quality Assurance Cell (IQAC)

To



राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद्

विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

An Autonomous Institution of the University Grants Commission

P. O. Box. No. 1075, Opp: NLSIU, Nagarbhavi, Bangalore - 560 072 Indi

The Annual Quality Assurance Report (AQAR) of the IQAC

(Note: AQAR number3; The AQAR period, July 1, 2016 to June 30, 2017)

Part - A

1. Details of the Institution

1.1 Name of the Institution	Bharatesh Education Trust's Global Business School, Belgaum
1.2 Address Line 1	B.C. 188
Address Line 2	Old P. B. Road
City/Town	Belgaum
State	Karnataka
Pin Code	590016
Institution e-mail address	director@betgbs.in
Contact Nos.	0831-2421513

Name of the Head of the Institution:

Tel. No. with STD Code:

0831-2421513

9980795784

Padmapriya R Katagal

DR. A R. Rotti

Mobile:

Name of the IQAC Co-ordinator:

Mobile:

9900421002

IQAC e-mail address:

iqac@betgbs.in

1.3 NAAC Track ID (For ex. MHCOGN 18879)

KACOGN16344

1.4 NAAC Executive Committee No. & Date:

EC (SC)/04/A&A/07 Dated 10-12-2014

(For Example EC/32/A&A/143 dated 3-5-2004.
This EC no. is available in the right corner-
bottom of your institution's Accreditation
Certificate)

1.5 Website address:

www.betgbs.in

Web-link of the AQAR: <http://www.betgbs.in/AQAR2016-17.doc>

For ex. <http://www.ladykeanecollege.edu.in/AQAR2012-13.doc>

1.6 Accreditation Details

Sl. No.	Cycle	Grade	CGPA	Year of Accreditation	Validity Period
1	1 st Cycle	B	2.39	2014	2014 2019 (5 years)
2	2 nd Cycle				
3	3 rd Cycle				
4	4 th Cycle				

1.7 Date of Establishment of IQAC :

DD/MM/YYYY

07/01/2013

1.8 AQAR for the year (for example 2010-11)

2016 July- June 2017
2016-17

1.9 Details of the previous year's AQAR submitted to NAAC after the latest Assessment and Accreditation by NAAC (for example AQAR 2010-11 submitted to NAAC on 12-10-2011)

- i. AQAR 2014-15 submitted to NAAC on 10/12/2015
- ii. AQAR 2015-16 submitted to NAAC on 9/12/2016

1.10 Institutional Status

University State Central Deemed Private

Affiliated College Yes No

Constituent College Yes No

Autonomous college of UGC Yes No

Regulatory Agency approved Institution Yes No

(eg. AICTE, BCI, MCI, PCI, NCI)

Type of Institution Co-education Men Women

Urban Rural Tribal

Financial Status Grant-in-aid UGC 2(f) UGC 12B

Grant-in-aid + Self Financing Totally Self-financing

1.11 Type of Faculty/Programme

Arts Science Commerce Law PEI (Phys Edu)

TEI (Edu) Engineering Health Science Management

Others (Specify)

1.12 Name of the Affiliating University (for the Colleges)

Rani Channamma University, Belagavi

1.13 Special status conferred by Central/ State Government-- UGC/CSIR/DST/DBT/ICMR etc

University with Potential for Excellence

No

DST Star Scheme

No

UGC-Special Assistance Programme

No

UGC-Innovative PG programmes

No

UGC-COP Programmes

No

UGC-CPE

No

UGC-CE

No

DST-FIST

No

Any other (*Specify*)

No

2. IQAC Composition and Activities

2.1 No. of Teachers

08

2.2 No. of Administrative/Technical staff

05

2.3 No. of students

04

2.4 No. of Management representatives

02

2.5 No. of Alumni

02

2.6 No. of any other stakeholder and
community representatives

01

2.7 No. of Employers/ Industrialists

02

2.8 No. of other External Experts

03

2.9 Total No. of members

27

2.10 No. of IQAC meetings held : 12

2.11 No. of meetings with various stakeholders: No. Faculty
Non-Teaching Staff Students Alumni Others

2.12 Has IQAC received any funding from UGC during the year? Yes No

If yes, mention the amount

2.13 Seminars and Conferences (only quality related)

(i) No. of Seminars/Conferences/ Workshops/Symposia organized by the IQAC

Total Nos. International National State Institution Level

(ii) Themes

2.14 Significant Activities and contributions made by IQAC

1. Seminar on GST for Industry proposed and organised
2. Enhancement of Research Work,
3. minor research projects of industry are taken up
4. Encouragement to consultancy work by the faculty.
5. consultancy projects are done

2.15 Plan of Action by IQAC/Outcome

The plan of action chalked out by the IQAC in the beginning of the year towards quality enhancement and the outcome achieved by the end of the year *

Plan of Action	Achievements
Orientation Week: Orientation for Fresher's	Familiarization of the institution, programme and faculty
Awareness Programme on SAP	Understand the modules in SAP- the cost of tuition at local SAP centre, exam cost involved and also the opportunities and job prospects after SAP certification
Ujwal-Event.	Event management/ Organization and Team building skills.
Enrichment Courses	Augmentation of knowledge and development of professional skills.
Street Play on	Street play on Anti-Corruption
Youth Festival	Involvement of students in the cultural activities.
Panel Discussion on Union Budget	Development of analytical skills.
Yashasvi- Sports event	Team spirit, Sportsmanship and Camaraderie.
PGCET Coaching	Facilitate admissions.
Industrial Visits & Tour	Exposing students to corporate culture List of Industrial visits by students during the year 2016-17: <ol style="list-style-type: none"> 1. Shanti Iron and Steel in March 2. Vijaykant Dairy, Parle G, Akshyapatra 3. Mistair Industries Pvt. Ltd. 4. BHEL, NIN & ISB at Hyderabad 5. Fairfield Atlas and Manickbag, Belagavi
ISR Activities	Awareness and responsibility about social issues and concerns. <p style="text-align: center;">Blood Donation camp organized Joy of giving week Street Play was done World Environment day observed International Yoga day organized</p>

	Visit to Shantai Vrudhashrama, etc. are organised
Library Week	Guest lecture by Shri. Basavraj Jagjampi Guest lecture by Dr. Timmapur Book exhibition organized

* Attached Academic Calendar of the year as Annexure.

2.15 Whether the AQAR was placed in statutory body Yes No

Management Syndicate Any other body

Provide the details of the action taken

Management approved the AQAR and encouraged the faculty members to strengthen the research and consultancy, additional qualifications. Encouraged for the innovative pedagogy and additional certification courses for students.

Part – B

Criterion – I

1. Curricular Aspects

1.1 Details about Academic Programmes

Level of the Programme	Number of existing Programmes	Number of programmes added during the year	Number of self-financing programmes	Number of value added / Career Oriented programmes
PhD				
PG [□]	01		01	
UG				
PG Diploma				
Advanced Diploma				
Diploma				
Certificate				
Others				
Total	01		01	

Interdisciplinary				
Innovative				

1.2 (i) Flexibility of the Curriculum: CBCS/Core/Elective option / Open options

(ii) Pattern of programmes:

Pattern	Number of programmes
Semester [□]	01
Trimester	
Annual	

1.3 Feedback from stakeholders* Alumni Parents Employers Students
(On all aspects)

Mode of feedback : Online Manual Co-operating schools (for PEI)

Feedback analysis is attached as annexure

1.4 Whether there is any revision/update of regulation or syllabi, if yes, mention their salient aspects.

Syllabus revision was done by the university in the year 2014-15

1.5 Any new Department/Centre introduced during the year. If yes, give details.

No

Criterion – II

2. Teaching, Learning and Evaluation

2.1 Total No. of permanent faculty	Total	Asst. Professors	Associate Professors	Professors	Others
	09	04	01	02	02

2.2 No. of permanent faculty with Ph.D. 03

2.3 No. of Faculty Positions Recruited (R) and Vacant (V) during the year	Asst. Professors		Associate Professors		Professors		Others		Total	
	R	V	R	V	R	V	R	V	R	V
	2	2	0	0	1	1	0	0	3	3

2.4 No. of Guest and Visiting faculty and Temporary faculty 01

2.5 Faculty participation in conferences and symposia:

No. of Faculty	International	National level	State level	level
Attended				
Presented				
Resource Persons				

2.6 Innovative processes adopted by the institution in Teaching and Learning:

Mini Projects are assigned

Enrichment courses are conducted by faculty on various topics.

Students visit to organization for study and submit Report

Students involve in live projects and learn the art of selling: Marketing and selling of Organic food products
 Parivarthan Foods Pvt.
 for Ltd.

Experts are invited for Guest lectures

2.7 Total No. of actual teaching days 191

during this academic year

2.8 Examination/ Evaluation Reforms initiated by the Institution (for example: Open Book Examination, Bar Coding, Double Valuation, Photocopy, Online Multiple Choice Questions) As per the university

1 -BOS

2.9 No. of faculty members involved in curriculum restructuring/revision/syllabus development as member of Board of Study/Faculty/Curriculum Development workshop

2.10 Average percentage of attendance of students 80%

2.11 Course/Programme wise distribution of pass percentage:

Title of the Programme	Total no. of students appeared	Division				
		Distinction %	I %	II %	III %	Pass %
MBA -4 th Sem 15-17 Batch	45	11.11	71.11	13.33	0	96%
MBA-II Sem 2016-18	59	17	56	12	0	91%
MBA-I Sem 2016-18	60	11.6	48.3	30	0	90%
MBA 3 rd Sem 15-17	46	26	52.1	13	0	91%

2.12 How does IQAC Contribute/Monitor/Evaluate the Teaching & Learning processes:

1. IQAC is working as guiding force in shaping the career of the students
2. It encourages the faculty to update and dispense their knowledge and skills by attending and presenting research papers in seminars, conferences and workshops, both at national and international levels

3. Faculties are also encouraged to take up major and minor research projects

4. Journal club of Institute encourages faculty to update their knowledge and present in the paper of their choice.
5. Journal club also enhances knowledge by showing the video, TED Talk video' to the faculties of MBA, and sister concern institute faculty of BBA, B. Com, BCA are also invited in such presentations.
6. IQAC interacts and obtains feedback from alumni, parents, faculty and students in enhancing effective teaching and learning ambience that accounts for 360-degree feedback.

2.13 Initiatives undertaken towards faculty development

<i>Faculty / Staff Development Programmes</i>	<i>Number of faculty benefitted</i>
Refresher courses	
UGC – Faculty Improvement Programme	
HRD programmes	1
Orientation programmes	
Faculty exchange programme	
Staff training conducted by the university	
Staff training conducted by other institutions	3
Summer / Winter schools, Workshops, etc.	8
Others	8

Dr. Uma attended IQAC seminar at Indian Institute of Science, Bangalore.

Prof. Ajay attended FDP at IIM Indore and IIM Kozhikode.

All the faculty attended the Pedagogy workshop organised by University.

2.14 Details of Administrative and Technical staff

Category	Number of Permanent Employees	Number of Vacant Positions	Number of permanent positions filled during the Year	Number of positions filled temporarily
Administrative Staff	3	NA	NA	NA
Technical Staff	01	NA	NA	NA

Criterion – III

3. Research, Consultancy and Extension

3.1 Initiatives of the IQAC in Sensitizing/Promoting Research Climate in the institution

1. Faculty and students are encouraged to attend seminars, conferences and workshops and present their research papers
2. Faculties and students are encouraged to organize seminar conferences and workshops
3. Guest lectures by experts on various topics
4. Faculty are encouraged to take research projects
5. Special leaves are granted for higher education like Ph. D
6. Special budget allocation for research
7. Awards for paper publications in specific journals and magazine

3.2 Details regarding major projects

	Completed	Ongoing	Sanctioned	Submitted
Number				
Outlay in Rs. Lakhs				

3.3 Details regarding minor projects

	Completed	Ongoing	Sanctioned	Submitted
Number	3			
Outlay in Rs. Lakhs				

3.4 Details on research publications

	International	National	Others
Peer Review Journals	3	1	
Non-Peer Review Journals			
e-Journals			
Conference proceedings			

3.5 Details on Impact factor of publications:

Range Average h-index Nos. in SCOPUS

3.6 Research funds sanctioned and received from various funding agencies, industry and other organisations

Nature of the Project	Duration Year	Name of the funding Agency	Total grant sanctioned	Received
Major projects				
Minor Projects	30 days each	Mahaveer Co-op Bank, Parivartan Foods, Bharatesh Central School	No Fees Charged.	No Fees Charged
Interdisciplinary Projects				
Industry sponsored				
Projects sponsored by the University/ College				
Students research projects <i>(other than compulsory by the University)</i>				
Any other(Specify)				
Total				

3.7 No. of books published i) With ISBN No. Chapters in Edited Books

ii) Without ISBN No.

Book Translated into English by Mrs. Swatee Jog on Health Mantra (Original Marathi-Arogyamantra by Dr. Sonali Sarnobat) Published by Patridge India (26th May 2016) with ISBN number: 10:1482873451

ISBN-13: 978-1482873450

3.8 No. of University Departments receiving funds from

UGC-SAP CAS DST-FIST
DPE DBT Scheme/funds

3.9 For colleges Autonomy CPE DBT Star Scheme
 INSPIRE CE Any Other (specify)

3.10 Revenue generated through consultancy

3.11 No. of conferences organized by the Institution

Level	International	National	State	University	College
Number					
Sponsoring agencies					

3.12 No. of faculty served as experts, chairpersons or resource persons -One faculty

3.13 No. of collaboration International National Any other

3.14 No. of linkages created during this year

3.15 Total budget for research for current year in lakhs:

From Funding agency From Management of University/College

Total

3.16 No. of patents received year

Type of Patent		Number	this
National	Applied		
	Granted		
International	Applied		
	Granted		
Commercialised	Applied		
	Granted		

3.17 No. of research awards/ recognitions received by faculty and research fellows of the institute in the year

Total	International	National	State	University	Dist	College

3.18 No. of faculty from the Institution who are Ph. D. Guides and students registered under them

3.19 No. of Ph.D. awarded by faculty from the Institution

3.20 No. of Research scholars receiving the Fellowships (Newly enrolled + existing ones)

JRF SR Project Fellows Any other

3.21 No. of students Participated in NSS events:

University level State level
 National level International level

3.22 No. of students participated in NCC events:

University level State level
 National level International level

3.23 No. of Awards won in NSS:

University level State level

National level International level

3.24 No. of Awards won in NCC:

University level State level

National level International level

3.25 No. of Extension activities organized

University forum College forum

NCC NSS Any other

3.26 Major Activities during the year in the sphere of extension activities and Institutional Social Responsibility

ISR Activities

1. Observation of World No Tobacco Day On 31st May 2017.
2. Celebration Joy of Giving Week on 20th June 2016.
3. Visit to Ashakiran on the observation of World AIDS Day on 1st December 2016.
4. Observation of World Environment day on June 5th 2017.
5. Visit to shantai vrudhashrama 24th March 2017.
6. Students Assessment Program for 4th std students of Bharatesh English medium school was conducted in between September and October 2016 for 15 days.
7. Students Assessment Program for 4th std students of Bharatesh Central school was conducted on 9th August 2016.

Extension activities.

1. Jain international trade organization Banking entrance exam on 13thMay 2017.
2. Jain international trade organization Civil service entrance exam on 6thMay 2017.

Criterion – IV

4. Infrastructure and Learning Resources

4.1 Details of increase in infrastructure facilities:

Facilities	Existing	Newly created	Source of Fund	Total
Campus area	1.83 acre	-	-	1.83 acre
Class rooms	4	-	-	4
Laboratories	2	-	-	2
Seminar Halls	1	-	-	1
No. of important equipment's purchased (\geq 1-0 lakh) during the current year.	-	-	-	-
Value of the equipment purchased during the year (Rs. in Lakhs)	-	-	-	-
Others	-	-	-	-

4.2 Computerization of administration and library

1. Microsoft Approved Campus
2. Latest version of Tally 9.0 used for financial accounting and reporting
3. Google Apps for Education (GAFE) for internal management and communication

4.3 Library services:

	Existing		Newly added		Total	
	No.	Value	No.	Value	No.	Value
Text Books	4000	1600000	550	150000	4550	1750000
Reference Books	500	200000	250	35000	750	235000
e-Books	500	50000	50	7500	550	57500
Journals	65	600000	65	75000	65	675000
e-Journals	3200	180000	4600	60000	4600	240000
Digital Database	2	69000	1	69000	1	69000
CD & Video	300	40000	150	5000	450	45000
Others (specify)	12	136000	12	17000	12	153000

4.4 Technology up gradation (overall)

	Total Computers	Computer Labs	Internet	Browsing Centres	Computer Centres	Office	Departments	Others
Existing	55	1	10+2 Mbps	0	32	03	7	13
Added	0	0	4 Mbps	0	0	0	0	0
Total	55	1	16 Mbps	0	32	03	7	13

4.5 Computer, Internet access, training to teachers and students and any other programme for technology upgradation (Networking, e-Governance etc.)

1. Training to staff and students on facilities and usage of ICT
2. Training to staff and students on facilities and usage of Google Apps for Education (GAPE)
3. Training to staff and students on Social media and its uses in learning and development

4.6 Amount spent on maintenance in lakhs:

i) ICT	203077
ii) Campus Infrastructure and facilities	23092
iii) Equipments	9500
iv) Others	540559
Total:	776228

Criterion - V

5. Student Support and Progression

5.1 Contribution of IQAC in enhancing awareness about Student Support Services

- It plans for academic activities along with the calendar of events and the same are assigned to the faculty and students for implementation
2. Use of social media like e- mail, Facebook posts and WhatsApp
 3. Use of specially created notice boards
 4. During pre-admission counselling and also during induction program wherein students are provided information

5.2 Efforts made by the institution for tracking the progression

1. Continuous tests and assignments
2. Mentoring meetings
3. Faculty meetings
4. Use of Google docs for marking attendance and internal marks
5. Parents' Meet

5.3 (a) Total Number of students

UG	PG	Ph. D.	Others
	106		

(b) No. of students outside the state

0404

(c) No. of international students

NIL

Men

No	%

Women

No	%

Last Year						This Year					
General	SC	ST	OBC	Physically	Total	General	SC	ST	OBC	Physically	Total

				Challenged						Challenged	
1	5	0	39	00	45	15	0	2	42	00	59

Demand ratio

Dropout %

5.4 Details of student support mechanism for coaching for competitive examinations (If any)

1. All the students are trained for IBPS exams (Sem III)
2. Soft Skill Training (All the Semesters)
3. Guest Lectures
4. Training students for UPSC exams through the Jain International Trade Organization
5. Aptitude Training through faculty members
6. Pre-placement training trains students for the personality Development

No. of students' beneficiaries

106

5.5 No. of students qualified in these examinations

NET SET/SLET GATE CAT
IAS/IPS etc. State PSC UPSC Others

5.6 Details of student counselling and career guidance

- One to one counselling by the counselling team consisting of the Chairman GC, Management Representatives, Director and TPO
2. Career guidance through TPO
 3. Pre placement training (skill track 3)
 4. Mentoring system
 5. Appointment of a Psychologist- counselor on campus
 6. Lectures oriented towards options in different careers by Subject Matter experts

No. of students benefitted: 106

5.7 Details of campus placement

<i>On campus</i>			<i>Off Campus</i>
Number of Organizations Visited	Number of Students Participated	Number of Students Placed	Number of Students Placed
36	33	13	15

5.8 Details of gender sensitization programmes

Formation of the Sexual Harassment Elimination Cell

Poster about the offences and rules prominently displayed on campus.

5.9 Students Activities

5.9.1 No. of students participated in Sports, Games and other events

State/ University level National level International level

No. of students participated in cultural events

State/ University level National level International level

5.9.2 No. of medals /awards won by students in Sports, Games and other events

Sports: State/ University level National level International level

Cultural: State/ University level National level International level

5.10 Scholarships and Financial Support

	Number of students	Amount in Rupees
Financial support from institution	24	2,55,000
Financial support from government	121	51,11,400
Financial support from other sources	NIL	NIL
Number of students who received International/ National recognitions	NIL	NIL

5.11 Student organised / initiatives

Fairs : State/ University level National level International level

Exhibition: State/ University level National level International level

5.12 No. of social initiatives undertaken by the students

5.13 Major grievances of students (if any) redressed: **No major grievances. Minor grievances addressed through a system of Open House. Presence of a Grievance Redressal Committee**

Criterion – VI

6. Governance, Leadership and Management

6.1 State the Vision and Mission of the institution

VISION

Imparting quality education and skills to students to make them exemplary future business leaders. Involve in quality research and consultancy of global standards to industry and community in order to bring social transformation.

MISSION

Providing infrastructure, inducing discipline and dedication in students to face global challenges. Developing and utilizing the expertise of the faculty to undertake research and consultancy of global standards.

6.2 Does the Institution has a management Information System

Yes

1. Finance, accounting and Pay Roll management – Tally 9.0
2. Google Apps for Education – GAFE
3. Email from Google for internal communication with students and staff

6.3 Quality improvement strategies adopted by the institution for each of the following:

6.3.1 Curriculum Development

1. Enrichment Courses are offered to students on a specialized basis pertaining to industry requirement
2. Faculties attend and organize subject related Pedagogy to better deliver the curriculum set by the university
3. Guest Lectures
4. Industrial Visits (Manickbag, Oerlikon)

6.3.2 Teaching and Learning

1. Yearly an amount of Rs 10,000/- earmarked to each faculty for attending any subject related FDP's/MDP's
2. Faculties are given Sabbatical Leave for perusal of their research activities
3. Faculties have attended various development IIM/IIT's
4. The governing board of BET-GBS comprises of well know and reputed Industrialists, hence to expose faculties to deliver better and for the development and learning of faculties a specialized program was implemented, where faculties are assigned to a Management member under Mentor-Mentee program so as to learn new trends in industries

6.3.3 Examination and Evaluation

1. Every semester a minimum of two Internal exams are conducted
2. The time tables are designed well in advance through calendar of events and communicated to the students well in advance. So that students are well prepared for exams
3. Internal exams are conducted by the way of writing in Blue Books,
4. Internal Marks /Attendance sheet are compiled using Google Doc's

6.3.4 Research and Development

1. Policy
2. Budget on R&D
3. R&D Duty Leave
4. Database Subscription – ENLIST, IGATE
5. 12B certificate (AICTE), 2F applied
6. Research Consultancy projects are encouraged.

6.3.5 Library, ICT and physical infrastructure / instrumentation

1. Library
2. General knowledge books purchased
3. Library user awards
4. ICT
5. Antivirus software purchased every year
6. Library membership to Industrialists.

6.3.6 Human Resource Management

1. Employees of BET-GBS are recognized and rewarded every year through the Best Employee Award.
2. In order to inculcate reading habits amongst students and staff the library awards Best Library User Award – Teaching & Non- Teaching and students
3. Staff members are given vacation at the end of every academic year.
4. Revenue Sharing for Consulting.
5. Performance Appraisal Form Evaluation.
6. Food – Lunch and Tea.
7. Laptop & Blazers.

6.3.7 Faculty and Staff recruitment

To recruit talent along with print advertisement BET-GBS also advertises and uses Online advertisement platform for recruitment.

6.3.8 Industry Interaction / Collaboration

1. MOUs
2. JITO activity association

6.3.9 Admission of Students

1. Every year BET-GBS organises a 15 day PG CET crash courses to the graduating students of the types of degree
2. Faculties visit colleges and create awareness in terms of MBA awareness program in various colleges in the district
3. BET GBS has policy for recognizing talented students and as such Scholarships based on PG CET ranking are offered to the students

6.4 Welfare schemes for

Teaching	Lunch, PF, Gratuity
Non-teaching	Lunch, EPF, ESI, Gratuity
Students	Medical Check-up

6.5 Total corpus fund generated

Rs 15,00,000

6.6 Whether annual financial audit has been done

Yes No

6.7 Whether Academic and Administrative Audit (AAA) has been done?

Audit Type	External		Internal	
	Yes/No	Agency	Yes/No	Authority
Academic	<input type="checkbox"/>	LIC of University		
Administrative	<input type="checkbox"/>	Statutory Auditors	<input type="checkbox"/>	Internal Auditors

6.8 Does the University/ Autonomous College declares results within 30 days?

For UG Programmes Yes No

For PG Programmes Yes No

6.9 What efforts are made by the University/ Autonomous College for Examination Reforms?

1. University conducts Syllabus restructuring meetings and pedagogy
2. Change in Question paper pattern- discussion
3. Skill development series

6.10 What efforts are made by the University to promote autonomy in the affiliated/constituent colleges?

1. N.A.

6.11 Activities and support from the Alumni Association

1. Alumni of the college are invited to give Guest lectures on the experience of corporate world and guide their juniors in developing of career
2. Placement assistance.

6.12 Activities and support from the Parent – Teacher Association

N.A.

6.13 Development programmes for support staff

N.A

6.14 Initiatives taken by the institution to make the campus eco-friendly

1. Rainwater harvesting
2. Solar Panel
3. Solid waste management
4. Tree plantation programmes in the campus area and vicinity of the college
5. Display of posters throughout the campus.

Criterion – VII

7. Innovations and Best Practices

7.1 Innovations introduced during this academic year which have created a positive impact on the functioning of the institution. Give details.

1. Subject specific Enrichment courses
2. Appointment of a full time student counsellor.
3. Student Empowerment through and involvement in decision making through student committee.
4. Current affairs to keep students upbeat with current happening in the world
5. Open House sessions between management and the students so that students can raise any improvement, suggestion and lacunae
6. Independent Student Committees headed by the faculties are operative and involved in day to day decision making
7. Faculty and students Mentor – mentee system is practiced so that students interact more on personalized basis with faculties
8. Best Library User
- 7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year
9. Library membership to Industry.

10. Lunch provided to the students, staff and Teaching faculty.

7.2 Provide the Action Taken Report (ATR) based on the plan of action decided upon at the beginning of the year

July 2017

1. Faculty Appraisal meeting took place in the first week of July 2016. The faculties were made known their feedback from students and performance improvement strategies were discussed. Management committee members Mr Mahaveer U, Mr Sourabh D and Chariman GC Mr Vinod D were integral in discussion forum
2. The University exams were conducted for the 2nd and 4th Semester students in the third and fourth week of July 2016
3. Mr. Anand Kulkarni of Dyota Solutions addressed the students and faculty in an Investor awareness programme .

August 2016

1. A series of TED lectures were played and showcased to all the faculties of BET affiliated institution by Dr Govind Welling. These lecture were a played as a part of faculty enrichment.

2. Mr Bharat Alasandi conducted Journal club presentation every Friday, where faculties could discuss and present ideas and papers

September 2016

1. A series of TED lectures were played and showcased to all the faculties of BET affiliated institution by Dr Govind Welling. These lecture were a played as a part of faculty enrichment on every Saturday evening 4:00 pm
2. Mr Bharat Alasandi conducted Journal club presentation every Thursday, where faculties could discuss and present ideas and papers

October 2016

1. Blood Doantion camp was organized in association with Bharatesh Homeopathic College
2. The fresh academic year of MBA was inaugurated at BETGBS at the programme 'Threshold 2016'. Mrs. Swati Bondada, MD, Vayavya Labs, was the chief guest of the function. Dr. Vishnukant Chatapalli, Registrar (Evaluation) of RCU was the guest of honor.
3. A one-day seminar on Safety and Behavioral Aspects was organized for the drivers of Bharatesh Education Trust at Bharatesh Global Business School on 16th October 2016. . Dr. Govind Welling, Dr. Uma M. H. and Mrs. Swatee Jog conducted three sessions, followed by lunch.
4. As a part of cultural event Mrs Swatee Jog conducted Dandiya Event for new batch as well as for the seniors combined
5. Mrs Ranjan U successfully conducted Joy of Giving Week, in which student, faculties and others contribute in terms of clothes, books, money etc towards donating the same to needy and poor people
6. One day industrial visit to Kolhapur was organized for the 1st semester. The students were exposed to industrial setup and functioning. Post industrial visit students visited Gandharva water park.

November 2016

1. MBA students of I and III semester of Bharatesh Education Trust Global Business School (BETGBS) observed the Vigilance Awareness Week from 31st Oct. to 5th Nov.2016. As part of the week, students conducted a Mime act in the form of a street play based on the theme of 'Say no to Corruption' at Channamma Circle, Bogarves followed by a Citizens Integrity Pledge on Thursday, 3rd November, 2016. Several incidents in our day to day life like obtaining a licence, road accidents, train travel, getting tenders, etc. were enacted to spread the message that being vigilante helps in preventing corruption at various levels. This was aimed at creating awareness among the public about the 'Public Participation in promoting Integrity and eradicating Corruption. The play was flagged off at BETGBS by Shri Vinod Doddanavar, Chairman, GC, BETGBS and Dr. A. R. Rotti, Professor, BETGBS. Students, faculty members and a large audience was present at the venue. The street play was coordinated by Dr. Uma M. H., Professor at BETGBS and supported by Prof. Ranjana Upashi.
2. Enrichment program was conducted by Prof Ajay Jamnani on Import and Export Management

3. Interclass management fest “Ujwal 16” was organized in the first week of November 2016
4. A series of TED lectures were played and showcased to all the faculties of BET affiliated institution by Dr Govind Welling. These lecture were a played as a part of faculty enrichment.
5. Mid Term exams were conducted for 1st and 3rd semester

December 2016

1. World Aids day was observed and awareness amongst students was created through address by doctors from Homeopathic college of Bharatesh
2. Prof Ranjana conducted enrichment course on taxation for 3rd semester students
3. Library exhibition was conducted by Mr Bharat Alasandi. Dr. Basavraj Jagajampi and H. I Timmapur were the guests who addressed the august gathering on importance of reading.
4. Dr Ashok Chachdi was invited by Dr Govind Welling to address the faculties and staff members. Staff actively discussed on how students can be motivated to achieve great things in life
5. Bharatesh Global Business School organized a lecture by Ms. Safala Nagratna Ramgouda. The students interacted with Ms. Nagratna Ramagouda, founder of the Ashraya Foundation, Belgaum on 31st December 2016. Everyone lauded her courage to have persevered and praised her efforts as she creates awareness about HIV-AIDS and supports several adolescent girls at the Foundation. A small exhibition of the products made by the girls at the Foundation was also inaugurated.

January 2017

1. Students of MBA 1st and 3rdsem visited “Kutumb”, the home for HIV infected kids on December 2nd 2015. They performed several programs for the kids and gifted fruit and other savouries
2. End term exams were conducted for 1st and 3rd semester students
3. A series of TED lectures were played and showcased to all the faculties of BET affiliated institution by Dr Govind Welling. These lecture were a played as a part of faculty enrichment on every Saturday evening 4:00 pm
4. Mr Bharat Alasandi conducted Journal club presentation every Thrusday, where faculties could discuss and present ideas and papers

February 2017

1. An IQAC meeting was held by the Chairman of the IQAC cell.
2. Prof. Ranjana Upashi participated in a One- Day State Level Orientation Programme on “Red Cross: Philosophy and strategic Activities” being conducted on 10th February at BIMS by Indian Red Cross Society, Belagavi
3. University examinations for semester I and III were conducted

March 2017

1. A panel discussion on the Union Budget 2017 was organized at Bharatesh Education Trust’s Global Business School (BETGBS), on Friday 4th March 2015 from 3.00 pm to 5.00 pm at the college campus. The panellists included Shri Mahaveer Upadhye,

Chartered Accountant, Mr. Mahesh Bhirangi, Managing Director, Pragati Engineering and Shri Ajit Date, Senior News Editor, Tarun Bharat Daily. The panel discussion was moderated by Dr. Uma M.H., BETGBS. Students celebrated Holi at the campus on 24th March 2016.

2. A review of Associate Dean-Examination was conducted in the second week of March 2017
3. World Women's Day was celebrated by Mrs Swatee Jog and Prof. Ranjana Upashi. Cultural programmes and competitions were held for all the women employees of BET.
4. Industrial Visit to Akshyapatra organised

April 2017

1. Prof. Swatee conducted enrichment course in the second week of April 2017 on personal grooming
2. Prof Omkar conducted enrichment course on "Thinking Tools for Managers" for interview
3. Prof Omkar conducted enrichment course on Aptitude for interview
4. Mr Bharat Alasandi conducted Journal club presentation every Thursday, where faculties could discuss and present ideas and papers
5. One day GST Workshop-Seminar was conducted in the last week of April 2017. Eminent industrialist, ranked offices from CBEC were invited to educate and create awareness amongst the trading community. The event was headed by Dr Prasad D and Dr A.R.Rotti

May 2017

1. Mid Term Exams were conducted in 1st week of May for IInd and IV semester students
2. Enrichment course was conducted by Prof. Prasad in Finance.
3. A fifteen day Free PG CET coaching was conducted by the BET GSB for all the MBA aspirants. The program covered aspects such as Quantitative techniques, logical reasoning, grammar..etc . Dr Prasad D, Prof Swatee, Mr Bharat Alasandi were integral in coaching students
4. Sports Meet organised. Various Indoor and Outdoor games were held.

June 2017

1. Continuation of free PG CET Coaching for MBA aspirants students was conducted
2. Graduation Day was held on third week June 2017 for the passing out students of the class of 2015-2017
3. World Yoga day was celebrated. Mrs Asha highlighted the importance of Yoga in students life and also demonstrated a few exercise for improving posture and concentration
4. The semester II and IV examinations commenced in the fourth week of June 2017
5. Short 3 day tutorial was organized for PG CET 2016
6. Alumni meet organised.

7.3 Give two Best Practices of the institution (*please see the format in the NAAC Self-study Manuals*)

1. Counselling (Mentor – Mentee) for both students (Faculty with students) and staff (management members and faculties)
2. Current affairs, a Pre –placement activity

****Provided the details in annexure no vi***

7.4 Contribution to environmental awareness / protection

1. Street Plays on creating awareness about social evils that citizens need to avoid inculcating in their day to day life's
2. Health awareness Rallies in association with Red cross are conducted on a frequent basis

7.5 Whether environmental audit was conducted?

 Yes No

7.6 Any other relevant information the institution wishes to add. (for example SWOT Analysis)

1. Institution creates awareness about Scholarship and different programmes offered by the government to students of all the category.

8. **Plans of institution for next year**

1. Foundations stone laid for New Campus. Shifting to new campus by July 2018.
2. Calendar of Events
3. Faculty/ Student Insurance

ANNEXURE 2: Academic Calendar for the year 2024-25

Name Prof. Padmapriya R Katagal

Dr. A R. Rotti

Sl. No.	Activity	Week 1	Week 2	Week 3
1	Registration of students	15/08/24	22/08/24	29/08/24
2	Admission of students	15/08/24	22/08/24	29/08/24
3	Orientation of students	15/08/24	22/08/24	29/08/24
4	Start of classes	05/09/24	12/09/24	19/09/24
5	Mid-term examinations	15/10/24	22/10/24	29/10/24
6	Final examinations	15/11/24	22/11/24	29/11/24
7	Annual Fest	15/12/24	22/12/24	29/12/24
8	Annual Report	15/01/25	22/01/25	29/01/25
9	Annual Meeting	15/02/25	22/02/25	29/02/25
10	Annual Conference	15/03/25	22/03/25	29/03/25
11	Annual General Meeting	15/04/25	22/04/25	29/04/25
12	Annual Report	15/05/25	22/05/25	29/05/25
13	Annual Meeting	15/06/25	22/06/25	29/06/25
14	Annual Conference	15/07/25	22/07/25	29/07/25
15	Annual General Meeting	15/08/25	22/08/25	29/08/25

Signature of the Coordinator, IQAC

Signature of the Chairperson, IQAC

Annexure I: Academic Calendar for the year 2016- 17

Month	Week 1	Week 2	Week 3	Week 4
July 2016	Enrichment Course (Dr.A R Rotti)	Faculty Review and Appraisal Meeting with Management	University Exams of 2 nd and 4 th Sem	Investor Awareness Program
August 2016	SIP TED lectures Screening Journal club presentation	SIP project TED lectures Screening Journal club presentation	SIP TED lectures Screening Journal club presentation	SIP TED lectures Screening 'Threshold 2016'.
September 2016	SIP TED lectures Screening Journal club presentation	SIP TED lectures Screening Journal club presentation	SIP TED lectures Screening Journal club presentation	Commencement of classes for III semester
October 2016	Observation of Voluntary Blood Donation Day	Threshold – Orientation Week Seminar on Safety and Behavioural Aspects	Industrial Visit for fresher's Dandiya Raas Joy of Giving week	Vigilance Awareness Week from 31st Oct. to 5th Nov.2016.
November 2016	Ujwal – 16 Interclass Management Fest Enrichment Course (Prof. Ajay)		Awareness program on SAP	Mid Term (Sem I) End Term (Sem III)
December 2016	World AIDS day Street Play A small exhibition of the products made by the Ashraya Foundation Industrial Visit	Enrichment Course (Prof.Ranjana)	Guest Lectures Library exhibition was conducted	Youth Festival
January 2017	Visit to Kutumb (CSR activity) Admission Promotion Activities	End Term (Sem I)	Semester End Examination (I&III) Journal club presentation	Semester End Examination (I&III) Journal club presentation
February 2017	IQAC meet and Review	Red Cross event RCU Exam	RCU Exam	RCU Exam

	Union Budget Panel	Industrial Visit	Pedagogy Meet	Teachers
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March 2017	Discussion Women's Day Celebration	to Akshyapatra & Aditya Milk	for Sem – II Review Meet of Dean's-NAAC	Development Program Local industrial visit Holi Celebration
April 2017	Enrichment Course (Prof.Swatee)	Enrichment Course (Prof. G. S. Welling) TED Lecture Screening	Enrichment Course (Prof.Omkar)	Enrichment Course (Prof. Prasad) GST Seminar
May 2017	Mid Term (II & IV Sem) Enrichment course	Journal club presentation	Yashasvi – Sports Event	PGCET coaching
June 2017	PGCET Coaching World environment Day	End Term (II & IV Sem)	Yoga Day Tutorial classes. Graduation Day	Tutorial classes Alumni Meet

Annexure II

Feedback analysis for the academic year 2016-17

Institute takes regular feedback of the students on various parameters including Curriculum, Teaching- learning and evaluation process, Infrastructure, Co-Curricular and Extracurricular activities organized by the Institute. Following is the summary of the feedback analysis taken for the academic year 2016-17.

Students feedback on Curriculum:

81% of the students opined that the syllabus is up to date and facilitates the enhancement of knowledge.

92% of the students are highly appreciate the academic content prescribed by the university.

Feedback on Teaching, Learning process:

Majority 90% of the students highly appreciate the regularity in conducting the classes by faculty.

87% of the students are satisfied with the use of technology by the faculty.

91% of the students are satisfied with the presentation and projects assigned by the faculty.

Feedback on Evaluation:

91% of the students are highly satisfied with the fairness and transparency in evaluation of the students by faculty.

Feedback on building rapport with students:

92% of the students appreciate the involvement and rapport of the faculty with the students.

Feedback on Co-Curricular activities:

71% of the students appreciate the debate and quiz conducted by the college.

Feedback on extracurricular activities:

78% students appreciate the social activities organized by the college.

76% Students appreciated the indoor and outdoor games organized by the college.

Feedback on infrastructure:

76% of the students appreciate the learning facilities at the college.

73% of the students are satisfied with the facilities provided at the computer lab.

68% of the students are satisfied with the recreation facilities provided by the institute.

Annexure III

LIBRARY FEEDBACK

Library visit:

70% students visit on daily basis, 4% students' visit once in a week, 9% students visit twice a week, 3% students on monthly, 1% is rarely and 13% students visits rarely.

Library resource collection:

62% of students are satisfied, 15% students are highly satisfied, 12% partially satisfied, 7% students are in neutral side and 4% students are not satisfied with library resource collection

Physical environment (cleanliness, seating capacity etc.) and arrangement of books:

52% students are satisfied, 28% are highly satisfied, 14% students are neutral side, 2% students are partially satisfied, and 4% students are not satisfied with this.

Book borrowing service:

90% students are satisfied with book borrowing service

Library staff :

87% students are satisfied with library cooperation of library staff.

Annexure IV

PARENTS FEEDBACK

Parents are satisfied with the infrastructure facilities of BET's Global Business School.

All the parents are of the opinion that the BET's Global Business School provides the good learning environment.

All the parents are of the opinion that they are observing positive change in the attitude of their wards.

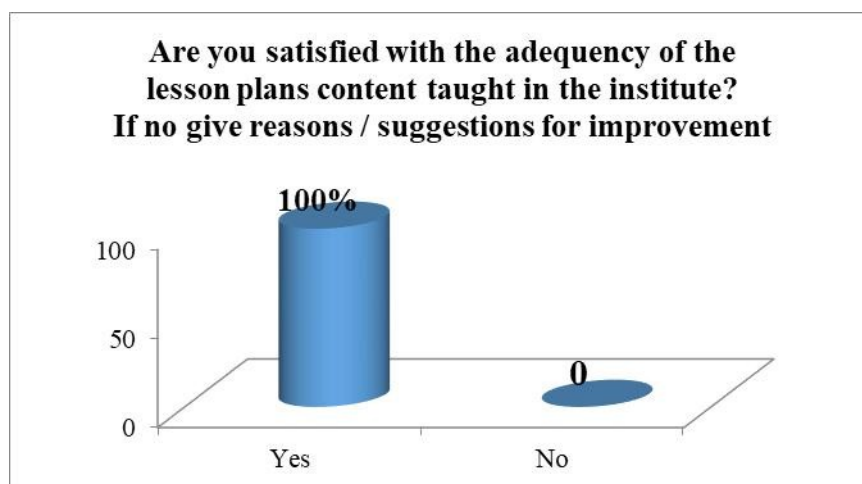
The parents are of the opinion that their wards are performing to the maximum of his / her capability.

The parents are ready to recommend BET's GBS to any of their friends and relatives.

Annexure V

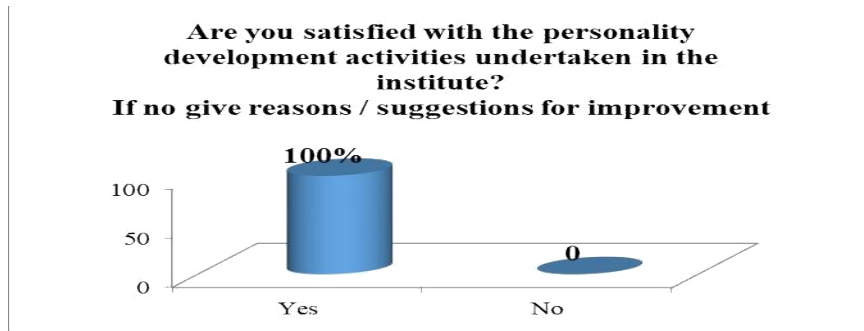
Alumni Feedback Report

1. Are you satisfied with the adequacy of the lesson plans content taught in the institute?
If no give reasons / suggestions for improvement



Interpretation: -The above graph depicts that the alumni are satisfied with the adequacy of the lesson plans content taught in the institute.

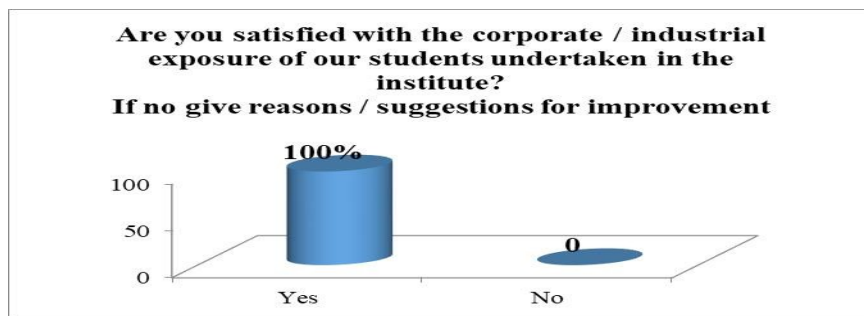
2. Are you satisfied with the personality development activities undertaken in the institute? If no give reasons / suggestions for improvement



Interpretation: -The above graph depicts that the alumni are satisfied with the activities undertaken to improve the personality of the students.

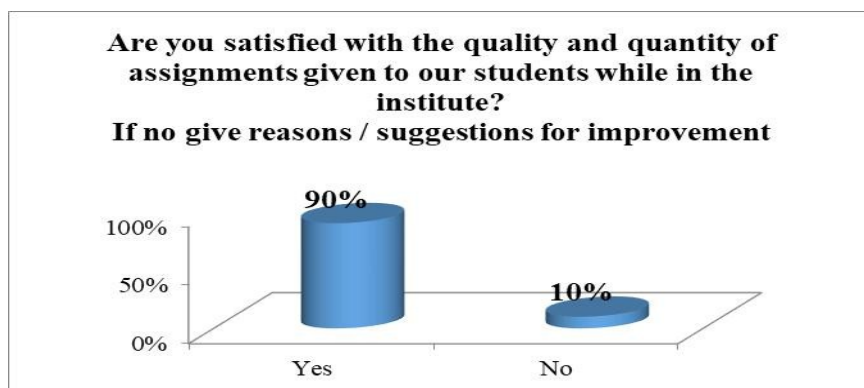
3. Are you satisfied with the corporate / industrial exposure of our students undertaken in the institute?

If no give reasons / suggestions for improvement



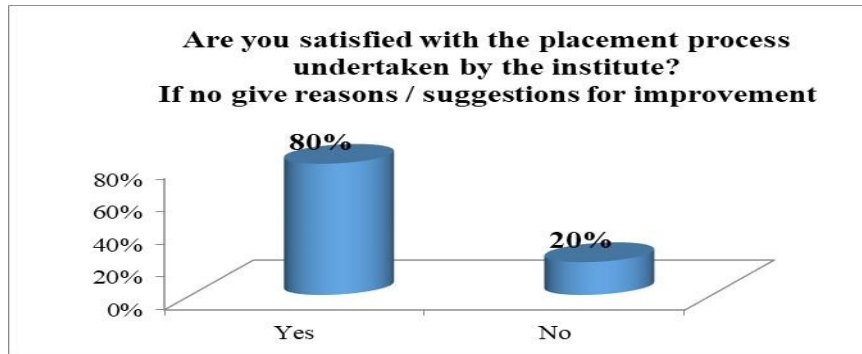
Interpretation: -The above graph depicts that all the alumni are satisfied with the corporate / industrial exposure of students undertaken in the institute.

4. Are you satisfied with the quality and quantity of assignments given to our students while in the institute? If no give reasons / suggestions for improvement



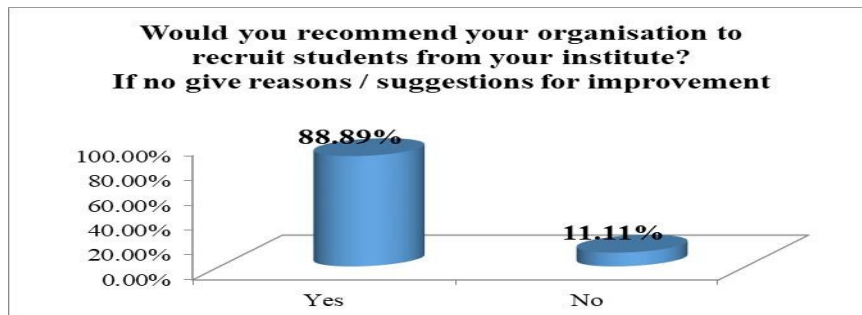
Interpretation: -The above graph depicts 90% of the alumni are satisfied with the quality of assignments given to the students in the college. 10% have suggested to give more practical and field based assignments to students.

5. Are you satisfied with the placement process undertaken by the institute? If no give reasons / suggestions for improvement



Interpretation: -The above graph depicts that around 80% of alumni are satisfied with the placement process undertaken by the institute. And around 20% of the alumni have suggested to strengthen the campus recruitment drives.

6. Would you recommend your organization to recruit students from your institute? If no give reasons / suggestions for improvement



Interpretation: -The above graph depicts that more than 88% of the alumni are ready to recommend to their organizations where they are working for the recruitment of the students who are currently studying in their institute.

Annexure: VI - Best Practices:

A. Mentoring Program

Title of the Practice: The institute has a strong Mentoring program whereby every student is assigned to a mentor who is a faculty member. He/she is guided for various activities in academics, internships projects and career planning. Every faculty has around 5 students per batch.

Goal: A professional programme like MBA requires learning new skills, building confidence and developing personality all while performing well academically. A mentoring program helps them bridge the gap between potential and industry expectations. Context: Many of the students seeking admission to our institute hail from rural or semi urban backgrounds. They have relocated to the city for the first time and hence encounter acclimatization problems from the first day itself. Add to that the demands of a rigorous academic program, learning new skills, planning for career all create confusion in the minds of the students. In this situation, a mentor guides the students in the initial days and puts him on the path to self-development while continuing to monitor his progress and guiding him all along. It also eases his tensions of settling into a new city, a new and demanding academic program since the mentor comes across as his go-to person in all matters.

Practice: The institute conducts an MBTI test at the beginning of the 1st semester for all the students. This test provides a broad guideline for the aptitude of the students in a particular specialization like Marketing (gregarious and extrovert students), Finance (sensing or judging personalities), etc. This enables the institute to identify their inclination based on their personalities. Students are then segmented across these three streams. The faculty members of the respective streams are then allocated students by drawing lots and choosing students to avoid any favouritism to come in.

Every faculty member is assigned a maximum of 5 students from each year. This enables every student to have judicious access to every mentor who can thereby give personal care to every mentee.

The mentoring process is as follows:

At the beginning of an academic year, students are allotted as mentees to every faculty member by drawing lots to avoid bias.

A register is maintained by every mentor with the names and details of every mentee including his address, parents' contact details, etc. Mentors incorporate details into the register through a regular meeting every week, by assessing following points:

a. Academic progress (including marks in internal exams) b. Physical Wellbeing c. Behaviour on campus d. Financial problem if any e. Field visits and market projects allotted as assignments in class f. Lacunae if any g. Participation in co-curricular and extra-curricular

activities The mentors prepare a summary of the above criteria and observation at the end of every month.

Meeting with Director: All mentors meet with the Director every alternate month to discuss observations about mentees, with reasons thereof. Corrective measures are discussed at the meeting.

Corrective measures are taken to bridge the lacunae found in 2 ways:

A. Students with behavioural problems are referred to the Behavioural Cell at the Bharatesh Homoeopathic Medical College for further counselling by experts B. Students who have grievances are referred to the Grievance Redressal cell

The mentees also present a report in how many students improved after the corrective measures and appropriate counselling.

Mentors also monitor the health of the mentees in case they are found to be unusually weak, in case of visible signs of illness and neglect, etc.

Mentors act as emotional anchors in times of distress to the students. They provide sound advice to the students based on the situation at hand and their own past experience. The strong bond between mentors and mentees creates a congenial learning atmosphere on campus.

Evidence of success: Mentoring provides support to students on various direct and indirect aspects of student's life. It not only provides guidance in academics whereby the mentor personally supervises the progress of his/ her mentee, he/ she also assists and provides tips to overcome problems faced in learning and coping with the demands of a professional course. This ensures that students are stable in their behavior and their performance in academics also improves.

Mentors provide guidelines to their mentees when they participate in activities of other institutes like Case study competitions, Management Festivals, Quizzes, etc. Mentors pride in the victory of their mentees in such events.

The incidents of ragging, misbehaviour are absent in our campus which can be attributed to a large extent to the strong mentoring program.

Mentoring curbs absenteeism of the students to a large extent since mentors are in constant touch with the mentees on a daily basis. This results in enhanced learning activities on campus.

Problems faced and resources required:

Students in the first semester barely know the mentors when they are assigned to them. This brings about some levels of apprehensions in the minds of the students about the kind of rapport that will develop with the assigned mentor.

Many students are still unclear about their specialization that they would ultimately choose. This sometimes results in apprehensions about the mentor's teaching subjects. However, with the MBTI test providing almost accurate inclination of a person, he/she realizes by the end of the first year that the same was actually right. However, students don't have to finalize specialization based in this broad assessment alone. It is the mentor, who to a large extent, guides the student to choose specialization according to his visible and innate traits.

Another problem that is quite rarely faced is that some students and some parents too, feel uncomfortable in the initial days to the whole idea of a faculty member being assigned as a mentor, who monitors progress, inquires about well-being and guides as well. Such students soon realize the role of a mentor and begin to value it.

Resources required: The institute provides full support for this unique and strong system. It allows for the time and resources necessary for the full benefits of this program.

Notes: The institute is one amongst few who have implemented the Mentoring program for MBA students successfully. The mentoring program not only enables students to set in a demanding program, but also eases the pressures associated with it throughout the course of the program. It provides a much needed career anchor and an emotional anchor as well, which is especially beneficial to students who feel confused and lost in a new environment and a new academic program.

Mentoring helps students in charting the career appropriately, since the mentor is an expert in his/her field and can guide students in taking decisions and making choices better

Mentoring helps improve the confidence levels of students who then go on to perform in academics and other activities better.

The outcome of the program is brought to the notice of the parents who appreciate the same.

B. Current affairs, a Pre –placement activity (Every day training is imparted on Aptitude and Soft skills through the Current Affairs class. TED talks, screening of CDS, DVDs, are done and analyzed and group discussion is conducted on the same.

Title of the practice: Pre-placement training to improve employability skills
Goal: In order to bridge the gap between industry expectation and students' employability, the institute has designed a special comprehensive program to train students to be job-ready.
Context: Students come from diverse educational streams and from different cultural backgrounds. Many of these students come from semi-urban and rural areas and hence lack appropriate skill sets such as communication, intra-personal skills, body language, computer skills, etiquettes, presentation skills, etc. which are crucial for their employability. The institution

has designed the above program to overcome the above deficiency. Our experience of the past 3 batches which were placed, helped us identify specific needs of industries. Feedback was also sought from placed students. Professionals who visited the campus and interacted with the students also expressed their expectations from management professionals. Certain traits were also required to be inculcated to enhance their personality, develop their sense of ethical business and social responsibility and develop confidence. To prepare students face the challenges of the global environment.

Practice: The Training starts from the first semester itself with sessions involving speaking about self and then later expanding to presentations in class. Repeated exercises in speaking in English, standing in front of a class and presenting enhances the confidence levels of students, especially those coming from rural and semi-urban areas. This is because the degree institutions in these areas rarely provide scope for presentations. In these sessions, students learn to communicate, listen, take notes, use computers to gather data and present it and thereby learn a lot of things that go a long way in making skilled professionals. These sessions put up the latest news and updated information from the newspapers, magazines, journals, etc. This brushes up the students' General Knowledge which is so crucial to a professional. This general knowledge stays in memory much better because it is openly discussed and debated in class. This very knowledge helps students in speaking on a particular topic during Group Discussions and Personal Interviews for jobs. Students are better able to contribute to the discussion because they are aware of many angles of a particular topic since it was discussed in class with shared viewpoints. Students who were not confident to even speak before a small crowd, were, with this training, able to make presentations and participate in festivals and inter college competitions and win many prizes. They also started initiating for compering college programmes and handled it deftly. Such initiatives helped them put their new found confidence to test before a larger audience.

Students who availed of this program performed better in job interviews where they could handle GD and PI with ease since they had the communication skills, general knowledge and presentation skills to face the interview. Many of these students are now placed in MNCs like SAP, KPMG, Northern Trust, renowned banks, financial institutions, FMCG companies, etc. The biggest constraint faced in the initial days was that this training was not part of the University's curriculum and hence was not evaluated by the University. Also, students had apprehensions about coming up on stage and speaking in English, a language they were absolutely not comfortable with. Another constraint was to keep the sessions lively and to bring about novel concepts in learning for every class to capture and develop the interest of students. Using various modes like videos, ppts, activities, quiz competitions, etc. helped overcome this constraint and the students appreciated the same in short time.

Evidence of success: More than 80% of eligible students are placed every year.

The pre-placement activity helped students in practicing and honing skills like communication, debate, discussion, presentation, talking and working in groups, etc. These

skills enabled them to secure good jobs for themselves. Many students who were hesitant to speak even before faculty members, today work as trainers in companies like SAP where they have to speak to clients and groups of associates. This was possible only because they were exposed to these situations through this training. The 100% placement of the first batch is testament to this training, in spite of the batch comprising of many students from rural backgrounds and with poor communication skills in the initial days. The training not only lifted their confidence levels but also taught them the appropriate vocabulary, speed of speech, right pronunciations, presentation skills, which can be attributed to this training. 2012 was a year of severe economic recession across the globe and hence the placement figures dropped. However, they have picked up significantly in the succeeding year.

Problems encountered and resources required: Students had apprehensions to participate in such activities since it was not part of the University curriculum and would not be evaluated by the University. These apprehensions were overcome when students realized the importance of this training and realized that it helped them perform better in academics, extra-curricular activities, inter college events, etc. The pressure of academics to complete the syllabus in a specific time, coupled with numerous holidays, and the extended exam process provided lesser time for such training. Imparting these skill sets is a lengthy process which requires continuity on part of the students in the form of participation.

The Institute provided the best resource person like that from Randstad by providing his travel and accommodation expenses and the fees for the program for 2 consecutive years which was Rs. 1700 per student first year and Rs. 1500 in the second year. The institute also has a full-time Training and Placement officer for a batch size of just 120. LCD TVs are provided in class rooms where students are encouraged to watch select news channels. The institute has also purchased the language lab for the benefit of the students.

Notes: The institute has plans to forge tie-ups with reputed companies to train and absorb our students suitable for employment in those specific companies. Looking at the current opportunities in the retail and banking sector in light of the fresh licenses being permitted, the institute is actively encouraging students to prepare for competitive exams by providing appropriate training. Special inputs are also given to succeed in aptitude tests of private banks. This includes imparting additional skills through IBPS, NCFM, AMFI training by faculty members. The institute has tied up with College Konnect, a service offered to students to help placements. This enables the display of students' profiles to numerous companies who offer them job opportunities.