

International Institute of Business Studies

Perspective plan

For Academic Year 2020-21

To

Academic Year 2024-25

Vision of IIBS

- To provide the underprivileged students innovative, holistic & global education to bring equity in the society.


Mission of IIBS

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

QUALITY POLICY of IIBS


IIBS College, committed to achieve excellence in management education and producing responsible citizens and progressive leaders, strives to achieve the institution goal by

- IIBS teaching methodology is 85 percentages of experiential and adventure learning program & 15 percent of curriculum.
- IIBS finishing school transforms an ordinary personality into extraordinary professional- 'Redefining Leading Talents'.
- Making learning relevant with case studies (simulation method)
- Global exposure through students exchange program, International Industrial visits and International Boot Camps
- Focus on mentoring for the successful mentor-mentee relationship that can bring about a revival in management education.
- focusing on industry linkages for improving academics through practical exposure to corporate management standards.
- Making students corporate ready through skill development
- Increase emphasis on ethics and corporate social responsibilities.
- Focusing on the overall development of the students and strengthening their inner capabilities and leadership abilities


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- Creating a conducive environment for effective teaching, active learning and purposeful research including live projects and field study.
- Incorporating value-added programs to the curriculum and improving the job prospects of the students
- Periodically evaluating the effectiveness of the programs offered at the institute and responding positively to the needs of the industry
- Exposing the students to the challenges of the twenty-first century and providing them with opportunities to think innovatively by design thinking concepts and to demonstrate their entrepreneurship skills to contribute effectively to the growth of the nation and society at large.
- Continuously benchmarking the institution against premier institutions to adopt the best practices for quality improvement

International Institute of Business Studies affiliated to Bengaluru City University approved by AICTE has been providing quality education


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Introduction

IIBS is happy to present perspective plan for the period of five consecutive academic years i.e. from 2020-21 to 2024-25 by taking into consideration the quality indicators of the seven criteria determined by National Assessment and Accreditation Council (NAAC). various areas such as vision and mission, quality policy of the institution, stakeholders' expectations and their perceptions, Governmental norms related to higher education, market and industry trends were considered in the formulation of this perspective plan

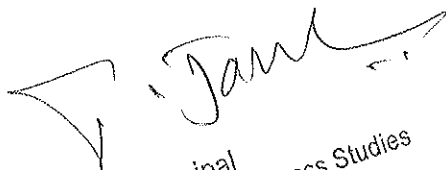
Internal Quality Assurance Cell (IQAC) of IIBS has played a significant role in formulating the perspective plan.

The draft of perspective plan was reviewed, discussed and approved by managing committee of the college and general body of International Institute of Business Studies, Bangalore. We hope this perspective plan will form a clear direction in and orientation in realisation of vision and mission of the institution for the mentioned period and helps in providing good quality of education.

Mr. Manoranjan H P

IQAC Coordinator

20 January 2021



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6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative set up, appointment and service rules, procedures, deployment of institutional Strategic/ perspective / Development plan

The institution's strategic plan is designed and executed in the direction of realizing the vision and mission of the institution. The strategic plan of the institute focusses on the overall development of student and the institution as well. The perspective plans are designed and implemented in line with the vision and mission of the institute that helps in improving the quality of education. The strategic plan deployment is evident through.

Curriculum

Curriculum is an essential element in the delivery of education at any level and all aspects of teaching, learning and evaluation, infrastructure needed to deliver the curriculum. IIBS has identified the following as focus areas in its perspective plan regarding curricular aspects.

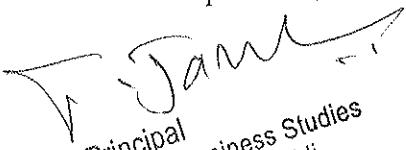
1. Strengthening and consolidating the existing UG and PG programmes by introduction of additional sections
2. Introduction of new courses in UG and PG as per the demand in the market and career opportunities available
3. Introduction of value-added courses, skill development courses, add on courses to increase the effectiveness of course curriculum
4. Student and faculty exchange programmes in collaboration with Universities/ Institutions of repute both from India and overseas.
5. Providing career guidance and counselling to students along with job-oriented training
6. Encouraging faculty to use technology in delivering the curriculum and learning resources.
7. Inviting industry experts, resource persons, practitioners as resource persons to provide updated knowledge about emerging trends in the industry and market
8. IIBS shall conduct international conferences, National Conferences, Seminars and Conferences, inter collegiate competitions in association with IQAC and departments
9. Shall improve computer labs, language labs, business labs, communication labs etc as a part of infrastructure development to deliver the content.


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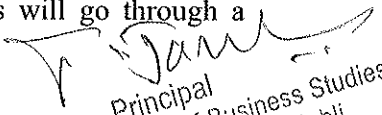
Admissions, Teaching, Learning and Evaluation

IIBS is committed to cater students of diversified backgrounds by improving their knowledge, skills and abilities through effective admission, teaching and learning mechanism. The following are the plans for improvement in the system

1. IIBS will design effective and transparent admission process based on the merit, reservation, and giving priority for students from nearby villages
2. IIBS will strengthen the system of promoting the college in creative ways for better reach
3. Academic toppers will be recognized and rewarded. Awards and rewards will be given to best performers in various areas of curricular and extra-curricular activities
4. Meritorious scholarships shall be provided to students with outstanding performance both at the entry level and during the course of study in the college
5. The college will conduct bridge, remedial courses and other relevant programmes for the slow learners
6. Along with the regular teaching methods, faculty will also use audio-visual aids and encourage students to participate in various workshops, seminars, campaigns, group discussions and various competitions like quiz, elocution, essay, debate, poster, etc. Opportunities will be given to the students to organize these programmes and competitions to improve their organizational skills and leadership quality with values like hard work, equity, co-operation and co-ordination through assigning responsibilities like reception, registration of delegates, compeering, stage decoration, hall arrangements etc
7. Peer teachings and Quality circles among the students will be encouraged
8. To foster management skills and creativity among students, different clubs are activated and new ideas of clubs will be encouraged
9. Parent teacher meetings are regularly conducted to discuss the students' performance
10. There shall be a core committee of parents that would meet occasionally with the principal and staff representatives and provide valuable suggestions on curriculum, teaching-learning and activities of the college. And their suggestions will be taken into account for the overall improvement of the college
11. Alumni and Industry experts are involved in curriculum design making students industry ready for employment. This helps students and teachers to update their knowledge as per the industry requirements.


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12. IIBS will continue to provide easy access to daily newspapers, journals, periodicals and internet in the library and reading room which will strengthen the reading habit of students and teachers and lead to enhance their knowledge. We will continue to subscribe to international journals, periodicals for enriching the reading resources
13. Academic calendar along with calendar of events to be observed / celebrated before the beginning of academic year and circulated among the students. All the activities are conducted/ performed as per the calendar. This will help to encourage the students to plan in advance
14. The faculty members shall prepare and submit a detailed course plan along with course docket before the commencement of a class work. The plan would provide the details of various contents related to the course, the guest lectures to be organized, the methodology adopted, the tests, assignments, presentations and the exposure programs related to the course.
15. Students hand book is designed every year and given to students that contains information about details of courses, add on and diploma courses, facilities and the plan of the academic year
16. For better implementation of academic and administrative works, staff committees and associations are formed and their works are allocated
17. To strengthen the teaching system, the institute is planning to conduct more industrial visits, taking students to exhibition and fairs, inviting resource persons from the industry, encouraging experiential learning among the students with the help of assignments and games.
18. The Placement and Career Guidance Cell will organize career orientation programmes and professional skills development program which would impart employability and job skills.
19. To foster the overall development of the students', mentoring system is further more strengthened.
20. The college will appoint well qualified and experienced faculty. Preference will be given for Ph.D, NET/SET/ qualified faculty. Preference will also be given for those qualified applicants from the backward communities and as well as SC/ST communities. Faculty aspirants from industry will also be hired to make the system stronger and more efficient. The candidates will go through a rigorous interview by a faculty recruitment committee which will be followed by a demo class before the subject experts. Those selected candidates from the demo class will go through a


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personal interview with the managing committee of the institution. Upon appointment, the faculty undergoes an induction program

21. The institute will implement the best salary structures to attract, motivate and retain the best talents.
22. Faculty feedback from the students will be taken on regular intervals to assess the performance of the faculty and improvements needed for delivery of content and class room management. This will enable the faculty to develop a sense of accountability, confidence, readiness to receive criticism, develop openness, sense of introspection and accept the situations to improve their performance in teaching.
23. The principal shall conduct one to one faculty interaction to discuss about the feedback from the students, areas to be focussed for better teaching. The teacher is able to understand his/her strengths and as well as weaknesses.
24. In beginning of academic year, every teacher has to submit his perspective plan for the coming academic year. This plan is also considered to assess the performance of the teacher at the end of academic year to decide incentives/increments.
25. The institute will continue to follow the tradition of recognizing and rewarding the best teachers for every six months who excelled in their work. The peer committee will decide the best performers by taking various areas of work dimensions.

Research & Consultancy

IIBS promotes research and consultancy work in a sincere way. The following details are the perspective plans in the areas of Research and Development, consultancy and extension activities

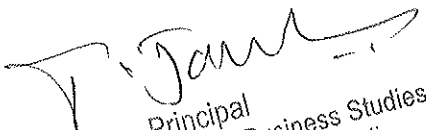
1. The institute established and strengthened a dedicated Research and Development cell to inculcate the culture of research and consultancy to encourage all faculty and students
2. The institution shall motivate the faculty to be actively involved in research by providing special leave, financial support, relaxation in teaching workload and exam duties
3. IIBS shall encourage the faculty members to pursue Ph. D and Post-Doctoral studies by providing special leave in the last three months before the submission
4. IIBS plans to establish a strong linkage with the industry to get research and consultancy projects.


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5. IIBS shall encourage its faculty members to attend Faculty Development programmes like orientation programmes, refresher courses, short term courses (STC) etc
6. IIBS shall encourage interdisciplinary research
7. IIBS shall encourage faculty to publish articles in indexed journals to give incentives for publication
8. IIBS shall promote research grants to encourage research among the faculty
9. IIBS shall motivate faculty to apply for patents
10. IIBS shall encourage faculty to participate in various seminars/conferences/workshops/symposia etc
11. IIBS shall initiate best researcher award every year
12. IIBS shall publish its own multidisciplinary research journal

Extension Activities

1. IIBS shall further strengthen both NSS and NCC units in the institution
2. IIBS shall create an NGO from the college dedicated to community development
3. IIBS shall plan to create blood donation camps and conduct blood donation camps in regular intervals in tie up with institutions like Rotary club, red cross society etc.
4. Women empowerment initiatives shall be given a special focus. The homemakers of the neighbourhood shall be given training in financial discipline.
5. Health awareness camps (dental check-up, eye check-up, general check-up etc.) shall be arranged for the people of the neighbourhood.
6. Covid-19 testing and vaccination drives shall be arranged on campus for the people of the neighbourhood.


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Entrepreneurship Development

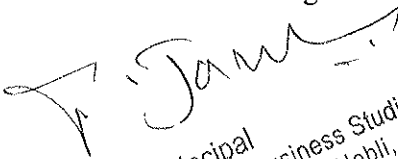
To develop entrepreneurial competencies among the students of IIBS, the institution is planning to conduct various programmes by establishing a dedicated entrepreneurship cell in the campus.

1. The institution is planning to set up incubation centre in the campus.
2. Students are always encouraged to come up with their business ideas or proposals to the management through their mentor teacher. If the idea/ proposal is good and convincing the institute will provide basic facilities to encourage the students.
3. IIBS will conduct intra collegiate / intercollegiate business plan contests to explore entrepreneurial competencies and interests among the students
4. Institution will continue to conduct several entrepreneurial programmes through Institution Innovation Council (IIC).
5. The select faculty and students will be encouraged to attend entrepreneurial development programmes conducted by government/ non-government institutions.

Governance and Leadership

The growth and success of any institution depends on good practices of governance and leadership. IIBS is continuously striving to design and implement policies that helps in administration of the institute. Some of the perspective plans in this dimension are


1. Vision, Mission and values of the organisation are effectively communicated to all stakeholders
2. The Internal Quality Assurance Cell (IQAC) of college will work continuously to ensure quality enhancement and sustenance to realize the vision and mission of the institute
3. Administrative functions are decentralized along with responsibility and accountability.
4. Various committees will be formed on the basis of necessity for smooth functioning of the system with clear definition of roles, responsibilities and objectives
5. Full fledged ERP system will be implemented in the institute and ensuring the functions are automated and transparent.


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6. The institute shall appoint 65 percent of the faculty are well qualified Doctorates (PhD) and remaining faculty are NET/SET qualified by 2025. In this direction, the institute will adopt an effective recruitment system.
7. 6th pay commission salary structure will be implemented in the institution.
8. Several staff welfare schemes like generation of a Staff Welfare Fund, Health Insurance, Educational assistance for children, financial support for research and higher studies, interest free loans, loans for the purchase of laptops shall be continued.
9. The institute shall continuously take feedback from stakeholders and implements in their future activities
10. The institute devises a mechanism to uplift the nearby communities as a part of Corporate Social Responsibility (CSR)
11. Proper system for internal and external audits of accounts departments will be established for transparency and effective control. These audits are done on regular intervals.
12. Timely academic audit is conducted to ensure effective deployment of strategy
13. Annual budgeting system will be implemented in each department
14. Seed funding for the research will be established to encourage and promote research culture in the institution.

Student Support and Progression

1. Student clubs of Academic and non-academic will be strengthened to develop skills among the students.
2. Students will be kept as members in various important committees of the institute such as Grievance Redressal cell, Library committee, ICC etc.
3. Attempts shall be made to establish endowment prizes for top performers
4. Institute will plan to conduct youth festivals, intra and inter collegiate competitions and fests to explore the hidden talents of the students
5. Separate book bank will be maintained for SC / ST category students
6. IIBS shall continue to provide scholarship schemes and fees concession schemes for meritorious and deserving students.
7. Students are provided coaching to clear bank exams, UGC NET, PG entrance exams and UPSC by separately


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8. Preference will be given in admission to the students who have good performances in social, sports, cultural, NSS, NCC and research activities
9. The Placement and Career Guidance Cell shall facilitate career guidance and placement support to the students. The placement department shall be provided with more human resources.


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