



YEARLY STATUS REPORT - 2023-2024

Part A	
Data of the Institution	
1.Name of the Institution	INTERNATIONAL INSTITUTE OF BUSINESS STUDIES
• Name of the Head of the institution	Dr.TRIPURANENI JAGGAIH
• Designation	PRINCIPAL
• Does the institution function from its own campus?	Yes
• Phone no./Alternate phone no.	09916516543
• Mobile No:	9620062082
• Registered e-mail	principal@iibsonline.com
• Alternate e-mail	director@iibsonline.com
• Address	75, Muthugadahalli, Jala Hobli ,Near International Airport, Bangalore-562157
• City/Town	BENGALURU
• State/UT	KARNATAKA
• Pin Code	562157
2.Institutional status	
• Affiliated / Constitution Colleges	AFFILAITED COLLEGE
• Type of Institution	Co-education
• Location	Urban

• Financial Status	Self-financing				
• Name of the Affiliating University	BENGALURU CITY UNIVERISTY				
• Name of the IQAC Coordinator	Dr .M.KETHAN				
• Phone No.	9620062082				
• Alternate phone No.	9844126184				
• Mobile	9502733317				
• IQAC e-mail address	dr.mkethan@iibsonline.com				
• Alternate e-mail address	mahabub@iibsonline.com				
3.Website address (Web link of the AQAR (Previous Academic Year)	https://iibs.org.in/naac/				
4.Whether Academic Calendar prepared during the year?	Yes				
• if yes, whether it is uploaded in the Institutional website Web link:	https://www.iibs.org.in/ug/nacaqa_r2023-24/1.1.2%20-%20The%20institution%20adheres%20to%20the%20academic%20calendar.pdf				
5.Accreditation Details					
Cycle	Grade	CGPA	Year of Accreditation	Validity from	Validity to
Cycle 1	A	3.20	2023	22/09/2023	28/09/2028
6.Date of Establishment of IQAC			15/06/2017		
7.Provide the list of funds by Central / State Government UGC/CSIR/DBT/ICMR/TEQIP/World Bank/CPE of UGC etc.,					
Institutional/Department /Faculty	Scheme	Funding Agency	Year of award with duration	Amount	
Nil	Nil	Nil	Nil	Nil	
8.Whether composition of IQAC as per latest NAAC guidelines			Yes		
• Upload latest notification of formation of IQAC			View File		

9.No. of IQAC meetings held during the year	9	
<ul style="list-style-type: none"> Were the minutes of IQAC meeting(s) and compliance to the decisions have been uploaded on the institutional website? 	Yes	
<ul style="list-style-type: none"> If No, please upload the minutes of the meeting(s) and Action Taken Report 	View File	
10.Whether IQAC received funding from any of the funding agency to support its activities during the year?	No	
<ul style="list-style-type: none"> If yes, mention the amount 		
11.Significant contributions made by IQAC during the current year (maximum five bullets)		
<p>1)Faculty enrichment(patents/copyrights), Seminars/FDPs/Conferences/Webinars for student and faculty for bridging the gap as Industry Blended Learning 2) Applied for NIRF ranking 3) Quarterly Academic Audit 4)Establishment of Institution's Innovation Council 5)More number of Institutional Social Responsibility and outreach activities were organised during the year. 6)Faculty members of different programmes were motivated to take part in the curriculum revision with affiliating university.</p>		
12.Plan of action chalked out by the IQAC in the beginning of the Academic year towards Quality Enhancement and the outcome achieved by the end of the Academic year		
Plan of Action	Achievements/Outcomes	
<p>Industry Blended Learning Program (70:30) Ratio</p>	<p>Industry Blended Learning Program as an IQAC initiative leads to numerous positive outcomes, including improved employability, better learning outcomes, enhanced faculty development, and stronger industry-academic collaborations. By focusing on quality, relevance, and continuous improvement, this initiative can become a key</p>	

	<p>pillar in an institution's overall strategy for academic excellence, student success, and industry engagement. The role of IQAC in ensuring the quality and sustainability of the program is central to its success, ensuring that the outcomes align with both institutional goals and the evolving demands of the industry, 30 % of syllabus will be covered by the industry Exprt</p>
Faculty Development Programme	All faculty members have participated in FDP and refresher programmes
Experiential and extension programmes	participation of Every students in experiential learning programmes and extension activities
NIRF ranking	Participated in NIRF Ranking
IIBS finishing School	IQAC will conduct various workshops to students to particiapte in Various Addon Course ,Skill based course (swayam ,BLOOM BERG terminal ,SAP ,Tally ,Excel .Power BI ,Phyton,Business Analytics
Placement	IQAC Promotes Quality Initiatives to increase Average pacakage year on year with 100% placement
Alumni Association	Establishment of 2 more chapters and to involve alumni more in Academic interaction , placements and internship
13. Whether the AQAR was placed before statutory body?	Yes
<ul style="list-style-type: none"> Name of the statutory body 	

Name	Date of meeting(s)
GOVERNING COUNCIL	02/04/2024

14. Whether institutional data submitted to AISHE

Year	Date of Submission
2022-2023	14/03/2024

15. 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, Field Visits , Experiential learning, Workshops and Internships.

16. 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.

17. 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.

18.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

19.Focus on Outcome based education (OBE):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).

20.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.

Extended Profile

1.Programme

1.1 5

Number of courses offered by the institution across all programs during the year

File Description	Documents
Data Template	View File

2.Student

2.1 716

Number of students during the year

File Description	Documents
Data Template	View File

2.2 300

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

File Description	Documents
Data Template	View File

2.3 312

Number of outgoing/ final year students during the year

File Description	Documents
Data Template	View File

3.Academic

3.1 53

Number of full time teachers during the year

File Description	Documents
Data Template	View File

3.2 53

Number of Sanctioned posts during the year

Extended Profile

1. Programme

1.1	5
Number of courses offered by the institution across all programs during the year	

File Description	Documents
Data Template	View File

2. Student

2.1	716
Number of students during the year	

File Description	Documents
Data Template	View File

2.2	300
Number of seats earmarked for reserved category as per GOI/ State Govt. rule during the year	

File Description	Documents
Data Template	View File

2.3	312
Number of outgoing/ final year students during the year	

File Description	Documents
Data Template	View File

3. Academic

3.1	53
Number of full time teachers during the year	

File Description	Documents
Data Template	View File

3.2	53
Number of Sanctioned posts during the year	
File Description	Documents
Data Template	View File
4.Institution	
4.1	34
Total number of Classrooms and Seminar halls	
4.2	5,20,79,129
Total expenditure excluding salary during the year (INR in lakhs)	
4.3	90
Total number of computers on campus for academic purposes	

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

The International Institute of Business Studies (IIBS), affiliated with Bangalore University, offers a structured curriculum for UG (3 years) and PG (2 years) students, which includes academic courses, co-curricular, and extra-curricular activities. The syllabus is prescribed by the university and followed strictly, while the college has flexibility in designing co-curricular and extra-curricular activities.

Each department holds academic meetings where subjects are allocated to faculty. Faculty members prepare detailed lesson plans, including course objectives, outcomes, teaching methods, and reference books, which are shared with students and posted on the college ERP. The timetable, which includes class schedules, library hours, assessments, and presentations, is prepared by a committee and displayed on notice boards and ERP.

Co-curricular and extra-curricular programs are planned at the

start of each academic year, and add-on certificate and value-added courses are integrated into the timetable. Students are encouraged to participate in sports, cultural activities, and inter-collegiate competitions to showcase their talents.

Curriculum delivery is assessed through monthly departmental audits and meetings. The institution adopts student-centric teaching methods such as seminars, industrial visits, workshops, educational tours, and industry interactions, ensuring that students are well-prepared for future challenges

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.iibs.org.in/ug/nacaqar2023-24/1.2%20-%20Academic%20Flexibility.pdf

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

The Institution is affiliated to BCU (Bengaluru City University) and the University prepares the academic calendar. The College prepares academic calendar accordance with University Academic Calendar. The objective behind the preparation of academic calendar is that there should be maximum working days to complete the syllabus and CIE. The Principal conducts meeting with the HoDs and staff regarding smooth implementation of the academic calendar and conduct of CIE. The internal mark of each course is with the implementation of NEP in the first year of UG and it is given based on the unit tests, assignments, seminars, attendance, workshops, book review, projects, etc.

All the faculty members follow the academic calendar to complete their CIE task. Assignments are given well in advance and the departments ensure their submission as per schedule. Internal marks are displayed on the notice boards as well as college website to ensure transparency and correctness before they are forwarded to the university.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://www.iibs.org.in/ug/nacaqar2023-24/1.1.2%20-%20The%20institution%20adheres%20to%20the%20academic%20calendar.pdf

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

A. All of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	No File Uploaded

1.2 - Academic Flexibility

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

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

5

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

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

24

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

716

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

716

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

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

IBS integrates professional ethics, gender sensitization, human values, and environmental sustainability into its curriculum, as per Bengaluru City University's guidelines. The university includes subjects that address environmental concerns, social responsibilities, gender issues, and human values, fostering students' understanding of global and daily life values. Key subjects in the curriculum include Value Education, Personality Development, Culture, Diversity and Society, and Science and Society. Under the NEP scheme, courses like Gender and Politics, Environmental Studies, and Human Rights are also part of the

syllabus.

The college promotes these values through various activities, including the establishment of staff and student codes of conduct, anti-sexual harassment and anti-ragging cells. The NSS unit actively organizes programs such as tree plantations, health education, blood donation camps, and awareness campaigns on issues like adult literacy, electoral literacy, and plastic ban. They also conduct rallies, "No Vehicle Day" initiatives, and eco-friendly activities like rainwater harvesting awareness and waste management.

Annual NSS camps in nearby villages involve community service, including street cleaning and awareness programs on child education, voting, health, and the environment. The college emphasizes gender equality through seminars and workshops, celebrates Constitution Day to highlight fundamental rights, and conducts various extracurricular activities such as painting, debates, and essay writing.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum	View File

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

76

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	No File Uploaded
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

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

558

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

1.4 - Feedback System

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

A. All of the above

File Description	Documents
URL for stakeholder feedback report	No File Uploaded
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View File
Any additional information(Upload)	No File Uploaded

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

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

File Description	Documents
Upload any additional information	View File
URL for feedback report	https://www.iibs.org.in/ug/nacagar2023-24/1.4%20-%20Feedback%20System.pdf

TEACHING-LEARNING AND EVALUATION

2.1 - Student Enrollment and Profile

2.1.1 - Enrolment Number Number of students admitted during the year

2.1.1.1 - Number of sanctioned seats during the year

600

File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

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

130

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

IIBS assesses the learning levels of students through various methods through regular assessments such as Continuous Internal Assessment (CIA) tests, quizzes, assignments, class presentations, and departmental audits help evaluate students' progress. These assessments are aligned with the course objectives and outcomes, enabling faculty to gauge individual learning levels. The institution ensures that both advanced and slow learners receive appropriate support.

For advanced learners, the institution organizes special programs like advanced workshops, seminars, and industry visits to enhance their knowledge and provide them with opportunities for intellectual growth. These students are encouraged to take on leadership roles in academic and extra-curricular activities, ensuring they are constantly challenged and engaged.

For slow learners, IIBS implements remedial classes and personalized guidance. Faculty members provide extra attention through one-on-one sessions to clarify concepts and reinforce understanding. The institution also offers additional learning resources, such as online modules, reference materials, and peer support, to help slow learners catch up with the curriculum.

The college continuously monitors the progress of all students and adapts teaching strategies to address diverse learning needs. This holistic approach ensures that both advanced and slow learners receive the necessary support to excel in their academic journey.

File Description	Documents
Link for additional Information	Nil
Upload any additional information	View File

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

Number of Students	Number of Teachers
716	53

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

The overall development of a student is sought through, three pillars of International Institute of Business Studies educational philosophy.

Experiential Learning Modes

- Developing analytical skills of students through projects, internships and social surveys, based on apprenticeship approaches of learning.
- 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.
- 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 mode, using technology to create a flexible and conducive ambience.

- Debates and panel discussions enable critical thinking and articulation of domain knowledge in participants.
- Seminars by industry experts help nurture shared learning among students.
- 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

- Business planning skills enhanced analytical and problem-solving abilities in students.
- Brainstorming activities help students provide diverse solutions and paves way for effective decision making.
- Classroom learning is assessed through software development.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/2.3.1-%20Student%20centric%20methods,%20such%20as%20experiential%20learning.pdf

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

At IIBS, teachers actively incorporate ICT-enabled tools to enhance the teaching-learning process, ensuring an interactive and engaging classroom experience. The integration of technology supports various pedagogical approaches, making learning more dynamic and accessible for students. Faculty members use multimedia presentations, digital boards, and video lectures to explain complex concepts, making the content more understandable and engaging.

The college utilizes Learning Management Systems (LMS) and other digital platforms to provide students with access to course materials, assignments, and important notices. These platforms facilitate seamless communication between students and faculty, enabling the sharing of resources and feedback.

Additionally, teachers incorporate online tools like quizzes, surveys, and discussion forums to assess student understanding and promote active participation. Educational apps, simulation software, and virtual labs are also employed to provide hands-on experiences, particularly for subjects that require practical application.

For collaborative learning, the use of cloud-based platforms like

Google Classroom allows students to work on projects and share documents easily. The adoption of ICT tools extends beyond classrooms, with online resources and recorded lectures offering flexibility for students to learn at their own pace.

This proactive use of ICT tools aligns with IIBS's commitment to creating a tech-enabled, student-centric learning environment, fostering better academic outcomes and skill development.

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

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

2.3.3.1 - Number of mentors

53

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	View File
Circulars pertaining to assigning mentors to mentees	View File
mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

53

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

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

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

29

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

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

2.4.3.1 - Total experience of full-time teachers

165

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

The Continuous Internal Assessment (CIA) at IIBS includes two written tests, assignment/project submissions, and marks for attendance. Test schedules are communicated to students 10 days in advance, as per the Academic Calendar. The syllabus for each course is shared by the respective subject teachers in class.

If students have concerns regarding the question paper or evaluation, they can raise them with their Class Mentors, who escalate the issue to the Head of Department (HOD). An impartial inquiry is conducted, and the issue is resolved within a week. If the student is still unsatisfied, the matter can be forwarded to the Principal for final resolution. Internal assessment marks are displayed on the notice board at the end of the semester. In case of discrepancies, students can report the issue to their Class Mentor for rectification.

Grievances related to University examinations are forwarded to the University Grievance Committee. Students can request a photocopy of their answer scripts from the University, and those dissatisfied with their marks can apply for revaluation. The college supports students in rectifying any errors in the University mark list.

For malpractice incidents, students are issued a letter of warning and given an opportunity to defend themselves. The examination committee's decision is final. This grievance redressal system ensures transparency and fairness in assessment.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/2.5%20-%20Evaluation%20Process%20and%20Reforms.pdf

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

IIBS has a transparent, time-bound, and efficient mechanism to address internal examination-related grievances. The Continuous Internal Assessment (CIA) process includes two written tests, assignments, and attendance, with the schedules communicated to students well in advance as per the Academic Calendar. Any concerns regarding the question paper or evaluation can be raised by students on the day of the test or during evaluation. These

issues are initially addressed by the Class Mentor, who escalates them to the Head of Department (HOD) for impartial inquiry and resolution within a week.

The internal assessment marks are displayed on the notice board, allowing students to verify their scores. If discrepancies are found, students can report them to their Class Mentor, who ensures that the issue is resolved, and the correct marks are updated in the University portal.

In case of further appeals, grievances can be forwarded to the Principal for final clarification. The university also has a grievance redressal system for external examinations, where students can request photocopies of their answer scripts or apply for reevaluation if they are dissatisfied with their marks.

This systematic and time-bound approach ensures that all grievances are addressed promptly and transparently, upholding the integrity of the examination process at IIBS.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/2.5.2%20Mehanism%20for%20internal%20Exam.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

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.

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.

The learning outcome related to the program is conveyed during the induction program through Principal's address. Heads of the departments and controller of examination addresses 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

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.iibs.org.in/ug/nacaqar2023-24/2.6%20-%20Student%20Performance%20and%20Learning%20Outcomes.pdf
Upload COs for all courses (exemplars from Glossary)	View File

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

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.

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.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.iibs.org.in/ug/nacaqar2023-24/2.6%20-%20Student%20Performance%20and%20Learning%20Outcomes.pdf

2.6.3 - Pass percentage of Students during the year

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

244

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://www.iibs.org.in/ug/nacaqar2023-24/2.6.3%20-%20Pass%20percentage%20of%20Students%20during%20the%20year.pdf

2.7 - Student Satisfaction Survey

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

<https://www.iibs.org.in/ug/nacagar2023-24/2.7%20-%20Student%20Satisfaction%20Survey.pdf>

RESEARCH, INNOVATIONS AND EXTENSION

3.1 - Resource Mobilization for Research

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

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

3,56,000

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

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

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

2

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

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the

year

3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year

12

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

3.2 - Research Publications and Awards

3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year

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

52

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

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

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

30

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

3.3 - Extension Activities

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

IIBS actively engages in various social initiatives aimed at community welfare and environmental sustainability. The institution organizes an annual blood donation camp in collaboration with the Rotary Club, encouraging students, faculty, and the local community to donate blood, raising awareness about its life-saving impact.

In addition, IIBS organizes orphanage visits where students and faculty interact with children, providing emotional support, donating food, study kits, and other essentials, fostering empathy and social responsibility among students.

Students also engage in promoting personal hygiene by conducting awareness sessions in nearby villages, emphasizing the importance of cleanliness for better health. On significant occasions like Teacher's Day and Independence Day, students participate in sapling plantation drives, contributing to ecological balance and environmental responsibility.

The institution also focuses on reducing plastic usage by organizing cleaning drives to collect plastic waste, educating the community about its harmful effects and advocating for sustainable alternatives.

To promote road safety, IIBS, in collaboration with the Rotary Club, organizes "Drive to Inspire," raising awareness about road safety, the dangers of drunk driving, and the importance of wearing helmets.

Additionally, the National Service Scheme (NSS) camps focus on cleanliness drives, where students actively contribute to maintaining a cleaner environment, reinforcing the importance of public health and hygiene.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/naac-aqar
Upload any additional information	View File

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

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

4

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

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

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

19

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

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

808

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

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

5

File Description	Documents
e-copies of linkage related Document	No File Uploaded
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	View File

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

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

13

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The International Institute of Business Studies (IIBS) is equipped with modern physical infrastructure to support effective teaching and learning. It has 38 well-furnished, ventilated classrooms with Interactive smart Boards and Wi-Fi, and two seminar halls with ICT facilities, audio systems, and featuring an interactive smart board. IIBS boasts two computer labs with 120 desktop computers, UPS backup, and IT support rooms for all technological services. The Learning Resource Centre (LRC) houses two libraries with over 24,000 books and journals, including digital resources, and is automated using Easylib software.

Sports facilities include indoor games like Table Tennis, Carom, and Chess, along with a two-acre outdoor ground for Cricket, Volleyball, and Kabaddi. Yoga classes are conducted for students' well-being. The campus also features an amphitheater for cultural events, and is accessible to students with disabilities, offering ramps, elevators, and disabled-friendly toilets.

Additional amenities include R.O. drinking water, fire safety systems, 10 college buses, a cafeteria, and sustainable features like LED lighting, solar streetlights, and rainwater harvesting. IIBS also operates a sewage treatment plant, ensures security with CCTV surveillance, and provides 24/7 security personnel. The campus is well-maintained and promotes environmental sustainability.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/4.1%20-%20Physical%20Facilities.pdf

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

The International Institute of Business Studies (IIBS) offers a well-rounded infrastructure to support a wide range of extracurricular activities, fostering the holistic development of students. The campus is equipped with facilities for both indoor and outdoor sports. Indoor games such as Table Tennis, Carom, and Chess are available, while a spacious two-acre sports ground

accommodates outdoor games like Cricket, Volleyball, and Kabaddi. To promote physical fitness, the institute also has a fully-equipped gymnasium and conducts regular Yoga classes every Saturday, ensuring students' physical and mental well-being.

In addition to sports, IIBS encourages cultural engagement through various platforms. The campus features an open amphitheater that hosts cultural events, talent shows, and open discussions, offering students opportunities to showcase their skills and creativity. The institution believes in nurturing a well-balanced student experience, ensuring that academic rigor is complemented by the development of sportsmanship, creativity, and leadership skills.

The college also provides ample opportunities for experiential learning, which further contributes to students' personal growth. These facilities, combined with a dedicated approach towards promoting fitness and cultural expression, enhance the overall student experience, ensuring they are well-prepared for the challenges of both professional and personal life.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/4.1.2%20(4.1)%20-%20The%20Institution%20has%20adequate%20facilities%20for%20cultural%20activities.pdf

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

32

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

34

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/4.1.3%20-%20Number%20of%20classrooms%20and%20seminar%20halls%20with%20ICT.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

61,429,730

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

The library at IIBS is a fully automated, Wi-Fi enabled Learning Resource Center with a seating capacity for 180 students. It uses the Easylib automation software (cloud computing version) for efficient management of library resources, including books, journals, and student dissertations. The software supports both hard and soft copies, offering an intuitive interface and running on the Windows operating system. Additionally, 15 systems are provided for digital library access.

The library is managed by a qualified Chief Librarian, assisted by two assistant librarians. It offers a comprehensive collection of print and electronic materials, catering to the academic and

research needs of students and faculty. The open access system is available in both the reference and stack sections. Key resources include textbooks, reference books, previous year question papers, articles, and journals & IIM-B Membership.

A Library Advisory Committee, chaired by the principal, regularly reviews the library's needs and improvements, including recommendations such as the renewal of Dellnet facilities, the use of the OPAC module for information retrieval, and the introduction of barcode facilities for all books. The library also features sections for competitive exams, SC-ST book banks, periodicals, and reprography services, J-Gate, Proquest, EBSCO, NDLI. It is linked to the college website and is equipped with a fire extinguisher for safety.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	https://www.iibs.org.in/ug/nacaqar2023-24/4.2%20-%20Library%20as%20a%20Learning%20Resource.pdf

4.2.2 - The institution has subscription for the following e-resources e-journals e-ShodhSindhu Shodhganga Membership e-books Databases Remote access toe-resources A. Any 4 or more of the above

File Description	Documents
Upload any additional information	No File Uploaded
Details of subscriptions like e-journals, e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

597914

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

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

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

30

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

4.3 - IT Infrastructure

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

The International Institute of Business Studies (IIBS) is a fully IT-enabled campus, providing extensive internet access and modern technology for both students and faculty. The entire campus is covered by Wi-Fi, supported by BBNL with 300 MBPS speed, ensuring seamless internet connectivity in classrooms, the library, and common areas. All classrooms are equipped with Interactive panel boards and dedicated routers for student internet access.

The IT infrastructure includes 120 desktops and 232 laptops for students, with operating systems such as Linux (Ubuntu) and Windows, along with office software like Office 2016/2010 (Lifetime License). The computer labs are equipped with software like Tally and Visual Basic. The campus also features an ERP system, Herizen, for academic and administrative management, which is accessible by students, staff, and parents to track progress and updates.

The library uses Easylib 6.4a IILMS for document automation. Seminar halls and classrooms are equipped with ICT tools, including multimedia systems and smart boards. The campus is secured by 84 CCTV cameras, monitored via a central server room

connected to the Wi-Fi system. All IT systems, including projectors and routers, are supported by a UPS for a 4-hour power backup. A full-time systems administrator manages the IT infrastructure, with a high-performance Edge R50 server for data transmission.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.iibs.org.in/ug/nacagar2023-24/4.3%20-%20IT%20Infrastructure.pdf

4.3.2 - Number of Computers

222

File Description	Documents
Upload any additional information	View File
Student – computer ratio	View File

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

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

4.4 - Maintenance of Campus Infrastructure

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

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

52,079,129

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

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

The International Institute of Business Studies (IIBS) has well-established systems and procedures for the maintenance and utilization of its physical, academic, and support facilities. The infrastructure, including laboratories, classrooms, the library, sports arena and computer facilities, is regularly maintained to ensure optimal functionality and usage.

For academic facilities, all classrooms are equipped with Interactive panels, providing a conducive learning environment with Wi-Fi access for both students and faculty. The IT department ensures that all computers in the labs are updated and regularly serviced, while software and hardware are maintained for efficient operation. Regular backups are taken, and the LAN and network systems are monitored by an IT consultant to maintain uninterrupted access.

The library, equipped with modern automation software, Easylib 6.4a, is consistently updated and managed by a team of qualified staff. It is regularly audited by the Library Advisory Committee, ensuring the availability of current resources, both digital and print, for academic and research needs.

The sports Arena and gymnasium are maintained for student well-being, offering both indoor and outdoor sports facilities. Regular checks and maintenance of these areas ensure they remain in optimal condition.

Furthermore, an ERP system is in place for efficient management of academic and administrative data, accessible to students, staff, and parents for transparency and effective monitoring. The institute ensures that all facilities are used efficiently to support the academic growth and overall development of students.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

101

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

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

707

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

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

A. All of the above

File Description	Documents
Link to institutional website	https://www.iibs.org.in/ug/nacagar2023-24/5.1.3%20-%20Capacity%20building%20and%20skills%20enhancement%20initiatives.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

706

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

706

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

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

A. All of the above

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

147

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

73

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

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

5.2.3.1 - Number of students qualifying in state/ national/ international level examinations

(eg: JAM/CLAT/NET/ SLET/ GATE/ GMAT/CAT/GRE/ TOEFL/ Civil Services/ State government examinations) during the year

62

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File

5.3 - Student Participation and Activities

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

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

10

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

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

The institution places significant emphasis on student representation and active engagement in various administrative, co-curricular, and extracurricular activities. To ensure students have a voice in institutional governance, the student council is formed through a transparent election process, where students elect representatives to participate in decision-making. This council plays a vital role in organizing events, addressing student concerns, and fostering a vibrant campus life.

In addition to the student council, students are also given representation on several academic and administrative bodies, such as departmental committees, disciplinary boards, and various planning committees. This representation is in line with the established norms and processes, ensuring that students' perspectives are considered in the formulation of policies and initiatives. Students are actively involved in the development of co-curricular programs, which include cultural, sports, and social activities, fostering their leadership, teamwork, and organizational skills.

The institution also encourages student participation in extracurricular activities like clubs, societies, and volunteer initiatives, promoting holistic development. These platforms provide students with opportunities to build leadership qualities, enhance communication skills, and contribute to the community. The institution continuously supports and nurtures student involvement, ensuring that their engagement in both governance and activities contributes meaningfully to the academic and socio-cultural environment of the campus.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/ug/nacagar2023-24/5.3.2-%20-%20Institution%20facilitates%20students%E2%80%99%20representation%20and%20engagement%20in%20various%20administrative.pdf
Upload any additional information	View File

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

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

30

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

5.4 - Alumni Engagement

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

IIBS is proud to have a registered Alumni Association that plays a crucial role in the growth and development of the institution. The Alumni Association serves as a strong network connecting former students with the institution, fostering a sense of community and ongoing engagement. Alumni actively contribute to the development of the institution through various forms of support, both financial and non-financial.

Financially, alumni provide scholarships, grants, and endowments that aid in the academic pursuits of current students and assist in infrastructural development. These contributions help enhance the learning environment, promote research activities, and support various student initiatives. The alumni also offer mentorship programs, career guidance, and placement support, helping students navigate their professional journey.

In addition to financial support, alumni are involved in a wide range of activities, such as guest lectures, workshops, and seminars, where they share their expertise and industry experience with students. Their involvement enriches the academic and co-curricular environment, providing valuable insights into the latest trends and practices in the industry.

Through these collective efforts, the Alumni Association significantly contributes to the enhancement of institutional quality, the professional growth of students, and the overall advancement of the institution's mission and vision.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/5.4%20-%20Alumni%20Engagement.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year A. ? 5Lakhs (INR in Lakhs)

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The governance of the International Institute of Business Studies (IIBS) is overseen by the Smt. B. Devi educational Charitable Trust, which forms the Governing Body. The institution follows guidelines from the University Grants Commission, Karnataka State Council of Higher Education, and the All India Council for Technical Education. The vision of IIBS is "To inculcate ethical values and provide innovative, holistic learning experiences that nurture individuals into well-rounded human beings, thereby equipping them to become influential global leaders."

IIBS's mission focuses on "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 and emotionally and to make them a complete human being. To redefine the student's talents to make them successful entrepreneurs and responsible citizens. To develop human beings with values and ethics" .

The institution encourages decentralized governance by providing operational autonomy to various functionaries. Faculty members are involved in decision-making, given leadership roles, and empowered to organize academic and extracurricular activities. IIBS also

has several specialized committees and cells, including Training and Placement, Entrepreneurship Development, and Industry-Academia Interaction, to support students in their academic and career growth.

IIBS has successfully implemented the National Education Policy (NEP) and continuously works towards realizing its vision by offering initiatives like the IIBS Finishing School, scholarships, and community-focused admissions.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/vision-mission
Upload any additional information	View File

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

At the International Institute of Business Studies (IIBS), effective leadership is reflected in its commitment to decentralization and participative management, ensuring a collaborative and inclusive governance structure. The institution empowers various functionaries, including faculty and staff, by delegating authority and providing operational autonomy to drive decision-making processes. This decentralized approach fosters accountability and encourages individuals to take ownership of their respective roles.

Faculty members play an active role in the institution's governance, being part of various committees and cells such as the Training and Placement Cell, Cultural and Sports Clubs, Internal Complaint Committee, and Industry-Academia Interaction Cell. They are also given the authority to organize academic events like seminars, workshops, and conferences, which helps develop their leadership and organizational skills.

The institution's leadership encourages continuous dialogue with all stakeholders, including students, faculty, and industry experts, to gather inputs and ensure that decisions are aligned with the evolving needs of the academic community. By promoting a culture of transparency and involvement, IIBS fosters a participative management style where all voices are heard, and collective decision-making drives institutional success. This leadership approach enhances the overall academic experience and

contributes to the institution's continuous improvement.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/6.1.2%20-%20The%20effective%20leadership%20is%20visible%20in%20various%20institutional%20practices%20such%20as%20decentralization.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institutional strategic/perspective plan at IIBS is effectively deployed through a well-structured approach that aligns with the long-term vision and goals of the institution. The strategic plan is designed to foster academic excellence, holistic student development, and institutional growth, with a clear focus on quality education, research, infrastructure, and community engagement.

The deployment of the plan involves systematic processes and continuous monitoring. Key academic initiatives, such as curriculum enhancement, faculty development programmes, and innovative teaching methodologies, are implemented to ensure high-quality education. The institution also focuses on strengthening industry-academic and International institutions collaborations, which help in bridging the gap between academic learning and practical application, providing students with real-world exposure and opportunities.

Infrastructure development, including state-of-the-art facilities, digital learning tools, and eco-friendly initiatives, is a priority under the strategic plan. These developments create an environment conducive to learning and research.

To ensure effective deployment, the institution regularly reviews the progress of the strategic plan, conducts feedback, and involves stakeholders such as faculty, staff, students, and alumni in the process. Regular meetings and reports help in addressing challenges, making necessary adjustments, and celebrating achievements. This dynamic approach ensures the ongoing success and relevance of the strategic plan, contributing to the overall

growth and development of IIBS.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/6.2%20-%20Strategy%20Development%20and%20Deployment.pdf
Upload any additional information	No File Uploaded

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

IIBS recognizes the significance of participatory management and decentralization in its day-to-day operations, contributing to the overall holistic development of students. The institution's organizational structure is designed to promote effective communication and collaboration among various departments, enabling smooth management. The Chairman oversees the functioning of key departments, including Admissions and Accounts. The Academic Director leads academic activities, with regular updates from the Principal and Heads of Departments.

Decentralization is further achieved by delegating administrative responsibilities to specific committees, such as the Finance Committee, Academic Council, Research and Development Cell, and more. These committees are instrumental in decision-making, with faculty, students, and non-teaching staff all playing active roles. Each department is empowered to identify class coordinators, monitor student performance, and facilitate academic operations effectively.

Participative management is a cornerstone of the institution, where the Principal nominates faculty, students, and non-teaching staff to various committees, ensuring inclusive governance. These committees meet regularly to address key issues, promote academic excellence, and enhance student support. The decentralized approach fosters collaboration, accountability, and continuous improvement in areas such as curriculum development, teaching, learning, research, and student progression. Through these mechanisms, the institution ensures that its strategic plan is effectively implemented, aligning with its vision and mission to improve the quality of education.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the Institution webpage	https://www.iibs.org.in/ug/nacaqar2023-24/6.1.2%20-%20The%20effective%20leadership%20is%20visible%20in%20various%20institutional%20practices%20such%20as%20decentralization.pdf
Upload any additional information	View File

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc (Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The institution prioritizes the welfare of its faculty and staff by offering a range of benefits aimed at improving their well-being and job satisfaction. All employees covered under the Provident Fund Scheme ensuring financial security for their families.

- The institution provides staff quarters with minimal charges for accommodation
- free transport for all employees.
- emergency interest free loans are offered,
- salary advances for festivals.

Additionally, the institution offers free boarding and lodging for the Warden and Assistant Warden, while accommodation is provided at no cost to the security guards on campus. Free meals are served to all employees, security personnel, maintenance staff, and drivers, with a separate dining hall dedicated to the employees.

Supporting and maintenance staff are provided with two sets of stitched uniforms annually, and electricians, attendants, and drivers receive necessary footwear and socks. To promote team spirit and relaxation, the institution organizes an annual faculty outing, birthday celebrations, marriage gifts with all expenses covered, ensuring employees enjoy a well-deserved break. These welfare initiatives reflect the institution's commitment to its employees' overall welfare and job satisfaction.

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

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

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

47

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

6

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

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

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

103

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

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

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 and will be audited on quarterly basis with external member, 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	Documents
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/6.3%20-%20Faculty%20Empowerment%20Strategies.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

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

IIBS conducts regular internal and external financial audits to ensure transparency, accountability, and compliance with financial regulations. The internal financial audit is carried out by the institution's designated finance department, with periodic reviews of financial records, transactions, and processes. The internal audit focuses on assessing adherence to financial policies, budget management, and the effective use of resources. Any discrepancies or inefficiencies identified are flagged for corrective action.

Externally, the institution engages a certified Auditor to conduct an independent financial audit. This audit examines the institution's financial statements, including income,

expenditures, assets, and liabilities, to ensure they are accurate and in line with accounting standards and regulatory requirements. The external auditor also provides an opinion on the overall financial health of the institution.

In case of audit objections or discrepancies, a structured mechanism is in place for resolution. The finance department reviews the audit report, identifies areas of concern, and formulates an action plan to address the issues raised. Regular meetings are held with the auditors to ensure compliance with recommendations. The settlement of objections involves corrective measures, such as improving financial controls, updating processes, or training staff, ensuring that such issues do not recur in the future.

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

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

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

106,083

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

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

IIBS employs a strategic approach to mobilize funds and optimize resource utilization to ensure sustainable growth and quality education. The institution focuses on diversifying funding sources, including government grants, corporate partnerships, alumni contributions, and fee collection. Collaboration with

industry partners and securing research grants are key strategies for fund generation. Additionally, IIBS actively engages in organizing workshops, conferences, and training programs to generate additional income while promoting its academic excellence.

To ensure optimal utilization of resources, the institution implements stringent financial planning and budgeting processes. Resources are allocated based on priority areas such as infrastructure development, faculty training, student support services, and research initiatives. Regular financial audits and performance evaluations ensure that funds are spent judiciously, eliminating wastage and improving efficiency. The institution also invests in technology and digital infrastructure to streamline administrative processes and enhance learning experiences.

Further, IIBS emphasizes the need for continuous monitoring and feedback systems to assess the effectiveness of resource usage. This includes tracking the progress of projects, evaluating student outcomes, and ensuring that the financial management system aligns with the institution's long-term goals. Through these strategies, IIBS ensures financial sustainability while providing quality education and fostering institutional growth.

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

6.5 - Internal Quality Assurance System

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

The Internal Quality Assurance Cell (IQAC) at IIBS plays a pivotal role in enhancing the overall quality of the institution by acting as an effective internal coordinating and monitoring body. The IQAC is committed to developing and implementing quality benchmarks in both academic and administrative processes, ensuring a structured approach to continuous improvement. It aims to establish a robust quality assurance mechanism that monitors and evaluates various aspects of the institution, from teaching and learning to management practices.

The IQAC works diligently to promote a culture of quality across

the institution by identifying areas that require improvement and suggesting appropriate quality enhancement measures. This includes ensuring that academic programs meet industry standards, implementing best practices in administration, and maintaining a conducive learning environment for students and staff alike. Additionally, the IQAC facilitates the collection of feedback from stakeholders, including students, faculty, and alumni, to refine processes and policies further.

Through its strategic initiatives, the IQAC ensures that the institution remains focused on its goals of excellence and is aligned with national and global educational standards. The cell's proactive approach helps in fostering a continuous improvement cycle, enhancing the institution's reputation, and contributing to the overall development of both academic and administrative functions.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/6.3%20-%20IQAC%20Report.pdf
Upload any additional information	View File

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

At IIBS, the teaching-learning process, operational structures, methodologies, and learning outcomes are regularly reviewed to ensure continuous improvement and alignment with academic and institutional goals. The Internal Quality Assurance Cell (IQAC) plays a crucial role in this process by periodically assessing various aspects of academic and administrative functions. The IQAC conducts systematic evaluations to identify areas of strength and opportunities for enhancement, based on feedback from students, faculty, and other stakeholders.

The review process encompasses teaching methods, curriculum delivery, student engagement, and assessment techniques, ensuring that these align with the evolving needs of the students and industry standards. Additionally, the effectiveness of administrative structures and processes is closely monitored to maintain efficiency and transparency in day-to-day activities .

The institution records incremental improvements in its academic practices and operational methodologies, tracking progress over time through data analysis and feedback mechanisms. This approach helps in identifying the impact of changes made and adjusting strategies accordingly. By fostering a culture of continuous improvement, IIBS ensures that its academic offerings and overall institutional performance consistently meet high standards, contributing to the overall growth and development of both faculty and students. The regular review process led by the IQAC guarantees that the institution remains dynamic and responsive to emerging educational trends.

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

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

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.iibs.org.in/ug/nacaqar2023-24/IQAC%20Meeting.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The International Institute of Business Studies (IIBS) is dedicated to fostering an environment of gender equity, inclusivity, and safety for all its faculty, staff, and students. The institute enforces a comprehensive campus Code of Conduct, prohibiting any form of harassment or discrimination based on gender, caste, creed, or any other identity. This Code serves as a guiding principle for maintaining respect, equality, and non-discrimination. To further address issues of harassment, IIBS has established an Anti-Ragging Committee and a Student Grievance and Redressal Committee, ensuring prompt responses to complaints and offering support to affected individuals.

IIBS promotes gender equity awareness through seminars and workshops focused on women's empowerment, gender equality, and the prevention of gender-based violence. The institute has also implemented safety measures, including campus-wide CCTV surveillance, to ensure a secure environment. Additionally, a robust sexual harassment policy is in place, encouraging reporting and timely redressal.

In support of women's health and comfort, IIBS has installed sanitary napkin vending machines and incinerators on campus. Separate waiting rooms and washrooms are also provided for female students. Scholarships for girls further enhance IIBS's commitment to gender equity, making it a supportive and inclusive educational environment for all students.

File Description	Documents
Annual gender sensitization action plan	https://www.iibs.org.in/ug/nacaqar2023-24/Adobe%20Scan%2020%20Jan%202025.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.iibs.org.in/ug/nacaqar2023-24/policy_merged.pdf

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

B. Any 3 of the above

power efficient equipment

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

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

Waste Management Overview

Effective waste management practices are implemented on campus to promote sustainability and environmental responsibility.

Solid Waste Management: Waste is segregated at the source using separate bins for dry and wet waste. A strict plastic ban is enforced across the campus to reduce environmental pollution. Awareness campaigns, supported by posters, educate the campus community about proper waste segregation. Wet waste is recycled into organic manure using compost pits, contributing to sustainable agricultural practices and green initiatives.

Liquid Waste Management: The campus operates a fully functional Sewage Treatment Plant (STP) to manage liquid waste efficiently. The recycled water undergoes annual contamination testing and is used for watering plants and cleaning purposes. The STP is maintained regularly to ensure smooth operations and compliance with environmental standards.

E-Waste Management: A Memorandum of Understanding (MOU) with Sogo E-Waste ensures that electronic waste is responsibly recycled. Before recycling, reusable components are identified and repurposed under the guidance of the IT Manager, Mr. Ramesh, to minimize waste and maximize resource utilization.

These integrated waste management practices demonstrate the institution's dedication to sustainability, environmental stewardship, and resource conservation, setting a benchmark for green campus initiatives.

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

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

A. Any 4 or all of the above

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

7.1.5 - Green campus initiatives include

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

A. Any 4 or All of the above

1. Restricted entry of automobiles
2. Use of Bicycles/ Battery powered vehicles
3. Pedestrian Friendly pathways
4. Ban on use of Plastic
5. landscaping with trees and plants

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Any other relevant documents	No File Uploaded

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

7.1.6.1 - The institutional environment and energy initiatives are confirmed through the following 1.Green audit 2. Energy audit

A. Any 4 or all of the above

3.Environment audit 4.Clean and green campus recognitions/awards 5. Beyond the campus environmental promotional activities

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

7.1.7 - The Institution has disabled-friendly, barrier free environment Built environment with ramps/lifts for easy access to classrooms. Disabled-friendly washrooms Signage including tactile path, lights, display boards and signposts Assistive technology and facilities for persons with disabilities (Divyangjan) accessible website, screen-reading software, mechanized equipment

5. Provision for enquiry and information : Human assistance, reader, scribe, soft copies of reading material, screen reading

A. Any 4 or all of the above

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

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

The institution has made significant strides in fostering inclusivity and diversity through various events and initiatives.

Cultural celebrations, such as Ethnic Day, Dussehra, and Ganesh Chaturthi, provide platforms for students and faculty to embrace and showcase their regional and cultural uniqueness. These events encourage harmony among individuals from diverse backgrounds, promoting a sense of unity and respect for different traditions.

Additionally, programs like Kannada Rajyotsav and Teacher's Day Celebrations with cultural components emphasize the importance of linguistic and regional diversity. By organizing such events, the institution ensures that students appreciate and celebrate the multicultural environment around them, helping create a tolerant and harmonious campus culture.

Through these initiatives, the institution reinforces its commitment to creating an environment where all individuals feel valued and respected, irrespective of their socio-economic or cultural backgrounds. These efforts contribute to building an inclusive academic community that aligns with global standards.

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

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

The institution integrates constitutional values, rights, duties, and responsibilities into its curriculum, particularly through dedicated courses on the Indian Constitution at the undergraduate level. These courses aim to familiarize students with the foundational principles of democracy and citizenship.

Regular seminars and guest lectures by delegates on topics such as human rights and constitutional values are organized to deepen understanding and encourage dialogue among students and staff. Events such as Constitution Day, Ambedkar Jayanti, National Voters Day, and Republic Day further reinforce awareness of democratic ideals and citizen responsibilities.

Through active NSS and NCC participation, students are involved in community services and activities that instill a sense of duty toward society. Programs like Energy Conservation Day and Gandhi

Jayanti promote ethical responsibilities and environmental consciousness.

The institution also organizes cultural and commemorative events, such as Kannada Rajyotsava and International Women's Day, fostering inclusivity and respect for diversity, essential tenets of the Constitution.

These initiatives collectively ensure that students and employees are well-informed and actively engaged in upholding constitutional values, contributing to the development of responsible and conscientious citizens.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	No File Uploaded

7.1.10 - The Institution has a prescribed code of conduct for students, teachers, administrators and other staff and conducts periodic programmes in this regard. The Code of Conduct is displayed on the website There is a committee to monitor adherence to the Code of Conduct Institution organizes professional ethics programmes for students, teachers, administrators and other staff

4. Annual awareness programmes on Code of Conduct are organized

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

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

The institution actively celebrates a wide range of national and international commemorative days, fostering cultural unity, social awareness, and a sense of national pride.

Key national events such as Republic Day, Independence Day, Constitution Day, and National Voters Day are marked with activities like flag hoisting, seminars, and rallies to emphasize the importance of democracy, civic responsibilities, and constitutional values. Events like Ambedkar Jayanti and Gandhi Jayanti highlight the contributions of national leaders and their philosophies.

To promote global awareness and health, the institution observes International Yoga Day and World Tobacco Day, organizing workshops and campaigns. Social initiatives such as International Women's Day and Childrens' Day further underscore its commitment to equity and inclusion.

Cultural celebrations, including Ganesh Chaturthi, Diwali, Dussehra, Christmas, and Kannada Rajyotsava, reflect the institution's dedication to respecting and celebrating India's rich diversity. Events like Rainbow Week and Ethnic Day encourage students and staff to embrace and showcase cultural heritage.

The institution also organizes unique events such as Kalakruthi - intra cultural fest, Surface - intra college fest for PG, and IGNITE inter college culturalfest, offering platforms for creative expression and innovation. These initiatives collectively promote harmony, cultural appreciation, and national integrity.

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

7.2 - Best Practices

7.2.1 - Describe two best practices successfully implemented by the Institution as per NAAC

format provided in the Manual.

The two best practices implemented by IIBS to enhance student development and institutional excellence are IIBS Finishing School and Ensured Students Holistic Development.

IIBS Finishing School Program: The program bridges the gap between academia and industry by equipping students with essential skills. It offers semester-specific certifications in areas like corporate communication, advanced analytics, and entrepreneurship, with 70% of the training delivered by industry experts. This rigorous approach has improved students' confidence, communication, and employability. Evidence of success includes an increase in placement percentages and higher salary packages for graduates. Challenges include scheduling alongside university curricula and arranging external resources.

Ensured Students' Holistic Development: This initiative aims to foster leadership, problem-solving, and cultural understanding among students. Key activities include corporate and alumni connect programs, student exchange agreements, and various clubs that enhance engagement and skills. Social responsibility is promoted through village and school adoption programs, blood donation drives, and community service. The program has improved students' leadership and employability while addressing societal challenges. Evidence of success includes higher internship and job opportunities, increased blood donations, and recognition through awards. Challenges include funding limitations, social stigma, and initial low participation in activities.

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	View File

7.3 - Institutional Distinctiveness

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

The institution has demonstrated a strong commitment to student welfare through its comprehensive scholarship and concession schemes for the academic year 2023-2024. A total of 707 students across undergraduate (UG) and MBA programs benefited, with financial assistance amounting to ₹2,61,59,204.

Undergraduate programs supported 388 students, distributing ?47,37,899. Key initiatives included College Concessions, Defense Scholarships, Girl Student Concessions, and Merit Scholarships, with significant aid extended to promote academic excellence and gender inclusivity.

MBA programs accounted for 319 beneficiaries, with ?2,14,21,305 disbursed. Notable schemes included Academic Scholarships, Entrance Score-based assistance, and Girl Student Concessions. The substantial allocation for MBA students underscores the institution's focus on fostering professional education.

These initiatives highlight the institution's dedication to inclusivity, recognizing merit, and addressing the financial challenges faced by students. Special attention to girl student concessions aligns with efforts to empower women in education. The broad range of scholarships ensures diverse student needs are met, promoting academic success and personal growth.

Such financial aid not only alleviates students' economic burdens but also cultivates a culture of excellence, inclusivity, and equal opportunity within the institution. Continued enhancements to these programs can further solidify its impact on student success and empowerment.

Part B

CURRICULAR ASPECTS

1.1 - Curricular Planning and Implementation

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

The International Institute of Business Studies (IIBS), affiliated with Bangalore University, offers a structured curriculum for UG (3 years) and PG (2 years) students, which includes academic courses, co-curricular, and extra-curricular activities. The syllabus is prescribed by the university and followed strictly, while the college has flexibility in designing co-curricular and extra-curricular activities.

Each department holds academic meetings where subjects are allocated to faculty. Faculty members prepare detailed lesson plans, including course objectives, outcomes, teaching methods, and reference books, which are shared with students and posted on the college ERP. The timetable, which includes class schedules, library hours, assessments, and presentations, is prepared by a committee and displayed on notice boards and ERP.

Co-curricular and extra-curricular programs are planned at the start of each academic year, and add-on certificate and value-added courses are integrated into the timetable. Students are encouraged to participate in sports, cultural activities, and inter-collegiate competitions to showcase their talents.

Curriculum delivery is assessed through monthly departmental audits and meetings. The institution adopts student-centric teaching methods such as seminars, industrial visits, workshops, educational tours, and industry interactions, ensuring that students are well-prepared for future challenges

File Description	Documents
Upload relevant supporting document	View File
Link for Additional information	https://www.iibs.org.in/ug/nacaqar2023-24/1.2%20-%20Academic%20Flexibility.pdf

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

The Institution is affiliated to BCU (Bengaluru City University) and the University prepares the academic calendar. The College prepares academic calendar accordance with University Academic Calendar. The objective behind the preparation of academic calendar is that there should be maximum working days to complete the syllabus and CIE. The Principal conducts meeting with the HoDs and staff regarding smooth implementation of the academic calendar and conduct of CIE. The internal mark of each course is with the implementation of NEP in the first year of UG and it is given based on the unit tests, assignments, seminars, attendance, workshops, book review, projects, etc.

All the faculty members follow the academic calendar to complete their CIE task. Assignments are given well in advance and the departments ensure their submission as per schedule. Internal marks are displayed on the notice boards as well as college website to ensure transparency and correctness before they are forwarded to the university.

File Description	Documents
Upload relevant supporting documents	View File
Link for Additional information	https://www.iibs.org.in/ug/nacaqar2023-24/1.1.2-%20The%20institution%20adheres%20to%20the%20academic%20calendar.pdf

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

A. All of the above

File Description	Documents
Details of participation of teachers in various bodies/activities provided as a response to the metric	View File
Any additional information	No File Uploaded

1.2 - Academic Flexibility

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

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

5

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

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

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

24

File Description	Documents
Any additional information	View File
Brochure or any other document relating to Add on /Certificate programs	View File
List of Add on /Certificate programs (Data Template)	View File

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

716

1.2.3.1 - Number of students enrolled in subject related Certificate or Add-on programs during the year

716

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

1.3 - Curriculum Enrichment

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

IBS integrates professional ethics, gender sensitization, human values, and environmental sustainability into its curriculum, as per Bengaluru City University's guidelines. The university includes subjects that address environmental concerns, social responsibilities, gender issues, and human values, fostering students' understanding of global and daily life values. Key subjects in the curriculum include Value Education, Personality Development, Culture, Diversity and Society, and Science and Society. Under the NEP scheme, courses like Gender and Politics, Environmental Studies, and Human Rights are also part of the syllabus.

The college promotes these values through various activities, including the establishment of staff and student codes of conduct, anti-sexual harassment and anti-ragging cells. The NSS unit actively organizes programs such as tree plantations, health education, blood donation camps, and awareness campaigns on issues like adult literacy, electoral literacy, and plastic ban. They also conduct rallies, "No Vehicle Day" initiatives, and eco-friendly activities like rainwater harvesting awareness and waste management.

Annual NSS camps in nearby villages involve community service, including street cleaning and awareness programs on child education, voting, health, and the environment. The college emphasizes gender equality through seminars and workshops, celebrates Constitution Day to highlight fundamental rights, and conducts various extracurricular activities such as painting, debates, and essay writing.

File Description	Documents
Any additional information	No File Uploaded
Upload the list and description of courses which address the Professional Ethics, Gender, Human Values, Environment and Sustainability into the Curriculum	View File

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

76

File Description	Documents
Any additional information	View File
Programme / Curriculum/ Syllabus of the courses	View File
Minutes of the Boards of Studies/ Academic Council meetings with approvals for these courses	View File
MoU's with relevant organizations for these courses, if any	No File Uploaded
Number of courses that include experiential learning through project work/field work/internship (Data Template)	View File

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

558

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

1.4 - Feedback System	
1.4.1 - Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders Students Teachers Employers Alumni	A. All of the above
File Description	Documents
URL for stakeholder feedback report	No File Uploaded
Action taken report of the Institution on feedback report as stated in the minutes of the Governing Council, Syndicate, Board of Management (Upload)	View File
Any additional information(Upload)	No File Uploaded
1.4.2 - Feedback process of the Institution may be classified as follows	A. Feedback collected, analyzed and action taken and feedback available on website
File Description	Documents
Upload any additional information	View File
URL for feedback report	https://www.iibs.org.in/ug/nacaqar2023-24/1.4%20-%20Feedback%20System.pdf
TEACHING-LEARNING AND EVALUATION	
2.1 - Student Enrollment and Profile	
2.1.1 - Enrolment Number Number of students admitted during the year	
2.1.1.1 - Number of sanctioned seats during the year	
600	
File Description	Documents
Any additional information	No File Uploaded
Institutional data in prescribed format	View File

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

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

130

File Description	Documents
Any additional information	No File Uploaded
Number of seats filled against seats reserved (Data Template)	View File

2.2 - Catering to Student Diversity

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

IIBS assesses the learning levels of students through various methods through regular assessments such as Continuous Internal Assessment (CIA) tests, quizzes, assignments, class presentations, and departmental audits help evaluate students' progress. These assessments are aligned with the course objectives and outcomes, enabling faculty to gauge individual learning levels. The institution ensures that both advanced and slow learners receive appropriate support.

For advanced learners, the institution organizes special programs like advanced workshops, seminars, and industry visits to enhance their knowledge and provide them with opportunities for intellectual growth. These students are encouraged to take on leadership roles in academic and extra-curricular activities, ensuring they are constantly challenged and engaged.

For slow learners, IIBS implements remedial classes and personalized guidance. Faculty members provide extra attention through one-on-one sessions to clarify concepts and reinforce understanding. The institution also offers additional learning resources, such as online modules, reference materials, and peer support, to help slow learners catch up with the curriculum.

The college continuously monitors the progress of all students and adapts teaching strategies to address diverse learning needs. This holistic approach ensures that both advanced and

slow learners receive the necessary support to excel in their academic journey.

File Description	Documents
Link for additional Information	Nil
Upload any additional information	View File

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

Number of Students	Number of Teachers
716	53

File Description	Documents
Any additional information	View File

2.3 - Teaching- Learning Process

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

The overall development of a student is sought through, three pillars of International Institute of Business Studies educational philosophy.

Experiential Learning Modes

- Developing analytical skills of students through projects, internships and social surveys, based on apprenticeship approaches of learning.
- 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.
- 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 mode, using technology to create a flexible and

conducive ambience.

- Debates and panel discussions enable critical thinking and articulation of domain knowledge in participants.
- Seminars by industry experts help nurture shared learning among students.
- 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

- Business planning skills enhanced analytical and problem-solving abilities in students.
- Brainstorming activities help students provide diverse solutions and paves way for effective decision making.
- Classroom learning is assessed through software development.

File Description	Documents
Upload any additional information	No File Uploaded
Link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/2.3.1%20-%20Student%20centric%20methods,%20such%20as%20experiential%20learning.pdf

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

At IIBS, teachers actively incorporate ICT-enabled tools to enhance the teaching-learning process, ensuring an interactive and engaging classroom experience. The integration of technology supports various pedagogical approaches, making learning more dynamic and accessible for students. Faculty members use multimedia presentations, digital boards, and video lectures to explain complex concepts, making the content more understandable and engaging.

The college utilizes Learning Management Systems (LMS) and

other digital platforms to provide students with access to course materials, assignments, and important notices. These platforms facilitate seamless communication between students and faculty, enabling the sharing of resources and feedback.

Additionally, teachers incorporate online tools like quizzes, surveys, and discussion forums to assess student understanding and promote active participation. Educational apps, simulation software, and virtual labs are also employed to provide hands-on experiences, particularly for subjects that require practical application.

For collaborative learning, the use of cloud-based platforms like Google Classroom allows students to work on projects and share documents easily. The adoption of ICT tools extends beyond classrooms, with online resources and recorded lectures offering flexibility for students to learn at their own pace.

This proactive use of ICT tools aligns with IIBS's commitment to creating a tech-enabled, student-centric learning environment, fostering better academic outcomes and skill development.

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

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

2.3.3.1 - Number of mentors

53

File Description	Documents
Upload, number of students enrolled and full time teachers on roll.	View File
Circulars pertaining to assigning mentors to mentees	View File
mentor/mentee ratio	View File

2.4 - Teacher Profile and Quality

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

53

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

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

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

29

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

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

2.4.3.1 - Total experience of full-time teachers

165

File Description	Documents
Any additional information	View File
List of Teachers including their PAN, designation, dept. and experience details(Data Template)	View File

2.5 - Evaluation Process and Reforms

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

The Continuous Internal Assessment (CIA) at IIBS includes two written tests, assignment/project submissions, and marks for attendance. Test schedules are communicated to students 10 days in advance, as per the Academic Calendar. The syllabus for each course is shared by the respective subject teachers in class.

If students have concerns regarding the question paper or evaluation, they can raise them with their Class Mentors, who escalate the issue to the Head of Department (HOD). An impartial inquiry is conducted, and the issue is resolved within a week. If the student is still unsatisfied, the matter can be forwarded to the Principal for final resolution. Internal assessment marks are displayed on the notice board at the end of the semester. In case of discrepancies, students can report the issue to their Class Mentor for rectification.

Grievances related to University examinations are forwarded to the University Grievance Committee. Students can request a photocopy of their answer scripts from the University, and those dissatisfied with their marks can apply for reevaluation. The college supports students in rectifying any errors in the University mark list.

For malpractice incidents, students are issued a letter of warning and given an opportunity to defend themselves. The examination committee's decision is final. This grievance redressal system ensures transparency and fairness in assessment.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/2.5%20-%20Evaluation%20Process%20and%20Reforms.pdf

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

IIBS has a transparent, time-bound, and efficient mechanism to address internal examination-related grievances. The Continuous Internal Assessment (CIA) process includes two written tests, assignments, and attendance, with the schedules communicated to students well in advance as per the Academic Calendar. Any concerns regarding the question paper or evaluation can be raised by students on the day of the test or during evaluation. These issues are initially addressed by the Class Mentor, who escalates them to the Head of Department (HOD) for impartial inquiry and resolution within a week.

The internal assessment marks are displayed on the notice board, allowing students to verify their scores. If discrepancies are found, students can report them to their Class Mentor, who ensures that the issue is resolved, and the correct marks are updated in the University portal.

In case of further appeals, grievances can be forwarded to the Principal for final clarification. The university also has a grievance redressal system for external examinations, where students can request photocopies of their answer scripts or apply for reevaluation if they are dissatisfied with their marks.

This systematic and time-bound approach ensures that all grievances are addressed promptly and transparently, upholding the integrity of the examination process at IIBS.

File Description	Documents
Any additional information	View File
Link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/2.5.2%20Mechanism%20for%20internal%20Exam.pdf

2.6 - Student Performance and Learning Outcomes

2.6.1 - Teachers and students are aware of the stated Programme and course outcomes of the Programmes offered by the institution.

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.

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.

The learning outcome related to the program is conveyed during the induction program through Principal's address. Heads of the departments and controller of examination addresses 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

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.iibs.org.in/ug/nacaqar2023-24/2.6%20-%20Student%20Performance%20and%20Learning%20Outcomes.pdf
Upload COs for all courses (exemplars from Glossary)	View File

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

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.

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.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional information	https://www.iibs.org.in/ug/nacaqar2023-24/2.6%20-%20Student%20Performance%20and%20Learning%20Outcomes.pdf

2.6.3 - Pass percentage of Students during the year

2.6.3.1 - Total number of final year students who passed the university examination during the year**244**

File Description	Documents
Upload list of Programmes and number of students passed and appeared in the final year examination (Data Template)	View File
Upload any additional information	View File
Paste link for the annual report	https://www.iibs.org.in/ug/nacaqar2023-24/2.6.3%20-%20Pass%20percentage%20of%20Students%20during%20the%20year.pdf

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

<https://www.iibs.org.in/ug/nacaqar2023-24/2.7%20-%20Student%20Satisfaction%20Survey.pdf>

RESEARCH, INNOVATIONS AND EXTENSION**3.1 - Resource Mobilization for Research****3.1.1 - Grants received from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)****3.1.1.1 - Total Grants from Government and non-governmental agencies for research projects / endowments in the institution during the year (INR in Lakhs)****3,56,000**

File Description	Documents
Any additional information	No File Uploaded
e-copies of the grant award letters for sponsored research projects /endowments	No File Uploaded
List of endowments / projects with details of grants(Data Template)	View File

3.1.2 - Number of departments having Research projects funded by government and non government agencies during the year**3.1.2.1 - Number of departments having Research projects funded by government and non-government agencies during the year**

2

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

3.1.3 - Number of Seminars/conferences/workshops conducted by the institution during the year**3.1.3.1 - Total number of Seminars/conferences/workshops conducted by the institution during the year**

12

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

3.2 - Research Publications and Awards**3.2.1 - Number of papers published per teacher in the Journals notified on UGC website during the year****3.2.1.1 - Number of research papers in the Journals notified on UGC website during the year**

52

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

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

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

30

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

3.3 - Extension Activities

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

IIBS actively engages in various social initiatives aimed at community welfare and environmental sustainability. The institution organizes an annual blood donation camp in collaboration with the Rotary Club, encouraging students, faculty, and the local community to donate blood, raising awareness about its life-saving impact.

In addition, IIBS organizes orphanage visits where students and faculty interact with children, providing emotional support, donating food, study kits, and other essentials, fostering empathy and social responsibility among students.

Students also engage in promoting personal hygiene by conducting awareness sessions in nearby villages, emphasizing the importance of cleanliness for better health. On significant occasions like Teacher's Day and Independence Day, students participate in sapling plantation drives, contributing to ecological balance and environmental responsibility.

The institution also focuses on reducing plastic usage by organizing cleaning drives to collect plastic waste, educating the community about its harmful effects and advocating for sustainable alternatives.

To promote road safety, IIBS, in collaboration with the Rotary Club, organizes "Drive to Inspire," raising awareness about road safety, the dangers of drunk driving, and the importance of wearing helmets.

Additionally, the National Service Scheme (NSS) camps focus on cleanliness drives, where students actively contribute to maintaining a cleaner environment, reinforcing the importance of public health and hygiene.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/naac-aqar
Upload any additional information	View File

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

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

4

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

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

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

19

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

3.3.4 - Number of students participating in extension activities at 3.3.3. above during the year

3.3.4.1 - Total number of Students participating in extension activities conducted in collaboration with industry, community and Non- Government Organizations through NSS/ NCC/ Red Cross/ YRC etc., during the year

808

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

3.4 - Collaboration

3.4.1 - The Institution has several collaborations/linkages for Faculty exchange, Student exchange, Internship, Field trip, On-the- job training, research etc during the year

5

File Description	Documents
e-copies of linkage related Document	No File Uploaded
Details of linkages with institutions/industries for internship (Data Template)	View File
Any additional information	View File

3.4.2 - Number of functional MoUs with national and international institutions, universities, industries, corporate houses etc. during the year

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

13

File Description	Documents
e-Copies of the MoUs with institution./ industry/corporate houses	View File
Any additional information	View File
Details of functional MoUs with institutions of national, international importance, other universities etc during the year	View File

INFRASTRUCTURE AND LEARNING RESOURCES

4.1 - Physical Facilities

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

The International Institute of Business Studies (IIBS) is equipped with modern physical infrastructure to support effective teaching and learning. It has 38 well-furnished, ventilated classrooms with Interactive smart Boards and Wi-Fi, and two seminar halls with ICT facilities, audio systems, and featuring an interactive smart board. IIBS boasts two computer labs with 120 desktop computers, UPS backup, and IT support rooms for all technological services. The Learning Resource Centre (LRC) houses two libraries with over 24,000 books and journals, including digital resources, and is automated using Easylib software.

Sports facilities include indoor games like Table Tennis, Carom, and Chess, along with a two-acre outdoor ground for Cricket, Volleyball, and Kabaddi. Yoga classes are conducted for students' well-being. The campus also features an amphitheater for cultural events, and is accessible to students with disabilities, offering ramps, elevators, and disabled-friendly toilets.

Additional amenities include R.O. drinking water, fire safety

systems, 10 college buses, a cafeteria, and sustainable features like LED lighting, solar streetlights, and rainwater harvesting. IIBS also operates a sewage treatment plant, ensures security with CCTV surveillance, and provides 24/7 security personnel. The campus is well-maintained and promotes environmental sustainability.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/4.1%20-%20Physical%20Facilities.pdf

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

The International Institute of Business Studies (IIBS) offers a well-rounded infrastructure to support a wide range of extracurricular activities, fostering the holistic development of students. The campus is equipped with facilities for both indoor and outdoor sports. Indoor games such as Table Tennis, Carom, and Chess are available, while a spacious two-acre sports ground accommodates outdoor games like Cricket, Volleyball, and Kabaddi. To promote physical fitness, the institute also has a fully-equipped gymnasium and conducts regular Yoga classes every Saturday, ensuring students' physical and mental well-being.

In addition to sports, IIBS encourages cultural engagement through various platforms. The campus features an open amphitheater that hosts cultural events, talent shows, and open discussions, offering students opportunities to showcase their skills and creativity. The institution believes in nurturing a well-balanced student experience, ensuring that academic rigor is complemented by the development of sportsmanship, creativity, and leadership skills.

The college also provides ample opportunities for experiential learning, which further contributes to students' personal growth. These facilities, combined with a dedicated approach towards promoting fitness and cultural expression, enhance the overall student experience, ensuring they are well-prepared for the challenges of both professional and personal life.

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/4.1.2%20(4.1)%20-%20The%20Institution%20has%20adequate%20facilities%20for%20cultural%20activities.pdf

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

32

4.1.3.1 - Number of classrooms and seminar halls with ICT facilities

34

File Description	Documents
Upload any additional information	View File
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/4.1.3%20-%20Number%20of%20classrooms%20and%20seminar%20halls%20with%20ICT.pdf
Upload Number of classrooms and seminar halls with ICT enabled facilities (Data Template)	View File

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

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

61,429,730

File Description	Documents
Upload any additional information	View File
Upload audited utilization statements	View File
Upload Details of budget allocation, excluding salary during the year (Data Template)	View File

4.2 - Library as a Learning Resource

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

The library at IIBS is a fully automated, Wi-Fi enabled Learning Resource Center with a seating capacity for 180 students. It uses the Easylib automation software (cloud computing version) for efficient management of library resources, including books, journals, and student dissertations. The software supports both hard and soft copies, offering an intuitive interface and running on the Windows operating system. Additionally, 15 systems are provided for digital library access.

The library is managed by a qualified Chief Librarian, assisted by two assistant librarians. It offers a comprehensive collection of print and electronic materials, catering to the academic and research needs of students and faculty. The open access system is available in both the reference and stack sections. Key resources include textbooks, reference books, previous year question papers, articles, and journals & IIM-B Membership.

A Library Advisory Committee, chaired by the principal, regularly reviews the library's needs and improvements, including recommendations such as the renewal of Dellnet facilities, the use of the OPAC module for information retrieval, and the introduction of barcode facilities for all books. The library also features sections for competitive exams, SC-ST book banks, periodicals, and reprography services, J-Gate, Proquest, EBSCO, NDLI. It is linked to the college website and is equipped with a fire extinguisher for safety.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for Additional Information	https://www.iibs.org.in/ug/nacaqar2023-24/4.2%20-%20Library%20as%20a%20Learning%20Resource.pdf

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

A. Any 4 or more of the above

File Description	Documents
Upload any additional information	No File Uploaded
Details of subscriptions like e-journals,e-ShodhSindhu, Shodhganga Membership etc (Data Template)	View File

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

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

597914

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

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

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

30

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

4.3 - IT Infrastructure

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

The International Institute of Business Studies (IIBS) is a fully IT-enabled campus, providing extensive internet access and modern technology for both students and faculty. The entire campus is covered by Wi-Fi, supported by BBNL with 300 MBPS speed, ensuring seamless internet connectivity in classrooms, the library, and common areas. All classrooms are equipped with Interactive panel boards and dedicated routers for student internet access.

The IT infrastructure includes 120 desktops and 232 laptops for students, with operating systems such as Linux (Ubuntu) and Windows, along with office software like Office 2016/2010 (Lifetime License). The computer labs are equipped with software like Tally and Visual Basic. The campus also features an ERP system, Herizen, for academic and administrative management, which is accessible by students, staff, and parents to track progress and updates.

The library uses Easylib 6.4a ILMS for document automation. Seminar halls and classrooms are equipped with ICT tools, including multimedia systems and smart boards. The campus is secured by 84 CCTV cameras, monitored via a central server room connected to the Wi-Fi system. All IT systems, including projectors and routers, are supported by a UPS for a 4-hour power backup. A full-time systems administrator manages the IT infrastructure, with a high-performance Edge R50 server for data transmission.

File Description	Documents
Upload any additional information	No File Uploaded
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/4.3%20-%20IT%20Infrastructure.pdf

4.3.2 - Number of Computers**222**

File Description	Documents
Upload any additional information	View File
Student – computer ratio	View File

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

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

4.4 - Maintenance of Campus Infrastructure**4.4.1 - Expenditure incurred on maintenance of infrastructure (physical and academic support facilities) excluding salary component during the year (INR in Lakhs)****4.4.1.1 - Expenditure incurred on maintenance of infrastructure (physical facilities and academic support facilities) excluding salary component during the year (INR in lakhs)****52,079,129**

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

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

The International Institute of Business Studies (IIBS) has well-established systems and procedures for the maintenance and

utilization of its physical, academic, and support facilities. The infrastructure, including laboratories, classrooms, the library, sports arena and computer facilities, is regularly maintained to ensure optimal functionality and usage.

For academic facilities, all classrooms are equipped with Interactive panels, providing a conducive learning environment with Wi-Fi access for both students and faculty. The IT department ensures that all computers in the labs are updated and regularly serviced, while software and hardware are maintained for efficient operation. Regular backups are taken, and the LAN and network systems are monitored by an IT consultant to maintain uninterrupted access.

The library, equipped with modern automation software, Easylib 6.4a, is consistently updated and managed by a team of qualified staff. It is regularly audited by the Library Advisory Committee, ensuring the availability of current resources, both digital and print, for academic and research needs.

The sports Arena and gymnasium are maintained for student well-being, offering both indoor and outdoor sports facilities. Regular checks and maintenance of these areas ensure they remain in optimal condition.

Furthermore, an ERP system is in place for efficient management of academic and administrative data, accessible to students, staff, and parents for transparency and effective monitoring. The institute ensures that all facilities are used efficiently to support the academic growth and overall development of students.

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

STUDENT SUPPORT AND PROGRESSION

5.1 - Student Support

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

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

101

File Description	Documents
Upload self attested letter with the list of students sanctioned scholarship	View File
Upload any additional information	View File
Number of students benefited by scholarships and free ships provided by the Government during the year (Data Template)	View File

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

707

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

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

A. All of the above

File Description	Documents
Link to institutional website	https://www.iibs.org.in/ug/nacaqar2023-24/5.1.3-%20Capacity%20building%20and%20skills%20enhancement%20initiatives.pdf
Any additional information	View File
Details of capability building and skills enhancement initiatives (Data Template)	View File

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

706

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

706

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

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

A. All of the above

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

5.2 - Student Progression

5.2.1 - Number of placement of outgoing students during the year

5.2.1.1 - Number of outgoing students placed during the year

147

File Description	Documents
Self-attested list of students placed	View File
Upload any additional information	View File

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

5.2.2.1 - Number of outgoing student progression to higher education

73

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

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

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

government examinations) during the year

62

File Description	Documents
Upload supporting data for the same	View File
Any additional information	View File

5.3 - Student Participation and Activities**5.3.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/national / international level (award for a team event should be counted as one) during the year****5.3.1.1 - Number of awards/medals for outstanding performance in sports/cultural activities at university/state/ national / international level (award for a team event should be counted as one) during the year.**

10

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

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

The institution places significant emphasis on student representation and active engagement in various administrative, co-curricular, and extracurricular activities. To ensure students have a voice in institutional governance, the student council is formed through a transparent election process, where students elect representatives to participate in decision-making. This council plays a vital role in organizing events, addressing student concerns, and fostering a vibrant campus life.

In addition to the student council, students are also given representation on several academic and administrative bodies, such as departmental committees, disciplinary boards, and various planning committees. This representation is in line with the established norms and processes, ensuring that students' perspectives are considered in the formulation of policies and initiatives. Students are actively involved in the development of co-curricular programs, which include cultural, sports, and social activities, fostering their leadership, teamwork, and organizational skills.

The institution also encourages student participation in extracurricular activities like clubs, societies, and volunteer initiatives, promoting holistic development. These platforms provide students with opportunities to build leadership qualities, enhance communication skills, and contribute to the community. The institution continuously supports and nurtures student involvement, ensuring that their engagement in both governance and activities contributes meaningfully to the academic and socio-cultural environment of the campus.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/ug/nacagar2023-24/5.3.2-%20Institution%20facilitates%20students%E2%80%99%20representation%20and%20engagement%20in%20various%20administrative.pdf
Upload any additional information	View File

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

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

30

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

5.4 - Alumni Engagement

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

IIBS is proud to have a registered Alumni Association that plays a crucial role in the growth and development of the institution. The Alumni Association serves as a strong network connecting former students with the institution, fostering a sense of community and ongoing engagement. Alumni actively contribute to the development of the institution through various forms of support, both financial and non-financial.

Financially, alumni provide scholarships, grants, and endowments that aid in the academic pursuits of current students and assist in infrastructural development. These contributions help enhance the learning environment, promote research activities, and support various student initiatives. The alumni also offer mentorship programs, career guidance, and placement support, helping students navigate their professional journey.

In addition to financial support, alumni are involved in a wide range of activities, such as guest lectures, workshops, and seminars, where they share their expertise and industry experience with students. Their involvement enriches the academic and co-curricular environment, providing valuable insights into the latest trends and practices in the industry.

Through these collective efforts, the Alumni Association significantly contributes to the enhancement of institutional quality, the professional growth of students, and the overall advancement of the institution's mission and vision.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/5.4%20-%20Alumni%20Engagement.pdf
Upload any additional information	View File

5.4.2 - Alumni contribution during the year (INR in Lakhs) **A. ? 5Lakhs**

File Description	Documents
Upload any additional information	View File

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.1 - Institutional Vision and Leadership

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

The governance of the International Institute of Business Studies (IIBS) is overseen by the Smt. B. Devi educational Charitable Trust, which forms the Governing Body. The institution follows guidelines from the University Grants Commission, Karnataka State Council of Higher Education, and the All India Council for Technical Education. The vision of IIBS is "To inculcate ethical values and provide innovative, holistic learning experiences that nurture individuals into well-rounded human beings, thereby equipping them to become influential global leaders."

IIBS's mission focuses on "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 and emotionally and to make them a complete human being. To redefine the student's talents to make them successful entrepreneurs and responsible citizens. To develop human beings with values and ethics" .

The institution encourages decentralized governance by providing operational autonomy to various functionaries. Faculty members are involved in decision-making, given

leadership roles, and empowered to organize academic and extracurricular activities. IIBS also has several specialized committees and cells, including Training and Placement, Entrepreneurship Development, and Industry-Academia Interaction, to support students in their academic and career growth.

IIBS has successfully implemented the National Education Policy (NEP) and continuously works towards realizing its vision by offering initiatives like the IIBS Finishing School, scholarships, and community-focused admissions.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/vision-mission
Upload any additional information	View File

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

At the International Institute of Business Studies (IIBS), effective leadership is reflected in its commitment to decentralization and participative management, ensuring a collaborative and inclusive governance structure. The institution empowers various functionaries, including faculty and staff, by delegating authority and providing operational autonomy to drive decision-making processes. This decentralized approach fosters accountability and encourages individuals to take ownership of their respective roles.

Faculty members play an active role in the institution's governance, being part of various committees and cells such as the Training and Placement Cell, Cultural and Sports Clubs, Internal Complaint Committee, and Industry-Academia Interaction Cell. They are also given the authority to organize academic events like seminars, workshops, and conferences, which helps develop their leadership and organizational skills.

The institution's leadership encourages continuous dialogue with all stakeholders, including students, faculty, and industry experts, to gather inputs and ensure that decisions are aligned with the evolving needs of the academic community. By promoting a culture of transparency and involvement, IIBS fosters a participative management style where all voices are

heard, and collective decision-making drives institutional success. This leadership approach enhances the overall academic experience and contributes to the institution's continuous improvement.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/6.1.2-%20The%20effective%20leadership%20is%20visible%20in%20various%20institutional%20practices%20such%20as%20decentralization.pdf
Upload any additional information	View File

6.2 - Strategy Development and Deployment

6.2.1 - The institutional Strategic/ perspective plan is effectively deployed

The institutional strategic/perspective plan at IIBS is effectively deployed through a well-structured approach that aligns with the long-term vision and goals of the institution. The strategic plan is designed to foster academic excellence, holistic student development, and institutional growth, with a clear focus on quality education, research, infrastructure, and community engagement.

The deployment of the plan involves systematic processes and continuous monitoring. Key academic initiatives, such as curriculum enhancement, faculty development programmes, and innovative teaching methodologies, are implemented to ensure high-quality education. The institution also focuses on strengthening industry-academic and International institutions collaborations, which help in bridging the gap between academic learning and practical application, providing students with real-world exposure and opportunities.

Infrastructure development, including state-of-the-art facilities, digital learning tools, and eco-friendly initiatives, is a priority under the strategic plan. These developments create an environment conducive to learning and research.

To ensure effective deployment, the institution regularly reviews the progress of the strategic plan, conducts feedback, and involves stakeholders such as faculty, staff, students, and

alumni in the process. Regular meetings and reports help in addressing challenges, making necessary adjustments, and celebrating achievements. This dynamic approach ensures the ongoing success and relevance of the strategic plan, contributing to the overall growth and development of IIBS.

File Description	Documents
Strategic Plan and deployment documents on the website	View File
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/6.2-%20-%20Strategy%20Development%20and%20Deployment.pdf
Upload any additional information	No File Uploaded

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

IIBS recognizes the significance of participatory management and decentralization in its day-to-day operations, contributing to the overall holistic development of students. The institution's organizational structure is designed to promote effective communication and collaboration among various departments, enabling smooth management. The Chairman oversees the functioning of key departments, including Admissions and Accounts. The Academic Director leads academic activities, with regular updates from the Principal and Heads of Departments.

Decentralization is further achieved by delegating administrative responsibilities to specific committees, such as the Finance Committee, Academic Council, Research and Development Cell, and more. These committees are instrumental in decision-making, with faculty, students, and non-teaching staff all playing active roles. Each department is empowered to identify class coordinators, monitor student performance, and facilitate academic operations effectively.

Participative management is a cornerstone of the institution, where the Principal nominates faculty, students, and non-teaching staff to various committees, ensuring inclusive governance. These committees meet regularly to address key issues, promote academic excellence, and enhance student support. The decentralized approach fosters collaboration, accountability, and continuous improvement in areas such as

curriculum development, teaching, learning, research, and student progression. Through these mechanisms, the institution ensures that its strategic plan is effectively implemented, aligning with its vision and mission to improve the quality of education.

File Description	Documents
Paste link for additional information	Nil
Link to Organogram of the Institution webpage	https://www.iibs.org.in/ug/nacaqar2023-24/6.1.2-%20The%20effective%20leadership%20is%20visible%20in%20various%20institutional%20practices%20such%20as%20decentralization.pdf
Upload any additional information	View File

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

A. All of the above

File Description	Documents
ERP (Enterprise Resource Planning) Document	View File
Screen shots of user interfaces	View File
Any additional information	View File
Details of implementation of e-governance in areas of operation, Administration etc (Data Template)	View File

6.3 - Faculty Empowerment Strategies

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

The institution prioritizes the welfare of its faculty and staff by offering a range of benefits aimed at improving their well-being and job satisfaction. All employees covered under the Provident Fund Scheme ensuring financial security for their families.

- The institution provides staff quarters with minimal charges for accommodation
- free transport for all employees.
- emergency interest free loans are offered,
- salary advances for festivals.

Additionally, the institution offers free boarding and lodging for the Warden and Assistant Warden, while accommodation is provided at no cost to the security guards on campus. Free meals are served to all employees ,security personnel, maintenance staff, and drivers, with a separate dining hall dedicated to the employees.

Supporting and maintenance staff are provided with two sets of stitched uniforms annually, and electricians, attendants, and drivers receive necessary footwear and socks. To promote team spirit and relaxation, the institution organizes an annual faculty outing ,birthday celebrations ,marriage gifts with all expenses covered, ensuring employees enjoy a well-deserved break. These welfare initiatives reflect the institution's commitment to its employees' overall welfare and job satisfaction.

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

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

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

47

File Description	Documents
Upload any additional information	View File
Details of teachers provided with financial support to attend conference, workshops etc during the year (Data Template)	View File

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

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

6

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

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

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

103

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

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

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 and will be audited on quarterly basis with external member, 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	Documents
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/6.3%20-%20Faculty%20Empowerment%20Strategies.pdf
Upload any additional information	View File

6.4 - Financial Management and Resource Mobilization

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

IIBS conducts regular internal and external financial audits to ensure transparency, accountability, and compliance with financial regulations. The internal financial audit is carried out by the institution's designated finance department, with periodic reviews of financial records, transactions, and processes. The internal audit focuses on assessing adherence to financial policies, budget management, and the effective use of resources. Any discrepancies or inefficiencies identified are flagged for corrective action.

Externally, the institution engages a certified Auditor to conduct an independent financial audit. This audit examines the institution's financial statements, including income, expenditures, assets, and liabilities, to ensure they are accurate and in line with accounting standards and regulatory requirements. The external auditor also provides an opinion on the overall financial health of the institution.

In case of audit objections or discrepancies, a structured mechanism is in place for resolution. The finance department reviews the audit report, identifies areas of concern, and formulates an action plan to address the issues raised. Regular meetings are held with the auditors to ensure compliance with recommendations. The settlement of objections involves corrective measures, such as improving financial controls, updating processes, or training staff, ensuring that such issues do not recur in the future.

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

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

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

106,083

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

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

IIBS employs a strategic approach to mobilize funds and optimize resource utilization to ensure sustainable growth and quality education. The institution focuses on diversifying funding sources, including government grants, corporate partnerships, alumni contributions, and fee collection. Collaboration with industry partners and securing research grants are key strategies for fund generation. Additionally, IIBS actively engages in organizing workshops, conferences, and training programs to generate additional income while promoting its academic excellence.

To ensure optimal utilization of resources, the institution implements stringent financial planning and budgeting processes. Resources are allocated based on priority areas such as infrastructure development, faculty training, student support services, and research initiatives. Regular financial audits and performance evaluations ensure that funds are spent judiciously, eliminating wastage and improving efficiency. The institution also invests in technology and digital

infrastructure to streamline administrative processes and enhance learning experiences.

Further, IIBS emphasizes the need for continuous monitoring and feedback systems to assess the effectiveness of resource usage. This includes tracking the progress of projects, evaluating student outcomes, and ensuring that the financial management system aligns with the institution's long-term goals. Through these strategies, IIBS ensures financial sustainability while providing quality education and fostering institutional growth.

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

6.5 - Internal Quality Assurance System

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

The Internal Quality Assurance Cell (IQAC) at IIBS plays a pivotal role in enhancing the overall quality of the institution by acting as an effective internal coordinating and monitoring body. The IQAC is committed to developing and implementing quality benchmarks in both academic and administrative processes, ensuring a structured approach to continuous improvement. It aims to establish a robust quality assurance mechanism that monitors and evaluates various aspects of the institution, from teaching and learning to management practices.

The IQAC works diligently to promote a culture of quality across the institution by identifying areas that require improvement and suggesting appropriate quality enhancement measures. This includes ensuring that academic programs meet industry standards, implementing best practices in administration, and maintaining a conducive learning environment for students and staff alike. Additionally, the IQAC facilitates the collection of feedback from stakeholders, including students, faculty, and alumni, to refine processes and policies further.

Through its strategic initiatives, the IQAC ensures that the institution remains focused on its goals of excellence and is

aligned with national and global educational standards. The cell's proactive approach helps in fostering a continuous improvement cycle, enhancing the institution's reputation, and contributing to the overall development of both academic and administrative functions.

File Description	Documents
Paste link for additional information	https://www.iibs.org.in/ug/nacaqar2023-24/6.3%20-%20IQAC%20Report.pdf
Upload any additional information	View File

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

At IIBS, the teaching-learning process, operational structures, methodologies, and learning outcomes are regularly reviewed to ensure continuous improvement and alignment with academic and institutional goals. The Internal Quality Assurance Cell (IQAC) plays a crucial role in this process by periodically assessing various aspects of academic and administrative functions. The IQAC conducts systematic evaluations to identify areas of strength and opportunities for enhancement, based on feedback from students, faculty, and other stakeholders.

The review process encompasses teaching methods, curriculum delivery, student engagement, and assessment techniques, ensuring that these align with the evolving needs of the students and industry standards. Additionally, the effectiveness of administrative structures and processes is closely monitored to maintain efficiency and transparency in day-to-day activities .

The institution records incremental improvements in its academic practices and operational methodologies, tracking progress over time through data analysis and feedback mechanisms. This approach helps in identifying the impact of changes made and adjusting strategies accordingly. By fostering a culture of continuous improvement, IIBS ensures that its academic offerings and overall institutional performance consistently meet high standards, contributing to the overall growth and development of both faculty and students. The regular review process led by the IQAC guarantees that the

institution remains dynamic and responsive to emerging educational trends.

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

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

A. All of the above

File Description	Documents
Paste web link of Annual reports of Institution	https://www.iibs.org.in/ug/nacaqar2023-24/IQAC%20Meeting.pdf
Upload e-copies of the accreditations and certifications	View File
Upload any additional information	View File
Upload details of Quality assurance initiatives of the institution (Data Template)	View File

INSTITUTIONAL VALUES AND BEST PRACTICES

7.1 - Institutional Values and Social Responsibilities

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

The International Institute of Business Studies (IIBS) is dedicated to fostering an environment of gender equity, inclusivity, and safety for all its faculty, staff, and students. The institute enforces a comprehensive campus Code of Conduct, prohibiting any form of harassment or discrimination

based on gender, caste, creed, or any other identity. This Code serves as a guiding principle for maintaining respect, equality, and non-discrimination. To further address issues of harassment, IIBS has established an Anti-Ragging Committee and a Student Grievance and Redressal Committee, ensuring prompt responses to complaints and offering support to affected individuals.

IIBS promotes gender equity awareness through seminars and workshops focused on women's empowerment, gender equality, and the prevention of gender-based violence. The institute has also implemented safety measures, including campus-wide CCTV surveillance, to ensure a secure environment. Additionally, a robust sexual harassment policy is in place, encouraging reporting and timely redressal.

In support of women's health and comfort, IIBS has installed sanitary napkin vending machines and incinerators on campus. Separate waiting rooms and washrooms are also provided for female students. Scholarships for girls further enhance IIBS's commitment to gender equity, making it a supportive and inclusive educational environment for all students.

File Description	Documents
Annual gender sensitization action plan	https://www.iibs.org.in/ug/nacaqar2023-24/_Adobe%20Scan%2020%20Jan%202025.pdf
Specific facilities provided for women in terms of: a. Safety and security b. Counseling c. Common Rooms d. Day care center for young children e. Any other relevant information	https://www.iibs.org.in/ug/nacaqar2023-24/_policy_merged.pdf

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

B. Any 3 of the above

File Description	Documents
Geo tagged Photographs	View File
Any other relevant information	View File

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

Waste Management Overview

Effective waste management practices are implemented on campus to promote sustainability and environmental responsibility.

Solid Waste Management: Waste is segregated at the source using separate bins for dry and wet waste. A strict plastic ban is enforced across the campus to reduce environmental pollution. Awareness campaigns, supported by posters, educate the campus community about proper waste segregation. Wet waste is recycled into organic manure using compost pits, contributing to sustainable agricultural practices and green initiatives.

Liquid Waste Management: The campus operates a fully functional Sewage Treatment Plant (STP) to manage liquid waste efficiently. The recycled water undergoes annual contamination testing and is used for watering plants and cleaning purposes. The STP is maintained regularly to ensure smooth operations and compliance with environmental standards.

E-Waste Management: A Memorandum of Understanding (MOU) with Sogo E-Waste ensures that electronic waste is responsibly recycled. Before recycling, reusable components are identified and repurposed under the guidance of the IT Manager, Mr. Ramesh, to minimize waste and maximize resource utilization.

These integrated waste management practices demonstrate the institution's dedication to sustainability, environmental stewardship, and resource conservation, setting a benchmark for green campus initiatives.

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

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

A. Any 4 or all of the above

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

7.1.5 - Green campus initiatives include

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

- 1. Restricted entry of automobiles**
- 2. Use of Bicycles/ Battery powered vehicles**
- 3. Pedestrian Friendly pathways**
- 4. Ban on use of Plastic**
- 5. Landscaping with trees and plants**

A. Any 4 or All of the above

File Description	Documents
Geo tagged photos / videos of the facilities	View File
Any other relevant documents	No File Uploaded

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

7.1.6.1 - The institutional environment and

A. Any 4 or all of the above

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

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

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

A. Any 4 or all of the above

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

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

The institution has made significant strides in fostering inclusivity and diversity through various events and initiatives. Cultural celebrations, such as Ethnic Day, Dussehra, and Ganesh Chaturthi, provide platforms for students and faculty to embrace and showcase their regional and cultural uniqueness. These events encourage harmony among individuals from diverse backgrounds, promoting a sense of unity and respect for different traditions.

Additionally, programs like Kannada Rajyotsav and Teacher's Day Celebrations with cultural components emphasize the importance of linguistic and regional diversity. By organizing such events, the institution ensures that students appreciate and celebrate the multicultural environment around them, helping create a tolerant and harmonious campus culture.

Through these initiatives, the institution reinforces its commitment to creating an environment where all individuals feel valued and respected, irrespective of their socio-economic or cultural backgrounds. These efforts contribute to building an inclusive academic community that aligns with global standards.

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

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

The institution integrates constitutional values, rights, duties, and responsibilities into its curriculum, particularly through dedicated courses on the Indian Constitution at the undergraduate level. These courses aim to familiarize students with the foundational principles of democracy and citizenship.

Regular seminars and guest lectures by delegates on topics such as human rights and constitutional values are organized to

deepen understanding and encourage dialogue among students and staff. Events such as Constitution Day, Ambedkar Jayanti, National Voters Day, and Republic Day further reinforce awareness of democratic ideals and citizen responsibilities.

Through active NSS and NCC participation, students are involved in community services and activities that instill a sense of duty toward society. Programs like Energy Conservation Day and Gandhi Jayanti promote ethical responsibilities and environmental consciousness.

The institution also organizes cultural and commemorative events, such as Kannada Rajyotsava and International Women’s Day, fostering inclusivity and respect for diversity, essential tenets of the Constitution.

These initiatives collectively ensure that students and employees are well-informed and actively engaged in upholding constitutional values, contributing to the development of responsible and conscientious citizens.

File Description	Documents
Details of activities that inculcate values; necessary to render students in to responsible citizens	View File
Any other relevant information	No File Uploaded

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

A. All of the above

File Description	Documents
Code of ethics policy document	View File
Details of the monitoring committee composition and minutes of the committee meeting, number of programmes organized, reports on the various programs etc., in support of the claims	View File
Any other relevant information	No File Uploaded

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

The institution actively celebrates a wide range of national and international commemorative days, fostering cultural unity, social awareness, and a sense of national pride.

Key national events such as Republic Day, Independence Day, Constitution Day, and National Voters Day are marked with activities like flag hoisting, seminars, and rallies to emphasize the importance of democracy, civic responsibilities, and constitutional values. Events like Ambedkar Jayanti and Gandhi Jayanti highlight the contributions of national leaders and their philosophies.

To promote global awareness and health, the institution observes International Yoga Day and World Tobacco Day, organizing workshops and campaigns. Social initiatives such as International Women's Day and Childrens' Day further underscore its commitment to equity and inclusion.

Cultural celebrations, including Ganesh Chaturthi, Diwali, Dussehra, Christmas, and Kannada Rajyotsava, reflect the institution's dedication to respecting and celebrating India's rich diversity. Events like Rainbow Week and Ethnic Day encourage students and staff to embrace and showcase cultural heritage.

The institution also organizes unique events such as Kalakruthi - intra cultural fest, Surface - intra college fest for PG, and IGNITE inter college culturalfest, offering platforms for creative expression and innovation. These initiatives collectively promote harmony, cultural appreciation, and

national integrity.

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

7.2 - Best Practices

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

The two best practices implemented by IIBS to enhance student development and institutional excellence are IIBS Finishing School and Ensured Students Holistic Development.

IIBS Finishing School Program: The program bridges the gap between academia and industry by equipping students with essential skills. It offers semester-specific certifications in areas like corporate communication, advanced analytics, and entrepreneurship, with 70% of the training delivered by industry experts. This rigorous approach has improved students' confidence, communication, and employability. Evidence of success includes an increase in placement percentages and higher salary packages for graduates. Challenges include scheduling alongside university curricula and arranging external resources.

Ensured Students' Holistic Development: This initiative aims to foster leadership, problem-solving, and cultural understanding among students. Key activities include corporate and alumni connect programs, student exchange agreements, and various clubs that enhance engagement and skills. Social responsibility is promoted through village and school adoption programs, blood donation drives, and community service. The program has improved students' leadership and employability while addressing societal challenges. Evidence of success includes higher internship and job opportunities, increased blood donations, and recognition through awards. Challenges include funding limitations, social stigma, and initial low participation in activities.

File Description	Documents
Best practices in the Institutional web site	View File
Any other relevant information	View File

7.3 - Institutional Distinctiveness

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

The institution has demonstrated a strong commitment to student welfare through its comprehensive scholarship and concession schemes for the academic year 2023-2024. A total of 707 students across undergraduate (UG) and MBA programs benefited, with financial assistance amounting to ₹2,61,59,204.

Undergraduate programs supported 388 students, distributing ₹47,37,899. Key initiatives included College Concessions, Defense Scholarships, Girl Student Concessions, and Merit Scholarships, with significant aid extended to promote academic excellence and gender inclusivity.

MBA programs accounted for 319 beneficiaries, with ₹2,14,21,305 disbursed. Notable schemes included Academic Scholarships, Entrance Score-based assistance, and Girl Student Concessions. The substantial allocation for MBA students underscores the institution's focus on fostering professional education.

These initiatives highlight the institution's dedication to inclusivity, recognizing merit, and addressing the financial challenges faced by students. Special attention to girl student concessions aligns with efforts to empower women in education. The broad range of scholarships ensures diverse student needs are met, promoting academic success and personal growth.

Such financial aid not only alleviates students' economic burdens but also cultivates a culture of excellence, inclusivity, and equal opportunity within the institution. Continued enhancements to these programs can further solidify its impact on student success and empowerment.

File Description	Documents
Appropriate web in the Institutional website	View File
Any other relevant information	No File Uploaded

7.3.2 - Plan of action for the next academic year

The plan of action for 2024-2025 focuses on sustainability, inclusivity, and community engagement. To reduce the carbon footprint, a plantation drive will be organized in collaboration with ReGreen Earth, targeting the plantation of 10,000 saplings in and around campus and in the local community, with regular monitoring to ensure survival which eventually targeted to 1 billion saplings by 2050. Efforts will be made to promote e-vehicle usage among faculty and students by collaborating with manufacturers to provide subsidies, setting up charging stations, and offering incentives such as priority parking. Gender sensitization programs will address issues like gender identity disorders and inclusivity through workshops, panel discussions, and the formation of a Gender Equality Committee to foster awareness and understanding.

Community sensitization initiatives will focus on environmental and constitutional obligations through educational campaigns, street plays, and events in schools and local communities to promote sustainable practices and civic responsibilities. Solar energy adoption will be prioritized by installing solar panels across campus, with plans to wheel excess energy to the grid, supported by training sessions and funding via subsidies and CSR initiatives. Furthermore, environmental awareness campaigns will be conducted in government schools through interactive workshops, competitions, and the distribution of eco-friendly kits to instill a sense of responsibility among young learners. A Sustainability Task Force will oversee these initiatives, ensuring systematic implementation, progress monitoring, and stakeholder transparency. This comprehensive plan aims to integrate these objectives into the institution's academic and extracurricular framework, driving meaningful impact.