



SELF STUDY REPORT

FOR

1st CYCLE OF ACCREDITATION

INTERNATIONAL INSTITUTE OF BUSINESS STUDIES

MUTHUGADAHALLI BENGALURU

562157

www.iibs.org.in

Submitted To

NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

BANGALORE

May 2023

1. EXECUTIVE SUMMARY

1.1 INTRODUCTION

Smt. B. Sarojini Devi Charitable trust, the parent body of International Institute of Business Studies constitutes the Governing Body of the Institution which governs the institution at the apex level. The governance of the Institution is based on the guidelines of University Grants Commission, Karnataka State Council of Higher Education, All India Council for Technical Education.

The Institution focuses on the Vision and Mission during any policy making. The Institution constantly urges its faculty to achieve excellence in academic and research and mould the students into responsible citizens, to serve the changing needs of society. Regular upgradation of curriculum is encouraged through continues research and social engagement.

Vision

To provide the underprivileged students innovative, holistic and global education to bring equity in the society

Mission

- 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

1.2 Strength, Weakness, Opportunity and Challenges(SWOC)

Institutional Strength

Accreditation and Recognition: IIBS being accredited by reputable bodies enhances its credibility and assures students of the quality of education they will receive. Accreditation also validates the institute's adherence to certain standards and benchmarks set by the accrediting bodies.

Experienced Faculty: The presence of experienced faculty members at IIBS contributes to the quality of education and provides students with valuable insights from professionals who have industry experience. Their knowledge and expertise can help bridge the gap between theory and practice, ensuring students receive a well-rounded education.

Industry Integration: IIBS's strong ties with the industry enable students to gain exposure to real-world

scenarios, practical applications, and industry best practices. The institute's collaborations with companies can lead to internships, guest lectures, and industry-driven projects, fostering experiential learning opportunities.

Robust Infrastructure: The availability of modern facilities, including well-equipped classrooms, libraries, computer labs, and recreational spaces, creates a favorable learning environment for students. Adequate infrastructure supports the learning process and enhances the overall educational experience.

Alumni Network: IIBS's strong alumni network can play a crucial role in the development and success of current students. Alumni who have achieved success in their respective fields can serve as mentors, provide career guidance, and offer networking opportunities. This connection to the alumni community can be beneficial for students' professional growth

Institutional Weakness

Limited Brand Recognition: Compared to some well-established business schools, IIBS may have relatively lower brand recognition. Building a strong brand image requires consistent efforts in marketing, visibility, and showcasing the institute's unique strengths and accomplishments to attract prospective students and employers.

Limited Program Offerings: If IIBS offers a limited range of programs and specializations, it might restrict options for students who are seeking a specific area of study. Expanding the program portfolio to cater to diverse interests and career paths can provide greater choice and attract a wider pool of students.

Geographic Presence: If IIBS is concentrated in a specific geographic area or has a limited number of campuses, it might face challenges in expanding its reach and attracting students from different regions. Expanding the institute's presence geographically or exploring online education options can address this limitation.

Institutional Opportunity

Partnerships and Collaborations: Establishing partnerships with other universities and institutions, both nationally and internationally, can bring in opportunities for student exchange programs, joint research initiatives, faculty collaborations, and exposure to diverse perspectives. Such collaborations can enhance the institute's reputation and provide students with a global learning experience.

Online Education: With the growing demand for online education, IIBS can tap into this opportunity by expanding its online learning offerings. Offering online programs or blended learning options can cater to a wider audience, including working professionals and students who prefer flexible learning environments.

Industry Tie-ups: Strengthening relationships with companies and industries can open doors for increased placement opportunities, internships, and industry-driven projects for students. Collaborating closely with the industry can help align the curriculum with industry demands and ensure students are well-prepared for their careers.

Institutional Challenge

Intense Competition: The business education sector is highly competitive, with numerous institutions vying for students and employer recognition. IIBS needs to differentiate itself by highlighting its unique value proposition, such as its faculty expertise, industry connections, or specific program offerings, to stand out from other well-established business schools.

Faculty Retention and Development: Attracting and retaining talented faculty members can be a challenge in a competitive market. Providing professional development opportunities, research support, and competitive remuneration packages can help attract and retain high-quality faculty, ensuring academic excellence.

1.3 CRITERIA WISE SUMMARY

Curricular Aspects

Curriculum of the programs that IIBS offers are guided by the higher education guidelines of UGC, Vision, Mission and values of the institution and also the professional and Industrial needs. IIBS College is affiliated to Bangalore City University and offers four Undergraduate programs in Commerce and Management, Arts and Science and one Post Graduate program in Management. All the 5 programs follow the CBCS and NEP scheme. IIBS prepares the academic plan based on the affiliated university guidelines and strictly follows the academic calendar for internal assessment and all the institutional activities. The following is the summary of curriculum activities conducted during the accreditation period.

- Totally 40 faculty members participated in various activities related to curriculum development and assessment programs under Bengaluru City University.
- The syllabus of five programs which the college follows have been revised by the affiliating university from time to time.
- IIBS offered 30 add-on /certification courses during the last 5 years. On an average 80 percent of students enrolled in the above courses.
- CBCS (Choice Based Credit System) and NEP (New Education policy) was implemented in all the 5 programs.
- Environmental sustainability, Professional Ethics, Human Values and Gender Equity have been effectively integrated along with the curriculum.
- BCU's programs such as internship, projects and field works which are part of Experiential learning components is integrated with the courses in the last five years.

- In total 90% of the students have completed internship /projects/field work during the last five years.
- IQAC Cell has analyzed the curriculum feedback for students, alumni, parents, and staff for the continuous evolution of the curriculum aspects for the improvement in academics.
- Feedback analysis is done and action is taken on it. Department wise action taken report was prepared and uploaded in the institutional website and also communicated to respective bodies.

Teaching-learning and Evaluation

- Teaching-learning process at International Institute of Business Studies is enhanced by various student-centric learning methods and tools
- Particular attention and support is given to students with special needs and to those from low-income backgrounds.
- Seats are reserved for SC, ST, OBC, Divyangjan and minorities according to the government norms.
- The student-teacher ratio is 1:20.
- Participatory and student-centric learning activities are implemented. The leading experiential learning methods are industrial visits, field trips, internships, projects and educational tours.
- In order to improve the student engagement and knowledge retention, Information and Communications Technology (ICT) is given high importance in the institution.
- All sanctioned posts are filled through a well-structured and transparent recruitment process.
- The average teaching experience of full-time faculty in the institution is 3 years. Continuous internal assessment of the students' performance is carried out through internal tests, assignments and attendance. Internal examination results are published on the institutional ERP for students
- The college has a transparent, time-bound and efficient mechanism to address examination related grievances.
- Outcome-based Education is effectively implemented. The PO, PSO and CO attainments are measured at the course and programme levels. Each Department formulates Programme Specific Outcomes (PSOs). These delineate the knowledge and skills that a student should possess upon completion of the programme.
- The average pass percentage of the students during the last five years is 80%
- The institution conducts student satisfaction surveys on teaching learning on a regular basis

Research, Innovations and Extension

The institution has done remarkably well in the field of research and innovation. As many as twenty seven seminars, conferences and workshops were conducted during the last five year period. The members of the staff have been intellectually very creative and active. Around eighty five research papers on various subjects were presented and published. The number of books/ chapters in the books edited, and papers published in National and International journals stands at sixty eight. The institution has contributed immensely in conducting extension activities such as Electoral Awareness programmes, Blood donation camps, Plantation drives, Cleanliness drives. The sheer range of social outreach programmes by the students is impressive for which the institution can boast of as many as six awards and recognitions during the period of last five years. The total number of activities related to social outreach and extension activities goes up to one hundred and nineteen which also includes exemplary service rendered by our students during COVID-19 Pandemic. The Institution arranged five vaccination drives in the campus and also conducted RT - PCR tests in the crisis times.

Linkages for faculty exchange, student exchange internship, field trips, on the job training and research etc., count up to nearly ninety two. Also, the institution has signed twenty-five MoUs related to consultancies, projects, research projects, student exchange, faculty exchange, placement, ad -on certification courses etc.

Infrastructure and Learning Resources

International Institute of Business Studies is built with nature consent with lush green and gardens. There are 26 classrooms, 02 Seminar halls equipped with Multimedia supported systems along with for all the Internal, National and International Seminars and interactive touch board.

Institution is having indoor facility for Table Tennis, Carom and Chess is provided. Yoga classes are conducted every Saturday for students for their physical and mental health. The college also has a 2-acre sports ground for outdoor sports and games like Kabbadi, Cricket, Volleyball. A sports league will be conducted twice in every year.

Classrooms are equipped with ICT projectors and audio systems and CCTV's were installed in the campus for security purpose. Open Air theatre is used for all cultural activities, water treatment plant is installed along with Solar lights throughout the campus.

International Institute of Business Studies is equipped with 02 computer labs which are having the latest configuration and UPS backup for consistency. Institute provides laptops to the students for their learning and research purpose.

Institution is having 100 MBPS wi-fi from Tata tele lease connected to all the corners of the campus. A dedicated software ERP is available for all the academic activities which can be accessed by both Faculty and Students. All the communications regarding the students' progress will be shared with Parents through ERP.

Institution is having the highly automated Integrated Library Management System (ILMS) with wi-fi enabled. The ILMS installed in the library is Easylib software with cloud computing version Could Version 6.4a and this is used for the automation of all library documents which includes Books, Journals, dissertation projects of students. Library is facilitating 75 physical journals to students which compromises of 66 National journals and 9 International Journals. Separate registers were maintained in the library for Stock and visitors.

Student Support and Progression

IIBS has always been a student-focused organisation. The institute has been developing strategies that assist and prioritise students, such as student empowerment, inclusive practises, and skill development. All those who wish to enrol in the institute are provided with a brochure outlining the various student scholarships and services. On the institutional website, which is updated frequently, are services for supporting students.

The institute ensures that government-funded SC/ST/OBC scholarships are promptly applied for and paid out. A large number of students benefit from the many scholarships offered by the institute, including free ships as well. Many co-curricular, extra-curricular, and sporting events are held to promote the student's overall growth. Redress of Student Grievances, Placement Cell, and Alumni Association are further forms of support.

To stop ragging on college campuses, the Anti Ragging Cell takes proactive measures. Girl students can contact

the Women Grievance Cell with their complaints, which also addresses sexual harassment cases. The institution's placement cell organises placement drives to obtain quality job placements and offers professional skills training. All of the institution's students receive instruction in the most recent technology developments as well as soft skills, life skills, language, and communication skills. Yoga, meditation, physical fitness, health, and hygiene are all covered in the training. Also provides training to help students become ready for civil service exams.

The IIBS Alumni Association has significantly contributed both monetarily and subliminally to the growth of the Alma Mater. The alumni have actively participated in a variety of college events, either as resource persons or extracurricular activity facilitators.

Governance, Leadership and Management

IIBS is a non-profit organization running under Sridevi Educational charitable trust aiming to uplift the underprivileged section of the society and development of nearby communities by providing good quality education. The institution is governed by governing council where Director is heading the entire institution. Our Institution endeavours to empower students with value-based education and transforms them as socially responsible citizens of the country through continuous delivery of quality education. IIBS believes in the philosophy of imparting quality education by introducing quality teaching initiatives and various innovative and interactive methods like Finishing school for industry readiness, certification courses, seminars and conferences, guest sessions from industry experts' lectures, arranging industrial tours and visits nationally and internationally, arranging student exchange programmes to make teaching more interesting and students centric. Director and Principal formulates internal policies and programmes of the college with the association of Heads/Coordinators of various departments, convenors of different committees, and senior member of non-teaching staff. All members of faculty to attend seminars and conference in academic activities, training programmes, Refresher courses, Orientation programmes and faculty development programmes to upgrade and update their knowledge. IIBS is into conduction of many extension activities by being an active member of bodies like National Service Scheme (NSS), Red cross, Jeeva Raksha(NGO) promoting community development and national building. One unique The Principal encourages and gets support of the faculty members regarding their involvement in improving the effectiveness and efficiency of the institutional processes. The institution has formed various committees like IQAC, anti-ragging, internal complaints committee, grievance redressal committee, alumni, IQAC committees to have the involvement of all the staff members. These committees help to maintain and enhance the efficiency of institutional processes. The college has developed a strong policy that helps the staff to develop professionally by attending faculty development programmes, training programmes organized by university and other institutions of excellence. IIBS believes in welfare of all staff in the institution. The staff are provided with various welfare facilities such as health insurance coverage, Provident fund, ESI coverage, leave benefits, , maternity leave, free transportation, hostel accommodation for staff at subsidized cost, free uniforms and blazers etc. IIBS has created a strong and transparent performance appraisal policy that helps to assess the potentialities of employees for increments and future promotions. A strong welfare policy is designed to implement welfare part in the organization. The college interacts with students through a feedback mechanism, besides giving participation to students as members in various administrative committees. The society responses are obtained through teacher-parents meeting and meeting with civil society and alumni association. The college has a well organised IQAC which plays instrumental role in taking developmental decisions of the college for academic infrastructure development. The principal supervises the work of IQAC with the help of the designated IQAC coordinator.

The IQAC sets a schedule of meetings at the beginning of the semester with different departments to assess their progress on monthly basis. In the scheduled meetings the departments are assessed for their academic progress, attendance records, quantum of syllabi completed, assignments and student seminars etc.

Institutional Values and Best Practices

The International Institute of Business Studies (IIBS) through its mission to provide holistic education to disadvantaged students and promote social equity distinguished by its commitment to excellence and ensures it is achieved through its best practices. IIBS

IIBS embraces best practices that set it apart from the competition. The IIBS Finishing School Program offers specific skill sets as value additions to enhance the educational experience. The well-designed IIBS Finishing school curriculum, developed by industry leaders and experienced faculty, ensures highly relevant programs that prepare students to excel in both personal and professional domains. The success of the IIBS placement training program is evident in the significant improvement in students' self-confidence, language proficiency, and self-driven attitude. The institution's rigorous approach to participatory learning has resulted in enhanced placement opportunities, as demonstrated by the increasing average package and percentage of students placed.

In addition to academic excellence, IIBS prioritises the holistic development of its students. The institute promotes actively diversity, inclusiveness, and environmental consciousness. IIBS promotes tolerance, harmony, and social responsibility among its students and employees through cultural festivals, commemorative events, and community service activities. Annual green and energy audits demonstrate the institute's emphasis on environmental sustainability.

Through initiatives such as alumni connections, student exchange programmes, clubs and activities, as well as counselling services, IIBS also provides a supportive and inclusive environment. These practises foster students' personal development, improve their leadership and organisational skills, and create opportunities for networking.

Furthermore, IIBS's commitment to social justice is reflected in the scholarships awarded to deserving students from various communities based on merit. By promoting equal access to education, IIBS contributes to economic liberation and societal transformation. In conclusion, IIBS's innovative practices and best practices encompass a comprehensive approach to education.

2. PROFILE

2.1 BASIC INFORMATION

Name and Address of the College	
Name	INTERNATIONAL INSTITUTE OF BUSINESS STUDIES
Address	MUTHUGADAHALLI BENGALURU
City	BENGALURU
State	Karnataka
Pin	562157
Website	www.iibs.org.in

Contacts for Communication					
Designation	Name	Telephone with STD Code	Mobile	Fax	Email
Principal	Tripuraneni Jaggaiah	080-9620062082		-	
IQAC / CIQA coordinator	M .Kethan	080-9502733317	9502733317	-	dr.mkethan@iibsonline.com

Status of the Institution	
Institution Status	Self Financing

Type of Institution	
By Gender	Co-education
By Shift	Regular

Recognized Minority institution	
If it is a recognized minority institution	No

Establishment Details	

State	University name	Document
Karnataka	Bengaluru City University	View Document

Details of UGC recognition		
Under Section	Date	View Document
2f of UGC	14-03-2023	View Document
12B of UGC		

Details of recognition/approval by stationary/regulatory bodies like AICTE,NCTE,MCI,DCI,PCI,RCI etc(other than UGC)				
Statutory Regulatory Authority	Recognition/Approval details Institution/Department programme	Day,Month and year(dd-mm-yyyy)	Validity in months	Remarks
AICTE	View Document	17-07-2022	12	

Recognitions	
Is the College recognized by UGC as a College with Potential for Excellence(CPE)?	No
Is the College recognized for its performance by any other governmental agency?	No

Location and Area of Campus				
Campus Type	Address	Location*	Campus Area in Acres	Built up Area in sq.mts.
Main campus area	MUTHUGADAHALLI BENGALURU	Urban	3	7007.2

2.2 ACADEMIC INFORMATION

Details of Programmes Offered by the College (Give Data for Current Academic year)						
Programme Level	Name of Programme/ Course	Duration in Months	Entry Qualification	Medium of Instruction	Sanctioned Strength	No. of Students Admitted
UG	BBA, Commerce And Management	36	Plus two or equivalent	English	120	23
UG	BCom, Commerce And Management	36	Plus two or equivalent	English	100	36
UG	BCA, Computer Application	36	Plus two or equivalent	English	60	38
UG	BA, Arts And Humanities	36	Plus two or equivalent	English	100	5
PG	MBA, Commerce And Management	24	Under Graduation	English	180	160

Position Details of Faculty & Staff in the College

Teaching Faculty												
	Professor				Associate Professor				Assistant Professor			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Sanctioned by the UGC /University State Government	0				0				0			
Recruited	0	0	0	0	0	0	0	0	0	0	0	0
Yet to Recruit	0				0				0			
Sanctioned by the Management/Society or Other Authorized Bodies	0				2				37			
Recruited	0	0	0	0	1	0	0	1	23	14	0	37
Yet to Recruit	0				1				0			

Non-Teaching Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				41
Recruited	19	22	0	41
Yet to Recruit				0

Technical Staff				
	Male	Female	Others	Total
Sanctioned by the UGC /University State Government				0
Recruited	0	0	0	0
Yet to Recruit				0
Sanctioned by the Management/Society or Other Authorized Bodies				3
Recruited	2	1	0	3
Yet to Recruit				0

Qualification Details of the Teaching Staff

Permanent Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	1	0	0	8	2	0	11
M.Phil.	0	0	0	0	0	0	3	1	0	4
PG	0	0	0	0	0	0	12	11	0	23
UG	0	0	0	0	0	0	0	0	0	0

Temporary Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	0	0	0	0	0	0	0
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	0	0	0	0	0	0	0
UG	0	0	0	0	0	0	0	0	0	0

Part Time Teachers										
Highest Qualification	Professor			Associate Professor			Assistant Professor			Total
	Male	Female	Others	Male	Female	Others	Male	Female	Others	
D.sc/D.Litt/LLD/DM/MCH	0	0	0	0	0	0	0	0	0	0
Ph.D.	0	0	0	1	0	0	0	0	0	1
M.Phil.	0	0	0	0	0	0	0	0	0	0
PG	0	0	0	1	0	0	3	4	0	8
UG	0	0	0	0	0	0	0	0	0	0

Details of Visting/Guest Faculties					
Number of Visiting/Guest Faculty engaged with the college?	Male		Female		Total
	2		0		2

Provide the Following Details of Students Enrolled in the College During the Current Academic Year

Programme		From the State Where College is Located	From Other States of India	NRI Students	Foreign Students	Total
UG	Male	46	13	0	0	59
	Female	41	9	0	0	50
	Others	0	0	0	0	0
PG	Male	15	78	0	0	93
	Female	14	73	0	0	87
	Others	0	0	0	0	0

Provide the Following Details of Students admitted to the College During the last four Academic Years					
Category		Year 1	Year 2	Year 3	Year 4
SC	Male	20	21	9	8
	Female	16	16	16	6
	Others	0	0	0	0
ST	Male	5	6	2	2
	Female	5	2	4	1
	Others	0	0	0	0
OBC	Male	59	50	30	15
	Female	32	38	26	10
	Others	0	0	0	0
General	Male	112	83	83	67
	Female	89	64	56	30
	Others	0	0	0	0
Others	Male	0	0	0	0
	Female	0	0	0	0
	Others	0	0	0	0
Total		338	280	226	139

Institutional preparedness for NEP

1. Multidisciplinary/interdisciplinary:	International Institute of Business Studies has Implemented NEP -New Education Policy 2020 in the Academic year 2021-22 in Under Graduation level courses like BA,BBA,BCA ,B.Com as per the Guidelines of Bengaluru City University. Making all this programmes Multidisciplinary of Four years Duration with Honors. All the Programmes multi Exit and Entry options are available and also there are several open elective courses in each semester across all the disciplines up to 4th Semester. Students are encouraged to participate in skill enhancement courses, Add-on courses, Minor projects, Filed Visits ,Experiential learning, Workshops and Internships.
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2. Academic bank of credits (ABC):	As Bengaluru City University NEP Guidelines which the institute has introduced at the undergraduate level is based on a Choice Based Credit System (CBCS), the accumulated credits of student are digitally stored in the Digi Locker of National Academic Depository which is an initiative of the Ministry of Electronics and Information Technology (MEIT) and Ministry of Education (MoE). When NEP is fully implemented, the credits earned by a student will be transferable across numerous recognized higher education institutions within the state/country, allowing degrees to be awarded from any of the HEIs based on the credits earned.
3. Skill development:	'Our Mission is to provide holistic approach to prepare the students to grow personally, professionally, socially, emotionally to make complete human being. for this we had introduced IIBS Finishing School. which enhances skills by providing several courses such as Add-on courses ,Corporate Skills,- International boot camps, International Industrial visit, Research based projects, Internships and workshops. AS per NEP scheme various skill enhancement courses such as as Artificial Intelligence ,Health and wellness, Yoga, Digital Fluency, Innovation and Creativity, Critical thinking, Financial Literacy. So students can select from this courses as per their interest.
4. Appropriate integration of Indian Knowledge system (teaching in Indian Language, culture, using online course):	As per NEP document states that learning must be situated in the Indian context to ensure that students face no alienation from their context, country and culture. Cultural awareness is one of the skill enhancement courses offered under NEP. Where “Constitution of India” is a mandatory ability enhancement course. Students will be learning at least one of the Indian languages in the first four semesters
5. Focus on Outcome based education (OBE):	The institution has adopted the methodology to assess Outcome Based Education for the POs, PSOs and COs. The expected outcomes are aligned to the vision, mission and values of the institution. The graduate attributes such as creative and critical thinking, team work, digital capabilities, ethical practices, cultural competence and communication skills are achieved with the help of Program Outcomes (PO), Program Specific Outcomes (PSO) and Course Outcomes (CO).

6. Distance education/online education:	International Institute of Business Studies imparts education via face-to-face mode usually. During Pandemic we successfully delivered all content and conducted examinations, Project Viva virtually.
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Institutional Initiatives for Electoral Literacy

1. Whether Electoral Literacy Club (ELC) has been set up in the College?	IIBS (International Institute of Business Studies) has applied for the setup of an Electoral Literacy Club (ELC) at our college. SVEEP Division of the Election Commission of India acknowledged the receipt of the request and stated that it will be forwarded to the District Election Officer for examination of the institution's eligibility to establish an ELC. As of now there has not established Electoral Literacy Club approved by the SVEEP Division of the Election Commission of India. Nevertheless, IIBS has taken the initiative to establish an electoral literacy club under its institutional clubs to create awareness among students regarding electoral processes and literacy.
2. Whether students' co-ordinator and co-ordinating faculty members are appointed by the College and whether the ELCs are functional? Whether the ELCs are representative in character?	At IIBS, the institution has implemented a system where they appoint a girl student and a boy student as coordinators for the Electoral Literacy Club (ELC) on an alternating basis every year. This approach ensures gender equality and provides equal opportunities for both female and male students to take on leadership roles within the ELC. In the current year, Mr. Muni has been appointed as the faculty coordinator for the ELC. This signifies the involvement and support of the faculty in the activities and initiatives of the club. Having a faculty coordinator can greatly contribute to the success of the ELC by providing guidance, mentorship, and expertise to the students involved. Through the ELC, both students and faculty actively participate in annual awareness campaigns. These campaigns are designed to increase awareness and knowledge about electoral processes among the college community. By organizing these campaigns, the ELC aims to educate students and faculty about the importance of electoral participation, voter rights and responsibilities, and the democratic process as a whole. The participation of both students and faculty in these awareness campaigns reflects the commitment of IIBS to fostering a culture of

	<p>electoral literacy and civic engagement within the college. By engaging the entire community, the ELC can create a more inclusive and informed environment, where individuals are encouraged to actively participate in the electoral process and contribute to the betterment of society. Overall, the appointment of alternating girl and boy student coordinators, along with the involvement of a faculty coordinator, and the annual awareness campaigns highlight IIBS's dedication to promoting electoral literacy, empowering students, and fostering a sense of civic responsibility among its community.</p>
<p>3. What innovative programmes and initiatives undertaken by the ELCs? These may include voluntary contribution by the students in electoral processes-participation in voter registration of students and communities where they come from, assisting district election administration in conduct of poll, voter awareness campaigns, promotion of ethical voting, enhancing participation of the under privileged sections of society especially transgender, commercial sex workers, disabled persons, senior citizens, etc.</p>	<p>IIBS has been actively conducting annual voting awareness campaigns in the villages surrounding the college, utilizing the combined efforts of the National Service Scheme (NSS) and the Electoral Literacy Club (ELC). These campaigns serve the purpose of educating and raising awareness among the local community about the importance of voting and electoral participation. These awareness campaigns aim to bridge the knowledge gap regarding electoral procedures and encourage active participation in the democratic process. Various activities may be conducted as part of these campaigns, such as door-to-door awareness drives, public meetings, street plays, workshops, and interactive sessions. These initiatives are designed to make the electoral process more accessible and understandable for the villagers. By leveraging the combined efforts of the NSS and the ELC, IIBS demonstrates its commitment to community engagement and social responsibility. Through these campaigns, the college fosters a sense of civic duty and empowers the local population to exercise their voting rights effectively. Furthermore, conducting these campaigns in the villages surrounding the college emphasizes IIBS's dedication to reaching out to underserved areas and ensuring that the benefits of electoral literacy are extended to all sections of society. It promotes democratic values, civic awareness, and active citizenship within the broader community. Overall, the collaborative efforts of the NSS and the ELC in conducting annual voting awareness campaigns in the nearby villages showcase IIBS's commitment to promoting electoral literacy, community engagement, and empowering individuals to become active participants in the democratic process.</p>

<p>4. Any socially relevant projects/initiatives taken by College in electoral related issues especially research projects, surveys, awareness drives, creating content, publications highlighting their contribution to advancing democratic values and participation in electoral processes, etc.</p>	<p>IIBS has been actively conducting awareness drives through the collaborative efforts of the NSS (National Service Scheme) and the Electoral Literacy Club (ELCs), which have gained acclaim and recognition in state newspapers. The awareness drives conducted by IIBS encompass a range of activities designed to inform and engage participants. These activities include seminars, where experts are invited to deliver talks and presentations on topics such as the electoral system, voting rights, and the significance of participating in the electoral process. Through these seminars, students are provided with a deeper understanding of democratic principles and are encouraged to actively engage in the democratic process. Additionally, IIBS conducts mock parliament drills, which simulate parliamentary proceedings and allow students to gain practical experience in debating, discussing, and presenting their ideas on various socio-political issues. By participating in these simulations, students develop a deeper understanding of the democratic process and gain confidence in expressing their opinions. The efforts of IIBS in conducting these awareness drives and seminars have received recognition in newspapers, which further highlights the impact and effectiveness of our initiatives. The acknowledgment in newspapers not only enhances the visibility of IIBS's activities but also encourages a wider audience to participate in these awareness programs and become more actively involved in the electoral process.</p>
<p>5. Extent of students above 18 years who are yet to be enrolled as voters in the electoral roll and efforts by ELCs as well as efforts by the College to institutionalize mechanisms to register eligible students as voters.</p>	<p>IIBS has undertaken significant efforts to ensure that all its students become enrolled as young responsible voters. Through our proactive approach, the institution has achieved a high enrollment rate among its student population. According to an internal survey conducted by IIBS, it has been determined that only a small proportion, specifically 8% of students, are yet to be enrolled as voters. This accomplishment highlights IIBS's commitment to fostering a culture of civic responsibility and active participation in the electoral process. By encouraging students to enroll as voters, the institution is empowering them to exercise their democratic rights and contribute to the decision-making processes that shape their society. IIBS's emphasis on voter enrollment reflects a broader objective of promoting</p>

democratic values and civic engagement among its students. By striving for full enrollment, the institution is actively encouraging students to participate in the electoral process, fostering a sense of responsibility towards their democratic rights, and instilling the importance of being an engaged citizen.

Extended Profile

1 Students

1.1

Number of students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
744	587	430	305	316

File Description	Document
Upload Supporting Document	View Document
Institutional data in prescribed format	View Document

2 Teachers

2.1

Number of teaching staff / full time teachers during the last five years (Without repeat count):

Response: 55

File Description	Document
Institutional data in prescribed format	View Document

2.2

Number of teaching staff / full time teachers year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
38	30	32	31	21

3 Institution

3.1

Expenditure excluding salary component year wise during the last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
1096	1004	1403	2144	1810

File Description	Document
Upload Supporting Document	View Document

4. Quality Indicator Framework(QIF)

Criterion 1 - Curricular Aspects

1.1 Curricular Planning and Implementation

1.1.1

The Institution ensures effective curriculum planning and delivery through a well-planned and documented process including Academic calendar and conduct of continuous internal Assessment

Response:

International Institute of Business Studies is affiliated to Bangalore University. The College curriculum offered over 3 years for UG students and 2 years for PG students comprises courses of study, co-curricular and extra-curricular activities. The syllabi for the various courses are prescribed by the affiliating University and followed verbatim. The College has the freedom to innovate in co-curricular and extra-curricular activities.

Each Head of Department conducts departmental academic meetings and allocates subjects to be taught to the faculty. All Faculty members prepare a lesson plan which includes course objectives, course outcomes, teaching pedagogy, reference books and the same is explained to the students on the first day of the class, and displayed on the college website /ERP.

The time table committee with representatives from each department prepares a department-wise time table, hours for library, Continuous Internal Assessment tests dates, class presentations, etc. The time table is displayed on common and class notice boards/ERP.

The co-curricular and extra-curricular programmes are well-planned during faculty meetings held at the beginning of each year. Add-on certificate and value-added courses are built into the daily timetable to help students complete the same successfully.

Students engage in extra-curricular activities, sports and games at their own pace and interest. Cultural activities associated with programmes conducted in the college and inter-collegiate competitions help students showcase their talents and is encouraged by the College.

The faculty members follow the plans as laid out by the institution and the department so that by the end of the study period the students are well groomed and moulded to face the challenges of the world.

Academic Calendar

Academic Calendar is prepared every year following the Calendar issued by the affiliating University with the addition of dates of various collegiate events. It includes all major curricular, co-curricular and extra -curricular activities and dates of Continuous Internal Assessment Tests for the year. The Calendar is uploaded on the institutional website for the benefit of all stakeholders. Each department prepares an academic plan in alignment with the institution's calendar of events.

Curriculum Delivery and Documentation

- The syllabus completion of each faculty, as per the course plan is evaluated during monthly.

Departmental Audit and Meetings.

- The institution adopts various student-centric teaching methods such as Seminars, Conferences, Industrial visits, Educational tours, Student Exchange Program, Workshops, Exhibitions, Industry/Corporate Interactive sessions, Field trips, Boot camps, Adventure Learning Programme, Internships, Visual programmes, various club activities for effective curriculum delivery.
- Students are encouraged to organize and participate in Inter collegiate fests, Intra college Events, Conferences, Seminars and Simulation activities.

Deployment of the action plans:

1. For effective implementation of curriculum the functioning of the college is reviewed weekly and gaps rectified by HOD's and Faculty.
2. Based on the academic calendar Continuous Internal Assessments, Surprise tests and activity-based tests are conducted.
3. The communication skills and personality development of the students as designed by IIBS finishing school, are built/strengthened/improved through aptitude sessions, critical thinking, group discussions and interviews, in order to meet corporate requirements.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.2 Academic Flexibility

1.2.1

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

Response: 29

File Description	Document
List of students and the attendance sheet for the above mentioned programs	View Document
Institutional programme brochure/notice for Certificate/Value added programs with course modules and outcomes	View Document
Institutional data in the prescribed format	View Document
Evidence of course completion, like course completion certificate etc. Apart from the above:	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Other Upload Files

1

[View Document](#)

1.2.2

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

Response: 54.53

1.2.2.1 Number of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
409	298	263	163	166

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.3 Curriculum Enrichment

1.3.1

Institution integrates crosscutting issues relevant to Professional Ethics, Gender, Human Values, Environment and Sustainability in transacting the Curriculum

Response:

IIBS Institution incorporates Professional ethics, Gender, Human values, and Environment sustainability topics in the delivery of the course to the students. Bengaluru City University includes the subjects for developing concern about the environment, developing social responsibilities, gender sensitization, human values, various facts related to environment sustainability. These subjects enable the students to understand the value in global scenarios as well as day to day life. And also makes them understand the values and adopt them in their life.

The following subjects were part of the syllabus mentioned by the affiliated University under CBCS scheme for all the courses.

1. Value Education
2. Personality Development
3. Culture , Diversity and Society
4. Science and Society

Under NEP scheme we have the following subjects

1. Gender and Politics
2. Environmental Studies
3. Human Rights

Along with these subjects the following extra-curricular activities were conducted such as:

1. Staff, student code of conduct is formed outlining the rules, principles, behaviours, values that should be followed in the college.
2. Anti sexual harassment cell and anti ragging redressal cell is maintained for the timely redressal of student grievances.
3. In order to incorporate cross cutting issues in the curriculum various activities are planned and conducted in the institution. These activities are monitored and conducted by faculty coordinator with help of NSS unit and other student volunteers.
4. NSS unit is actively performing activities like plantation of trees, programme for mass vaccination, health education, various awareness programme's (adult literacy, Electoral literacy, child abusing, blood donation camps, general health check up) etc,
5. Plastic ban awareness program is conducted through a rally. No vehicle day is conducted to restrict the entry of automobiles in the campus. This is the initiative taken by the college to reduce environmental

pollution.

6. NSS unit organizes ONE week camp every year in various villages around the institution. During the camp NSS Volunteers engage themselves in community service activities such as plantation of saplings, construction and maintenance of Village Street, cleaning of wells and ponds, creating awareness on rainwater harvesting and eco-friendly agricultural practices.

7. During the camps through street Play students will create awareness in the village people about child education, voting Awareness, importance of health, and importance of environment etc.

8. With the help of student volunteers various awareness programs are conducted through Rallies and campaigns on Traffic awareness, voting awareness, plastic ban, swachh Bharat Abhiyan, waste management etc.

9. Importance of gender equality, gender sensitization and women empowerment are created among the students and staff by conducting seminars and workshops by inviting resource persons.

10. Constitution Day is celebrated every year to bring awareness to students on fundamental rights and duties in the Indian Constitution.

11. Through club activities various programs are conducted such as painting, collages, exhibitions, debates, essay writings etc.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

1.3.2

Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)

Response: 50.4

1.3.2.1 Number of students undertaking project work/field work / internships

Response: 375

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

1.4 Feedback System

1.4.1

Institution obtains feedback on the academic performance and ambience of the institution from various stakeholders, such as Students, Teachers, Employers, Alumni etc. and action taken report on the feedback is made available on institutional website

Response: A. Feedback collected, analysed, action taken& communicated to the relevant bodies and feedback hosted on the institutional website

File Description	Document
Feedback analysis report submitted to appropriate bodies	View Document
At least 4 filled-in feedback form from different stake holders like Students, Teachers, Employers, Alumni etc.	View Document
Action taken report on the feedback analysis	View Document
Link of institution's website where comprehensive feedback, its analytics and action taken report are hosted	View Document

Criterion 2 - Teaching-learning and Evaluation

2.1 Student Enrollment and Profile

2.1.1

Enrolment percentage

Response: 42.54

2.1.1.1 Number of seats filled year wise during last five years (Only first year admissions to be considered)

2021-22	2020-21	2019-20	2018-19	2017-18
338	280	226	139	106

2.1.1.2 Number of sanctioned seats year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
620	620	520	400	400

File Description

Document

Institutional data in the prescribed format

[View Document](#)

Final admission list as published by the HEI and endorsed by the competent authority

[View Document](#)

Document related to sanction of intake from affiliating University/ Government/statutory body for first year's students only.

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

2.1.2

Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years

Response: 34.76

2.1.2.1 Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats)

2021-22	2020-21	2019-20	2018-19	2017-18
137	133	87	44	30

2.1.2.2 Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
320	260	260	200	200

File Description	Document
Institutional data in the prescribed format	View Document
Final admission list indicating the category as published by the HEI and endorsed by the competent authority.	View Document
Copy of communication issued by state govt. or Central Government indicating the reserved categories(SC,ST,OBC,Divyangjan,etc.) to be considered as per the state rule (Translated copy in English to be provided as applicable)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.2 Student Teacher Ratio

2.2.1

Student – Full time Teacher Ratio
(Data for the latest completed academic year)

Response: 19.58

2.3 Teaching- Learning Process

2.3.1

Student centric methods, such as experiential learning, participative learning and problem solving methodologies are used for enhancing learning experiences and teachers use ICT- enabled tools including online resources for effective teaching and learning process

Response:

The overall development of a student is sought through, three pillars of International Institute of Business Studies educational philosophy. They are: Knowledge, Skills and Values. Students, in turn are empowered through experiential learning approaches, participative learning methods and problem-solving techniques. The methodology thus, help learners to apply their theoretical knowledge over practical endeavors in a multitude settings.

Experiential Learning Modes

The knowledge creation and student engagement effectiveness is enhanced through following experiential learning methodologies:

- Visits to companies, research institutes, eminent institutions and the State Legislative Assembly, enables classroom learning with real-time experience.
- Analytical skills of students are developed through projects, internships and social surveys, based on apprenticeship approaches of learning.
- Real-life knowledge in student is gained through simulation and role-plays.
- Mock budget sessions provide practical knowledge about financial systems.
- Hands-on knowledge for trading by students is learnt through 'mock stock'.
- Summer projects for a meaningful learning engagement (BBA,B.COM,BCA and MBA) are conducted.
- Theme based knowledge enrichment workshops and webinars are organised.
- Students are involved in social works, rural camps walk through and village visits for rural community based living experience and better civil consciousness.
- Exhibitions for developing a critical learning attitude and programme management skills are organised.

Participative Learning Methodologies

Participatory learning of learners is done through blended learning method, using technology to create a flexible and conducive ambience. National conferences, seminars, workshops and interactive lectures are few modalities of learning.

- Debates and panel discussions enable critical thinking and articulation of domain knowledge in participants.
- Academic exchanges, Intra and inter-college fests and conferences for student promotions, industry and institution based learning are met with.
- Seminars by industry experts help nurture shared learning among students.
- Mere, classroom teaching deepens the understanding of concepts through real-time examples for under graduate students
- Interactive lectures by alumni, industry experts, corporate professionals and academic talks are often held for students and faculties to have all around development.
- Demonstrations are held to have competency, to display learning experience and knowledge.
- Knowledge of technical presentation parted help students to learn latest technicalities.

Problem Solving Techniques

Problem-solving techniques implemented, enhance the learning outcome of the students by, increasing the attentiveness of the learner, better understanding of concepts and in application of domain knowledge to resolve real-life problems.

- Case study conducted by MBA students help solve individual and organizational problems in a classroom environment.
- Business planning skills enhance analytical and problem-solving abilities in students.
- Budget preparation focuses on understanding the intricacies of budget by students.
- Brainstorming activities help students provide diverse solutions and paves way for effective decision making.
- Classroom learning is assessed through software development.
- Content and creative problem techniques are used to enhance analytical skills.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.4 Teacher Profile and Quality

2.4.1

Percentage of full-time teachers against sanctioned posts during the last five years

Response: 99.35

2.4.1.1 Number of sanctioned posts year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
38	32	32	30	21

File Description	Document
Sanction letters indicating number of posts sanctioned by the competent authority (including Management sanctioned posts)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.4.2

Percentage of full time teachers with NET/SET/SLET/ Ph. D./D.Sc. / D.Litt./L.L.D. during the last

five years (consider only highest degree for count)

Response: 42.11

2.4.2.1 Number of full time teachers with NET/SET/SLET/Ph. D./ D.Sc. / D.Litt./L.L.D year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
21	15	12	11	5

File Description	Document
List of faculties having Ph. D. / D.Sc. / D.Litt./ L.L.D along with particulars of degree awarding university, subject and the year of award per academic year.	View Document
Institution data in the prescribed format	View Document
Copies of Ph.D./D.Sc / D.Litt./ L.L.D awarded by UGC recognized universities	View Document

2.5 Evaluation Process and Reforms

2.5.1

Mechanism of internal/ external assessment is transparent and the grievance redressal system is time- bound and efficient

Response:

- The Continuous Internal Assessment comprises of, two written tests and submission of an assignment / project for each course during the semester. Marks are also internally allotted for attendance in that particular course.
- The internal assessment test is scheduled, as per the dates mentioned in the Academic calendar and the same is intimated to the students 10 days, in prior to their test(IA-1). The syllabuses for the courses across all programs are communicated to students in class by their respective subject teachers, well in advance. The question paper and scheme of evaluation for same is prepared by the subject teachers.
- To ensure transparency, students are required to write internal exams in blue books provided by the College.
- Subject teachers evaluate the answer scripts and provide feedback to students with regards to their areas of improvisation.

Escalation Matrix for Internal Assessment Grievance Management

- Students are allowed to raise their concerns, pertaining to question paper (on the day of test) or at the time of evaluation and any other issues with regards to CIA with their Class Mentors.
- Class Mentors apparently escalate their concerns to Head of the Department. An impartial enquiry is made into the matter and the same is resolved in a weeks time by the Head.
- In case of further appeal, the concerns can be forwarded to Principal by the HOD's of respective programs for final clarification and decision making.
- The College displays the internal assessment marks on notice board for every student to view his/her total assessment marks, at the end of semester and further if any variations are found, the student can report the same to their Class Mentor. The same is looked into and resolved, after which the correct marks is finally uploaded in the University portal.
- Grievances related to Part II and III of undergraduate and Post Graduate programs are forwarded to University Grievances Committee. Students in need of a photocopy of their answer scripts can obtain it from the university, on request. Those ones not satisfied with their marks at University examinations are eligible to apply for Revaluation/ Reassessment to Done the University. For those students, whose marks are not entered or incorrectly entered, due to oversight in the University mark list. In such cases, the college will be liable to send a photocopy of the mark list to the university, as prepared by the teacher along with an application to rectify the error.
- The norms regarding grievances are displayed in the University website. The mechanism to address examination related grievances are time bound and transparent
- The students booked under malpractice are issued a show-cause notice in writing. Further, the concerned student is given an opportunity to defend himself. The respective invigilator will report the same to the Controller of Examinations. And the Controller in turn reports the case to Principal. Finally, the decision of the examination committee is considered to be binding.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6 Student Performance and Learning Outcomes

2.6.1

Programme Outcomes (POs) and Course Outcomes (COs) for all Programmes offered by the institution are stated and displayed on website

Response:

The institution very well understands the different requirements of students and thus offers various programmes in both undergraduate and postgraduate level. The key objective of the programme is to bring the manifestation in all students that can mould them as responsible individuals with confidence enough to face the challenges outside. It is in full consensus that the program outcomes (POs) and Course Outcomes (COs) are in line with stipulations prescribed by the University and simultaneously bear the concurrence to the vision and mission of the college to bring holistic development in all the

students.

Courses in every program mandatorily include course objective to begin with. Program outcomes are displayed in the college notice board for student's reference. Once the student is admitted, college conducts 10 - 15 days of Orientation sessions during which the student is briefed about the program outcome again and also the outcomes pertaining to individual domain such as, Computer science, humanities, Economics, History, Commerce and management.

Faculty members are briefed by the principal on program outcomes (POs) and Course Outcomes (COs) in line with the university prescribed format. Any changes in the curriculum, program structure and examinations are communicated to the faculties of all the departments headed by the principal and through the college website.

Copy of the program syllabus is provided in the form of admission kit to the student and is also available in the library and our institution website for their reference. The learning outcome related to the program is conveyed during the induction program through Principal's address. Head of the departments and controller of examination address the students before commencement of the semester about the subjects, internal tests, semester examination pattern, class attendance and components of internal assessment. Course objectives are provided by the Bengaluru City University and individual subject faculty articulate their course outcomes in line with the same. During the beginning of the semester the subject faculty engages an introductory session for the respective subject during which the course objective and the related outcomes are communicated to the student. All the detailed communication to the students pertaining to program is also displayed on the college website for general reference.

Upon successful completion of their course, the students are expected to be able to imbibe following attributes in them:

1. Logical reasoning ability and Rational Approach
2. Divergent and critical thinking
3. Multicultural and Pluralistic values
4. Democratic approach and secular outlook
5. Synchronized work culture
6. Cognizant to the world affairs

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.2

Attainment of POs and COs are evaluated.

Explain with evidence in a maximum of 500 words

Response:

Assessment Components

Formative assessment through Continuous Internal Assessment (CIA) and summative assessment through an End Semester Examination (ESE) form part of every course's assessment. Institution conducts two internal assessment tests every semester. At IIBS, through CIA, the course teachers analyze and evaluate students' progress towards Course Outcomes (CO) in areas such as activity-based learning, assignments, seminars, group discussions, debate, case studies, internships, field trips, projects and dissertations. For the purpose of achieving CO, ESE focuses on testing cognitive skills such as critical and creative thinking, analytical, and problem-solving skills.

CO/PO Attainment Evaluation

CO is determined by assessing skill development and academic performance in the tests. At both the course and programme levels, achievement is measured. The academic audit committee establishes CO and Program Outcome (PO) attainment benchmarks.

Attainment of CO

The levels of achievement are determined by the COs' specified criteria. This allows for the evaluation of various levels of assessment for the courses. The CO achievement target for PG programmes is that minimum 80% of students must score 60% and above, whereas the CO attainment benchmark for UG programmes is that minimum 50% of students must score 60% and above.

POs and COs are evaluated on a regular basis utilizing question papers mandated by the institution for internal assessment. The purpose of programme outcome evaluation committee is to assess the degree to which programme and learning objectives have been met. Assessing and monitoring outcomes determines the amount to which goals are attained. To close the gaps, well-defined action plans with add-on courses are used after the gap analysis.

The student's achievement is determined by his or her performance in both internal and external university examinations. Assignments, presentations, and other academic activities are also included in CIA.

- The domain's performance targets / criteria (measurable objectives) are also specified in the outcome assessment plan to measure the extent to which the programme learning outcomes are being met.
- Direct methods display the student's knowledge and skills from their performance in the continuous internal assessment tests, semester examinations, seminars, assignments etc. These methods provide a sampling of what students know and/or can do and provide strong evidence of student learning.
- Indirect methods such as surveys and feedbacks ask the stakeholders to reflect on student's learning. Course outcome feedback forms aid the student in assessing their own knowledge or

skills.

- Attainment level is measured in terms of student performance in internal assessments with respect to the Course Outcomes of a course in addition to the performance in the University examination.

The program-level assessment (PLO) covers the following components:

- Assessment methodology/tools such as comprehensive examination and surveys are chosen with the parameters/learning outcomes to be measured and the desired emphasis during the delivery of a programme as defined with the curriculum in mind.

Gaps in the planned aim and the results attained for each programme are recognized based on the results of the implementation of the outcome evaluation. An action plan is prepared in the outcome assessment implementation report to remedy these deficiencies.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

2.6.3

Pass percentage of Students during last five years (excluding backlog students)

Response: 80.72

2.6.3.1 Number of final year students who passed the university examination year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
170	139	92	64	96

2.6.3.2 Number of final year students who appeared for the university examination year-wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
209	158	107	88	133

File Description	Document
Institutional data in the prescribed format	View Document
Certified report from Controller Examination of the affiliating university indicating pass percentage of students of the final year (final semester) eligible for the degree programwise / year-wise.	View Document
Annual report of controller of Examinations(COE) highlighting the pass percentage of final year students	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

2.7 Student Satisfaction Survey

<p>2.7.1</p> <p>Online student satisfaction survey regarding teaching learning process</p> <p>Response: 3.85</p>	
File Description	Document
Upload database of all students on roll as per data template	View Document

Criterion 3 - Research, Innovations and Extension

3.1 Resource Mobilization for Research

3.1.1

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

Response: 1.75

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

2021-22	2020-21	2019-20	2018-19	2017-18
1.10	0.65	0	0	0

File Description

Document

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

3.2 Innovation Ecosystem

3.2.1

Institution has created an ecosystem for innovations, Indian Knowledge System (IKS), including awareness about IPR, establishment of IPR cell, Incubation centre and other initiatives for the creation and transfer of knowledge/technology and the outcomes of the same are evident

Response:

The institution provides a healthy environment, infrastructure, resources and motivation to enhance the capacity and competencies of students and faculty in research and innovative activities. Various initiatives of the institution have created an ecosystem for innovations, creation and transfer of new knowledge.

The most important among those initiatives are:

- The institution has Research cell
- ED Cell conducts Business Plan Competitions, Ideation Workshops, Entrepreneurship Mela and Startup Tales- sharing of start-up experiences- by new and established entrepreneurs, including our alumni- on the practical aspects, problems and challenges of entrepreneurship.
- The institution conducted workshops on entrepreneurship developing skills

- The institution encourages students to consider self-employment as a career option, providing necessary training in entrepreneurship.
- Institute Innovation Council was registered under the central government's Innovation Cell where students and faculty participate and organize events Lecture Series, Ideation generation Sessions and Prototype Competitions.
- The institution appointed the band Ambassador for Atal Ranking of Institutions on Innovation Achievement (ARIIA) in 2022. Training programmes, Boot camps (ALP), Knowledge enhancement workshops and personality development programmes.
- Industry-Academia Cell provides industrial exposure for hands-on experience of industries. MOUs have been signed with many Industries.
- The Intellectual Property Rights (IPR) Cell generates awareness for faculty and students in
- Protecting their intellectual property.
- Students were taken on visits to many Startup companies to understand the incubation functionalities
- Clubs are formed in all the specialisation (Marketing HR, Finance, and Analytics) which develops managerial skills and encourages young talents by organizing events like Product Launch Competition, Idea generation, Business Plan Presentation, Conferences, Panel Discussions, and Guest Lectures.
- Students are encouraged to register and complete MOOC courses, 50 students has completed the courses
- The college has conducted several national and international conferences where faculty and students have presented papers. During this assessment period,40 research papers in UGC Care List Journals have been published by faculty and students.

By offering a range of opportunities and comprehensive support, the institution establishes an inclusive ecosystem that nurtures and encourages research, innovation, and entrepreneurship. This environment is conducive to fostering personal and professional growth, benefiting both students and faculty members

Through research initiatives, students gain valuable hands-on experience and develop critical thinking skills. The institution's focus on innovation promotes creative problem-solving and fosters an entrepreneurial mindset. By providing the necessary resources, mentorship, and collaborative platforms, the institution empowers individuals to thrive and excel in their academic pursuits, contributing to their overall personal and professional development.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.2.2

Number of workshops/seminars/conferences including on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship conducted during the last five years

Response: 40**3.2.2.1 Total number of workshops/seminars/conferences including programs conducted on Research Methodology, Intellectual Property Rights (IPR) and entrepreneurship year wise during last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
10	7	3	12	8

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

3.3 Research Publications and Awards**3.3.1****Number of research papers published per teacher in the Journals notified on UGC care list during the last five years****Response: 0.85****3.3.1.1 Number of research papers in the Journals notified on UGC CARE list year wise during the last five years**

2021-22	2020-21	2019-20	2018-19	2017-18
21	4	2	13	7

File Description	Document
Link to the uploaded papers, the first page/full paper(with author and affiliation details)on the institutional website	View Document
Links to the papers published in journals listed in UGC CARE list or	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.3.2

Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years

Response: 1

3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
19	7	3	23	3

File Description	Document
Institutional data in the prescribed format	View Document
Copy of the Cover page, content page and first page of the publication indicating ISBN number and year of publication for books/chapters	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.4 Extension Activities**3.4.1**

Outcomes of Extension activities in the neighborhood community in terms of impact and sensitizing the students to social issues for their holistic development during the last five years.

Response:

- **Blood Donation camp :** The institution organizes a blood donation camp in association with the Rotary Club on a yearly basis. This camp aims to encourage students, faculty members, and the local community to donate blood. The event creates awareness about the importance of donating blood and highlights its life-saving impact on those in need. By actively participating in this initiative, individuals contribute to the well-being of society and save lives.
- **Orphanage visit:** In collaboration with the Rotary Club, the institute organizes visits to orphanages. During these visits, students and faculty members engage with the children in the orphanage, providing them with emotional support and various resources. They serve food, donate study kits, and provide necessary items to enhance the quality of life for the children. These visits not only bring joy to the children but also instil a sense of empathy and social responsibility in the students.
- **Awareness on blood donation:** The institution conducts awareness campaigns to promote blood

donation among its students and the wider community. These campaigns include informative sessions, seminars, and awareness drives that highlight the importance of blood donation. By educating individuals about the benefits of donating blood and addressing any misconceptions, the institution plays a crucial role in increasing the number of blood donors and saving lives.

- **Personal Hygiene:** Students from the institute actively engage with residents in nearby villages, emphasizing the significance of personal hygiene. They conduct interactive sessions, explaining the importance of maintaining personal hygiene and cleanliness in the surrounding areas. By raising awareness about these essential practices, the students contribute to the overall health and well-being of the community.
- **Sapling Plantation:** On occasions such as Teacher's Day and Independence Day, students participate in sapling plantation drives. They plant saplings in nearby villages to create awareness about the importance of trees and greenery in maintaining ecological balance. These initiatives contribute to a healthier environment and foster a sense of environmental responsibility among the students.
- **Awareness on reducing plastic usage:** Students are actively involved in creating awareness about reducing plastic usage. Through cleaning services, they collect plastic waste from nearby areas and communicate the detrimental effects of increasing plastic usage on the environment. By highlighting the repercussions and advocating for sustainable alternatives, the students promote responsible plastic consumption and environmental preservation.
- **Road Safety:** The institution, in association with the Rotary Club, organizes an event called "Drive to Inspire" to promote road safety. Students play a vital role in raising awareness about the importance of road safety, addressing issues related to drink and drive, and emphasizing the significance of wearing helmets for personal safety. Through interactive sessions, workshops, and campaigns, they strive to create a safer road environment.
- **NSS Camp:** The institution conducts National Service Scheme (NSS) camps for students, focusing on cleanliness drives. During these camps, students actively engage in cleaning activities to maintain cleanliness in public spaces. By participating in these cleanliness drives, students contribute to creating a cleaner and healthier environment for everyone.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.2

Awards and recognitions received for extension activities from government / government recognised bodies

Response:

The faculty and students of the institution have received recognition for their contributions to education, community development, and social work in the last five years (i.e.2017-2022). Awards and honours have been received for outstanding works and participation in extension and outreach programs. These achievements have established the college's reputation as a centre of academic excellence and

community service, reflecting its commitment to promoting social work and community development.

1. During the academic Year 2017-18, the National Service Scheme (NSS) Unit of IIBS (International Institute of Business Studies) received a letter of appreciation from the **Public Health Centre in Chikkajala**, Bangalore North Taluk, Bangalore District. The letter acknowledged the college's initiative in organizing an AIDS awareness program on the occasion of World AIDS Day.
2. The National Service Scheme (NSS) Unit of IIBS (International Institute of Business Studies) organized a Blood Donor Requirement Program during the academic session on 28/09/2022. The program aimed to create awareness among students and staff about the importance of donating blood and to encourage them to participate in the voluntary blood donation drive. The NSS unit collaborated with Jeevaraksha Voluntary Blood Bank, located on Cunningham Road, Bengaluru, to organize the program.
3. During the academic session on 28-10-2022, IIBS (International Institute of Business Studies) received letters of appreciation from two institutions, Motherhood Hospital in Sahakar Nagar, Bengaluru, and Sheshadripuram First Grade College in Yelahanka New Town, Bengaluru, for creating awareness about "Women's Health and Hygiene" on the occasion of International Girl Child Day. The program aimed to educate female students about the significance of maintaining good health and hygiene practices.
4. During the academic session on 22-12-2022, the National Service Scheme (NSS) Unit of IIBS (International Institute of Business Studies) received a letter of appreciation from Abhivruddhi Foundation (R.), located on the BEO Office Campus in Devanahalli Town, Bengaluru. The letter acknowledged the college as "**The Best Service Provider**" from the NSS Unit. This recognition serves as a testament to the college's commitment to community service and its efforts to promote social welfare.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

3.4.3

Number of extension and outreach programs conducted by the institution through organized forums including NSS/NCC with involvement of community during the last five years.

Response: 56

3.4.3.1 Number of extension and outreach Programs conducted in collaboration with industry, community, and Non- Government Organizations through NSS/ NCC etc., year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
11	14	14	12	5

File Description	Document
Photographs and any other supporting document of relevance should have proper captions and dates.	View Document
Institutional data in the prescribed format	View Document
Detailed report for each extension and outreach program to be made available, with specific mention of number of students participated and the details of the collaborating agency	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

3.5 Collaboration

3.5.1

Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Response: 36

File Description	Document
Summary of the functional MoUs/linkage/collaboration indicating start date, end date, nature of collaboration etc.	View Document
List of year wise activities and exchange should be provided	View Document
List and Copies of documents indicating the functional MoUs/linkage/collaborations activity-wise and year-wise	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 4 - Infrastructure and Learning Resources

4.1 Physical Facilities

4.1.1

The Institution has adequate infrastructure and other facilities for,

- **teaching – learning, viz., classrooms, laboratories, computing equipment etc**
- **ICT – enabled facilities such as smart class, LMS etc.**

Facilities for Cultural and sports activities, yoga centre, games (indoor and outdoor), Gymnasium, auditorium etc (Describe the adequacy of facilities in maximum of 500 words.)

Response:

International Institute Business Studies (IIBS) has sufficient Physical infrastructural facilities and is well equipped to support the teaching and learning process.

Classrooms: There are 26 Classrooms - well-furnished, well ventilated and spacious equipped with LCD projectors apart from which there is also a writing board. The ICT Classrooms have provision for Multimedia learning and Wi-Fi connectivity.

Seminar Halls – The institution has 02 Seminar halls’ and both are enabled with ICT facility and well-equipped Audio Systems. One of the seminar halls is equipped with an interactive touch board (Smart Board) for all practical classes. Apart from classroom teaching the seminar halls are also used for the various Internal / National / International Seminars and Workshops.

Computer Lab – IIBS has 2 computer labs which are well equipped with 90 Desktop computers. The systems have the latest upgraded configuration. Both labs are fully functional and have UPS backup for consistency.

IT Support Facilities - A separate IT enabled room in the campus facilitates all the IT related support and student IT support services. The Institution Server Control Room caters to all IT Services for all Departments. The language lab consists of computers with headphones which provide recorded pronunciations in different languages.

Learning Resource Centre (LRC) - Our Institute is well equipped with 2 libraries with a seating capacity of 160. It holds over 18000 books and Journals (both print and electronic) and is wi-fi enabled. The ILMS installed in the library is Easylib 6.4a with cloud computing version Could Version 6.4a and this is used for the automation of all library documents which includes Books, Journals, dissertation projects of students.

Sports Facilities - Indoor facility for Table Tennis, Carom and Chess is provided. Yoga classes are conducted every Saturday for students for their physical and mental health. The college also has a 2-acre sports ground for outdoor sports and games like Cricket, Volley Ball and Kabbadi.

Other Facilities - Separate common rooms for Boys and Girls, Medical Center, Open Air Theatre for

Experiential Learning, R.O. Drinking Water Facilities, Fire Safety and 10 College Buses for transportation of Students and Faculty members.

IIBS has an open amphitheater used for various cultural events and open discussions to showcase students' talent.

IIBS provides ramps, wheelchair and elevator facilities and also equipped with disabled-friendly toilets for specially challenged students. Institution is facilitated by UPS for uninterrupted learning. The campus is 100 percent LED lit reducing power consumption, and also has solar streetlights. College has hostel facilities for boys and girls.

Cafeteria providing refreshments is well maintained. The campus greenery is well supported by the Rainwater harvesting facility.

A sewage treatment plant to recycle the water resources and operates free bus service for its employees and paid service to students staying off campus. For the security measures, CCTV is installed in all the corners in and outside campus and 24/7 security personn

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.1.2

Percentage of expenditure for infrastructure development and augmentation excluding salary during the last five years

Response: 6.38

4.1.2.1 Expenditure for infrastructure development and augmentation, excluding salary year wise during last five years (INR in lakhs)

2021-22	2020-21	2019-20	2018-19	2017-18
25.35	8.4	12.6	241.4	188

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for infrastructure augmentation should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.2 Library as a Learning Resource

4.2.1

Library is automated with digital facilities using Integrated Library Management System (ILMS), adequate subscriptions to e-resources and journals are made. The library is optimally used by the faculty and students

Response:

The Library is fully automated with Wi-Fi enabled and has seating capacity of 160 students. The Easylib automation software with cloud computing version is being used for the automation of the library documents which includes Books, Journals, and dissertation projects of students.

The software is user friendly and designed for effective management for all the library aspects. The software is designed to handle the collection of both hard and soft copies of the documents. The software runs on the windows operating system and hence it is an excellent graphic user interface. Additional 15 systems are installed for the digital library purpose and e-access.

The college library is the Learning Resource Center for teaching and learning activities. The library is maintained by a well-qualified Chief Librarian supported by two assistant librarians. Our college library expands its collection of print and electronic materials, providing necessary and sufficient support for the students' academic and research needs. Both the reference and stack sections of the College library have an open access system.

The fundamental purpose of an academic library is to give resources and research assistance to the institution's students and faculty members. The library provides specific course-related resources such as textbook copies, reference books, collection of previous year question papers, article readings, journals and so on. For students on campus and off campus, access to academic library and digital resources provides a peaceful study environment.

The principal chairs the Library Advisory Committee. The librarian is supported by the principal and the members. It discusses the expanding demands of the library's current and future needs apart from the other issues. The committee has made useful constructive ideas and undertaken several actions during its meetings in order to make the library more user-friendly.

Library audit is conducted annually by the library audit committee constituted with department heads. A few of the library advisory committee recommendations are:

- Dellnet facility renewal and effective utilization to meet learner needs.
- The OPAC module allows the user to search by entering the preferred terms for the information retrieval.
- Providing a bulletin board where employees, students, and other vital information can be displayed.
- The committee establishes rules for purchasing books, journals, and software for the library.
- The committee ensures that staff and students make the best use of library resources, and it takes corrective action in response to issues made by students and employees through feedback.
- Purchasing new books and renewing subscriptions to periodicals.
- Barcode facility is initiated for all the books.

Features of library are

- Circulation and reference section
- SC-ST book banks
- Periodicals Section
- Competitive examination book section
- The Library has a link with the College website.
- Library is automated with EasyLib (Cloud Computing version) automation software.
- Computers are available in the library for student/staff access.
- Library is equipped with reprography facilities.
- Fire extinguisher

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3 IT Infrastructure

4.3.1

Institution frequently updates its IT facilities and provides sufficient bandwidth for internet connection

Describe IT facilities including Wi-Fi with date and nature of updation, available internet bandwidth within a maximum of 500 words

Response:

International Institute of Business Studies is a completely IT enabled Campus covering all the corners with wi-fi and all necessary IT equipment. All classrooms are installed with Projector for teaching

support along with a separate router for every classroom for the access of internet the students. Students can access all the journals and online information sitting anywhere in the campus.

Institute is having TATA tele lease wi-fi as the vendor of wi-fi with 100 MBPS connected to the IT server room and distributed to all over the campus to through routers linked to the Classrooms, Library and common areas also. By this, both the students and faculty members can easily avail the internet connection facility at all the corners of the campus.

All the computers in the computer lab are supported upto 50Mbps LAN and 1000-user capacity of LAN and Wi-fi system. The desktops are running on Linux (Ubuntu), windows 7 and windows 10 (home / pro) operating system. All the Desktop's are having office 2016/2010 (Lifetime License) installed. The college provides all Updated open source software to the students.

IT lab is equipped with software's such as Tally, Visual Basic and frequently updated (Lifetime License). A backup is taken for all the systems frequently when required by IT department. LAN and Network connections are also monitored by the IT consultant all times.

Institute bought the latest version of ERP – Herizen for all the academic and administrative requirements. The ERP is accessed by both the staff and students to cross check the various data sets. The Parents were also having the access to ERP which allows them to check on the progress reports of their children.

The ILMS installed in the library is Easylib 6.4a with cloud computing version Could Version 6.4a and this is used for the automation of all library documents which includes Books, Journals, dissertation projects of students, etc.

The college classrooms are enabled with ICT technology and the projectors a installed in the classrooms and Board rooms for classes and meetings. 02 seminar halls are equipped with Multimedia systems and one of the seminar hall is having the smart board feature.

Institute is having 105 Desktops/Workstations (2 Computer labs and 1 Digital Library) and a total of 232 laptops are given to the students in the current year for the study and research purpose. Our Computer Labs are having adequate number of desktops for student learning and information resources.

There are 84 CCTV's installed in the campus for security reasons. The CCTV server room is connected to the wi-fi system to support the access for live feeding. The IT server room, Projectors in the classrooms and routers are connected to the efficient UPS (Uninterruptable Power Supply) system which has power backup for 4 hours.

The College has employed a full time Systems Administrator. The College has one high configuration server to allow fast transmission of data to the various intra and interconnect systems. These servers are: Edge R50 server.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

4.3.2**Student – Computer ratio (Data for the latest completed academic year)****Response:** 2.21**4.3.2.1 Number of computers available for students usage during the latest completed academic year:**

Response: 337

File Description	Document
Purchased Bills/Copies highlighting the number of computers purchased	View Document
Extracts stock register/ highlighting the computers issued to respective departments for student's usage.	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

4.4 Maintenance of Campus Infrastructure**4.4.1**

Percentage expenditure incurred on maintenance of physical facilities and academic support facilities excluding salary component, during the last five years (INR in Lakhs)

Response: 33.85**4.4.1.1 Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component year wise during the last five years (INR in lakhs)**

2021-22	2020-21	2019-20	2018-19	2017-18
264	247	383	817	813

File Description	Document
Institutional data in the prescribed format	View Document
Audited income and expenditure statement of the institution to be signed by CA for and counter signed by the competent authority (relevant expenditure claimed for maintenance of infrastructure should be clearly highlighted)	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 5 - Student Support and Progression

5.1 Student Support

5.1.1

Percentage of students benefited by scholarships and freeships provided by the institution, government and non-government bodies, industries, individuals, philanthropists during the last five years

Response: 66.83

5.1.1.1 Number of students benefited by scholarships and freeships provided by the institution, Government and non-government bodies, industries, individuals, philanthropists during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
621	419	264	112	176

File Description

Document

Year-wise list of beneficiary students in each scheme duly signed by the competent authority.

[View Document](#)

Upload Sanction letter of scholarship and free ships (along with English translated version if it is in regional language).

[View Document](#)

Upload policy document of the HEI for award of scholarship and freeships.

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

5.1.2

Following capacity development and skills enhancement activities are organised for improving students' capability

- 1. Soft skills*
- 2. Language and communication skills*
- 3. Life skills (Yoga, physical fitness, health and hygiene)*
- 4. ICT/computing skills*

Response: A. All of the above

File Description	Document
Report with photographs on Programmes /activities conducted to enhance soft skills, Language and communication skills, and Life skills (Yoga, physical fitness, health and hygiene, self-employment and entrepreneurial skills)	View Document
Report with photographs on ICT/computing skills enhancement programs	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.1.3

Percentage of students benefitted by guidance for competitive examinations and career counseling offered by the Institution during the last five years

Response: 49.58

5.1.3.1 Number of students benefitted by guidance for competitive examinations and career counselling offered by the institution year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
305	390	150	198	138

File Description	Document
Upload supporting document	View Document
Institutional data in the prescribed format	View Document

5.1.4

The institution adopts the following for redressal of student grievances including sexual harassment and ragging cases

- 1.Implementation of guidelines of statutory/regulatory bodies**
- 2.Organisation wide awareness and undertakings on policies with zero tolerance**
- 3.Mechanisms for submission of online/offline students' grievances**
- 4.Timely redressal of the grievances through appropriate committees**

Response: A. All of the above

File Description	Document
Proof w.r.t Organisation wide awareness and undertakings on policies with zero tolerance	View Document
Proof related to Mechanisms for submission of online/offline students' grievances	View Document
Proof for Implementation of guidelines of statutory/regulatory bodies	View Document
Details of statutory/regulatory Committees (to be notified in institutional website also)	View Document
Annual report of the committee motioning the activities and number of grievances redressed to prove timely redressal of the grievances	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.2 Student Progression

5.2.1

Percentage of placement of outgoing students and students progressing to higher education during the last five years

Response: 57.22

5.2.1.1 Number of outgoing students placed and / or progressed to higher education year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
91	98	78	31	23

5.2.1.2 Number of outgoing students year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
170	139	92	64	96

File Description	Document
Number and List of students placed along with placement details such as name of the company, compensation, etc and links to Placement order(the above list should be available on institutional website)	View Document
List of students progressing for Higher Education, with details of program and institution that they are/have enrolled along with links to proof of continuation in higher education.(the above list should be available on institutional website)	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.2.2

Percentage of students qualifying in state/national/ international level examinations during the last five years

Response: 49.73

5.2.2.1 Number of students qualifying in state/ national/ international level examinations year wise during last five years (eg: IIT/JAM/NET/SLET/GATE/GMAT/GPAT/CLAT/CAT/ GRE/TOEFL/ IELTS/Civil Services/State government examinations etc.)

2021-22	2020-21	2019-20	2018-19	2017-18
41	59	44	24	16

File Description	Document
List of students qualified year wise under each category and links to Qualifying Certificates of the students taking the examination	View Document
Institutional data in the prescribed format	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

5.3 Student Participation and Activities

5.3.1

Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years

Response: 3

5.3.1.1 Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
2	0	0	0	1

File Description**Document**

list and links to e-copies of award letters and certificates

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

Provide Links for any other relevant document to support the claim (if any)

[View Document](#)

5.3.2

Average number of sports and cultural programs in which students of the Institution participated during last five years (organised by the institution/other institutions)

Response: 6.8

5.3.2.1 Number of sports and cultural programs in which students of the Institution participated year wise during last five years

2021-22	2020-21	2019-20	2018-19	2017-18
11	2	2	8	11

File Description**Document**

Upload supporting document

[View Document](#)

Institutional data in the prescribed format

[View Document](#)

5.4 Alumni Engagement

5.4.1

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

Response:

IIBS Alumni Association acts as a ambassador for the institution and the members serve as role models for current students. Alumni are key stakeholders who help the institution grow both financially and non-financially. Over the last five years, the IIBS Alumni Association has made considerable financial and non-financial contributions to the development of the institution.

The IIBS Alumni Association was established in 2016 and it is recently registered under the Societies Registration Act 1960 with registration number DRB.1/SOR/346/2021-22. All students who have graduated are eligible to join the alumni association. The following are some of the ways our alumni help their alma mater:

- Alumni have contributed to the Alumni Fund
- Alumni serve on IQAC and give valuable suggestions for the development of the institution.
- Alumni help in getting HR managers from MNC's through their contacts for campus placements.
- Alumni have delivered guest lectures and motivate current students.
- Alumni provide support for conducting Co-curricular and extra-curricular activities.

Several efforts are being initiated to strengthen the link with the Alumni in the coming years.

Alumni meetings are held periodically for networking, fostering social connections, and imparting knowledge to students for project guidance, internship opportunities, and competitive exams. The main Contribution are:-

1. Book Donation: Contribution by donating Books.
2. Donation towards alumni fund (for purchasing mementos for annual cultural and sports events and for 10th year celebration of college)
3. Alumni Interaction: They are resource persons for a variety of events, including guest lectures and panel discussions. They contribute ideas and share their experiences in the areas of skills, new technologies and trends in the workplace, knowledge application, and corporate culture.
4. Placement and Career Guidance Assistance: Many alumni members are employed in the corporate sector. They keep the professors and the placement officer up to date on current job openings. They help and advice students through the preparation for the interview process. They also share their experiences with students and encourage them to pursue careers in a variety of fields.
5. Entrepreneurship Awareness: Some of our alumni have decided to become job makers rather than be job seekers and hence have started businesses in a variety of fields. Many of them are first-generation entrepreneurs. During their time at IIBS, they decided to pursue a career as

entrepreneurs. They acquired a variety of talents and information during their entrepreneurial adventure. They share their success stories and struggles with the students.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

Criterion 6 - Governance, Leadership and Management

6.1 Institutional Vision and Leadership

6.1.1

The institutional governance and leadership are in accordance with the vision and mission of the Institution and it is visible in various institutional practices such as NEP implementation, sustained institutional growth, decentralization, participation in the institutional governance and in their short term and long term Institutional Perspective Plan.

Response:

Smt. B. Sarojini Devi Charitable trust, the parent body constitutes the Governing Body of the Institution which governs the institution at the apex level. The governance of the Institution is based on guidelines of University Grants Commission, Karnataka State Council of Higher Education, All India Council for Technical Education. The Vision of the institution is 'To provide the underprivileged students innovative, holistic & global education to bring equity in the society'.

Mission:

The mission of the organization is covering the following ideologies

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

The Institution focuses on its Vision and Mission during any policy making. The Institution constantly urges its faculty to achieve excellence in academic and research and mould the students into responsible citizens, to serve the changing needs of society. Regular upgradation of curriculum is encouraged through continuous research and social engagement.

IIBS has a mechanism for delegating authority and providing operational autonomy to all the various functionaries to work towards decentralized governance system. Views of all stakeholders concerned are taken into consideration before arriving at any decision. Faculty members are given representation in various committees/cells and allowed to conduct various programs to showcase their abilities. They are encouraged to develop leadership skills by being in charge of various academic, co-curricular, and extracurricular activities. They are given authority to conduct industrial tours and to have tie-up with industry experts and are appointed as coordinator and convener for organizing seminars/workshops/conferences/FDPs. Training Placement and Career Guidance cell to help students on Training and Placement activities towards the corporate need, Entrepreneurship Development Cell to inculcate ED activities, Cultural and sports club coordinators for Planning, execution and supervision of cultural and sports activities, Internal Complaint Committee to address Student grievances, equal

opportunity, prevention and action against anti-ragging, Library Committee for management of learning resources and Industry Academia Interaction cell to collaborate with different industries.

The vision and mission of the institution clearly shows the ideology and purpose of the management in establishing the institution.

IIBS has successfully implemented National Education Policy (NEP) as per the guidelines of Bangalore City University (BCU). The organization is striving to realizing its vision and mission by focussing on holistic development of the students by introducing serveral initiatives such as IIBS finishing school, introducing scholarships for deprived students, giving priority to near by community students in admissions that help the students to explore excellent quality of education at IIBS

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.2 Strategy Development and Deployment

6.2.1

The institutional perspective plan is effectively deployed and functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment, service rules, and procedures, etc

Response:

IIBS recognizes the importance of participatory management and power of decentralization in day-to-day operations. This is accomplished through establishing an effective organizational structure that helps in enhancing student's overall holistic development through curriculum development and also through participation in extra-curricular, co-curricular, and administrative activities. Chairman of the institution holds a major position as Registrar of the institution, Director of Admissions and Accounts manager report to him about their respective departments. Academic director is in charge of all the academics activities, he/she receives updates from various departments through the institution's Principal and various heads of the department, Controller of examination; placements department operates within the purview of Principal's instructions. Faculty members of various departments report to their respective department head in terms of communicating their work progress as well as to get a roadmap on academic operations. The librarian reports to the academic director of the institution. Administrative manager of the institution reports to Director Admissions as well as registrar depending on the nature of work assigned as per the department. Reception, Hostel and canteen, Office staff, maintenance, security staff, drivers and IT departments come within the purview of administrative department. Various committees have been formed for the smooth functioning of the institution. The institution's strategic plan is

designed and executed in the direction of realizing its vision and mission. A detailed employee manual consisting of various policies related to employment was designed and implemented in the process of realizing the vision and mission of the organization. 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 institution and helps in improving the quality of education. The strategic plan deployment is evident through

1. Curriculum
2. Admissions, Teaching, Learning and Evaluation
3. Research & Consultancy
4. Extension activities
5. Entrepreneurship development
6. Governance and leadership
7. Student support and progression

Decentralization:

The Institution's administration is well structured and operates in a decentralized manner by delegating functions to various Committees. The Head of the Department in consultation with the members of the Staff identifies class coordinators to monitor the performance of the students. Teachers are delegated administrative functions to facilitate decentralization of administration..

Participative management:

Principal nominates all faculty, students and non-teaching staff as members of various committees for effective results. Committees such as Finance Committee, Academic Council, Academic Planning & Infrastructure Development Committee, Examination cell, Research and Development Cell, Training and placement Committee, Library Committee, Disciplinary Committee, Anti-Ragging Committee and Grievance Redressal Cell etc. are successfully established in the institution. Principal monitors the functioning of the above Committees/Cell. Each of the cells meet regularly and ensure effective functioning. The committees also provide an opportunity for the staff and students to participate in decision making.

File Description	Document
Upload Additional information	View Document
Institutional perspective Plan and deployment documents on the website	View Document
Provide Link for Additional information	View Document

6.2.2

Institution implements e-governance in its operations

- 1. Administration**
- 2. Finance and Accounts**
- 3. Student Admission and Support**
- 4. Examination**

Response: A. All of the above

File Description	Document
Screen shots of user interfaces of each module reflecting the name of the HEI	View Document
Institutional expenditure statements for the budget heads of e-governance implementation ERP Document	View Document
Annual e-governance report approved by the Governing Council/ Board of Management/ Syndicate Policy document on e-governance	View Document

6.3 Faculty Empowerment Strategies

6.3.1

The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Response:

Welfare measures in the college:

- All faculty and staff, covered under the Provident Fund Scheme are eligible for Family Pension subject to the rules of the Provident Fund.
- Staff quarters are provided with minimum charges towards accommodation and electricity
- Free Transport for all the employees.
- Emergency loans are given to employees for medical emergencies / natural calamities subject to availability of funds.
- Interest-free salary advances for festivals once in a year subject to fund availability.
- Free boarding and Lodging for Warden / Assistant Warden post
- Accommodation is provided to the Security Guards in the institution campus free of cost.
- Free lunch is provided to all the employees staying in the hostel.
- Free three meals every day is given to the security personnel, maintenance staff and drivers.
- Provision of a separate Dining Hall for the benefit of the employees.
- In the event of the death of an employee, while in service his dependent will be considered for employment, depending on individual merits subject to the availability of the posts.
- Two sets of stitched uniforms are provided to the supporting staff and the maintenance staff per academic year.
- One pair of Shock Proof Shoes with two pairs of socks are provided to electricians. Attendants and Drivers are also given one pair of shoes and two pairs of socks.

- Free Tea / Coffee is provided to all the employees during college working hours.
- Medical Room is available in the campus. Free consultations and free treatment and emergency medicines are provided by the Doctor to the staff and students.
- Reimbursement of travel expenses to the staff and students is permitted for training programs, meetings, conferences etc.,
- Free WIFI internet facility is made available in the campus.

Faculty outing: Institution takes care for best co-ordination, best entertainment college for providing an all expenses met outing program once a year.

Appraisal system: The institution has effective performance appraisal system for the human resources employed in the institution with the help of a well-structured appraisal policy. The performance appraisal system helps in improving the performance areas of employees. The Performance Based Appraisal System (PBAS) stipulated by the institution is followed and each faculty member has to enter his or her self-appraisal score, which will be verified by the respective HOD and the appraisal committee members. Annual Appraisal of every employee is conducted in December each year. Based on the self-appraisal report, appraisal committee prepares a Confidential Report on the performance of the employee with regard to work, conduct, initiatives, deficiencies, etc. Deficiencies are brought to the notice of the employee at the appraisal meetings itself. The appraisal report is the basis for deciding annual increment, special increments and even disciplinary action. For the newly recruited employees, a review on the appraisal for the work period is taken and considered for the appraisal on a proportional basis. The current procedure for appraisal of teachers is primarily concerned with the areas of their teaching, contribution to administration, professional development and research.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.3.2

Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

Response: 32.24

6.3.2.1 Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
21	2	8	4	14

File Description	Document
Policy document on providing financial support to teachers	View Document
Institutional data in the prescribed format	View Document
Copy of letter/s indicating financial assistance to teachers and list of teachers receiving financial support year-wise under each head.	View Document
Audited statement of account highlighting the financial support to teachers to attend conferences / workshop s and towards membership fee for professional bodies	View Document

6.3.3

Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Response: 11.02

6.3.3.1 Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
19	2	1	10	9

6.3.3.2 Number of non-teaching staff year wise during the last five years

2021-22	2020-21	2019-20	2018-19	2017-18
44	44	44	44	44

File Description	Document
Institutional data in the prescribed format	View Document
Copy of the certificates of the program attended by teachers.	View Document

6.4 Financial Management and Resource Mobilization

6.4.1

Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ nongovernment organizations) and it conducts financial audits regularly (internal and external)

Response:

The institute's financial needs are met by the management, which is organized in a methodical manner through a committee meeting that includes the chairman, the institute's head, and the administrative department heads. The financial requirements of each department are provided to the committee members, who analyze them and make decisions on how to allocate cash based on the priority of resource requirements and institution operational expenditures. The budgeting committee meets on a regular basis to analyze the papers in order to understand how funds are being used and to forecast whether any more funds are needed above the budgeted amount.

Internal budgeting is done by the departmental heads. Internal and external audit is done on a regular basis to ensure that financial papers are validated in a timely manner and that the institute complies with all legal compliance pertaining to financial matters

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5 Internal Quality Assurance System

6.5.1

Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes. It reviews teaching learning process, structures & methodologies of operations and learning outcomes at periodic intervals and records the incremental improvement in various activities

Response:

IQAC at IIBS works towards being an effective and efficient internal coordinating and monitoring mechanism for the institution. It plays a vital role in enhancing the quality of the institution and is an assurance mechanism, suggesting quality enhancement measures to be adopted.

The role and functions of the IQAC of the college are:

- Developing and implementing quality benchmarks in the academic and administrative processes

of the institution

- Ensuring proper documentation and maintenance of records related to academic and administrative activities
- Facilitating feedback mechanisms to enhance the overall quality of academic and administrative practices
- Conducting periodic reviews and evaluations of the performance of various departments, teaching and non-teaching staff, and other stakeholders
- Organizing faculty development programs and workshops to enhance teaching and research skills
- Developing and implementing policies and strategies to promote research and extension activities in the institution
- Establishing linkages with other institutions of higher education and industries for collaborative research and academic exchange programs
- Ensuring compliance with the regulatory bodies and accreditation agencies
- Preparing the institution for the assessment and accreditation process

In the last five years, the IQAC met regularly with a periodicity of once every semester. These meetings were attended by members of the faculty, administrative staff, as well as external experts who were invited to provide their valuable inputs. During these meetings, some of the major decisions that were taken are implement FEC (Feedback, Evaluate and criterion) model to initiate consistent action for achieving the academic and administrative quality assurance.

The role played by the external members was crucial in providing an impartial perspective on the functioning of the institution and assisting in identifying the areas that needed attention towards Participative Learning Hence, radical changes have been made in pedagogy. Students are involved in role-play, case studies and puzzle solving are some of the techniques used by several departments. Trouble shooting, Brainstorming sessions, Panel discussions and Management games are the tactics employed by the staff of Management Studies to make their wards industry-read.to expose the present students to possible extent for better placement

Student representatives also played an important role in providing feedback on the quality of education provided and the measures taken to improve the same in Skill Based Education with the introduction of MOOCs, Add on Programmes, Industry Interactive Session / Workshops, Industrial visits which provides infinite opportunities for students. The institution quickly embraced these opportunities for knowledge and skill enhancement of students.

Promoting Research Culture to set clear research goals and communicate the same effectively to faculty through benchmarking, Faculty members to attend various international and national level conferences, seminars, workshops and panel discussions. With the intention of developing a culture of research, the institution has allocated significant resources for training and support in research related activities. By organizing various training programs related to applying for research Non Govt funded projects, FDPs on research methodologies, maintaining research quality, workshops. This has motivated faculty to inquire, explore and get their research works published in reputed UGC-CARE list, Scopus indexed journals and web of science.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

6.5.2**Quality assurance initiatives of the institution include:**

- 1.Regular meeting of Internal Quality Assurance Cell (IQAC); quality improvement initiatives identified and implemented**
- 2.Academic and Administrative Audit (AAA) and follow-up action taken**
- 3.Collaborative quality initiatives with other institution(s)**
- 4.Participation in NIRF and other recognized rankings**
- 5.Any other quality audit/accreditation recognized by state, national or international agencies such as NAAC, NBA etc.**

Response: A. Any 4 or more of the above

File Description	Document
Quality audit reports/certificate as applicable and valid for the assessment period.	View Document
NIRF report, AAA report and details on follow up actions	View Document
List of Collaborative quality initiatives with other institution(s) along with brochures and geo-tagged photos with caption and date.	View Document
Link to Minute of IQAC meetings, hosted on HEI website	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

Criterion 7 - Institutional Values and Best Practices

7.1 Institutional Values and Social Responsibilities

7.1.1

Institution has initiated the Gender Audit and measures for the promotion of gender equity during the last five years.

Describe the gender equity & sensitization in curricular and co-curricular activities, facilities for women on campus etc., within 500 words

Response:

The International Institute of Business Studies is committed to promoting gender equity and fostering a safe and inclusive environment for all its Faculty, staff and students. The institute has implemented several measures to achieve these goals.

Firstly, IIBS enforces a comprehensive campus Code of Conduct that explicitly prohibits any form of harassment or discrimination based on gender, caste or creed or any other identity. This code of conduct serves as a guiding principle for students, faculty, and staff, emphasizing the importance of respect, equality, and non-discrimination.

To address issues of harassment and ragging, the institute has established an Anti-Ragging Committee and a Student Grievance and Redressal Committee. These committees are responsible for promptly addressing any complaints related to harassment, ensuring that appropriate actions are taken, and providing support to the affected individuals.

IIBS recognizes that students need an awareness in promoting gender equity. Thus, the institute organizes seminars and workshops focused on gender equity and women's empowerment. These events provide a platform for discussions on topics such as gender equality, women's health care access, gender-based violence prevention, and the legal protections and rights afforded to women and marginalized communities in the country. These initiatives aim to increase awareness, challenge stereotypes, and promote inclusivity within the student community.

- 2017 – 2018: Two seminars on gender equality and gender sensitization
- 2018 – 2019: Seminar on understanding gender equality in constitution and a workshop on gender sensitization was conducted.
- 2019 – 2020: Seminar on Awareness on gender sensitization and sensitizing children
- 2020 – 2021: Workshop on Women Empowerment and a Seminar on Gender Health and marginalization
- 2021 – 2022: Seminar on Gender Sensitization and workshop on women's empowerment

In order to ensure the safety and security of all students, particularly women, IIBS has implemented

various measures. The institute has installed cameras and CCTV throughout the campus, which constantly monitors the premises and helps in maintaining a safe environment. This surveillance system acts as a deterrent against any untoward incidents and helps in timely response to any security concerns.

Additionally, IIBS has a robust sexual harassment policy in place, which provides guidelines and procedures to address any instances of sexual harassment. This policy emphasizes the importance of creating a supportive and respectful environment and encourages reporting and redressal mechanisms for victims of harassment.

Recognizing the importance of menstrual hygiene and accessibility, IIBS has installed sanitary napkin vending machines and incinerators within the campus. This initiative ensures that female students have easy access to sanitary products and proper disposal facilities, promoting their well-being and comfort. IIBS provides for separate waiting room and washrooms for girls.

Through the enforcement of a comprehensive campus code of conduct, the establishment of committees to address grievances, organizing seminars and workshops, implementing safety measures, adopting a sexual harassment policy, providing menstrual hygiene facilities, and offering scholarships for girl students, IIBS demonstrates its commitment to gender equity, student well-being, and a supportive educational environment.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.1.2

The Institution has facilities and initiatives for

- 1. Alternate sources of energy and energy conservation measures**
- 2. Management of the various types of degradable and nondegradable waste**
- 3. Water conservation**
- 4. Green campus initiatives**
- 5. Disabled-friendly, barrier free environment**

Response: A. 4 or All of the above

File Description	Document
Policy document on the green campus/plastic free campus.	View Document
Geo-tagged photographs/videos of the facilities.	View Document
Circulars and report of activities for the implementation of the initiatives document	View Document
Bills for the purchase of equipment's for the facilities created under this metric	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.3

Quality audits on environment and energy regularly undertaken by the Institution. The institutional environment and energy initiatives are confirmed through the following

- 1.Green audit / Environment audit**
- 2.Energy audit**
- 3.Clean and green campus initiatives**
- 4.Beyond the campus environmental promotion activities**

Response: A. All of the above

File Description	Document
Report on Environmental Promotional activities conducted beyond the campus with geo tagged photographs with caption and date	View Document
Policy document on environment and energy usage Certificate from the auditing agency	View Document
Green audit/environmental audit report from recognized bodies	View Document
Provide Links for any other relevant document to support the claim (if any)	View Document

7.1.4

Describe the Institutional efforts/initiatives in providing an inclusive environment i.e., tolerance and harmony towards cultural, regional, linguistic, communal socioeconomic and Sensitization of students and employees to the constitutional obligations: values, rights, duties and responsibilities of citizens (Within 500 words)

Response:

The institution is committed to creating a diverse and inclusive environment for all its students and employees. The institute believes in promoting tolerance and harmony among its stakeholders at the cultural, regional, linguistic, communal, and socio-economic levels. It is dedicated to sensitizing its students and employees to the constitutional obligations, values, rights, duties, and responsibilities of citizens.

In sensitizing our students and employees to the constitutional obligations, values, rights, duties, and responsibilities of citizens. We believe in fostering a deep understanding and appreciation for our country's heritage and democratic principles. As part of our commitment to this cause, we celebrate various commemorative events throughout the year.

The College organizes various programmes to commemorate Independence Day, Republic Day, Gandhi Jayanthi, International Women's Day, and Ambedkar Jayanthi, thus sensitizing students and employees to the constitutional obligations, values, rights, duties, and responsibilities of citizens. These events not only promote patriotism and nationalism but also help to create awareness about the importance of upholding the values enshrined in the Indian Constitution.

One of the ways that IIBS promotes an inclusive environment is through its celebration of various cultural, regional, and religious festivals. The institute celebrates festivals such as Dussehra, Diwali, Ganesh Chaturdasi, Buddha Purnima, Holi, Ramzan, and Christmas, which helps to create a sense of community and belonging among students and employees from diverse backgrounds. These celebrations also provide an opportunity for students and employees to learn about different cultures and traditions and appreciate their differences.

The institute encourages students to participate in extracurricular activities such as 'IGNITE' - inter-college cultural fest, 'Surface' - intra-college cultural fest for PG, Kalakruthi - intra-college cultural fest for UG, Freshers day, Farewell day, Ethnic day, and Rainbow day. These activities provide an opportunity for students to showcase their talents and interact with their peers from diverse backgrounds.

IIBS encourages students to participate in community service activities such as blood donation camps, tree plantation drives, and cleanliness drives through NSS and Rotaract. These activities instil a sense of social responsibility and civic duty among students and help them develop a deeper understanding of the issues facing society.

Moreover, the institute has a dedicated team of qualified counsellors who provide guidance and support to students who may be facing personal or academic challenges. The counsellors are sensitive to the needs of students from diverse backgrounds and provide a safe and supportive environment where students can seek help and guidance.

File Description	Document
Upload Additional information	View Document
Provide Link for Additional information	View Document

7.2 Best Practices

7.2.1

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

Response:

The practice:

Finishing School Program

- The IBS finishing school programme has been designed to be semester specific, allowing the aspirant to gradually improve his skills and evolve while accumulating all market needs.
- The Board of Syllabus Committee is responsible for developing the curriculum for the Finishing School Program, which is then made available to the students. The course outline is written in accordance with the standards of the university, and it includes both course objectives and course outcomes. Every single certification class is expected to last for a total of forty hours. At the end of each course, students are given a test that is designed to evaluate how well they have learned the material covered in that class. Students will be placed in different groups according to their grade levels, and additional remedial classes will be offered. The students' progress will be reassessed through testing after they have completed the remedial classes.
- The placement officer has access to all of the available certification courses in order to ensure that they are placed in the organization that can provide them with the best benefits package.
- The finishing school curriculum is intended to be taught primarily by industry experts. As a result, external resource persons will teach 70% of the IFS Syllabus and internal faculty will teach 30%. Candidates for the certificate are evaluated by both an external and internal team in a 60:40 split.
- Major constraint in implementation of the IFS is to incorporate the timetable along with the university curriculum.

Ensured Student's Holistic Development

- Corporate connect: To provide students with practical knowledge and industry insights, IBS facilitates interaction between students and corporate representatives. This includes bringing in guest speakers from various industries to give lectures, as well as organizing workshops, seminars, and internships for students. Such interactions can help students understand industry expectations and better prepare them for the job market.
- Alumni connect: Staying in touch with alumni is critical for educational institutions to keep track of their graduates' success and provide guidance to current students. The IBS Alumni Association has been registered, and the alumni committee holds regular meetings where alumni share their experiences and insights with current students, serve as mentors, and provide networking opportunities.
- Student exchange: IBS has signed two Memorandums of Understanding (MOUs) with other educational institutions to facilitate student exchange programmes that allow students to study and learn about different cultures while broadening their perspectives. Students learn about various academic systems, acquire language skills, and engage in new cultural practices. Such

programmes can provide invaluable opportunities for personal and academic development.

- Clubs & Activities: IIBS constituted several clubs to promote student engagement, enhance the learning experience, and provide opportunities for students to develop leadership and organizational skills. These clubs can organize events such as festivals, sports, and women centric activities etc.
- Adoption of Villages & Schools: IIBS is adopting villages (Unnat Bharat Abhiyan) and government schools (Innovation Ambassador), respectively, to promote social responsibility and community service among students and to help uplift the rural community by providing them with knowledge and skills that can improve their quality of life.
- Blood donations: Blood donation drives are organized on campus to promote social responsibility and community service among students. Along with blood donations, students health is monitored twice an year through medical camp conducted within the campus. Such initiatives can help students understand the importance of maintaining healthy lifestyle and giving back to society and promoting the health and well-being of others.
- Best outgoing student award: Establishing an award for the best outgoing student can serve as a motivator for students to excel in all aspects of their lives. This award can be given to students who have demonstrated academic excellence, leadership qualities, community service, and creativity. Such an award can motivate students to strive for excellence and to become well-rounded individuals.

Evidences of Success:

IIBS Finishing School Program:

- IIBS Placement training program inception has provided a sense of momentum in students' self-confidence, language ability, and self-driven attitude.
- During placement, the institution's rigorous approach and devotion began to yield results. The students' attitude and approach to participatory learning has improved significantly the chances of placement.
- Success of IFS is evident in increasing average package and average placements of the students in the last 5 years.
- IIBS average package is increased from 6 Lakhs to 8 lakhs
- Percentage of the students placed has increased to 50%.
- Some of the achievements of IIBS:
 - Ranked TOP Prominent B-School of India by CSR Annual Report-2021
 - Higher Education review recognized us as amongst BEYOND IIMs. B-School Survey -2021
 - Ranked 4th in Placement among the Best B School in India Silicon India 2019

Ensured Student's Holistic Development

- Students gained access to internships, mentorship opportunities, and job opportunities by forming partnerships with businesses and corporations.
- Students who participated in internships were able to secure full-time employment after graduation.
- Mentorship programmes by corporate and alumni helped students achieve their career goals by providing guidance and networking opportunities.
- By connecting with alumni, students gained insights into the job market, receive guidance on

career paths, and even secured job interviews.

- The World Health Organization (WHO) estimates that India requires approximately 12 million units of blood per year, but only about 9 million units are collected. Initially only 30 units of blood is collected but now it is increased to 130.
- Furthermore, the health of students is monitored through biannual medical health camps held on the same day.
- The students actively participating in clubs developed leadership skills and gained experience in areas that are outside of their academic focus. The students participated in the club activities have better communication skills, awareness and had better package.
- Students gained an understanding of current world problems through NSS and Rotary Club activities.
- Students actively participating and showing outstanding multidimensional progress are awarded “Best outgoing student award” annually during graduation.

File Description	Document
Best practices as hosted on the Institutional website	View Document

7.3 Institutional Distinctiveness

7.3.1

Portray the performance of the Institution in one area distinctive to its priority and thrust within 1000 words

Response:

IIBS: Empowering the Underprivileged through Education and Affordability

The International Institute of Business Studies (IIBS) in Bengaluru has consistently demonstrated its commitment to supporting and uplifting underprivileged students through education and affordability. With a clear vision to create opportunities for the less privileged, IIBS has established itself as an institution that goes above and beyond to provide access to quality education for students belonging to rural backgrounds, low-income strata, backward castes, scheduled castes, scheduled tribes, and girls.

IIBS recognizes the importance of catering to the specific needs of students from rural areas surrounding the college. By prioritizing students from these villages, IIBS ensures that the opportunities for higher education are extended to those who might otherwise face significant barriers. This approach aligns perfectly with the institute's vision and mission to support and uplift the underprivileged.

In line with its commitment to social and economic empowerment, IIBS offers scholarships based on social and economic backwardness. These scholarships serve as a means of financial assistance for deserving students who might not have the means to pursue higher education otherwise. By providing

such scholarships, IIBS creates a level playing field, enabling students from disadvantaged backgrounds to access the education and skills necessary to transform their lives and communities.

Furthermore, the college extends its support to students belonging to low-income strata, backward castes, scheduled castes, and scheduled tribes through scholarships along with merit scholarships. By offering these scholarships through Shrimati B. Devi Educational and Charitable Trust, IIBS acknowledges the unique challenges faced by these students and aims to bridge the educational divide. This initiative empowers students from marginalized communities to break free from the cycle of poverty and contribute to the socio-economic development of their communities.

IIBS understands the significance of empowering women through education and strives to increase the enrollment of girl students on its campus. To achieve this, the institute provides scholarships specifically designed for female students. These scholarships not only encourage more girls to pursue higher education but also address gender disparities in access to education. By supporting and empowering female students, IIBS plays a pivotal role in fostering gender equality and promoting the overall development of society.

In addition to scholarships, IIBS facilitates free bus facilities for students from remote locations. This provision ensures that geographical distance does not act as a barrier to education. By providing transportation services, IIBS guarantees that students residing in far-flung areas have equal access to quality education. This initiative reflects the institute's dedication to inclusivity and its determination to leave no student behind.

Moreover, IIBS stands out in terms of affordability. The institute's fee structure is significantly lower compared to institutions located in the core city of Bengaluru. This remarkable difference in fees makes IIBS an attractive choice for students seeking quality education without the burden of exorbitant costs. By offering affordable education, IIBS paves the way for deserving students, regardless of their financial backgrounds, to acquire the knowledge and skills necessary for a successful career.

In conclusion, IIBS has proven itself as an institution dedicated to the fulfilment of its vision and mission by supporting the underprivileged. Through scholarships based on social and economic backwardness, prioritizing students from rural backgrounds, providing free bus facilities to remote location students, and maintaining an affordable fee structure, IIBS has created a nurturing environment that promotes equal opportunities and social upliftment. As a result, the institute empowers underprivileged students to realize their full potential, break barriers, and contribute meaningfully to society. With its unwavering commitment to inclusive education and affordability, IIBS continues to be a beacon of hope for those in search of a transformative educational experience.

Total amount of Scholarships Awarded:

- In 2017-2018 Academic year
 - A total of Rs. 22,22,500 was awarded as scholarship to 111 Students belonging various communities based on merit.
- In 2018-2019 Academic year
 - A total of 15,43,500 was awarded as scholarship to 173 Students belonging various communities based on merit.
- In 2019-2020
 - A total of 46,10,500 was awarded as scholarship to 247 Students belonging various

communities based on merit.

- In 2020-2021
 - A total of Rs. 97,01,085 was awarded as scholarship to 390 Students belonging various communities based on merit.
- In 2021-2022
 - A total of Rs. 1,55,84,500 was awarded as scholarship to 568 Students belonging various communities based on merit.

Amount of scholarships received by the students

Academic Year	Total amount of Scholarships granted (Rs)
2021-2022	1,55,84,500
2020-2021	97,01,085
2019-2020	46,10,500
2018-2019	15,43,500
2017-2018	22,22,500

No of Students Belonging to SC, ST and OBC got benefited through Scholarship:

Academic Year	Total Number of Students belonging to SC, ST, OBC & EWS
2021-2022	568
2020-2021	390
2019-2020	247
2018-2019	173
2017-2018	111

File Description	Document
Appropriate web in the Institutional website	View Document

5. CONCLUSION

Additional Information :

The one unique contribution of the college is -to transform lives. The activities that are planned, the ambience and freedom given to the students, supporting teachers, exposure to various different forums, mentoring, continuous evaluation system, value added courses etc.- all contribute to the total change in individuals.

IQAC encourages faculty and students to adopt innovative teaching and learning techniques, through organizing orientations and faculty development programs on regular basis.

We have over more than 100 organizations from different sectors companies visiting the institute for placements. The number of organizations and the compensation has consistently increased over the years. The companies keep visiting the institute every year for placements certainly talk about the quality of our students.

Two faculties got young researchers award for the year 2021-22

IIBS finishing school is designed to sharpen basic business acumen, domain specific skills and overall personality of the students. We follow a well-designed training programme to ensure 360 degree grooming of the students and industry readiness

To preserve and nurture the bond with its alumni, the college maintains an active Alumnae Association.

The College has Energy and Environment Policies to protect and conserve ecological systems and resources within the campus.

Apart from offering Undergraduate Programs like BBA, B.Com, BCA and MBA. IIBS has also introduced one programme i.e. Arts (B.A) with UPSC -3200 hours from the Academic year 2021-2022.

Concluding Remarks :

International Institute of Business Studies aims to provide quality education to aspiring Under Graduate and MBA impart value based, culture driven and quality oriented education. It also aims to undertake need based training, research and consultancy to the industry and NGOs. It does not just aim at high academic results but also enables its students to reach higher planes of success, all through their careers. The full-time dedicated and passionate faculty both from academic and industry impart the curriculum in effective way to meet the current needs of the industry.

Research Incubation Centers have been set up by Research and Collaboration Committee (RCC) for undertaking theoretical and applied interdisciplinary research for both students and faculty.

An Audio-Visual Room has been set up to facilitate teachers to record their lectures. To support interactive/classroom pedagogical methodologies, the teachers are also encouraged to use ICT tools to deliver their lectures using audios, videos and PPTs.

Realizing the importance of skill development of students, the college has offered value-added / certificate programs continuously every year. The college has plans to get associated with the industry to provide job/skill oriented courses to improve the placement to 100%. The college has continuously upgraded its services and infrastructure to respond to the changing educational environments.

The college faculty and students have engaged with people and the community, satisfying its role in making knowledge and information available to society. The college strives to fulfill its vision of imparting transformative education for the empowerment.

Under Graduate and MBA Programmes are designed to impart abundant knowledge, develop specialized skills and foster essential attitudes in students to grow as responsible thought leaders and entrepreneurs. Major emphasis is being given on building contemporary skills including critical thinking, problem solving, business analytics, big data analytics, global orientation, decision making, cognitive flexibility, people management, creativity and negotiation.

6.ANNEXURE

1.Metrics Level Deviations

Metric ID	Sub Questions and Answers before and after DVV Verification																																								
1.3.2	<p>Percentage of students undertaking project work/field work/ internships (Data for the latest completed academic year)</p> <p>1.3.2.1. Number of students undertaking project work/field work / internships Answer before DVV Verification : 390 Answer after DVV Verification: 375</p> <p>Remark : DVV has made changes as per the report shared by HEI</p>																																								
2.1.1	<p>Enrolment percentage</p> <p>2.1.1.1. Number of seats filled year wise during last five years (Only first year admissions to be considered) Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>338</td> <td>280</td> <td>226</td> <td>139</td> <td>106</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>338</td> <td>280</td> <td>226</td> <td>139</td> <td>106</td> </tr> </tbody> </table> <p>2.1.1.2. Number of sanctioned seats year wise during last five years Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>620</td> <td>520</td> <td>520</td> <td>400</td> <td>400</td> </tr> </tbody> </table> <p>Answer After DVV Verification :</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td>620</td> <td>620</td> <td>520</td> <td>400</td> <td>400</td> </tr> </tbody> </table> <p>Remark : DVV has made changes as per the report shared by HEI</p>	2021-22	2020-21	2019-20	2018-19	2017-18	338	280	226	139	106	2021-22	2020-21	2019-20	2018-19	2017-18	338	280	226	139	106	2021-22	2020-21	2019-20	2018-19	2017-18	620	520	520	400	400	2021-22	2020-21	2019-20	2018-19	2017-18	620	620	520	400	400
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2.1.2	<p>Percentage of seats filled against reserved categories (SC, ST, OBC etc.) as per applicable reservation policy for the first year admission during the last five years</p> <p>2.1.2.1. Number of actual students admitted from the reserved categories year wise during last five years (Exclusive of supernumerary seats) Answer before DVV Verification:</p> <table border="1"> <thead> <tr> <th>2021-22</th> <th>2020-21</th> <th>2019-20</th> <th>2018-19</th> <th>2017-18</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	2021-22	2020-21	2019-20	2018-19	2017-18																																			
2021-22	2020-21	2019-20	2018-19	2017-18																																					

137	133	87	45	30
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Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
137	133	87	44	30

2.1.2.2. Number of seats earmarked for reserved category as per GOI/ State Govt rule year wise during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
170	140	114	70	54

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
320	260	260	200	200

Remark : DVV has made changes as per the report shared by HEI

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

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

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
16.55	0.65	0.92	0	0

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
1.10	0.65	0	0	0

Remark : DVV has made changes as per the documents shared by the HEI

3.5.1 Number of functional MoUs/linkages with institutions/ industries in India and abroad for internship, on-the-job training, project work, student / faculty exchange and collaborative research during the last five years.

Answer before DVV Verification :

Answer After DVV Verification :36

Remark : DVV has made changes as per the report shared by HEI

5.2.1 Percentage of placement of outgoing students and students progressing to higher education

during the last five years**5.2.1.1. Number of outgoing students placed and / or progressed to higher education year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
91	98	78	31	23

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
91	98	78	31	23

5.2.1.2. Number of outgoing students year wise during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
205	158	107	88	133

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
170	139	92	64	96

Remark : DVV has made changes as per the report shared by HEI

5.3.1 Number of awards/medals for outstanding performance in sports/ cultural activities at University / state/ national / international level (award for a team event should be counted as one) during the last five years**5.3.1.1. Number of awards/medals for outstanding performance in sports/cultural activities at national/international level (award for a team event should be counted as one) year wise during the last five years**

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
1	2	1	5	4

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
2	0	0	0	1

Remark : DVV has made changes as per the report shared by the HEI

5.3.2 Average number of sports and cultural programs in which students of the Institution

participated during last five years (organised by the institution/other institutions)

5.3.2.1. Number of sports and cultural programs in which students of the Institution participated year wise during last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
325	56	154	243	271

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
11	2	2	8	11

Remark : DVV has made changes as per the documents shared by the HEI

6.3.2 Percentage of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies during the last five years

6.3.2.1. Number of teachers provided with financial support to attend conferences/workshops and towards membership fee of professional bodies year wise during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
29	2	5	10	19

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
21	2	8	4	14

Remark : DVV has made changes as per the documents shared by the HEI

6.3.3 Percentage of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

6.3.3.1. Total number of teaching and non-teaching staff participating in Faculty development Programmes (FDP), Management Development Programmes (MDPs) professional development /administrative training programs during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
37	30	30	26	20

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
19	2	1	10	9

6.3.3.2. Number of non-teaching staff year wise during the last five years

Answer before DVV Verification:

2021-22	2020-21	2019-20	2018-19	2017-18
13	0	0	16	16

Answer After DVV Verification :

2021-22	2020-21	2019-20	2018-19	2017-18
44	44	44	44	44

Remark : DVV has made changes as per IIQA

2.Extended Profile Deviations

ID	Extended Questions
1.1	<p>Number of teaching staff / full time teachers during the last five years (Without repeat count): Answer before DVV Verification : 38 Answer after DVV Verification : 55</p>